

**MINUTES OF SILICON VALLEY CLEAN WATER
REGULAR MEETING – January 8, 2026
8:00 a.m.**

Place: Silicon Valley Clean Water
1400 Radio Road
Redwood City, California

Members of the public and SVCW staff and consultants were also able to observe and participate remotely per instructions provided in the agenda.

ITEM 1

CALL TO ORDER

The meeting was called to order at 8:02 a.m.

ITEM 2

ROLL CALL - Commissioners Duly Appointed by Each Agency
Board Member George Otte, West Bay Sanitary District – Chair
Mayor Elmer Martínez Saballos, Redwood City – Vice Chair
Council Member Tom McCune, Belmont – Secretary
Council Member Neil Layton San Carlos – Member

Staff Present

Matthew P. Zucca, SVCW Manager
Christine C. Fitzgerald, SVCW Legal Counsel
Matt Anderson, SVCW Chief Financial Officer/Assistant Manager
Kim Hackett, Authority Engineer
Jessica Mangual, SVCW Secretary Pro Tem

ITEM 3

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited by those in attendance

ITEM 4

Instructions for enabling live captioning and providing public comment remotely during the meeting were provided.

PUBLIC COMMENT

There were no Public Comments

ITEM 5

CONSIDERATION OF MOTION APPROVING CONSENT CALENDAR ITEMS 5A-5B

- A. APPROVAL OF MINUTES – December 2025 - Regular Meeting
- B. CLAIMS AND CHECKS DATED NOVEMBER 11 - DECEMBER 22, 2025, AND NECESSARY PAYMENTS THROUGH DECEMBER 22, 2025

Motion/Second: Mr. McCune / Mr. Layton

The motion carried by a unanimous roll call vote

ITEM 6

BUSINESS ITEMS - NONE

ITEM 7

REPORTS

In the Manager's Report, staff reported no lost-time injuries and continued full regulatory compliance. The focus of the discussion was recruitment, retention, and compensation, with staff providing an overview of preliminary compensation study visuals comparing SVCW positions to peer agencies across multiple percentiles. Commissioners discussed current labor market conditions, geographic competition, and the importance of evaluating total compensation, including benefits.

Staff reported continued recruitment for two operator positions and one maintenance position and reviewed upcoming Commission calendar items, including Chair and Vice Chair elections.

The Engineering Report addressed recent King Tide impacts, noting minor overtopping of a protective levee with no immediate risk to plant operations.

For other written reports contained within the agenda packet, there were no questions or comments.

ITEM 8

MATTERS OF COMMISSION MEMBER'S INTEREST - None

ITEM 9

COMMUNICATIONS – Press Releases Celebrating Silicon Valley Clean Water's 50th Anniversary

ITEM 10

ADJOURN

There being no further business, the meeting adjourned at 8:33 am

Minutes prepared by Matthew P. Zucca
Reviewed by General Counsel

Thomas McCune

[Thomas McCune \(Feb 19, 2026 11:49:43 PST\)](#)

Tom McCune, Secretary