



SAN ANTONIO WATER COMPANY

BOARD OF DIRECTORS MEETING

Tuesday, December 16, 2025 at 5:00 p.m.

In the Upland City Hall Council Chambers

460 N. Euclid Avenue, Upland, CA 91786

And Virtual/Online or Teleconference

Members of the public may join the meeting by computer, tablet or smartphone.

<https://meet.goto.com/289033861>

You can also dial in using your phone.

Access Code: 289-033-861

United States: [+1 \(224\) 501-3412](tel:+12245013412)

Call to Order

Salute to the Flag

1. Recognitions and Presentations:

2. Additions-Deletions to the Agenda:

3. Shareholder-Public Testimony:

This is the time for any shareholder or member of the public to address the board members on any topic under the jurisdiction of the Company, which is on or not on the agenda. Please note, pursuant to the Brown Act the board is prohibited from taking action on items not listed on the agenda. For any testimony, speakers are requested to keep their comments to no more than four (4) minutes, including the use of any visual aids, and to do so in a focused and orderly manner. Anyone wishing to speak is requested to voluntarily fill out and submit a speaker's form to the manager prior to speaking.

4. Consent Calendar Items:

All items listed hereunder are considered to be routine and there will be no separate discussion of these items unless members of the board request specific items to be removed from the consent calendar for separate action. All items listed or remaining will be voted upon in a single action.

- A. Approval of Board Meeting Minutes
Regular Meeting Minutes of November 18, 2025
- B. Planning, Resources, and Operations Committee (PROC) Meeting Minutes
Special Meeting Minutes of October 28, 2025.
- C. Administration and Finance Committee (AFC) Meeting Minutes
No meeting minutes to approve.
- D. AdHoc Committee for Office Feasibility Study
No meeting minutes to approve.
- E. Financial Statement
Income Statement and Balance Sheet for October 31, 2025.
- F. Investment Activity Report
Monthly Report of Investments Activity.
- G. Water Production and Consumption
Monthly water production and consumption figures.
- H. Prominent Issues Update
Status summaries on certain on-going active issues.
- I. Projects and Operations Update
Status summaries on projects and operations matters.

- J. Groundwater Level Patterns [Quarterly in January, April, July, and October]
Tracking patterns of groundwater elevations relative to ground surface.
 - K. Conservation Program Update [Quarterly in January, April, July, and October]
Update on SAWCo's existing water conservation programs.
 - L. Correspondence of Interest
5. Board Committee – Delegate Report:
- A. PVPA Representative Report
Verbal report by Director Parker.
 - B. Six Basins Representative Report
Verbal report by Mr. Lee.
 - C. Chino Basin Representative Report
Verbal report by Mr. Lee.
 - D. Cucamonga Basin Representative Report
Verbal report by Mr. Lee.
 - E. Administration and Finance Committee (AFC) Chairman's Report
No meeting to report.
 - F. Planning, Resources, and Operations Committee (PROC) Chairman's Report
Verbal report by Director Elliott on special meeting held December 15, 2025.
 - G. Office & Yard Feasibility Study Ad Hoc Committee
No meeting to report.
6. Review of Calendar Year 2026 Budget
Review and Approve Budget for Calendar Year 2026.
7. Review of 2025 Total Compensation Survey Results and Potential Action Regarding Company Salary Grade Structure and Adjustment to Personal Leave
Review and discussion regarding 2025 Total Compensation Survey.
8. Closed Session:
- A. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION [Government Code § 54956.9(d)(1) Name of Case: *San Antonio Water Company v. Foothill Irrigation Company*, et al., San Bernardino Superior Court Case No. 92645
9. Director's Comments and Future Agenda Items

Adjournment

The next regular Board Meeting will be held on Tuesday, January 20, 2026 at 5:00 p.m.

NOTE: All agenda report items and back-up materials are available for review and/or acquisition from the Company Office (139 N. Euclid Avenue, Upland, CA.) during regular office hours, Monday through Thursday [7:30a – 11:30a and 12:30p – 5:00p] and on the Company’s website www.sawaterco.com. The agenda is also available for review and copying at the Upland Public Library located at 450 N. Euclid Avenue.

POSTING STATEMENT: On December 11, 2025 a true and correct copy of this agenda was posted at the entry of the Water Company’s office (139 N. Euclid Avenue), on the City of Upland public bulletin board (460 N. Euclid Ave.), Public Library (450 N. Euclid Ave.), and on the Water Company’s website.