



**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**

Tuesday, June 24, 2025

11:00 a.m.

Boardroom

375 11th Street

Oakland, CA 94607

*****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. *Saji Pierce, et al. v. East Bay Municipal Utility District, et al.*
USDC, N.D. Cal., Case No. 3:21-cv-04325-AGT
Ninth Circuit Court of Appeals, Case No. 24-1260

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

REGULAR BUSINESS MEETING
1:15 p.m.

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

ROLL CALL:

BOARD OF DIRECTORS:

- Pledge of Allegiance

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:

- Sustainability
- Finance/Administration
- Legislative/Human Resources

CONSENT CALENDAR: (Single motion and vote approving 11 recommendations)

1. Approve the Regular Meeting Minutes of June 10, 2025.
2. File Correspondence with the Board.
3. Award a contract beginning on or after June 24, 2025 to the lowest responsive/responsible bidder, Backflow Distributors, Inc., for the purchase of 500 reduced pressure principle backflow preventers for portable hydrant meters, for a total cost, after the addition of taxes, not to exceed \$175,226 under Request for Quotation No. 2516.
4. Award a contract to the lowest responsive/responsible bidder, Triple S Electric Co., in an amount not to exceed \$459,000 for the construction of the Oakland Administration Building Fiber Optic Backbone System Upgrade Project, under Specification 2195A.
5. Authorize an agreement beginning on or after June 24, 2025 with Brown and Caldwell for two years, with three options to renew for additional one-year periods for a total amount, including options years, not to exceed \$3,181,363 for Wet Weather Consent Decree required hydrologic and hydraulic model updates, calibration, and testing, and additional services dependent upon flow model results.

CONSENT CALENDAR: (Continued)

6. Authorize an agreement beginning on or after June 24, 2025, with Brown and Caldwell in an amount not to exceed \$1,281,483 for preparation of the Climate Change Analysis for long-term water resources planning.
7. Authorize an agreement beginning on or after July 1, 2025 with Civicorps for one year in an amount not to exceed \$655,000 for vegetation control and related services at various District properties.
8. Authorize agreements beginning on or after June 24, 2025, with Environmental Science Associates; Kleinfelder, Inc.; and Rincon Consultants, Inc., in an aggregate amount not to exceed \$500,000 for three years, with two options to renew for additional one-year periods, for on-call cultural and paleontological resource management services.
9. Authorize the purchase of maintenance and support beginning on or after June 24, 2025 from Trace3, LLC, for the enterprise data storage system for two years, for a total amount not to exceed \$297,344.16. This purchase will be made under State of California contracts available for use by local governments.
10. Authorize actions related to asphaltic cements and concrete saw cutting services.
 - 10.1. Authorize amendments to the agreements originally authorized under Board Motion No. 116-21 with Bay Line Cutting & Coring, Inc.; Concrete Demo Works, Inc.; Concrete Wall Sawing Co., Inc.; Fine Line Sawing and Drilling, Inc.; and Penhall Company, to increase the aggregate amount of those agreements by \$1,300,000 to a total aggregate amount not to exceed \$5,365,000 and extend the term of the agreements to June 24, 2026 for asphaltic cement and concrete saw cutting services.
 - 10.2. Authorize additional agreements for asphaltic cement and concrete saw cutting services on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on June 24, 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.
11. Approve the May 2025 Monthly Investment Transactions Report.

DETERMINATION AND DISCUSSION:

12. Report on status of investigations arising from complaint by Tiffany Conway against Director April Chan.
 - 12.1. Report on status of investigations related to claims made by Tiffany Conway.
 - 12.2. Report on status of complaint made by Director April Chan against President Marguerite Young.

DETERMINATION AND DISCUSSION: (Continued)

13. General Manager's Report.
 - Informational update on statements in Mercury news article dated June 18, 2025, entitled "East Bay MUD investigation finds director was victim of a 'threat of violence'" regarding EBMUD's financial practices and the soil importation project.

DIRECTOR COMMENTS:

14. Other Items for Future Consideration.
15. Director Comments.

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, July 8, 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, June 24, 2025	Sustainability Committee	9:30 a.m. Boardroom	<ul style="list-style-type: none"> • Greenhouse Gas Inventory
	Finance/Administration Committee	10:00 a.m. Boardroom	<ul style="list-style-type: none"> • Monthly Investment Transactions Report • Private Water Service Line Repair Plans – Marketing Partnership
	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
Friday, July 4, 2025	Independence Day Holiday		<ul style="list-style-type: none"> • <i>Offices Closed</i>
Tuesday, July 8, 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
Tuesday, July 22, 2025	Finance/Administration Committee		<ul style="list-style-type: none"> • <i>Canceled</i>
	Board of Directors		<ul style="list-style-type: none"> • <i>Canceled</i>

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



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: June 20, 2025

MEMO TO: Board of Directors

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

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

SUBJECT: Legislative/Human Resources Committee Minutes – June 10, 2025

Chair Luz Gómez called to order the Legislative/Human Resources Committee meeting at 10:00 a.m. in the Administration Building Boardroom. Directors Jim Oddie (remote) and Joey D. Smith were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Manager of Legislative Affairs Kathy Viatella, Special Assistant I Jennifer B. Williams, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. None.

Legislative Update. Special Assistant I Jennifer B. Williams reviewed Legislative Report No. 06-25. Staff recommends that the Board of Directors approve a position to either support or sponsor proposed legislation to amend the Fish and Game Code. The proposed amendment would extend to golden mussels the same regulatory authority currently granted to the California Department of Fish and Wildlife over dreissenid mussels. Specifically, the amendment would require agencies that operate a water supply system and detect golden mussels to implement a control or eradication plan and provide liability protection to those agencies, provided they are in compliance with their plan. A coalition of water agencies is actively seeking to amend existing legislation to include golden mussels under the same provisions that apply to dreissenid mussels. Ms. Williams addressed Committee questions regarding coalition members and liability protections. It was moved by Director Smith, seconded by Director Oddie, and carried (3-0) by roll call vote to support the staff recommendation.

Adjournment. Chair Gómez adjourned the meeting at 10:09 a.m.

CCC/RSC

This page is intentionally left blank.

MINUTES

**Tuesday, June 10, 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 April Chan, Luz Gómez, Jim Oddie (remote), Valerie D. Lewis, Joey D. Smith and President Marguerite Young were present at roll call. Director Andy Katz arrived at 11:06 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 commented on contract negotiations and the District's proposed equity adjustment process.

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 1:17 p.m. in the Administration Building Boardroom.

Directors April Chan, Luz Gómez, Andy Katz, Valerie D. Lewis, Jim Oddie (remote), 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.

PRESENTATION

Women's Business Enterprise Council Pacific 2024 Cornerstone Award

General Manager Clifford C. Chan announced the District received the Women's Business Enterprise Council (WBEC) Pacific's 2024 Cornerstone award in recognition of the outstanding work of the Contract Equity Program. The award celebrates organizations that provide a strong and enduring foundation for women owned business enterprises to thrive. This recognition underscores the District's continued leadership in supplier diversity and its role in creating equitable economic opportunities across the communities it serves. WBEC Pacific is one of fourteen regional partners of Women's Business Enterprise National Council; serves Northern California, Oregon, Washington, Alaska, Idaho and Montana; and facilitates procurement opportunities, business networking and supplier development. On behalf of the Board, Director Lewis congratulated and presented the award to Contract Equity Administrator Beverly D. Johnson.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board was Milindha Morahela who asked if a quorum of the public is required to conduct the public hearing under Agenda Item 15.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the May 27, 2025 Finance/Administration Committee Meeting.
- Director Gómez reported the Freeport Regional Water Authority Board met on May 30 and adopted the Fiscal Year 2026 budget and received updates on golden mussels and the United States Army Corps Of Engineers Levee Project. This project is not expected to impact the Freeport facilities.
- Director Gómez reported the Legislative/Human Resources Committee met earlier and received an update on Legislative Report No. 06-25 which includes a proposal for the Board to consider approving a position to support or sponsor legislation to protect against the spread of golden mussels.

CONSENT CALENDAR

- Motion by Director Katz, seconded by Director Gómez, to approve the recommended actions for Items 1-13 on the Consent Calendar carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

1. **Motion No. 106-25** – Approved the Special Meeting Minutes of May 20, 2025, Regular Meeting Minutes of May 27, 2025, Special Meeting Minutes of May 29, 2025, and Special Meeting Minutes of June 4, 2025.

2. The following correspondence was filed with the Board: **1)** Presentation entitled, “Government Code Section 53759.1 (Assembly Bill 2257),” dated June 10, 2025; **2)** Presentation entitled, “Public Hearing Proposed Rates and Charges Subject to Proposition 218 for Fiscal Years 2026 and 2027,” dated June 10, 2025; **3)** Presentation entitled, “Public Hearing Proposed Rates, Charges, & Fees Not Subject to Proposition 218 for Fiscal Year 2026 & Revisions to Select Regulations,” dated June 10, 2025; **4)** Presentation entitled, “Proposed Biennial Budget for Fiscal Years 2026 & 2027,” dated June 10, 2025; **5)** Presentation entitled, “Proposed Position Resolution for Fiscal Years 2026 & 2027,” dated June 10, 2025; **6)** Speakers’ Bureau and Outreach Record, dated June 10, 2025; **7)** Contra Costa Times Proof of Publication Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for Fiscal Years 2026 & 2027 (Legal No. 0006898142 published May 23, 2025 and May 30, 2025); **8)** Oakland Tribune Proof of Publication Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for Fiscal Years 2026 & 2027 (Legal No. 0006898142 published May 23, 2025 and May 30, 2025); **9)** West County Times Proof of Publication Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for Fiscal Years 2026 & 2027 (Legal No. 0006898142 published May 23, 2025 and May 30, 2025); **10)** Notarized Affidavit of Posting regarding the Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for fees, and select regulations for Fiscal Years 2026 & 2027, dated June 20, 2025 (including notice); **11)** Calaveras Enterprise Proof of Publication Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for Fiscal Years 2026 & 2027 (published May 22, 2025 and May 29, 2025); **12)** Amador Ledger Dispatch Proof of Publication Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for Fiscal Years 2026 & 2027 (Legal No. Y277 published May 23, 2025 and May 30, 2025); and **13)** Lodi News Sentinel Proof of Publication Notice of the Time and Place of Public Hearings on Reports and Recommendations of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, Other Fees, and Select Regulations for Fiscal Years 2026 & 2027 (published May 23, 2025 and May 30, 2025).

3. **Motion No. 107-25** – Awarded a sole source contract beginning on or after June 10, 2025 to Amaya Solutions Inc., dba American Water Chemicals, for supplying threshold inhibitor antiscalant for the Richmond Advanced Recycled Expansion facility for one year, 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 \$356,921.

4. **Motion No. 108-25** – Authorized an agreement beginning on or after July 1, 2025 with Calaveras County for \$1,575,000 for four years with an option to renew for an additional four-year period for a total amount, including option years, not to exceed \$3,183,000 for law enforcement services at Pardee and Camanche reservoirs and adjacent District watershed lands.
5. **Motion No. 109-25** – Authorized an agreement beginning on or after on or after July 1, 2025 with ENS Resources, Inc. for one year, with two options to renew for additional one-year periods for a total amount, including option years, not to exceed \$435,000 for continued legislative and regulatory information-gathering, analysis, representation, and liaison services in Washington, D.C.
6. **Motion No. 110-25** – Authorized an agreement beginning on or after on or after June 10, 2025 with Laisar Management Group, LLC in an amount not to exceed \$150,000 to conduct a comprehensive evaluation of the District’s Contract Equity Program and produce an economic impact report.
- 7.1. **Motion No. 111-25** – Awarded a contract to the lowest responsive/responsible bidder, Mar Con Builders, Inc., in an amount not to exceed \$5,435,986 for the construction of the Administration Building Roofing Systems Rehabilitation – Upper Terraces Project, under Specification 2196A.
- 7.2. **Motion No. 112-25** – Authorized an agreement beginning on or after June 10, 2025, with MCK Americas, Inc. in an amount not to exceed \$1,100,000 for construction management and inspection services to support construction of the Administration Building Roofing Systems Rehabilitation - Upper Terraces Project.
8. **Motion No. 113-25** – Authorized an agreement beginning on or after June 10, 2025, with the Town of Danville in an amount not to exceed \$108,570 to upgrade 141 District gate valve boxes after street paving.
9. **Motion No. 114-25** – Authorized an agreement beginning on or after June 10, 2025, with VertexOne for three years, with two options to renew for additional one-year periods for a total amount, including option years, not to exceed \$2,300,000 for customer water consumption reporting and engagement services.
10. **Motion No. 115-25** – Authorized the purchase of voice and data communication services beginning on or after July 1, 2025 from AT&T Corporation and from Comcast Business Communications, LLC, for District voice and data services for seven years for a total amount not to exceed \$10,375,000. This purchase will be made through the California Network and Telecommunications Program contracts.
11. **Motion No. 116-25** – Authorized the purchase of small size fish feed and large size fish feed beginning on or after June 10, 2025 from Moore-Clark USA dba Bio-Oregon, for the Mokelumne River Fish Hatchery for three years, for a total amount not to exceed \$765,000. This purchase will be made under State of California contracts 1-25-87-19 for small feed and 1-25-87-17C for large feed, both available for use by local governments.

- 12.1. **Motion No. 117-25** – Ratified the extension of the agreement with Terradex Inc. authorized under Board Motion No. 190-20 to June 10, 2025 for providing WhatsDown environmental hazard data aggregating software licenses and maintenance; and
- 12.2. authorized an agreement beginning on or after June 10, 2025 with Terradex Inc. through May 31, 2026, with four additional one-year options for a total amount not to exceed \$155,000 for providing WhatsDown environmental hazard data aggregating software licenses and maintenance.
13. **Motion No. 118-25** – Authorized an amendment to the agreement originally authorized under Board Motion No. 042-21 with Keller Canyon Landfill Company to increase the agreement amount by \$6,400,000 to a total amount not to exceed \$9,400,000 and extend the agreement term to March 18, 2031, for disposal of contaminated, non-hazardous trench soils.

DETERMINATION AND DISCUSSION

14. **Consider all objections and other mailed or personally delivered correspondence (Submissions) regarding the proposed Fiscal Years (FY) 2026 and 2027 rates and charges subject to Proposition 218 and the District’s responses thereto, and make related findings and determinations in accordance with Government Code section 53759.1 (Assembly Bill (AB) 2257).**

General Manager Clifford C. Chan announced Government Code section 53759.1 and the District’s Proposition 218 notice provided requirements for submission of an objection to the proposed FY 2026 and 2027 rates and charges, and the District did not receive any timely submitted written objections that met those requirements. The District received other correspondence, however, that both relates to the proposed rates and charges and that does not constitute an objection. The District refers to that other correspondence as a submission. Submissions received by the District by 11:59 p.m. on Monday, June 2, 2025 that were labeled as “objections” by the author are included, along with the District’s responses thereto, in resolution Exhibit B. Other submissions received by the District by 11:59 p.m. on Monday, June 2, 2025 that were not labeled as “objections” by the author and that did not contain the term “objection” are included, along with the District’s responses thereto, in resolution Exhibit C.

