



**BOARD OF DIRECTORS
EAST BAY MUNICIPAL UTILITY DISTRICT**

375 - 11th Street, Oakland, CA 94607

Office of the Secretary: (510) 287-0440

**AGENDA
REGULAR CLOSED SESSION
Wednesday, November 12, 2025
11:00 a.m.
Boardroom
375 11th Street
Oakland, CA 94607**

*Director Andy Katz will participate via teleconference from
Tatiana Road, 80, Souza Belém, Brazil*

*****Please see appendix for public participation instructions*****

ROLL CALL:

PUBLIC COMMENT: The Board of Directors is limited by State law to providing a brief response, asking questions for clarification, or referring a matter to staff when responding to items that are not listed on the agenda.

ANNOUNCEMENT OF CLOSED SESSION AGENDA:

1. Existing litigation pursuant to Government Code section 54956.9(d)(1):
 - a. *Alameda-Contra Costa Transit District v. East Bay Municipal Utility District*
Alameda County Superior Court, Case No. 25CV141929

(The Board will discuss Closed Session agenda items in Conference Room 8)

REGULAR BUSINESS MEETING
1:15 p.m.

*Director Andy Katz will participate via teleconference from
Tatiana Road, 80, Souza Belém, Brazil*

*****Please see appendix for public participation instructions*****

ROLL CALL:

BOARD OF DIRECTORS:

- Pledge of Allegiance

PRESENTATIONS:

- Service Award Recipients – July through September 2025
- Annual Presentation Honoring EBMUD Veterans

ANNOUNCEMENTS FROM CLOSED SESSION:

PUBLIC COMMENT: The Board of Directors is limited by State law to providing a brief response, asking questions for clarification, or referring a matter to staff when responding to items that are not listed on the agenda.

COMMITTEE REPORTS:

- Planning
- Legislative/Human Resources
- Finance/Administration

CONSENT CALENDAR: (Single motion and vote approving 9 recommendations.)

1. Approve the Special Meeting Minutes and Regular Meeting Minutes of October 28, 2025.
2. File Correspondence with the Board.
3. Award a contract beginning on or after November 12, 2025 to the lowest responsive/responsible bidder Arkance USA, LLC for the purchase and renewal of Bluebeam software licenses and support for three years, with two options to renew for additional one-year periods for a total cost, after the addition of taxes, including option years, not to exceed \$761,190 under Request for Quotation No. 2601.
4. Award a sole source contract beginning on or after November 12, 2025 to Solar Turbines, Incorporated for supplying eight replacement fuel injectors at the Main Wastewater Treatment Plant for a total cost, after the addition of taxes, not to exceed \$425,000.

CONSENT CALENDAR: (Continued)

5. Authorize an agreement beginning on or after November 12, 2025 with Sure Secure Solutions, LLC in an amount not to exceed \$160,000 to conduct a vulnerability assessment of the District's business information technology systems and conduct optional follow-up testing and evaluation.
6. Authorize an agreement beginning on or after November 12, 2025 with Plummerbuilt, Inc. in an amount not to exceed \$138,140 for the installation of a tension fabric structure at the Walnut Creek Water Treatment Plant.
7. Authorize an amendment to the agreement originally authorized under the General Manager's authority with Trussell Technologies, Inc. to increase the agreement amount by \$85,520 to a total amount not to exceed \$185,520 for the completion of a chlorine contact basin tracer study at the North Richmond Water Recycling Plant.
8. Authorize the purchase of telematics-related software, hardware, service, training, and support beginning on or after November 12, 2025 from Geotab USA, Inc., for three years, with two options to renew for additional one-year periods for a total amount not to exceed \$1,400,000. This purchase will be made under State of California contracts available for use by local governments.
9. Approve the assignment of the Camanche Reservoir Recreation Contract previously authorized under Board Motion No. 008-23 with Vista Recreation to Lake Camanche Hospitality, LLC a subsidiary of ExplorUS.

DETERMINATION AND DISCUSSION:

10. Introduction and first reading of an ordinance amending the EBMUD Employees' Retirement System Ordinance No. 40 (Ordinance No. 40), Sections 4(a), 6, 21, 36, and 41 as follows: Section 4(a) to update the term of service for those elected Retirement Board members; Section 6 to update the contribution rates for Members who became members of the Retirement System prior to January 1, 2013 or have been eligible for membership prior to January 1, 2013; Section 21 updating mortality tables effective July 1, 2025 and providing correct mortality table data effective July 1, 2021; Section 36 and related sections to implement the new Health Insurance Benefit Tier; and Section 41 to update age dates for Minimum Required Distributions in line with SECURE Act 2.0.
(Introduction and First Reading – Ordinance No. 378-25)
11. Authorize a 15-year lease agreement, with an option for a 10-year renewal, with Siesta Valley Foundation commencing November 13, 2025, to manage and operate the performing arts theatre facility formerly known as The California Shakespeare Theater on approximately 9.3 acres of District land, located at the District's Siesta Valley watershed in unincorporated Contra Costa County.
12. Legislative Update.
 - Mid-Session Report on State Legislation – Status of EBMUD Position Bills for the First Year of the 2025-26 State Legislative Session
 - Update on Legislative Issues of Interest to EBMUD
13. Consider approval of the Recreational Boating Reopening Plan to mitigate the invasive golden mussel.

DETERMINATION AND DISCUSSION: (Continued)

14. Consider and take actions in response to the findings in the Executive Summary of the independent investigation of the conduct of Director April Chan in her interactions with a member of the public and East Bay Municipal Utility District staff.
 - 14.1. Adopt a resolution of the East Bay Municipal Utility District Board of Directors to censure Director April Chan for conduct unbecoming of an elected official. (Resolution)
 - 14.2. Take other action as the Board deems appropriate in response to the findings in the Executive Summary.
 - 14.3. Consider removal of Director Chan from the position of Vice President and, if Director Chan is removed, take action to fill the position of Vice President of the Board.
15. General Manager's Report.
 - Monthly Report – October 2025

DIRECTOR COMMENTS:

16. Other Items for Future Consideration.
17. Director Comments.

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, November 25, 2025.

Disability Notice

If you require a disability-related modification or accommodation to participate in an EBMUD public meeting please call the Office of the Secretary (510) 287-0404. We will make reasonable arrangements to ensure accessibility. Some special equipment arrangements may require 48 hours advance notice.

Document Availability

Materials related to an item on this agenda that have been submitted to the EBMUD Board of Directors within 72 hours prior to this meeting are available for public inspection in EBMUD's Office of the Secretary at 375 11th Street, Oakland, California, during normal business hours, and can be viewed on our website at www.ebmud.com.

BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, November 11, 2025	Veterans Day Holiday	Office Closed	
Wednesday, November 12, 2025	Planning Committee	9:00 a.m. Boardroom	<ul style="list-style-type: none"> Long-Term Water Transfer Option and Sharing Agreements Wastewater Electrical Resiliency Master Plan Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements Project Status Update and Agreement Amendments
	Legislative/Human Resources Committee	10:00 a.m. Boardroom	<ul style="list-style-type: none"> Follow-up to Diversity, Equity, and Inclusion Strategic Plan Update Employee Benefits Strategy
	Board of Directors	11:00 a.m. Boardroom	<ul style="list-style-type: none"> Closed Session
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> Regular Meeting
Tuesday, November 25, 2025	Finance/Administration Committee	TBD Boardroom	
	Sustainability Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom	<ul style="list-style-type: none"> Closed Session
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> Regular Meeting
Thursday, November 27, 2025	Thanksgiving Holiday	Office Closed	
Friday, November 28, 2025	Day after Thanksgiving Holiday	Office Closed	
Tuesday, December 9, 2025	Planning Committee	TBD Boardroom	
	Legislative/Human Resources Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom	<ul style="list-style-type: none"> Closed Session
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> Regular Meeting

2025 Board Committee Members

Finance/Administration	Lewis {Chair}, Katz, Oddie
Legislative/Human Resources	Gómez {Chair}, Oddie, Smith
Planning	Chan {Chair}, Gómez, Lewis
Sustainability	Smith {Chair}, Gómez, Katz



APPENDIX

Closed Session and Regular Business Meetings 11:00 a.m. and 1:15 p.m.

*EBMUD public Board meetings will be conducted in person and accessible via Zoom.
These meetings are recorded, live-streamed, and posted on the District's website.*

Online*

<https://ebmud.zoom.us/j/97065086667?pwd=eUdZSGh5SG82akZiRDF2UDg2b0IyUT09>

Webinar ID: 970 6508 6667

Passcode: 238500

By Phone*

Telephone: 1 669 900 6833

Webinar ID: 970 6508 6667

Passcode: 238500

International numbers available: <https://ebmud.zoom.us/u/adMXn1VnPP>

*To familiarize yourself with Zoom, please visit <https://support.zoom.us/hc/en-us/articles/201362193-Joining-a-Meeting>

Providing public comment - *The EBMUD Board of Directors is limited by State law to providing a brief response, asking questions for clarification, or referring a matter to staff when responding to items that are not listed on the agenda.*

- Each speaker is allotted 3 minutes to speak; the Board President has the discretion to amend this time based on the number of speakers
- The Secretary will track time and inform each speaker when the allotted time has concluded
- Comments on **non-agenda items** will be heard at the beginning of the meeting
- Comments on **agenda items** will be heard when the item is up for consideration
- The Secretary will call each speaker in the order received

In person

- Fill out and submit a blue speaker card which is available in the meeting room

Via Zoom

- Use the raise hand feature in Zoom to indicate you wish to make a public comment
<https://support.zoom.us/hc/en-us/articles/205566129-Raising-your-hand-in-a-webinar>
- If you participate by phone, press *9 to raise your hand
- When prompted by the Secretary, please state your name, affiliation if applicable, and topic

Submitting written comments or materials


- Email written comments or other materials for the Board of Directors to SecOffice@ebmud.com
- Please indicate the meeting date and agenda item number or non-agenda item topic in the subject line of the email. Contact information is optional.
- **Please email by 4 p.m. the day prior to the scheduled regular meeting;** written comments and other materials submitted to the Board of Directors will be filed in the record.


To view the livestream of Board meetings, please visit:
<https://www.ebmud.com/about-us/board-directors/board-meetings/>

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: November 12, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Derry L. Moten, Special Assistant to the General Manager 

SUBJECT: Service Award Recipients – July through September 2025

The District values the individual and collective contributions of employees and recognizes that staff longevity is a key factor in successfully providing high-quality water and wastewater services for the people of the East Bay. Employee longevity milestones are acknowledged for every five years of service.

During the November 12, 2025 Board meeting, staff will present a list of 72 District employees who reached service milestones between July 1 and September 30, 2025. These employees include one employee celebrating 45 years, eight employees celebrating 30 years, and four employees celebrating 25 years of service.

Employees who reach these milestones are honored through the District's Service Award Program. In addition to acknowledgement by their department leadership, each honoree receives a service award on behalf of the District.

CCC:DLM:yd

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Honoring U.S. Veterans Among Our Workforce

WILL BE
PROVIDED AS AN
ORAL REPORT

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: November 6, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager *CCC*

FROM: Rischa S. Cole, Secretary of the District *RC*

SUBJECT: Finance/Administration Committee Minutes – October 28, 2025

Chair Valerie D. Lewis called to order the Finance/Administration Committee meeting at 8:31 a.m. in the Administration Building Boardroom. Director Jim Oddie was present at roll call. Director Andy Katz arrived at 8:51 a.m. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Finance Sophia D. Skoda, Treasury Manager Robert L. Hannay, Controller David Glasser, Principal Management Analyst Nathan P. Hood, Director of Customer and Community Services Andrew L. Lee, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled “FY 2025 Key Performance Indicators,” dated October 28, 2025.

Monthly Investment Transactions Report. Treasury Manager Robert L. Hannay reviewed the September 2025 report and noted the portfolio decreased from \$663.5 million to \$657.7 million or about 0.09 percent. The report will be submitted to the Board for consideration at its meeting in the afternoon. The Committee raised no questions. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to accept the report. Director Katz was absent.

Quarterly Investment, Payroll, Disbursement and Real Estate Summary Reports for the Water and Wastewater Systems for Quarter Ended September 30, 2025. Treasury Manager Robert L. Hannay reviewed the quarterly reports for the period July through September 2025. He noted there were three pay periods in August, resulting in slightly higher disbursements that month. The investment portfolio is currently earning approximately 4.17 percent and the two transactions in the real estate report were executed at fair market value. Mr. Hannay addressed Committee questions about whether District finances are in alignment with current financial projections. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to accept the reports. Director Katz was absent.

Restatement of Monthly and Quarterly Investment Reports. Controller David Glasser reported that during a recent internal review, staff identified clerical errors in six Monthly Investment Transaction Reports covering the period January through June 2025, as well as in the Quarterly Investment Report dated March 31, 2025. In January 2023, the District implemented a money market fund sweep account to enhance returns on idle cash balances in response to rising short-term interest rates. The program has generated approximately \$6 million in additional interest income since its inception. Mr. Glasser explained the report errors resulted from the complexity of tracking sweep transactions, particularly

when funds are in transit between accounts at the time reports are generated. Staff reviewed all investment reports issued since implementation of the sweep account and worked with the District's financial institutions to confirm the correct treatment of these transactions in future reporting. The corrections do not affect the District's audited financial statements, as the monthly and quarterly investment reports are unaudited and serve only as interim updates. The restated reports have also been posted on the District's website. If accepted by the Committee, the revised Monthly Investment Transaction Reports will be submitted to the Board for consideration at its meeting in the afternoon. Mr. Glasser responded to Committee questions about steps staff is taking to accurately track future sweep account transactions. It was moved by Chair Lewis, seconded by Director Oddie, and carried (2-0) by voice vote to accept the reports. Director Katz was absent.

Fiscal Year (FY) 2025 Key Performance Indicators (KPIs) Report. Principal Management Analyst Nathan P. Hood provided the presentation. The District's Strategic Plan outlines goals, strategies, and objectives, and provides the framework for the District to achieve its mission. The KPIs are updated every two years and assess progress on meeting Strategic Plan goals. The FY 2025 and FY 2026 KPIs were established at the May 28, 2024 Mid-Cycle Budget Update Workshop. For FY 2025, 95 percent of the KPIs either exceeded their targets or had full or partial success while 77 percent exceeded or achieved "full success." Mr. Hood discussed actions staff is taking to address the twelve KPIs that achieved "partial success" (Contact Center service level: abandonment; customer rating: overall; customer rating: trust in decision-making; customer rating: recreation; long-term debt reduction (Water); long-term debt reduction (Wastewater); operating overtime budget performance (Water); audit completion; audit finding resolution; pipeline breaks; water quality: goals; and injury and illness investigations) and the three KPIs that "need attention" (average speed of answering calls coming into the Contact Center; percent of total maintenance labor hours spent on planned work (Wastewater); and percent of District directed, non-discretionary change orders on construction contracts). Mr. Hood and General Manager Clifford C. Chan addressed Committee questions regarding the KPIs for pipeline breaks, water quality goals, and injury and illness investigations. Director of Customer and Community Services Andrew L. Lee responded to questions and clarified Contact Center call data is not currently broken out by category. An update on FY 2027 and FY 2028 KPIs will be provided in spring 2026 and the FY 2026 KPI report will be presented in fall 2026. It was moved by Chair Lewis, seconded by Director Oddie, and carried (2-0) by voice vote to accept the report. Director Katz was absent.

Adjournment. Chair Lewis adjourned the meeting at 8:51 a.m.

CCC/RSC

MINUTES

Tuesday, October 28, 2025

**East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California**

Special Meeting

President Marguerite Young called to order the Special Meeting of the Board of Directors at 9:00 a.m. in the Administration Building Boardroom. The Board met in workshop session to receive a presentation on the primary drivers, strategies, and process to prioritize the District's long-term infrastructure investment and 10-Year Capital Improvement Program (CIP); review major CIP projects for the Water and Wastewater systems, and Water and Natural Resources; and discuss pressures facing the District's CIP.

ROLL CALL

Directors April Chan, Andy Katz, Valerie D. Lewis, Jim Oddie, Joey D. Smith, and President Marguerite Young were present at roll call. Director Luz Gómez arrived at 9:02 a.m.

Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Engineering and Construction Serge V. Terentieff, Manager of Construction Division Michael J. Hartlaub, Manager of Design Division Denise V. Cicala, Manager of Pipeline Infrastructure Division Carlton D. Chan, Manager of Natural Resources Michelle L. Workman, Director of Wastewater Amit K. Mutsuddy, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled "Long-Term Infrastructure Investment Workshop," dated October 28, 2025.

General Manager Clifford C. Chan introduced the workshop. Director of Engineering and Construction Serge V. Terentieff introduced the speakers and reviewed the agenda. He discussed CIP drivers for the Water and Wastewater systems which include maintenance and reliability, safety, water quality, aging infrastructure, regulations, resilience, capacity, and climate change; the CIP development process which is based on the District's Strategic Plan and various coordinated master plans; Water System infrastructure; Water System projects completed in Fiscal Year (FY) 2024 – 2026 which totaled over \$500 million; and the District's \$5.6 billion 10-year CIP.

Manager of Construction Division Michael J. Hartlaub discussed Water System projects currently in construction on the Mokelumne Aqueducts, and at water treatment plants, distribution reservoirs, pumping plants, occupied facilities and other facilities. Total costs for these projects total over \$1 billion. Upcoming projects across various asset classes will require an estimated \$4.4 billion investment and are scheduled to kick off between FY 2026 – 2035. Pipeline Rebuild projects comprise \$2 billion of the estimated \$4.4 billion investment. He reviewed how major projects are sequenced

across the 10-year CIP and explained that many of the projects are complementary, with one project's completion supporting the next during its outage. Next, he discussed the raw water transmission system which includes the Mokelumne and Lafayette aqueducts and raw water treatment drivers. Upcoming projects to improve water chemistry and raw water transmission capacity include improvements to the Pardee chemical plant; relining and recoating sections of the Mokelumne Aqueducts to address interior and exterior corrosion; relining Lafayette Aqueduct No. 1; and repairing and shortening the Lafayette Reservoir tower by 40 feet to improve seismic performance as mandated by the Division of Safety of Dams. Mr. Hartlaub and General Manager Clifford C. Chan addressed Board questions about how long aqueduct improvements are anticipated to last; how new technology has improved District processes; if adding chemicals for raw water treatment will impact water quality; and planned work and assessments of Mokelumne Aqueduct No. 1. There was considerable discussion on the rehabilitation work on the three Mokelumne aqueducts and a request for additional information on Mokelumne Aqueduct No. 1 and the long-term future of the District's aqueduct system.

- Director Oddie left the meeting at 9:28 a.m. and returned at 9:46 a.m.
- Director Chan left the meeting at 9:34 a.m. and returned at 9:36 a.m.

Manager of Design Division Denise V. Cicala reviewed upcoming investments in water treatment and distribution facilities that will enhance reliability, water quality, and seismic resilience. She highlighted the scope, schedule and criticality of the Orinda Water Treatment Plant Disinfection Improvements Project; the Walnut Creek Water Treatment Pretreatment Project; the Walnut Creek Water Treatment Plant Water Quality Research Facility; the Upper San Leandro Water Treatment Plant Maintenance and Reliability Project; the Sobrante Water Treatment Plant Reliability Improvements Project; and described the coordination and complexity involved in completing the chemical systems safety improvements, which will bring all District water treatment plants up to current safety standards. Based on project complexity and lessons learned, the District is using a phased consultant management approach for the Walnut Creek Water Treatment Pretreatment Project. This approach enables staff to refine the scope, perform value engineering, and explore construction sequencing options during the first design phase without affecting the detailed design scope or budget. Next, she discussed the criticality of rehabilitating four open-cut District reservoirs and the scope of work and schedule to replace Central Reservoir in Oakland, the oldest storage reservoir in the distribution system. This project, one of the District's largest investments, will replace the existing 154-million-gallon reservoir with three 14-million-gallon tanks using the progressive design-build method. Ms. Cicala concluded with an overview of projects to replace aging and deficient mechanical and electrical infrastructure and update various pumping plants to meet current safety standards. Board members asked about timelines for all projects in each ward and plans for public access and amenities at the Central Reservoir.

Manager of Pipeline Infrastructure Division Carlton D. Chan reviewed progress on the Summit Pressure Zone South Transmission Pipeline Replacement Projects. Phase 2A of these three-phase projects, which is located in Oakland and Berkeley, is in construction and anticipated to conclude by December 2026. Future phases will further enhance system reliability in Oakland and Berkeley by relocating vulnerable segments away from the Hayward fault zone. He highlighted the Alameda Crossing Projects, which will improve water supply reliability to Alameda Island. Phase 1, the Oakland Inner Harbor Crossing, was completed in 2023. Phase 2, the San Leandro Channel Crossing, is in design for completion by 2028, while design for Phase 3, the Tidal Canal Crossing, is scheduled to begin in 2030. The South 54 Aqueduct Relocation Project in Oakland will replace 7,000 feet of 48-

inch transmission pipeline beginning in FY 2032 to improve service reliability to the southern distribution area. Since its inception in FY 2015, the Pipeline Rebuild Program has replaced 213 miles of distribution pipelines, with plans to replace another 280 miles between FY 2026 and FY 2035. Replacing distribution pipelines reduce water loss and minimize impacts to customers and the environment. Installing resilient materials such as earthquake resistant ductile iron pipe is critical to building a more reliable water system. The District will spend about \$100 million on Pipeline Rebuild and anticipates spending an additional \$1.3 billion during the next 10 years. Staff is partnering with the U.C. Berkeley Center for Smart Infrastructure on various projects including developing a more advanced mortar lining for Mokelumne Aqueduct No. 3; satellite monitoring of the vents on Mokelumne Aqueduct No. 1; improvements to the Likelihood of Failure and Consequence of Failure models; condition pipeline assessments; and advanced geotechnical monitoring and modeling of the erodibility of the Pardee Dam spillway. Staff is also using applications and programs to increase efficiency, manage documents, automate workflows and collaborate across workgroups. Mr. Chan summarized the Water Systems' CIP noting the investment buys a more sustainable and resilient water system for District customers and the community. Staff and the General Manager addressed Board questions about District progress in addressing and reducing main breaks; trenchless pipe installation; a dig once, dig less approach for Pipeline Rebuild Program projects; key performance indicators for accelerating or decelerating pipe work in conjunction with cities' efforts; additional coordination with cities on pipe installations; moving pipe alignments out of fault zones; and fund allocations for each project.

- Director Oddie left the meeting at 10:06 a.m. and returned at 10:11 a.m.
- Director Gómez left the meeting at 10:15 a.m. and returned at 10:18 a.m.

Manager of Natural Resources Michelle L. Workman reviewed recently completed projects focused on habitat restoration, ecosystem protection, and recycled water expansion to enhance drought resilience and reduce reliance on potable supplies. As part of the District's commitment to the ongoing Healthy Rivers and Landscapes Habitat Restoration Program and supported by \$8.1 million in state and federal grants, projects in construction include floodplain restorations on the lower Mokelumne River, riparian diversion fish screens installations, gravel restoration projects, and long-term habitat monitoring at the McCormack Williamson Tract. Ms. Workman also highlighted the recently completed Tomato Stand Fish Passage Project which replaced a failing culvert with a bridge, restored the Pinole Creek channel to improve fish passage and reduce flooding and was funded by \$787,000 from the Wildlife Conservation Board. The Water System CIP includes funding in later years for projects described in the Recycled Water Strategic Plan Update approved by the Board earlier this year. These projects will expand the delivery of recycled water through DERWA (San Ramon to Danville) and the East Bayshore project (East Bayshore to Alameda) and help reduce potable demand.

Director of Wastewater Amit K. Mutsuddy reviewed the Wastewater System and noted the system's 10-year CIP represents a \$1.21 billion investment to modernize and strengthen wastewater infrastructure. The CIP designates \$990 million to renewal of the Main Wastewater Treatment Plant (MWWTP) and \$223 million to interceptor and wet weather system upgrades. Between FY 2024 and FY 2026, the District completed \$131.2 million in capital improvements that enhanced safety, energy efficiency, and reliability through the Digester Upgrade Phase 3 Project, Interceptor Special Structures Rehabilitation Project, Pump Station M Rehabilitation Project, and the North Interceptor Rehabilitation Project in Emeryville. Additional improvements included the Secondary Clarifiers Rehabilitation Phase 3 Project, upgrades to the MWWTP Operations Center, and improvements to the MWWTP Administration and Laboratory facilities. Mr. Mutsuddy reviewed how major projects are

sequenced across the 10-year CIP and key upcoming projects and those that are in construction. These include the Oxygen Plant Rehabilitation Project; the Pump Station H Improvements Phase 2 Project; the Grit Dewatering Improvements Project; the Influent Pump Station Resiliency Project, which is being supported by \$28 million in FEMA funding; a new Dewatering Building Project; the Secondary Reactors Rehabilitation Phase 2 Project; and the MWWTP Administration and Laboratory Seismic Upgrade Project. The Nutrient Removal Project, currently estimated at about \$200 million, is expected to be the largest investment in the Wastewater System 10-year CIP and will give the District the needed capacity and also redundancy to meet the 2035 nutrient limits imposed by the State Water Resources Control Board. Staff is implementing an alternative project delivery model for high-risk projects and big-budget projects, innovating to address nutrient removal, and continuing to generate revenue through the Resource Recovery Program. He concluded with a summary of the Wastewater System CIP which reflects a proactive and fiscally responsible approach to modernizing core facilities while advancing sustainability and compliance.

General Manager Clifford C. Chan thanked the Board for their feedback and emphasized the importance of their input over the next year. He reviewed next steps and a timeline of scheduled updates to the Board regarding the CIPs for both systems.

- Director Katz left the meeting at 10:45 a.m. and returned at 10:46 a.m.

