

UNION HILL WATER ASSOCIATION
5020 236th Ave. NE
REDMOND, WASHINGTON 98053

Board of Trustees Meeting

January 13, 2026

President Al Spencer called the meeting to order at 5:35 pm. Board members Colby Caywood, Steve Sergev, and Rick Hardesty were in attendance. Board member Jim Kleppe was excused. General Manager, Teresa Fowlkes was also in attendance. Dave Hoagland, from the audit firm of CliftonLarsonAllen, also attended to present the audited Financial Statements.

Minutes of Previous Meeting

The minutes from December 9, 2025, were reviewed and accepted as amended.

New Agenda Items

There were none.

Member Comments/Requests

There were none.

Manager Report

- New Development – Two smaller residential developments are moving forward. The one on 236th will have 2 homes and the other, off Union Hill Road, will have 4 homes.
- Comprehensive Plan – Review and editing of the Plan update will be happening in January.
- Field Work – Field staff is continuing work on the meter database and locating all valves in the water system.
- Shake Alert – Quote for the Shake Alert at the South Reservoir should be received by the end of January.

Executive Session

Rick Hardesty moved to enter executive session. Steve Sergev seconded. Approved
Steve Sergev moved to end the executive session, Colby Caywood seconded. Approved

Discussion

- a. 2025 Audited Financials - There were no unusual events for the year 11/01/2024 – 10/31/2025. Colby Caywood moved to accept the audited financial statements as presented. Steve Sergev seconded. Approved.
- b. Employee Manual - Steve Sergev moved to accept the changes to the Employee Manual as amended. Rick Hardesty seconded. Approved.
- c. Annual 401K Contribution - Discussion. Colby Caywood moved to authorize a 3% match and a 5% additional employer contribution. Rick Hardesty seconded. Approved.

Financial Report

Financial comparisons were sent to the Board for review.

Proposed Discussion Items

There were none.

Action Item Review

Earthquake Preparedness

The meeting was adjourned at 6:25 pm.

Steve Sergev Secretary/Treasurer

Date _____