



**Amendment to EBMUD
Employees' Retirement
System Ordinance
(Ordinance No. 40) Section 21
– Second Reading
Board of Directors**

May 9, 2023

Update to Ordinance No. 40

- The Retirement Board adopted a new Assumed Rate of Return for the EBMUD Employees Retirement System on January 19, 2023.
- This change requires a corresponding change in our Retirement Ordinance.

Update to Ordinance No. 40

- The Segal Group, Inc., the District's Retirement Plan Actuary, recommended a change to the actuarial rate of return from 7% to 6.75% on November 22, 2022 in preparation for their 2022 Annual Actuarial Valuation.
- The Retirement Board adopted the proposed rate on January 19, 2023.
- Actuarial rate of return is used to:
 - Calculate the optional beneficiary allowance in Section 21
 - Cash-outs
 - Posting of interest to employee accounts

Update to Ordinance No. 40

- The Internal Revenue Service requires the actuarial assumptions used to determine optional forms of benefits be specified in the Retirement Ordinance.
- The proposed update to Section 21 of the Ordinance No. 40 ensures language is consistent with the change adopted by the Retirement Board on January 19, 2023.

Recommended Action and Next Steps

- Conduct Second reading and Board vote to adopt - May 9, 2023
- The Ordinance amendment must be placed in newspaper for two successive weeks
- Adoption of Ordinance amendment can take effect 31 days after the vote to adopt
- Updated Ordinance will be effective July 1, 2023, which is the effective date of the adopted rate of return



GM's Report on Water and Wastewater Schedule of Rates and Charges, Capacity Charges and Other Fees and Setting Public Hearing Date

Board of Directors

May 9, 2023

Agenda

- Budget and rates calendar
- Prop 218 rates and charges
- Other fees, charges, and regulations
- Next steps

Budget and Rates Calendar

Budget Workshop #1	January 24, 2023
Budget Workshop #2	March 28, 2023
- Biennial Budget FY 2024 & FY 2025	
- FY 2024 & FY 2025 Prop 218 rates and charges	
Mail Proposition 218 Notice	April 24, 2023
Board Meeting	May 9, 2023
- GM's report on rates and charges	
FY 2024 & FY 2025 Budget and Rates Webinar	June 7, 2023
Board Meeting	June 13, 2023
- Public hearing on rates and charges	
- Board consideration of budget and rates	
FY 2024 Rates and Charges Effective	July 1, 2023

Prop 218 Rates and Charges



FY 2024 and FY 2025 Rates are Based on Proposed Budget

- Rate Revenue Requirement for FY 2024 and FY 2025 Proposed Biennial Budget have increased
 - FY 2024: 8.5%, FY 2025: 8.5% for both Water and Wastewater
- Proposed Rates follow most recent Cost of Service Studies
- Consistent with Board Policy and Proposition 218
- Schedule L – Drought Rate Surcharges would be available in event of a drought

Water and Wastewater System FY 2024 & FY 2025 Proposed Rate Increases

	Proposed		Projected		
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
Water*	8.5%	8.5%	6.0%	6.0%	6.0%
Wastewater	8.5%	8.5%	6.0%	6.0%	6.0%

Monthly Water and Wastewater Impacts – Average SFR*

	FY 2023 Current	FY 2024 Proposed	Change		FY2 205 Proposed	Change	
Water – 8 Ccf/mo	\$68.66	\$74.49	\$5.83	8.5%	\$80.79	\$6.30	8.5%
Wastewater** – 6 Ccf/mo	\$24.89	\$26.98	\$2.09	8.4%	\$29.24	\$2.26	8.4%

*Actual charges to a customer's bill will depend on the amount of water used in each billing period.

**Wastewater treatment charges collected on the water bill; does not include Wet Weather Facilities Charge collected on property tax bill. Typical homeowners who pay the wastewater treatment charges and the Wet Weather Facilities Charge will see an increase in their annual charges of 8.5% in FY 2024 and 8.5% in FY 2025.

Monthly Single-Family Residential Customer Impacts* – Water

	SFR Use (Ccf)	FY 2023 Bill**	Proposed FY 2024 Bill**	Change	Proposed FY 2025 Bill**	Change
25 th Percentile	4	\$48.54	\$52.66	8.5%	\$57.12	8.5%
50 th Percentile	6	\$57.74	\$62.64	8.5%	\$67.94	8.5%
75 th Percentile	10	\$81.30	\$88.21	8.5%	\$95.67	8.5%
95 th Percentile	24	\$186.02	\$201.85	8.5%	\$218.95	8.5%
Average SFR Use***	8	\$68.66	\$74.49	8.5%	\$80.79	8.5%

*Actual charges to a customer's bill will depend on the amount of water used in each billing period

**Bill does not include elevation surcharge paid by customers at higher elevations

***8 Ccf/month represents recent average single family residential use

Monthly Single-Family Residential Customer Impacts* – Wastewater

Wastewater Treatment Charge***	Use (Ccf)	FY 2023 Bill**	Proposed FY 2024 Bill**	Change	Proposed FY 2025 Bill**	Change
Single-Family Residential Avg	6	\$24.89	\$26.98	8.4%	\$29.24	8.4%
Single-Family Residential Max	9	\$29.18	\$31.63	8.4%	\$34.28	8.4%