Board members thanked staff for the presentation and the tour of District facilities on October 22. They expressed support for the projects discussed and requested the following:

- Information on the long-term rehabilitation plan for Mokelumne Aqueduct No. 1 and how the District's long-term plans for its aqueduct system align with Delta Conveyance Project plans
- Information on community amenities planned for Central Reservoir and site renderings from the surrounding areas
- Timelines for all CIP projects broken down by ward
- A report comparing pipeline replacement rates and main breaks over the past 10 years
- Additional information on how projects are designed to avoid fault zones
- An update on progress and planned versus actual expenditures for current CIP projects
- Consider aesthetic improvements during upcoming facility upgrades at the MWWTP
- Consider hosting a ribbon-cutting event when the Orinda Water Treatment Plant project is completed
- Explore closer coordination with cities to align Pipeline Rebuild Program work with local projects and evaluate opportunities to accelerate or decelerate work

ADJOURNMENT

President Young adjourned the Special Meeting at 10:53 a.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: November 12, 2025

Marguerite Young, President of the Board

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MINUTES

**Tuesday, October 28, 2025
East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California**

Regular Closed Session Meeting

President Marguerite Young called to order the Regular Closed Session Meeting of the Board of Directors at 11:02 a.m. in the Administration Building Boardroom.

ROLL CALL

Directors Luz Gómez, Andy Katz, Valerie D. Lewis, Jim Oddie, Joey D. Smith and President Marguerite Young were present at roll call. Director April Chan arrived at 11:04 a.m.

Staff participants included General Manager Clifford C. Chan and General Counsel Derek T. McDonald.

PUBLIC COMMENT

- Addressing the Board was Eric Larsen, President, AFSCME Local 444, who expressed ongoing concerns with District recruitment practices and asked the Board to calendar a review of the Human Resources Department's criteria for determining when to conduct closed, promotional or open, external recruitments for a Legislative/Human Resources Committee meeting.

President Young requested additional information and asked staff to calendar this topic for a future Legislative/Human Resources Committee meeting.

ANNOUNCEMENT OF CLOSED SESSION AGENDA

President Young announced the closed session agenda, and the Board convened to Administration Building Conference Room 8 for discussion.

Regular Business Meeting

ROLL CALL

President Marguerite Young called to order the Regular Meeting of the Board of Directors at 1:16 p.m. in the Administration Building Boardroom.

Directors April Chan, Luz Gómez, Andy Katz, Valerie D. Lewis, Jim Oddie, Joey D. Smith and President Marguerite Young were present at roll call.

Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, and Secretary of the District Rischa S. Cole.

BOARD OF DIRECTORS

President Young led the Pledge of Allegiance.

PRESENTATIONS

Honoring the life and legacy of retired Director Willam B. Patterson

Director Valerie D. Lewis read a proclamation honoring Director Patterson who passed away on October 21, 2025. The proclamation highlighted Director Patterson's 27 years of exemplary public service to EBMUD and the East Bay community. It recognized his historic tenure as EBMUD's first African American Board President, his leadership in advancing public health protections, workforce development, contract equity, and advocacy for environmental stewardship and fiscal accountability. The Board expressed collective gratitude for Director Patterson's contributions and extended sincere condolences to the Patterson family. Board members shared brief, heartfelt reflections honoring Director Patterson's leadership, mentorship, integrity, perseverance, compassion, and lifelong commitment to public service, emphasizing that his work continues to inspire the District's mission and spoke of ways the District could further honor Director Patterson's legacy. President Young highlighted Director Patterson's deep connection to the Oakland community and influence on civic leadership. Secretary of the District Rischa S. Cole recalled his quiet strength and dignity, while General Manager Clifford C. Chan recalled their many conversations and described him as a bridge builder who championed equity and education.

- Addressing the Board were the following: 1) Delane Sims, Patterson family friend, spoke on behalf of the Patterson family and expressed heartfelt gratitude to the Board and staff for celebrating and honoring his legacy. She shared that Director Patterson deeply valued his relationships at EBMUD and that she recognized the love felt for him at the District; 2) Doug Linney, former EBMUD Director, commented about serving with Director Patterson, recalling his passion for clean water, integrity, and dedication to the East Bay community. He described Director Patterson as "the conscience of the District," whose moral leadership and loyalty inspired both staff and colleagues. Linney said Director Patterson's integrity, service, and humanity will continue to guide and inspire others; 3) Frank Mellon, former EBMUD Director on behalf of himself and former EBMUD Director John Coleman, commented on Director Patterson's legacy, describing him as a man of integrity, dignity, and unwavering dedication to the Oakland community. He recalled Director Patterson's strong moral character, respectful leadership, and deep commitment to public service. Mr. Mellon praised Director Patterson as an extraordinary man whose impact and example will continue to inspire others; and 4) Lynelle Lewis, former EBMUD Secretary of the District recalled Director Patterson's appointment to the Board, supporting him during her years of service, and describing him as a man of great character, strength, and conviction who deeply loved the Oakland community and EBMUD. She recalled his wisdom, storytelling, and the encouragement he provided to her and others.

Staff presented a memorial video, and the Board observed a moment of silence in honor of Director William B. Patterson.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board were the following: 1) Justin Young, President, AFSCME Local 2019, commented on transparency in the actual costs for capital improvement projects and past projects on which Local 2019 objected to contracting out. Local 2019 plans to object to an upcoming request to amend contracts to request additional funding for projects in progress at the Orinda Water Treatment Plant. Mr. Young asked the Board to strengthen fiscal transparency at the District; and 2) Kelly A. commented on a new data center project in Pittsburg that is believed to be receiving wholesale water from EBMUD and thanked the District for being environmentally responsible.

General Manager Clifford C. Chan confirmed the District does not provide wholesale water service in Pittsburg, and that the city is outside of EBMUD's service area.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the October 14, 2025 Planning, and Legislative/Human Resources Committee meetings.
- President Young reported the Board met this morning for the Long-term Infrastructure Investment Workshop and received a presentation on the primary drivers, strategies, and processes to prioritize the District's long-term infrastructure investment and 10-Year Capital Improvement Program (CIP); major CIP projects for the Water and Wastewater systems, and Water and Natural Resources; and pressures facing the District's CIP.
- Chair Lewis reported the Finance/Administration Committee met this morning and received updates on the Monthly Investment Transactions Report for September; Restatement of Monthly and Quarterly Investment Reports; Quarterly Financial Reports; and the Fiscal Year 2025 Key Performance Indicators Report.

CONSENT CALENDAR

- Agenda Item 6 was pulled from the Consent Calendar. Agenda Items 7.1-7.2 were pulled from the Consent Calendar for separate discussion.
 - Motion by Director Smith, seconded by Director Gómez, to approve the recommended actions for Items 1-5, and 8-12 on the Consent Calendar carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).
1. **Motion No. 211-25** – Approved the Regular Meeting Minutes of October 14, 2025 and the Special Meeting Minutes of October 22, 2025.

2. The following correspondence was filed with the Board: **1) Speakers' Bureau and Outreach Record CY25**, dated October 28, 2025; **2) Email dated October 23, 2025 from Mat Fogarty to Office of the Secretary regarding Trail Use Permits and comments for 10/28 mtg;** and **3) Email dated October 26, 2025 (with attachment) from Frank Mellon to Board members regarding Agenda Item #13 – Director Chan's Response.**
3. **Motion No. 212-25** – Awarded a contract to the lowest responsive/responsible bidder, Innovative Construction Solutions, in an amount not to exceed \$9,374,000 for the construction of the Main Wastewater Treatment Plant Digesters 7, 11 and 12 Rehabilitation, under Specification SD-450.
4. **Motion No. 213-25** – Awarded a contract beginning on or after October 28, 2025 to the lowest responsive/responsible Integrated Power Services, LLC, for supplying seven revenue and protection transformers, for a total cost, after the addition of taxes, not to exceed \$252,142 under Request for Quotation No. 2517.
5. **Motion No. 214-25** – Authorized agreements beginning on or after October 28, 2025 with Enthalpy Analytical, LLC; McCampbell Analytical Inc.; and Vitisystems Inc. dba Caltest Analytical Laboratory for two years with three options to renew for additional one-year periods for a total amount, including option years, not to exceed \$750,000 for laboratory analytical services.
6. **Authorize the purchase of telematics related software, hardware, service, training, and support beginning on or after October 28, 2025 from Geotab USA, Inc. (Geotab), for three years with two options to renew for additional one-year periods for a total amount not to exceed \$1,400,000. This purchase will be made under State of California contracts available for use by local governments.**

– President Young announced this item was pulled from the agenda.

- 7.1. – **Authorize agreements beginning on or after October 28, 2025 with City Rise, LLC; CMC**
- 7.2. **Traffic Control Specialists Inc.; Escano & Associates Inc.; National Trench Safety dba National Trench Safety Traffic Solutions; Statewide Traffic Safety and Signs Inc. dba AWP Safety; and Traffic Control Pros for one year, in an aggregate amount not to exceed \$2,704,000 for flagging services; and authorize additional agreements for flagging services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on October 28, 2025, with service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the service providers above to increase flexibility and ensure service provider availability. The Board of Directors will be notified of additional qualified service providers by means of the General Manager's monthly report.**

– Addressing the Board was Eric Larsen, President, AFSCME Local 444 who commented that while the union has continuing concerns about contracting out, the union supports these agreements. Mr. Larsen thanked District management for meeting with the union about the agreements and expressed appreciation to staff and the Board.

- Motion by Director Oddie, seconded by Director Chan, to approve the recommended actions for Item 7 carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 210-25 – Authorized agreements beginning on or after October 28, 2025 with City Rise, LLC; CMC Traffic Control Specialists Inc.; Escano & Associates Inc.; National Trench Safety dba National Trench Safety Traffic Solutions; Statewide Traffic Safety and Signs Inc. dba AWP Safety; and Traffic Control Pros for one year, in an aggregate amount not to exceed \$2,704,000 for flagging services; and authorized additional agreements for flagging services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on October 28, 2025, with service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the service providers above to increase flexibility and ensure service provider availability. The Board of Directors will be notified of additional qualified service providers by means of the General Manager's monthly report.

8. **Motion No. 215-25** – Authorized an amendment to the purchase originally awarded under Board Motion No. 188-23, with DLT Solutions, LLC to increase the purchase amount by \$608,737 to a total amount not to exceed \$1,136,151 and to extend the purchase term to January 25, 2028 for supplying Autodesk computer-aided design software. This purchase will be made under State of California contracts available for use by local governments.
9. **Motion No. 216-25** – Approved the revised January 2025 to June 2025 Monthly Investment Transactions Reports.
10. **Motion No. 217-25** – Approved the September 2025 Monthly Investment Transactions Report.
11. **Resolution No. 35467-25** – Authorize Equity Adjustment Increases For The Following Classifications Represented By The International Federation Of Professional And Technical Engineers, Local 21: Senior Electrical Engineer And Hydroelectric Power Plant Supervisor; And The Following Classifications Represented By The American Federation Of State, County And Municipal Employees, Local 2019: Associate Control Systems Engineer And Construction Inspector.
12. **Resolution No. 35468-25** – In Memory Of Retired Director William "Bill" Patterson Honoring His Life And Legacy Of Service To The East Bay Municipal Utility District.

DETERMINATION AND DISCUSSION

13. **Discuss the Executive Summary of the confidential report of the investigation of complaints by Ms. Tiffany Conway and District employees against Director April Chan and provide direction to staff regarding any action the Board may wish to consider and adopt at the November 12, 2025 Regular Board meeting.**

President Young asked General Counsel Derek T. McDonald to summarize the staff report. Mr. McDonald clarified his role in the proceedings which is to advise on process only. The General Counsel nor staff will be making recommendations on what actions, if any, the Board should take in this matter. He reviewed the findings in the Executive Summary which were based on a

preponderance of the evidence e.g., what did more than 50 percent of the evidence on each issue show. The Board will discuss the Executive Summary and make recommendations to staff on any actions it may wish to take. If the Board recommends actions, the actions will be considered at the Regular meeting on November 12. Mr. McDonald outlined some of the actions listed in the staff report, noting the list is not inclusive. Some options include taking no action; adopting a resolution of censure or disapproval of Director Chan; removing Director Chan from Board Officer and Committee positions; suspending reimbursement for conference attendance; and directing or conditioning actions on measures to improve interactions. In addition, at its November 12 Regular meeting, the Board will need to consider an action regarding the Vice President of the Board position. The Board elected Director Chan as Vice President of the Board at its January 14, 2025 meeting. At the May 13, 2025 Regular Board meeting, Director Chan voluntarily stepped down as Vice President and the Board “[e]lected Director Luz Gómez as Interim Vice President of the Board of Directors, [to] serve pending the results of investigations and until such further action as the Board may take at a future meeting.” Based on this May 13 action, the Board will need to consider whether to remove Director Chan as Vice President and, if so, vote to continue with Director Gómez as Interim Vice President or elect a new Vice President to serve the remainder of Director Chan’s term. Based on feedback from the Board today, if the Board recommends any actions, staff will prepare documents for Board consideration at its November 12 meeting. President Young reaffirmed the Board’s commitment to transparency, fairness, and the highest ethical standards in public service and said these proceedings are required to be conducted during a public meeting. She summarized the District’s actions to investigate the complaints against Director Chan, reiterated the options previously outlined by the General Counsel, and clarified that public comment would be received following Board discussion. She offered Director Chan the opportunity to read the rebuttal statement she submitted to the District or to make an additional statement. Director Chan asked, and the General Counsel confirmed she would have the opportunity to provide a response and participate in discussions before the Board takes action, if recommended, at its November 12 meeting. Director Chan elected to hear the Board discussion before providing a response. There was considerable Board discussion and comment about the investigation, Executive Summary findings, and the options outlined by the General Counsel. Board members emphasized the importance of respect, dignity, and accountability in Board service, noting elected officials represent the entire District, its staff, and the public. Several members expressed concern about the impact of the reported incidents on staff morale and the District’s image, and stated a desire to restore a safe, collegial work environment. Many favored forward-looking steps such as training, coaching, and clearer standards, while asking Director Chan to display self-awareness and a willingness to change. There was discussion regarding possible actions, with some Board members expressing either openness or reservations to censuring and making adjustments to leadership roles held by Director Chan if needed. Some also expressed support for converting key sections of the Board governance manual into enforceable policies and expressed the need to ensure Directors provide truthful, timely, and accurate communications to constituents. Several Directors indicated their decision to take action would depend on Director Chan’s response and emphasized that the discussion should not be viewed as punitive but rather as an opportunity to reaffirm EBMUD’s commitment to integrity, professionalism, and mutual respect. There was general consensus that a formal response, including a resolution of censure and additional training, would best serve the interests of the organization and reinforce the standards expected of all Board members. Board members asked General Manager Clifford C. Chan for clarification regarding Director Chan’s claims that disclosing \$279 million in undisclosed internal fund transfers led to retaliation against her. General Manager. Chan reviewed previous discussions

regarding this matter and reiterated that staff had Board authority to transfer these appropriations. He reported that following a September 2024 Board update, staff began providing an update on appropriation transfers over \$2.5 million in the General Manager's monthly report. The Board also asked for clarification on Director Chan's actions concerning the Miller Road Project in Castro Valley and the Quarry Project which she also believes led to retaliation against her. General Manager Chan highlighted previous discussions and the status of each project.

- Director Smith left the meeting at 2:36 p.m. and returned at 2:40 p.m.

There was additional Board discussion regarding Director Chan's written rebuttal to the Executive Summary and the timeline for resolving outstanding allegations from Director Chan against President Young. Director Chan addressed the Board, acknowledging the concerns raised but disputing certain characterizations of her behavior. She expressed willingness to participate in additional training but requested that the record reflect her disagreement with some of the findings.

- Addressing the Board were the following: 1) Michelle, Fairview resident, commented on the Executive Summary, expressed concern about the investigation into Director Chan and questioned its cost to ratepayers. Michelle urged the Board to move forward in a constructive and positive manner; 2) George Cleveland, former employee commented on the Executive Summary and Director Chan's alleged conduct toward staff, urged the Board to proceed with censure, and recommended Director Chan resign; 3) Lester Mensinger commented on trench soils, the findings in the Executive Summary and Director Chan's job serving her constituents. He urged the Board to release all complaints against all Directors and for equal accountability and training for all; 4) Chris Moore commented on the investigation into Director Chan and the findings. He asked the Board to investigate all Directors equally before reaching conclusions; 5) Frank Mellon, former EBMUD Director, commented on his tenure on the Board, witnessing similar conduct, and Director Chan's response to comments from Board members about remorse or sincerity. He urged the Board to recommend censure and to remove Director Chan from all leadership roles; 6) Kat Wellman commented on the fairness and integrity of the investigation involving Director Chan, how the complaint was discussed publicly before the investigation began, and the Executive Summary findings. She praised Director Chan's representation and advocacy for her constituents and urged the Board to promote fairness and teamwork; 7) Twan Ngo commented on the investigation, due process and the Board taking action before the investigative report was complete. He commended Director Chan's advocacy on community issues and urged the Board to ensure transparency and fairness; and 8) Brett York, EBMUD Human Resources Analyst II, commented on previous experience with staff assisting him while retrieving his late mother's artwork that had been exhibited in the building. He addressed Director Chan about being accountable and urged the Board to uphold Director Patterson's legacy through integrity and self-reflection.

There was additional Board discussion and Director Chan acknowledged the comments from Board members on how the report made them feel and commented on a potential conflict with the firm selected to mediate discussions concerning her allegations against President Young. Board discussions continued regarding the findings in the security and investigative reports, and the actions being considered. Following further discussion, the Board directed staff to prepare a

resolution of censure and a staff report that outlines steps to consider removing Director Chan from leadership positions, including as Chair of the Board Planning Committee, and as the District representative on external-facing bodies such as JPAs, the ACWA JPIA, and other associations. Staff was also directed to include considerations for suspending reimbursement for certain expenses, training and coaching requirements, and directions to participate in facilitated mediation or discussions with staff at staff's discretion. General Manager Chan noted the staff report will also include information for the Board to consider taking action regarding the role of Vice President. Staff will provide an update on converting sections of the Board governance manual to policies at a later date. General Counsel McDonald outlined how the Board will handle the resolution of censure and other Board actions at its November 12 meeting. The Board concurred with the outlined approach.

- Director Lewis left the meeting at 3:37 p.m. and returned at 3:39 p.m.
- Director Oddie left the meeting at 3:38 p.m. and returned at 3:40 p.m.
- Director Smith left the meeting at 3:38 p.m. and returned at 3:39 p.m.
- Director Chan left the meeting at 4:45 p.m.

14. General Manager's Report.

The Speakers' Bureau and Outreach Record CY25 had been provided at Board places.

DIRECTOR COMMENTS

15. Other Items for Future Consideration.

None.

16. Director Comments.

President Young asked Board members to submit their comments in writing to the Secretary.

ADJOURNMENT

President Young adjourned the Regular Meeting at 4:46 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: November 12, 2025

Marguerite Young, President of the Board



BOARD ACTION

Agenda Number:	3.	Meeting Date:	November 12, 2025
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TITLE	BLUEBEAM REVU COMPLETE LICENSES
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ACTION	<input checked="" type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	Award a contract beginning on or after November 12, 2025 to the lowest responsive/responsible bidder Arkance USA, LLC for the purchase and renewal of Bluebeam software licenses and support for three years, with two options to renew for additional one-year periods for a total cost, after the addition of taxes, including option years, not to exceed \$761,190 under Request for Quotation (RFQ) No. 2601.
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SUMMARY	Bluebeam software is an industry-standard portable document format (PDF) mark-up software used by the District to create, review, and manage PDF-based design and construction documents, including marking up designs and specification packages via real-time PDF collaboration through Bluebeam Studio.
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DISCUSSION	<p>The District has been using Bluebeam software since 2020 for annotating planning, design, and construction drawings, specifications, and various other documents. District project managers use Bluebeam Studio to streamline document reviews by combining annotations and comments from multiple stakeholders, including consultants and contractors, into one document.</p> <p>Bluebeam Studio enables collaboration to streamline the review of specification documents and engineering drawings. This approach digitizes and standardizes the drawing review process, significantly reducing the need to print paper copies. This contract will provide for continued software subscription and support of these licenses for up to five years.</p> <p>This contract supports the District's Long-Term Infrastructure Investment Strategic Plan goal to meet operational needs and reliability goals by effectively maintaining the infrastructure through efficient operations.</p>
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VENDOR SELECTION	An RFQ was posted on the District's website, sent to three potential proposers, and advertised in the Oakland Tribune. Three bids were received. Arkance USA, LLC was the lowest responsive/responsible bidder.
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026/2027	Budget Coding: 11.503.1765.8876700.52430		
Attachment(s): P-035; P-061			

Title:	Bluebeam Revu Complete Licenses	Meeting Date:	November 12, 2025
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SUSTAINABILITY

Economic

The Fiscal Year 2026/2027 adopted operating budget includes funding for the first three years of this multi-year contract. Funding for the additional years will be considered as part of the associated budget development process.

Social

Bluebeam facilitates collaboration between engineers, designers, and inspectors, including consultants and contractors, by enabling real-time markup and review of plans and specifications. This improves communication, reduces turnaround times, and promotes transparency in project coordination across teams and departments.

Environmental

Bluebeam significantly decreases the need for printed drawings, submittals, and markups. Digital workflows also reduce the carbon footprint related to physical document handling, transportation, and storage.

ALTERNATIVES

Do not award this contract. This alternative is not recommended because it will prevent the District from continuing to use standardized digital tools for design and construction reviews.

Reject all bids and re-bid the requirement. This alternative is not recommended because the bids submitted are fair and reasonable.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

This summary contains information on the contractor's workforce and contract equity participation. (Completed by District)

TITLE Materials and Supplies Contract - RFQ No. 2601 Bluebeam Revu Complete Licenses						DATE: October 3, 2025					
CONTRACTOR: Arkance USA, LLC Irvine, CA				PERCENTAGE OF CONTRACT DOLLARS							
				Availability Group		Contracting Objectives		Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		0.0%			
		Ethnicity	Gender	White Women		2%		0.0%			
\$761,190 *		-		-		Ethnic Minorities		25%		0.0%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: Arkance USA, LLC		\$761,190	Foreign								100.0%
SUBS: None											
TOTAL		\$761,190			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		99		65		44		208			
Percent of Total Employees:		47.6%		31.3%		21.2%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: Zero Contract Equity participation. Firm is Foreign Owned. Contract Duration: Three years, beginning on or after November 11, 2025, with two options to renew for additional one-year periods for a total of five years including option years. *Total not to exceed: \$761,190											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

This summarizes information provided by the contractor(s)' P-025 Form regarding their workforce.

Title: Bluebeam Revu Complete Licenses		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
Materials and Supplies Contract - RFQ No. 2601		DATE: 10/3/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	Foreign	Company Wide	6	11	15	1	33	15.9%	27.3%
Arkance USA, LLC Heather Baugh 18831 Bardeen Ave., Suite 200 Irvine, CA 92612 877-648-7223		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	5	7	9	0	21	13.7%	
		Clerical/Skilled	1	4	6	1	12	27.9%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	1	0	1	14.3%	39.9%
		AA Plan on File: NA	Date of last contract with District: NA						
		Co. Wide MSA: USA	# Employees-Co. Wide: 208				Bay Area: 7		
P	WM	Company Wide	0	0	6	0	6	60.0%	34.1%
Concourse Tech Inc. Thomas Smyth 169 Madison Ave., Suite 15520 New York, NY 10016 646-305-9964		Manager/Prof	0	0	0	0	0	NA	
		Technical/Sales	0	0	0	0	0	NA	
		Clerical/Skilled	0	0	0	0	0	NA	
		Semi/Unskilled	0	0	0	0	0	NA	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: New York	# Employees-Co. Wide: 10				Bay Area: 0		
P	Unclassified	Company Wide	INFORMATION NOT PROVIDED						
Hypertec USA, Inc. Angela Marracino 1270 E. Broadway Rd., Suite 101 Tempe, AZ 85282 866-787-0726		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							

WM=White Male, WW=White Women, EM=Ethnic Minority (Ethnicities: B=Black, H=Hispanic, A/PI=Asian/Pacific Islander, and AI/AN=American Indian/Alaskan Native)



BOARD ACTION

Agenda Number: 4.

Meeting Date: November 12, 2025

TITLE	PURCHASE TURBINE FUEL INJECTORS
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ACTION	<input checked="" type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	Award a sole source contract beginning on or after November 12, 2025 to Solar Turbines, Incorporated (Solar) for supplying eight replacement fuel injectors at the Main Wastewater Treatment Plant (MWWTP) for a total cost, after the addition of taxes, not to exceed \$425,000.
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SUMMARY	This contract is for the purchase of eight replacement fuel injectors for the existing 4-megawatt (MW) Solar Turbines Mercury 50 turbine for the Power Generation Station (PGS) at the MWWTP.
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DISCUSSION	<p>The District generates electricity from biogas produced at the MWWTP to meet the plant's average power needs and sells excess electricity to the Port of Oakland. The PGS includes three 2.1-megawatt (MW) engine generators installed in 1985 and one 4.5-MW gas turbine installed in 2011. Since the turbine's installation in 2011, the eight fuel injectors have been removed annually for required maintenance and sent to Solar for refurbishment. When one set of injectors is being refurbished, a second set of eight injectors is installed and operated until the next scheduled maintenance cycle. This approach allows the turbine to be restarted immediately after the annual service, avoiding the several-week delay associated with injector refurbishment.</p> <p>One set of injectors has been in this service cycle for eight years and is no longer able to be refurbished. This is an original equipment manufacturer (OEM) component designed for digester gas fuel injection in the turbine, with a specific high-temperature alloy and flow characteristics developed for the fuel and the combustor geometry.</p> <p>This contract supports the District's Water Quality and Environmental Protection Strategic Plan goal.</p>
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VENDOR SELECTION	A sole source award was approved for Solar to provide the eight fuel injectors. Solar is the only vendor that provides the highly customized components for the turbine and per the District's Extended Service Agreement with Solar, any parts purchased from another source will void the turbine warranty.
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Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026/2027; Award #7000341; Page 194	Budget Coding: 21-911-3100127-53010		Approved: 
Attachments: P-035; P-061			

Title: Purchase Turbine Fuel InjectorsMeeting Date: November 12, 2025

SUSTAINABILITY

Economic

Funding for this purpose is available in the FY 2026 adopted capital budget for General Wastewater.

