



Assembly Bill 2561 Compliance Reporting for Fiscal Years 2024-2025

Board of Directors
April 8, 2025

Cindy Charan, Director of Human Resources

Presentation Agenda

- California Assembly Bill 2561 (AB 2561) Background
- EBMUD Vacancy Compliance Reporting by Bargaining Unit
- Recruitment, Retention, and Outreach Efforts

AB 2561 Background

- AB 2561 was signed into law on September 22, 2024 and added to the California Government Code section 3502.3.
- AB 2561 aims to enhance transparency and accountability in public sector staffing.

AB 2561 Requirements

The key provisions of AB 2561 are:

- 1) Public agencies must present the status of job vacancies, along with recruitment and retention efforts, at a public hearing at least once per fiscal year. The presentation must be made prior to the adoption of a final budget for the fiscal year.
- 2) EBMUD's Bargaining Unions have the right to make presentations at the public hearing concerning positions within their bargaining unit.
- 3) If vacancies in a bargaining unit reach or exceed 20% of authorized full-time positions, and a recognized employee organization requests it, the District must provide the following at a public hearing:
 - Total # of job vacancies within the bargaining unit
 - Total number of applicants for these vacancies
 - Average hiring duration from job posting to completion
 - Opportunities to improve compensation and other working conditions

FY 2025 Funded Positions for Local 2019

As of 3/15/2025

	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 2019	856	776	80	9.3%

Funded Vacant Positions = 80 (as of 3/15/2025) include:	
Accountant II (1) Accounting Technician (1) Administrative Clerk (1) Assistant Engineer (7) Assistant Water Resources Spec. (1) Assoc. Civil Engineer (8) Assoc. Mech. Engineer (2) Assoc. Electrical Engr. (4) Buyer (1) Customer Services Rep I,II (7) Engineering Aide (9) Engineering Designer I,II (6) Environmental H&S II (1) Field Services Rep I,II (4) Info Syst Support Analyst (1) Inform Technology Intern I (2)	Junior Engineer (2) Laboratory Technician III (1) Printing Technician I (1) Ranger / Naturalist I (3) Ranger / Naturalist II (1) Recreation Area Attendant (2) Software Engineer I (1) Senior Software Engineer (3) Senior Administrative Clerk (4) Senior Business System Analyst (1) Senior Environmental H&S Spec (1) Senior Ranger/Naturalist (1) Water Conservation Tech. (1) Water Conservation Rep. (1) Wastewater Control Inspector I (1)

(Adj. Vacancy Rate for L2019 = 7.61% if Workforce Internships were excluded from Vacancy Calculation)

Vacancy Analysis for Local 2019

As of 3/15/2025

Reason for Vacancy	#	% Reason for Vacancy
Termination	21	26.25%
Internal Transfer	19	23.75%
Promotion	16	20.0%
Retirement	8	10.0%
New Position (L/T or T/C)	7	8.75%
New Position (Reg)	5	6.25%
Return to Former Class	3	3.75%
Demotion	1	1.25%
Total	80	100.0%

FY 2025 Funded Positions for Local 444

As of 3/15/2025

	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 444	857	800	57	6.7%

Funded Vacant Positions = 57 (as of 3/15/2025) include:	
<ul style="list-style-type: none"> Automotive Mechanic B (1) Automotive Serv. Attendant II (1) Cross Connection Spec. (1) Electrical Technician (4) Facility Foreman (1) Facility Specialist II (1) Heavy Equipment Mechanic (2) Heavy Equipment Operator (5) Heavy Transport Operator (4) Instrument Technician (3) Maintenance Machinist (5) Maintenance Specialist III (1) Materials Specialist (1) Meter Reader (1) Meter Reader / Mechanic (1) 	<ul style="list-style-type: none"> Pipeline Welder III (2) Power Plant Mechanic/Operator (1) Storekeeper II (1) Truck Driver II (4) Utility Laborer (4) Wastewater Plant Operator I (1) Wastewater Plant Operator II (1) Wastewater Plant Operator Trainee (2) Water Distribution Plumber I – III (7) Water Distribution Plumber IV (2)

Vacancy Analysis for Local 444

As of 3/15/2025

Reason for Vacancy	#	% Reason for Vacancy
Termination	15	26.3%
Retirement	14	24.6%
Internal Transfers	14	24.6%
Promotion	13	22.8%
Demotion	1	1.7
Total	57	100%

FY 2025 Funded Positions for Local 39

As of 3/15/2025

	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 39	49	48	1	2.0%

Funded Vacant Positions = 1	
(as of 3/15/2025) include:	
Trainee, Operator, Senior Water Treatment Operator (1)	

Vacancy Analysis for Local 39

As of 3/15/2025

Reason for Vacancy	#	% Reason for Vacancy
Retirement	1	100.0%



FY 2025 Funded Positions for Local 21

As of 3/15/2025

	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 21	259	249	10	3.9%

Funded Vacant Positions = 10	
(as of 3/15/2025) include:	
<ul style="list-style-type: none"> Customer Services Supervisor (1) Drafting Supervisor (1) Equipment Supervisor (1) Information Services Supervisor (1) Management Analyst I (1) Management Analyst II (1) Public Affairs Specialist (1) Ranger Supervisor (1) Senior Civil Engineer (1) Assistant Supt. Aqueduct (1) 	

Vacancy Analysis for Local 21

As of 3/15/2025

Reason for Vacancy	#	% Reason for Vacancy
Promotion	3	30.0%
Retirement	2	20.0%
Internal Transfer	2	20.0%
Termination	2	20.0%
New Position (Reg)	1	10.0%
Total	10	100%

Recruitment, Retention and Outreach Efforts

- **Job Fairs, Career Events.** Recruitment & Classification staff attended over 35 events in the past year that entailed outreach and engagement with over 1000 attendees at each of the events.
- **Information Sessions.** Diversity & Inclusion Office and Recruitment & Classification staff partner with local community partners and to share information about working for EBMUD, including current/future job opportunities.
- **Boot Camps.** Diversity & Inclusion Office and Recruitment & Classification staff work in partnership to conduct outreach events at Cypress Mandela and Richmond Build regarding our entry-level positions, such as the Water Distribution Plumber I, and share information about the District's recruitment and examination process.

Recruitment, Retention and Outreach Efforts

(Continued)

- **Career Mobility Initiative.** A committee consisting of Recruitment & Classification staff, Employee & Organizational Development staff, and departmental representatives meet quarterly to discuss and implement strategies to enhance promotional opportunities in the District.
- **Internships.** Diversity & Inclusion Office hires 42 interns throughout the year in the following classifications: Junior Engineer, Engineering Aide, Human Resources Intern, IT Intern, Student Intern, Ranger/Naturalist, and Special Employment Trainee.
- **Diverse Advertising.** Recruitment staff advertises on over 150 various diverse advertising sources/websites, that include: veterans, women in crafts and trades, individuals with disabilities and ethnically diverse populations.
- **Workforce Social Media Campaign.**

Average Years of Service and Average Age by Bargaining Unit

Based on the average years of service for each bargaining unit, there are no specific recruitment or retention issues.