*Actual charges to a customer's bill will depend on the amount of water used in each billing period

**Bill includes \$0.20 per month SF Bay Pollution Prevention Fee for residential customers

***The District also collects an annual Wet Weather Facilities Charge from all properties connected to the wastewater system

Non-Residential Wastewater Treatment Rates

Wastewater Treatment Charge*	FY 2023 Current per CCF	FY 2024 Proposed per CCF	Change	FY 2025 Proposed per CCF	Change
Restaurants	\$6.56	\$7.11	8.4%	\$7.71	8.4%
Hotels	\$4.71	\$5.11	8.5%	\$5.55	8.6%
Hospitals	\$2.90	\$3.14	8.3%	\$3.41	8.6%
Retail/Office	\$3.19	\$3.46	8.5%	\$3.75	8.4%

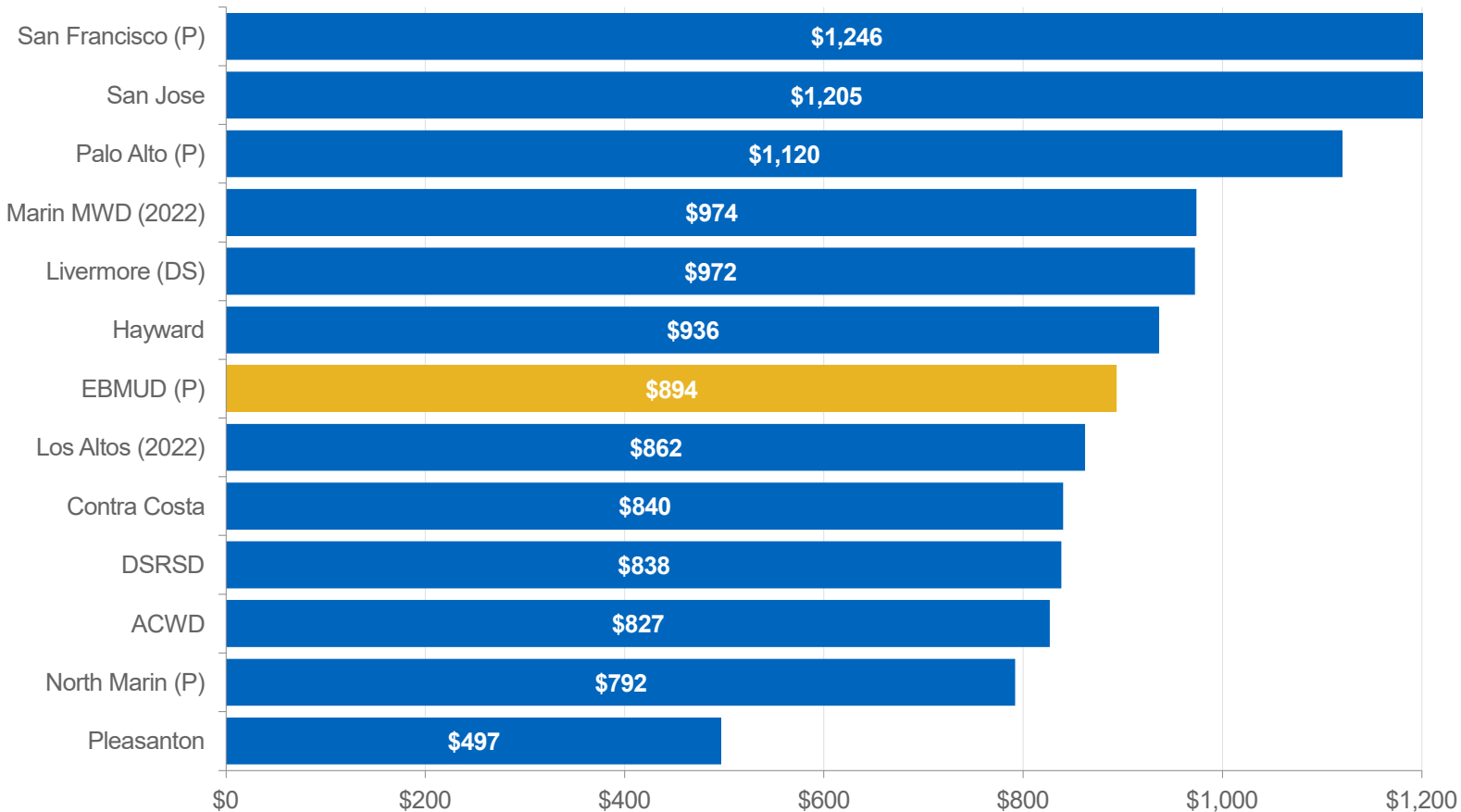
*The District also collects an annual Wet Weather Facilities Charge from all properties connected to the wastewater system. Bill includes \$5.48 per month SF Bay Pollution Prevention Fee for non-residential customers.