The total cost of \$425,000 will be offset by a \$76,428 credit value for the worn injector cores which are being returned.

Social

This purchase will replace failing injectors and support the continued production of renewable energy from biogas.

Environmental

The PGS produces renewable energy to minimize impacts to the environment and conserve natural resources by reducing, recycling, and reclaiming waste into energy. This purchase will ensure the gas turbine continues producing renewable energy from biogas.

ALTERNATIVES

Delay or do not proceed with purchase. This alternative is not recommended because the existing injectors do not meet fuel flow and internal cooling requirements.

Select a different vendor. This alternative is not recommended because the existing equipment requires OEM parts and Solar is the only vendor that provides major parts for the turbine. Parts purchased from another source will void the turbine warranty.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

This summary contains information on the contractor's workforce and contract equity participation. (Completed by District)

TITLE Materials and Supplies Contract Purchase Turbine Fuel Injectors						DATE: October 9, 2025						
CONTRACTOR: Solar Turbines, Incorporated San Diego, CA				Sole Source		PERCENTAGE OF CONTRACT DOLLARS						
				Availability Group		Contracting Objectives		Participation				
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		0.0%				
		Ethnicity	Gender	White Women		2%		0.0%				
\$425,000 *		-		-		Ethnic Minorities		25%		0.0%		
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Solar Turbines, Incorporated		\$425,000	Publicly Held Corporation							100.0%		
SUBS: None												
TOTAL		\$425,000				0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		26,417		7,970		16,998		51,385				
Percent of Total Employees:		51.4%		15.5%		33.1%						
MSA Labor Market %:		39.0%		33.7%		27.3%						
MSA Labor Market Location:		USA										
COMMENTS												
Contract Equity Participation: Zero Contract Equity participation. Firm is a Publicly Held Corporation. Contract Duration : NA												
*Total not to exceed: \$425,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

This summarizes information provided by the contractor(s)' P-025 Form regarding their workforce.

Title:			Ethnic Minority Percentages From U.S. Census Data							
Purchase Turbine Fuel Injectors					B	H	A/PI	AI/AN	TOTAL	
			National		10.5	10.7	3.7	0.7	27.3	
Materials and Supplies Contract		DATE: 10/9/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership		Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number				B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	PHC		Company Wide	6,365	5,968	3,801	302	16,436	32.0%	27.3%
Solar Turbines, Incorporated Jose Lopez 2200 Pacific Highway P.O. Box 85376 San Diego, CA 92186 832-310-0577			Manager/Prof	1,048	1,768	2,946	68	5,830	24.7%	
			Technical/Sales	364	500	178	19	1,061	31.2%	
			Clerical/Skilled	823	994	278	51	2,146	39.9%	
			Semi/Unskilled	4,130	2,706	399	164	7,399	39.0%	
			Bay Area	0	0	0	0	0	0.0%	39.9%
			AA Plan on File:		NA	Date of last contract with District: NA				
Co. Wide MSA:		USA	# Employees-Co. Wide: 51,385 Bay Area: 0							

WM=White Male, WW=White Women, EM=Ethnic Minority (Ethnicities: **B**=Black, **H**=Hispanic, **API**=Asian/Pacific Islander, and **AI/AN**=American Indian/Alaskan Native)



BOARD ACTION

Agenda Number: 5.

Meeting Date: November 12, 2025

TITLE **VULNERABILITY ASSESSMENT**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Authorize an agreement beginning on or after November 12, 2025 with Sure Secure Solutions, LLC (Sure Secure Solutions) in an amount not to exceed \$160,000 to conduct a vulnerability assessment of the District's business information technology (IT) systems and conduct optional follow-up testing and evaluation.

SUMMARY This project will assess the District's current exposure to known cybersecurity threats, assess the implementation of recommendations from the last review, and provide a basis for prioritizing implementation of controls to reduce the greatest risks. Periodic IT vulnerability assessments have been included in the District's Internal Audit annual work plan.

DISCUSSION

Vulnerability assessments are conducted periodically to ensure robust protection of the District's business systems. This effort will evaluate the District's progress in maintaining industry-recognized cybersecurity controls, identify potential vulnerabilities, and strengthen defenses against emerging threats. The results will provide actionable recommendations to reduce risk, improve security readiness, and ensure reliable services for the community.


This effort will assess the vulnerability of the District's IT environment to cybersecurity threats by:

- Evaluating the status of the District's progress in implementing and maintaining the Center for Internet Security (CIS) Critical Security Control Safeguards, and
- Assessing the District's exposure to cybersecurity threats.

This assessment will include a risk-based evaluation of the District's cybersecurity posture that will include penetration testing and vulnerability scanning, critical application security review, network configuration assessment, data/traffic monitoring and detection, and CIS controls and security program review.

This project supports the District's Long-Term Financial Stability Strategic Plan goal.

CONSULTANT SELECTION A Direct Award was approved for Sure Secure Solutions to provide a vulnerability assessment. This follow-up effort is recommended as a direct award due to the confidential nature of this effort (the firm holds high-level government security clearances); the vendor's familiarity with the District's business systems; and the objective of creating an accurate comparison between

Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026/FY2027	Budget Coding: 11.201.1710.8852600.52310.000000		Approved: 
Attachment(s): P-035; P-061			

Title: Vulnerability Assessment

Meeting Date: November 12, 2025

current and previous conditions through utilization of the same testing tools and methodology.

SUSTAINABILITY

Economic

Funding for this purpose is available in the FY 2026/2027 adopted operating budget.

Social

This type of work is not performed by District forces and consequently union notification was not required.

ALTERNATIVE

Do not authorize an agreement for this service. The alternative is not recommended because of the constant and evolving nature of cybersecurity attacks. Failure to conduct periodic assessments leaves the District more vulnerable and exposed to cybersecurity attacks.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

This summary contains information on the contractor's workforce and contract equity participation. (Completed by District)

TITLE Professional Services Agreement Vulnerability Assessment						DATE: October 28, 2025					
CONTRACTOR: Sure Secure Solutions, LLC McLean, VA				Direct Award / Small Business		PERCENTAGE OF CONTRACT DOLLARS					
						Availability Group		Contracting Objectives		Participation	
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP				White Men		25%		0.0%	
		Ethnicity	Gender			White Women		6%		0.0%	
\$160,000 *		Asian		Women		Ethnic Minorities		25%		100.0%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIMES: Sure Secure Solutions, LLC		\$160,000	Asian		X			100.0%			
SUBS: None											
TOTAL		\$160,000				0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		13		1		22		36			
Percent of Total Employees:		36.1%		2.8%		61.1%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 100% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$160,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							



BOARD ACTION

Agenda Number:	6.	Meeting Date:	November 12, 2025
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TITLE	TENSION FABRIC STRUCTURE INSTALLATION
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ACTION	<input checked="" type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after November 12, 2025 with Plummerbuilt, Inc. in an amount not to exceed \$138,140 for the installation of a tension fabric structure at the Walnut Creek Water Treatment Plant (WTP).
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SUMMARY	This agreement is for the installation of a tension fabric structure to protect pilot equipment at the Walnut Creek WTP.
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DISCUSSION	<p>The purchase of pilot equipment for the District's Water Quality Research Facility (WQRF) was authorized under Board Motion Nos. 068-24 and 069-24 on April 23, 2024.</p> <p>The WQRF will allow the District to test carbon dioxide, ballasted flocculation and ozone processes to inform design requirements for the Walnut Creek WTP Pretreatment Project, under Specification 2200. The Walnut Creek WTP project will increase water treatment capacity and improve operational reliability. The pilot equipment is scheduled to be delivered and installed at the Walnut Creek WTP between December 2025 and January 2026 and will need to be protected during testing of the new pretreatment processes.</p> <p>On July 8, 2025, under Board Motion No. 137-25, a contract was awarded to fabricate a protective tension fabric structure for the pilot equipment. The structure is scheduled to be delivered to Walnut Creek WTP in early December 2025. The contract did not include installation.</p> <p>This agreement includes installation of the tension fabric structure as well as grading and leveling of the installation area.</p> <p>This work supports the District's Water Quality and Environmental Protection and Long-Term Infrastructure Investment Strategic Plan goals.</p> <p>The services contracted for in the agreement cannot be satisfactorily performed under the District civil service and therefore contracting out is proper.</p>
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SERVICE PROVIDER SELECTION	A request for proposals was posted on the District's website. Three service providers submitted proposals. Plummerbuilt, Inc. was the lowest responsive/responsible bidder.
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026; Award #7000090; Vol. 2, Page 161	Budget Coding: 11.557.2014143.55110		Approved: 
Attachment(s): P-035; P-061			

Title:	Tension Fabric Structure Installation	Meeting Date:	November 12, 2025
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SUSTAINABILITY

Economic

Funding for this purpose is available in the Fiscal Year 2026 adopted capital budget for Treatment Plant Upgrades.

Social

Local 444 was notified of this agreement on September 15, 2025 and did not raise any specific issues related to this agreement.

Plummerbilt, Inc. is a California certified small business, self-certified as minority/woman owned.

ALTERNATIVES

Perform the work with District forces. This alternative is not recommended because the District does not have the staff resources to complete this work.

Do not perform the work. This alternative is not recommended because without this work, the District will not be able to protect pilot equipment at the Walnut Creek WTP during testing of pretreatment processes and until completion of the WQRF.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

This summary contains information on the contractor's workforce and contract equity participation. (Completed by District)

TITLE General Services Agreement Tension Fabric Structure Installation						DATE: October 9, 2025						
CONTRACTOR: Plummerbuilt, Inc. Herald, CA				Local / Small Business		PERCENTAGE OF CONTRACT DOLLARS						
						Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP				White Men		25%		0.0%		
		Ethnicity	Gender			White Women		6%		0.0%		
\$138,140 *		Hispanic		Women		Ethnic Minorities		25%		100.0%		
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Plummerbuilt, Inc.		\$138,140	Hispanic		X			100.0%				
SUBS: None												
TOTAL		\$138,140				0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		2		0		5		7				
Percent of Total Employees:		28.6%		0.0%		71.4%						
MSA Labor Market %:		32.7%		30.0%		37.3%						
MSA Labor Market Location:		Sacramento										
COMMENTS												
Contract Equity Participation: 100% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$138,140												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

This summarizes information provided by the contractor(s)' P-025 Form regarding their workforce.

Title: Tension Fabric Structure Installation		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
General Services Agreement		DATE: 10/9/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	EMW-H: L/SBE	Company Wide	0	5	0	0	5	71.4%	27.3%
Plummerbuilt, Inc. Gena Plummer 11925 McKinley Road Herald, CA 95638 209-748-5778		Manager/Prof	0	1	0	0	1	50.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	1	0	0	1	100.0%	
		Semi/Unskilled	0	3	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0	0.0%
		AA Plan on File: NA	Date of last contract with District: NA						
		Co. Wide MSA: Sacramento	# Employees-Co. Wide: 7				Bay Area: 0		
P	WM: LBE	Company Wide	2	23	0	1	26	76.5%	37.3%
G&G Builders Gerard Callahan 4542 Contractors Place Livermore, CA 94551 925-570-7606		Manager/Prof	0	2	0	0	2	33.3%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	9	0	0	9	90.0%	
		Semi/Unskilled	2	12	0	1	15	88.2%	
		Bay Area	2	23	0	1	26	76.5%	39.9%
		Co. Wide MSA: 9 Bay Area Counties	# Employees-Co. Wide: 34				Bay Area: 34		
P	Unclassified: SBE	Company Wide	INFORMATION NOT PROVIDED						
Heath Construction John Heath 6069 Livingston Lane Placerville, CA 95667 530-391-4275		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							

WM=White Male, WW=White Women, EM=Ethnic Minority (Ethnicities: B=Black, H=Hispanic, A/PI=Asian/Pacific Islander, and AI/AN=American Indian/Alaskan Native)



BOARD ACTION

Agenda Number:	7.	Meeting Date:	November 12, 2025
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TITLE	AMEND AGREEMENT FOR NORTH RICHMOND WATER RECYCLING PLANT CHLORINE CONTACT BASIN TRACER STUDY
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ACTION	<input checked="" type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	Authorize an amendment to the agreement originally authorized under the General Manager's authority with Trussell Technologies, Inc. to increase the agreement amount by \$85,520 to a total amount not to exceed \$185,520 for the completion of a chlorine contact basin tracer study at the North Richmond Water Recycling Plant (NRWRP).
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SUMMARY	<p>The State Water Resources Control Board (SWRCB) Division of Drinking Water (DDW) is requiring submission of a revised Title 22 Engineering Report for the District's NRWRP. As part of the revised Engineering Report submission, the District must conduct a tracer study of NRWRP's chlorine contact basin (CCB). The original scope of work included developing a tracer study protocol, conducting three tracer tests, and preparing a tracer test report for DDW approval. The first amendment to the agreement addressed added complexities due to the unique configuration of the NRWRP CCB and included one additional tracer test condition. A second amendment to the agreement is needed to address newly imposed requirement by DDW to conduct four additional tracer tests.</p>
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DISCUSSION	<p>The SWRCB DDW is requiring submission of a revised Title 22 Engineering Report for the District's NRWRP because the SWRCB intends to transfer the NRWRP's permit coverage from Order 90-13 to the current statewide General Order for Recycled Water Use (Order 2016-0068-DDW). The NRWRP CCB tracer study is required to complete the Title 22 Engineering Report and to support transferring NRWRP's permit coverage.</p> <p>The NRWRP CCB tracer study was originally authorized under the General Manager's authority in June 2023 in an amount not to exceed \$55,000 and amended in August 2024 under Board Motion No. 164-24 to increase the agreement amount by \$45,000 to a total amount not to exceed \$100,000.</p> <p>The configuration of the CCB at NRWRP is unique and allows both the flow rate and the water level to be controlled independently, whereas in a typical CCB, both the water level and volume within the basin remain stable, with minor fluctuation based on flow rate. The unique configuration resulted in several changes to the required scope to meet the initial contract objectives, including development of a novel tracer study method. The first amendment to the</p>
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Originating Department: Water and Natural Resources	Department Director or Manager: Alice E. Towey	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026; Award #7000315; Vol 2; Page 150	Budget Coding: 11.455.2014593.52310	Approved: 	
Attachment(s): P-035; P-061			

Title:	Amend Agreement for North Richmond Water Recycling Plant Chlorine Contact Basin Tracer Study	Meeting Date:	November 12, 2025
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agreement addressed added complexities due to the CCB configuration and included one additional tracer test condition.

In response to DDW's comments on the draft tracer test protocol, additional effort was required to present the tracer test methodology to DDW, complete significant updates to the test protocol, and prepare responses to technical questions from DDW. DDW conditionally accepted the revised tracer test protocol in July 2025 but is requiring the District conduct a total of eight tracer tests, each of which must be conducted on a separate day. Additional data processing and reporting will also be required.

This project supports the District's Long-Term Water Supply and Water Quality and Environmental Protection Strategic Plan goals by allowing the District to continue producing recycled water at NRWRP.

CONSULTANT SELECTION

Trussell Technologies, Inc. was selected in a direct award process based on their expertise of the District's recycled water facilities and relevant experience conducting tracer studies for similar facilities.

SUSTAINABILITY

Economic

Funding for this item is included in the FY2026 capital budget for the North Richmond Water Recycling Plant.

Social

Locals 21 and 2019 were notified of the second amendment on September 26, 2025 and did not raise any specific issues related to this amendment.

Environmental

The NRWRP CCB tracer study must be completed to support transferring NRWRP's permit coverage to the SWRCB's current Order, as required by the SWRCB. Completing this tracer study will allow the District to continue producing recycled water at NRWRP and, thus, will help offset the use of potable water to meet the District's water recycling goal and reduce discharges into the San Francisco Bay.

ALTERNATIVES

Complete the work with District forces. This alternative is not recommended because staff do not have expertise in conducting tracer studies for a recycled water application.

Do not authorize the amendment to the agreement. This alternative is not recommended because the tracer study must be completed to maintain the District's permit coverage and continue operating the NRWRP facility. Continuing to produce recycled water at NRWRP is consistent with the District's water recycling goal.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

This summary contains information on the contractor's workforce and contract equity participation. (Completed by District)

TITLE						DATE:					
Professional Services Agreement - Amendment Amend Agreement for North Richmond Water Recycling Plant Chlorine Contact Basin Tracer Study						November 4, 2025					
CONTRACTOR: Trussell Technologies, Inc. Pasadena, CA				Direct Award / Small Business		PERCENTAGE OF CONTRACT DOLLARS					
						Availability Group		Contracting Objectives		Participation	
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		100.0%			
		Ethnicity	Gender	White Women		6%		0.0%			
\$85,520 *		White		Men		Ethnic Minorities		25%		0.0%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White- Men	White- Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: Trussell Technologies, Inc.		\$85,520	White	X		100.0%					
SUBS: None											
TOTAL		\$85,520				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		17		12		21		50			
Percent of Total Employees:		34.0%		24.0%		42.0%					
MSA Labor Market %:		28.0%		23.6%		48.4%					
MSA Labor Market Location:		California									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: NA											
*Total not to exceed: \$185,520 = \$55,000 (Original amount) + \$45,000 (Amendment 1) + \$85,520 (Amendment 2)											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

This summarizes information provided by the contractor(s)' P-025 Form regarding their workforce.

Title: Amend Agreement for North Richmond Water Recycling Plant Chlorine Contact Basin Tracer Study		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
Professional Services Agreement - Amendment		DATE: 11/4/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: SBE	Company Wide	2	5	9	1	17	30.9%	48.4%
Trussell Technologies, Inc. Paula Moore 224 N. Fair Oaks Ave, Floor 2 Pasadena, CA 91103 858-458-1030		Manager/Prof	1	4	9	1	15	30.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	1	0	0	2	40.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	1	0	1	0	2	16.7%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		1/21/2021		
		Co. Wide MSA:	California		# Employees-Co. Wide:		55	Bay Area:	12

WM=White Male, WW=White Women, EM=Ethnic Minority (Ethnicities: **B**=Black, **H**=Hispanic, **A/PI**=Asian/Pacific Islander, and **AI/AN**=American Indian/Alaskan Native)



BOARD ACTION

Agenda Number:	8.	Meeting Date:	November 12, 2025
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TITLE	FLEET VEHICLE AND EQUIPMENT TELEMATICS
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ACTION	<input checked="" type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	Authorize the purchase of telematics-related software, hardware, service, training, and support beginning on or after November 12, 2025 from Geotab USA, Inc. (Geotab), for three years, with two options to renew for additional one-year periods for a total amount not to exceed \$1,400,000. This purchase will be made under State of California contracts available for use by local governments.
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SUMMARY	After completion of a successful pilot of Geotab's telematics on 300 fleet vehicles and equipment, the District plans to install similar devices on its remaining 1,100 fleet vehicles and equipment.
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DISCUSSION	<p>The District has piloted telematics on a portion of its fleet since January 2024. The system tracks vehicle location to support servicing and worker safety and also provides a wide variety of vehicle diagnostics including mileage, performance data, maintenance data, and emissions data to streamline regulatory compliance. The purchase would expand the system to all fleet vehicles and equipment. Compliance with many California Air Resource Board (CARB) and Bureau of Automotive Repair (BAR) regulatory and inspection requirements can be achieved remotely using the system without bringing vehicles and equipment into the shop.</p> <p>The contract contains a requirement that the District indemnify the vendors in select circumstances. The General Manager has reviewed this clause with input from Risk Management and the Office of General Counsel and recommends the Board authorize the purchase.</p>
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VENDOR SELECTION	Public Contract Code, Section 10298, allows public agencies such as the District to purchase directly from the State of California competitively awarded contracts without pursuing their own process. Geotab is the telematics provider that was selected by the State of California through Multiple Award Schedules contract #1-19-58-69. Geotab telematics is also the optimal product for the District because of its compatibility with existing fleet management software (and foreseeable replacement software) and is also qualified through BAR and CARB to perform automated smog and diesel opacity tests.
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Originating Department: Maintenance and Construction	Department Director or Manager: Crystal J. Yezman	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026/2027	Budget Coding: 11.756.1825.8834500.52430		Approved: 
Attachment(s): P-035; P-061			

Title:	Fleet Vehicle and Equipment Telematics	Meeting Date:	November 12, 2025
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SUSTAINABILITY**Economic**

Funding for this purpose is available in the FY 2026/2027 adopted operating budget. Funding for the additional years will be considered as part of the associated budget development process.

Social

This type of work is not performed by District forces and consequently union notification for contracting out was not required; however, the District did notify the unions on September 5, 2025, regarding the intent to expand the pilot to the entire fleet and proposed changes to Procedure 709 – Fleet Management. Locals 444, 2019, and 21 expressed concerns regarding proposed changes to Procedure 709, and the District responded to union concerns on November 4, 2025. The District will continue to meet and confer with the unions regarding their concerns over potential impacts and will maintain the existing language in Procedure 709 until this process is concluded.

ALTERNATIVES

Do not authorize the purchase. This alternative is not recommended because the vehicle and equipment data will substantially improve the District's ability to monitor vehicle performance, schedule maintenance, and better determine future vehicle needs.

Conduct a competitive bid process. This alternative is not recommended because this vendor has been selected through a public bidding process by the State of California and can provide the necessary equipment and services to the District.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

This summary contains information on the contractor's workforce and contract equity participation. (Completed by District)

TITLE Materials and Supplies Contract Fleet Vehicle and Equipment Telematics						DATE: September 8, 2025					
CONTRACTOR: Geotab USA, Inc. Atlanta, GA					PERCENTAGE OF CONTRACT DOLLARS						
State Contract					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE: \$1,400,000 *		FIRM'S OWNERSHIP			White Men		25%		0.0%		
		Ethnicity		Gender	White Women		2%		0.0%		
		-		-	Ethnic Minorities		25%		0.0%		
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIMES: Geotab USA, Inc.		\$1,400,000	Foreign								100.0%
SUBS:											
TOTAL		\$1,400,000				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		123		68		151		342			
Percent of Total Employees:		36.0%		19.9%		44.2%					
MSA Labor Market %:		35.9%		30.0%		34.2%					
MSA Labor Market Location:		Georgia									
COMMENTS											
Contract Equity Participation: Zero Contract Equity Participation. Firm is foreign Owned. Contract Duration: 3 years with 2 options to renew for additional 1 year periods. *Total not to exceed: \$1,400,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

This summarizes information provided by the contractor(s)' P-025 Form regarding their workforce.

Title: Fleet Vehicle and Equipment Telematics			Ethnic Minority Percentages From U.S. Census Data						
				B	H	A/PI	AI/AN	TOTAL	
			National	10.5	10.7	3.7	0.7	27.3	
Materials and Supplies Contract		DATE: 9/8/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	Foreign	Company Wide	28	65	42	0	135	39.5%	34.2%
Geotab USA, Inc. Kavya Jasti 621 North Ave. NE, Suite C-170 Atlanta, CA 30308 866-270-2544		Manager/Prof	25	51	37	0	113	36.7%	
		Technical/Sales	0	1	2	0	3	37.5%	
		Clerical/Skilled	3	13	3	0	19	76.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	1	0	1	33.3%	
		AA Plan on File:	NA	Date of last contract with District:	NA				
Co. Wide MSA:	Georgia	# Employees-Co. Wide:	342	Bay Area:	3				

WM=White Male, WW=White Women, EM=Ethnic Minority (Ethnicities: **B**=Black, **H**=Hispanic, **A/PI**=Asian/Pacific Islander, and **AI/AN**=American Indian/Alaskan Native)



BOARD ACTION

Agenda Number: 9.

Meeting Date: November 12, 2025

TITLE CAMANCHE RECREATION AREA CONCESSION CONTRACT ASSIGNMENT

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Approve the assignment of the Camanche Reservoir Recreation Contract (Contract) previously authorized under Board Motion No. 008-23 with Vista Recreation to Lake Camanche Hospitality, LLC a subsidiary of ExplorUS.

SUMMARY Camanche Recreation Area is currently operated by Vista Recreation. Vista Recreation has requested the District consent to the assignment of the Contract to Lake Camanche Hospitality, LLC.

DISCUSSION

In July 2024, Vista Recreation notified the District that it intended to merge with ExplorUS and later requested that the District consent to the assignment of the Contract to a subsidiary of ExplorUS known as Lake Camanche Hospitality, LLC.

Upon assignment, Vista Recreation will assign its rights, interests, and obligations under the Contract to Lake Camanche Hospitality, LLC. The current Contract term ends December 31, 2031. The existing terms and conditions of the Contract shall remain the same. Lake Camanche Hospitality LLC is a subsidiary of ExplorUS, a recreation service provider with operations throughout the United States. ExplorUS is currently under contract with the District to operate both the Pardee and San Pablo recreation areas.


This Contract supports the Long-Term Water Supply and Customer and Community Services Strategic Plan goals.

SUSTAINABILITY

Economic
The proposed action has no fiscal impact to the District or the customers of the Camanche Recreation Area.

Social
The proposed action has no impact to the District, its employees, concession employees, or customers of the Camanche Recreation Area.

Environmental
The proposed action does not change or alter environmental conditions at Camanche Recreation Area.

Originating Department: Natural Resources	Department Director or Manager: Michelle L. Workman	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): N/A			

Title: Camanche Recreation Concession Contract Assignment

Meeting Date: November 12, 2025

ALTERNATIVE

Do not approve assignment of the Contract. This alternative is not recommended because not assigning the Contract could result in the disruption or cessation of recreation services.