Principal Management Analyst Phoebe A. Grow presented an overview of AB 2257 requirements which became effective January 1, 2025 and codified in Government Code section 53759.1. She highlighted sections of the District’s Proposition 218 notice that included requirements for the public to submit an objection to the proposed Fiscal Years 2026 and 2027 rates and charges and reiterated the District did not receive any submissions that met these requirements. She also reviewed the protest procedure included in the notice and advised staff will provide a tabulation of protests to the proposed water and wastewater systems’ rates and charges following the public hearing under Agenda Item 15. The Board is being asked to consider all objections and other mailed or personally delivered correspondence (Submissions) regarding the proposed FY 2026 and 2027 rates and charges subject to Proposition 218 and the District’s responses thereto; to adopt a resolution to make related findings and determinations in accordance with Government Code section 53759.1; and to proceed with the public hearing under Agenda Item 15.

- Addressing the Board was Terry Woram who questioned whether any of the objections mailed to the District were considered valid with the requirements in the Proposition 218 notice and asked whether his objection was properly handled.

Ms. Grow responded to Mr. Woram's comments noting his submission was counted as a protest. General Counsel Derek T. McDonald clarified that while the District may not agree that every submission constituted a valid objection under AB 2257, all submissions were treated as objections and written responses were sent to those submissions received prior to the submittal deadline.

- Motion by President Katz, seconded by Director Gómez, to approve the recommended actions for Item 14 carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Resolution No. 35452-25 – Consideration Of All Objections To The Water System Schedule Of Rates And Charges And Wastewater System Schedule Of Rates And Charges Subject To Proposition 218 For Fiscal Year 2026 And Fiscal Year 2027 And Other Correspondence And Of The District's Responses Thereto; Adopting Relating Findings And Determinations. (*Government Code Section 53759.1, AB 2257*).

PUBLIC HEARING

15. **Conduct a Public Hearing to consider the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges Subject to Proposition 218 for Fiscal Years 2026 and 2027 and to comply with Proposition 218 requirements.**

President Young opened the public hearing at 1:41 p.m. and announced the process for the public to lodge a written protest for the purposes of determining whether a majority protest exists under Proposition 218.

Principal Management Analyst Phoebe A. Grow provided the presentation with an overview of the budget and rates setting process. The Board held workshops in January and March 2025. The Proposition 218 notice began mailing to customers in April and staff filed the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges Subject to Proposition 218 for Fiscal Years (FY) 2026 and 2027 with the Board on May 13. Between April and June, staff and Board members participated in multiple public meetings and webinars to discuss the proposed budget and rates. Water and Wastewater systems' rates are the District's primary source of revenue and fund essential services and infrastructure. Ms. Grow discussed an agency comparison of annual water charges and annual wastewater bills for single-family residential customers and highlighted the proposed revisions in the schedules of water and wastewater rates and charges subject to Proposition 218. The proposed rates were developed based on Cost of Service studies. The Water System study was completed in March 2025 and the Wastewater System study in 2019. The proposed rate increase for the Water System is an overall 6.5 percent for FY 2026 and an additional overall 6.5 percent for FY 2027. The proposed rate increase for the Wastewater System is an overall 8.5 percent for FY 2026 and an additional overall 8.5 percent for FY 2027. Staff will announce the total number of validated protests received for the Water and Wastewater systems' rates and charges before asking the Board to take action on Agenda Item 17. President Young asked General Counsel Derek T. McDonald to address a comment from Milindha Morahela on whether a quorum of the public is needed to conduct the public hearing. Mr. McDonald provided clarification regarding the requirement for a quorum of the Board of Directors and said there is no legal requirement for a quorum of the public for the public hearing. President Young called for public comment.

- Director Chan left the meeting at 1:50 p.m. and returned at 1:51 p.m.
- Addressing the Board were the following: 1) Mark Joffe, President, Contra Costa Taxpayers Association commented on the proposed rate increases, inflation and affordability in California, staff salaries, and District spending on diversity, equity, and inclusion initiatives; 2) Terry Woram commented on the written protest he submitted to the increase in water rates and the elevation surcharge, historical rate increases, District reserves, and staffing levels. He urged the Board to manage internal costs; 3) Tom Dappis objected to the rate increases and commented on the objection process, holding rate hearings after 5:00 p.m., and not receiving invites to the Board workshops. He urged the Board to cut costs and be more transparent; 4) Maureen Hay commented on the proposed rate increases, impacts to average customers, and asked the Board to reassess its rate structure and spending; and 5) Milindha Morahela objected to the wastewater treatment charges assessed by cities and collected on the EBMUD water bill and asked the District to discuss these charges on behalf of its customers with the cities.

President Young called for a motion to close the public hearing and closed the public hearing at 2:12 p.m.

Motion No. 119-25 – Conducted a Public Hearing to consider the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges Subject to Proposition 218 for Fiscal Years 2026 and 2027 and to comply with Proposition 218 requirements.

- Motion by Director Chan, seconded by Director Smith, to close the public hearing carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 120-25 – Closed the Public Hearing to consider the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges Subject to Proposition 218 for Fiscal Years 2026 and 2027 and to comply with Proposition 218 requirements.

PUBLIC HEARING

16. **Conduct a Public Hearing to consider the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, and Other Fees Not Subject to Proposition 218 for Fiscal Year 2026 and to Select Regulations.**

President Young opened the public hearing at 2:12 p.m.

Principal Management Analyst Phoebe A. Grow provided the presentation and reviewed the proposed revisions included in the Report and Recommendation of the General Manager – Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, and Other Fees Not Subject to Proposition 218 Fiscal Year 2026 and to Select Regulations filed with the Board on May 13, 2025. If approved, most changes will take effect July 1, 2025, with

recreation fees taking effect beginning January 1, 2026. Next, she reviewed District regulations with proposed revisions.

- Director Chan left the meeting at 2:15 p.m. and returned at 2:17 p.m.

President Young called for public comment. There was none. President Young called for a motion to close the public hearing and closed the public hearing at 2:18 p.m.

Motion No. 121-25 – Conducted a Public Hearing to consider the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, and Other Fees Not Subject to Proposition 218 for Fiscal Year 2026 and to Select Regulations.

- Motion by Director Oddie, seconded by Director Chan, to close the public hearing carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 122-25 – Closed the Public Hearing to consider the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, and Other Fees Not Subject to Proposition 218 for Fiscal Year 2026 and to Select Regulations.

DETERMINATION AND DISCUSSION (Continued)

17. **Adopt the rates and charges subject to Proposition 218 recommended in the Report and Recommendation of the General Manager for Revisions to the Water and Wastewater Schedules of Rates and Charges Subject to Proposition 218 for Fiscal Years 2026 and 2027 filed with the Board of Directors on May 13, 2025.**

President Young announced the District's water service area includes approximately 340,754 parcels. The Secretary of the District reported a total of 68 valid written protests were received from record owners or customers of record. Based on this number, a majority protest does not exist and therefore the proposed water rates and charges may be adopted and implemented by the District upon Board approval. For the wastewater service area, which includes approximately 152,168 parcels, the Secretary of the District reported the District received 19 valid written protests from record owners or customers of record. Based on this number, a majority protest also does not exist and therefore the proposed wastewater rates and charges may be adopted and implemented by the District upon Board approval.

- Addressing the Board were the following: 1) Maureen Hay asked for clarification on what constitutes a majority protest and commented on whether the Board considers the comments received during the public hearings; 2) Terry Woram commented on the Proposition 218 protest process, and contacting his Board representative, as well as assemblymember and Senator regarding the impacts rate increases are having on constituents. He asked that future Proposition 218 notices include a simple form for customers to formally object to proposed rate increases; and 3) Milindha Morahela agreed with previous speakers regarding providing a simple form and holding public hearings during non-work hours.

Staff confirmed a majority protest requires 50 percent plus one of all parcel owners or customers of record. Board members thanked staff for their efforts and the speakers for their comments and concerns. Board members commented on the proposed rate increases, the proposed budget, developing policies to identify criteria for evaluating future increases, taking public comments into consideration when making decisions regarding rate increases, infrastructure investments, the Board's commitment to ensuring affordability for low-income customers and increased outdoor education opportunities for youth, rising costs across various District sectors, and increasing public outreach efforts for future budget and rates discussions. Following her comments, Director Gómez stated she would not be able to support the rate increases or the budget.

- Motion by Director Chan, seconded by Director Smith, to approve the recommended actions for Item 17 carried (5-2) by the following roll call vote: AYES (Chan, Katz, Oddie, Smith, and Young); NOES (Gómez and Lewis); ABSTAIN (None); ABSENT (None).

Resolution No. 35453-25 – Adopting Water System Schedule Of Rates And Charges And Wastewater System Schedule Of Rates And Charges Subject To Proposition 218 For Fiscal Year 2026 And Fiscal Year 2027, Confirming The Exemption Determination Under The California Environmental Quality Act, And Directing Staff To File A Notice Of Exemption.

18. **Adopt the rates, charges, and other fees not subject to Proposition 218 for Fiscal Year (FY) 2026 and the revisions to select regulations as recommended in the Report and Recommendation of the General Manager – Revisions to the Water and Wastewater Schedules of Rates, Charges, and Fees Not Subject to Proposition 218 for Fiscal Year FY 2026 and to Select Regulations, filed with the Board of Directors on May 13, 2025.**

- Motion by Director Oddie, seconded by Director Smith, to approve the recommendation actions for Item 17 carried (7-0) by the following roll vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Resolution No. 35454-25 – Adopting Revised Water And Wastewater Systems Schedules Of Rates, Charges, And Other Fees Not Subject To Proposition 218 For Fiscal Year 2026; Adopting Revised Regulations Governing Water Service; Confirming The Exemption Determination Under The California Environmental Quality Act; And Directing Staff To File A Notice Of Exemption.

19. **Adopt operating, debt service, and capital budgets for the Water and Wastewater systems for Fiscal Year (FY) 2026 and FY 2027 as recommended in the FY 2026 and FY 2027 Proposed Biennial Budget presented to the Board of Directors on March 25, 2025 with minor modifications thereto, establishing the terms and conditions for the payment of demands against the District, delegating authority for certain budget implementation actions, and expressing the District's intention to issue tax exempt debt obligations for reimbursement of expenditures for certain capital improvement projects.**

Director of Finance Sophia D. Skoda thanked the speakers and ratepayers who sent letters to the District. She reviewed the District's current challenges including addressing aging infrastructure, maintaining high water quality, ensuring environmental stewardship for the watershed and the San Francisco Bay, adapting to climate change through infrastructure investments, and maintaining a strong financial position and sustainable finances. She highlighted the budget development timeline which began in January 2024; community engagement efforts between March 2025 and

June 2025; and how water and wastewater rate dollars are used. The FY 2026 and FY 2027 proposed biennial budget appropriation for operations, debt service, and capital appropriations is \$3.1 billion - \$2.7 billion for the Water System and \$483.7 million for the Wastewater System. Staff was asked to consider including a form for customers to submit a formal objection to rates and charges when developing future Proposition 218 notices, conducting public hearings regarding rates and charges in the evening, and presenting proposed budget information prior to the public hearings on rates and charges. Board members expressed appreciation for staff's work preparing the proposed budget. Director Gómez stated she would be voting differently on the budget.

- Motion by Director Smith, seconded by Director Katz, to approve the recommendation actions for Item 19 carried (6-0) by the following roll call vote: AYES (Chan, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (Gómez); ABSENT (None).

Resolution No. 35455-25 – Approving And Adopting The Budget Of The East Bay Municipal Utility District Water And Wastewater Systems For Fiscal Year 2026 And Fiscal Year 2027, Establishing The Terms And Conditions For The Payment Of Demands Against The District, Delegating Authority For Certain Budget Implementation Actions, And Expressing The District's Intention To Issue Tax Exempt Debt Obligations For Reimbursement Of Expenditures For Certain Capital Improvement Projects.

20. **Adopt the proposed position resolution for Fiscal Year (FY) 2026 and FY 2027 to implement necessary staffing and classification changes.**

Director of Finance Sophia D. Skoda provided the presentation. The proposed position resolution reflects staffing and classification changes requiring Board approval that are requested in the FY 2026 and FY 2027 operating and capital budgets. The proposed changes are consistent with the Strategic Plan goals. For the Water System, proposed changes will result in a net increase of 10.50 full-time equivalent (FTE) positions. Total staffing levels in FY 2026 will be 1,936.25 and 1,938.25 in FY 2027. Wastewater System staffing levels will result in a net increase of 2.00 FTE. Total staffing levels in FY 2026 will be 306.00 with no changes in FY 2027. Three new job classifications are proposed - Data Scientist I, Data Scientist II, and Outreach and Education Specialists, while two job classifications are proposed for deletion - Equipment Superintendent and Senior Legal Secretary.

- Addressing the Board was Eric Larsen, President, AFSCME Local 444 who said the union objected to the Local 444 represented limited-term positions, specifically Meter Reader Mechanics, Paving Crew Foreman, Concrete Finisher II, and Utility Laborer. He said these positions should be classified as regular, full-time civil service positions.

Ms. Skoda and General Manager Clifford C. Chan responded to Mr. Larsen's comments and clarified how the positions would be used to address backlogs.

- Motion by Director Lewis, seconded by Director Oddie, to approve the recommended actions for Item 20 carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Resolution No. 35456-25 – Authorizing The Number And Character Of Positions And Authorizing The General Manager To Take Action In Connection Therewith.

21. **File the Report and Recommendation of the General Manager to Transfer Unpaid Liens for Delinquent Charges of owner-occupied single-family residential and multi-family residential accounts to Alameda and Contra Costa counties' 2025-2026 Property Tax Rolls.**

Director of Customer and Community Services Andrew L. Lee addressed Board questions regarding the process for customers to protest or resolve outstanding charges prior to the transfer of unpaid liens to the property tax rolls. Customers can settle their accounts with the District before unpaid liens are transferred to the counties on or by August 10.

- Motion by Director Katz, seconded by Director Gómez, to approve the recommended actions for Item 21 carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 123-25 – Filed the Report and Recommendation of the General Manager to Transfer Unpaid Liens for Delinquent Charges of owner-occupied single-family residential and multi-family residential accounts to Alameda and Contra Costa counties' 2025-2026 Property Tax Rolls.

