

## MINUTES

Thursday, February 13, 2025

East Bay Municipal Utility District  
Board of Directors  
Joaquin Miller Community Center  
3594 Sanborn Drive  
Oakland, California

### Special Meeting

President Marguerite Young called to order the Special Meeting of Board of Directors at 9:05 a.m. in the Joaquin Miller Community Center Assembly Room 2, in Oakland, California. The Board met for a retreat to discuss Board governance, roles, communication and collaboration, and the working relationship among Board members.

### ROLL CALL

Directors April Chan, Luz Gómez, Valerie D. Lewis, Jim Oddie, Joey D. Smith and President Marguerite Young were present at roll call. Director Andy Katz arrived at 9:40 a.m. (late arrival).

Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Customer and Community Services Andrew L. Lee, Director of Engineering and Construction Serge V. Terentieff, Director of Finance Sophia D. Skoda, Director of Human Resources Cindy R. Charan, Director of Operations and Maintenance David A. Briggs, Director of Wastewater Amit K. Mutsuddy, Director of Water and Natural Resources Michael T. Tognolini, Special Assistants to the General Manager Derry L. Moten, Kathy Viatella, and Kelly A. Zito, Assistant to the General Manager Janetta M. Johnson, Chief Information Officer Orlando W. Leon, Manager of Maintenance and Construction//Water Operations Crystal J. Yezman, and Secretary of the District Rischa S. Cole. Participants also included C. Marie Taylor and Ava Williams, facilitators with Equity Through Action.

### PLEDGE OF ALLEGIANCE

President Young led the Pledge of Allegiance.

### PUBLIC COMMENT

None.

### DISCUSSION

- Filed with the Board were the following: 1) Document titled, "Board of Directors Retreat Agenda," dated February 13, 2025; and 2) Presentation entitled, "East Bay Municipal Utility District Board Retreat," dated February 13, 2025.

President Marguerite Young provided opening comments, highlighted the retreat objectives and introduced the facilitators. Facilitator C. Marie Taylor provided a land acknowledgment statement and reviewed the retreat agenda. During the first half of the retreat, Board members and Senior Management Team members participated in discussions and interactive exercises focused on exploring EBMUD's organizational culture as well as governance and role clarity. In the afternoon,

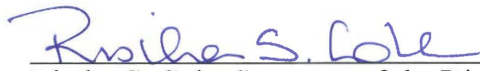
Board members, General Manager Clifford C. Chan, General Counsel Derek T. McDonald, and Secretary of the District Rischa S. Cole participated in discussions and interactive exercises that focused on defining and building trust, communication, and collaboration. There was considerable Board discussion throughout the day regarding each agenda topic. The Board requested the following:

- Consider scheduling an annual meeting with Public Affairs staff and Board members
- Consider including additional information in the Alternatives section of the staff reports to help the public understand how staff arrived at a decision to be considered by the Board

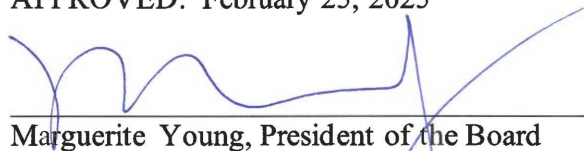
**ADJOURNMENT**

President Young provided closing remarks and adjourned the Special Meeting at 4:15 p.m.

SUBMITTED BY:

  
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Rischa S. Cole, Secretary of the District

APPROVED: February 25, 2025

  
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Marguerite Young, President of the Board