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BOARD ACTION

Agenda Number:	10.	Meeting Date:	November 12, 2025
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TITLE	ORDINANCE AMENDING SECTIONS 4(A), 6, 21, 36, AND 41 OF ORDINANCE NO. 40
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ACTION	<input type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input checked="" type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	<p>Introduction and first reading of an ordinance amending the EBMUD Employees' Retirement System Ordinance No. 40 (Ordinance No. 40), Sections 4(a), 6, 21, 36, and 41 as follows:</p> <ol style="list-style-type: none">1. Section 4(a) to update the term of service for those elected Retirement Board members.2. Section 6 to update the contribution rates for Members who became members of the Retirement System prior to January 1, 2013 or have been eligible for membership prior to January 1, 2013.3. Section 21 updating mortality tables effective July 1, 2025 and providing correct mortality table data effective July 1, 2021.4. Section 36 and related sections to implement the new Health Insurance Benefit (HIB) Tier.5. Section 41 to update age dates for Minimum Required Distributions in line with SECURE Act 2.0.
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SUMMARY	<p>Amendments to Sections 4(a), 6, 21, 36, and 41 are needed to implement changes agreed upon during labor negotiations, Internal Revenue System changes, and recommendations by the Retirement Board. The proposed amendments reflect necessary technical and administrative changes to support accurate benefit calculations, consistent governance, and the implementation of new retiree benefit provisions. This is the first reading on amending Ordinance No. 40. Amendments to Section 4(a) are recommended by the Retirement Board to increase the term of service for elected Retirement Board members from two years to four years. Section 21 updates the mortality tables that pertain to calculations for optional benefits. Section 36 updates the details of the new tier of benefits that was negotiated with the unions and authorized by the Board of Directors on July 8, 2025. Section 41 updates the age requirements for Minimum Required Distributions from age 72 to 73 in 2023 and then to age 75 in 2033, in accordance with the SECURE Act 2.0.</p>
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DISCUSSION	<ol style="list-style-type: none">1. Amending Section 4(a) to extend the terms of Retirement Board members elected by the Members and the retiree representative from two years to four years. At its September 18, 2025 meeting, the Retirement Board voted to recommend that the Board of Directors amend Ordinance No. 40 accordingly. Extending the term provides a more practical and sustainable onboarding period for newly elected members, allowing
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Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A		
Attachment(s): Ordinance			

Title:	Ordinance Amending Sections 4(a), 6, 21, 36, and 41 of Ordinance No. 40	Meeting Date:	November 12, 2025
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sufficient time to complete required training and gain experience in their roles. The proposed amendment also introduces staggered terms to ensure continuity and avoid all terms expiring simultaneously.

2. Amending Section 6 relates to the employee contribution rate of members who became members of the Retirement System prior to January 1, 2013 or members who were eligible for membership prior to January 1, 2013, to more accurately reflect the current pension contribution rate for members in this pension tier from 8.75 percent to 8.66 percent of compensation, and accurately denotes the remaining 09 percent as a contribution toward the HIB.
3. Section 21(g) describes the optional benefits that retirees may elect at time of retirement to leave a benefit to a beneficiary. Ordinance No. 40 must be updated when District actuaries make a change to the mortality tables used for the optional benefit calculations per Internal Revenue Service guidelines. At the November 21, 2024 Retirement Board meeting, District actuaries presented the results of their experience study and suggested a change to the mortality tables. The Retirement Board approved these changes to take effect July 1, 2025.
4. Additionally in Section 21, the 2021, 2023, and 2024 versions of Ordinance No. 40 contained an error with respect to one section of the mortality table data in section 21(g)(a)(ii), which was also incorrect in Ordinance No. 372-21 approved by the Board of Directors on May 25, 2021. Approval of this ordinance will also approve the retroactive mortality table change. No errors in benefit calculations were created due to the error in the Retirement Ordinance. The Retirement Board had duly authorized the change, and staff implemented the change correctly.
5. Amendments to Section 36 and related sections codify the HIB changes agreed upon as part of the labor negotiations concluded in July 2025. Pursuant to the agreements with the unions, a new tier of the HIB was created for those active members who retire on or after July 28, 2025. The change discontinues the practice of having a different value for single retirees versus married retirees; the new benefit will be the same value whether the member is married or single. The value of the benefit is now tied to an escalator which is the annual change to the value of the Kaiser Senior Advantage Low – couple coverage. There is also a minimum and maximum change and a carryover that can be applied. The Retirement Board is also expected to adopt a Retirement Board Rule that details the steps to be taken each year to administer the new HIB, that will include multiple tiers of review and a memo to the Retirement Board to confirm the value of the benefit each year.
6. The final change is related to Internal Revenue Service compliance from the SECURE Act 2.0. This change increases the age of a first Required Minimum Distribution from Deferred Compensation and Pension plans from age 72 to 73 in 2023 and then to age 75 in 2033.

Title:	Ordinance Amending Sections 4(a), 6, 21, 36, and 41 of Ordinance No. 40	Meeting Date:	November 12, 2025
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SUSTAINABILITY

Economic

The only action with economic impact is the new HIB tier in Section 36. This benefit was already considered, negotiated, and authorized by the Board of Directors on July 8, 2025. The action ensures that the governing document, the Retirement Ordinance, has been updated to incorporate the details of this new benefit.

ALTERNATIVE

Do not approve the amendments to Ordinance No. 40. This alternative is not recommended because the amendments are required by law or binds the District by contract. This is the introduction and first reading of the ordinance. The Board will be asked to take action during the second reading of the ordinance at an upcoming meeting.

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ORDINANCE NO. _____

AN ORDINANCE TO AMEND RETIREMENT ORDINANCE NO. 40, WHICH IS THE EAST BAY MUNICIPAL UTILITY DISTRICT EMPLOYEES' RETIREMENT SYSTEM ORDINANCE, TO: (1) AMEND THE TERM OF SERVICE FOR ELECTED MEMBERS OF THE RETIREMENT BOARD FROM TWO YEARS TO FOUR YEARS; (2) AMEND THE EMPLOYEE CONTRIBUTION RATE FOR MEMBERS IN THE 1980 PLAN; (3) AMEND THE MORTALITY TABLE FOR SERVICE RETIREMENT BENEFICIARIES IN SECTION 21; (4) IMPLEMENT THE NEW HEALTH INSURANCE BENEFIT TIER; AND (5) AMEND THE MINIMUM REQUIRED DISTRIBUTION PROVISIONS PURSUANT TO THE SECURE ACT 2.0

Introduced by Director

; Seconded by Director

BE IT ENACTED by the Board of Directors of the East Bay Municipal Utility District that Ordinance No. 40, which is entitled "AN ORDINANCE ESTABLISHING A RETIREMENT SYSTEM FOR EMPLOYEES OF EAST BAY MUNICIPAL UTILITY DISTRICT, PROVIDING FOR THE PAYMENT OF RETIREMENT ALLOWANCES TO MEMBERS OF THE RETIREMENT SYSTEM, FOR THE PAYMENT OF DEATH BENEFITS AND SURVIVORSHIP BENEFITS, AND FOR THE COST OF LIVING ADJUSTMENTS, PRESCRIBING THE CONDITIONS UNDER WHICH SAID ALLOWANCES AND BENEFITS SHALL BE PAID, DETERMINING RATES OF CONTRIBUTION AND THE AMOUNTS OF RETIREMENT ALLOWANCES, DEATH BENEFITS AND SURVIVORSHIP BENEFITS, AND THE PERCENTAGE OF COST OF LIVING ADJUSTMENTS, AND PROVIDING FOR THE ADMINISTRATION OF SAID RETIREMENT SYSTEM," as amended from time to time, is further amended as follows:

1. Amend Section 4(a) to increase the term of two Retirement Board members elected by the Members and the retiree representative elected by retirees and who are elected after January 1, 2026 from two years to four years as follows:

There is hereby created and established a Retirement Board which shall, under the provisions of this Ordinance, administer the Retirement System and the Retirement Fund.

The Retirement Board shall consist of three members appointed by the Board of Directors of the District and two members elected by and from the membership of the Retirement System; provided however that a non-voting Retired Member chosen by an election process held among Retired Members shall be a representative to the Retirement Board and shall serve a period of two years, **or if elected after January 1, 2026, shall serve a period of four years, except that in order to stagger the elections of the two elected Retirement Board members and the non-voting Retired Member, the non-voting Retired Member elected in the calendar year 2026 shall initially serve a term for a period of three years; thereafter the non-voting Retired Member shall serve a period of four years.** The two members so elected by and from the membership shall serve a period of two years, **or, if elected**

after January 1, 2026, shall serve a period of four years. ~~and the~~ The remaining three members shall serve until their successors are appointed. Vacancies in the case of the elected members shall be filled by special election. Other vacancies shall be filled by appointment of the Board of Directors of the District.

2. Amend Section 6(d) as follows:

The rates of Retirement Contributions for Members, hired before January 1, 2013 and for those who are not otherwise subject to Section 42 of this Ordinance, and those Members making the election provided in Sections 15(g) and 15(h), shall be 8.66% of Members' Compensation. ~~applied to Members' Compensation at the rates set forth below commencing on the designated effective dates:~~

Effective Date	Rate of Member Retirement Contributions
April 22, 2013	7.33%
April 21, 2014	7.83%
April 20, 2015	8.33%
April 18, 2016	8.75%

The Board of Directors reserves the right to increase or otherwise adjust the rates of contribution prescribed in this Subsection in such amounts and in such manner as it may from time to time find appropriate; provided, however, that the rates in effect on and after December 15, 2003 shall not be increased or adjusted except pursuant to the terms of a negotiated collective bargaining agreement or memorandum of understanding with employee bargaining units.

3. Amend Section 21(g) as follows:

(g) For purposes of this Section, the term “actuarial equivalent” means two or more optional forms of distribution that have the same present value as determined using the actuarial assumptions approved from time to time by the Retirement Board upon the recommendation of the Retirement System’s actuary for determining System liabilities and incorporated into this section.

The actuarial assumptions are the following:

(1) Rate of Return: 6.75% effective July 1, 2023; and

(2) Mortality Table effective July 1, 2025:

(A) Service Retirement:

(i) Member: Pub-2010 General Healthy Retiree Amount- Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected ~~25~~ 30 years

(from 2010) with the two- dimensional mortality improvement Scale MP-~~2020~~2021 weighted 75% male and 25% female; and

(ii) Beneficiary: Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables with rates increased by 5% for males, projected ~~25~~ 30 years (from 2010) with the two- dimensional mortality improvement Scale MP-~~2020~~2021, weighted ~~75~~25% male and ~~25~~75% female; and

(B) Disability Retirement:

(i) Member: Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Tables with rates increased by 5% for males, projected ~~25~~ 30 years (from 2010) with the two- dimensional mortality improvement Scale MP-~~2020~~2021, weighted 75% male and 25% female; and

(ii) Beneficiary: Pub-2010 General Healthy Retiree ~~Contingent Survivor Amount~~-Weighted Above-Median Mortality Tables, with rates increased by 5% for males and females, projected ~~25~~ 30 years (from 2010) with the two- dimensional mortality improvement Scale MP-~~2020~~2021, weighted 25% male and 75% female.

(3) Mortality table effective July 1, 2021

(A) Service Retirement:

(i) Member: Headcount-Weighted RP-2014 Healthy Annuitant Mortality Table projected 20 years with the two-dimensional improvement scale MP-2015, set forward two years for males weighted 75% and set forward one year for females and weighted 25%; and

(ii) Beneficiary: Pub-2010 Contingent Survivor Amount - Weighted Above-Median Mortality Tables with rates increased by 5% for males and females, projected generationally with the two-dimensional improvement scale MP-2020, set forward two years for males and weighted 25% and set forward one year for females weighted 75%; and

4. Amend Section 36 as follows:

(a) The Retirement Board is authorized to administer a Health Insurance Benefit through the account described in Subsection (j) of this section.

(b) The Health Insurance Benefit may be used for the payment of sickness, accident, hospitalization, and medical expense to the extent permitted under the Internal Revenue Code ("Code") and as authorized by the Retirement Board.

(c) The following individuals are eligible to receive a Health Insurance Benefit in an amount determined pursuant to Subsection (c)(1), (c)(2), or (c)(3), as applicable:

(1) A Member is eligible to receive a Health Insurance Benefit of \$550.00 per month if the Member: (i) became a Member on or before June 30, 1996, (ii) has at least five (5) full years of Continuous Service with the District or its equivalent, (iii) retires for service or for disability from the District before July 28, 2025, (iv) did not make an election to remain a Member pursuant to Section 12(b)(2), and (v) has a spouse, or a registered domestic partner, who is not otherwise eligible to receive a Health Insurance Benefit under Section 36.

(a) A Member who is subject to Section (c)(1) who (I) retires for service or disability on or after July 28, 2025, or (II) who terminated District employment and made an election to remain a Member pursuant to Section 12(b)(2) on or after July 28, 2025, shall be eligible to receive the maximum Health Insurance Benefit provided in Section (f).

(2) A surviving spouse of a Member described in Subsection (c)(1)(i)-(iii) is eligible to receive a Health Insurance Benefit of \$450 per month, provided that the spouse is eligible for benefits under Section 20. **A surviving spouse of a Member described in Section (c)(1)(a) shall be eligible to receive the maximum Health Insurance Benefit provided in Section (f).**

(3) A Member is eligible to receive a Health Insurance Benefit of \$450.00 per month if the Member: (i) became a Member on or before June 30, 1996, (ii) has at least five (5) full years of Continuous Service with the District or its equivalent, (iii) retires for service or for disability from the District before July 28, 2025, (iv) did not make an election to remain a Member pursuant to Section 12(b)(2), and (v) is either (I) unmarried without a registered domestic partner, or (II) has a spouse, or a registered domestic partner, who is a Member eligible to receive a Health Insurance Benefit under Section 36.

(a) A Member who subject to Section (c)(3) who (a) retires for service or disability on or after July 28, 2025, or (b) who terminated District employment and made an election to remain a Member pursuant to Section 12(b)(2) on or after July 28, 2025, shall be eligible to receive the maximum Health Insurance Benefit provided in Section (f).

(d) A Health Insurance Benefit shall be payable in an amount determined under Subsections (d)(1), (d)(2) and (d)(3) with respect to a Member who either (i) became a Member on or after July 1, 1996 and retires for service or for disability, (ii) made an election to remain a Member pursuant to Section 12(b)(2) and who retired on or before January 1, 1999; or (iii) made an election to remain a Member pursuant to Section 12(b)(2) and who retires after January 1, 1999 **but before July 28, 2025**:

(1) If such Member has a spouse, or a registered domestic partner, who is not otherwise eligible to receive a Health Insurance Benefit under Section 36:

- (i) the Member is eligible to receive a Health Insurance Benefit equal to a percentage (specified in Subsection (d)(3)) of \$550.00; and
- (ii) the Member's surviving spouse is eligible to receive a Health Insurance Benefit equal to a percentage (specified in Subsection (d)(3)) of \$450.00, provided that the spouse is eligible for benefits under Section 20.

(2) Such Member is eligible to receive a Health Insurance Benefit equal to a percentage (specified in Subsection (d)(3)) of \$450.00, if the Member is either (i) unmarried without a registered domestic partner, or (ii) has a spouse, or a registered domestic partner, who is a Member eligible to receive a Health Insurance Benefit under Section 36.

(3) The individuals described in Subsections (d)(1) and (d)(2) shall receive the corresponding Health Insurance Benefit specified in those Subsections, multiplied by the applicable percentage below based upon the number of years of the Member's Continuous Service with the District:

<u>Number of years of Continuous Service</u>	<u>Percent of Maximum Health Insurance Benefit</u>
Less than five (5) years	No benefit (0%)
Five (5) years to less than ten (10) years	No more than twenty-five percent (25%)
Ten (10) years to less than fifteen years (15)	No more than fifty percent (50%)
Fifteen (15) years to less than twenty (20) years	No more than seventy-five percent (75%)
Twenty (20) years or more	No more than one hundred percent (100%)

(4) Effective January 1, 2026, an individual who is subject to this Section (d) who (i) is not subject to Section 42 and retires for service or disability on or after July 28, 2025, or (ii) who is not subject to Section 42 and terminated District employment and made an election to remain a Member pursuant to Section 12(b)(2) on or after July 28, 2025 shall be eligible for a percentage (as set forth in this Section (d)(3), above) of the maximum Health Insurance Benefit set forth in Section (f).

(e) Effective on or after July 28, 2025, a Member who is subject to Section 42 of this Retirement Ordinance and who either (i) retires for service or for disability on or after July 28, 2025, or (ii) who terminated District employment and made an election to remain a Member pursuant to Section 12(b)(2) on or after July 28, 2025 shall be eligible for a percent of the maximum Health Insurance Benefits based on the number of years of Continuous Service as defined in Section 2(j) as follows:

<u>Number of years of Continuous Service</u>	<u>Percent of Maximum Health Insurance Benefit</u>
<u>Less than five (5) years</u>	<u>No benefit (0%)</u>
<u>Five (5) years to less than ten (10) years</u>	<u>No more than twenty-five percent (25%)</u>
<u>Ten (10) years to less than fifteen years (15)</u>	<u>No more than fifty percent (50%)</u>
<u>Fifteen (15) or more years</u>	<u>No more than one hundred percent (100%)</u>

The maximum Health Insurance Benefit that shall apply prior to January 1, 2026 shall be the amount set forth in Section (d)(1) and (d)(2). On or After January 1, 2026, the maximum Health Insurance Benefit shall be the amount set forth in Section (f).

(f) Effective January 1, 2026 the maximum Health Insurance Benefit for a Member who (i) retires for service or disability on or after July 28, 2025, or (ii) who terminated District employment and made an election to remain a Member pursuant to Section 12(b)(2) on or after July 28, 2025 shall be as follows:

(1) The maximum Health Insurance Benefit amount shall be equivalent to the monthly premium amount charged pursuant to the District Kaiser Senior Advantage Low Plan (plan ID: 7002-0002) tier level couple coverage, both Medicare eligible (Kaiser Senior Advantage Low couple Medicare) (the “Applicable Kaiser Plan”), as of January 1, 2026. Such monthly premium amount shall be adjusted annually, effective every January 1, by the Health Insurance Benefit Adjustment Factor (“HIB Adjustment Factor”) described in Section (f)(2).

(2) The HIB Adjustment Factor is the Kaiser Index (as defined in Subsection (f)(2)(i)) plus the Carryforward Balance (as defined in Subsection (f)(2)(ii)). If the Kaiser Index plus the Carryforward Balance is greater than 3 percent, the HIB Adjustment Factor will be 3 percent (3%); if the result is less than 0 percent, then the HIB Adjustment Factor will be 0 percent (0%). Any Carryforward Balance remaining will be carried forward and applied in future years in accordance with policies and procedures established by the Retirement Board.

(i) The Kaiser Index is the annual percentage change in the monthly premiums for the Applicable Kaiser Plan.

(ii) The Carryforward Balance is the change in the Kaiser Index that is not fully applied to the HIB Adjustment Factor in each year, which could be a positive or negative number, plus any remaining Carryforward Balance from previous years.

(3) Effective January 1, 2026, the maximum Health Insurance Benefit reimbursement amount shall be no less than \$605 per month for those who retire for service or disability on or after July 28, 2025 or for those who terminate District employment and made an election to remain a Member pursuant to Section 12(b)(2) on or after July 28, 2025. The Board of Directors of the District, however, may in the exercise of its sole discretion increase or decrease the amount of the Health Insurance Benefit, provided that any decrease may not reduce the Health Insurance Benefit below the amounts set forth in the first sentence of this subsection. Other than as provided in the first sentence of this subsection, no individual, including a Member, Retired Member, spouse, domestic partner, or dependent, shall possess any vested right, contract right, or other right to the Health Insurance Benefit.

(g) Effective July 28, 2025, in addition to Retirement Contributions set forth in Section 6 and Section 42(d)(5), the District shall withhold the applicable Health Insurance Benefit Contribution Percentage as shown below from each Employee's Compensation (as set forth in Section 2(k)), and shall contribute, such amount towards the Health Insurance Benefit:

<u>Effective Date</u>	<u>Health Insurance Benefit Contribution Percentage</u>
<u>January 1, 2026</u>	<u>0.40%</u>
<u>January 1, 2027</u>	<u>0.70%</u>
<u>January 1, 2028</u>	<u>1.0%</u>

(1) With respect to a Member who is subject to Section 42 of this Retirement Ordinance, for purposes of determining Compensation under this Subsection (g), the limits described in Section 42(d)(3) shall not apply.

(2) Changes to the normal cost rate as provided under Section 42(d)(5) shall not affect the determination of the amount of the Employee's Compensation used in calculating the Health Insurance Benefit Employee Contribution under this Subsection (g).

(3) Amounts withheld under this Subsection (g) are in addition to the portion of the District's contribution to the Retirement System allocated to the 401(h) account to be used solely for the Health Insurance Benefit under Subsection (m)(4).

(e)(h) As of July 1, 1999, eligible Retired Members (but not Surviving Spouses) may use the Health Insurance Benefit for the payment of health insurance premiums or similar coverage costs incurred by the Retired Member's current spouse or current registered domestic partner during the Retired Member's lifetime, provided that the provision of such benefits is permitted under the Code and is pursuant to regulations promulgated by the Retirement Board.

~~(f)~~(i) Individuals shall receive a Health Insurance Benefit only to the extent that they incur expenses described in Subsection (b) or, in the case of eligible Retired Members, as described in Subsection (~~h~~e), and only if they provide substantiation in a form satisfactory to the Retirement Board.

~~(g)~~(j) Amounts payable as Health Insurance Benefits shall not be included in the calculation of benefits payable under Section 20 or Section 21(b) or Section 33(a), but shall be included in "total gross income" used in determining eligibility for low-income adjustments provided by Section 35.

~~(h)~~(k) The Retirement Board shall adopt rules governing administration of the Health Insurance Benefit, including provisions for the schedule and methods of payment of the Health Insurance Benefit. The Retirement Board shall annually review the costs, funding, and administration of the Health Insurance Benefit.

~~(i)~~(l) All Health Insurance Benefit payments shall comply with all applicable federal laws, including Section 401(h) of the Code. To the extent there is any conflict between this section and Section 401(h) of the Code or regulations issued thereunder, the Code & Regulations shall govern.

~~(j)~~(m) The Health Insurance Benefit shall be paid solely from a Section 401(h) account hereby established pursuant to Code Section 401(h) and any regulations issued under that section.

(1) No health benefits provided under the 401(h) account shall discriminate in favor of highly compensated employees.

(2) The 401(h) account shall be a separate account to be used solely for providing the Health Insurance Benefit and shall be established and maintained by the Board to reflect the amounts contributed for the payment of the Health Insurance Benefit. The 401(h) account shall be for record keeping purposes only. Amounts credited to the 401(h) account may be invested with other Retirement System funds set aside for retirement purposes, without identification of which investments are allocable to each account. Earnings on each account, however, shall be allocated to each in a reasonable manner.

(3) Contributions to the 401(h) account shall be made by the District solely to pay to or reimburse Retired Members or Surviving Spouses for health insurance premiums or similar coverage costs. Contributions shall be reasonable, ascertainable, necessary, and appropriate. Insurance Benefits provided under the Retirement System are subordinate to the retirement benefits provided under the Retirement System. The aggregate actual contributions for retiree Health Insurance Benefits, when added to the actual contributions for any life insurance provided under the Retirement System, are limited to twenty-five percent of the total actual contributions made to the Retirement System (other than contributions to fund past service credit) after the later of the adoption or effective date of the amendment first adding Health Insurance

Benefits to the Retirement System in accordance with Section 401(h) of the Internal Revenue Code.

(4) The District must, at the time it makes a contribution to the ~~401(h) account~~ **Retirement System** designate that portion of the contribution allocable to the 401(h) account to be used solely for the Health Insurance Benefit.

(5) Prior to the satisfaction of all liabilities under the Retirement System to provide for health benefits, no part of the 401(h) account shall be used for or diverted to any purpose other than providing health benefits, except that amounts credited to the 401(h) account may be used to pay for necessary and appropriate administrative expenses related to the Health Insurance Benefit.

(6) Any amounts contributed to the 401(h) account and which remain in the 401(h) account after the satisfaction of all liabilities for health benefits (including but not limited to benefits payable in the future for existing members) shall be returned to the District.

(7) This section does not require separate accounts for key employees because no member of the Retirement System is a key employee under the applicable definitions in the Code.

(8) Assets attributable to any forfeiture of benefits payable under the 401(h) account shall be used to reduce the District's contributions to pay for health benefits provided under the 401(h) account.

~~(k)(n)~~ **Except for individuals eligible to receive the maximum Health Insurance Benefit in accordance with Section (f), the maximum Health Insurance Benefit provided by this section for in the above Sections (c) and (d)** shall not be less than: (i) in the case of individuals described in Subsection (c)(1), \$550.00 per month, (ii) in the case of individuals described in Subsections (c)(2) and (c)(3), \$450.00 per month, or (iii) in the case of individuals to whom Subsection (d) applies, the applicable amount under that Subsection. The Board of Directors of the District, however, may in the exercise of its sole discretion increase or decrease the amount of the Health Insurance Benefit, provided that any decrease may not reduce the Health Insurance Benefit below the amounts set forth in the first sentence of this subsection. Other than as provided in the first sentence of this subsection, no individual, including a Member, Retired Member, spouse, domestic partner, or dependent, shall possess any vested right, contract right, or other right to the Health Insurance Benefit.

~~(l)(o)~~ The Board of Directors of the District expressly reserves its rights under Section 6(d) to adjust the rates of Retirement Contributions for those Members described in Section 6(d) to fund the Health Insurance Benefit.

~~(m)(p)~~ Effective July 15, 2024, for purposes of determining eligibility for and the amount of any benefit provided under Section 36, the period of service as a Director shall not be combined with service as an Employee. Eligibility for and the amount of the Health Insurance Benefit to be provided under Section 36 for service as a Director will be determined using

only the Member's Continuous Service credited during the period of service as a Director. Eligibility for and the amount of the Health Insurance Benefit to be provided under Section 36 for service as an Employee will be determined using only the Member's Continuous Service credited as an Employee. A Member may qualify independently for two separate Health Insurance Benefits, one based on the period of Continuous Service as an Employee and one based on the period of Continuous Service as a Director, however, the combined amount for each period shall not exceed one-hundred percent (100%) of the HIB set forth in Section 36(d).