22. **Legislative Report.**

General Manager Clifford C. Chan announced the Legislative/Human Resources Committee met earlier and unanimously supported the staff recommendation for Legislative Report No. 06-25. Special Assistant I Jennifer B. Williams reviewed the report. Staff recommends that the Board approve a position to either support or sponsor proposed legislation to amend the Fish and Game Code. The proposed amendment would extend to golden mussels the same regulatory authority currently granted to the California Department of Fish and Wildlife over dreissenid mussels. Specifically, the amendment would require agencies that operate a water supply system and detect golden mussels to implement a control or eradication plan and provide liability protection to those agencies, provided they are in compliance with their plan. A coalition of water agencies is actively seeking to amend existing legislation to include golden mussels under the same provisions that apply to dreissenid mussels. Ms. Williams addressed questions from the Board on whether the District would be advocating for a bill to be introduced as an urgency item or during a regular session noting various strategies are under consideration.

- Director Chan was excused from the remainder of the meeting at 3:27 p.m.

Next, Manager of Legislative Affairs Kathy Viatella provided updates on state and federal legislative activities including the status of the State budget, the newly named President pro Tempore designee Senator Monique Limón of the California Senate, the federal House reconciliation package, and the President's review of proposed departmental budgets.

- Motion by Director Katz, seconded by Director Gómez, to approve the recommended actions for Item 22 carried (6-0) by the following roll call vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Motion No. 124-25 – Received Legislative Report No. 06-25 and approved a position to support or sponsor legislation to protect against the spread of golden mussels.

23. General Manager's Report.

General Manager Clifford C. Chan announced the May 2025 Monthly Report was included in the agenda materials and the Speakers' Bureau and Outreach Record CY25 had been provided at Board places.

DIRECTOR COMMENTS

24. Other Items for Future Consideration.

- Director Gomez requested an update to the Legislative/Human Resources Committee or at a Board meeting on the Delta Conveyance Project, Healthy Rivers and Landscapes, and levee-related issues.
- President Young asked all Board members to make themselves available for the upcoming Board retreat which is being scheduled in follow-up to the February 2025 retreat.

25. Director Comments.

- Director Gómez reported attending the Ward 7 briefing in San Ramon on June 6 and thanked staff for their work on the briefing.
- Director Lewis reported attending the Black Elected Officials Luncheon in Oakland on April 26 where former Director Bill Patterson was recognized for his service to EBMUD and the swearing-in ceremony for Oakland Mayor Barbara Lee in Oakland on May 20.
- Director Oddie reported participating in the San Leandro Cherry Festival Parade on June 7 and attending the West Oakland Liaison Group meeting on May 22.
- Director Smith reported attending the funeral of former Contra Costa County Supervisor Federal Glover, along with Director Gomez in Concord on May 28. She commented on how elected officials were recognized during the services.
- Directors Chan, Katz and President Young had no reports.

ADJOURNMENT

President Young adjourned the Regular Meeting at 3:38 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: June 24, 2025

Marguerite Young, President of the Board

W:\Board of Directors - Meeting Related Docs\Minutes\Minutes 2025\2025 Regular\06102025_regular_minutes.docx

This page is intentionally left blank.

Title:	Reduced Pressure Principle Backflow Preventers	Meeting Date:	June 24, 2025
--------	--	---------------	---------------

SUSTAINABILITY

Economic

Funding for this purchase is available in the Fiscal Year 2026 adopted capital budget for Planned Meter Replacements.

Social

This purchase will protect the safety and quality of the water supply from contamination when a portable meter is used.

Environmental

This purchase will bring the District's hydrant meter inventory into compliance with new cross-connection control regulations outlined in the SWRCB's Cross-Connection Control Policy Handbook.

ALTERNATIVES

Do not purchase backflow devices. This alternative is not recommended because without the backflow preventers, the District would not be in compliance with regulations and risk potential contamination of the water supply.

Purchase backflow preventers on the open market. This alternative is not recommended because volume pricing leverage and product availability will be compromised. The contract also provides favorable terms and conditions which would likely not be obtainable in an open market purchase.

I:\Sec\2025 Board Related Items\062425 Board Agenda Items\FIN - Reduced Pressure Principle Backflow Preventers.docx



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 Agreement - RFQ No. 2516 Reduced Pressure Principle Backflow Preventers						DATE: June 5, 2025						
CONTRACTOR: Backflow Distributors, Inc. Sacramento, CA				Local / Small Business		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$175,226 *		FIRM'S OWNERSHIP Ethnicity: White Gender: Men		Availability Group White Men		Contracting Objectives 25%		Participation 100.0%				
White Women 2%		White Men 100.0%		White Women 2%		Contracting Objectives 25%		Participation 0.0%				
Ethnic Minorities 25%		White Men 100.0%		White Women 2%		Contracting Objectives 25%		Participation 0.0%				
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER M W		CONTRACTING PARTICIPATION						
PRIME: Backflow Distributors, Inc.		\$175,226	White	X		White-Men 100.0%	White-Women 0.0%	Ethnic Minorities 0.0%	Unclassified 0.0%	Publicly Held Corp. 0.0%	Gov't/Non Profit 0.0%	Foreign 0.0%
SUBS: None												
TOTAL		\$175,226				100.0%	0.0%	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:		2		3		2		7				
Percent of Total Employees:		28.6%		42.9%		28.6%						
MSA Labor Market %:		36.1%		32.3%		31.6%						
MSA Labor Market Location:		Sacramento										
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA												
*Total not to exceed: \$175,226												
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: Reduced Pressure Principle Backflow Preventers		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN			
Materials and Supplies Agreement - RFQ No. 2516		DATE:	National		10.5	10.7	3.7	0.7	27.3
		6/5/2025	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: L/SBE	Company Wide	1	1	0	0	2	28.6%	31.6%
Backflow Distributors, Inc. Randy Valenzano 6400 Elvas Ave. Sacramento, CA 95819 916-452-6500		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	1	1	0	0	2	100.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	
		AA Plan on File:	NA		Date of last contract with District:		7/15/2021		
		Co. Wide MSA:	Sacramento		# Employees-Co. Wide:		7	Bay Area:	0
P	WM	Company Wide	0	5	0	0	5	45.5%	27.3%
Cahill and Kavanaugh Inc. dba Malcolm Plumbing and Mechanical Matthew Cahill 184 Mendell St. San Francisco, CA 94124 415-621-1985		Manager/Prof	0	1	0	0	1	33.3%	
		Technical/Sales	0	4	0	0	4	57.1%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	5	0	0	5	45.5%	
		Co. Wide MSA:	USA		# Employees-Co. Wide:		11	Bay Area:	11
P	PHC	Company Wide	3,526	5,170	852	209	9,757	30.7%	27.3%
Ferguson Enterprises LLC dba Ferguson Waterworks Charlotte Murch 27750 Industrial Blvd Hayward, CA 94545 757-989-2870		Manager/Prof	471	611	252	33	1,367	17.5%	
		Technical/Sales	559	1,445	201	70	2,275	23.0%	
		Clerical/Skilled	641	833	136	23	1,633	35.7%	
		Semi/Unskilled	1,855	2,281	263	83	4,482	47.5%	
		Bay Area	58	175	62	7	302	72.4%	
		Co. Wide MSA:	USA		# Employees-Co. Wide:		31,738	Bay Area:	417
P	Unclassified	Company Wide	4	45	4	0	53	35.3%	27.3%
Iconix Waterworks US Inc. John Coyne 3750 Bassett St. Santa Clara, CA 95054 916-545-4529		Manager/Prof	2	8	1	0	11	27.5%	
		Technical/Sales	0	15	1	0	16	36.4%	
		Clerical/Skilled	0	8	0	0	8	40.0%	
		Semi/Unskilled	2	14	2	0	18	39.1%	
		Bay Area	0	6	0	0	6	66.7%	
		Co. Wide MSA:	USA		# Employees-Co. Wide:		150	Bay Area:	9
P	Unclassified	Company Wide	INFORMATION NOT PROVIDED						
Pace Supply Corp Joe Passalacqua 425 Market St. Oakland, CA 94607 510-266-4826		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)

This page is intentionally left blank.

Title:	Oakland Administration Building Fiber Optic Backbone System Upgrade	Meeting Date:	June 24, 2025
--------	---	---------------	---------------

SUSTAINABILITY

Economic

Funding for this work is available in the Fiscal Year 2026 adopted capital budget for Building Facilities Improvements.

Social

Work under this contract is subject to the payment of current prevailing wages according to determinations for each craft as established by the Director of the Department of Industrial Relations of the State of California.

Local 444 was notified of this contract on January 18, 2018. Local 444's issues were addressed at a meeting on February 5, 2018 and resolved.

Environmental

Work under this contract is exempt from the California Environmental Quality Act (CEQA) per Section 15061(b)(3) and Section 15301 of the CEQA Guidelines since the project involves installation of new fiber optic cabling within the interior of the AB to replace existing cabling, and there is no possibility that the work will have a significant effect on the environment.

ALTERNATIVES

Do not complete the project. This alternative is not recommended because without the upgrade, the AB would not be able to meet current and future data needs.

Perform the work with District forces. This alternative is not recommended because District forces are focused on other high priority work and do not possess the resources needed to perform a project of this scope and scale.

EAST BAY MUNICIPAL UTILITY DISTRICT

BID SUMMARY

SPECIFICATION 2195A

Oakland Administration Building Fiber Optic Backbone System

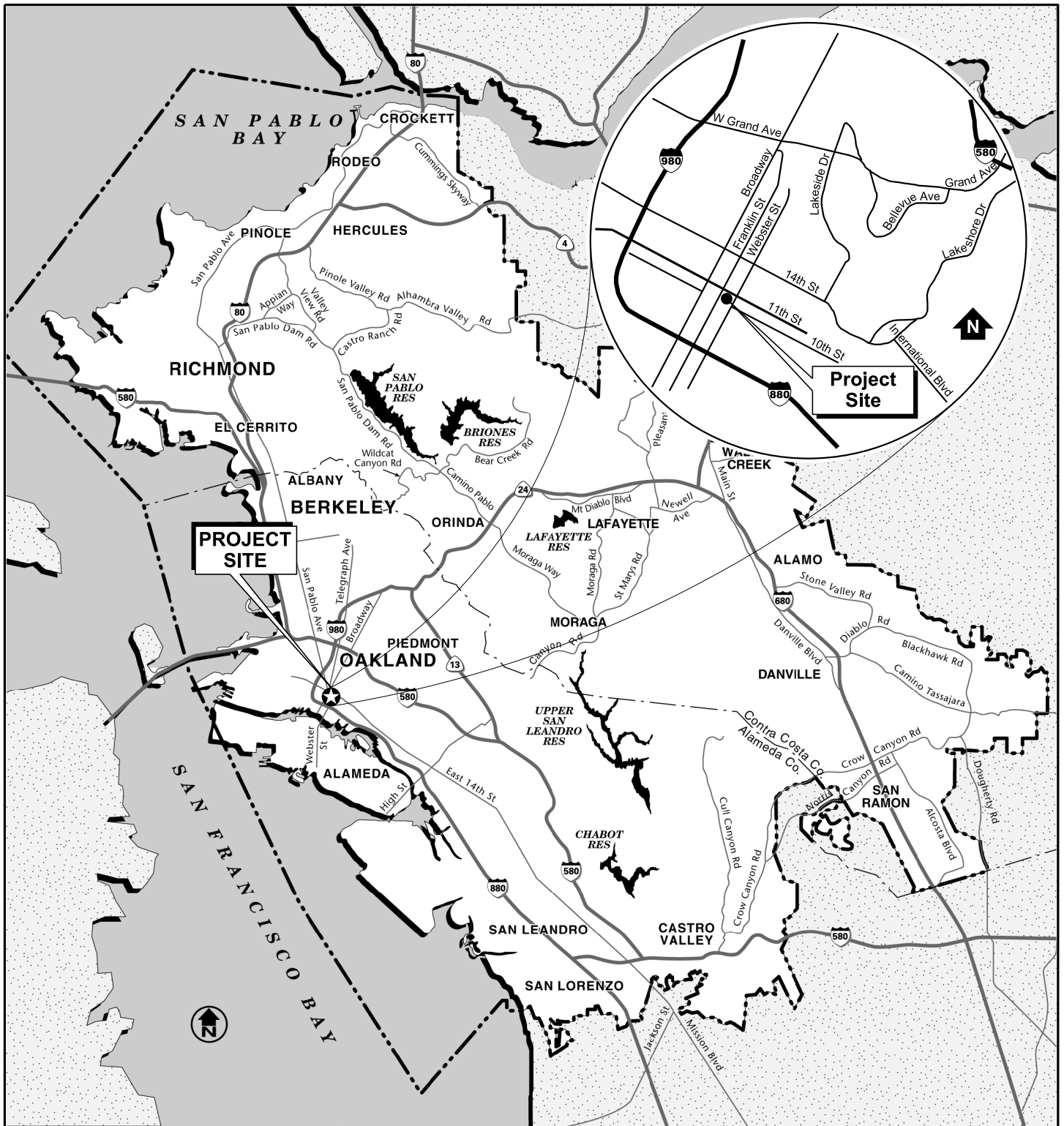
Upgrade Bids Opened May 28, 2025

	BIDDER	TOTAL AMOUNT BID
1.	Triple S Electric Co. (SBE/DVBE) 2425 Otis Dr. Alameda, CA 94501 (510) 523-8563	\$459,000 / \$426,870*
2.	Contra Costa Electric 825 Howe Rd. Martinez, CA 94553 (925) 335-2870	\$468,744

SBE/DVBE – Small Business Enterprise or Disabled Veteran Business Enterprise

*Effective Bid Amount due to SBE/DVBE discount (7% of the low bid amount, not to exceed \$150,000)

Engineer's Estimate: \$ 600,000



**PROJECT SITE
LOCATION MAP**

NOT TO SCALE

EAST BAY MUNICIPAL UTILITY DISTRICT

**OAKLAND ADMINISTRATION BUILDING
FIBER OPTIC BACKBONE
SYSTEM UPGRADE**

SPECIFICATION 2195A



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE SPECIFICATION NO.: 2195A Oakland Administration Building Fiber Optic Backbone System Upgrade						DATE: June 9, 2025						
CONTRACTOR: Triple S Electric Co.				Local / Small Business		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		100.0%				
		Ethnicity	Gender	White Women		9%		0.0%				
\$459,000 *		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	Foreign
PRIME: Triple S Electric Co.		\$209,000	White	X		45.5%						
SUBS: Integrity Data & Fiber, Inc.		\$250,000	White	X		54.5%						
TOTAL		\$459,000				100.0%	0.0%	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:			2		0		0		2			
Percent of Total Employees:			100.0%		0.0%		0.0%					
MSA Labor Market %:			24.5%		21.6%		53.9%					
MSA Labor Market Location:			Alameda									
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$459,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				YES								



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							
		B	H	A/PI	AI/AN	TOTAL			
Oakland Administration Building Fiber Optic Backbone System Upgrade		National	10.5	10.7	3.7	0.7	27.3		
		Spec. No.: 2195A		DATE: 6/9/2025	9 Bay Area Counties		5.5	16.2	14.2
			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: L/SBE	Company Wide	0	0	0	0	0.0%	53.9%	
Triple S Electric Co. Stephen Slauson 2426 Otis Dr. Alameda, CA 94501 510-523-8563		Manager/Prof	0	0	0	0	0.0%		
		Technical/Sales	0	0	0	0	0.0%		
		Clerical/Skilled	0	0	0	0	0.0%		
		Semi/Unskilled	0	0	0	0	0.0%		
		Bay Area	0	0	0	0	0.0%	39.9%	
		AA Plan on File: NA	Date of last contract with District: 6/13/2017						
		Co. Wide MSA: Alameda	# Employees-Co. Wide: 2		Bay Area: 2				
S	WM: L/SBE	Company Wide	0	0	0	0	0.0%	37.3%	
Integrity Data & Fiber, Inc. Heidi Schnaitmann 730 Westfield Lane Vacaville, CA 95688 916-439-2351		Manager/Prof	0	0	0	0	0.0%		
		Technical/Sales	0	0	0	0	0.0%		
		Clerical/Skilled	0	0	0	0	0.0%		
		Semi/Unskilled	0	0	0	0	0.0%		
		Bay Area	0	0	0	0	0.0%	39.9%	
		Co. Wide MSA: Sacramento	# Employees-Co. Wide: 12		Bay Area: 0				
P	PHC	Company Wide	INFORMATION NOT PROVIDED						
Contra Costa Electric, Inc. Raymond Prien 825 Howe Rd. P.O. Box 2523 Martinez, CA 94553 925-229-4250		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)

Title:	Wet Weather Consent Decree Hydraulic Model and Calibration	Meeting Date:	June 24, 2025
--------	--	---------------	---------------

This agreement supports the District’s Water Quality and Environmental Protection Strategic Plan goal.

