









**Da?aw Room** where a map is framed of the tribe's ancestral lands. Bolstering tribal engagement is one of our top priorities for 2024.

- **Shoreline Program** - Five years after adopting the comprehensive shoreline program, our team is in full implementation mode. Major accomplishments include mooring registrations, no wake zone safety education, illegal mooring enforcement, pier and buoy lotteries, and managing legal appeals. TRPA's stormwater program staff is actively engaging lakefront owners to complete BMPs as a required condition of finalizing their new mooring permits.
- **Financial integrity** – our Finance Team continues to shine and live up to its regional reputation as trusted fiscal agents. TRPA and the USFS executed a \$5 million agreement to award federal EIP funds to partner agencies which would have been impossible were it not for our team's financial expertise and clean audits.
- **Building management** – after a winter with 700 feet of snow where many rooftops collapsed at Lake Tahoe, we were fortunate that our facilities team protected our largest asset: 128 Market Street. Building improvements are progressing into 2024.
- Support teams worked diligently to **improve meeting management and the public comment process** at Governing Board meetings this year. Katherine Huston, Marja Ambler, Tracy Campbell and other team members continue to improve the hybrid meeting experience and respond to myriad community inquiries in a timely fashion.
- **Staff retention and satisfaction** were top priorities during my first year as Executive Director. Thanks to the board's support, we made headway on long-standing goals for TRPA staff retention. I am pleased to report that over the last year, **only one of our 72 staff members left the Agency**. All told, we promoted 17 staff members, brought all staff up to the appropriate percentiles in their salary ranges (several staffers were below their target percentiles), completed a merit salary review process, increased the Agency's retirement contribution to 15% (not as generous as PERS, but improving), and maintained competitive health and dental benefits. Our Human Resources & Organizational Development team also delivered new training programs (**The Learning Lab**), supported organizational changes, and integrated hybrid and in-person work successfully by sponsoring field tours, staff outings, and in-person team activities.

### **Building Our Team, Together**

Whether daylighting debates and different points of view among members at board meetings or workshopping ideas at strategic planning sessions, I am embracing the board's direction for more direct engagement in open session. Our Executive Team is committed to transparency and fairness and we will continue to hew to those principles and our drive to protect Tahoe. I am proud of our work in 2023 to ensure the lake is as breathtaking in the future as it is today and that we have vibrant communities going forward. Thank you for the opportunity to lead this world-class organization in concert with the scores of partners in our tradition of epic collaboration.