~~(n)(q)~~ **If a Member terminates Service with the District before becoming eligible for a Health Insurance Benefit under this Section 36, the amount of any contributions made under Subsection (g) shall be forfeited. Notwithstanding the foregoing, the District shall pay to such Member an amount equal to the amount of the Member's forfeited contributions from the District's general fund after termination of service. In no event will such payment to the Member be made from assets of the Retirement System or the 401(h) account.**

5. Section 41 shall be amended as follows:

(a) A Member's entire interest in the Retirement System must be distributed, or begin to be distributed, to the Member no later than the Member's Required Beginning Date. The term "Required Beginning Date" means April 1 of the calendar year following the latter of:

- (1) the calendar year in which the ~~Participant~~ **Member** attains age 72 ~~(or age 70 ½ if the Member reached age 70 ½ before January 1, 2020)~~ **the Applicable Age, as defined in subsection (c), below;** or
- (2) the calendar year in which the ~~Participant~~ **Member** retires.

(b) Any other provision of the Plan to the contrary notwithstanding, all distributions will be made in compliance with a reasonable and good faith interpretation of Code Section 401(a)(9), including the incidental death benefit requirement in Code Section 401(a)(9)(G) and Sections 1.401(a)(9)-1 through 1.401(a)(9)-9 of the Treasury regulations, as applicable to a governmental plan within the meaning of Section 414(d) of the Code.

(c) **For purposes of this Section 41, the "Applicable Age" means:**

- (1) **Age 70 ½ if the Member attained age 70 ½ before January 1, 2020;**
- (2) **Age 72 if the Member attained age 70 ½ on or after January 1, 2020 and age 72 before January 1, 2023;**
- (3) **Age 73 if the Member attains age 72 on or after January 1, 2023 and age 73 before January 1, 2033; or**
- (4) **Age 75 if the Member attains age 73 on or after January 1, 2033.**

The Retirement Board may promulgate such rules and regulations as it determines are necessary or advisable to ensure compliance with the requirements of this Section and a reasonable and good faith interpretation of Code Section 401(a)(9).

This Ordinance shall become effective and in full force and effect at 12:01 a.m. on the thirty-first day after its passage.

President

I HEREBY CERTIFY that the foregoing Ordinance was duly and regularly introduced at a regular meeting of EAST BAY MUNICIPAL UTILITY DISTRICT held on November 12, 2025, at the offices of said District, 375 - 11th Street, Oakland, California, and thereupon, after being read, further action was scheduled for the regular meeting of said Board of Directors held at the same place on November 25, 2025, at which time the same was finally adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Secretary

APPROVED AS TO FORM AND PROCEDURE:

General Counsel

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BOARD ACTION

Agenda Number:	11.	Meeting Date:	November 12, 2025
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TITLE	SIESTA VALLEY FOUNDATION LEASE
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ACTION	<input checked="" type="checkbox"/> Motion:	<input type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION	Authorize a 15-year lease agreement, with an option for a 10-year renewal, with Siesta Valley Foundation commencing November 13, 2025, to manage and operate the performing arts theatre facility (Theatre) formerly known as The California Shakespeare Theater on approximately 9.3 acres of District land, located at the District's Siesta Valley watershed in unincorporated Contra Costa County.
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SUMMARY	On March 19, 2025, the District issued a request for proposals (RFP) for managing and operating the Theatre. The District received four proposals, and Siesta Valley Entertainment (SVE), LLC provided the highest-rated proposal. The District has been engaged in exclusive negotiations with SVE. The lease agreement reached between the District and SVE is financially beneficial to the District and addresses the District's and community's expectations surrounding this asset.
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DISCUSSION	To restore the Theater and maintain the facility as an asset to the District and a community performance venue, the District initiated an RFP process, which resulted in the selection of the SVE to manage and operate the Theater. The SVE team are East Bay residents, most of whom live in the District's service area. The SVE team has decades of experience in staging live event productions, venue management, nonprofit leadership, food and beverage operations, and environmental leadership. Key elements of the lease agreement are summarized below.
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Operating structure

The lease agreement includes the creation of a non-profit organization, Siesta Valley Foundation (SVF), as the District's lease-holding tenant. SVF's role is to carry out community-related activities such as partnering with local theater groups, schools, nearby universities, and community groups, and develop and operate a watershed education center and a native plant garden. SVF will also be responsible for funding major maintenance, repairs, and improvements for the facility. The District will have a seat on the SVF Board as a voting member.

The lease agreement allows SVF to sublease through a separate operating lease agreement, with a for-profit performing arts operating company, Siesta Valley Bowl (SVB). SVB will be responsible for staging all the performances, providing security, operating funds, and providing routine maintenance.

Originating Department: Customer and Community Services	Department Director or Manager: Andrew L. Lee	CEP Forms? N/A	Board Action Type: Real Estate
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): Site Map of Theatre Lease Property			

Title:	Siesta Valley Foundation Lease	Meeting Date:	November 12, 2025
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The SVF funding will come from donations, grants, three dollars from every ticket sold, and ten percent of the SVB's before-tax profits. SVB has already pledged \$500,000 to SVF to fund the initial repairs and preparation for the inaugural season starting June 2026. Funding for SVB will be investors' equity driven with a for-profit structure that is separate and distinct from SVF.

Rent Considerations

The rent to be paid to the District falls into two categories. The first is base rent, which starts at \$12,000 annually for the first five years, then increases to \$15,000 over the following five years, and increases to \$20,000 for the remainder of the lease term. In addition, the base rent is subject to annual escalation of approximately three percent.

The second is a share of ticket sales. Under the lease agreement, the District will receive two dollars from each ticket sold for the first five years. The ticket sale share will increase by \$1 every five years, up to \$5 per ticket sold. This portion of the rent is estimated to be approximately \$100,000 per year for the first five years.

Performance Arts Programming

Programming will include live music, theater, outdoor film screenings, and educational events. The lease agreement includes a goal of 40 to 60 live music performances annually from April through November, spanning genres and audiences. SVB will also offer film screenings that provide a family-friendly, low-cost community entertainment option. The lease agreement anticipates at least five theatrical productions. In addition, year-round educational programming will be provided for local youth, with a focus on environmental stewardship and the performing arts.

Facility Restoration and Upgrades

The lease agreement includes a capital improvement and maintenance plan for long-term care of the Theater and surrounding watershed. During the first year, SVF will perform the necessary seismic retrofitting and infrastructure modernization to launch the venue. The long-term capital improvements includes enhancing ADA accessibility, modernizing restrooms and backstage facilities, and expanding food and beverage service. The agreement also includes plans for solar optimization, drainage improvements, and vegetation management, which will be developed with input from CAL FIRE, environmental consultants, and the District. These improvements will be made to the facility at no cost to the District.

Site Security

The lease agreement includes immediate implementation of security protocols informed by industry's best practices, including security personnel, real-time monitoring, and emergency response plans. These measures will ensure a safe and welcoming environment for visitors and neighbors during events and throughout the year.

Education and Learning

The lease agreement includes the creation of the Watershed Community Center and California Native Plant and Bird Garden on-site. These spaces will be dedicated to environmental education, watershed literacy, and year-round community learning. This will deepen public understanding of the land's ecological value and promote lasting environmental awareness.

Title:	Siesta Valley Foundation Lease	Meeting Date:	November 12, 2025
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These resources and facilities will be available for use by the District as well as by the community.

This lease agreement supports the District's Water Quality and Environmental Protection, Long-Term Financial Stability, and Customer and Community Services Strategic Plan goals.

SUSTAINABILITY**Economic**

In addition to the rental consideration, the lease agreement will allow the tenant to carry out repairs, security protocols, and capital improvements over the term of the lease. The District will not fund these repairs and efforts to secure the site.

Social

The lease agreement would transform the site into a multi-use, year-round venue that serves District customers. The Theater will feature performances from local non-profit theater companies, community theater groups, schools, and educational partners. The lease agreement includes contemplated partnerships with regional school districts, arts organizations, and environmental nonprofits to ensure local access and impact.

Environmental

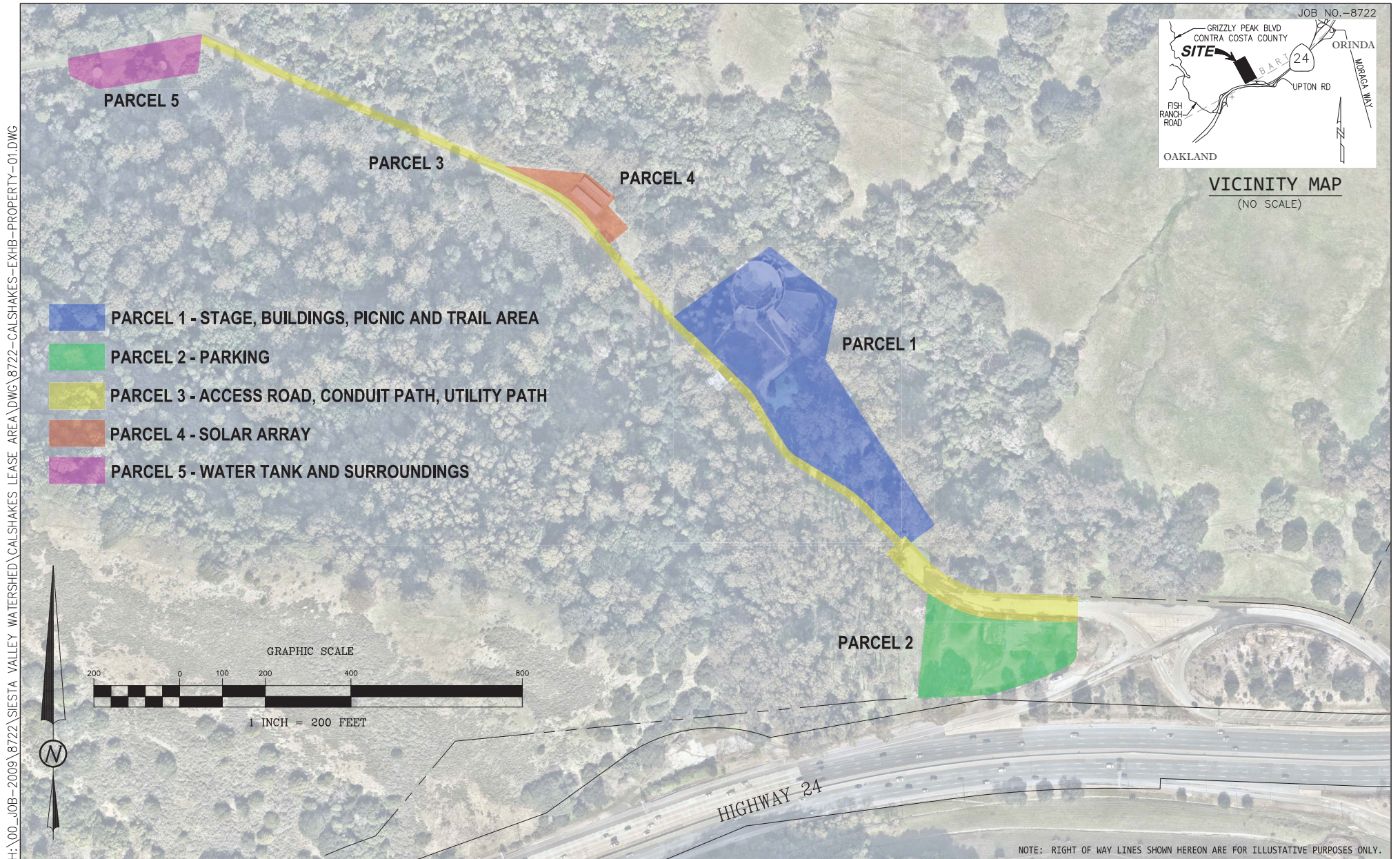
The project is exempt from the requirements of California Environmental Quality Act (CEQA) under CEQA Guidelines Section 15301 – Existing Facilities.

ALTERNATIVES

Do not approve this lease. This alternative is not recommended because the District will be responsible for the maintenance and security of the site.

Restore the facility to its former condition as watershed land. This alternative is not recommended because restoring the site to its former condition will be costly.

Attachment - Site Map of Theatre Lease Property



EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: November 12, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager *CCC*

FROM: Kathy Viatella, Manager of Legislative Affairs *KV*

SUBJECT: Mid-Session Report on State Legislation – Status of EBMUD Position Bills for the First Year of the 2025-26 State Legislative Session

The first year of the 2025-26 state legislative session concluded on September 13, 2025. The deadline for Governor Newsom to act on all bills that passed out of the legislature was October 13, 2025. This memo provides a summary of the status of each bill that EBMUD adopted a formal position on during the 2025 legislative year. The final status of bills is reported as “chaptered,” “vetoed,” or “two-year bill.” Those bills that are reported as a “two-year bill” are active and may be considered by the legislature next year. All statutes will take effect as noted. Copies of the relevant legislation will be made available upon request.

EBMUD-SPONSORED BILLS

SB 858 (Committee on Local Government) – Local Government Omnibus Act of 2025

Status: Chaptered – Chapter 242; October 1, 2025

Effective Date: January 1, 2026

EBMUD Position: Sponsor

SB 858 (Committee on Local Government) is the Senate Local Government Omnibus Act of 2025. Consistent with the 2025 State Legislative Priorities approved by the Board on January 14, 2025, EBMUD sponsored a legislative provision included in SB 858 to amend EBMUD’s enabling act, the Municipal Utility District Act. SB 858 extends the term of office for appointed board members of Municipal Utility Districts to ensure a board member appointed to fill a vacancy can continue to serve on the board until the newly elected board member takes office after an election. SB 858 contains other unrelated non-controversial provisions.

EBMUD POSITION BILLS

AB 149 (Committee on Budget) – Public resources trailer bill

Status: Chaptered – Chapter 106; September 17, 2025

Effective Date: September 17, 2025

EBMUD Position: Sponsor/Support; Support

AB 149 (Committee on Budget), the public resources trailer bill, contains an important update to state law to protect against the spread of golden mussels. AB 149 is a budget trailer bill, meaning the bill and its provisions took immediate effect upon signature.

AB 149 amends and updates Fish and Game Code Sections 2301 and 2302 that previously pertained only to quagga and zebra mussels to include the golden mussel and other invasive freshwater mussel species. Updates to Section 2301 help prevent the further introduction and spread of invasive golden mussels while also providing regulatory and liability protections for water agencies that implement approved mussel control plans, similar to existing provisions for quagga and zebra mussel control management. Updates to Section 2302, originally enacted through legislation sponsored by EBMUD, require reservoir operators without golden mussel infestations to adopt and implement prevention programs.

Pursuant to the Board adopting a sponsor/support position on a legislative proposal to protect against the spread of golden mussels at the June 10, 2025 Board of Directors meeting, staff adopted a “support” position when the proposal was amended into a budget trailer bill.

AB 532 (Ransom) – Water rate assistance program

Status: Two-year Bill; Held in Senate Appropriations

EBMUD Position: Support

AB 532 would grant express authority to public urban retail water suppliers to establish and fund low-income water rate assistance programs for residential ratepayers and would give maximum flexibility in how those programs could be structured. Programs could include rate assistance, arrearage assistance, and crisis assistance for drinking water customers. The bill would also require water suppliers to report information through the Electronic Annual Report to the State Water Resources Control Board on local water rate assistance programs and whether barriers exist to the establishment of such programs.

AB 532 would not require modification of EBMUD’s Customer Assistance Program. The bill would level the playing field for other urban retail water suppliers to have a similar opportunity to establish their own rate assistance programs to fit their community’s unique needs. AB 532 would allow voluntary contributions as a potential funding source for a local water rate assistance program, with approval by a water supplier’s governing body.

AB 532 was held in the Senate Appropriations Committee.

AB 823 (Boerner) – Solid waste: plastic microbeads
Status: Vetoed; October 11, 2025
EBMUD Position: Support

AB 823 was a pollution prevention measure that would have expanded the existing ban on rinse-off products containing plastic microbeads to include non-rinse-off personal care and cleaning products containing microbeads used as abrasives to clean, exfoliate, or polish. The bill would have also banned the sale and distribution of personal care products containing plastic glitter.

Although Governor Newsom’s veto message recognized the bill’s “efforts to protect California’s waterways, ecosystems, and public health from the real and significant harms caused by the prevalence of microplastics in our environment,” the governor was not supportive of the bill’s approach to “ban specific ingredients, such as glitter, which may incidentally result in a prohibition on biodegradable or natural alternatives.”

AB 1153 (Bonta) – Solid waste disposal and codisposal site cleanup: illegal disposal site abatement
Status: Two-year Bill; Held in Assembly Appropriations
EBMUD Position: Support

AB 1153 was intended to address illegal dumping and would revise CalRecycle’s Solid Waste Disposal and Codisposal Site Cleanup Program to additionally allow the expenditure of funds for: 1) the removal and disposal of abandoned recreational vehicles; 2) the development of enforcement strategies; and 3) the development of local enforcement teams and illegal dumping enforcement officers.

SB 31 (McNerney) – Water quality: recycled water
Status: Chaptered – Chapter 736; October 13, 2025
Effective Date: January 1, 2026
EBMUD Position: Support

SB 31 facilitates the use of non-potable recycled water by updating state government regulations that govern the use of recycled water – Title 22. These updates make it easier to use non-potable recycled water for: 1) irrigating outdoor common areas when recycled water is available; 2) irrigating parks with outdoor eating areas if specific requirements are met; 3) filling decorative bodies of water; and 4) for toilet or urinal flushing or outdoor irrigation at food handling and processing facilities provided the recycled water does not enter a room where food handling or processing occurs.

SB 350 (Durazo) – Water Rate Assistance Program
Status: Two-year Bill; Held in Senate Appropriations
EBMUD Position: Support and Amend

SB 350 was intended to address water affordability for low-income ratepayers in California by establishing a Water Rate Assistance Fund (Fund) in the State Treasury, administered by the State Water Resources Control Board (SWRCB) to provide bill assistance for low-income residential water and wastewater customers (State Program). The bill would require the SWRCB to administer the Fund and consult with relevant agencies and stakeholders to adopt guidelines for the implementation of the State Program. Program guidelines would include minimum requirements for water systems to provide assistance to eligible customers through auto-enrollment and other program administration details.

SB 350 would allow a water system to administer a local program that is in addition to, on top of, or different from the assistance provided through the State Program and receive state funding for the eligible portion of the assistance through an MOU with SWRCB. Prioritization criteria was included in the bill in case of limited state funding. No funding source was identified in the bill.

EBMUD sought amendments to: 1) allow customization of an existing local program in ways different than what would be detailed in the SWRCB guidelines; 2) refine and clarify funding prioritization language; 3) specify that the auto-enrollment requirement applies to California Alternative Rates for Energy (CARE) customers; and 4) ensure consistency in program structure throughout the bill and refine terminology. These amendments would protect and ensure the future viability of EBMUD's successful Customer Assistance Program.

The bill was held on suspense in the Senate Appropriations Committee before such amendments could be added by the author.

SB 394 (Allen) – Water theft: fire hydrants
Status: Chaptered – Chapter 540; October 10, 2025
Effective Date: January 1, 2026
EBMUD Position: Support

SB 394 helps address water theft from fire hydrants by allowing water agencies, if they choose to impose higher penalties for water theft from fire hydrants than the penalties that can be assessed for other types of water theft, such as meter tampering. SB 394 would allow fines of no more than \$2,500 for a first violation, no more than \$5,000 for a second violation, and no more than \$10,000 for a third and each subsequent violation.

SB 431 (Arreguín) – Assault and battery: public utility employees and essential infrastructure workers

Status: Two-year Bill; Held in Assembly Appropriations

EBMUD Position: Support and Amend; Neutral

SB 431 would provide enhanced protections against assault and battery for utility workers engaged in the performance of their duties. This bill would place utility workers in the same class as other protected public service professionals. EBMUD initially supported the bill and sought clarifying amendments to explicitly include wastewater employees. EBMUD moved to a neutral position when amendments were taken to limit the scope of the bill to publicly owned water corporations.

SB 599 (Caballero) – Atmospheric rivers: research: forecasting methods: experimental tools

Status: Two-year Bill

EBMUD Position: Support

SB 599 would build upon and improve the Department of Water Resources' current Atmospheric River Research and Forecast Improvement: Enabling Climate Adaptation Through Forecast-Informed Reservoir Operations and Hazard Resiliency Program by extending the scope to include the development of extended-range atmospheric river forecasting.

SB 654 (Stern) – California Environmental Protection Agency: contract: registry: greenhouse gas emissions that result from the water-energy nexus

Status: Two-year Bill; Held in Senate Appropriations

EBMUD Position: Support

SB 654 would provide support for the Water-Energy Nexus (WEN) Registry Program, a key tool in understanding greenhouse gas emissions associated with the WEN. The bill would allow the California Environmental Protection Agency to enter into a new three-year contract for the continued administration of the WEN Registry Program.

SB 682 (Allen) – Environmental health: product safety: perfluoroalkyl and polyfluoroalkyl substances

Status: Vetoed; October 13, 2025

EBMUD Position: Support

SB 682 is a pollution prevention measure that would have reduced the use of perfluoroalkyl and polyfluoroalkyl substances (PFAS) by banning the sale and distribution of cleaning products, dental floss, juvenile products, food packaging, and ski wax that contains intentionally added PFAS on or after January 1, 2028. Beginning January 1, 2030, the sale and distribution of cookware that contains intentionally added PFAS would also have been banned.

Governor Newsom's veto message acknowledged the "efforts to protect the health and safety of consumers" and that the bill was well-intentioned, however, the governor was "deeply concerned

about the impact this bill would have on the availability of affordable options in cooking products” and that “we must carefully consider the consequences that may result from a dramatic shift of products on our shelves.” The governor encouraged the author and stakeholders to continue discussions so that the affordability of household products like cookware is not sacrificed in efforts to address PFAS.

SB 735, SB 736, and SB 737 (Committee on Local Government) – Validations

Status: SB 735 Chaptered – Chapter 54; July 14, 2025; Effective Date – July 14, 2025

SB 736 Chaptered – Chapter 55; July 14, 2025; Effective Date – July 14, 2025

SB 737 Chaptered – Chapter 56; July 14, 2025; Effective Date – January 1, 2026

EBMUD Position: Support

These bills enact the First, Second, and Third Validating Acts of 2025. These acts retroactively correct procedural errors or omissions that public officials of state agencies, cities, counties, and special districts may have made inadvertently and validates the organization, boundaries, acts, proceedings, and bonds of the state, cities, counties, and special districts. Enactment of these Validating Acts ensures the continued highest possible bond rating, resulting in the lowest possible interest rates on the sale of bonds. The three acts were enacted at different times to validate actions of the state and local government agencies that occur throughout the year.

CCC:KCV:dm/jw

Attachment: 2025-26 Mid-Legislative Session – Status of EBMUD Position Bills by Topic

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2025-26 Mid-Legislative Session – Status of EBMUD Position Bills by Topic


Topic	Bills	EBMUD Position	Status
Elections/Board Appointment	SB 858 (Committee on Local Government)	Sponsor	Chaptered
Employee Safety	SB 431 (Arreguín)	Support and Amend; Neutral	Two-year; held in Appropriations
Golden Mussel	AB 149 (Committee on Budget)	Sponsor/Support; Support	Chaptered
Illegal Dumping	AB 1153 (Bonta)	Support	Two-year; held in Appropriations
Low-Income Water Rate Assistance	AB 532 (Ransom)	Support	Two-year; held in Appropriations
	SB 350 (Durazo)	Support and Amend	Two-year; held in Appropriations
PFAS	SB 682 (Allen)	Support	Vetoed
Pollution Prevention	AB 823 (Boerner)	Support	Vetoed
Recycled Water	SB 31 (McNerney)	Support	Chaptered
Validations	SB 735 (Committee on Local Government)	Support	Chaptered
	SB 736 (Committee on Local Government)	Support	Chaptered
	SB 737 (Committee on Local Government)	Support	Chaptered
Water Supply/Resource Management	SB 599 (Caballero)	Support	Two-year
Water Theft	SB 394 (Allen)	Support	Chaptered
Water-Energy Nexus	SB 654 (Stern)	Support	Two-year; held in Appropriations


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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: November 12, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Michelle Workman, Manager of Natural Resources 
for MLW

SUBJECT: Recreational Boating Reopening Plan to Mitigate the Invasive Golden Mussel

SUMMARY

In late 2024, the highly invasive golden mussel was detected in the Sacramento-San Joaquin Delta. This was the first detection in North America. The golden mussel poses a significant threat to aquatic ecosystems, water infrastructure, and water quality. To prevent the spread of the golden mussel, EBMUD suspended public boat launching at all recreational facilities until more information and guidance was developed. Staff have developed a reopening plan that identifies and mitigates risks on a facility-by-facility basis. The District's plan to re-open for recreational boating in 2026 will be discussed at the November 12, 2025 Board meeting.

DISCUSSIONBackground

The golden mussel presents a significant threat to EBMUD facilities. Unlike other invasive mussels, such as quagga and zebra, the golden mussel can tolerate a wider range of environmental conditions, including lower calcium levels. Water bodies that were previously at low risk of quagga or zebra infestation, including Camanche and Pardee reservoirs, are at high risk of golden mussel infestation. If golden mussels were to become established in EBMUD's system, it will likely cost millions of dollars in capital upgrades and annual maintenance to mitigate their presence.

The Sacramento-San Joaquin Delta is a sprawling region with vast opportunities for unrestricted boat access with more than 170,000 recreational boats registered in the Sacramento-San Joaquin Delta region. These boats and other visiting boats have unlimited access to waterways that are now infested with the golden mussel. While tools to control golden mussels on recreational boats are similar to tools used to control quagga and zebra mussels (clean/drain/dry), those programs are not always effective. At least two reservoirs in Southern California became infested with quagga mussels as the result of overland transport between waterbodies even after control strategies were put in place (Lake Piru in 2013 and Pyramid Lake in 2016). To improve the likelihood of success, any boat inspection program must be properly staffed and managed.

Since the golden mussel was first discovered near Stockton in October 2024, they have spread quickly in a mostly “downstream” direction, following natural flows and flows through the State and Federal water projects. By October 2025, the golden mussel has been detected in the State Water Project south of Riverside, nearly 400 miles south of the Sacramento-San Joaquin Delta. Conversely, their migration has been less than ten miles in an “upstream” direction from the Sacramento-San Joaquin Delta, with the northernmost detection at Rio Vista on the Sacramento River.