CONSULTANT SELECTION

A request for proposals was posted on the District’s website and sent to 11 firms with expertise in hydrologic and hydraulic model calibration. Three firms submitted proposals. Brown and Caldwell was selected based on its specialized expertise in the development and calibration of hydrologic and hydraulic models used for continuous simulations.

SUSTAINABILITY

Economic

Funding for this purpose is available in the Fiscal Year 2026/2027 approved capital budget for Wet Weather Facilities.

Social

Locals 2019, 21, and 444 were notified of this agreement on October 4, 2024 and did not raise any specific issues related to this agreement.

Environmental

The project assists the District in meeting the requirements of the CD and enables assessment of overall compliance with CD-established benchmarks for reductions in discharges from WWFs. The information collection, evaluation and modeling activities to be performed are exempt from the California Environmental Quality Act (CEQA) pursuant to Section 15306 (Information Collection) of the CEQA Guidelines.

ALTERNATIVES

Perform the work with District staff. This alternative is not recommended because District staff lacks the technical expertise and processing tools for calibration of the model and are unable to perform this work within the timeframe required by the CD.

Delay or do not proceed with the project. This alternative is not recommended because this work is required by the CD. Delay of the work would result in significant financial penalties.



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 Wet Weather Consent Decree Hydraulic Model and Calibration						DATE: June 12, 2025							
CONTRACTOR: Brown and Caldwell Walnut Creek, CA				Local Business		PERCENTAGE OF CONTRACT DOLLARS							
BID/PROPOSER'S PRICE: \$3,181,363 *		FIRM'S OWNERSHIP Ethnicity: White Gender: Men		White Men 25%		White Women 6%		Ethnic Minorities 25%		Contracting Objectives 93.1% 0.5% 2.3%			
CONTRACT EQUITY PARTICIPATION													
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER M W		CONTRACTING PARTICIPATION							
<i>PRIMES:</i> Brown and Caldwell		\$2,961,803	White	X	W	93.1%	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
<i>SUBS:</i> MapVision Technologies, Inc.		\$48,720	Asian	X	W	1.5%	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
Climate Adaptive Systems		\$26,000	Asian	X	W	0.8%	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
Vieux & Associates, Inc.		\$128,200	Unclassified	W	W	4.0%	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
Natalie Macris		\$16,640	White	W	X	0.5%	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
TOTAL		\$3,181,363		93.1%		0.5%	2.3%	4.0%	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:			971		662		616		2,249				
Percent of Total Employees:			43.2%		29.4%		27.4%						
MSA Labor Market %:			39.0%		33.7%		27.3%						
MSA Labor Market Location:			USA										
COMMENTS													
Contract Equity Participation: 93.1% White Men 0.5% White Women and 2.3% Ethnic Minority participation. Contract Duration: Two years, with three options to renew for additional one-year periods.													
*Total not to exceed: \$3,181,363													
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended					
NA				YES									



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								
			B	H	A/PI	AI/AN	TOTAL			
Wet Weather Consent Decree Hydraulic Model and Calibration		National	10.5	10.7	3.7	0.7	27.3			
		Professional Services Agreement		DATE: 6/12/2025		9 Bay Area Counties		5.5	16.2	14.2
						Alameda/CC Counties		10.7	15.6	15.4
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: LBE	Company Wide	102	186	238	6	532	23.7%	27.3%	
Brown and Caldwell Christy Carpenter 201 North Civic Drive, Suite 300 Walnut Creek, CA 94596 303-239-5410		Manager/Prof	73	166	211	5	455	23.2%		
		Technical/Sales	16	15	19	1	51	30.4%		
		Clerical/Skilled	13	5	8	0	26	21.1%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		Bay Area	5	17	37	2	61	53.0%		39.9%
		AA Plan on File: NA	Date of last contract with District: 5/1/2025							
		Co. Wide MSA: USA	# Employees-Co. Wide: 2,249		Bay Area: 115					
S	EMM-A/PI	Company Wide	0	0	3	0	3	60.0%	48.4%	
Map Vision Technologies, Inc. Devang Parikh 6080 Barcelona Ct. Granite Bay, CA 95746 916-259-4280		Manager/Prof	0	0	3	0	3	60.0%		
		Technical/Sales	0	0	0	0	0	0.0%		
		Clerical/Skilled	0	0	0	0	0	0.0%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		Bay Area	0	0	0	0	0	0.0%		39.9%
		Co. Wide MSA: California	# Employees-Co. Wide: 5		Bay Area: 0					
S	EMM-A/PI	Company Wide	INFORMATION NOT PROVIDED							
Climate Adaptive Systems Mira Chokshi 2464 15th Ave. San Francisco, CA 415-608-5152		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								
S	Unclassified	Company Wide	0	0	0	0	0	0.0%	22.9%	
Vieux & Associates, Inc. Heather Johnson 301 DL Boren Blvd., Suite 3050 Norman, OK 73072 301-250-4090		Manager/Prof	0	0	0	0	0	0.0%		
		Technical/Sales	0	0	0	0	0	0.0%		
		Clerical/Skilled	0	0	0	0	0	0.0%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		Bay Area	0	0	0	0	0	0.0%		39.9%
		Co. Wide MSA: Oklahoma	# Employees-Co. Wide: 10		Bay Area: 0					
S	WW	Company Wide	INFORMATION NOT PROVIDED							
Natalie Macris 1620 Montgomery St., Suite 300 San Francisco, CA 94111 415-533-1399		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)



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Wet Weather Consent Decree Hydraulic Model and Calibration		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN			
General Services Agreement		DATE:	National		9 Bay Area Counties		Alameda/CC Counties		
		6/12/2025	10.5	10.7	3.7	0.7	27.3		
			5.5	16.2	14.2	0.4	39.9		
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 %	
P	WM: LBE	Company Wide	6	54	92	0	152	48.6%	48.4%
Burns & McDonnell Western Enterprises, Inc. Tammy Martin 2175 N. California Blvd., Suite 400 Walnut Creek, CA 94596 816-363-7264		Manager/Prof	6	42	85	0	133	46.8%	
		Technical/Sales	0	7	7	0	14	70.0%	
		Clerical/Skilled	0	5	0	0	5	55.6%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	1	4	11	0	16	38.1%	
Co. Wide MSA: California		# Employees-Co. Wide: 313		Bay Area: 42					
P	WM: LBE	Company Wide	31	147	157	4	339	26.5%	27.3%
Carollo Engineers, Inc. Carol Blake 2795 Mitchell Drive Walnut Creek, CA 94598 602-474-4034		Manager/Prof	27	103	143	1	0	25.6%	
		Technical/Sales	3	24	12	3	42	35.0%	
		Clerical/Skilled	1	20	2	0	23	27.1%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	3	13	33	0	49	32.9%	
Co. Wide MSA: USA		# Employees-Co. Wide: 1,277		Bay Area: 149					

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)

This page is intentionally left blank.

Title:	Climate Change Analysis for Long-Term Water Resources Planning	Meeting Date:	June 24, 2025
--------	--	---------------	---------------

approved for expertise in water infrastructure. Brown and Caldwell was selected based on their ability to provide the necessary specialized expertise.

SUSTAINABILITY

Economic

Funding for this purpose is available in the FY 2026/2027 adopted capital budget for the Water Rights, Licenses & Plans.

Social

Locals 21 and 2019 were notified of this agreement on January 31, 2025. Local 2019 issues were addressed at a meeting on February 4, 2025 and resolved. Local 21 did not raise any issues.

Environmental

This agreement will help the District evaluate and mitigate climate change impacts. California Water Code section 10652 exempts the preparation and adoption of UWMPs from the California Environmental Quality Act.

ALTERNATIVES

Do not authorize the agreement to prepare a Climate Change Analysis for Long-Term Water Resources Planning. This alternative is not recommended because choosing not to contract out will result in relying on a past climate change analysis, that was based on assessing limited scenarios with outdated data and tools. District staff do not have the expertise to do the tasks being asked of the consultant.

Do not prepare a Climate Change Analysis for Long-Term Water Resources Planning. This alternative is not recommended because choosing not to perform this analysis would result in the District making long-term water supply decisions and policies without the most recent climate change science and not considering a vulnerability assessment.



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 Climate Change Analysis for Long-Term Water Resources Plan						DATE: June 11, 2025						
CONTRACTOR: Brown and Caldwell Walnut Creek, CA				Local Business		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$1,281,483 *		FIRM'S OWNERSHIP		White Men		25%		59.6%				
		Ethnicity	Gender	White Women		6%		40.4%				
		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	Foreign
PRIMES: Brown and Caldwell		\$763,983	White	x		59.6%						
SUBS: Tova Earth Inc.		\$517,500	White		x		40.4%					
TOTAL		\$1,281,483				59.6%	40.4%	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:			971		662		616		2,249			
Percent of Total Employees:			43.2%		29.4%		27.4%					
MSA Labor Market %:			39.0%		33.7%		27.3%					
MSA Labor Market Location:			USA									
COMMENTS												
Contract Equity Participation: 59.6% White Men and 40.4% White Women participation. Contract Duration: NA												
*Total not to exceed: \$1,281,483												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				YES								



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Climate Change Analysis for Long-Term Water Resources Plan		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		DATE:								
		6/11/2025	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: LBE	Company Wide		102	186	238	6	532	23.7%	27.3%
Brown and Caldwell Christy Carpenter 201 North Civic Drive, Suite 300 Walnut Creek, CA 94596 303-239-5410		Manager/Prof		73	166	211	5	455	23.2%	
		Technical/Sales		16	15	19	1	51	30.4%	
		Clerical/Skilled		13	5	8	0	26	21.1%	
		Semi/Unskilled		0	0	0	0	0	0.0%	
		Bay Area		5	17	37	2	61	53.0%	39.9%
		AA Plan on File: NA				Date of last contract with District: 9/10/2024				
		Co. Wide MSA: USA				# Employees-Co. Wide: 2,249		Bay Area: 115		
S	WW	Company Wide		0	0	0	0	0	0.0%	27.3%
Tova Earth Inc. Alexandra Bruce 55 Sheeman Lane Amherst, MA 01002 44-789-697-6738		Manager/Prof		0	0	0	0	0	0.0%	
		Technical/Sales		0	0	0	0	0	0.0%	
		Clerical/Skilled		0	0	0	0	0	0.0%	
		Semi/Unskilled		0	0	0	0	0	0.0%	
		Bay Area		0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: USA				# Employees-Co. Wide: 3		Bay Area: 0		
P	EMM-H	Company Wide		0	3	0	0	3	100.0%	39.9%
AJ Perez Consulting LLC Alejandro Perez 1421 Rice St. Vallejo, CA 94590 510-677-1137		Manager/Prof		0	2	0	0	2	100.0%	
		Technical/Sales		0	0	0	0	0	0.0%	
		Clerical/Skilled		0	1	0	0	1	100.0%	
		Semi/Unskilled		0	0	0	0	0	0.0%	
		Bay Area		0	3	0	0	3	100.0%	39.9%
		Co. Wide MSA: 9 Bay Area Counties				# Employees-Co. Wide: 3		Bay Area: 3		
P	WW	Company Wide		2	5	9	0	16	21.1%	27.3%
Larry Walker Associates, Inc. Marceline Lee 1480 Drew Avenue, Suite 100 Davis, CA 95618 530-753-6400 ext.244		Manager/Prof		1	5	9	0	15	21.7%	
		Technical/Sales		0	0	0	0	0	0.0%	
		Clerical/Skilled		1	0	0	0	1	14.3%	
		Semi/Unskilled		0	0	0	0	0	0.0%	
		Bay Area		0	2	3	0	5	29.4%	39.9%
		Co. Wide MSA: USA				# Employees-Co. Wide: 76		Bay Area: 17		

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)



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Climate Change Analysis for Long-Term Water Resources Plan		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
General Services Agreement		DATE: 6/11/2025	National	10.5	10.7	3.7	0.7	27.3	
			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 %
P	PHC: LBE	Company Wide	1,981	1,504	836	98	4,419	31.5%	38.5%
Tetra Tech, Inc. Barbara Woo 3697 Mount Diablo Blvd., Suite 150 Lafayette, CA 94549 626-470-2393		Manager/Prof	352	593	615	40	1,600	22.0%	
		Technical/Sales	64	151	55	13	283	28.4%	
		Clerical/Skilled	225	208	68	2	503	52.0%	
		Semi/Unskilled	1,340	552	98	43	2,033	42.4%	
		Bay Area	-	1	4	-	5	31.3%	39.9%
Co. Wide MSA: Contra Costa		# Employees-Co. Wide: 14,045		Bay Area: 16					
P	Unclassified: LBE	Company Wide	0	5	5	0	10	13.7%	27.3%
WEST Consultants, Inc. Jennifer Stucker 101 Parkshore Dr. Folsom, CA 95630 503-485-5490		Manager/Prof	0	5	5	0	10	15.2%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
Co. Wide MSA: USA		# Employees-Co. Wide: 73		Bay Area: 0					

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)

This page is intentionally left blank.

Title:	Vegetation Management	Meeting Date:	June 24, 2025
--------	-----------------------	---------------	---------------

Civicorps provides local service area youth with work experience while they earn a high school education.