	Average Age	Average Years of Service
Local 21	50	14.14
Local 2019	45	9.84
Local 444	45	8.09
Local 39	42	7.88

Questions?





Water Supply Update

Board of Directors

April 8, 2025

Roberto C. Cortez, Manager of Water Operations

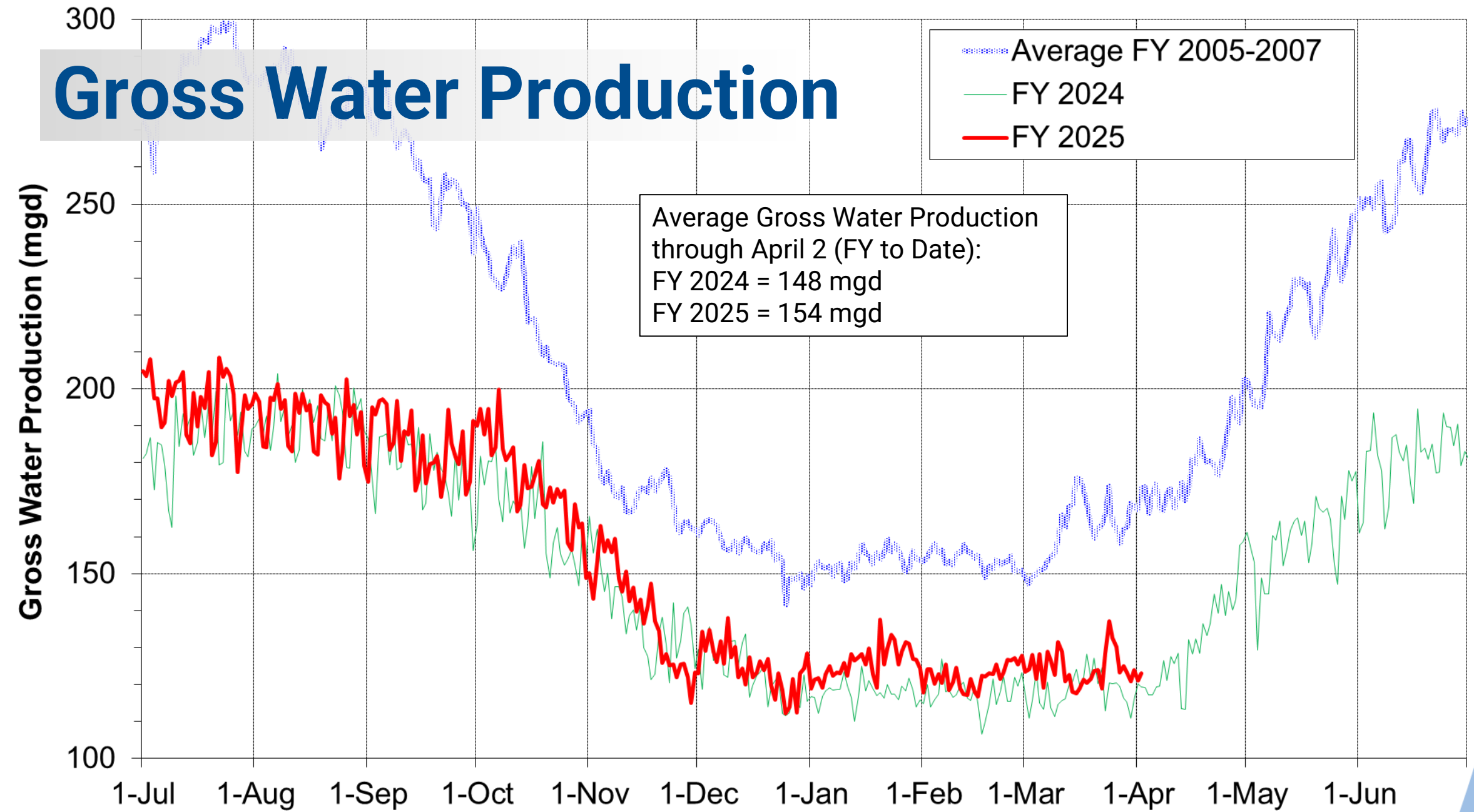
Briefing Topics

- Current Water Supply
- Water Supply Projections

Current Water Supply

A blue-tinted photograph of a river flowing over rocks, with dense trees in the background. The river is the central focus, with water cascading over numerous dark, rounded rocks. The background is filled with a thick forest of trees, their leaves appearing as a textured canopy. The overall scene is serene and natural.

Gross Water Production



Average Gross Water Production through April 2 (FY to Date):
FY 2024 = 148 mgd
FY 2025 = 154 mgd

Reservoir Storage

As of 4/2/2025	Current Storage	Percent of Average	Percent of Capacity
Pardee	185,230 AF	99%	91%
Camanche	326,840 AF	109%	78%
East Bay	136,930 AF	99%	91%
Total System	649,000 AF	103%	84%

