



Equipment Service Worker Canaan Andrade protects his hearing in the mechanic shop. Read about the dangers of noise on the job and at home in the Safety Corner, [page 14](#).

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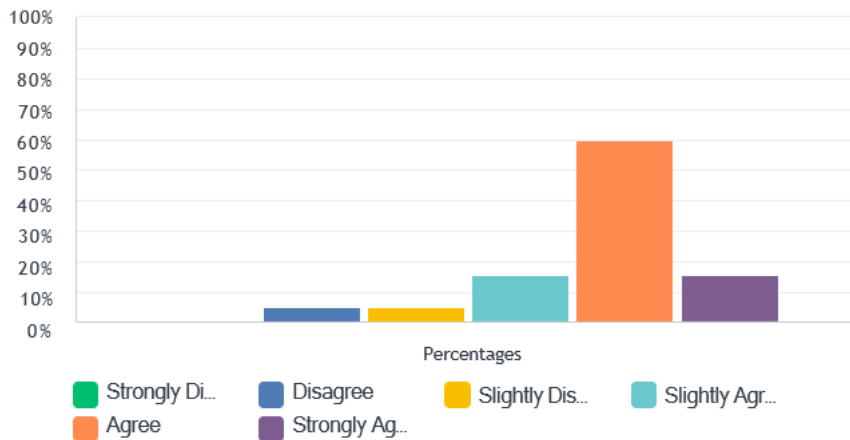
... and more

Employee Job Satisfaction Survey results

Here are the results of the NID Employee Job Satisfaction Survey taken earlier this year. Eighty-four employees participated in the online survey. This was an opportunity to provide input for leadership to make improvements in the workplace.

The Board of Directors has set a strategic priority of employee engagement to attract and retain top talent and create a positive work experience. This survey helps take a measure of how we feel about working at NID.

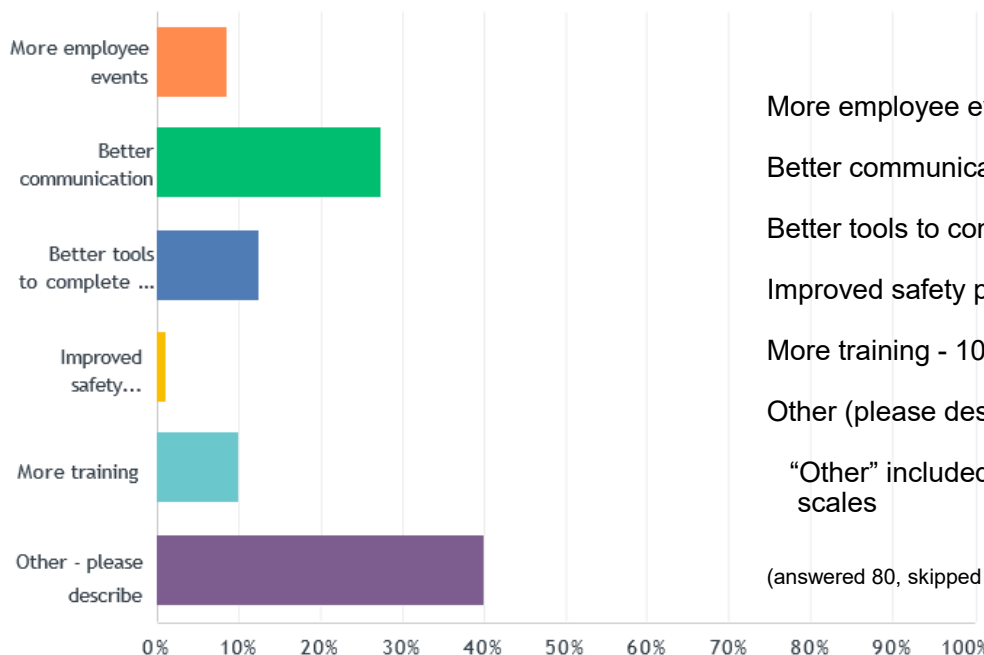
I recommend NID as a great place to work.



Strongly Agree – 15.48 (13)
 Agree – 59.52% (50)
 Slightly Agree - 15.48% (13)
 Slightly Disagree - 4.76% (4)
 Disagree - 4.76% (4)
 Strongly Disagree - 0%

(answered 84, skipped 0)

To make NID a better place to work, the number one improvement I would make is:

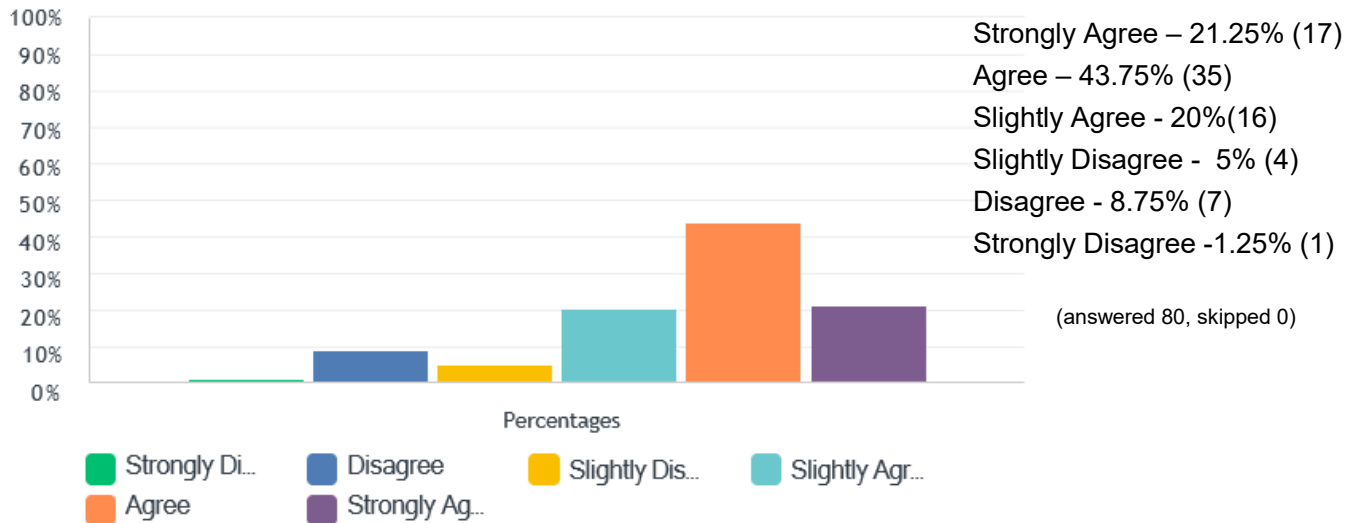


More employee events - 8.75% (7)
 Better communication - 27.50% (22)
 Better tools to complete job - 12.50% (10)
 Improved safety practices - 1.25% (1)
 More training - 10% (8)
 Other (please describe) - 40% (32)
 "Other" included: pay, culture, even pay scales

(answered 80, skipped 4)

Employee Job Satisfaction Survey results (2 of 5)

My supervisors encourage my development.



I would like my supervisor to help facilitate my career development by:

Outlining a pathway for promotion - 51.25% (41)

Discussing it with me during my annual review - 38.75% (31)

Developing and committing to a training plan - 36.25% (29)

Other -13.75% (11)

(answered 80, skipped 4)

Someone has talked to me about my progress in the last 6 months.

Strongly Agree – 15% (12)

Agree – 37.50% (30)

Slightly Agree - 20% (16)

Slightly Disagree - 5% (4)

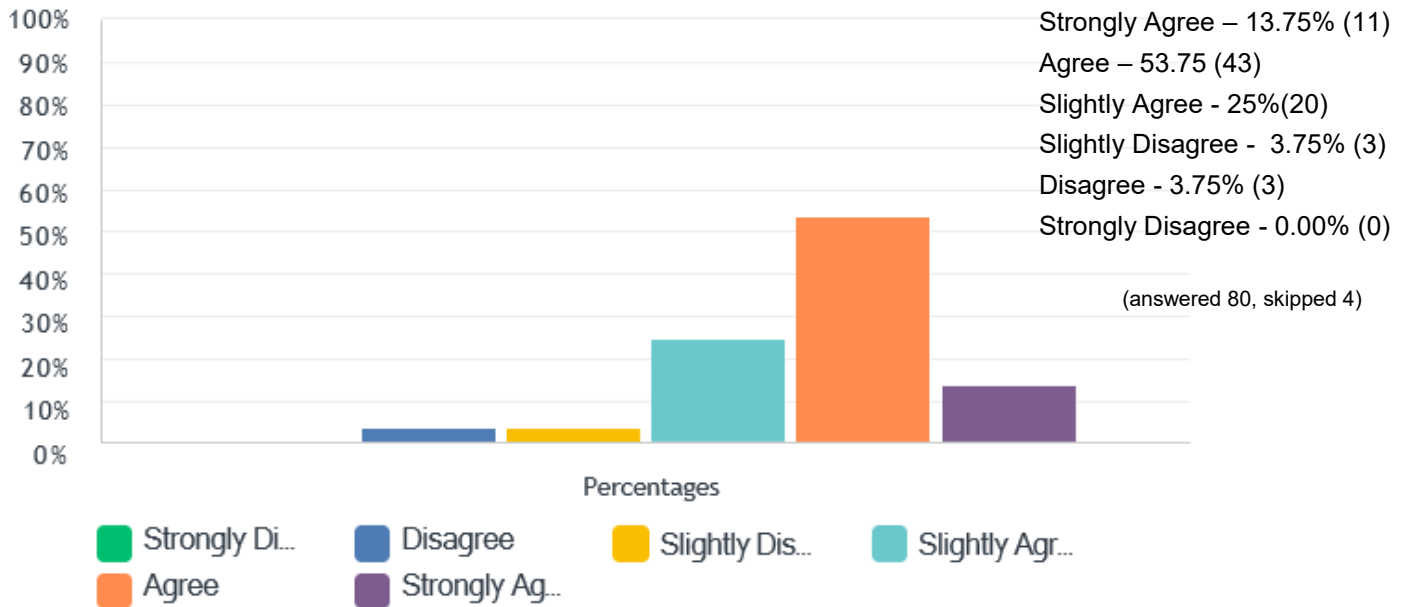
Disagree - 17.50% (7)