Environmental

The District is required to comply with local fire codes which requires removal of dead trees and dry vegetation to reduce fire hazards and create natural firebreaks. The potential impacts of vegetation management were addressed in a Program Environmental Impact Report (PEIR) that was prepared to comply with the California Environmental Quality Act (CEQA) and certified by the Board when it first adopted the East Bay Watershed Master Plan. More recently, in 2018, the District prepared an update to the East Bay Watershed Master Plan and adopted a Negative Declaration. Potential impacts of vegetation management along the aqueduct rights of way were examined in the Mokelumne Aqueduct System Routine Maintenance Project Initial Study/Mitigated Negative Declaration which was adopted in 2020. Minor alterations in the condition of land and vegetation, including certain fuel management activities, are also exempted from CEQA pursuant to Section 15304 of the CEQA Guidelines.

ALTERNATIVES

Complete the work with District forces. This alternative is not recommended because the work is seasonal.

Use another service provider. This alternative is not recommended because Civicorps is the only known local and non-profit job training organization affiliated with the California Conservation Corps that performs this type of work.

I:\Sec\2025 Board Related Items\062425 Board Agenda Items\WOD – Vegetation Management.docx



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 Vegetation Management						DATE: May 27, 2025						
CONTRACTOR: Civicorps Oakland, CA				Direct Award / Local Business		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$655,000 *		FIRM'S OWNERSHIP Non-Profit		Gender -		Availability Group White Men		Contracting Objectives 25%		Participation 0.0%		
		Ethnicity		Gender		White Women		6%		0.0%		
		Non-Profit		-		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: Civicorps		\$655,000	Non-Profit								100.0%	
SUBS: None												
TOTAL		\$655,000				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		4		5		30		39				
Percent of Total Employees:		10.3%		12.8%		76.9%						
MSA Labor Market %:		24.5%		21.6%		53.9%						
MSA Labor Market Location:		Alameda										
COMMENTS												
Contract Equity Participation: Zero Contract Equity participation since firm is a Non-Profit organization. Contract Duration: One year.												
*Total not to exceed: \$655,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								

Title:	On-Call Cultural and Paleontological Resource Management Services for EBMUD Ultimate Service Boundary, Aqueducts and Upcountry Areas	Meeting Date:	June 24, 2025
--------	--	---------------	---------------

District selected three firms to provide on-call services to ensure adequate professional resources, geographic coverage, and response times.

SUSTAINABILITY

Economic

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

Social

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

Environmental

Archaeological resources, such as California tribal cultural artifacts, are present within the District’s service area and properties. To protect these sensitive resources, any cultural or paleontological artifacts encountered by District staff or contractors require proper evaluation under federal and state laws. Any project sites with the known potential for cultural or paleontological resources also require mitigation planning in the event of an unanticipated discovery. On-call services will allow the District to respond quickly to both unanticipated encounters and planned projects near recorded occurrences of cultural resources.

ALTERNATIVES

Do not authorize the agreements. This alternative is not recommended because it entails soliciting professional service proposals after an unanticipated encounter with cultural or paleontological resources. The delay resulting from the time required to procure professional archaeological or paleontological services could result in an extended period of stopped work, resulting in increased project costs.

Do not perform the work. This alternative is not recommended because the services are required for unplanned discoveries of cultural and paleontological resources and environmental review of planned District projects and to protect these sensitive resources per federal and state laws.



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 On-Call Cultural and Paleontological Resource Management Services for EBMUD Ultimate Service Boundary, Aqueducts and Upcountry Areas						DATE: May 14, 2025						
CONTRACTOR:				PERCENTAGE OF CONTRACT DOLLARS								
Various Firms (See below)		Local Businesses		Availability Group		Contracting Objectives		Participation				
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		66.7%				
		Ethnicity	Gender	White Women		6%		0.0%				
\$500,000 *		-	-	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: Environmental Science Associates		\$166,667	White	X		33.3%						
PRIME: Kleinfelder, Inc.		\$166,667	Unclassified						33.3%			
PRIME: Rincon Consultants, Inc.		\$166,667	White	X		33.3%						
TOTAL		\$500,000				66.7%	0.0%	0.0%	33.3%	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:			See Attached P-061 Form									
Percent of Total Employees:												
MSA Labor Market %:												
MSA Labor Market Location:												
COMMENTS												
Contract Equity Participation - 66.7% White Men participation. Contract Duration: Three years, with two options to renew for additional one-year periods. *Total not to exceed: \$500,000												
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: On-Call Cultural and Paleontological Resource Management Services for EBMUD Ultimate Service Boundary, Aqueducts and Upcountry Areas		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
Professional Services Agreement		DATE: 5/14/2025	National	10.5	10.7	3.7	0.7	27.3	
			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=Recomm 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: LBE	Company Wide	23	88	80	3	194	29.5%	27.3%
Environmental Science Associates Annette Bonilla 180 Grand Ave., Suite 1050 Oakland, CA 94612 415-896-5900		Manager/Prof	12	63	56	3	134	24.5%	
		Technical/Sales	1	4	7	0	12	48.0%	
		Clerical/Skilled	10	21	17	0	48	55.2%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	9	40	44	2	95	33.0%	
		AA Plan on File: NA	Date of last contract with District: 4/9/2024						
		Co. Wide MSA: USA	# Employees-Co. Wide: 658			Bay Area: 288			
RP	Unclassified: LBE	Company Wide	145	346	215	13	719	24.0%	27.3%
Kleinfelder, Inc. Patrick Schaffner 1814 Franklin St., Suite 504 Oakland, CA 94612 619-831-4600		Manager/Prof	72	232	166	6	476	22.4%	
		Technical/Sales	51	80	28	4	163	27.7%	
		Clerical/Skilled	22	34	21	3	80	27.6%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	10	44	43	5	102	29.9%	
		Co. Wide MSA: USA	# Employees-Co. Wide: 3,000			Bay Area: 341			
RP	WM: LBE	Company Wide	2	71	27	1	101	20.7%	48.4%
Rincon Consultants, Inc. Alix Harwin 66 Franklin St., Suite 300 Oakland, CA 94607 805-242-0147		Manager/Prof	2	45	19	0	66	17.1%	
		Technical/Sales	0	13	4	1	18	31.6%	
		Clerical/Skilled	0	13	4	0	17	38.6%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: California	# Employees-Co. Wide: 487			Bay Area: 14			

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)

Title:	Enterprise Data Storage System Maintenance and Support Extension	Meeting Date:	June 24, 2025
--------	--	---------------	---------------

SUSTAINABILITY

Economic

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

Environmental

The storage vendor’s computer equipment has earned U.S. Environmental Protection Agency Energy Star certification with reduced power consumption to help meet green information technology objectives.

ALTERNATIVE

Select an alternative data storage product. This alternative is not recommended because of the expense and time required to remove, replace, implement, and provide training for a new, complex technology infrastructure.



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 Enterprise Data Storage System Maintenance and Support Extension						DATE: June 16, 2025						
CONTRACTOR: Trace3, LLC Irvine, CA				State Contract		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		Contracting Objectives		Participation				
\$297,344.16 *		Ethnicity	Gender	White Women		25%		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	Foreign
PRIME: Trace3, LLC		\$297,344.16	Unclassified						100.0%			
SUBS: None												
TOTAL		\$297,344.16				0.0%	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:		669		286		284		1,239				
Percent of Total Employees:		54.0%		23.1%		22.9%						
MSA Labor Market %:		39.0%		33.7%		27.3%						
MSA Labor Market Location:		USA										
COMMENTS												
Contract Equity Participation - Zero Contract Equity participation. Firm is unclassified. Contract Duration: Two years. *Total not to exceed: \$297,344.16												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								

Title:	Amend Agreements for Asphaltic Cement and Concrete Saw Cutting Services	Meeting Date:	June 24, 2025
--------	---	---------------	---------------

The original agreements were authorized under Board Motion No. 116-21 for \$850,000 for one year. An amendment to the agreements was authorized under Board Motion No. 139-22 for an additional \$765,000 for a total aggregate amount not to exceed \$1,615,000 and extended the term of the agreements until July 12, 2023. An amendment to the agreements was authorized under Board Motion No. 118-23 for an additional \$650,000 to a total aggregate amount not to exceed \$2,265,000 and extended the term of the agreements until July 11, 2024. An amendment to the agreements was authorized under Board Motion No. 011-24 for \$500,000 to a total aggregate amount not to exceed \$2,765,000 without change to the July 11, 2024 expiration. An amendment to the agreements was authorized under Board Motion No. 120-24 for \$1,300,000 to a total aggregate amount not to exceed \$4,065,000 and extended the term of the agreements until June 25, 2025.

This work supports the District’s Long-Term Infrastructure Investment Strategic Plan goal.

SERVICE PROVIDER SELECTION

In February 2021, a request for proposals was posted on the District’s website and sent to six potential proposers. Five service providers submitted proposals. Bay Line Cutting & Coring, Inc., Concrete Demo Works, Inc., Concrete Wall Sawing Co., Inc., Fine Line Sawing and Drilling, Inc., and Penhall Company were selected based on the ability to properly manage and dispose of materials.

SUSTAINABILITY

Economic

Funding for this purpose is available in the FY 2026 adopted operating budget and capital budget for the Pipeline Rebuild and Pipeline System Improvements.

Social

Local 444 was notified of these amendments on April 4, 2025. Local 444 raised issues related to contracting out work that could be performed by District forces. The District and Local 444 met on April 28, 2025 and June 16, 2025, but were unable to resolve the issues and Local 444 has advised the District that it may address the Board regarding their request to hire additional staff. The District’s reasons for contracting out are consistent with EBMUD’s contracting out criteria.

ALTERNATIVES

Do not contract out for these services. This alternative is not recommended because these services are critical to District operations.

Add staff and equipment to reduce the need for services. This alternative is not recommended because contracted services are still needed to supplement staff capabilities and address unplanned and seasonal peak workloads.



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 - Amendment Amend Agreements for Asphaltic Cement and Concrete Saw Cutting Services						DATE: <div style="text-align: right; font-size: 1.2em;">May 19, 2025</div>						
CONTRACTOR:				PERCENTAGE OF CONTRACT DOLLARS								
Various Firms (See Below)				Availability Group			Contracting Objectives		Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men			25%		60.0%			
		Ethnicity	Gender	White Women			6%		0.0%			
\$1,300,000 *		See Below	-	Ethnic Minorities			25%		40.0%			
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
PRIMES:												
Bay Line Cutting & Coring, Inc.		\$260,000	Hispanic	X				20.0%				
Concrete Demo Works, Inc.		\$260,000	Hispanic	X				20.0%				
Concrete Wall Sawing Co., Inc.		\$260,000	White	X		20.0%						
Fine Line Sawing and Drilling, Inc.		\$260,000	White	X		20.0%						
Penhall Company		\$260,000	White	X		20.0%						
TOTAL		\$1,300,000				60.0%	0.0%	40.0%	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:			See Attached Form P-061									
Percent of Total Employees:												
MSA Labor Market %:												
MSA Labor Market Location:												
COMMENTS												
Contract Equity Participation: 60% White Men participation and 40% Ethnic Minority participation. Contract Duration: Until June 24, 2026.												
*Total not to exceed: \$5,365,000 = \$1,615,000 (Multiple previous amendments) + \$650,000 (Amendment)+ \$500,000 (Amendment) + \$1,300,000 (Amendment) + \$1,300,000 (Amendment)												
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 Agreements for Asphaltic Cement and Concrete Saw Cutting Services		Ethnic Minority Percentages From U.S. Census Data								
			B	H	A/PI	AI/AN	TOTAL			
General Services Agreement - Amendment		DATE:	National							
		5/19/2025	9 Bay Area Counties		10.5	10.7	3.7	0.7	27.3	
			Alameda/CC Counties		5.5	16.2	14.2	0.4	39.9	
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	EMM-H: SBE	Company Wide	0	28	0	0	28	100.0%	39.9%	
Bay Line Cutting & Coring, Inc. Daniel Arreguin 501 Cesar Chavez Street, Suite101B San Francisco, CA 94124 415-266-6119		Manager/Prof	0	18	0	0	18	100.0%		
		Technical/Sales	0	2	0	0	2	100.0%		
		Clerical/Skilled	0	6	0	0	6	100.0%		
		Semi/Unskilled	0	2	0	0	2	0.0%		
		Bay Area	0	28	0	0	28	0.0%	39.9%	
		AA Plan on File:	NA		Date of last contract with District:		6/25/2024			
		Co. Wide MSA:	9 Bay Area Counties		# Employees-Co. Wide:		28	Bay Area: 28		
RP	EMM-H: SBE	Company Wide	0	9	3	0	12	92.3%	52.1%	
Concrete Demo Works, Inc. Tina Ibay 1595 South 10th Street San Jose, CA 95111 408-293-7356		Manager/Prof	0	2	2	0	4	80.0%		
		Technical/Sales	0	0	1	0	1	100.0%		
		Clerical/Skilled	0	1	0	0	1	100.0%		
		Semi/Unskilled	0	6	0	0	6	100.0%		
		Bay Area	0	9	3	0	12	92.3%	39.9%	
		Co. Wide MSA:	San Jose		# Employees-Co. Wide:		13	Bay Area: 13		
RP	WM: L/SBE	Company Wide	INFORMATION NOT PROVIDED							
Concrete Wall Sawing Co., Inc. Kenyon Barnes 2501 Grant Avenue San Lorenzo, CA 94580 510-483-8440		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								
RP	WM: L/SBE	Company Wide	0	17	1	0	18	69.2%	53.9%	
Fine Line Sawing and Drilling, Inc. Tita Tandoc 37651 Sycamore Street Newark, CA 94560 510-793-6700		Manager/Prof	0	3	1	0	4	57.1%		
		Technical/Sales	0	0	0	0	0	0.0%		
		Clerical/Skilled	0	0	0	0	0	0.0%		
		Semi/Unskilled	0	14	0	0	14	87.5%		
		Bay Area	0	17	1	0	18	69.2%	39.9%	
		Co. Wide MSA:	Alameda		# Employees-Co. Wide:		26	Bay Area: 26		
RP	WM: LBE	Company Wide	119	317	177	3	616	41.7%	27.3%	
Penhall Company Terry Cooley 13750 Catalina Street San Leandro, CA 94577 (Local Office) 214-557-1772		Manager/Prof	11	32	46	1	90	30.4%		
		Technical/Sales	11	35	6	1	0	0.0%		
		Clerical/Skilled	34	80	27	1	142	34.3%		
		Semi/Unskilled	63	170	98	0	331	59.5%		
		Bay Area	2	34	5	0	41	69.5%	39.9%	
		Co. Wide MSA:	USA		# Employees-Co. Wide:		1,477	Bay Area: 59		

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)


This page is intentionally left blank.

Monthly Investment Transactions Report
May 2025

This report is presented to the Board pursuant to Government Code Section 53607 and in accordance with the District's Investment Policy 4.07.