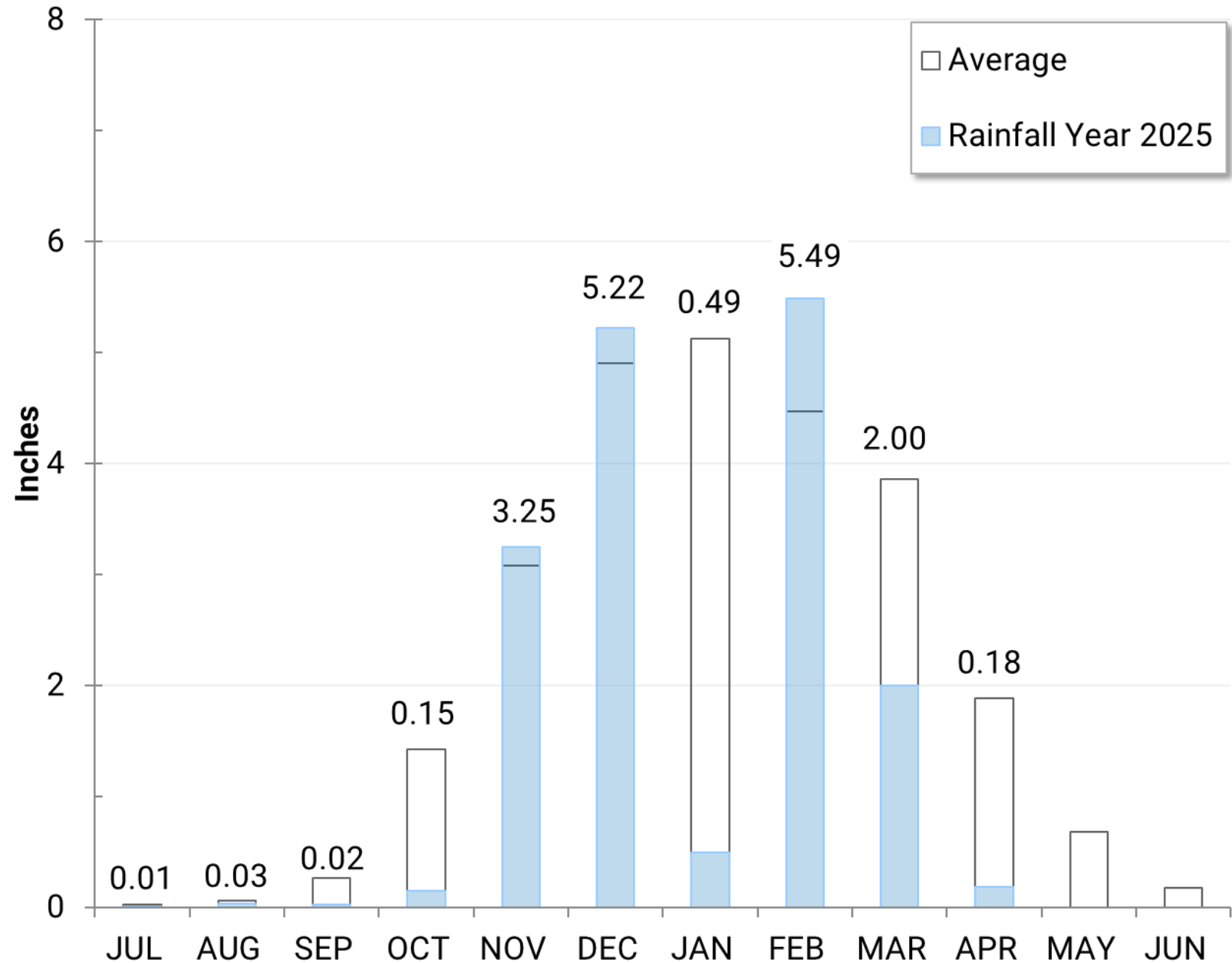
AF: Acre-Feet

Precipitation as of April 2

East Bay: 16.8"
(70% of average)

Weather Station Details

- USL WTP
- Lafayette Reservoir
- Data collected since 1953

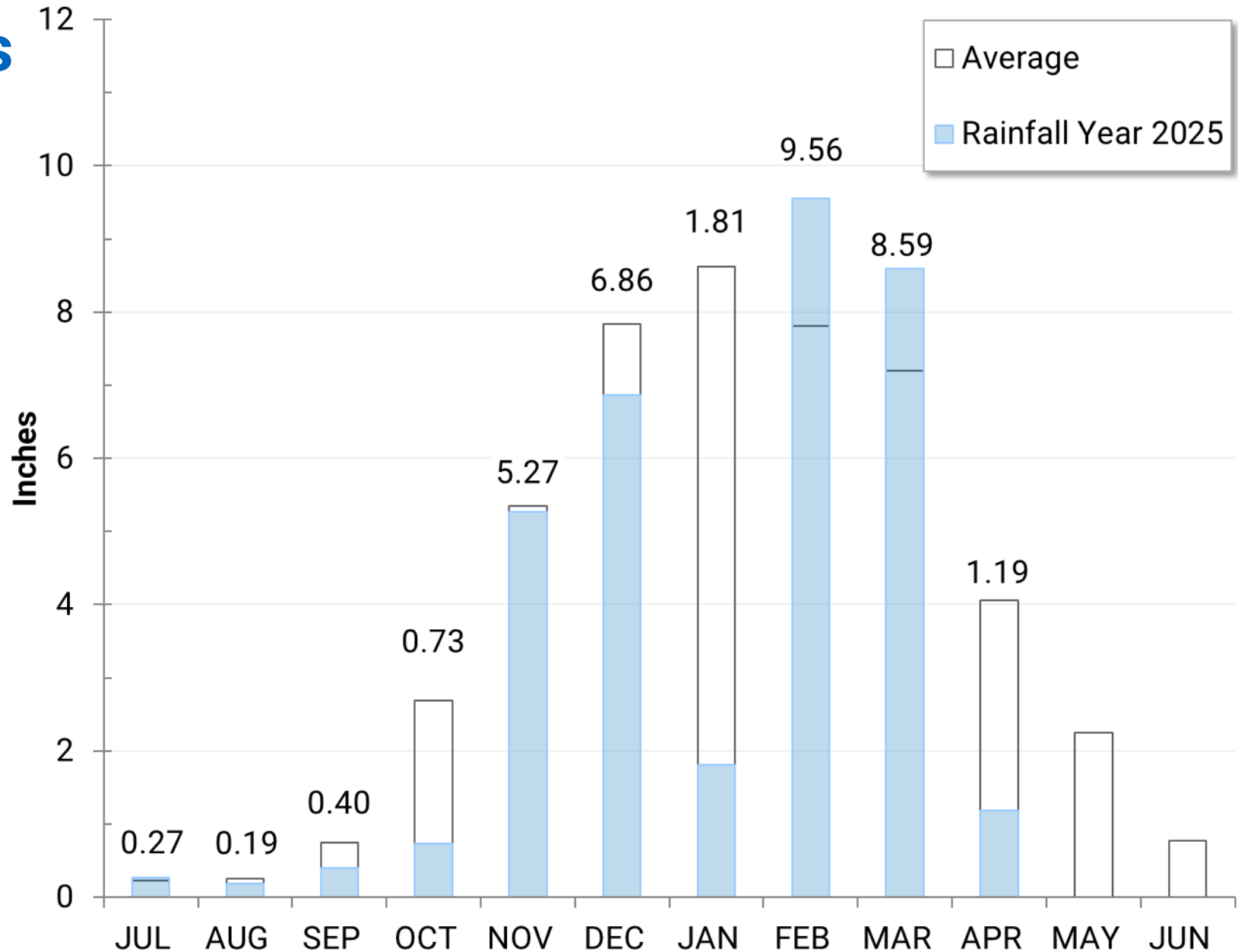


Precipitation as of April 2

Mokelumne: 34.9”
(84% of average)