Wet Weather Facilities Charge

	FY 2023 Current	FY 2024 Proposed	Change	FY 2025 Proposed	Change
Small Lot 0 - 5,000 sq. ft.	\$125.16	\$135.82	8.5%	\$147.38	8.5%
Medium Lot 5,001 - 10,000 sq. ft.	\$195.50	\$212.12	8.5%	\$230.16	8.5%
Large Lot >10,000 sq. ft.	\$446.80	\$484.78	8.5%	\$526.00	8.5%

- Note: Wet Weather Facilities Charge is collected on the property tax bill for residential and non-residential parcels connected to the wastewater system, except for public agencies and other exempt parcels, where it is collected by EBMUD invoice to property owner.

Water Bills Calculated for 8 CCF/Mo Annual Charge for SFR – Effective 7/1/24



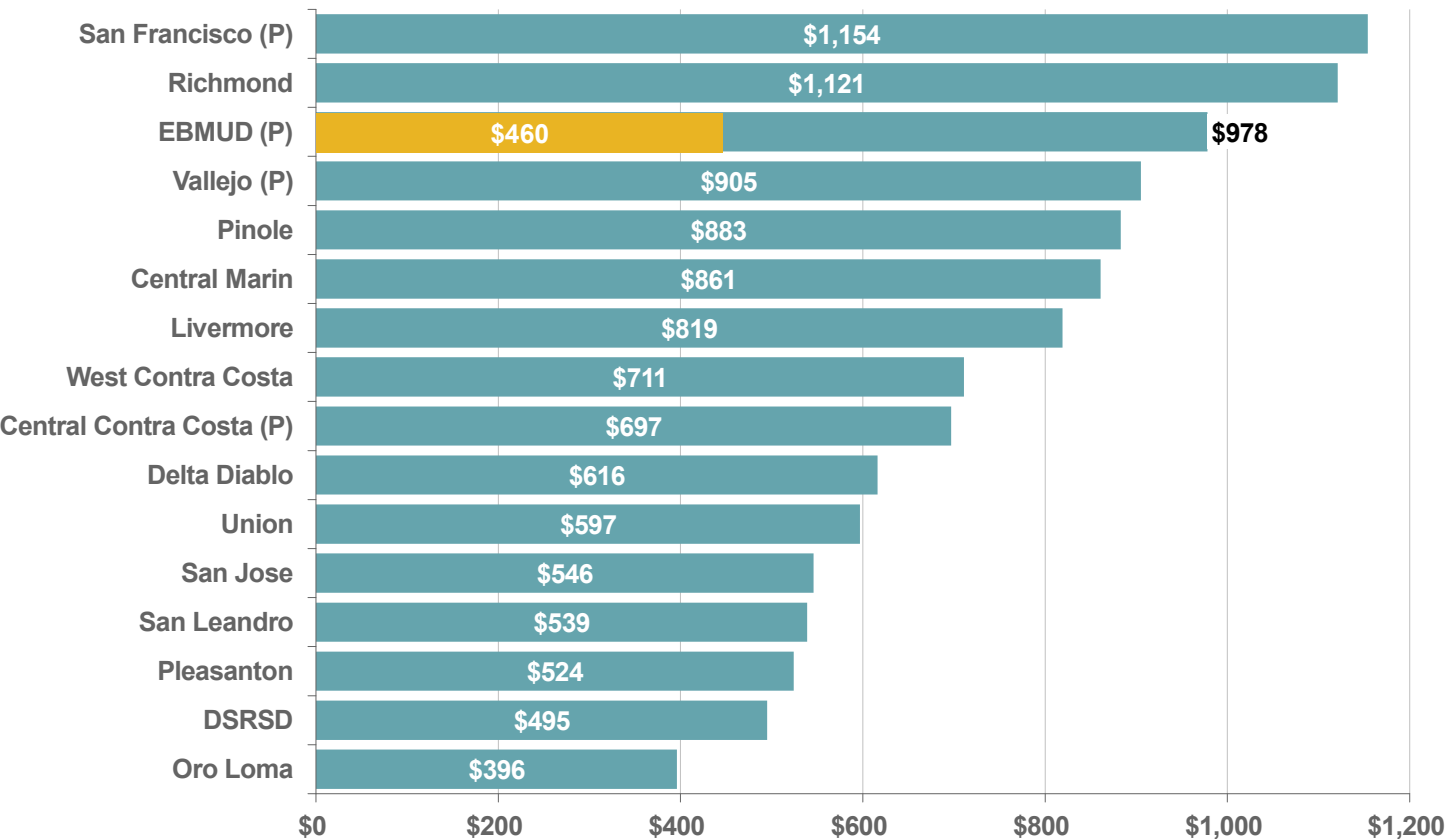
*Displays the costs based on EBMUD's average SFR water use of 8 ccf/mo. Actual average consumption at other agencies may be lower or higher.

(P) = FY 2024 Proposed Rate

(2022) = Rate as of 7/1/2022, proposed rates not yet available

(DS) = Includes drought-related charges.

Wastewater Bills Calculated for 6 CCF/Mo Discharge Annual Charge for SFR – Effective 7/1/24



Includes collection and treatment based on flow of 6 ccf/mo.

EBMUD rate based on proposed Treatment rate, SF Bay Residential Pollution Prevention Fee, and Wet Weather Fee (\$460/year) plus average community collection charge (\$518/year).