Strongly Disagree - 5% (4)

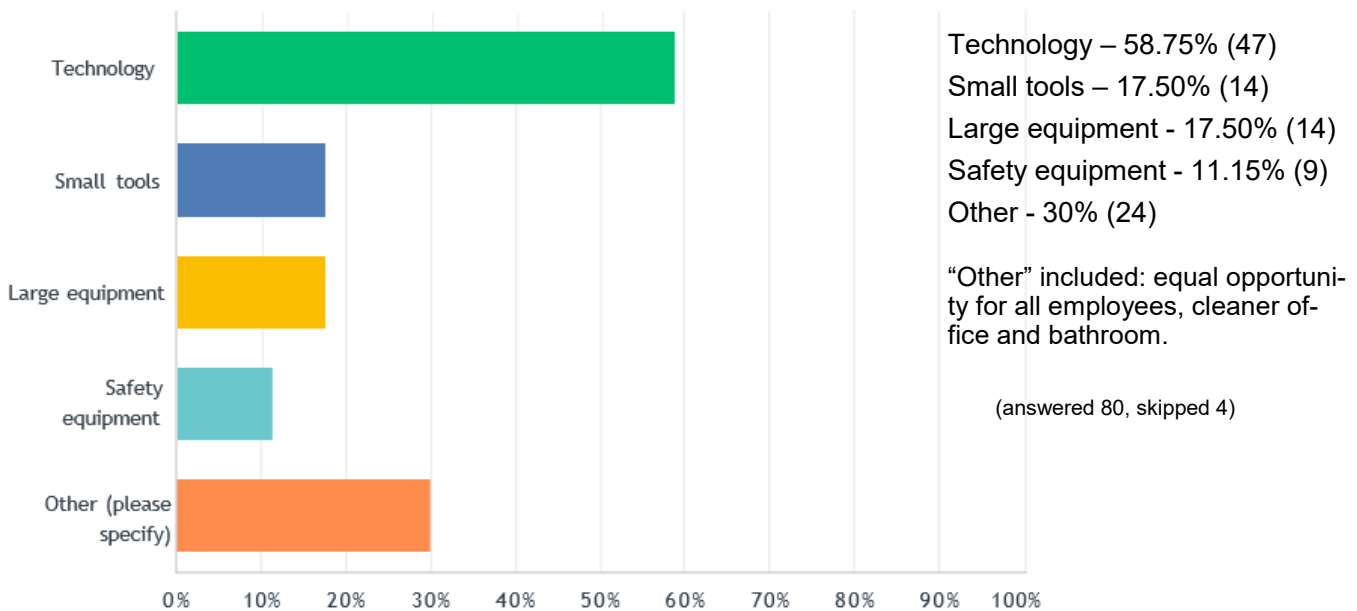
(answered 80, skipped 4)

Employee Job Satisfaction Survey results (3 of 5)

I have the basic tools necessary to do my job correctly.