Weather Station Details

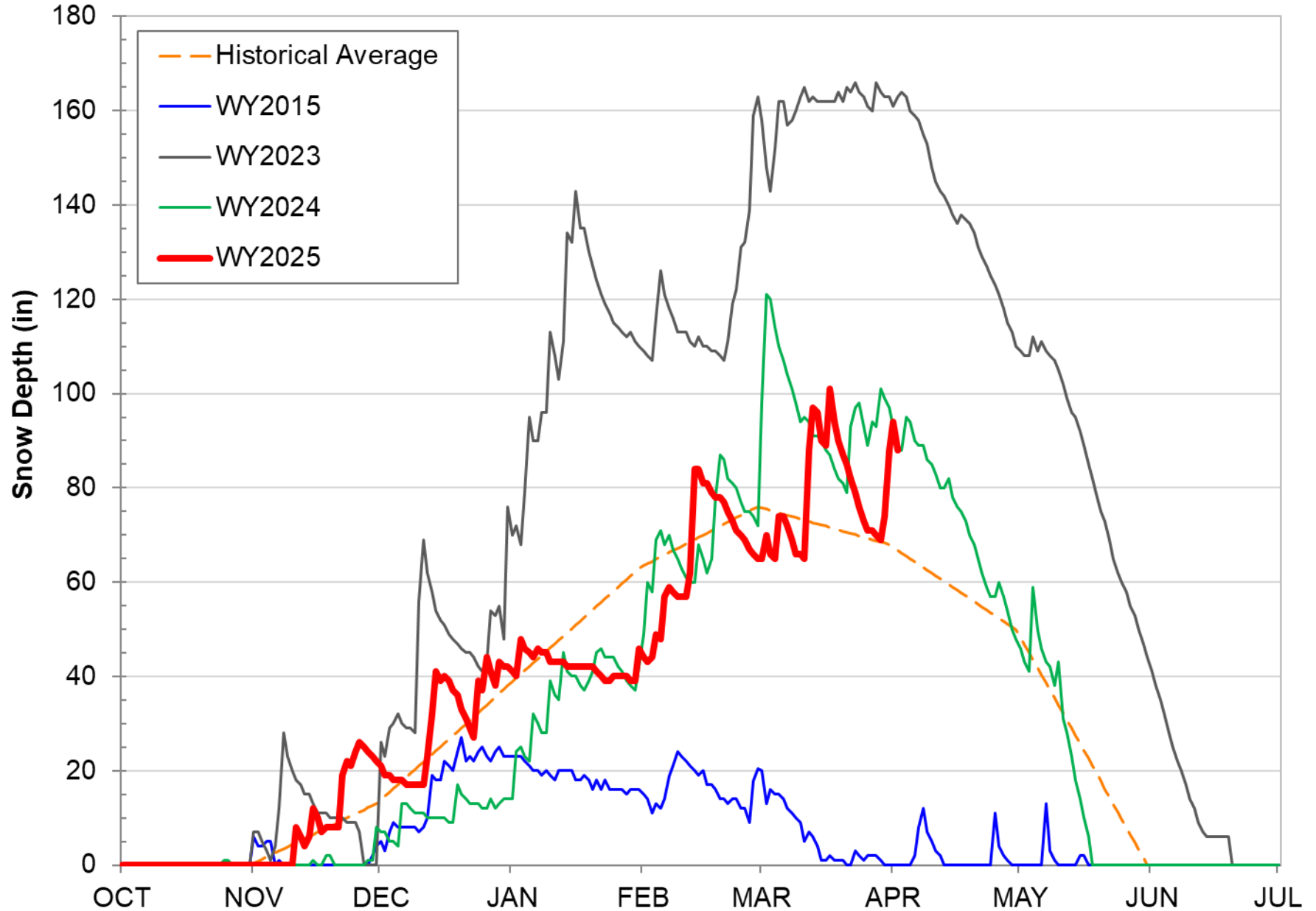
- Calaveras Big Trees
- Caples Lake
- Salt Spring Reservoir
- Tiger Creek Power Station
- Data collected since 1930



Caples Lake Snow as of April 2

Snow Depth – 88”
(132% of average)

Snow Water
Content – 23.9”
(86% of average)

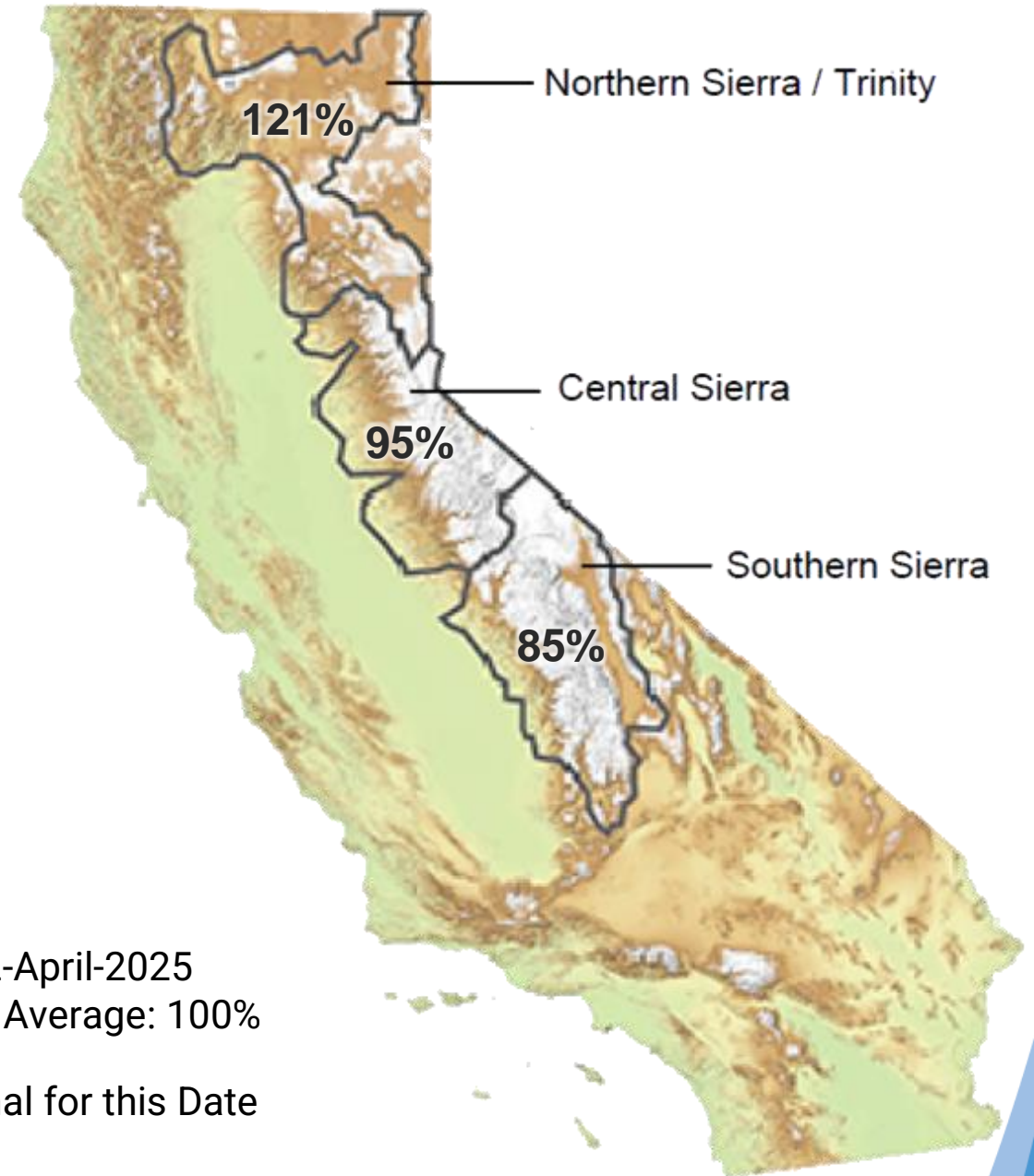




Snowpack as of April 2

Snow Water Equivalent:

95% of Normal in Central Sierra



Data for: 2-April-2025

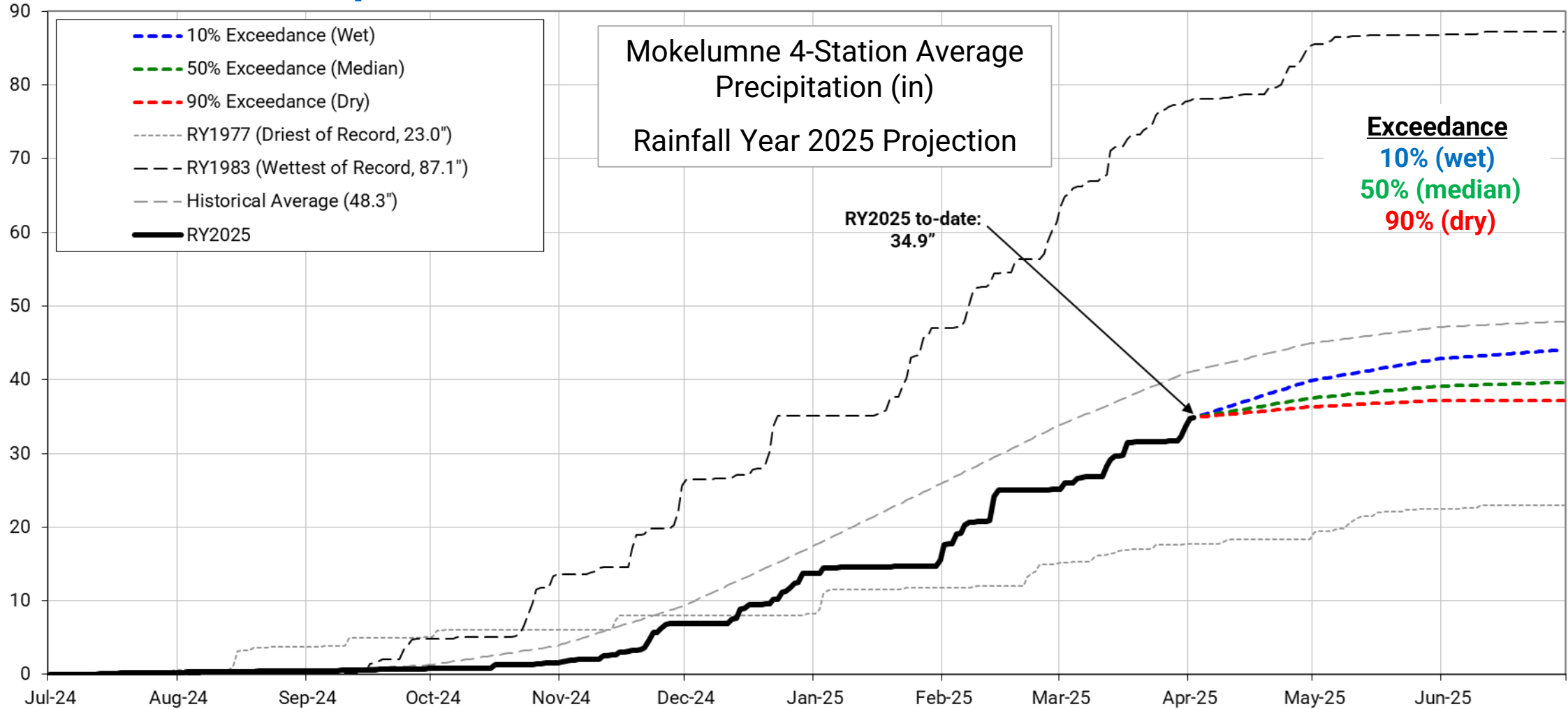
Statewide Average: 100%

% of Normal for this Date

Water Supply Projections

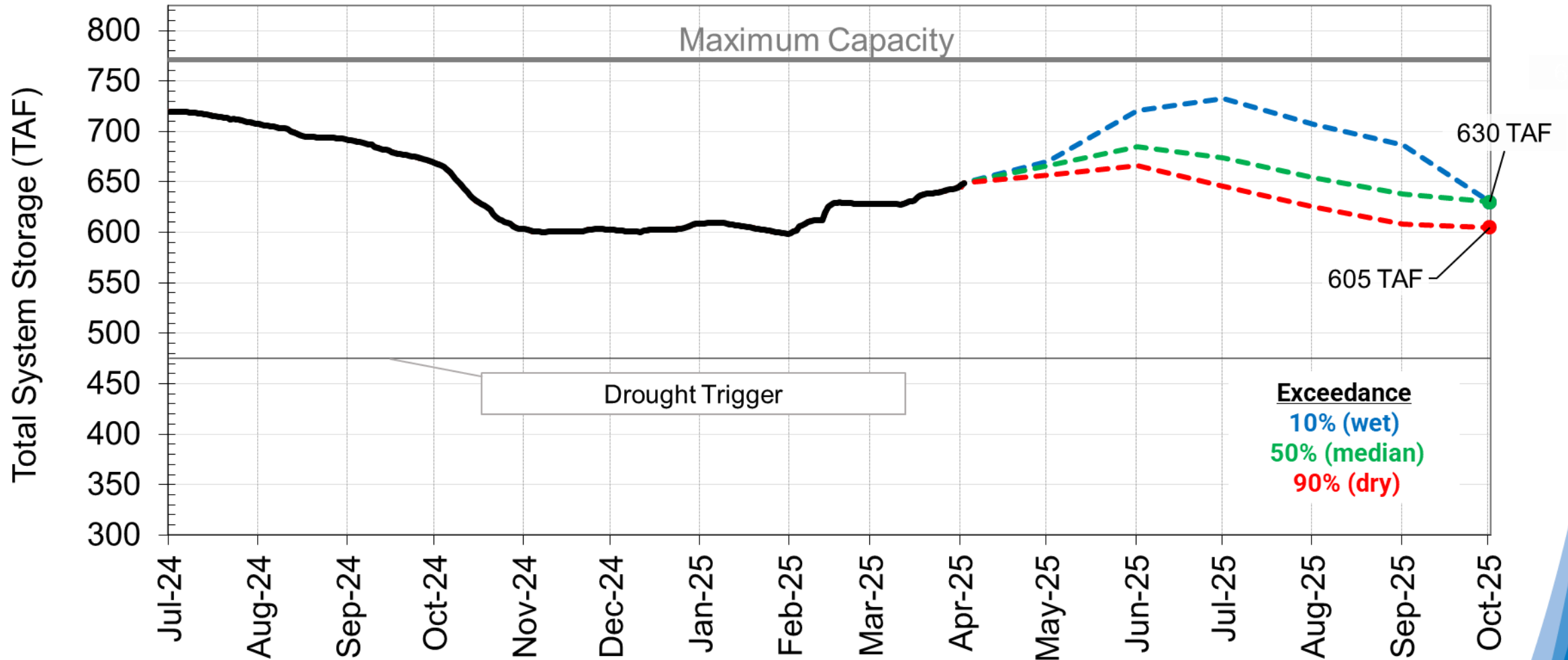
Projected Precipitation

Mokelumne Precipitation Rainfall Year 2025



End of Season Storage

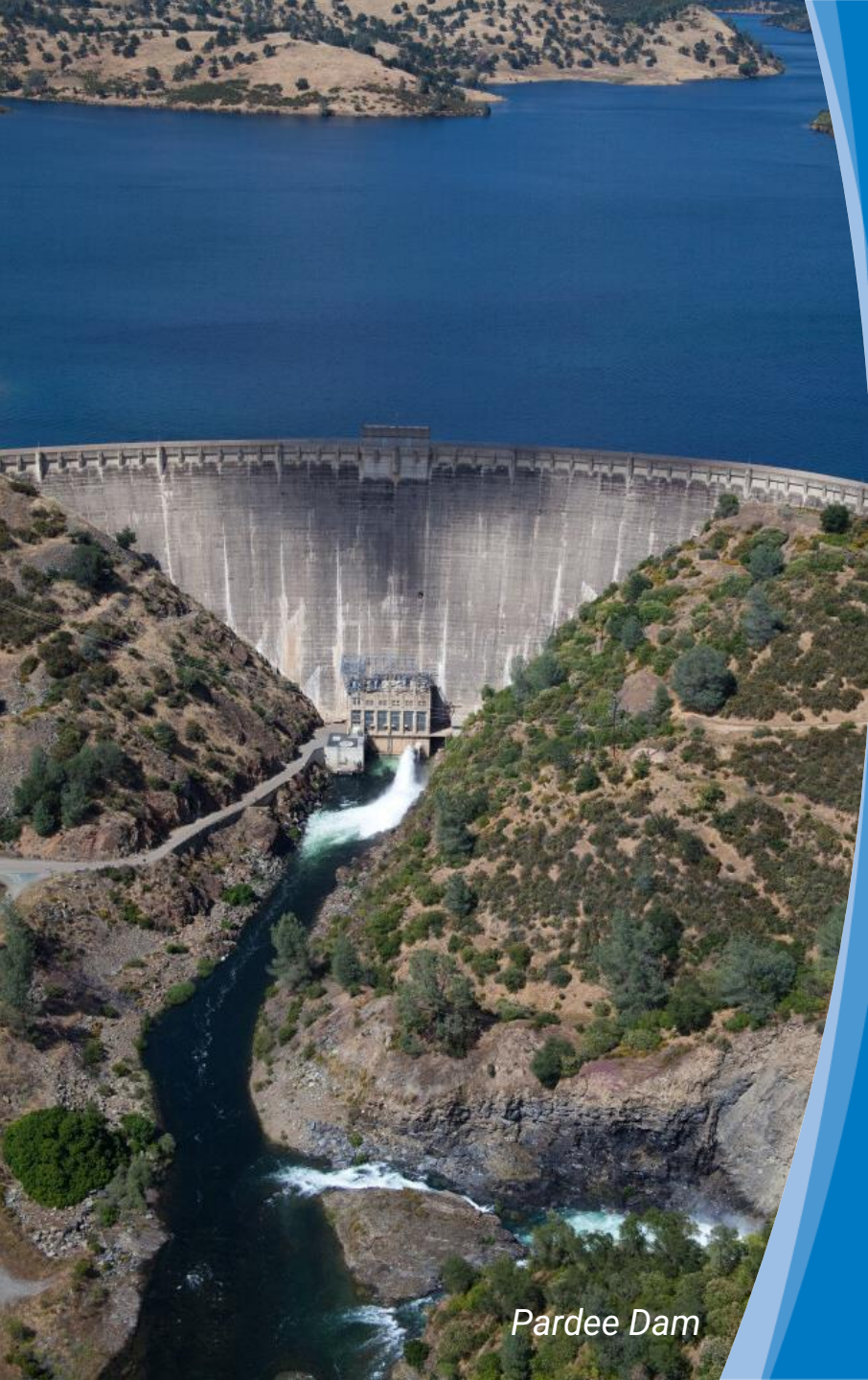
2025 Total System Storage Projections





Questions?





Pardee Dam

EBMUD Wildfire Preparedness and Response

Board of Directors

April 8, 2025

David Briggs, Director of Operations and Maintenance



2025 Altadena and Palisades Fires

- 60-80 mph winds (100 mph gusts limited air support)
- Low humidity
- Drought conditions and dry fuel
- Red Flag warning issued, fire personnel pre-staged
- 24,000 acres burned
- 6,800 structures destroyed



EBMUD Fire Preparedness

1991 East Bay Hills Fire Lessons Learned

- Operational – Fill storage on Red Flag days
- Equipment – Standardize hydrants, disperse emergency generators
- Infrastructure – Pipeline upgrades, latest building codes, stationary generators
- Coordination – Conduct joint meetings with fire agencies and cities/counties

