



Western Heights Water Company

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Minutes of February 13, 2026, Board of Directors Meeting

A Regular Meeting of the Board of Directors was held at the office of Western Heights Water Company, 32352 Ave D, Yucaipa, CA, on Friday, February 13, 2026. Vice President Robert Zappia M.D. called the meeting to order at 8:00 AM. Directors present: Benjamin Kelly, Armando De La Paz; General Manager Mark Iverson, Office Manager Debbie Patrick, Engineering Assistant Brooke Shorey. President Duane Burk and Director Chris Venable attended telephonically.

1. Public Comment – None
2. Minutes of Board Meeting – Minutes from the January 16, 2026 Board Meeting were reviewed and approved. Motion made by Director De La Paz, seconded by Director Venable, and approved unanimously.
3. San Bernardino Valley Municipal (MUNI) Report – Director Kelly reported there was nothing pertinent to Western Heights to report.
4. Board Meeting Schedule – The Annual Shareholders Meeting will be on Wednesday, March 18, 2026 at 6:00 PM, with the Board Meeting immediately following.
5. General Manager's Report
 - a) Discussion Items
 - a. Water Sold – Water sales for January 2026 are 19.9% lower than they were for January 2025. WHWC is pumping less from the basin than the amount allocated.
 - b. Budget Status and Financials – Total revenues for 2026 are 6.1% lower than this time last year. Expenses are 12.4% lower than this time last year.
 - c. Property Zoning – Director Burk will look at the property zoning the next time he is in the office. The other directors reviewed it at the last meeting.
 - d. GSA Update – The first GSA meeting for 2026 was held January 28, 2026. The election of officers was held, and the board of directors remains unchanged. The key topics to be discussed for 2026 are the policy handling pumping credits for the water purveyors and the first five-year update of the GSP which is due to DWR January 2027. There is a workshop to discuss pumping credits scheduled for March 11, 2026. A meeting with the private well users is scheduled for May 27, 2026.

- e. Salary Survey – Staff updated the salary survey completed by CalMutuals in 2021. The CalMutuals survey provides the best comparison of salaries for WHWC. The CalMutuals survey gave a low and high salary for various employee classifications. To update the survey, Mr. Iverson escalated the low salary 4% per year and the high 3% per year for the 5-year period to give a new estimated range for salaries. He then compared WHWC current salaries to the revised salary survey results. Mr. Iverson will bring salary recommendations to the next board meeting.

The meeting was adjourned at 8:24 AM and moved into Closed Session to discuss potential litigation.

The meeting was re-opened at 9:22 AM.

Mr. Iverson provided an update and there is no reportable action at this time.

Directors' Matters

Nothing to report

The meeting was adjourned at 9:23 AM.



Debbie Patrick, Secretary to the Board