In September 2025, a citizen reported an infested boat was launched into Lake McCloud, an unrestricted PG&E reservoir on the McCloud River, a northern tributary to the Sacramento River. California Department of Fish and Wildlife responded and quarantined the boat. If the mussel is successfully introduced into an upstream tributary to the Sacramento River, it would likely move rapidly downstream. At this time, it is not known if this event successfully introduced the species into Lake McCloud, but it illustrates the risks associated with overland transport.

Reopening Plan

Staff have developed a reopening plan that identifies and mitigates risks on a facility-by-facility basis. Some reservoirs present higher risk than others. For example, Pardee Reservoir is an extremely high-risk facility. If Pardee Reservoir were exposed, every other EBMUD facility would be at risk. This level of risk is difficult to mitigate. Similarly, not all boats pose the same level of risk. Trailered boats, which are usually motorized, present a greater risk than car-top boats such as canoes or kayaks. EBMUD’s reopening plan considers these differences and identifies the appropriate mitigation.

The reopening plans offer less access to District reservoirs by private boats compared to what was available before the discovery of the golden mussel. Screening and managing vessel quarantines for all private boats requires significant staff time but offers the best possible protection against the transmission of golden mussels into District reservoirs. These plans utilize existing staff resources at Camanche. Expanding the vessel screening program to allow year-round access by private boats to all reservoirs would cost the District an estimated \$3 million annually, primarily in staff resources.

The following plans are subject to change based on new findings or changing conditions.

Camanche Reservoir

Beginning May 1, 2026 and ending October 1, 2026, boats that have been inspected and have completed a 30-day quarantine will be allowed on Camanche Reservoir at the South Shore boat launch ramp. All boaters must have their quarantine band inspected and recorded prior to launching. Car-top boats, canoes, kayaks, and stand-up paddle boards that cannot be banded will be inspected prior to launching. The boat ramp will open daily at 6:00 a.m. and will close at

8:00 p.m. All boaters who wish to return to Camanche Reservoir without completing an additional 30-day quarantine must have their boat re-banded prior to leaving the park.

Banding of boats will begin in early 2026 by appointment only. The banding process starts with a vessel screening which includes a vessel history and inspection. Boats must be cleaned, drained, and dry prior to inspection. Boats that do not meet these requirements will be turned away. Boats that pass screening will have a quarantine band attached and cannot be launched for 30 days prior to launching on Camanche Reservoir. After the 30-day quarantine, boats may return to Camanche Reservoir and, after inspection of the band, will be allowed to launch. Boats with bands that are broken or show signs of tampering will not be allowed to launch.

Boats that have completed the 30-day quarantine and have launched on Camanche Reservoir may receive a blue band before leaving the park. This blue band will allow a vessel to return to Camanche Reservoir without an additional 30-day quarantine.

Camanche Reservoir will re-open to private boats every year beginning May 1 and ending October 1. The Camanche Recreation Area concessionaire will continue to offer 30 rental boats for public use year-round.

Pardee Reservoir

Due to the high risk if Pardee Reservoir becomes infested with the golden mussel, Pardee Recreation Area will not be open to public boat launching in 2026. The Pardee Recreation Area concessionaire will continue to offer 16 rental boats for public use during their regular season.

San Pablo Reservoir

Beginning February 8, 2026 and ending October 31, 2026, boats that have been inspected and completed a 30-day quarantine will be allowed on San Pablo Reservoir. All boaters must have their quarantine band inspected and recorded prior to launching. Car-top boats, canoes, and kayaks that cannot be banded must be inspected prior to launching. All boaters who wish to return to San Pablo Reservoir without completing another 30-day quarantine must have their boat re-banded prior to leaving the park.

Banding of boats will begin in early 2026 by appointment only. The banding process starts with a vessel screening which includes a vessel history and inspection. Boats must be cleaned, drained, and dry prior to inspection. Boats that do not meet these requirements will be turned away. Boats that pass screening will have a quarantine band attached and cannot be launched for 30 days prior to launching on San Pablo Reservoir. After the 30-day quarantine, boats may return to San Pablo Reservoir and, after inspection of the band, will be allowed to launch. Boats with bands that are broken or show signs of tampering will not be allowed to launch.

Boats that have completed the 30-day quarantine and have launched on San Pablo Reservoir may receive a blue band before leaving the park. This blue band will allow a vessel to return to San

Pablo Reservoir without an additional 30-day quarantine. The San Pablo concessionaire will continue to offer 53 rental boats for public use during their regular season.

Lafayette Reservoir

Currently and until further notice, car-top boats, canoes, and kayaks that cannot be banded shall undergo a screening process that includes a vessel history and inspection prior to launching. Trailered boat launches are not permitted at Lafayette Reservoir.

Chabot Reservoir

Currently and until further notice, car-top boats, canoes, and kayaks that cannot be banded shall undergo a screening process that includes a vessel history and inspection prior to launching. Trailered boat launches are not permitted at Chabot Reservoir. The East Bay Regional Park District will continue to offer 75 rental boats for public use.

Briones Reservoir

Access to Briones Reservoir is restricted to special use permits. Special use permittees returning to Briones Reservoir shall undergo a screening process that includes a vessel history and inspection. Vessels must be cleaned, drained and dry prior to inspection. Vessels that do not meet these requirements will not be allowed on the reservoir. Crew chase boats that have been inspected and completed a 30-day quarantine will be allowed on Briones Reservoir.

Upper San Leandro Reservoir

No public boat access is permitted on the Upper San Leandro Reservoir.

NEXT STEPS

Staff recommends the Board approve the plan to re-open some District reservoirs to recreational boating in 2026. Staff will develop a public outreach plan and vessel screening appointment system prior to beginning vessel screenings in early 2026. Reopening plans for all District reservoirs will be evaluated for effectiveness and modified, if needed, during the duration of the public launching season. Staff will also monitor the spread of the golden mussel throughout the state, with attention paid to other recreational reservoirs on the Mokelumne and Sacramento rivers. If conditions change or new threats are identified, necessary actions will be taken, including closing reservoirs to boating. To prepare for potential golden mussel presence, the District is conducting a golden mussel vulnerability assessment of all of its raw water infrastructure.

CCC:MLW:cb



BOARD ACTION

Agenda Number:	14.1.-14.3.	Meeting Date:	November 12, 2025
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TITLE	CONSIDER AND TAKE ACTIONS IN RESPONSE TO FINDINGS OF INVESTIGATION OF CONDUCT OF DIRECTOR APRIL CHAN
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ACTION	<input checked="" type="checkbox"/> Motion:	<input checked="" type="checkbox"/> Resolution:	<input type="checkbox"/> Ordinance:
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RECOMMENDED ACTION

- Consider and take actions in response to the findings in the Executive Summary of the independent investigation of the conduct of Director April Chan in her interactions with a member of the public and East Bay Municipal Utility District staff.
- Adopt a resolution of the East Bay Municipal Utility District Board of Directors to censure Director April Chan for conduct unbecoming of an elected official.
 - Take other action as the Board deems appropriate in response to the findings in the Executive Summary.
 - Consider removal of Director Chan from the position of Vice President and, if Director Chan is removed, take action to fill the position of Vice President of the Board.

SUMMARY

At its October 28, 2025 Regular meeting, the Board discussed the findings of the Executive Summary of an attorney-client privileged report prepared by the independent investigator retained by the District to investigate allegations that, in her interactions with a member of the public and with District staff, Director Chan engaged in racially-motivated misconduct and conduct that violated the Board's principles of conduct. The Board provided direction to staff regarding preparation of action items for consideration and adoption at its November 12, 2025 Regular meeting in response to the investigator's findings.

DISCUSSION


Based on the Board's direction at its October 28 Regular meeting, the following actions are proposed for the Board's consideration and adoption at its November 12 Regular meeting.

Consider Adoption of a Resolution of Censure

A resolution of censure is a form of speech expressing a governing body's formal disapproval of the conduct of one of its members. Staff have prepared a draft Resolution of Censure (attached). The draft Resolution includes a factual background leading to the independent investigation, the investigator's findings, and a statement of the Board's disapproval of Director Chan's actions.

Other Actions Determined by the Board to Be Appropriate

The second action for the Board to consider is a motion to take other actions the Board determines to be appropriate in response to the independent investigator's findings. The

Originating Department: Office of the Secretary	Department Director or Manager: Rischa S. Cole	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): Resolution			

Title:	Consider and Take Actions in Response to Findings of Investigation of Conduct of Director April Chan	Meeting Date:	November 12, 2025
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actions listed below are based on the Board's recommendations at its October 28 Regular meeting. The Board should consider each action separately and, by majority vote of the Directors present, decide which actions to include in a draft motion.

- Remove Director Chan as Chair of the EBMUD Board Planning Committee
Consider removing Director Chan as Chair of the Planning Committee but allow Director Chan to remain on the committee.

- Remove Director Chan from Other Positions

Consider removing Director Chan from Board-appointed positions she currently holds on the following committees, authorities and associations:

- Member of the EBMUD Retirement Board
- District Representative on the DSRSD/EBMUD Recycled Water Authority (DERWA)
- Primary District Representative on the Association of California Water Agencies (ACWA) Joint Powers Insurance Authority (JPIA) Board of Directors
- Primary District Representative for the Special Districts Association of Alameda County/Special Districts Selection Committee
- Alternate District Representative for the Special Districts Association of Contra Costa County

For the ACWA JPIA Board, if the EBMUD Board decides to vote to remove Director Chan from this position, in accordance with the ACWA JPIA bylaws, the EBMUD Board will need to vote to appoint another EBMUD Board member to the JPIA during Board officer elections and Committee and association appointments in January 2026.

For the DERWA and Special Districts Association of Alameda County/Special Districts Selection Committee positions for which Director Chan is the primary representative, the Board must decide whether to vote to remove her as the primary representative but allow her to continue to serve as an alternate representative, or to remove her from representing the District on each association altogether.

- Suspend Reimbursement for Certain Expenses and Distribution of Tickets to District-Sponsored Events

Board members are reimbursed for expenses such as registration fees, travel, food and lodging for attending conferences, association meetings, and other events in their capacity as Board members. Additionally, the District sometimes receives tickets for District-sponsored community events that Board members may attend as District representatives. The Board may vote to suspend reimbursement of these expenses and distribution of tickets to Director Chan for a period determined by the Board.

If the Board adopts these actions, Director Chan may continue to attend conferences or other events if they are open to the public or if she is invited, but she may not represent the District at these events and would need to attend them at her own expense.

Title:	Consider and Take Actions in Response to Findings of Investigation of Conduct of Director April Chan	Meeting Date:	November 12, 2025
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Director Chan would continue to be entitled to reimbursement of expenses in accordance with District Policy 4.14 for attendance at events that all Board members are required to attend, such as mileage reimbursement for travel to and from Board meetings.

- Attend Training and Obtain Coaching

Direct Director Chan to attend training and coaching to improve her interactions with staff and members of the public and to complete the training by a date certain. Appropriate training would include training on recognizing unconscious bias, emotional intelligence, crucial conversations, and executive coaching.

The Office of Diversity, Equity and Culture (ODEC) reports that it should be possible to arrange for and complete such training and coaching by the end of February 2026.

- Participate in Facilitated Mediation or Discussions with EBMUD Staff

Direct Director Chan to participate in facilitated mediation or discussions with District employees affected by her actions. These interactions would be facilitated by a third party and would need to be completed by a date certain. The Board recognized that employees may not be amenable to participating in such mediation or discussion. Therefore, this directive would be contingent on whether employees are willing to participate, at their sole discretion.

ODEC reports that it should be possible to arrange for and complete mediation or facilitated discussions by the end of February 2026.

Take Actions to Fill the Position of Vice President of the Board

At the May 13, 2025 Board meeting, Director Chan voluntarily stepped down as Vice President and the Board “[e]lected Director Luz Gómez as Interim Vice President of the Board of Directors, [to] serve pending the results of investigations and until such further action as the Board may take at a future meeting.” The Board’s action on May 13 requires the Board to take further action at its November 12, 2025 Regular meeting.

The Board will need to either nominate and elect a new Vice President or vote to have Director Gómez continue serving as Interim Vice President until a new Vice President is elected during the first Regular Board meeting of 2026.

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RESOLUTION NO. _____

RESOLUTION CENSURING DIRECTOR APRIL CHAN FOR ENGAGING IN CONDUCT
UNBECOMING OF AN ELECTED OFFICIAL IN INTERACTIONS WITH A MEMBER OF THE
PUBLIC AND EAST BAY MUNICIPAL UTILITY DISTRICT EMPLOYEES

Introduced by Director

; Seconded by Director

WHEREAS, as elected officials, members of the Board of Directors (“Board”) of East Bay Municipal Utility District (“District”) are expected to uphold and emulate the District’s Values of Stewardship, Integrity, Respect, and Teamwork in carrying out their work to advance the mission of the District and endeavor to conduct themselves with civility, respect, and professionalism with each other, District staff, and the public; and

WHEREAS, on March 27, 2025, a local artist who had exhibited her paintings in the District’s Administration Building during Black History Month made a public complaint alleging that Director April Chan engaged in racially motivated, disrespectful behavior towards her in the Administration Building parking lot and second floor lobby and then read her complaint to the Board during the public comment period at the April 8, 2025 regular Board meeting; and

WHEREAS, soon after the artist made her initial complaint, the District received information that Director Chan had allegedly engaged in conduct with District employees that may have violated the District’s policies or principles; and

WHEREAS, pursuant to her authority under District Policy 6.04, “Ethics of the EBMUD Board of Directors,” the President of the Board directed that an investigation be conducted; and

WHEREAS, the District retained an independent third-party investigator to conduct an investigation of the complaints lodged by the artist and District employees; and

WHEREAS, at the regular Board meeting on October 14, 2025, the Board voted to release the Executive Summary of the confidential investigation report prepared by the investigator; and

WHEREAS, the Executive Summary states and discusses the findings of the investigator, based upon a preponderance of the evidence reviewed by the investigator; and

WHEREAS, the investigator found that in her interactions with the artist on March 27, 2025, Director Chan engaged in conduct that violated the District’s principles by treating the artist disrespectfully and with a lack of civility and by escalating the conflict between them; and

WHEREAS, the investigator found that Director Chan engaged in behavior towards District employees that violated the District’s principles, which included trying to obstruct employees from or punish them for doing their jobs, including attempting to get one employee fired; speaking to employees in a disrespectful, condescending tone, including speaking to them as if they were a dog or a child who had misbehaved; verbally and physically communicating she was suspicious of employees, as if they had done something wrong; rolling her eyes at employees and holding her hand up to stop them from speaking; entering employees’ offices, cubicles or meetings without an invitation or advance notice; and mentioning her position as a Board member to imply employees should do as she says; and

WHEREAS, at the regular Board meeting on October 28, 2025, the Board discussed the Executive Summary, allowed Director Chan the full opportunity to rebut the findings of the Executive Summary, and provided direction to staff regarding further action to be considered at the regular Board meeting on November 12, 2025; and

WHEREAS, at the regular Board meeting on November 12, 2025, the Board discussed potential actions to be taken in response to the findings of the Executive Summary and allowed Director Chan the opportunity to fully participate in that discussion; and

WHEREAS, the Board has considered the findings of the Executive Summary and Director Chan's response to those findings; and

WHEREAS, the Board finds that Director Chan's behavior is inconsistent with and unbecoming of the expectations of an elected official and violates the trust bestowed upon her by her constituents, and the general public; and

WHEREAS, the Board finds that Director Chan's behavior demoralizes and creates fear among the District's hard-working, dedicated employees, who look to the Board for leadership and support, and undermines their ability to effectively do their jobs; and

WHEREAS, it is the duty of the Board to hold each of its members to the highest standards of conduct in public service, as set forth in the District's Values and Board Governance Manual, and to hold accountable each member who fails to abide by those standards;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the East Bay Municipal Utility District does hereby formally censure Director April Chan for her behavior, as documented in the Executive Summary.

ADOPTED this 12th day of November, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

President

Secretary


APPROVED AS TO FORM AND PROCEDURE:

General Counsel

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: November 12, 2025

MEMO TO: Board of Directors

FROM: Clifford C. Chan, General Manager 

SUBJECT: Monthly Report – October 2025

HIGHLIGHT

On October 21, the District submitted a Notice of Intent (NOI) and Pre-Application Document (PAD) to begin the process to renew its Federal Energy Regulatory Commission (FERC) license for hydropower operations at Pardee and Camanche dams. The NOI informs FERC and all interested parties that the District is initiating its relicensing process. The PAD provides FERC, consulting agencies, and stakeholders with existing information relevant to the project to assist in identifying issues and developing study plans that will inform the licensing terms and FERC's environmental analysis. FERC will coordinate with the District to schedule a scoping meeting to invite interested parties and obtain feedback on the FERC Relicensing Project within 30 days of the filing.

WATER SUPPLY

On October 2, staff met with North San Joaquin Water Conservation District (NSJWCD), Stockton East Water District (SEWD), and Rosedale Rio-Bravo Water Storage District to learn about the Kern Water Bank to inform development of a San Joaquin County Groundwater Bank. Staff will proceed by reviewing documents on the Kern Water Bank that were discussed during the meeting.

On October 16, staff met with DSRSD-EBMUD Recycled Water Authority (DERWA), DSRSD, and Central Contra Costa Sanitary District (Central San) to continue discussions on the proposed long-term Central San wastewater diversion agreement to obtain supplemental supply to facilitate future expansion of the non-potable reuse project in San Ramon Valley. Staff will draft the agreement for review by the partner agency committees and boards by January 2026.

On October 21, staff met with DERWA partner agencies to review an annual summary of recycled water demands for the program, status of long-term supply agreements, and budget update. The information from the meeting will be used to inform agenda items for the December DERWA Board meeting.

On October 21, staff attended the State Water Resources Control Board's (SWRCB) California Water Accounting, Tracking, and Reporting System (CalWATRS) meeting. The Division of Water Rights presented CalWATRS, the SWRCB's new platform for managing water rights data. The SWRCB provided an overview of the system's rollout, including current and ongoing staff training, public outreach efforts, and next steps in supporting users during the transition. Staff began using CalWATRS to prepare the District's annual water rights reports that are due on January 31, 2026.

On October 29, the District hosted a Stakeholder Communication and Engagement (C&E) meeting for the East Bay Plain (EBP) Subbasin Groundwater Sustainability Plan (GSP) Periodic Evaluation and Amendment. Topics discussed included background information on the EBP Subbasin GSP, the approach to preparing the 2027 GSP Periodic Evaluation and Amendment, and the proposed schedule. The next Stakeholder C&E meeting is expected to occur in early 2026.

On October 30, staff met with NSJWCD and SEWD to develop the concept for a full-scale groundwater banking project. Staff discussed the draft memorandum of understanding that was shared with project partners and the concept development approach. The next coordination meeting with NSJWCD & SEWD is scheduled for December 4.

Precipitation. The East Bay precipitation for October was 1.47 inches (100 percent of average) and the season total was 1.48 inches (80 percent of average). The Mokelumne precipitation for October was 2.48 inches (94 percent of average) and the season total was 3.32 inches (84 percent of average).

Water Releases

Camanche Reservoir. The average rate of Camanche release for October was 379 cfs (204 cfs generation, 155 cfs sluice, and 20 cfs through the hatchery), and the average flow below Woodbridge Dam was 276 cfs, both in accordance with the Joint Settlement Agreement "Normal & Above" water year criteria.

East Bay Reservoirs. There were no East Bay reservoir releases in October.

Water Storage

Mokelumne reservoirs storage is 113 percent of average. As of October 31, 2025, Pardee was at 558.9 feet or 108 percent of average, and Camanche was at 219.3 feet or 116 percent of average. Combined Pardee and Camanche reservoir storage was 489,000 acre-feet compared to 483,000 acre-feet last year.

East Bay reservoirs storage is 111 percent of average. As of October 31, 2025, Upper San Leandro was at 456.7 feet or 142 percent of average, San Pablo was at 293.1 feet or 89 percent of average, and Briones was at 570.4 feet or 111 percent of average. Total terminal reservoir storage was 125,000 acre-feet compared to 121,000 acre-feet last year.

Mokelumne Aqueducts and Raw Water Pumping Plants. The average rate of Mokelumne Aqueduct draft for October 2025 was 175 MGD. Walnut Creek, Moraga and Briones Raw Water Pumping Plants remained out of service for the month.

Water Production. Average rate of gross water production for October:

	October 2025	October 2024	October 2020	Average of FY 2005-2007
East of Hills	40 MGD	54 MGD	60 MGD	64 MGD
West of Hills	109 MGD	121 MGD	125 MGD	155 MGD
Total	149 MGD	175 MGD	185 MGD	219 MGD
Max Day Production	175 MGD (10/6/2025)	200 MGD (10/7/2024)	203 MGD (10/1/2020)	

Note: Data are all from preliminary daily operational reports and are subject to revision

WATER QUALITY AND ENVIRONMENTAL PROTECTION

Pinole Creek Tomato Stand Fish Passage Project update. On October 23, construction was completed, giving rainbow trout and steelhead access to an additional 1.4 miles of spawning and rearing habitat upstream on the EBMUD Pinole Creek watershed.

In October, seasonal salmonid field monitoring was conducted in the Mokelumne River. As of October 22, a total of 4,207 Chinook salmon have been observed passing the Woodbridge Irrigation District Dam. Staff continued to conduct weekly redd surveys, with a cumulative total of 18 Chinook salmon redds observed as of October 20. In addition, weekly carcass surveys began on October 16 with no carcasses detected.

In October, staff collaborated with the Pacific States Marine Fisheries Commission (PSMFC) to establish a Quality Assurance and Quality Control (QAQC) procedure and results reporting methodology for the marking of Mokelumne River Fish Hatchery (MOK) steelhead production. Currently, 100 percent of MOK steelhead are adipose fin clipped, allowing them to be identified as hatchery-produced fish. Until now, no standardized procedure existed to complete or report QAQC results for steelhead marking. Moving forward, QAQC results will be included in the annual report PSMFC for reference. This process will ensure that MOK steelhead are easily identifiable and will allow for an assessment of the impacts of water project operations on hatchery steelhead. This framework could serve as a statewide model for documenting and reporting steelhead hatchery marking results.

In October, the District submitted an updated 30x30 Gap Analysis Project status codes to the California Natural Resources Agency. These codes are intended to indicate how District natural habitats are managed, and how durable the protections are as part of the state of California's 30x30 initiative. The 30x30 codes represent varying levels of land and water conservation in California, ranging from permanently protected natural areas to sustainably

managed working lands, marine and coastal habitats, and other effectively conserved or collaboratively stewarded landscapes that contribute to long-term biodiversity and climate resilience. Codes will be used to allow the State to take credit for conservation measures based on defined code results.

Between October 7-8, staff collected groundwater samples from the new San Pablo and Berkeley representative monitoring wells as required in the East Bay Plain Subbasin Groundwater Sustainability Plan. The results of the samples will be reported on the East Bay Plain Data Management System.

Between October 16-17, a total of 31,800 pounds (15.9 tons) of illegally dumped garbage was removed from Pinehurst Road on the Upper San Leandro Reservoir watershed.

On October 21, the District conducted a prescribed burn in the Mokelumne watershed. A total of 40 acres were burned with assistance from Cal Fire and local fire agencies. The burns were implemented as a treatment for managing invasive weed populations in the rangelands.

On October 25, staff and volunteers spread native grass seed on five acres of rangeland adjacent to Pardee Reservoir. The seeding is part of a brush to rangeland conversion project that expands a watershed boundary fuel break.

All authorized discharges from the Main Wastewater Treatment Plant (MWWTP) were in compliance with the permit limits for the month of October. This is the 314th consecutive month that the MWWTP experienced no exceedances.

The District received one odor report from the public in October. Staff had been working on the MWWTP plant drainage system and pre-hypochlorite dosing was low due to cooler weather. Pre-hypochlorite dosing was increased after the odor complaint.

INFRASTRUCTURE INVESTMENT

Orinda Disinfection and Chemical Systems Safety Improvement Project update. The project reached a major milestone where the assembly of the seven-piece prefabricated South Electrical Building (SEB) and the underground ultraviolet (UV) disinfection gallery and chlorine contact basin (UV-CCB) structure were completed. This massive reinforced concrete structure rose to the ground surface from 65 feet below ground and required 1,650,000 pounds of rebar and 13,000 cubic yards of concrete to construct. The project will be shifting from below grade work to construction of the maintenance and UV electrical building which will sit on top of the underground disinfection structure.

Upper San Leandro (USL) Water Treatment Plant (WTP) Maintenance and Reliability and USL and Sobrante WTPs Chemical Systems Safety Improvements Project update. In October, the USL WTP went back into service after a two-year break from operation during the USL WTP Maintenance and Reliability and USL and Sobrante WTPs Chemical Systems Safety Improvements Project. This \$237 million construction project upgrades most of the USL WTP's

aging infrastructure and Sobrante WTP's chemical piping systems, which is in its third year of construction. The USL WTP will support various District projects and allow the USL Reservoir be lowered for upcoming winter storms.

Main Wastewater Treatment Plant Trunk Drain Line Cleaning Project was completed. The contractor entered two portions of the 36-inch diameter pipe and used hand-powered tools to remove the blockages that partially obstructed flow for several years. The contractor cleaned all debris from the pipeline. The work was completed in two days, which minimized the impact to the District's low-strength trucked-in waste customers.

In October, staff completed the first phase of a pipeline replacement project in the Camino Sobrante area in Orinda. This project replaced cast iron pipe with approximately 4,015 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe. The final phase is expected to be completed in summer 2026.

In October, staff completed two pipeline replacement projects in Oakland. The Martin Luther King Jr. Way area project replaced cast iron pipe with approximately 3,490 feet of 6-, 8-, and 12-inch mortar-lined zinc coated ductile iron pipe. Phase 1 of the Barner Avenue area replaced cast iron with 3,270 feet of 6-, 8-, and 12-inch mortar-lined zinc coated ductile iron pipe. The next and final phase is currently still in design.

In October, staff completed a pipeline replacement project in the La Loma Avenue area in Berkeley. This project replaced cast iron pipe with approximately 6,320 feet of 6- and 8-inch mortar-lined zinc-coated ductile iron pipe and 6- and 8-inch earthquake-resistant ductile iron pipe.