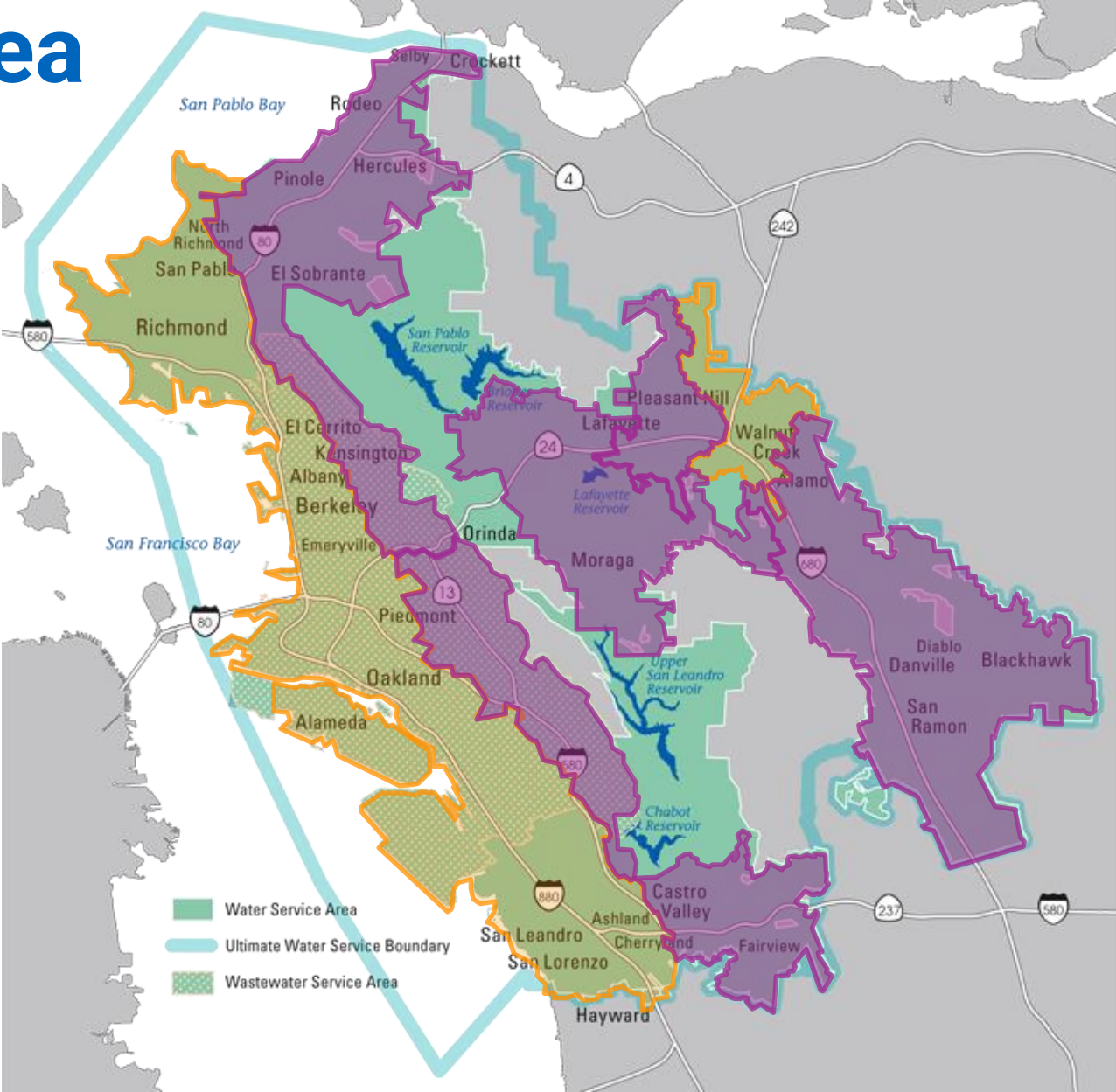


Amito Reservoir (Oakland, 1991)

EBMUD Service Area

Served without pumping
(gravity)

Served with pumping



EBMUD Fire Preparedness

East Bay Vegetation Management

- Routine Maintenance
 - 10,000 acres grazing
 - 200-300 acres with mechanical treatments
 - Grading and clearing over 150 miles of fire roads
- Projects and Partnerships
 - Grizzly Peak Strategic Fuel Break
 - San Pablo Pines removal
 - Tunnel East Bay Hills Fuel Break
 - Prescribed fire with CAL FIRE, Moraga Orinda Fire Department, and Contra Costa County Fire Protection District



Fire break along Fish Ranch Road

EBMUD Fire Preparedness

Seasonal Reservoirs

- Remove Reservoir from Service
 - During wet winter months when water demand is low
 - Reduces water age to keep water fresh
- Return Reservoir to Service
 - During dry summer months when higher water demand increases and fire weather risk increases
- Balance water quality goals and need for emergency storage



Sherwick Reservoir (Oakland)

Hydrant Maintenance and Testing

- Hydrants are simple and reliable
- ~31,000 public fire hydrants in the service area
- Operate, inspect, and perform routine maintenance on ~5% annually, increasing to 10%
- Repair and replace as needed
- Fire departments notified when hydrant is taken out of service or found inaccessible

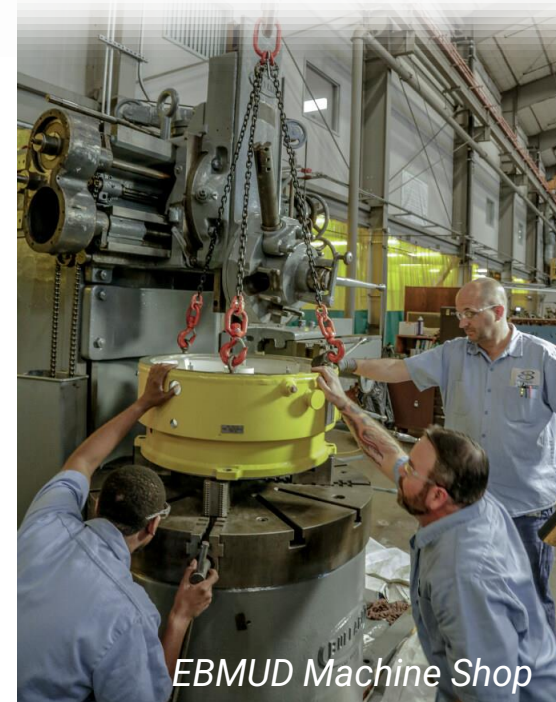


*District hydrants,
downtown Oakland
and Oakland Hills*

EBMUD Fire Preparedness

Capital Investments & Maintenance

- Fire flow infrastructure
 - Reservoirs reserve 30% for operational and 70% for emergency storage
 - Pumps, valves and pipelines meet design fire flows
 - Portable generator and pump fleet
- Maintenance
 - Ensures water system equipment in proper working order
 - Increases system reliability for delivering water to customers and fire hydrants



EBMUD Fire Preparedness Coordination

- Fire Agency Forum
 - Operational collaboration with fire agencies within EBMUD service area
- Hills Emergency Forum
 - Assess, prevent/mitigate, prepare for, and respond to fires in the East Bay hills
- East Bay Wildfire Coalition (EBWC)
 - Technical advisor for EBWC