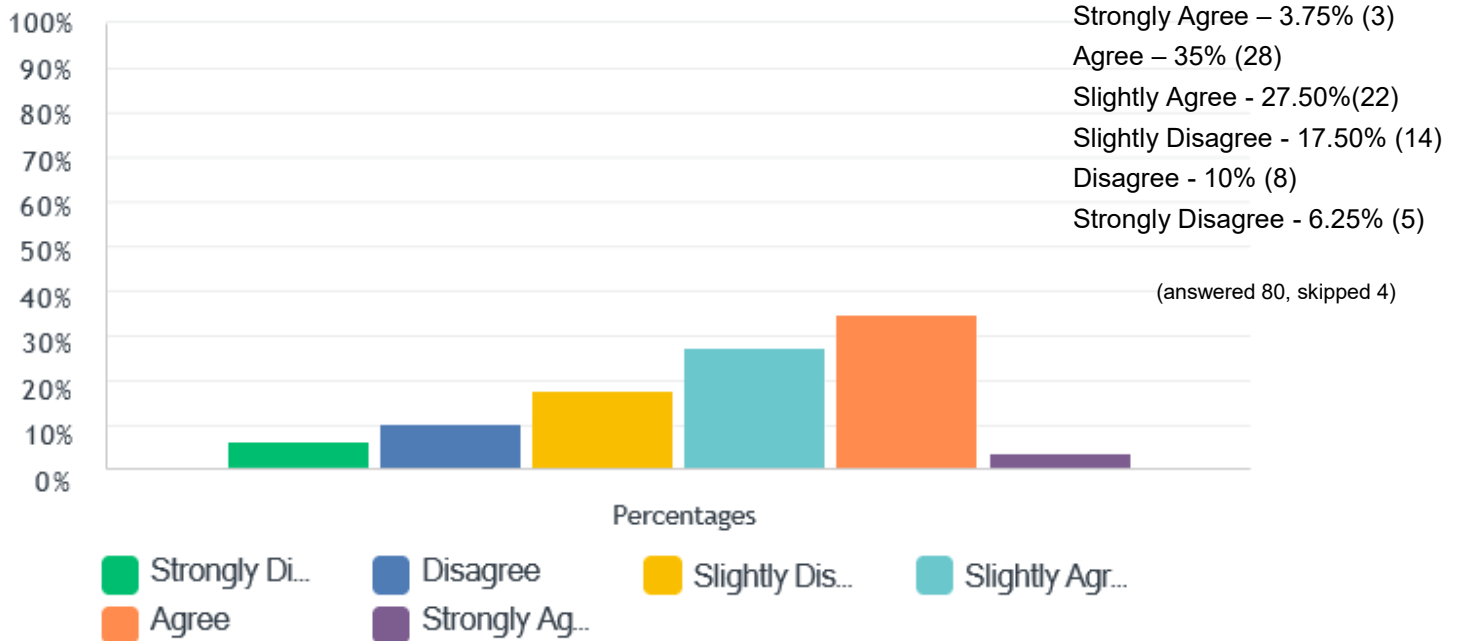


I think NID should focus on providing the following:

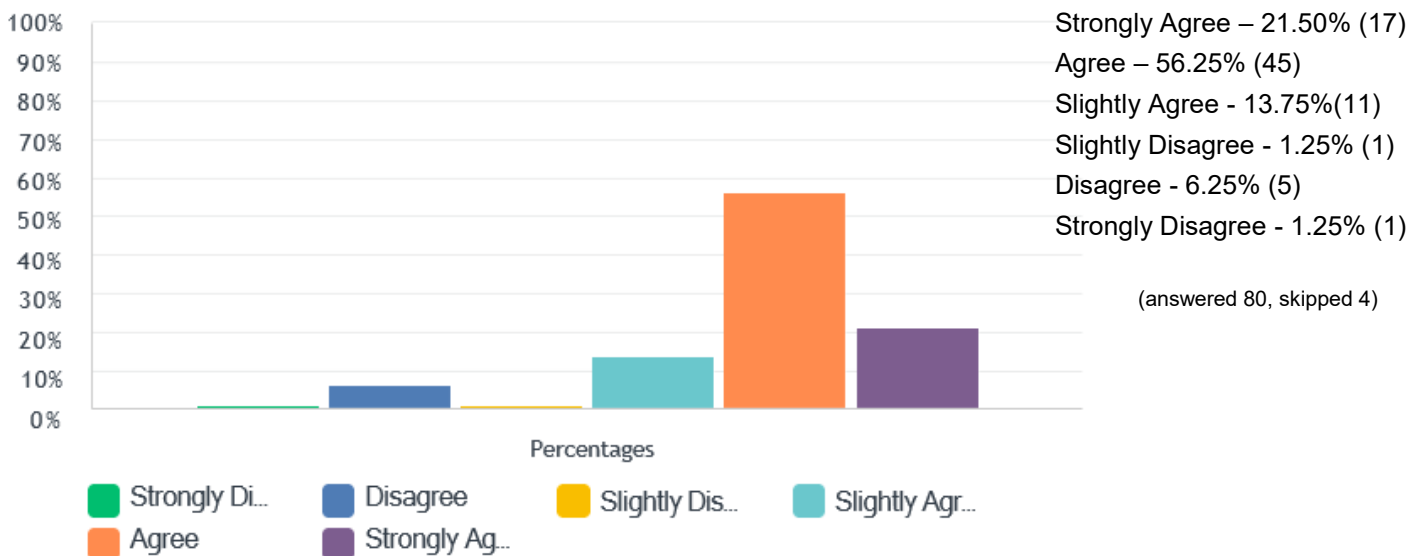


Employee Job Satisfaction Survey results (4 of 5)

The promotional process at NID is fair.