The attached report details transactions in the District's portfolio as follows:

- **Monthly Investment Transactions Summary** **Page 1**
- **Monthly Investment Activity** **Page 2**
 - Buys Page 3
 - Deposits Page 4
 - Matured Page 5
 - Calls Page 6
 - Sales Page 7
 - Withdrawals Page 8
- **Monthly Interest Activity** **Page 9**
 - Interest Received (Transferred to Wells Fargo) Page 10
 - Interest Received (Reinvested) Page 11


Sophia Skoda (Jun 6, 2025 16:36 PDT)
Approved by: Sophia D. Skoda, Finance Director

06/06/2025

Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
May 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	404,969,509	104,000,000	259,461	509,228,970
007 - Wastewater Consolidated	94,873,562	10,000,000	77,844	104,951,406
049 - Ferc Partnership	2,211,518	-	-	2,211,518
009 - BACWA	2,501,890	-	-	2,501,890
015 - DERWA	1,105,760	-	-	1,105,760
002 - FRWA	1,105,760	-	-	1,105,760
014 - IICP	166,419	-	-	166,419
010 - UMRWA	70,767	-	-	70,767
003 - Employees Retirement	10,756,239	(2,486,000)	-	8,270,239
099 - Wells Fargo**	63,721,512	(2,049,483)	4,553,432	66,225,461
Total	581,482,935	109,464,517	4,890,737	695,838,189

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.

A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

06/06/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

06/06/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

06/06/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	147,500,000	153,000,000	(150,500,000)	-	-	(46,000,000)	-	104,000,000
007 - Wastewater Consolidated	15,000,000	24,000,000	(23,000,000)	-	-	(6,000,000)	-	10,000,000
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	11,245,000	-	-	-	(13,731,000)	-	(2,486,000)
Investment Activity Total	162,500,000	188,245,000	(173,500,000)	-	-	(65,731,000)	-	111,514,000
099 - Wells Fargo	(162,500,000)	(188,245,000)	173,500,000	-	-	65,731,000	109,464,517	(2,049,483)
Total	-	-	-	-	-	-	109,464,517	109,464,517

*Non-investment transactions are net receipts and expenditures in Wells Fargo resulting from activities other than investment and interest transactions detailed in this report.

Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

06/06/2025

Date

Approved by: Robert L. Hannay, Treasury Manager

06/06/2025

Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Buys										
001 - Water System Consolidated	Federal Agency Issues Coupon	FHLB 0 11/6/2025	313385NX0	5/15/2025	5/16/2025	11/6/2025	8,000,000	7,840,307	-	7,840,307
001 - Water System Consolidated	Federal Agency Issues Coupon	FHLB 4.27 11/14/2025	3130B6HB5	5/15/2025	5/19/2025	11/14/2025	19,500,000	19,500,000	-	19,500,000
001 - Water System Consolidated	US Treasuries	T-Note 1.625 5/15/2026	912828R36	5/19/2025	5/20/2025	5/15/2026	40,000,000	39,041,807	8,832	39,050,639
001 - Water System Consolidated	US Treasuries	T-Note 3.625 5/15/2026	91282CHB0	5/19/2025	5/20/2025	5/15/2026	40,000,000	39,801,563	19,701	39,821,264
001 - Water System Consolidated	US Treasuries	T-Note 3.625 5/15/2026	91282CHB0	5/15/2025	5/16/2025	5/15/2026	40,000,000	39,814,063	3,940	39,818,003
					Total		147,500,000			
007 - Wastewater Consolidated	Federal Agency Issues Coupon	FHLB 0 11/6/2025	313385NX0	5/15/2025	5/16/2025	11/6/2025	500,000	490,019	-	490,019
007 - Wastewater Consolidated	Federal Agency Issues Coupon	FHLB 4.27 11/14/2025	3130B6HB5	5/15/2025	5/19/2025	11/14/2025	4,500,000	4,500,000	-	4,500,000
007 - Wastewater Consolidated	US Treasuries	T-Note 1.625 5/15/2026	912828R36	5/19/2025	5/20/2025	5/15/2026	5,000,000	4,880,226	1,104	4,881,330
007 - Wastewater Consolidated	US Treasuries	T-Note 3.625 5/15/2026	91282CHB0	5/19/2025	5/20/2025	5/15/2026	5,000,000	4,975,195	2,463	4,977,658
					Total		15,000,000			

162,500,000 160,843,179 36,039 160,879,219



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/15/2025	5/15/2025	N/A	51,000,000	51,000,000	-	51,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/15/2025	5/15/2025	N/A	51,000,000	51,000,000	-	51,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/15/2025	5/15/2025	N/A	51,000,000	51,000,000	-	51,000,000
					Total		153,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/15/2025	5/15/2025	N/A	8,000,000	8,000,000	-	8,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/15/2025	5/15/2025	N/A	8,000,000	8,000,000	-	8,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/15/2025	5/15/2025	N/A	8,000,000	8,000,000	-	8,000,000
					Total		24,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	5/23/2025	5/23/2025	N/A	5,627,000	5,627,000	-	5,627,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	5/9/2025	5/9/2025	N/A	5,618,000	5,618,000	-	5,618,000
					Total		11,245,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	5/31/2025	5/31/2025	N/A	2,503,949	2,503,949	-	2,503,949
					Total		2,503,949			
							190,748,949	190,748,949	-	190,748,949



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Matured										
001 - Water System Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	2,500,000	2,500,000	-	2,500,000
001 - Water System Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	35,000,000	35,000,000	-	35,000,000
001 - Water System Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	40,500,000	40,500,000	-	40,500,000
001 - Water System Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	72,500,000	72,500,000	-	72,500,000
						Total	150,500,000			
007 - Wastewater Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	5,000,000	5,000,000	-	5,000,000
007 - Wastewater Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	6,500,000	6,500,000	-	6,500,000
007 - Wastewater Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	9,500,000	9,500,000	-	9,500,000
						Total	23,000,000			
							173,500,000	173,500,000	-	173,500,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
----------------	-------------	-------------	--------------	------------	-----------------	---------------	--------------------	-----------	--------------------	-------

Calls

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
----------------	-------------	-------------	--------------	------------	-----------------	---------------	--------------------	-----------	--------------------	-------

Sales

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/28/2025	5/28/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/12/2025	5/12/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/30/2025	5/30/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/28/2025	5/28/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/12/2025	5/12/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/30/2025	5/30/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/28/2025	5/28/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/12/2025	5/12/2025	N/A	4,000,000	4,000,000	-	4,000,000
					Total		46,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/28/2025	5/28/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/28/2025	5/28/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/28/2025	5/28/2025	N/A	2,000,000	2,000,000	-	2,000,000
					Total		6,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	5/30/2025	5/30/2025	N/A	13,731,000	13,731,000	-	13,731,000
					Total		13,731,000			
							65,731,000	65,731,000	-	65,731,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
May 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	4,033,836	(3,774,375)	259,461
007 - Wastewater Consolidated	778,617	(700,773)	77,844
049 - Ferc Partnership	-	-	-
009 - BACWA	6,098	(6,098)	-
015 - DERWA	18,181	(18,181)	-
002 - FRWA	12,560	(12,560)	-
014 - IICP	4,516	(4,516)	-
010 - UMRWA	3,355	(3,355)	-
003 - Employees Retirement	33,574	(33,574)	-
Interest Transactions Total	4,890,737	(4,553,432)	337,305
099 - Wells Fargo	-	4,553,432	4,553,432
Total	4,890,737	-	4,890,737

*Coupon and other interest received; reinvestment unavailable.

**Coupon and other interest payments reinvested in specific portfolio.

Sherry Sarcos

Prepared by: Sherry Sarcos, Accounting Technician

06/06/2025

Date

Kevin Ma

Reviewed by: Kevin Ma, Accounting Supervisor

06/06/2025

Date

David Glasser

Approved by: David Glasser, Controller

06/06/2025

Date




EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Transferred to Wells Fargo)										
001 - Water System Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	-	-	2,069,375	2,069,375
001 - Water System Consolidated	US Treasuries	T-Note 3.625 5/15/2026	91282CHB0	5/15/2025	5/15/2025	5/15/2026	-	-	435,000	435,000
001 - Water System Consolidated	US Treasuries	T-Note 4.5 11/15/2025	91282CFW6	5/15/2025	5/15/2025	11/15/2025	-	-	900,000	900,000
001 - Water System Consolidated	US Treasuries	T-Note 4.625 11/15/2026	91282CJK8	5/15/2025	5/15/2025	11/15/2026	-	-	370,000	370,000
								Total		3,774,375
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	97,648	97,648
007 - Wastewater Consolidated	US Treasuries	T-Note 1.625 5/15/2026	912828R36	5/15/2025	5/15/2025	5/15/2026	-	-	40,625	40,625
007 - Wastewater Consolidated	US Treasuries	T-Note 2.25 11/15/2025	912828M56	5/15/2025	5/15/2025	11/15/2025	-	-	45,000	45,000
007 - Wastewater Consolidated	US Treasuries	T-Note 2.75 5/15/2025	91282CEQ0	5/15/2025	5/15/2025	5/15/2025	-	-	316,250	316,250
007 - Wastewater Consolidated	US Treasuries	T-Note 3.625 5/15/2026	91282CHB0	5/15/2025	5/15/2025	5/15/2026	-	-	108,750	108,750
007 - Wastewater Consolidated	US Treasuries	T-Note 4.625 11/15/2026	91282CJK8	5/15/2025	5/15/2025	11/15/2026	-	-	92,500	92,500
								Total		700,773
003 - Employees Retirement	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	33,574	33,574
								Total		33,574
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	12,560	12,560
								Total		12,560
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	6,098	6,098
								Total		6,098
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	3,355	3,355
								Total		3,355
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	4,516	4,516
								Total		4,516
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	5/1/2025	5/1/2025	N/A	-	-	18,181	18,181
								Total		18,181
									4,553,432	4,553,432

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 24, 2025

MEMO TO: Board of Directors

FROM: Marguerite Young, Board President 

SUBJECT: Report on Status of Investigations Related to Claims Made by Tiffany Conway Against Director April Chan

At the Board meeting on April 8, 2025, Ms. Tiffany Conway made a public complaint against Director April Chan, alleging that Director Chan engaged in racially motivated, disrespectful conduct towards her at the District's Administration Building on March 27, 2025. This complaint has resulted in three investigations.

Ms. Conway's complaint was referred to an independent investigator to determine if Director Chan engaged in conduct that violated District policies prohibiting harassment and discrimination on the basis of race. The investigator was also asked to determine whether Director Chan's conduct was inconsistent with the Principles of Conduct in the District's Board of Directors Governance Manual. Additionally, pursuant to the District's security policies and procedures, the District's Security Division investigated whether workplace violence or a threat of workplace violence by either party occurred.

The workplace violence investigation is complete. The investigations into allegations of racial bias and misconduct are ongoing. At the June 24 Board meeting, I will provide an update to the Board on the status of the ongoing investigations and the findings from the District's Security Division workplace violence investigation.

/MY

Attachment

This page is intentionally left blank.

CONFIDENTIAL

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: May 12, 2025

MEMO TO: Marguerite Young, Board President

FROM: David Woodard, Manager of Regulatory Compliance *DW*

SUBJECT: Determination of Findings, RSP 6000 Workplace Violence Prevention Program, Complaint

BACKGROUND

On Thursday, March 27, 2025, District security staff were notified by Board Director April Chan of an incident that began at the B1 level of the parking garage and continued in the parking garage elevator alcove and eventually to the second-floor lobby area of the Administration Building. The other person involved was identified as a guest artist, Tiffany Conway, who was onsite retrieving her artwork which had been displayed on the second floor. The incident began when Director Chan questioned Ms. Conway's use of one of the reserved Director's parking spots in the garage. Visitor parking is adjacent to Director designated parking in the garage and it is reasonable to assume either Ms. Conway mistakenly parked in a Director spot or was not clearly told where to park when Security admitted her to the garage.

Ms. Conway took offense with Director Chan's questioning and statements about contacting security which Ms. Conway perceived as disrespectful, racially motivated and threatening. Director Chan independently reported feeling threatened by Ms. Conway's reaction, remarks and physical behavior. The scope of this report is limited to determination of any workplace violence that may have occurred during this incident.

DISCUSSION

When District personnel are involved in an alleged or actual workplace violence-related incident, security staff document the incident through an intake form (Form K-102) and investigate consistent with District protocols (Security Protocol 1.5) and state law. Director Chan submitted Form K-102 alleging that the March 27, 2025, incident with Ms. Conway caused her to feel harassed and threatened. Ms. Conway submitted a letter to President Young on April 4, 2025, characterizing her view of the incident, including feeling threatened by Director's Chan's actions. The submission of Form K-102 (or equivalent written statement) to the Security Office triggered a security investigation.

On the day of the incident, several members of the District's security team were involved with de-escalating the conflict and taking statements from Director Chan and Ms. Conway. These members included Security Officer James Paligutan (second floor security desk), David Nichols (Security Shift Supervisor), and Devlon Gant (contract security client manager).

David Cook (Manager of Security) completed the attached investigation which forms the basis of the determination herein. The investigation was aided by the District's security camera recordings and written and verbal statements from Director Chan and Ms. Conway. Mr. Cook reviewed the pertinent documents, video, and discussions with both Mr. Nichols and Mr. Gant on their observations on the day of the incident. There were no material witnesses to the incident other than the District security staff listed above.

DETERMINATION

Mr. Cook determined that Director Chan's allegations were supported. Mr. Cook's investigative summary is as follows:

Based on my review of this information, it appears that at the time Director Chan is confronted by Ms. Conway trying to photograph her badge and Director Chan boards the elevator with an apparently agitated Ms. Conway following closely behind and, according to Director Chan's statement, yelling at her and pointing her finger at her, Ms. Conway's conduct did meet the definition of threat of violence in RSP 6000, which states in part, "any behavioral or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose." However, this threatening behavior appears to be contained to this incident and there is no evidence to suggest that Ms. Conway will pose a further threat to Director Chan or any other District employee.

This determination is primarily made based on the portion of the incident that occurred within the elevator where Ms. Conway remained in the doorway preventing the elevator from leaving and providing no physical outlet for Director Chan for about ten seconds. The security video does not show the interior of the elevator but does show Ms. Conway remaining in the doorway preventing door closure and elevator departure. Director Chan described feeling threatened by Ms. Conway's actions during this time. No contradictory statement has been made by Ms. Conway to date for this portion of the incident and no additional comments from Ms. Conway are available.

Security staff became involved at the request of Director Chan after she arrived on the second floor. Once involved, the security staff are observed in the available video to de-escalate the incident and ensure separation between the two. This activity was corroborated by security staff.

There were no witnesses to the interaction in the elevator alcove or elevator, no audio recordings and available video is limited. Based on the evidence on hand, and lack of contradicting evidence, it is more likely than not that Director Chan was subjected to threatening behavior as outlined above. However, as outlined by Mr. Cook, no additional mitigation measures are necessary as the likelihood of an additional or escalated incident between the two is remote.