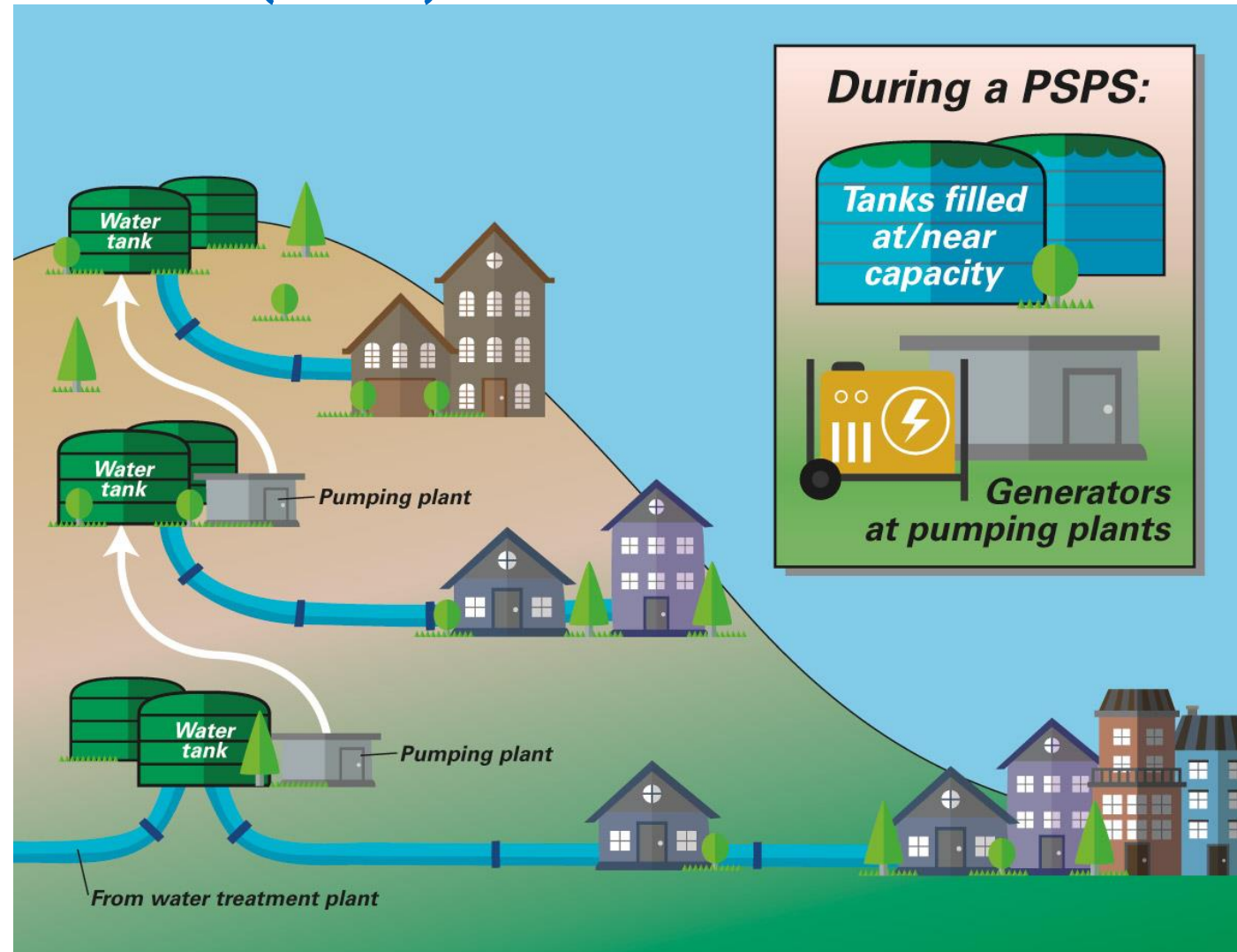


Fire Agency Forum (2024), Administration Building

EBMUD Fire Preparedness

PG&E Public Safety Power Shutoffs (PSPS)

- Pre-fill tanks
- Stationary generators at major facilities
- Proactively deploy portable generators and pumps at the most impacted pumping plants

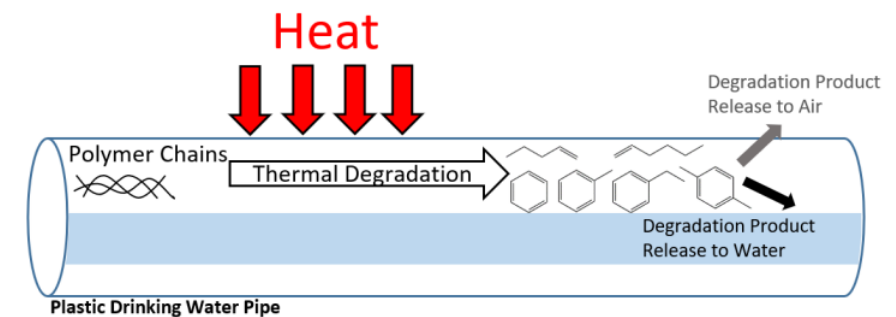


Mutual Aid

- District part of a statewide mutual assistance network and connected with California Governor's Office of Emergency Services
- Always ready to mobilize personnel, equipment, and expertise needed for emergency response and recovery
- History of assistance: Napa Earthquake (2014), Camp Fire (2018), communicated readiness to Southern California in January 2025

Post-fire Water Quality Research

- Water Research Foundation publication: *Post-Wildfire Distribution System Water Quality Impacts and Potential Responses*
- District co-sponsored research and gained experience from Camp Fire (2018) and other fires
- Verified sources of organic/inorganic contamination during wildfire when pipelines de-pressurize
- Developed sampling and flushing guidelines to hasten recovery
- May be used to inform future building code/building materials in wildfire zones



Research findings

- Analysis of water quality and operational data generated in several large wildfire events
 - Characterize the types of contaminants to be expected
- Exhumed metallic and plastic materials from different water agencies were subjected to varying amounts of heat in laboratory
- Thermally damaged and undamaged components were tested for leaching of volatile and synthetic organic compounds
- Copper materials did not leach volatile and synthetic organic compounds
- Some leaching occurred at temperatures below burning (pyrolysis)
 - Indicates need for testing of some components even when they appear undamaged
- Decontamination procedures were evaluated for plastic pipes

Public Notifications in Southern California



State Water
Resources
Control Board

- Impacted municipal systems in Southern California not under same Division of Drinking Water regulatory region - some inconsistency resulted
- Do Not Drink notifications issues in Altadena area
- Do Not Use and Do Not Drink issued in Pacific Palisades
- Without definitive data, public health notices will be conservative
- Initially benzene and other volatile organic compounds found, flushing was effective
- Notices lifted after two months in most areas, typically incrementally (neighborhood by neighborhood) as sampling verified water quality
- Assembly Bill 541 (2023) requires water systems to test for benzene testing after wildfire, this was incorporated into sampling plans

EBMUD Emergency Response

- EBMUD 24/7 Control Centers
 - Increase system pressure for firefighting
 - Manage reservoir water levels
- Portable generators and pumps ready for deployment
- Local water storage to support aerial firefighting



Oakland Control Center, Administration Building



CALFIRE Water Drop@OaklandFireCA on X

EBMUD Fire Preparedness Outreach

Stakeholder Meetings

- Contra Costa County Fire Protection District
- Contra Costa County Fire Chiefs Meeting
- Contra Costa County Supervisor John Gioia's Office
- East Bay Wildfire Coalition
- Oakland Fire Department
- San Ramon Valley Fire Protection District
- State Assemblymember Buffy Wicks' Office
- State Senator Tim Grayson's Office
- Town of Moraga
- Water Wednesday – Fire Preparedness

Next Steps

- Staff will meet with communities as requested and will prepare for upcoming dry season
- Outreach includes attendance at community wildfire and safety fairs to talk to the public about wildfire safety and watershed protection
- Staff are also monitoring potential legislation or changes in regulations that could impact the water system, including changes to applicable building code or fire code



Questions?