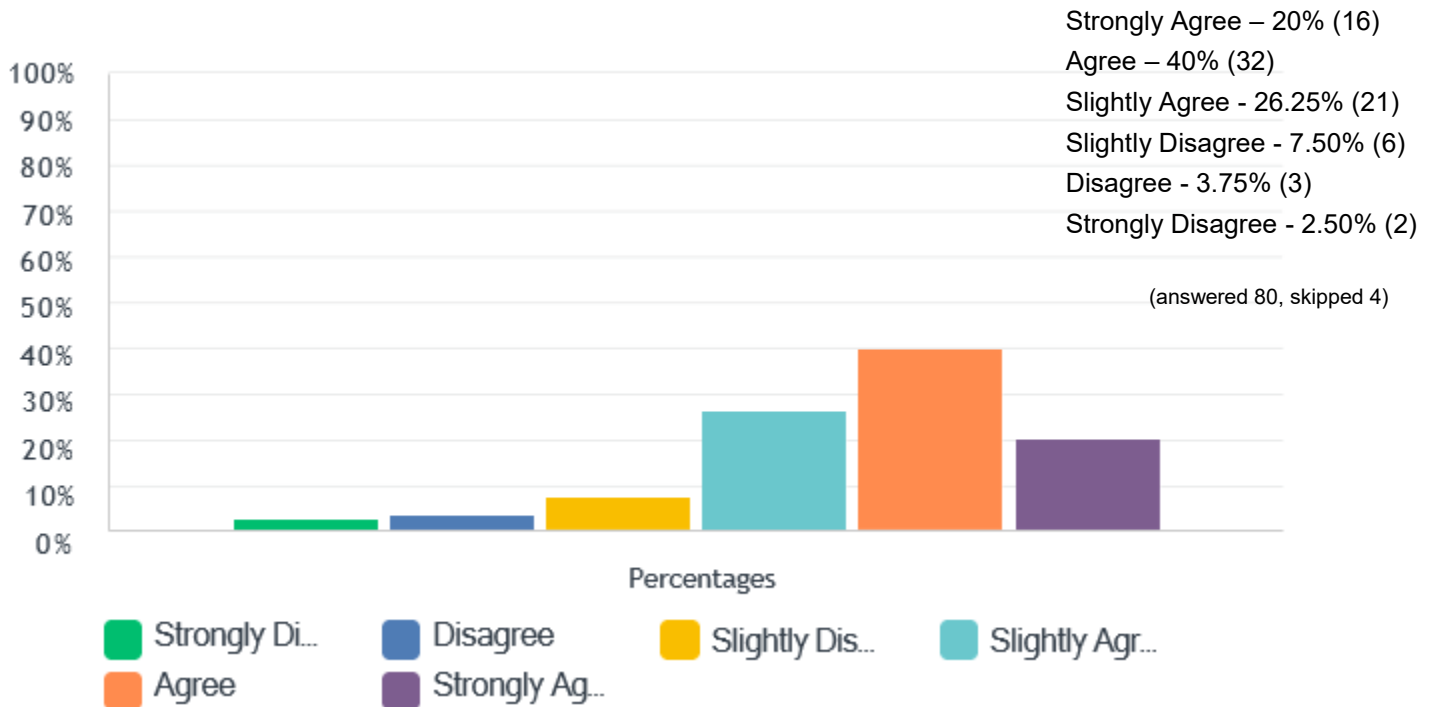


The people I work with treat each other with respect.



Employee Job Satisfaction Survey results (5 of 5)

In the last year, I've had an opportunity to learn and grow



What best describes the job classification you're in?

No one reports directly to me - 63%

I supervise others - 39.90%

I have been employed at NID for:

0-3 years - 27.38%

8-11 years - 17.86%

4-7 years - 22.62%

12+ years - 32.14%

My age is?

18-25 - 3.75% (3)

26-41- 41.25% (33)

42-57- 48.75% (39)

58+ - 6.25% (5)

September Anniversaries

Greg Cornejo, Electric Systems Technician II, 33 yrs.
Sept. 10

Wade Townsend, Senior Survey Technician, 28 yrs.
Sept. 11

Craig Harkey, Equipment Operator, 27 yrs. Sept. 3

Christopher Friedman, Equipment Operator, 23 yrs.
Sept. 5

Robert Granholm, Hydro Maintenance Tech. II, 13
yrs. Sept. 13

Christopher Dunn, Utility Worker I, 12 yrs. Sept. 19

Wayne Giles, Water Treatment Operator III, 12 yrs.
Sept. 19

Lance Adams, Hydro Electrical Machinist I, 12 yrs.
Sept. 19

Megan Pontius, Dispatcher II, 8 yrs. Sept. 8

Christopher Glass, Utility Worker I, 6 yrs. Sept. 5

Wayne MacMenigall, Utility Worker II, 6 years

Kathryn Schwartz, Administrative Analyst II, 6 yrs.
Sept. 18

Adam Custer, Utility Worker I, 3 yrs. Sept 2

Kyle Hampton, Vegetation Control Worker I, 1 year

Promotions & Transfers

Evan Parks – Promotion to Hydro Maintenance Technician I – Hydroelectric Department

Retirements

Stu Uchida – 9/22/2023

Dean Rutter – 10/1/2023

New Hires

Joseph Compton – Water Treatment Operator II - Operations



CalPERS Open Enrollment Meetings

- Monday, October 2 - 4:00 pm – 4:30 pm
- Placer Yard (Maintenance)
- Tuesday, October 3 - 7:00 am – 7:30
am – Maintenance Locker Room
- Tuesday October 3 - 2:00 pm - 2:30 pm
District Office Board Room
- Wednesday, October 4 - 7:00 am – 7:30
am – Hydroelectric Office

CalPERS open enrollment ends on
Friday, October 13

HR Reminders, Deadlines

CalPERS Open Enrollment

CalPERS Open Enrollment for plan year 2024 began Monday, September 18, 2023 and ends Friday, October 13, 2023.

During this time, employees and retirees are eligible to make changes to their health plans with CalPERS. All changes made during Open Enrollment will take effect on January 1, 2024.

Employees: Please see the 2024 Open Enrollment Memo recently emailed for more details.

Retirees: Please call CalPERS at 888-225-7377 for any open enrollment questions.