Regarding Ms. Conway's claim of feeling threatened, Director Chan instigated the incident with her questioning of Ms. Conway's use of the parking space and statements about contacting security. At times Director Chan actively engaged and argued with Ms. Conway (as shown on the security video) which did not de-escalate the incident. However, Director Chan's behavior did not reach a level which constitutes Threat of Violence, or Workplace Violence, as defined in California Labor Code 6401.9 or RSP 6000.

Accordingly, this alleged workplace violence incident is considered closed.

cc: Lourdes Matthew, Assistant General Counsel

DMW/dmw

W:\rco\Workplace Violence Program Records\Case Files\2025\25-007, Parking Spot Altercation AB



WORKPLACE VIOLENCE INCIDENT INTAKE FORM

EBMUD is committed to the prevention of workplace violence. Immediately following any incident (threat or act) of workplace violence, an employee must report this incident to a supervisor/manager, Security, and/or HR-Employee Relations. Please complete this form to be used by Security to assist in documenting an allegation of workplace violence. Once complete, email to WPV@ebmud.com or interoffice to Security at MS-600.

INCIDENT

To be filled out by Security personnel.

REPORTED BY:

Full Name	Job Title	Supervisor/Manager Reported to	
Division	Phone	Date Reported	
Work Street Address	City	State	Zip Code

COMPLAINANT *(person raising the complaint and/or reporting to be a victim of workplace violence):*

Full Name <input type="checkbox"/> <i>check if same as REPORTED BY field</i>	Job Title		
Division	Phone	Relationship to Respondent	
Work Street Address	City	State	Zip Code

RESPONDENT *(person accused of committing an act of workplace violence):*

Full Name	Job Title		
Division	Phone	Relationship to Complainant	
Work Street Address	City	State	Zip Code

OTHER INVOLVED INDIVIDUALS *(witnesses):*

Name	Job Title	Division
Name	Job Title	Division
Name	Job Title	Division
Name	Job Title	Division
Name	Job Title	Division
Name	Job Title	Division



WORKPLACE VIOLENCE INCIDENT INTAKE FORM

INCIDENT #**LAW ENFORCEMENT AGENCY (if applicable):**

Agency

Case Number

District Security Incident Report

SIR Number

Supervisory Comments/Actions to Date:

 Placed on Administrative Leave by: _____**FOR COMPLETION BY THE OFFICE OF SECURITY AND EMERGENCY PREPAREDNESS****NATURE OF INCIDENT (check all that apply):**

- | | | |
|---|---|--|
| <input type="checkbox"/> Intimidation or harassment | <input type="checkbox"/> Conditional threat (if-then) | <input type="checkbox"/> Direct threat (I will...) |
| <input type="checkbox"/> Act of violence with property damage | <input type="checkbox"/> Act of violence with injury | <input type="checkbox"/> Written threat (email-letter-posting) |
| <input type="checkbox"/> Other (brief description): _____ | | |

OSHA Type of incident: Type I Type II Type III Type IV

Final Disposition: _____

INITIAL REVIEW:

Initial Review By

Assigned to Investigator

Referred Back to Division

Referred By

Comments (if referred back to Division, include reasons)



WORKPLACE VIOLENCE INCIDENT INTAKE FORM INSTRUCTIONS

All incidents of workplace violence, either by threat or actual act of violence, must be reported using this form, in accordance with Required Safety Practice 6000. The individual submitting this report must do so truthfully and to the best of their personal knowledge.

INCIDENT #:

- Leave blank, this number will be assigned by Security personnel.

REPORTED BY:

- Full Name: The full name of the person reporting the incident.
- Job Title: Position name of the person reporting the incident as it appears in People & Places.
- Supervisor/Manager Reported To: The name of the supervisor or manager to whom the incident was reported.
- Division: The Division of EBMUD where the reporting employee works, if not an employee of the District, enter N/A.
- Phone: The work phone number where the employee reporting the incident can be reached.
- Date Reported: The date when a supervisor or manager was notified of the incident.
- Work Street Address: The address at which the person reporting the incident works.

COMPLAINANT:

- Full Name: The full name of the person reporting the incident.
- Job Title: The job title of the complainant as it appears in People & Places.
- Division: The Division of EBMUD where the reporting employee works, if not an employee of the District, enter N/A.
- Phone: The work phone number where the employee reporting the incident can be reached.
- Relationship to Respondent: The relationship between the complainant and respondent, i.e. co-worker, supervisor, spouse, etc.
- Work Street Address: The address at which the incident complainant works.

RESPONDENT:

- Full Name: The full name of the person reported to have committed the violation in the incident.
- Job Title: The job title of the Respondent as it appears in People & Places.
- Division: The Division of EBMUD where the respondent employee works, if not an employee of the District, enter N/A.
- Phone: The work phone number where the employee reporting the incident can be reached.
- Relationship to complainant: The relationship between the complainant and respondent, i.e. co-worker, supervisor, spouse, etc.
- Work Street Address: The address at which the incident respondent works.

OTHER INVOLVED INDIVIDUALS (WITNESSES):

- List the names and work classification of any individuals who were present during the incident and may have information regarding what occurred. If the person was injured, indicate so by checking the appropriate box. If the complainant or respondent previously entered was injured during the incident, re-enter their information here and check the box that indicated "injured".



WORKPLACE VIOLENCE INCIDENT INTAKE FORM INSTRUCTIONS

INCIDENT LOCATION AND DESCRIPTION:

- Date: Date the incident being reported occurred.
- Time: Time the incident being reported occurred.
- Location: Description of the location the incident being reported occurred, i.e. maintenance yard, construction site, emergency repair site, stairwell, office number etc. Be as specific as possible.
- Work Street Address: The address of the location where the incident being reported occurred.
- Incident Description: This is a narrative field where you must enter detailed information regarding this incident including what actions were taken and by whom; what was said and by whom. The narrative should be chronological (in the sequence each event occurred) and should describe the events leading up to and in the immediate aftermath of the actions/statements being reported.

LAW ENFORCEMENT AGENCY:

- If a law enforcement agency became involved, indicate which one and provide a report number from the agency.
- District Security Incident Report section will be completed by Security personnel.
- Supervisory Comments/Actions to Date: This section will be filled out by the supervisor/manager who first received a report of the incident. What steps were taken to stabilize the incident, ensure safety, separate individuals, etc.
- Placed on Administrative Leave: If one or more subjects is placed on administrative leave, the supervisor or manager will check this box and enter the name of the supervisor/manager who took the action.

OFFICE OF SECURITY AND EMERGENCY PREPAREDNESS ONLY:

- Do not complete any of the fields in this section. These will be completed by Security Personnel.

Upon completion of this form, email to WPV@ebmud.com for follow up. For urgent matters, contact the Security Operations Control Center at 510-287-0999 or by call the Manager of Security and Emergency Preparedness at 510-287-0881.

Addendum 1
Statement of Director Chan from “Incident Description Field”

Subject: Statement Regarding March 27, 2025 Incident

Dear Mr. Cook,

Thank you for the opportunity to provide my account of the events of March 27, 2025.

Summary of Key Points

I felt Harassed and Threatened by the Respondent due to the following actions:

Yelling at me in the garage and continuing to do so on the 2nd floor in front of EBMUD staff and guests. She continued to scream for approximately 15-20 minutes, maybe more. I saw three consecutive security guards talking to her, it looked as if they were trying to calm her down.

Following me to the elevator, videotaping me, and blocking the elevator door to prevent it from closing.

Approaching me aggressively, invading my personal space, and pointing her finger in my face.

Photographing and recording me without provocation.

Continuing to act aggressively despite intervention from security, screaming for at least 10 minutes in a public area.

My Notification to Security Was Appropriate and Not Based on Racial Profiling

EBMUD policy requires notifying security in situations involving threats, harassment, or potential danger.

As a board member, I have a heightened duty to respond responsibly and cautiously when confronted with threatening behavior.

Failing to involve security would have interfered with their responsibility to ensure the safety of the building and its occupants.

Addendum 1
Statement of Director Chan from “Incident Description Field”

I Deny the Following Claims by the Complainant

I did not racially profile her.

I did not physically accost her. I am unaware of any evidence supporting such a claim.

I did not bring security to the garage to confront the complainant as she stated in the East Bay Times article dated April 10, 2025. There will be no video footage that shows anyone from security riding in an elevator with me.

I did not order security to escort me (or do anything else) around the building as she claimed in her remarks before the Board. Video footage will show that security was not with me at all times as she claimed. Clifford Chan and I walked to the training room together and apparently she mistook him for security.

Factual Account of Events

When I arrived, I saw a white van parked in a Board of Directors parking spot. I saw a woman and inquired politely about why she was parked in a BOD space. She responded that she had "security clearance" and mentioned she was there to de-install art. I shrugged and walked toward the elevators, assuming she would complete her work and leave. I never asked her to move her vehicle or take any other action.

As soon as I turned away, she began screaming at me. She yelled about her art, how she deserves respect and love, the make of my car. According to her later statement to security, her anger stemmed from me allegedly "rolling my eyes and neck"—a claim I do not understand and deny. Her reaction was immediate and disproportionate, escalating from zero to ten instantly.

Addendum 1
Statement of Director Chan from “Incident Description Field”

She followed me to the elevator, aggressively approached me, pointed her finger in my face, and began photographing and videotaping me and my badge. When the elevator arrived, she blocked the door with her body while filming, stating something like, “You really made me mad.” I responded, “I can see that.” When she realized I wouldn’t engage, she stepped aside and allowed the door to close.

When she blocked the elevator door my heart was racing, my adrenaline was surging, I was afraid. I was at a loss on how I would get to the second floor safely if she didn’t move. The sudden onset and intensity of her rage was unnerving, I knew by that point she had lost all presence of mind and did not know what she was capable of doing. In her own video, she admits, “At this point, I’m furious” (3:29) and “I don’t even hear what she (me) has to say because I am very, very mad” (3:42). Mind you, our interaction was short and I barely spoke any words to her at all.

I reported the incident to security in full accordance with EBMUD’s safety protocols. To suggest I was racially profiling her is both inaccurate and irresponsible. Notifying security was necessary, appropriate, and aligned with my obligations as a board member. Any reasonable person in my position would have done the same.

I did not racially profile Ms. Conway. She claims I judged her based on her appearance, but I honestly don’t remember what she was wearing. I do, however, remember what I was wearing—dirty gardening clothes. I had been planting tomatoes earlier that morning and almost didn’t come into the office because of how unprofessional I looked. I decided to stop by anyway for a brief task.

Upon reaching the second floor, I informed James that a woman had been yelling downstairs. I turned around and she was standing right behind me. James spoke to her, but I could not hear what he was saying. A few minutes later Devlin and I entered a private office where he took my report. He told me he heard her screaming about her art. When we exited about 10-15 minutes later, she yelled, “Coward, coward, coward” repeatedly and accused me of cowardice for notifying security. At that point, Devlin walked away from me and actively tried to calm her down. A little later I saw Dave Nichols talking to her and trying to calm her down for quite awhile. Last time I saw her she that day was still yelling at me from across the room.. I tried to address the major points but will add later if I remember something imperative. Please contact me with any questions. Thank you again.

Addendum 2
Statement(s) of Tiffany Conway

Statement from Tiffany Conway to Marguerite Young, President, EBMUD Board of Directors

April 4, 2025

Marguerite Young^(SEP) President, Board of Directors^(SEP) East Bay Municipal Utility District
(EBMUD)^(SEP) 375 11th Street, MS 806^(SEP) Oakland, CA 94607

Subject: Formal Complaint Regarding Misconduct by Vice President April Chan

Dear President Young,

I am writing to formally express my deep disappointment and frustration regarding an incident involving Director April Chan on Thursday, March 27, 2025, at EBMUD headquarters.

I was an invited artist who displayed my work at the Administration Building (AB) during the period of February 19-March 26, 2025. My point of contact was Charmin Baaque, Chair of the EBMUD Art Committee. On every occasion when I came to the AB to install my artwork, Ms. Baaque arranged through the Security Office for me to park in the AB Garage. Each time I was directed to park in one of the vacant Board of Directors spaces

I arrived at the AB on March 27, 2025, at approximately 11:30 a.m., to de-install my artwork. As was previously arranged, I parked in one of the vacant Board of Directors' spots. On this particular day, Ms. Baaque was out of the office so my point of contact was Thai Hill. After meeting with Thai to begin the de-installation, I returned to my car to retrieve additional moving blankets. Director Chan was parked two spaces away from my vehicle and as she walked toward the elevator, she asked who I was and why was I parked in a Board parking space. I informed her that I was an artist de-installing my work and that I had clearance from Security to park in that space. She then asked with whom I was working and I told her I was working with Charmin Baaque. Rather than acknowledge my response, she rolled her eyes, moved her neck in a dismissive manner, and walked away mid-conversation.

I was confused by her behavior and questioned her attitude. She reiterated that the parking spaces were reserved for Board members, to which I repeated that I had been given permission to park there. She proceeded toward the elevators and informed me that she was going to notify security, which I felt was a clear and unnecessary escalation of the situation. Given the gravity of such a threat, I took a picture of her badge and recorded a video as she entered the elevator. I went to the second floor in a separate elevator, carrying multiple moving blankets. When I exited the elevator on the second floor, I saw Director Chan reporting me to security.

Addendum 2
Statement(s) of Tiffany Conway

As I continued to pack up my work, I voiced my frustration at being profiled and disrespected. I told Director Chan that I expected an apology. Instead of responding with professionalism, she pointed to her picture on the Board's display and condescendingly emphasized her

position. She then left and returned with security. When I asked for her name, email, and the contact information of her supervisor, she dismissively responded that she answers to no one but the 270,000 people who elected her.

Director Chan then falsely claimed that I threatened her and instructed security to walk with her. I repeatedly stated that this was untrue. When the head of security arrived, in an attempt to deescalate the situation, he directed me to a room in the security office to document the events that occurred. Once again, I made it clear that I expected an apology.

Director Chan later emerged from another room. When I reiterated that I deserved an apology, she responded by laughing and cackling at me, further demeaning my experience.

This entire situation could have been avoided if Director Chan had proceeded directly to the Security Office instead of confronting me in the garage. If she had done so, she would have been informed that I did in fact have permission to park in one of the spaces designated for the Board of Directors.

As an invited artist, I worked tirelessly for over a year to create artwork for this exhibition. I was very excited and appreciative to have the opportunity to display my art at EBMUD. It is a shame that a positive experience ends up being overshadowed by the unnecessary and deeply troubling confrontation by Director Chan. As a rate payer, I did not deserve to be treated this way by a public servant. I deserve dignity and respect, especially given my contributions to beautifying EBMUD's Administration Building. Instead, I was racially profiled, threatened with security, and falsely accused of making threats. This is unacceptable.

