

**CLARK COUNTY WATER RECLAMATION DISTRICT
BOARD OF TRUSTEES
AGENDA ITEM**

Petitioner: Tick Segerblom, Chair, Board of Trustees

Recommendation:

Accept the performance review of the District’s General Manager for the period covering January 2025 – December 2025 and award a seven percent salary increase effective January 1, 2026; or take any action as deemed appropriate. (For possible action)

FISCAL IMPACT:

Fund #:	O&M Funds	Fund Name:	CCWRD General Funds
Fund Center:	CCWRD Funds	Funded PGM/Grant:	N/A
Amount:	N/A		
Description:	General Manager Annual Review		
Additional Comments:	N/A		

BACKGROUND:

Thomas A. Minwegen has served as the District’s General Manager since March 2013. His current employment agreement was established on February 20, 2024, and sets forth the terms and conditions of his employment, including provisions regarding salary and adjustments in pay.

At this time, the Board of Trustees (Board) is being asked to review Mr. Minwegen’s performance evaluation and, if the Board deems it appropriate, adjust his salary as authorized in Mr. Minwegen’s employment agreement.

In accordance with Section 12 of Mr. Minwegen’s employment agreement, Mr. Minwegen is eligible for a salary increase based on the performance review.

This action is authorized by NRS 318.175, 318.180, and 318.185.

This agenda item has been reviewed and approved by the District General Counsel.

Cleared for Agenda

02/17/2026

File ID#

26-1218