Stu Uchida retires after 40 years

After 40 years of devoted service, Stu Uchida retired from NID on September 22, 2023. Stu began working for the District doing survey work as a temporary employee until he was hired as a regular employee in August 1983 in the Drafting Department.

Stu has been the District's Senior Engineering Technician, a title that does not convey the plethora of projects he has drafted, reviewed, or provided quality control on. His faceted abilities include knowledge of field surveying, property boundary development, civil engineering design, and an encyclopedic knowledge of all of the District's maps.



Stu's career has had his hand in many of the District's facilities – be it surveying work on ditches, to hand drafting projects such as pipeline replacement drawings at his drafting table, to the computer-aided drafting (CAD) of record drawings such as electrical diagrams of our powerhouses.

In the 40 years that Stu has worked here, there is hardly any project that hasn't had his input.

At his retirement party, Stu celebrates with (Above) his wife Judy and Cameron Price, Maintenance Superintendent Treated Water.

(Right) Senior Engineer Tonia Tabucchi Herrera offers Stu a fond, thankful hug



Dean Rutter retires after nearly 32 years

In 1987, while Dean was working behind the parts counter at Colfax Motor Parts, retired Hydro Superintendent Dick Eckenburg approached the front counter asked him if any knew anyone who was looking for a job. Dean turned in his two weeks' notice that day and never looked back.

Dean's work history is fascinating. In 1988, he started working as a temporary employee for a year on the Yuba-Bear Project. He transferred to work on the Chicago Park Powerhouse until 1991.

On December 16, 1991 Dean became a full-time Utility Worker. In 1996 he transferred to Shop Operations as an Equipment Service Worker, and promoted to an Equipment Mechanic a year later. After eight years in the shop, Dean promoted to a Hydroelectric Roving Utility Worker. In 2018, this position was reclassified as a Hydroelectric Maintenance Technician from which he will retire on October 1 after nearly 32 years with the District.

Dean says:

The best things about his job: He is an avid outdoorsman and gets to do the type of work he enjoys in the places he spends his free time. He mentioned all of the good crews and people he has worked with through the years.

Plans for retirement: He plans on traveling out of the country once he gets a passport and enjoying his retirement.

During his career Dean has had the opportunity to complete a turbine rewind, helped during some of the largest winter years recorded, and has always lent a helping hand and smile whenever needed.

Dean has probably plowed as many miles of snow as the earth is round. His excellent attitude, experience, and knowledge of the District is going to be missed.

Congratulations and good luck, Dean!



Dean Rutter operates the Hydro bucket truck

Bear River cleanup

More than 30 workers participated in the third annual Bear River cleanup on Sept. 26. Two areas got some TLC: at Dog Bar Bridge and the old Hansen Mine on Taylor Crossing Road.

The teams pulled out bags-full of trash from trails and beaches on the river.

Some unusual items included a metal chair and bed frame, tires, underwear, lots of socks, and a box with the pet remains of "Shamus," dated March 15, 1989.

The cleanup effort was part of the Annual Yuba River Cleanup, sponsored by the South Yuba River Citizens League (SYRCL).



Dog Bar Bridge



(Above) Larry Lundell, Facilities Ranger, cleans a beach at Dog Bar Bridge.



Old Hansen Mine on Taylor Crossing Road

Participants: Greg Jones, Don Bird, Zach Clark-Ware, Ken Copher, Jonny Ettlin, Ian Ferrell, Joseph Franks, Mark Gravatt, Will Greist, Carter Hatch, Desiree Ince, Katie Kemp, Katherine Korsak, Wyatt Landrum, Susan Lauer, Larry Lundell, Wayne MacMenigall, Larry Martin, Cory Mayo, Greg McCay, Elizabeth Montejano, Jennifer Murtha, Bobby Newkirk, Joanne Phillips, Monica Reyes, Daniel Roth, Naomi Schmitt, Patrick Sheehan, Trevor Sterrett and Diana Traylor.

Licenses, certifications

Lacy Cannon - Professional Engineer License - Assistant Engineer - Hydro Lacy Cannon has passed the Professional Engineer exam and earned her license.

Jonathan McNamara - Water Distribution Grade 2 License - Water Treatment Operator I Jonathan McNamara has passed his Water Distribution Grade 2 license.

Ken Hugg - Water Treatment Grade 3 License - Water Treatment Operator II Ken Hugg has passed his Water Treatment Grade 3 license. (This is a correction to last month's announcement)

Time to Tee Up: NID Golf Tourney is Oct. 14

Sign up for the annual NID golf tournament, scheduled for Oct. 14.

Where: Alta Sierra Country Club (11897 Tammy Way, Grass Valley, CA 95949)

Cost: \$75 per player

Time: 9:30 am shotgun

Format: Two-person scramble format. Prizes and Raffle!

Sign up on the signup sheet in your department or with [Caden Caldwell](#) at calwellc@nidwater.com or at (530) 798-9814.



NID Out & About

NID Participates in Nevada County Collaboration Day

NID joined other local organizations to swap resources during Collaboration Day, held Sept. 8 at the Rood Center in Nevada City. The fair-type event was open to the public and drew local groups, businesses and government entities.