Addendum 2
Statement(s) of Tiffany Conway

At this time, I will I formally limit my request to the following:

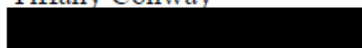
- A public apology from Director April Chan for her misconduct.^{[[SEP]]}
- A commitment from EBMUD to uphold a higher standard of respect and professionalism when working with artists and community members.^{[[SEP]]}

I trust that you will take this matter seriously and take the necessary steps to ensure that incidents like this do not happen again. I look forward to your response.

Sincerely,

^{[[SEP]]}

Tiffany Conway



cc: EBMUD Board of Directors
General Manager Clifford Chan

Addendum 2
Statement(s) of Tiffany Conway

Public Comment read by Tiffan Conway at the April 8, 2025 Board Meeting

Comments to EBMUD Board of Directors
Tiffany Conway
April 8, 2025

*General
Manager
Chan*

Good afternoon, President Young and members of the Board,

I am here today to speak about a very troubling encounter that I had with Director April Chan. I have provided the Board with a detailed account of the incident, which I will summarize here today due to time constraints.

When I was first presented with the opportunity to exhibit my artwork at EBMUD, I jumped at the chance. As a lifelong Bay Area native, I am very familiar with the organization and have had relatives and friends employed here throughout my life. When I arrived at the District on March 27, 2025 to de-install my work, I was accosted by Director Chan in the parking garage questioning why I was parked in a space designated for the Board. I explained to her that I was given permission by the security officer to park in the space and her response was rude, dismissive and arrogant. She subsequently went upstairs to the security office to report me and later falsely accused me of threatening her. Director Chan's behavior has left me very distraught. It's very troubling to me that Director Chan felt that her position as a member of the Board justified her narcissistic behavior as she attempted to "put me in my place". As a person of color, April Chan, you should be ashamed of yourself!

For over a year, I worked with EBMUD's Art Committee Chair to create artwork with the intention of beautifying the space - not just for EBMUD employees but also for the public servants who sit on the Board of Directors, including Director April Chan. Her sad attempt to disempower me was a direct violation of EBMUD's core values - stewardship, integrity, teamwork, and, most importantly, respect. Her violent effort to erase my humanity by weaponizing the security team proves she is undeserving of her role as Vice President of the Board of Directors. She does not embody the servitude and accountability required to represent the communities she serves.

April Chan, I encourage you to evaluate your own moral compass and relationship with power.
April Chan, I encourage you to examine your relationship with anti-Blackness.
April Chan, I encourage you to reflect on your relationship with classism.

When incidents like this occur, they are emotionally and energetically debilitating. It can take days or even weeks to recover. As a full-time artist living in one of the most expensive regions in the world, I cannot afford losing valuable time that can be spent running my business. Although I feel totally justified to make public the disparaging actions of Director Chan against me, I am mindful of how this negative publicity can impact my livelihood as a full-time artist.

Addendum 2
Statement(s) of Tiffany Conway

I did your agency a service by beautifying your space - without compensation. I was not paid for the materials or labor required to produce a 16-painting exhibition for the enjoyment of your staff. Director April Chan could've simply minded her business but instead she racially profiled me, creating a sour experience that overshadowed the joy of the art exhibit. How will the Board atone for her behavior?

I am here today to demand a public apology from Director April Chan. Furthermore, EBMUD must commit to doing better - ensuring that artists in the Bay Area are treated with the dignity and respect we deserve. Our contributions to this city's cultural landscape are invaluable, and we will not tolerate being disregarded by people such as Director April Chan. All of this over a parking space that I was given permission to use!

Finally, I would like to note that I received a message through my website from a person identifying as an employee at EBMUD who has worked with Director Chan and heard about the incident. They expressed they were not surprised about the facts surrounding my encounter with Director Chan and stated that she has a history of behaving in the manner that I described (i.e., condescending, degrading staff). *one of many*

I will provide a copy of my comments to District Secretary Rischa Cole so that they may be made a part of the formal record. Thank you for your time.

Addendum 3

Comments by Program Manager David Cook Amended by David Woodard, Acting Program Manager

On April 30, 2025, I reviewed this K-102 including the statements from Director April Chan and from Ms. Tiffany Conway. I also reviewed the EBMUD security videos from the B-1 garage elevator alcove and the Administrative Building second floor lobby area; the Security Incident Report dated March 27, 2025 containing reports from David Nichols, Security Shift Supervisor, and Devlon Gant, GardaWorld Client Manager, who both responded to the second floor during the incident and spoke to both Director Chan and Ms. Conway. The Security Incident Report also contained information from James Paligutan, Security Officer staffing the second-floor reception desk during the incident. I also reviewed the Instagram video posted by Ms. Conway after the incident and Required Safety Practice 6000 – Workplace Violence Prevention Plan.

Director Chan and Ms. Conway each made independent statements regarding feelinging threatened which triggered this investigation and

The genesis of this incident was reportedly an interaction where Director Chan questioned Ms. Conway's use of the Director reserved parking space and Ms. Conway took offense to her questioning and remarks about contacting security. I was not able to obtain Ms. Conway's personal cell phone video/pictures, or any additional video or witness statements regarding the encounter inside the B-1 garage. If new/additional information is received, it will be evaluated, and this report may be modified as necessary.

Based on my review of this information, it appears that at the time Director Chan is confronted by Ms. Conway trying to photograph her badge and Director Chan boards the elevator with an apparently agitated Ms. Conway following closely behind and, according to Director Chan's statement, yelling at her and pointing her finger at her, Ms. Conway's conduct did meet the definition of threat of violence in RSP 6000, which states in part, "any behavioral or physical conduct, that conveys an intent, or that is reasonably perceived to convey an intent, to cause physical harm or to place someone in fear of physical harm, and that serves no legitimate purpose." However, this threatening behavior appears to be contained to this incident and there is no evidence to suggest that Ms. Conway will pose a further threat to Director Chan or any other District employee.

Security responded to the lobby at the time of the incident to separate the involved parties, mitigated the risk of escalation, and gathered information and initial statements to document the incident in a Security Incident Report. I instructed Security to ensure parking instructions to visitors are clear regarding authorized parking spots. Because the

Addendum 3


**Comments by Program Manager David Cook
Amended by David Woodard, Acting Program Manager**

probability of this incident recurring is low, current security staffing and measures appear adequate, and no further mitigations are deemed necessary.

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 24, 2025

MEMO TO: Board of Directors

FROM: Luz Gómez, Interim Board Vice President 

SUBJECT: Report on Status of Complaint Made by Director April Chan Against President Marguerite Young

On May 22, 2025, Director April Chan made a formal complaint against President Marguerite Young. Director Chan's complaint alleges that ongoing investigations related to claims of racial bias against Director Chan are motivated by anti-Asian bias on the part of President Young, and are also being conducted in retaliation for "whistleblower" activities by Director Chan.

Pursuant to Policy 6.04, Ethics of the EBMUD Board of Directors, Director Chan's complaint was referred to me as interim Board Vice President. At the June 24 Board meeting, I will provide an update to the Board on the status of Director Chan's complaint.

/LG

Attachment

I:\Sec\2025 Board Related Items\062425 Board Agenda Items\BOD-Report on Status of Complaint by Director Chan against President Young.docx

This page is intentionally left blank.

From: April Chan <[REDACTED]>
Sent: Thursday, May 22, 2025 1:31 PM
To: Chan, Clifford <clifford.chan@ebmud.com>; McDonald, Derek <derek.mcdonald@ebmud.com>
Cc: Vernon Goins <vgoins@goinslawfirm.com>
Subject: Complaint against Marguerite Young, Board President

EXTERNAL EMAIL - This email was sent by a person from outside your organization. Exercise caution when clicking links, opening attachments or taking further action, before validating its authenticity.

Secured by Check Point

Subject: Formal Complaints Against Marguerite Young, EBMUD Board President — Violations of Ethics Policy 6.04 and EEO Policy 6.06

I am submitting this letter as a formal complaint regarding the conduct of EBMUD Board President Marguerite Young. I am raising serious concerns related to discriminatory treatment, anti-Asian bias, and the tainting of an ongoing investigation, in violation of EBMUD Ethics Policy 6.04 and Equal Employment Opportunity Policy 6.06. I am also concerned that this discriminatory treatment by Ms. Young is due to the fact that I discovered EBMUD had mismanaged \$279 million in funds that was not reported to the Board and my opposition to the soil importation project planned for Ward 7. In compliance with Ethics Policy 6.04, Ms. Young must not be involved in this investigation any further due to the submission of this complaint and her Anti-Asian bias as demonstrated in the April 28th meeting.

1. Discrimination and Anti-Asian Bias

As the only Director of Asian descent and the first API woman elected to EBMUD's Board, I am a member of a legally Protected Group under Policy 6.06. I believe President Young has demonstrated a pattern of discriminatory behavior and anti-Asian bias, particularly with regard to me and my official capacity during key cultural recognition events.

Each May, EBMUD commemorates Asian American and Pacific Islander (AAPI) Heritage Month. In recognition of my background and role, historically I have read the official statement to honor the AAPI community's contributions. This is consistent with Board

practice, similar to having an African American Director read the Black History Month statement.

However, before the April 28, 2025, EBMUD Board meeting, I was informed by two individuals that President Young had reassigned the reading of the AAPI Heritage Month statement to a person of non-Asian descent—without consulting me since I have always read it in the past. It was only after I raised objections during the public meeting that Marguerite relented and allowed me to read it. Her response was not only dismissive and disrespectful, but emblematic of the broader marginalization the AAPI community faces. This disrespect was also documented by the Asian Pacific American Democratic Caucus of Alameda County in a letter to the Board. The letter also describes how the statement itself was marginalizing and lacking in recognition of the contributions of Asian Americans to the backbone of EBMUD.

On May 13, 2025, members of the API community attended the Board meeting to express their outrage and dismay at President Young's disrespect towards me and the API community. Rather than acknowledging or listening to our voices, President Young abruptly left the meeting—an action that further illustrated her contempt for the API community. Her behavior was not only unprofessional but reflective of the type of systemic bias and exclusion that API communities have long fought against. In the current climate of rising anti-Asian hate, such conduct and behavior is particularly damaging and unacceptable.

2. Discriminatory Actions Causing a Tainted and Biased Investigation

I am also deeply concerned regarding the integrity of the investigation funded by EBMUD into the interaction between me and Tiffany Conway, which President Young has completely tainted due to her disrespect and discriminatory bias against me. What could have been handled in a less inflammatory manner was turned into a public spectacle by the following actions of President Young:

- Prior to the commencement of the investigation, when no version of my side of the incident had been made public, President Young placed the matter on the April 8th Board agenda as an action item. She allowed the Board to hear from Ms. Conway for far more than the 3 minutes she would have had as any member of the public, and then she let the Board discuss the basis of only those allegations raised by Ms. Conway.
- President Young tainted the fairness of the investigation by distributing a letter to all EBMUD employees regarding Ms. Conway's complaint that had not been formally investigated or verified. Her letter presented a one-sided narrative, implicitly

assigning fault to me and prejudicing the employees against me, as well as the outcome of the investigation before it had even begun. After distributing the letter, which was completely unnecessary and perhaps unprecedented, the investigation “expanded” to include EBMUD employees and “incidents” unrelated to the original complaint from Ms. Conway. It was very disturbing to see District property, the email system, misused this way.

- After I stepped aside from my Vice President position at the April 8th meeting, until the investigation was concluded, President Young used the May Board agenda to fill my Vice President position temporarily with another Board member even though it would only be “vacant” for two meetings. Further, a process already existed in EBMUD policy on who would fill the President’s position if the Vice President was unable to take over. It was evidenced by Andy Katz taking over the meeting on May 13, 2025.

The above actions were intended to humiliate, marginalize and disrespect me in front of the public and my fellow Board members. These actions were premature and taken before the scheduled investigations into the matter, and before anyone other than EBMUD Security had heard my side of the interaction with Ms. Conway. Not only did this violate the principles of due process, it also undermined public confidence in the objectivity and neutrality of EBMUD’s investigatory procedures. This raises serious questions regarding whether a fair and impartial review can be conducted. This also further erodes public trust in the EBMUD’s processes.

I was told by both the General Manager and General Counsel that they had nothing to do with placing these items on the agenda, and they lacked authority to overrule President Young.

3. Retaliation for Being a WhistleBlower

It is clear that I am being subjected to retaliation for exposing the mismanagement of **\$279 million in funds** that were not properly reported to the EBMUD Board. Since raising this issue:

- I have faced escalating scrutiny and hostility from President Young.
- I have been informed that the scope of the investigation against me is being expanded to include additional, undisclosed and unrelated allegation
- I have not been informed of the nature of these additional allegations.

- These additional accusations appear retaliatory in nature and represent a clear attempt to intimidate and silence oversight. These recent accusations also signal a breakdown of EBMUD's responsibility to protect whistleblowers and ensure transparency pursuant to state law.

Allowing unrelated or undisclosed complaints to be folded into the existing investigation—particularly under an already tainted process—represents a further erosion of due process and organizational integrity.

Request for Immediate Action

Given the severity of these issues, I respectfully request the following actions:

1. **A full, independent, and unbiased reinvestigation** of only the original complaint, led by a third-party entity with no prior involvement and approved by both parties. I believe expanding the investigation to include events unrelated to the original complaint is a violation of policies defined in the EBMUD Board of Directors Handbook and Ethics Policy. In addition, I believe this approach could lead to a conclusion much quicker which would be better for all involved.
2. **Enforcement of Ethics Policy 6.04** which states: if there is a complaint against the Board President then the Board Vice President must conduct the investigation. “In the case of a perceived violation by the Board President, the matter should be referred to the Board Vice President.” This matter must be referred to acting Vice President Director Gomez. Further, I also request immediate recusal of anyone else involved in the investigation who was part of that disgraceful API Heritage Month Statement debacle because there is a direct conflict.
3. **Formal assurances and enforcement mechanisms** to address and prevent any acts of retaliation against me or others who speak out in the future. Additionally, EBMUD should be accountable for conducting impartial and equitable investigations to all accused.
4. **Clear, documented steps to protect me from further discrimination or marginalization** in my role as a Director and employees at EBMUD.

Confirm receipt of this letter and provide information on the next steps in this process.


Respectfully,


April Chan, EBMUD Ward 7 Director

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 24, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Kelly A. Zito, Special Assistant to the General Manager 

SUBJECT: Response to Statements in Recent Mercury News Article

On June 18, 2025, the Mercury News published an article entitled “East Bay MUD investigation finds director was victim of a ‘threat of violence’” (<https://www.mercurynews.com/2025/06/10/east-bay-mud-investigation-finds-director-was-victim-of-a-threat-of-violence/>). The article contained statements regarding EBMUD’s financial practices and the San Leandro soil importation project.

At the request of the Board, the General Manager will provide the Board an informational update on these statements at the June 24, 2025 Board meeting.

CCC:KAZ:dso

This page is intentionally left blank.