In October, staff completed a pipeline installation project on Mount Diablo Boulevard in Lafayette. This project installed 705 feet of 8-inch mortar-lined zinc coated ductile iron pipe.

In October, staff began a pipeline replacement project in the Dolores Way area in Orinda. This project will replace cast iron pipe with 1,780 feet of mortar-lined zinc coated ductile iron pipe. This project is expected to be completed in February 2026.

In October, staff began a pipeline replacement project in the Morrow Drive area in San Pablo. This project will replace mortar-lined and coated steel pipe with 1,785 feet of 6- and 8-inch earthquake-resistant ductile iron pipe. This project is expected to be completed in February 2026.

In October, staff began a pipeline replacement project in the Vallejo Street area in Emeryville. This project will replace cast iron pipe with approximately 2,760 feet of 6-, 8-, and 12-inch mortar-lined zinc-coated ductile iron pipe. This project is expected to be completed in February 2026.

Between October 21-22, the Division of Safety of Dams (DSOD) conducted an inspection of Pardee and Camanche dams. DSOD requested routine removal of vegetation from dam structural features to provide an unobstructed view and repair of minor concrete spalls and joint openings on several structures. The District will also verify what caused the southern valve on the south outlet conduit at Camanche Dam to not fully open during the valve test performed during the inspection and will plan for the interior inspection of the Camanche south conduit with DSOD by 2027, which will comply with the District's revised lock-out tag-out safety practices.

Construction of the Lafayette Water Treatment Plant (WTP) Control Systems Improvements Project was completed under Specification 2177. This \$2,999,053 project included the replacement of obsolete control system hardware at Lafayette Water Treatment Plant with a new distributed control system to improve reliability, operability, and supportability. This project is the final control project in a program to standardize controls across all five operational WTPs.

Construction of the Operations Center Improvements Project was completed under SD-424. This \$8.4 million project provided renovations to the Operations Center Building located at the Main Wastewater Treatment Plant. Renovations included interior architectural upgrades to offices, restrooms, locker rooms, and control rooms. Other work included mechanical upgrades to the heating, ventilation, and air conditioning system, installation of a new fire suppression system, elevator upgrades, electrical improvements, and a new roof.

Construction of the Mokelumne Aqueduct No. 1 Bent Replacements at Station 2480 was completed under Specification 2184. This \$1,480,683-project included construction of new pile-supported, precast concrete bents that support Mokelumne Aqueduct No. 1 at two locations near Station 2480, and improvements to the south aqueduct access road on Woodward Island near Holt, San Joaquin County. The existing bents shifted due to poor soil conditions and were no longer supportive of the Mokelumne Aqueduct; these new bents provide improved structural support of the aqueducts.

Mains repaired in October totaled 80. The attached table lists the main repairs by staff in October, sorted by city and street. The table indicates the source of the leaks in three categories: non-surfacing leaks discovered by leak detection technologies, breaks caused by contractors or other agencies, and all other main breaks. The associated map shows the location of the main repairs.

CUSTOMER AND COMMUNITY SERVICES

In October, staff conducted five environmental education field trips for approximately 135 attendees as follows:

- October 7, a total of 25 students from Moraga's Donald Rheem Elementary School toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.

- October 9, a total of 30 students from Oakland's Joaquin Miller Elementary School toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- October 14, a total of 25 students from Moraga's Donald Rheem Elementary School toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- October 23, a total of 30 students from El Cerrito's Madera Elementary School toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- October 28, a total of 25 students from San Leandro's James Madison Elementary School toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.

In October, staff participated in five assemblies for approximately 765 students as follows:

Assemblies led by Zun Zun, an organization that leads musical assemblies on watersheds, conservation, climate change, and pollution prevention on behalf of sponsoring water agencies.

- October 9, a total of 30 students at Oakland's Joaquin Miller Elementary School
- October 9, a total of 380 students at Alameda's Paden Elementary School
- October 15, a total of 315 students at San Lorenzo's Grant Elementary School
- October 27, a total of 30 students at Lodi's Vinewood Elementary School
- October 30, a total of 10 students at Berkeley's Shu Ren International School

In October, staff conducted eight in-person tours of the Main Wastewater Treatment Plant for over 150 attendees. Tour participants included students from Sylvester Greenwood Academy in Richmond, students from U.C. Berkeley, winners of the Clean Water Action event, members of the Women Build the Bay trade working group, the public, and District staff.

Between October 1-2, purified water versus EBMUD water taste tests were conducted at the Administration Building, Adeline Maintenance Center, and SD-1. The purified water was supplied by Santa Clara Valley Water District to educate and bring awareness about the safety, taste, and reliability of purified water. Participants were correct two-thirds of the time.

On October 1, staff met with the City of Oakland to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 2, staff met with the City of Hercules to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 2, staff attended the Contra Costa Mayor's Conference in Martinez to network and learn about legislative updates.

On October 2, staff participated in San Andreas' Mountain Oaks Charter School career fair. Staff provided information on natural resource-related opportunities at EBMUD. Approximately 100 people attended.

On October 3, the District hosted its 30th annual Pardee BBQ at Pardee Center in Valley Springs. U.C. Berkeley Professor of Civil and Environmental Engineering Robert Kayen was the keynote speaker. Attendees included public agencies, water right holders, local and state elected officials, and stakeholders in the Mokelumne watershed. This event enhances partnerships and community relations with upcountry neighbors. Approximately 180 people attended.

Between October 4-5, staff participated in Oaktoberfest in Oakland. Staff provided information on the Customer Assistance Program, customer billing, emergency preparedness, and water conservation. The Water on Wheels trailer was present. Approximately 35,000 people attended.

On October 5, the District participated in the Oakland Ballers victory parade in Oakland, celebrating the team's Pioneer Baseball League championship. During the 2025 season, the District partnered with the Ballers to spotlight recycled water use at Raimondi Park. Approximately 500 people attended.

On October 7, staff attended the North Richmond Municipal Advisory Council meeting to learn more about community issues.

On October 7, staff met with the City of Hayward to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 7, staff attended the Fairview Municipal Advisory Council meeting to learn about community issues.

On October 7 and 25, the District presented a video featuring the “Imagine a Day Without Water” theme during Oakland Roots Sports Club matches. The video, produced in partnership with the soccer team, promoted the value of water as part of the national “Imagine a Day Without Water” campaign hosted by the U.S. Water Alliance. Approximately 12,700 people attended.

On October 8, staff met with Alameda County and the Castro Valley Sanitary District to coordinate construction activities. The three agencies shared information on current and upcoming work.

On October 8, staff participated in the Alameda County District 3 Emergency Preparedness Event at the San Leandro Public Library. Staff provided information on emergency preparedness related to signing up for safety alerts, how to store water, putting together a “go-bag”, and creating a family evacuation plan. Approximately 1,000 people attended.

On October 9, staff attended the West County Forum Monthly Luncheon to learn more about community issues.

On October 9, the District hosted a public meeting regarding upcoming construction projects at or near EBMUD's Lafayette Reservoir. Projects included upcoming wastewater rehabilitation work for the Reservoir's Visitor Center, the seismic upgrade of the Reservoir Tower, and upgrades to the Lafayette Water Treatment Plant. Another public meeting on the Reservoir Tower project will be scheduled in early 2026. Approximately 40 people attended.

On October 9, staff presented at the Woodbridge Irrigation District's Board Meeting. The presentation highlighted hydrography. Approximately 20 people attended.

On October 10, staff met with the San Francisco Public Utilities Commission (SFPUC). Both agencies provided overview presentations of their water systems and emergency response resources followed by tours of the SFPUC facilities.

On October 11, staff participated in People's Kitchen's Life is Living Festival at Defremery Park, in Oakland. Staff provided information on the Customer Assistance Program. Approximately 500 people.

On October 11, staff participated in the Moraga-Orinda Fire Department's pancake breakfast. Staff provided information on fuel breaks, fire prevention in the watershed and shared the current Customer Pipeline. Approximately 700 people attended.

On October 11, staff participated in the Contra Costa County Fire District Open House at in Concord. Staff provided information on emergency preparedness. Approximately 3,000 people attended.

On October 11, staff participated in the Lafayette Rotary's Keep on Truckin' event. Staff provided information on infrastructure, emergency preparedness, and District careers. Approximately 500 people attended.

On October 11, staff attended the annual Rosie the Riveter Trust Gala in Concord for networking purposes.

On October 11, staff attended the Oakland Asian Cultural Center Annual Gala in Chinatown for networking purposes.

On October 14, staff attended the West County Wastewater District meeting to coordinate construction activities and share information on current and upcoming work.

On October 14, staff attended the Eden Area Municipal Advisory Council meeting in San Lorenzo to learn more about community issues.

On October 15, staff attended the San Joaquin Farm Bureau Water Committee meeting to learn more about regional issues and to network with stakeholders.

Between October 15-16, staff attended Las Vegas Valley Water District’s mutual aid meeting in Nevada. This event included a simulated emergency exercise, detailed response presentations of emergencies within the past year including the Southern California wildfires in January 2025, discussions on how the agencies can assist one another during emergencies and understand each other’s capabilities. The District will host the meeting in 2026.

On October 16, staff met with the Town of Danville to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 16, staff met with the City of San Pablo to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 16, staff attended the Oakland African American Chamber Annual Business Awards to network with community partners.

On October 16, staff attended the Oakland Chinatown Community Improvement Council Board meeting to network and learn about community issues.

On October 17, the San Pablo Reservoir was planted with 1,000 pounds of trout in anticipation of Family Fishing Day on October 18. Approximately 190 people attended.

On October 18, staff participated in the Alameda County Assessor’s Homeowners Fair: How to Build an ADU in San Leandro. Staff provided information on Accessory Dwelling Units and the District’s requirements for metering. Approximately 160 people attended.

On October 18, staff participated in the Harmony Walk at Nicholl Park in Richmond. Staff provided information on Customer Assistance Program. Approximately 500 people attended.

On October 18, staff participated in the Alameda County District 3 Emergency Preparedness Fair in San Leandro. Staff provided information on emergency preparedness. Approximately 100 people attended.

On October 18, staff participated in the East Bay Wildfire Coalition meeting in El Cerrito to coordinate on emergency preparedness.

On October 19, the District hosted Lafayette Chamber of Commerce’s annual Reservoir Run for Education at Lafayette Reservoir. Approximately 2,000 people attended.

On October 22, staff met with the City of Berkeley to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 22, staff attended The Amah Mutsun Land Trust’s field trip in Santa Cruz. Staff, who are Right Relations Phase Two participants, visited the San Vicente Redwoods to explore the site from the angle of tribal partnerships and stewardship in partnership with

TOGETHER Bay Area, Peninsula Open Space Trust, Land Trust of Santa Cruz County, and Sempervirens Fund. Approximately 35 people attended.

On October 23, staff met with the City of Richmond to coordinate construction activities. The two agencies shared information on current and upcoming work.

On October 23, the District hosted a public meeting regarding the Upper San Leandro Water Treatment Plant Maintenance, Reliability and Chemical Systems Safety Improvements Project. The presentation highlighted construction milestones, the extended timeline, and potential impacts to the community. Approximately 10 people attended.

On October 23, the District hosted teachers from Lodi Unified School District and San Joaquin County Office of Education to learn about the 30-year restoration of the Mokelumne River. Approximately 30 people attended.

On October 24, staff attended the Lower Mokelumne River Stewardship Steering Committee meeting. The committee is a volunteer-based workgroup that assists residents of the Lower Mokelumne River watershed with habitat restoration and reducing non-point source pollution.

On October 24, staff presented at the California Urban Water Agencies Board meeting. The presentation highlighted long-term financial stability. Approximately 20 people attended.

On October 25, staff conducted a Halloween themed Water Walk tour of the Main Wastewater Treatment Plant in Oakland. Staff provided information on pollution prevention, careers, and wastewater treatment. Approximately 40 people attended.

On October 25, staff participated in the Harvest Festival in East Oakland. Staff provided Customer Assistance Program information. Approximately 40 people attended.

On October 27, staff attended the North San Joaquin Water Conservation District Board meeting to learn about regional issues and to network with stakeholders.

On October 27, staff attended the Castro Valley Municipal Advisory Council Land Use meeting to learn more about community issues.

On October 27, staff met virtually with neighbors adjacent to the entrance of the Walnut Creek Water Treatment Plant (WCWTP) to discuss the Walnut Creek Water Treatment Plant Pretreatment Project (Project). The purpose of the meeting was to provide an update on the Project design. Staff responded to questions and stated that they will continue to have ongoing meetings with the community to provide Project design updates; the next community meeting will be scheduled in late January 2026. Approximately 15 people attended.

On October 29, staff attended the San Joaquin Operational Area Joint Information System meeting to participate in a tabletop flood exercise to prepare for the rainy season and network with local stakeholders.

On October 30, staff met with the City of Pinole to coordinate construction activities. The two agencies shared information on current and upcoming work.

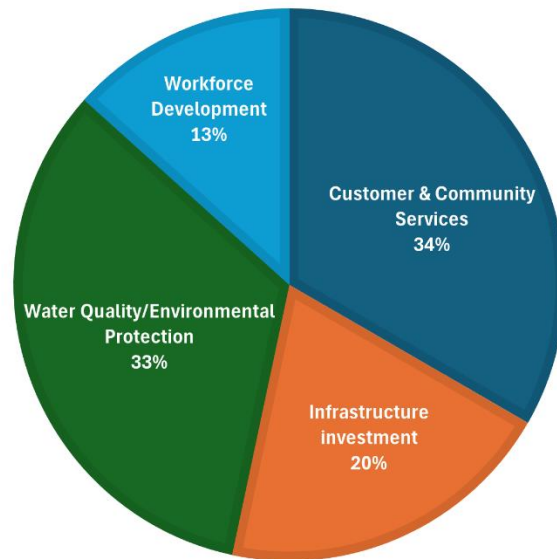
Media. A journalist's tour of the Wastewater Treatment Plant resulted in a humorous and relatable story on the treatment process (SF Gate). The Lange Twins Family Winery was honored at the EBMUD Pardee BBQ (Lodi News Sentinel). An update on the threat of invasion of Golden Mussels takes an air of optimism (Gold Country News). A design challenge was launched by the U.S. Green Building Council California to 'shape the future of water use at home' (U.S. Green Building Council CA and Maven). An EBMUD contractor was named as a specialty contractor of the year for work on the Orinda Water Treatment Plant (Engineering News Record). Multiple stories focused on investigations of the Board of Directors (East Bay Insiders). A writer focused on how EBMUD is teaching the public, educators, and kids about maintaining a sustainable salmon fishery (CA Sportfishing Alliance). EBMUD shared information about how the District works regarding private fire hydrants (CalMatters). EBMUD's collaboration with the Oakland Roots Sports Club on the Imagine a Day Without Water campaign was highlighted on news radio (KCBS). Former Director Bill Patterson's passing was recognized with news coverage and obituaries (KRON, East Bay Times).

Social Media:

Platforms: Facebook, Instagram, LinkedIn, X, YouTube, Nextdoor

- **Topics included:** H2Flow, Water Professionals Week, Imagine a Day Without Water, recycled water, Lafayette Tower seismic upgrade, In-Pipe energy, Tomato Stand Fish Passage, Orinda Water Treatment Plant project progress, bid opening for Walnut Creek Water Treatment Plant, water draw from Lafayette Reservoir for firefighting, and native plants Nifty Fifty.
- **Collaborations:** Recycled water with Oakland Roots (5,372 views), H2Flow with California Association of Public Information Officers (976 views) and native plants Nifty Fifty with Ruth Bancroft Garden (2,612 views)
- **Most impressions photo post:** Tomato Stand Fish Passage with 11,118 impressions on Facebook, Instagram, X and LinkedIn
- **Most viewed video:** Helicopter water draw from Lafayette Reservoir for firefighting with 3,666 views on YouTube
- **Total followers:** 22,983 (+171)

OCTOBER SOCIAL MEDIA STRATEGIC GOAL BREAKDOWN



Staff conducted public outreach to neighbors and interested parties on the following projects:

- Carter and Arroyo Reservoir Rehabilitation and Demolition (Moraga)
- East of Hills Facilities Demolition and Improvements (San Ramon, Danville, Alamo)
- Fay Hill, Rheem, Ridgewood, and Scenic East Pumping Plants and Pipeline Improvements (Moraga/Alamo)
- Glorietta Pipeline Replacement (Orinda)
- Happy Valley Pumping Plant and Pipeline Replacement (Orinda)
- Lafayette Reservoir Recreation Area – Wastewater Collection System Improvements (Lafayette)
- Lafayette Reservoir Tower Seismic Upgrade (Lafayette)
- Lafayette Water Treatment Plant Maintenance (Lafayette)
- Lafayette Reservoir Recreation Area – Wastewater Collection System Improvements (Lafayette)
- North Interceptor Rehabilitation (Emeryville)
- Orinda Water Treatment Plant Disinfection Improvements (Orinda)
- Reliez Valley Road Pipeline Replacement (Lafayette) Walnut Creek Water Treatment Plant Pretreatment (Walnut Creek)
- Westside Pumping Plant Replacement (Orinda)
- Upper San Leandro Water Treatment Plant Improvements (Oakland)

Contract Equity

- **On October 21, staff presented at the Women Business Enterprise Council’s (WBEC) Inside Access: Doing Business with EBMUD & DGS in Sacramento.** The presentation highlighted the District’s Contract Equity Program, provided information on conducting business with the District, and shared upcoming contract opportunities. Approximately 30 people attended.
- **On October 22, staff participated in the California High-Speed Rail Authority’s Annual Small Business Diversity and Resources Fair in Burlingame.** Staff provided information on conducting business with the District and shared upcoming contract opportunities. Approximately 300 people attended.
- **On October 29 through 31, staff partnered with Alameda County Public Works Agency to offer the workshop series “2025 Alameda County Construction Contractors Academy” in Hayward.** The free series was geared toward small & local construction contractors who want to break into local government contracting and grow their business in the public contracting sector. Staff presented on the District’s Contract Equity Program, provided information on conducting business with the District, and shared upcoming contract opportunities. Staff from local agencies such as Alameda County, Alameda County Public Works Association, Port of Oakland, Alameda County General Services, Alameda County Transportation Commission, and City of Oakland presented on upcoming projects and doing business with their respective agencies. Participants learned more about the bidding process, labor compliance, utilizing certifications, searching agency portals, and bonding and insurance. Approximately 45 people attended.

Contract Equity staff participated in the following customer events and outreach activities:

- 10/1 – University of California Economic Impact Advisory Council – 27 attendees
- 10/2 – Bay Area Contractor’s & Agency Partner’s Mixer – 100 attendees
- 10/3 – ASIAN Inc.’s 54th Anniversary Gala “Toward a More Perfect Union” – 500 attendees

Water Conservation

On October 7 and 8, staff presented at the WaterSmart Innovations Conference in Reno, Nevada. Staff presented the District’s use of Advanced Metering Infrastructure to work on leak detection and leaks with commercial customers, and the District’s upgraded Commercial Water Efficiency Guidebook.

On October 16, staff conducted the Landscape Advisory Committee General Meeting at Booker T. Anderson Recreation Center in Richmond. The Watershed Project, who co-hosted this meeting, provided an indoor presentation and outdoor discussion on Baxter Creek Bioswales. Discussions included city of Richmond’s partnership, plant selection, soil

amendment, maintenance, irrigation, and water quality. Staff provided an update on the water supply, water conservation programs, and rebates. Approximately 40 people attended.

On October 21, the District hosted the virtual California Water Efficiency Partnership Landscape Task Force meeting. The meeting covered the Non-Functional Turf Watering Ban (AB 1572) tool kit and provided resources on tree health. Approximately 35 people attended.

On October 22, staff attended the Bay Area Designer Plant Fair in Oakland to network with landscape designers.

On October 23, staff attended the H2O for Homeowners Associations (HOA) conference in Mission Viejo to gain insight into connecting with HOAs within our service area.

On October 25, staff participated in the Alameda Point Harvest Festival Event in Alameda. Staff provided information on water conservation and rebates. Approximately 150 people attended.

On October 25, staff presented at the Friends of Sausal Creek Native Plant sale in Oakland. Topics included leak detection, landscape rebates, landscape design, and graywater systems. Approximately 500 people attended.

On October 28, staff participated in the Oakland Arena/Anschutz Entertainment Group Oakland Community Foundation Halloween Event. Staff provided information on water conservation. Approximately 200 people attended.

WORKFORCE PLANNING AND DEVELOPMENT

On October 1, staff virtually attended the Alameda County Water District (ACWD) Water Resources Master Plan (WRMP) Interested Parties Meeting. Staff received information on ACWD's WRMP goals and selected portfolio and an identification of coordination opportunities and other implementation considerations from interested parties.

Between October 6-9, staff attended the University of California at Davis' 7th International Symposium of River Science. The symposium provided an opportunity to engage with researchers from other watersheds and explore interdisciplinary approaches to river system science, organized around key themes such as reconnecting rivers as biophysical systems and restoring biodiversity through river management.

On October 10, staff presented at the North East Biosolids & Residual Association's North East Digestion Roundtable webinar. The presentation provided information about anaerobic digestion and co-digestion, including industry insights based on co-digestion experience from District staff. This event was hosted by North East Biosolids & Residuals Association. Approximately 65 people attended.

On October 15, Cal/OSHA investigated an incident in which an employee was injured at the Administration Building. Cal/OSHA issued a document request. The District submitted information in response to the request on October 17 and had a closing conference with the Cal/OSHA investigator on October 31. The case closed with no violation or further follow-up required by the District.

On October 17, staff attended the Hills Emergency Forum Annual meeting held in Oakland. Member agencies discussed challenges and successes from the past year and renewed their commitment to collaborative wildfire management for the 2026 fire season. Member agencies include: EBRPD, City of Oakland, Lawrence Berkeley National Laboratory, California Department of Forestry and Fire Protection, City of Berkeley, East Bay Municipal Utility District, and City of El Cerrito.

Staff participated in events/activities that support the District’s long-term efforts to develop a qualified, diverse pipeline of candidates for future workforce needs and expand collaborative relationships with local partner organizations:

- **On October 4, staff attended Delta College Foundation’s Black and Gold Gala in Stockton.** Proceeds from the gala will support scholarships, student assistance initiatives, and improvements to academic programs at Delta College near the Mokelumne area. Approximately 200 people attended.
- **On October 15, staff attended Cristo Rey De La Salle’s Corporate Work Study CEO Breakfast in Oakland.** Staff learned more about partnering with their Corporate Work Study Program. Approximately 50 people attended.
- **On October 21, staff attended the Bay Area Council’s Workforce of the Future Committee meeting.** The committee discussed long term planning of local workforce efforts, including the future impacts of artificial intelligence on education and the labor market. Approximately 50 people attended.
- **On October 23, staff participated in the Bay Area Water/Wastewater Workforce Reliability’s (BAYWORK) virtual Speed Mentoring Sessions.** Staff provided BAYWORK interns with information on District career and water/wastewater industry career guidance. Approximately 25 people attended.

Tuition Reimbursement

	October 2025	FY 2026 Total
# of Employees	8	47
# of Classes	15	83
Total Reimbursed	\$4,548.90	\$63,844.53

Employment Information

	October 2025	FY 2026 Total
Retirements – Regular	5	22
Retirements – Vested	0	3
Hires/Rehires	21	57
Other Separations	7	39

FINANCIAL STABILITY

In October, additional qualified service providers were added to the agreements for vehicle/equipment repair and other related services. Western Truck Fabrication Inc., Mission Valley Ford Trucks, and Cummins Inc. meet District standards and have been added to increase flexibility and ensure service provider availability.

The estimated earned revenue from the Main Wastewater Treatment Plant Power Generation Station’s surplus power sales for October is \$91,032. The District sold renewable power and related Renewable Energy Certificates (RECs) to the Port of Oakland. The sale of RECs generated \$39,996 from the Port of Oakland. Earned revenue for FY 2026 is estimated at \$297,266 or 42 percent of the total FY 2026 budget of \$700,000.

The estimated earned revenue from Mokelumne power sales for October is \$691,642. The District sold renewable power and related Renewable Energy Certificates (RECs) to Silicon Valley Clean Energy (SVCE). Sales of RECs generated \$157,422 from SVCE. Resource Adequacy capacity sales to NRG Business Marketing LLC earned \$288,900. Estimated earned revenue to date through October is \$5,274,529 or 57 percent of the budgeted revenue for FY 2026 (\$9,200,000). The forecasted revenue for FY 2026 is \$13,832,534.

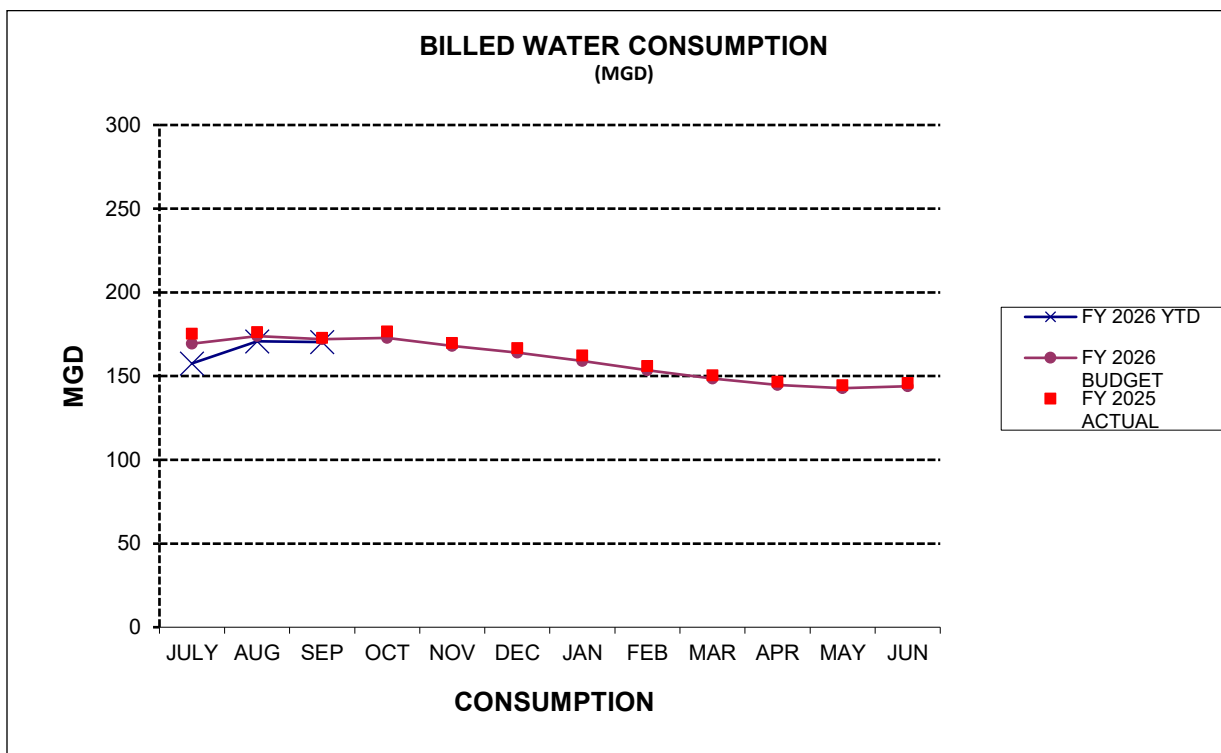
There were no material, supply, or construction contracts from \$80,001 to \$100,000 and one general and professional service agreements from \$30,001 up to \$80,000 approved by the General Manager in October 2025.