NID focused on stressing the importance of conservation and shared general information about the District.

(Right) Cindy Ware, Safety Technician, staffs NID's information table.



“1883 Disaster at English Dam” Presentation at ADSO Conference

Keane Sommers, Director of Power Systems, and Lacy Cannon, Assistant Engineer, made a presentation entitled the “1883 Disaster at English Dam” on Sept. 18 at the Association of State Dam Safety Officials conference in Palm Springs.

The presentation highlighted information about the history and construction of English Dam; described the 1883 failure, including downstream consequences; and discussed dam building in California during the Gold Rush era and the fallout of the 1884 Sawyer Decision as it related to dam and levee safety.

[Click here to read the presentation \(with historical photos and maps\).](#)



Thanks from Customers

Kudos to NID

A property owner was concerned about the potential for people to fall into the DS Canal at the Wolf Creek release.

He contacted the NID safety office and asked for additional protection. The District responded and added safety features.



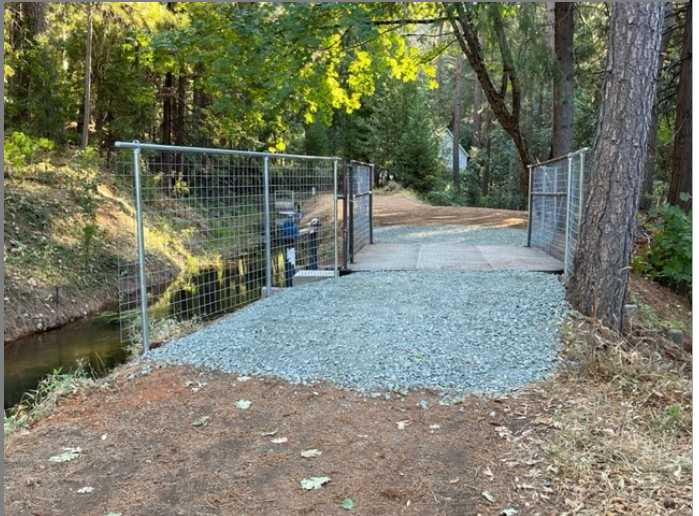
Email: Kudos to NID and Crew!

Thank you Mr. Bird and the NID work crew.
Fencing looking great.

As we know the public will and can still do dumb things but NID's preventative measures may make the public more aware and safer.

One would hope and the thing about preventing a tragedy, we'll likely never really know.

Best regards



Thanks for the Leak Notification

Dear Nevada Irrigation District,

Thank you so much for the letter dated August 24, 2023, notifying us that we had a leak in our irrigation system. We would have never known if you hadn't notified us. Actually, we would have known when we received a giant water bill.

The information as to how to detect a leak was very helpful and we will save it for routine surveillance.

As it turned out we thought we were saving water with our underground drip irrigation system. : +)

We have it corrected now, and we wanted to thank you for advising us in a timely manner.

Best wishes for a rainy fall and winter,

The Greens, LOP Auburn 95602



Emergency repair on Kenwood Way

Bladimir Ramirez and Curtis Campbell make an emergency service line fix on Kenwood Way at the end of Allison Ranch Road on Sept. 13.



Hydro Outage—Dutch Flat #2 Powerhouse

Jeff Farmer and Lance Adams install one of the new flow meters associated with the cooling water project.

Hydro - Loading up old apparatuses

The transformer from Combie South and circuit breaker from Rollins were replaced, and the old apparatuses were sold for surplus. Pictured are Crane Operator Todd Wiederhold from Hydro (left) and Scott Davis from Maintenance-Placer Yard, who loaded up the equipment to be shipped to South Dakota.



Understanding how noise affects hearing loss

Hearing loss is a normal part of the aging process. We are exposed to loud noises that can add up to gradual hearing loss. Many of us, however, lose hearing prematurely by failing to protect ourselves from excess noise both at home and in the workplace.

How Hearing Works

The ear is composed of numerous delicate structures designed to carry sound waves to the brain. When the ear's hair cells become damaged, the auditory nerve is not sufficiently stimulated, the brain does not receive the appropriate signal, and we fail to hear correctly. And, when hair cells are damaged by prolonged exposure to loud noise, they "die," resulting in hearing loss.



Equipment Service Worker Canaan Andrade protects his hearing while at work in the NID shop.

Excess Noise Exposure

Noise is measured in units called decibels (dBs). Excess noise at 85 decibels or more over an 8-hour period is considered the "action level" where hearing protection is required by the California Department of Industrial Relations. NID provides earmuffs to employees who work under such conditions.