(P) = FY 2024 Proposed Rate

**Non-Prop 218 Rates:
Capacity Fees
Other Fee Updates**



Proposed Water and Wastewater Capacity Charges

- **Water System Capacity Charge (SCC)**
 - SCC schedule updated by calculation and methodology from 2021 SCC study
 - Facility costs updated for inflation, depreciation and additions
 - FY 2024 SCC increases range 7.9 to 8.6% from FY 2023 rates
- **Wastewater Capacity Fee (WCF)**
 - SCC schedule updated by calculation and methodology from 2019 SCC study
 - Facility costs updated for inflation, depreciation and additions
 - FY 2024 WCF increases range 6.8 to 7.5% from FY 2023 rates
- **FY 2024 SCC and WCF effective July 1, 2023**

Other Proposed Updates to Rates, Fees & Charges (Non-Prop 218)

- **Ensuring reasonable fees based on cost recovery**
 - Account Establishment Charge (Schedule B)
 - Special Services Charges (Schedule C)
 - Installation Charges: Water Service, Private Fire Service, Public Fire Hydrant, Water Main Extension (Schedules D, E, F, and G)
 - Public Records Act
 - Recreation Use Fees
 - Water Service Regulations
 - Wastewater Fees: Industrial Permit, Other, Testing, Resources Recovery, Interceptor Connection Review (Wastewater Schedules C, D, E, F, and H)

Other Fees and Charges – Water

- **Water Fees and Charges**
 - Charges for Account Establishment, Special Services, Real Property Use Application Fees, Public Records Act Fees, and Recreation Fee increases to reflect District costs (approximately 0- 10%)
- **Installation Charges Schedules D, E, F, and G**
 - Service Meters, Private Fire Service Meters, Public Fire Hydrants, Main Extensions
 - Update for District costs approximately 8-17%

Regulations Governing Water Service

- Changes to Section 1– Explanation of Terms Used in these Regulations to clarify how of single-family residential and multi-family are designated

Other Fees, Charges and Regulations – Wastewater

- **Wastewater Permit, Monitoring and Testing Fees**
 - Increase Permit, Monitoring, and Violation fees (approximately 5-6%) to reflect District costs.
 - Increase Testing fees (approximately 9%) to reflect District costs.
- **Wastewater Private Sewer Lateral (PSL) Compliance Fees**
 - Increase fee fees (approximately 3-10%) to reflect District costs.

Other Fees, Charges and Regulations – Wastewater

- **Wastewater Resource Recovery Rates**
 - Increase per gallon charges and provide an “up to” rate of \$0.01 to \$0.02 per gallon above the FY23 rate to reflect District costs
- **Wastewater Interceptor Connection Review Inspection**
 - Increase fees approximately 2% to reflect District costs

Recommended Board Action and Next Steps

- File GM Report and Recommendation
- Set Public Hearing for June 13, 2023





Reporting Year 2022 Equal Employment Opportunity Program Report

Board of Directors

May 9, 2023

Overview

- Equal Employment Opportunity Program (EEOP) Report Overview (RY 2022)
- RY 2023 Action Items/Action Oriented Programs (AOPs)
- Next Steps

Reporting Year 2022 is defined as July 1, 2021 – June 30, 2022
Reporting Year 2023 is defined as July 1, 2022 – June 30, 2023