VENDOR NAME	DATE AWARDED	CEP STATUS	ITEM (S) PURCHASED	PROJECT	CONTRACT TERM	VALUE
RNT Consulting Inc.	10/14/2025	Foreign	Vulnerability assessment on the possible impacts of golden mussel on District facilities, including potential control options	N/A	N/A	\$48,700

Water Sales (Consumption)

The following consumption information is the average water consumption in millions of gallons per day (MGD) for the first three months of FY 2026¹. Budgeted average daily water consumption for FY 2026 is 143.9 MGD, noting that summer month consumption is generally higher due to outdoor watering. The table below shows the average billed water consumption information by customer class with a comparison to FY 2025 data for the same period of time.

Fiscal Year-to-Date Billed Water Consumption			
Usage Type	FY 2026 (MGD)	FY 2025 (MGD)	Year-over-Year (% change)
Residential	86.4	88.9	-2.8%
Commercial	58.3	60.0	-2.8%
Industrial	17.2	15.7	9.6%
Public Authority	8.4	8.3	1.2%
Total Billed Water Consumption	170.3	172.9	-1.5%

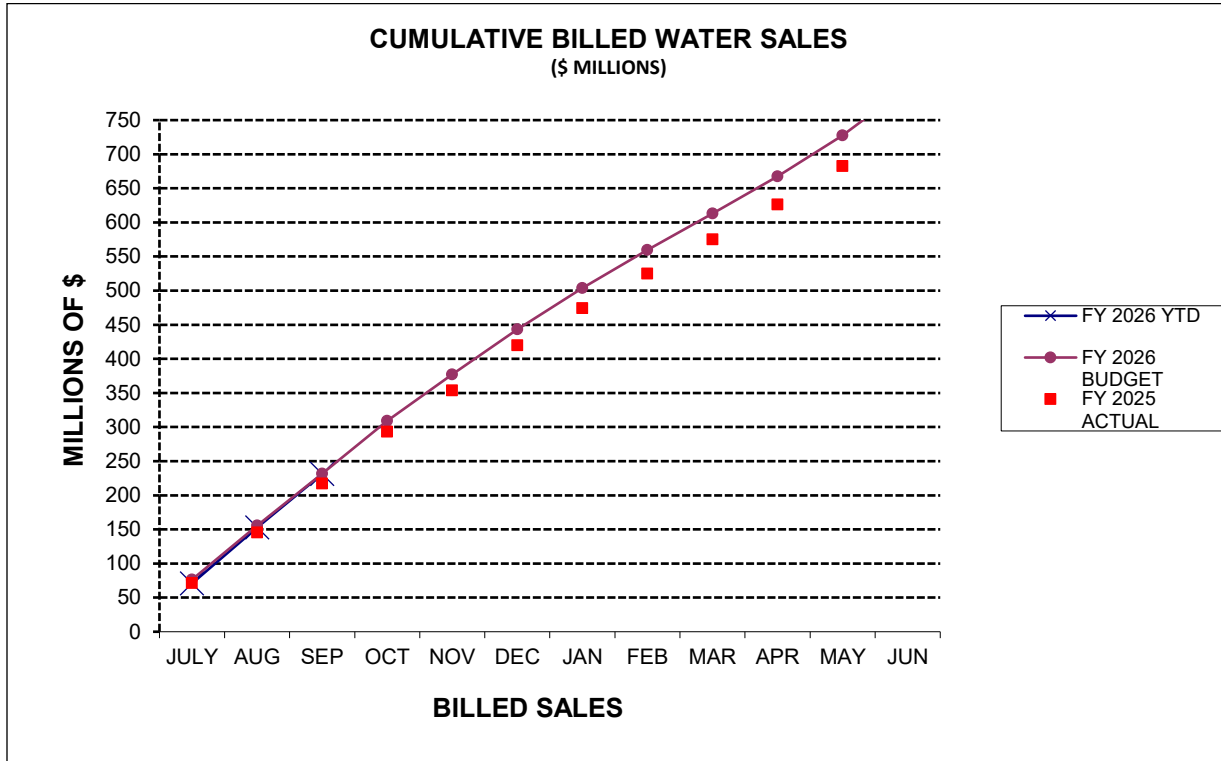


Source: Customer Information System

¹ Billed consumption is the amount of potable and non-potable water use for which EBMUD billed customers during the month and not actual customer usage within that month. During any month, roughly half of all EBMUD customers are billed for the prior two months of consumption. For example, a customer bill sent in early August would generally contain charges for water consumed in June and July.

Water Sales (Revenue)

Water revenues billed through the end of September were \$231.1 million² or 6.4% more than the FY 2025 revenue for the same period of \$217.1 million. This increase in water revenues is a result of a 6.5% average rate increase (effective July 1, 2025), partially offset by lower consumption. Total FY 2026 water revenues through September are \$0.6 million (0.3%) less than the budgeted water revenue of \$231.7 million.



Source: Customer Information System

² Water sales includes potable and non-potable water sales.

October 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
ALAMO		WHITE GATE	RD	2	ASBESTOS CEMENT	8	1972	9,000	10/1/2025	10/2/2025	Y
ALBANY		SONOMA	AVE	4	CAST IRON	6	1932	8,640	10/16/2025	10/21/2025	Y
BERKELEY		ADDISON	ST	4	CAST IRON	6	1940	3,600	10/30/2025	10/31/2025	Y
BERKELEY		KEELER	AVE	4	CAST IRON	6	1936	45,000	10/22/2025	10/22/2025	Y
BERKELEY		MODOC	ST	4	CAST IRON	6	1939	2,250	10/16/2025	10/17/2025	Y
BERKELEY		MODOC	ST	4	CAST IRON	6	1939	9,000	10/23/2025	10/23/2025	Y
BERKELEY		OXFORD	ST	4	STEEL	8	1956	0	9/9/2025	10/7/2025	Y
CASTRO VALLEY		ROLANDO	AVE	7	CAST IRON	12	1957	0	10/7/2025	10/14/2025	Y
DANVILLE		EVERETT	DR	2	ASBESTOS CEMENT	6	1963	900	10/1/2025	10/2/2025	Y
DANVILLE		LA GONDA	WAY	2	NON METALLIC / PLASTIC	2	1989	17,280	10/6/2025	10/17/2025	Y
DANVILLE		RICHARD	LN	2	ASBESTOS CEMENT	6	1973	11,520	10/12/2025	10/15/2025	Y
EL CERRITO		ARLINGTON	BL	4	ASBESTOS CEMENT	8	1966	2,700	10/15/2025	10/15/2025	Y
EL CERRITO		BALRA	DR	4	ASBESTOS CEMENT	6	1948	27,000	10/22/2025	10/22/2025	Y
EL CERRITO		CARQUINEZ	AVE	4	CAST IRON	6	1938	9,000	10/9/2025	10/9/2025	Y
EL CERRITO		CARQUINEZ	AVE	4	CAST IRON	6	1941	4,320	10/13/2025	10/15/2025	Y
EL CERRITO		COLUSA	AVE	4	CAST IRON	6	1941	0	9/10/2025	10/2/2025	Y
EL CERRITO		DEVONSHIRE	DR	4	CAST IRON	6	1927	2,700	10/28/2025	10/28/2025	Y
EL CERRITO		EVERETT	ST	4	CAST IRON	6	1944	9,000	10/17/2025	10/17/2025	Y
EL CERRITO		POTRERO	AVE	4	CAST IRON	8	1956	0	10/17/2025	10/24/2025	Y
EL CERRITO		SANTA FE	AVE	4	CAST IRON	6	1930	27,000	10/28/2025	10/28/2025	Y
EL SOBRANTE		AVENIDA MARTINEZ		3	ASBESTOS CEMENT	6	1963	1,800	10/8/2025	10/8/2025	Y
EL SOBRANTE		MITCHELL	WAY	3	CAST IRON	6	1949	4,500	10/10/2025	10/10/2025	Y
HAYWARD		CHERRY	WAY	7	CAST IRON	4	1948	14,400	10/24/2025	10/28/2025	Y
HAYWARD		ISRAEL	CT	7	CAST IRON	10	1952	28,800	10/6/2025	10/15/2025	Y
HERCULES		LUPINE	RD	1	STEEL	12	1978	11,520	10/20/2025	10/23/2025	Y
KENSINGTON		COLUSA	AVE	4	CAST IRON	8	1930	18,000	10/8/2025	10/8/2025	Y
LAFAYETTE		DYER	DR	2	CAST IRON	4	1945	0	7/31/2025	10/14/2025	Y
LAFAYETTE		MCBRIDE	DR	2	ASBESTOS CEMENT	6	1961	7,200	10/5/2025	10/9/2025	Y
LAFAYETTE		POWELL	DR	2	CAST IRON	4	1938	1,800	10/4/2025	10/4/2025	Y

**KPI = turn around time to repair the leak*

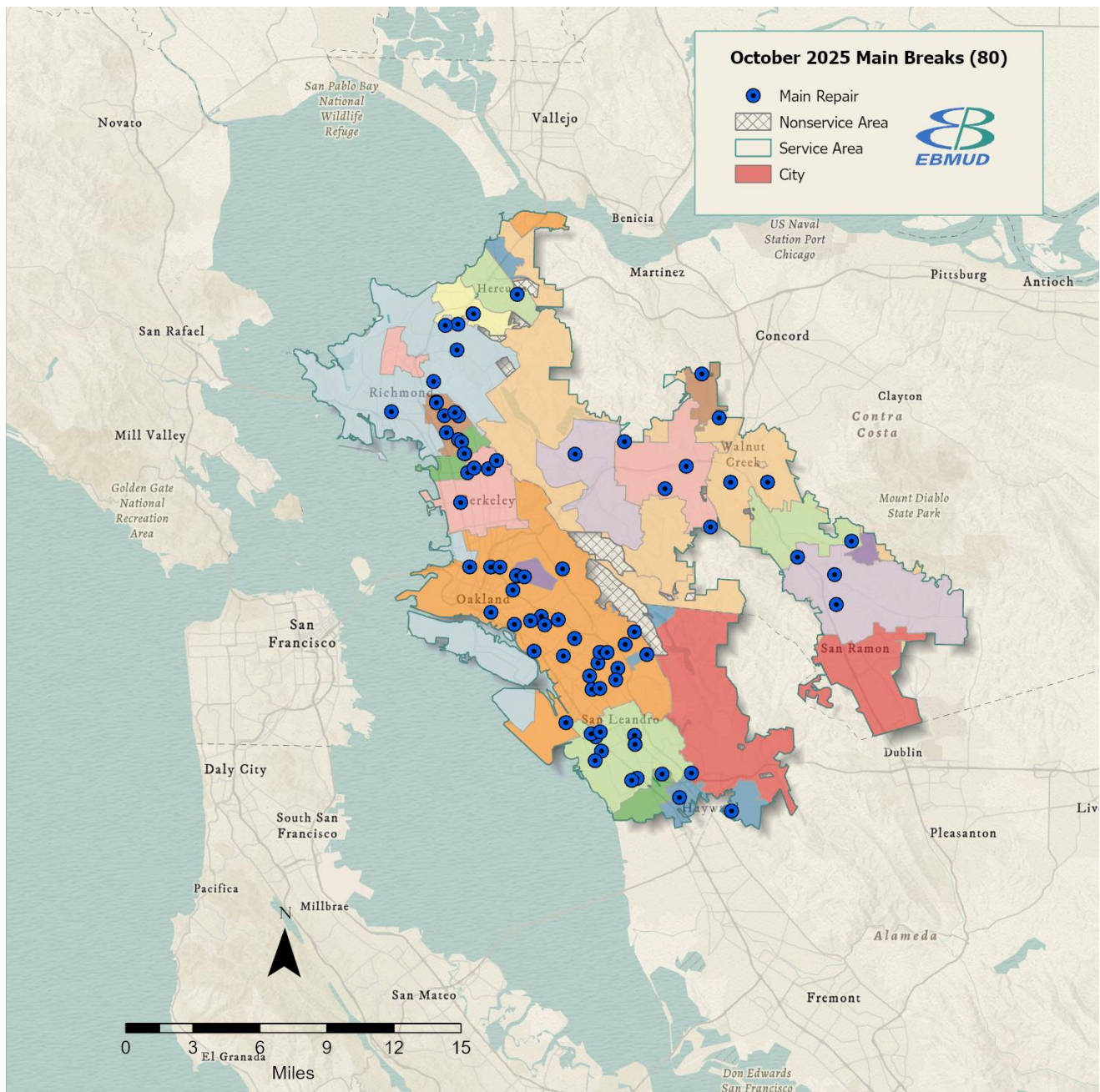
October 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
LAFAYETTE		WHITE PINE	LN	2	ASBESTOS CEMENT	6	1979	18,000	10/16/2025	10/16/2025	Y
OAKLAND		9TH	ST	5	CAST IRON	4	1908	0	10/22/2025	10/22/2025	Y
OAKLAND		15TH	AVE	6	CAST IRON	4	1935	11,520	10/23/2025	10/30/2025	Y
OAKLAND	E	24TH	ST	6	CAST IRON	6	1931	43,200	10/16/2025	10/21/2025	Y
OAKLAND	E	29TH	ST	6	CAST IRON	6	1929	43,200	10/1/2025	10/6/2025	Y
OAKLAND		54TH	AVE	6	CAST IRON	6	1926	17,280	10/23/2025	10/28/2025	Y
OAKLAND		68TH	AVE	6	CAST IRON	6	1938	5,760	9/29/2025	10/2/2025	Y
OAKLAND		74TH	AVE	6	CAST IRON	4	1910	0	9/24/2025	10/9/2025	Y
OAKLAND		BROADWAY		3	CAST IRON	6	1897	0	10/24/2025	10/29/2025	Y
OAKLAND		CAMPUS	DR	6	STEEL	12	1985	8,640	10/15/2025	10/16/2025	Y
OAKLAND		D	ST	6	CAST IRON	8	1934	18,000	10/12/2025	10/12/2025	Y
OAKLAND		DAVIS	ST	6	ASBESTOS CEMENT	6	1969	6,750	10/13/2025	10/13/2025	Y
OAKLAND		FRUITVALE	AVE	5	STEEL	6	2023	900	10/3/2025	10/4/2025	Y
OAKLAND		HANSOM	DR	6	ASBESTOS CEMENT	6	1965	900	10/3/2025	10/3/2025	Y
OAKLAND		HEGENBERGER	RD	5	CAST IRON	12	1941	11,520	10/14/2025	10/21/2025	Y
OAKLAND		INTERNATIONAL	BL	6	CAST IRON	8	1948	0	10/24/2025	10/30/2025	Y
OAKLAND		INTERNATIONAL	BL	6	STEEL	6	1933	0	10/23/2025	10/29/2025	Y
OAKLAND		MACARTHUR	BL	6	CAST IRON	8	1911	9,000	10/13/2025	10/14/2025	Y
OAKLAND		MAGELLAN	DR	3	CAST IRON	6	1939	27,000	10/5/2025	10/6/2025	Y
OAKLAND		MAYFIELD PATH		6	CAST IRON	2	1939	1,440	10/7/2025	10/7/2025	Y
OAKLAND		MONTICELLO	AVE	6	CAST IRON	6	1950	15,840	10/7/2025	10/17/2025	Y
OAKLAND		NEY	AVE	6	ASBESTOS CEMENT	4	1956	3,600	10/3/2025	10/4/2025	Y
OAKLAND		PERALTA	ST	5	CAST IRON	6	1926	0	10/9/2025	10/20/2025	Y
OAKLAND		SCHOOL	ST	6	CAST IRON	6	1935	11,520	9/30/2025	10/7/2025	Y
OAKLAND		SKYLINE	BL	6	CAST IRON	6	1949	0	9/30/2025	10/6/2025	Y
OAKLAND		TELEGRAPH	AVE	3	CAST IRON	6	1889	9,000	10/12/2025	10/12/2025	Y
OAKLAND		WALKER	AVE	3	CAST IRON	6	1941	18,000	10/16/2025	10/16/2025	Y
ORINDA		ORIOLE	CT	3	CAST IRON	2	1948	1,440	10/30/2025	10/30/2025	Y
PIEDMONT		FAIRVIEW	AVE	3	CAST IRON	6	1933	0	10/8/2025	10/9/2025	Y

**KPI = turn around time to repair the leak*

October 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
PIEDMONT		GRAND	AVE	3	CAST IRON	6	1938	13,500	10/15/2025	10/15/2025	Y
PIEDMONT		PARK VIEW	AVE	3	CAST IRON	6	1922	18,000	10/23/2025	10/23/2025	Y
PINOLE		ESTATES	AVE	3	ASBESTOS CEMENT	8	1956	9,000	10/12/2025	10/13/2025	Y
PINOLE		RAMONA	ST	3	ASBESTOS CEMENT	8	1956	45,000	10/12/2025	10/13/2025	Y
PLEASANT HILL		CARRICK	CT	2	ASBESTOS CEMENT	4	1969	7,200	10/24/2025	10/28/2025	Y
RICHMOND	S	22ND	ST	1	CAST IRON	4	1942	10,080	9/25/2025	10/1/2025	Y
RICHMOND		BERNHARD	AVE	1	CAST IRON	4	1939	1,440	10/29/2025	10/29/2025	Y
RICHMOND		RANCHO	RD	3	CAST IRON	6	1945	4,320	10/5/2025	10/7/2025	Y
SAN LEANDRO		ALEXANDRIA	ST	5	CAST IRON	4	1947	1,800	10/17/2025	10/17/2025	Y
SAN LEANDRO	W	AVE 135TH		5	CAST IRON	4	1938	18,000	10/21/2025	10/22/2025	Y
SAN LEANDRO		FLEMING	ST	5	CAST IRON	4	1948	5,760	10/21/2025	10/24/2025	Y
SAN LEANDRO		MCKINLEY	CT	7	CAST IRON	4	1941	0	10/20/2025	10/22/2025	Y
SAN LEANDRO		MERCED	ST	5	CAST IRON	4	1938	2,880	10/28/2025	10/28/2025	Y
SAN LEANDRO		ROSE	DR	7	CAST IRON	6	1949	0	10/28/2025	10/28/2025	Y
SAN LEANDRO		TIMOTHY	DR	5	CAST IRON	6	1944	0	10/10/2025	10/16/2025	Y
SAN LEANDRO		VIRGINIA	ST	7	CAST IRON	4	1942	0	10/20/2025	10/23/2025	Y
SAN LEANDRO		WARDEN	AVE	5	CAST IRON	6	1947	10,080	10/9/2025	10/9/2025	Y
SAN LEANDRO		WARDEN	AVE	5	CAST IRON	6	1944	0	10/10/2025	10/23/2025	Y
SAN LORENZO		BERTERO	AVE	7	CAST IRON	12	1951	10,080	9/30/2025	10/6/2025	Y
WALNUT CREEK		BLACKWOOD	DR	2	ASBESTOS CEMENT	6	1959	9,000	10/27/2025	10/28/2025	Y
WALNUT CREEK		PARKLAND	DR	2	ASBESTOS CEMENT	4	1954	18,000	10/22/2025	10/22/2025	Y
WALNUT CREEK		POPLAR	DR	2	ASBESTOS CEMENT	6	1951	9,000	10/1/2025	10/2/2025	Y
							Total	752,580			

Non-surfacing leaks discovered by leak detection technologies	14
Breaks caused by contractors or other agencies	1
Other main breaks	65
Total water main repairs	80

**KPI = turn around time to repair the leak*



Board of Directors
Monthly Report – October 2025
Page 24

Customer Account Delinquency Information October 2025							
(Data collection began September 1, 2017 - CAP applications processed through October 31, 2025)							
CUSTOMER ASSIST. PROGRAM (CAP) ENROLLMENT	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25 ⁶⁴	Totals (since 9/1/2017)
New CAP Participants	286	255	270	297	302	295	18,688
CAP Renewals	243	275	270	215	212	197	18,651
CAP Departures	585	561	571	535	471	408	27,646
Total Active CAP Participants w/Active Accounts	11,054	11,015	11,005	11,108	11,128	11,257	-
PAYMENT PLANS	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 9/1/2017)
Approved Payment Plans	2,591	2,937	3,256	3,289	3,276	3,528	279,666
SERVICE INTERRUPTIONS - RESIDENTIAL	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 9/1/2017)
15-day Final Collection Notices ⁵¹	16,427	17,737	15,291	16,481	16,767	17,000	1,576,277
48-hr Service Interruptions Notices ⁵²	10,403	10,998	10,629	10,702	9,506	10,863	952,538
TENANT OCCUPIED - FLOW RESTRICTORS	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 9/1/2024)
Service Interruption Orders/Door Hangers Generated	7	231	317	1	462	20	3,647
Service Interruptions Completed (Flow Restrictor Installed)	163	83	205	155	111	144	2,366
Number of Flow Restrictors Removed/Service Restored	172	90	158	133	122	127	1,857
Flow Restrictors Remain Installed as of End of Month	441	434	471	456	445	462	-
OWNER OCCUPIED - SINGLE-FAMILY LIENS	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 11/1/2024)
Liens Filed	-	-	166	-	-	498	1,781
Released	129	-	28	75	-	513	848
Transferred to Alameda Cty.	-	-	-	-	-	-	-
Transferred to Contra Costa Cty.	-	-	-	-	-	-	-
Total Transactions/Month	129	-	194	75	-	1,011	2,629
FLOW RESTRICTOR TAMPERING	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals
Flow Restrictor Tampered	5	1	7	5	4	7	64
WATER THEFT	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 9/1/2017)
No. of Incidents	67	6	31	32	33	39	800
No. of 2nd or 3rd Occurrences	-	-	-	-	-	-	41
No. Water Theft Penalties Issued	-	-	-	-	-	-	228
No. of Appeals Received	-	-	-	-	-	-	10
No. of 1st Appeals Approved	-	-	-	-	-	-	5
No. of 1st Appeals Denied	-	-	-	-	-	-	8
MULTI-FAMILY LIENS ¹	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 9/1/2017)
Liens Filed	275	4	38	44	-	-	7,844
Released	18	49	41	1	3	39	6,671
Transferred to Alameda Cty.	-	-	-	-	-	-	2,418
Transferred to Contra Costa Cty.	-	-	-	-	-	-	444
Total Transactions/Month	293	53	79	45	3	39	17,377
BAD DEBT - WRITE OFFS ²	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Totals (since 9/1/2017)
Total Referred to Collection Agency	\$584,793	\$550,997	\$534,657	\$502,440	TBD	TBD	\$ 25,452,324.00
Write-Off % to Billed Revenue	0.91%	0.72%	TBD	TBD	TBD	TBD	-
¹ Liens filed monthly represent delinquent accounts 4-6 months in arrears. ² Feb 25 collection agency totals will be updated in Mar 25. Write-off revenue for Feb 25 will be finalized when the final revenue reports are posted by Accounting. ³ 48-hour notices were generated, but not mailed to customers since 03-23-20. Customers are receiving payment reminders in lieu of 48-hour notices. ⁵¹ Total Final Collection Notices sent to all Single Family Residence Accounts (Renter and Owner occupied). ⁵² Total Interruption/Lien Notices sent to all Single Family Residence Accounts (Renter and Owner occupied). ⁶⁴ Report as of 11/4/25. Pending: Final CAP data pending renewals (apps processed through 10/31/25). October collection totals will be updated in November. Updated CAP totals for September and the Bad Debt Write-off % for June.							
⁴ Notes: Effective March 12, 2020, the District suspended "Disconnects Due to Non-Payment" (DNP) to residential customers, withheld mailing 48-hr notices to customers, and began restoring service to all customers shutdown as of January 2020. The DNP information will be omitted from this table until the District resumes DNP activities.							

Water Theft

Water Theft Type/City	Alameda	Alamo	Albany	Berkeley	Castro Valley	Crockett	Danville	El Cerrito	El Sobrante	Emeryville	Hayward	Hercules	Lafayette	
Meter	9	1	4	42	7	3	4	2	4	3	10	8	4	
Illegal Connection	0	1	0	4	0	0	1	0	0	0	0	0	0	
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other	1	0	0	0	0	0	0	0	0	0	1	0	0	
Total	10	2	4	46	7	3	5	2	4	3	11	8	4	

Water Theft Type/City	Moraga	Oakland	Orinda	Piedmont	Pineole	Pleasant Hill	Richmond	Rodeo	San Lorenzo	San Leandro	San Pablo	San Ramon	Walnut Creek	Total as of 9/1/2017
Meter	2	495	1	2	9	1	111	8	2	16	9	5	6	768
Illegal Connection	0	11	1	0	0	0	1	1	0	0	0	1	1	22
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	4	0	0	0	0	3	0	0	1	0	0	0	10
Total	2	510	2	2	9	1	115	9	2	17	9	6	7	800