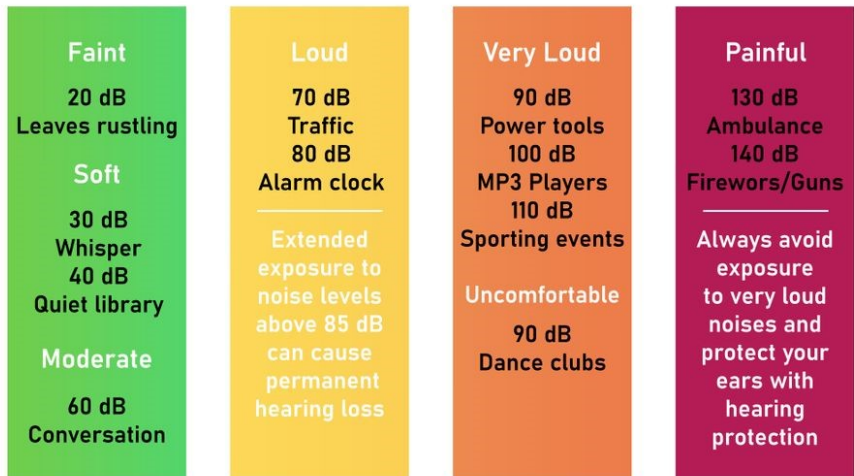
A typical automobile horn can be as loud as 120 decibels, but hearing a horn honk for 10 seconds is unlikely to cause hearing loss. If you had to listen to the horn for 8 hours straight, though, you could very well experience gradual, permanent loss of hearing. At home, if you operate a power mower or tools, listen to high-volume music or, perhaps, practice at the shooting range, you could very well exceed your safe limit.

Protect Your Hearing

On or off the job, you can protect your hearing by wearing appropriate personal protective equipment. Ear muffs, plugs and canal caps can all reduce the amounts of noise your ears are exposed to. It also helps to know the decibel level of common activities around you. Remember that even loud vacuum cleaners, dishwashers and home power tools can create excessive noise, so protect your hearing wherever you are.

Noise above 70 dB over a prolonged period of time may start to damage your hearing. Loud noise above 120dB can cause immediate harm to your ears.

LEVEL OF NOISE in decibels (dB)



PIPELINE

A Newsletter to the Employees of the Nevada Irrigation District

Volume 21 Number 9 September, 2000

Getting Ready for High-Tech Meter Reading

Chris Hodge, foreground, and **John Mathe** install electronic reading devices in meter boxes as the district prepares for Automated Meter Reading (AMR). NID meter readers will use hand-held computers to obtain readings without having to open the meter box or, in some cases, even leave their vehicle. Finance Manager **Tess Andrews** says all meters in the district should be retrofitted for AMR within five years.



Window Pains Coming to End

ARE THEY window panes? Or window pains? In any case, replacement of the windows in the two-year-old main office expansion should be complete in the next few weeks.

Supv. Electrical Systems Tech. **Bill Gainer**, who helped oversee the expansion, said the project contractor hired an engineer to determine the cause of leakage around some of the windows. It was recommended that all windows be replaced to reduce potential for further damage.

Gainer said the problem was traced to leakage around plastic bonding material between some of the windows.

The windows have been replaced and interior sheet rock and blind work was scheduled for the weekend of Aug. 26 and 27. Stucco work and repainting should be complete this month, Gainer said.

Save More for Retirement

DID YOU KNOW that the NID Deferred Compensation Programs offer catch-up features that allow you sock away up to \$15,000 a year, up from the normal \$8,000, for your last three years before retirement?

This savings can work for you and you will not have to pay taxes on it until you make withdrawals. For details, check with Human Resources Manager **Lynda Durand** at ext. 227.

From the Pipeline Files.....

20 Years Ago. September, 1980. The district is studying the benefits of joining the statewide Public Employees Retirement System (PERS).

10 Years Ago. September, 1990. **Jim Chatigny** was named prettiest baby, **Yvette Dunn** had the cutest smile and **Keith Waters** had the biggest ears, according to voters in this month's NID Baby Photo Contest.

We Get Letters

Water Appreciated

Tess Andrews, NID

Dear Tess,

JUST A NOTE to thank you for donating 10 cases of NID bottled water for the first Relay for Life: A Team Event to Fight Cancer, in Nevada County. You made many people very grateful and we truly appreciate your support.

The event totally exceeded our expectations. Our goal of \$10,100 has been completely surpassed and at today's count we are at \$31,320. We can only hope that in the not-too-distant future, the American Cancer Society will find a cure for this dreaded disease.

Sincerely,

Judi Bannister, Co-Chair

Mural Artist Grateful

Dear Mr. Chatigny,

I WANT TO THANK you so much for the \$1,000 scholarship. Words cannot express my appreciation! I feel so fortunate to have had the opportunity to work on this project and with this company. I have learned a great deal from working on the mural. I have learned different techniques, styles, and I have much more confidence in myself (I have also learned the importance of discipline and determination — in many ways it has prepared me for college). It is one of my greatest accomplishments and was such an important experience in my life. Thank you again!

Sincerely,

**Kaia Bisnar
Penn Valley**

Meetings & Events

Special Board of Directors Meeting (Plan for Water workshop)

Tuesday, Oct. 10

NID Main Office, Grass Valley 4 PM

Board of Directors Meeting

Wednesday, Oct. 11

NID Main Office, Grass Valley 9 AM

Board of Directors Meeting

Wednesday, Oct. 25

NID Main Office, Grass Valley 9 AM

Pipeline Editions

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Milton Lake during early September stormy weather.
Photographer, Katie Kemp