EEO Program Overview

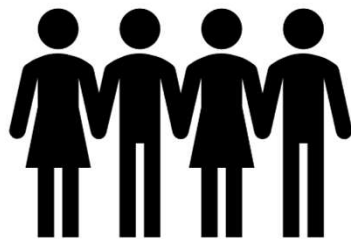


EEO Program



Females

Placement
Goals by Job
Group



Minorities

Placement
Goals by Job
Group



Individuals with
Disabilities

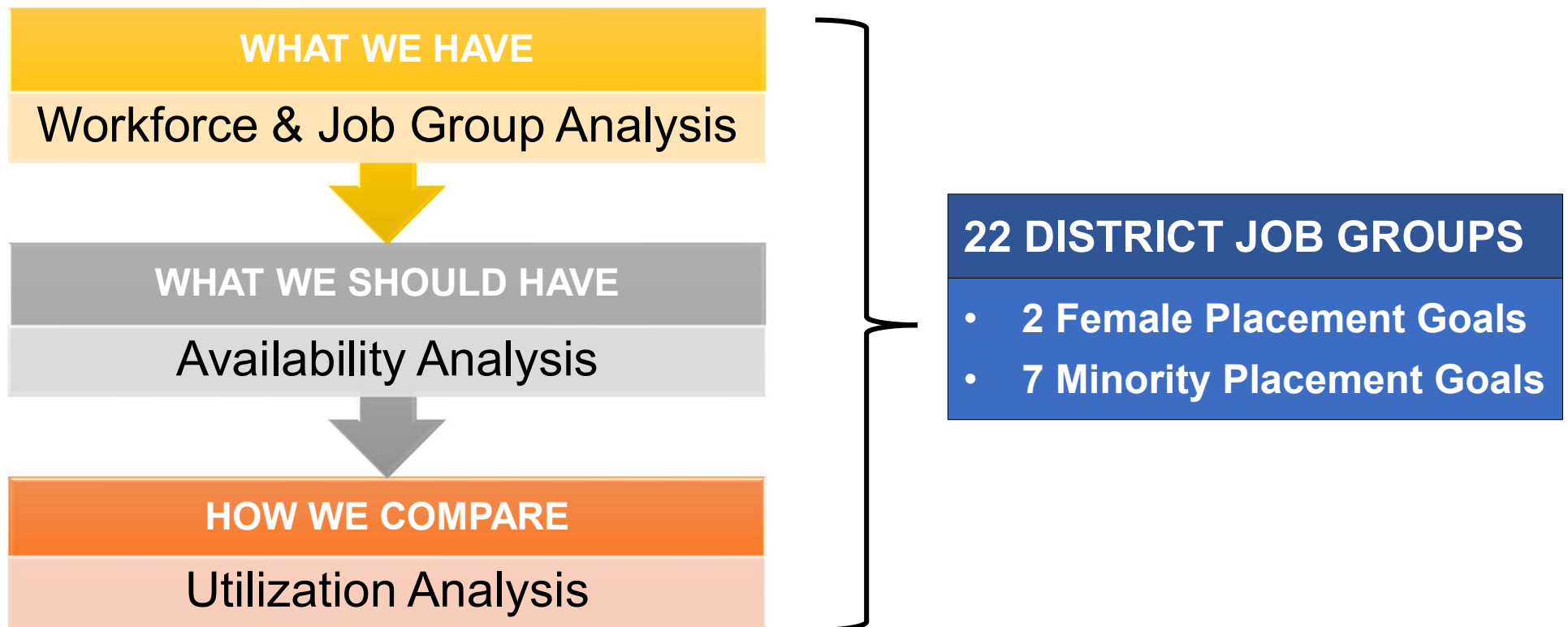
7%
Utilization
Goal



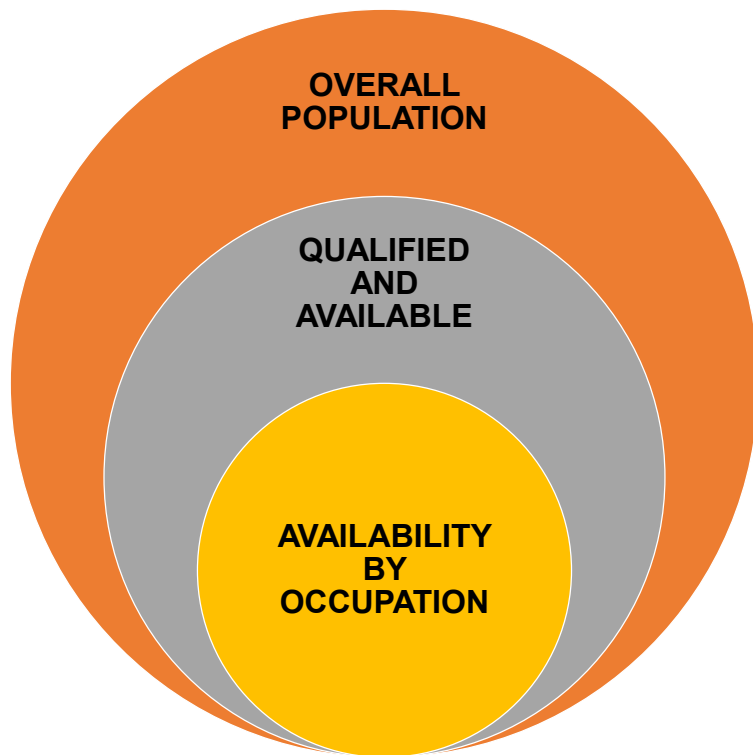
Protected
Veterans

3% Hiring
Benchmark

RY 2022 Utilization Analysis



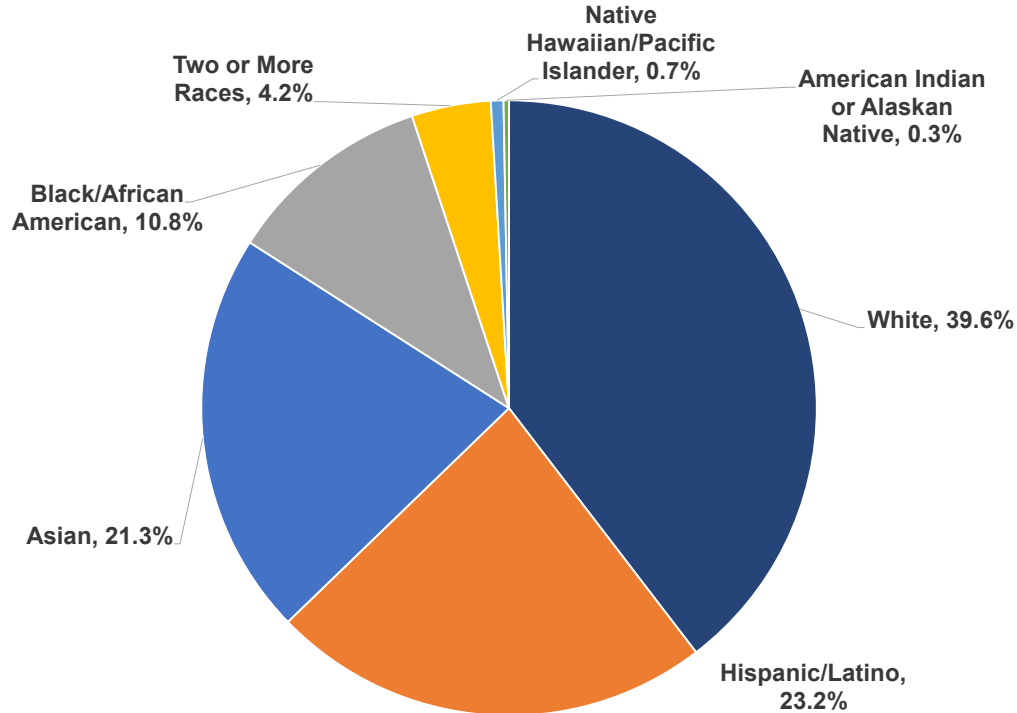
Determining Workforce Availability



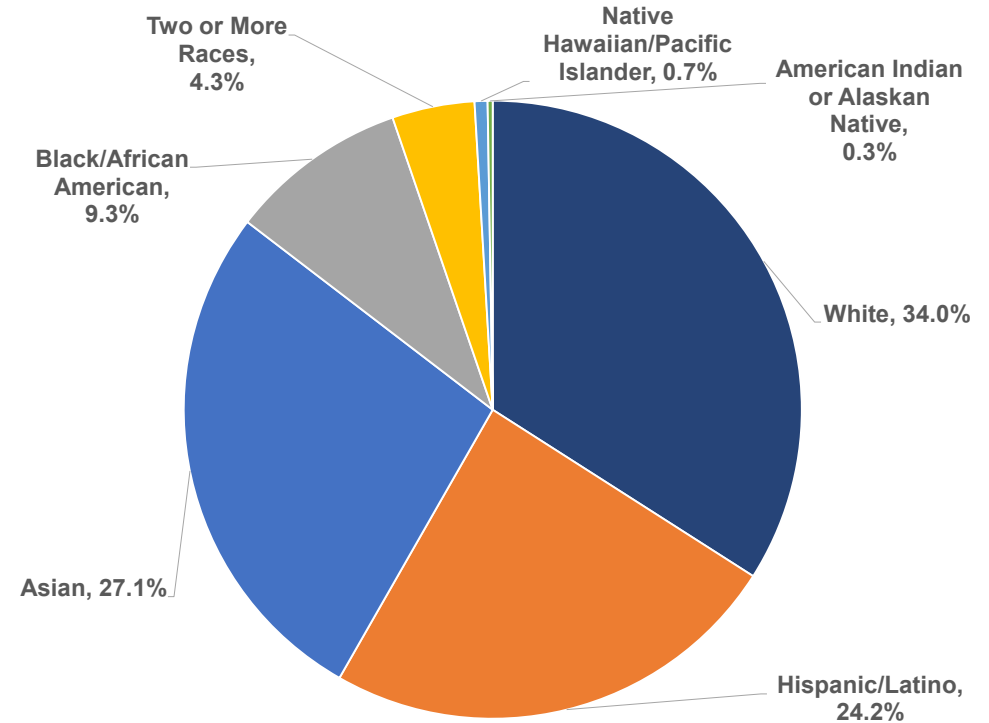
Availability: Estimate of the proportion of individuals who are diverse, available, and qualified for employment for a given job group in the relevant labor market.

Alameda and Contra Costa County Census Data

2010 Population by Percentage



2021 Population by Percentage



Source: United States Census Bureau – <http://usafacts.org>

R.Y. 2022 Goals Summary and Progress

RY 2022 Workforce Progress (Minorities)

Job Group	Minority Incumbency 6/30/22 (%)	RY 2022 Minority Placement Goal (%)*	RY 2021 Actual Minority Placement Rate (%)	RY 2022 Actual Minority Placement Rate (%)
Electrical/Structural Maintenance	34/107= 31.8%	52.7%	4/12= 33.3%	4/8= 50.0%
Heavy Equipment/ Truck Operators	55/126= 43.7%	53.1%	9/20= 45.0%	9/15= 60.0%
Mechanical Maintenance	66/163= 40.5%	51.9%	7/21= 33.3%	9/27= 33.3%
Rangers	6/35= 17.1%	52.5%	0/0= NA	1/5= 20.0%
Service Maintenance	54/94= 57.4%	69.8%	6/14= 42.9%	21/27= 77.8%
Supervising Engineering	15/44= 34.1%	56.6%	4/10= 40.0%	5/8= 62.5%
Water Distribution Plumbing & Maintenance	101/209= 48.3%	61.6%	9/27= 33.3%	24/32= 75.0%

- Exceeded placement goal
- Nearly met placement goal
- Did not meet placement goal

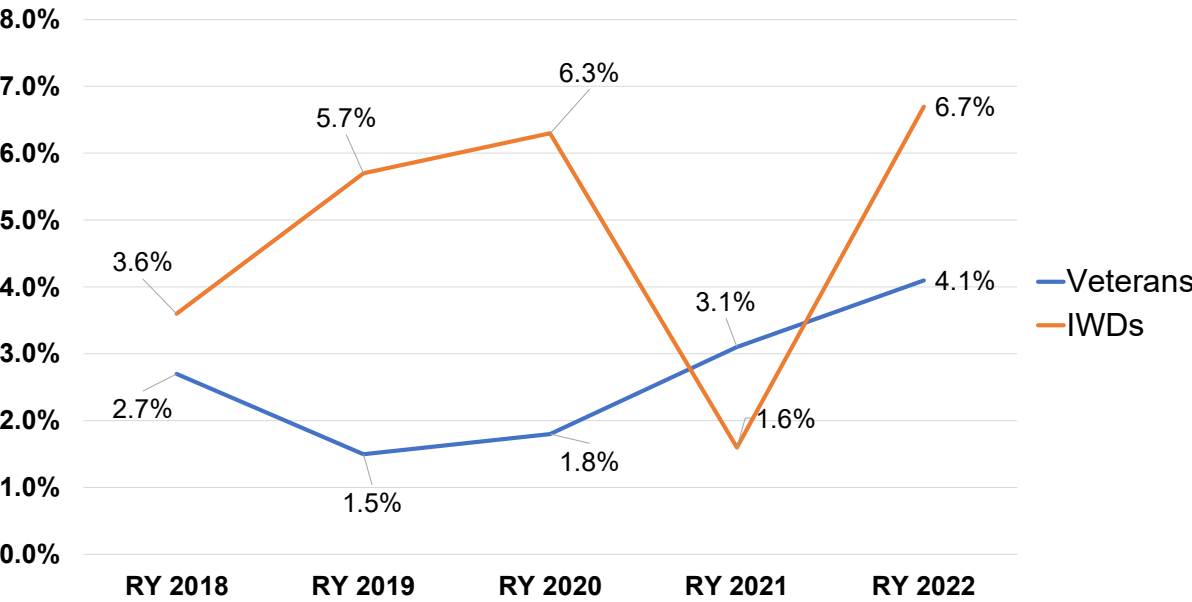
*Placement goals are established within each of the job groups at no less than the availability data for the job group.

RY 2022 Workforce Progress (Females)

Job Group	Female Incumbency 6/30/22 (%)	RY 2022 Female Placement Goal (%)	RY 2021 Actual Female Placement Rate (%)	RY 2022 Actual Female Placement Rate (%)
Electrical/Structural Maintenance	3/107= 2.8%	9.4%	0/12= 0.0%	0/8= 0.0%
Mechanical Maintenance	1/159= 0.6%	5.0%	0/21= 0.0%	3/27= 11.1%

R.Y 2022 Placement Rates for Protected Veterans and IWDs

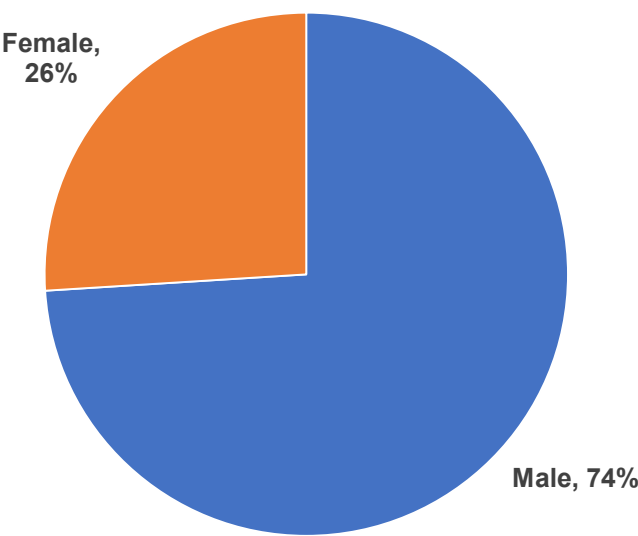
Five-Year Trend of Placement Rates for Protected Veterans and IWDs



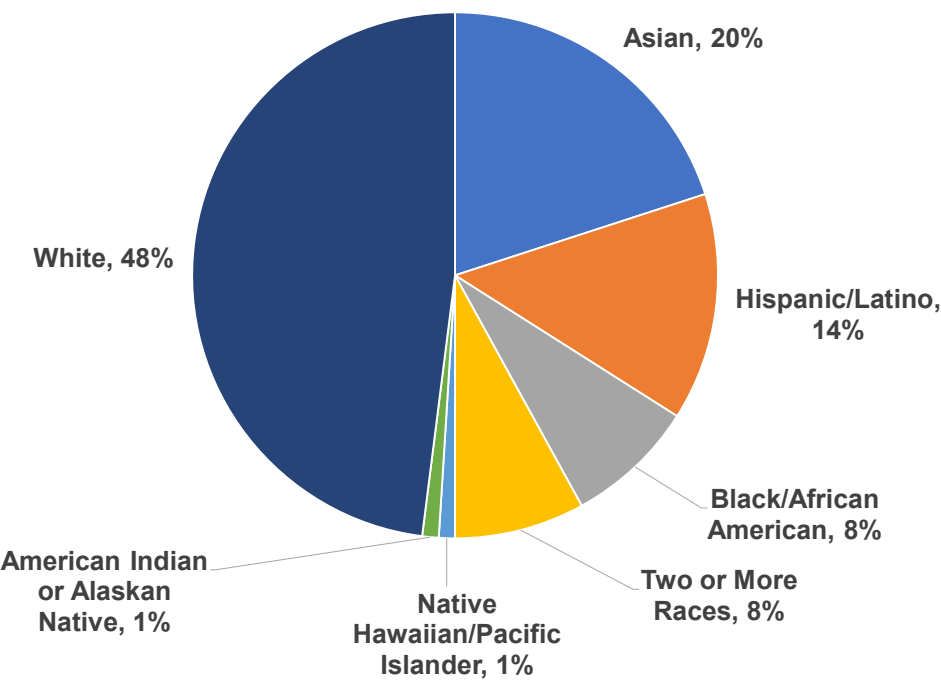
Groups	District Goal	Actual Placement Rate
Protected Veterans	3.0% Hiring Benchmark	4.1%
Individuals with Disabilities (IWDs)	7.0% Utilization Goal	6.7%

District Workforce Overview RY 2022

Gender*



Race/Ethnicity

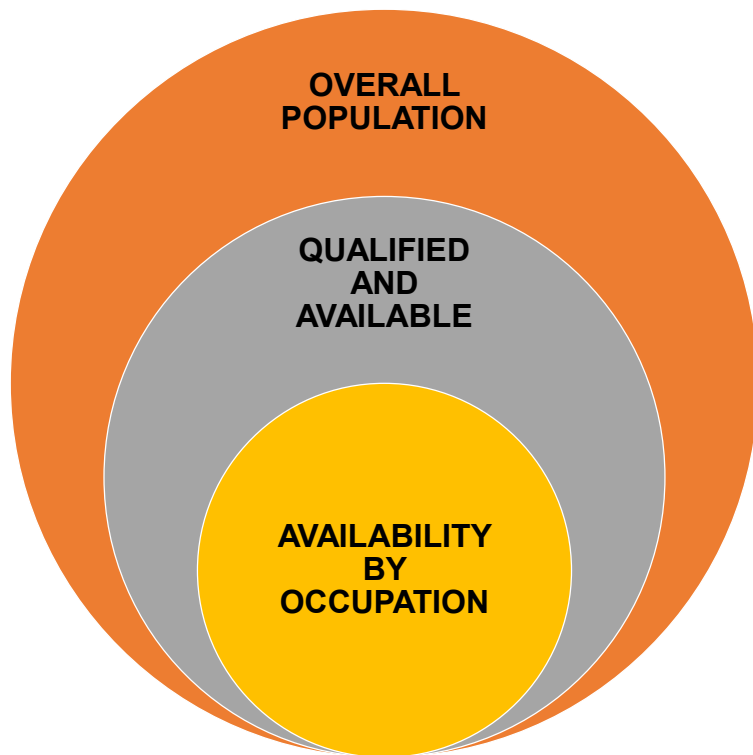


*Gender data is reported in accordance with Office of Federal Contract Compliance Program (OFCCP) requirements

R.Y. 2023 Placement Goals and Strategy



Determining Workforce Availability



Availability: Estimate of the proportion of individuals who are diverse, available, and qualified for employment for a given job group in the relevant labor market.

RY 2023 Placement Goals

Job Group	Minority Placement Goal	Female Placement Goal
Electrical/Structural Maintenance	X	X
Heavy Equipment/Truck Operators	X	
Mechanical Maintenance	X	X
Rangers	X	
Service Maintenance	X	X
Supervising Engineering	X	
Water Distribution Plumbing & Maintenance	X	
Total Goal Areas	7	3

R.Y. 2023 Disaggregated Minority Placement Goals

Job Group	Overall Minority	Hispanic/Latino	Asian	American Indian or Alaskan Native	African American	Native Hawaiian or Pacific Islander	Two or More Races
Customer Service		X					
Electrical/ Structural Workers	X	X	X				
General Clerical		X					
Heavy Equipment/Truck Operators	X	X	X				
Mechanical Maintenance	X	X			X		
Plant Operators Lead/Sup		X					
Rangers	X	X	X				
Service Maintenance	X	X					
Supervising Eng.	X		X				
Water Distribution Plumbing & Maintenance	X	X	X				
Total Goal Areas	7	9	5	0	1	0	0

RY 2023 Workforce Strategies

	Affinity Group/ Diversity Committee	Internal Development	Internship/ Trainee Programs	External Agencies	Targeted Outreach/ Community Partnership	DEISP Pillar 2 Workforce Development Action Items/AOPs
Electrical/Structural Maintenance*	X		X	X	X	X
Heavy Equipment/Truck Operators	X	X			X	X
Mechanical Maintenance*	X		X	X	X	X
Rangers	X	X	X	X	X	X
Service Maintenance*	X		X	X	X	X
Supervising Engineering	X	X				X
Water Distn Plumb & Mtc	X	X	X	X	X	X
All Job Groups	X		X	X	X	X

**These job groups have RY 2023 placement goals for both minorities and women*

Board Recommendation and Next Steps

- Adopt the RY 2022 EEOP Report
- Staff continues implementation of DEISP

Questions?

