



**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, August 12, 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. *State Farm General Insurance Company v. East Bay Municipal Utility District*
Contra Costa County Superior Court, Case No. C25-00431
 - b. *State Farm General Insurance Company v. East Bay Municipal Utility District*
Alameda County Superior Court, Case No. 25CV121571
 - c. *State Farm General Insurance Company v. East Bay Municipal Utility District*
Alameda County Superior Court, Case No. 25CV111044
 - d. *Saroj Ahuja v. East Bay Municipal Utility District, et al.*
Contra Costa County Superior Court, Case No. C24-02538
 - e. *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
- Service Award Recipients – April through June 2025

ANNOUNCEMENTS FROM CLOSED SESSION:

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

COMMITTEE REPORTS:

- Planning
- Legislative/Human Resources

CONSENT CALENDAR: (Single motion and vote approving 16 recommendations)

1. Approve the Regular Meeting Minutes of July 8, 2025.
2. File correspondence with the Board.
3. Award a contract beginning on or after August 12, 2025 to the lowest responsive/responsible bidder, DuBois Chemicals, Inc., for supplying hydrofluosilicic acid for water treatment for the District's water treatment plants for two years, with three options to renew for additional one-year periods for a total cost, including option years, not to exceed \$2,231,295 under Request for Quotation No. 2518.
4. Award a contract beginning on or after August 12, 2025, to the lowest responsive/responsible bidder, Gladwin Machinery Solutions, Inc., for supplying a plate roller for a total cost, after the addition of taxes, not to exceed \$175,650, under Request for Quotation No. 2515.
5. Award a contract to the lowest responsive/responsible bidder, Western Water Constructors, Inc., in an amount not to exceed \$15,953,000 for the construction of the Main Wastewater Treatment Plant Oxygen Production Plant Rehabilitation, under Specification SD-428A.

CONSENT CALENDAR: (Continued)

6. Take actions related to the Lafayette Recreation Area Wastewater Collection System Improvements Project.
 - 6.1. Award a contract to the lowest responsive/responsible bidder, NTK Construction, Inc., in an amount not to exceed \$3,113,000 for the construction of the Lafayette Recreation Area Wastewater Collection System Improvements Project under Specification 2166A.
 - 6.2. Authorize an agreement beginning on or after August 12, 2025 with Sherwood Design Engineers in an amount not to exceed \$545,304 for engineering services during construction and additional services for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements Project.
7. Award a sole-source contract beginning on or after September 1, 2025 to Bentley Systems, Inc. to supply MicroStation software for one year for a total cost, after the addition of taxes, not to exceed \$91,667.
8. Authorize an agreement beginning on or after August 12, 2025 with Echologics, LLC for five years for a total amount not to exceed \$5,250,000 to provide automated acoustic leak detection equipment and monitoring services.
9. Authorize an agreement beginning on or after August 12, 2025 with Trojan Technologies Corp. in an amount not to exceed \$1,292,498 for the procurement and installation oversight of replacement microfiltration membrane modules at the Richmond Advanced Recycled Expansion Water Project.
10. Authorize agreements beginning on or after August 12, 2025 with ADS Corp.; Brown and Caldwell; Clear Consulting, Inc; Jacobs Engineering Group Inc.; National Plant Services, Inc.; Pipe and Plant Solutions Inc.; RH Borden and Company LLC; SewerAI Corporation; Subtronic Corporation; Total Flow, Inc.; Utility Systems Science & Software; and V&A Consulting Engineers, Inc., for two years with three options to renew for additional one-year periods for a total aggregate amount not to exceed \$11,500,000 for inflow and infiltration investigations of the regional wastewater collection system.
11. Authorize actions related to welding services.
 - 11.1. Authorize agreements beginning on or after August 12, 2025 with Ferguson Welding Service, Inc.; John Arthur Welding, Inc.; Larsson Welding; Nicole Welding, Inc.; True Welding LLC, and Woods Welding for one year in an aggregate amount not to exceed \$230,000 for welding services.
 - 11.2. Authorize additional agreements for welding services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on August 12, 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.

CONSENT CALENDAR: (Continued)

12. Take actions related to the rental of two temporary sodium hypochlorite storage tanks at the Oakport Wet Weather Facility.
 - 12.1. Ratify the payment of \$380,000 to Western Oilfields Supply Company dba Rain for Rent for the rental of two temporary sodium hypochlorite storage tanks at the Oakport Wet Weather Facility through August 31, 2025.
 - 12.2. Authorize an agreement beginning on or after September 1, 2025 with Rain for Rent in an amount not to exceed \$40,000 for the continued rental of two temporary SHC storage tanks at the Oakport WWF through December 31, 2025.
13. Authorize the purchase of eight mobile column wheel lifts beginning on or after August 12, 2025 from ARI Phoenix Inc. for safely elevating heavy commercial trucks during maintenance and repair operations at the District's Heavy Equipment Shop for a total cost, after the addition of taxes, not to exceed \$110,584. This purchase will be made under State of California contracts available for use by local governments.
14. Authorize an amendment to the contract originally awarded under Board Motion No. 166-20 with AqueoUS Vets, LLC dba American Veterans Products and Services, Inc. to increase the contract amount by \$9,000,000 to a total amount not to exceed \$33,500,000 for supplying ductile iron pipe and fittings for the District's pipeline replacement program without change to the February 28, 2026 expiration date.
15. Adopt the Reporting Year 2024 Equal Employment Opportunity Program.
16. Authorize the Office of General Counsel to continue the employment of the law firm of Complex Appellate Litigation Group LLP, for services of special counsel related to providing representation in the appeal of the *Pierce, et al. v. East Bay Municipal Utility District, et al.*, matter.

DETERMINATION AND DISCUSSION:

17. Adopt updated performance criteria for the upcoming performance evaluations of the General Manager and the General Counsel.
18. General Manager's Report.
 - Communications Update
 - Monthly Report – July 2025

DIRECTOR COMMENTS:

19. Other Items for Future Consideration.
20. Director Comments.

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, August 26, 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.

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BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, August 12, 2025	Planning Committee	9:00 a.m. Boardroom	Regulatory Compliance Semi-Annual Report – January 1, 2025 through June 30, 2025
	Legislative/Human Resources Committee	10:00 a.m. Boardroom	- Dam Safety Program Annual Report - Workforce Development Program Update
	Board of Directors	11:00 a.m. Boardroom	Board Appointed Position Process
		1:15 p.m. Boardroom	- Closed Session - Regular Meeting
Tuesday, August 26, 2025	Finance/Administration Committee	TBD Boardroom	
	Board of Directors	TBD Boardroom	
Monday, September 1, 2025	Labor Day Holiday	Offices closed	
Tuesday, September 9, 2025	Planning Committee	TBD Boardroom	
	Legislative/Human Resources Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom	
		1:15 p.m. Boardroom	
2025 Board Committee Members			
	Finance/Administration	Lewis {Chair}, Katz, Oddie	
	Legislative/Human Resources	Gómez {Chair}, Oddie, Smith	
	Planning	Chan {Chair}, Gómez, Lewis	
	Sustainability	Smith {Chair}, Gómez, Katz	

APPENDIX

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

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

Online*

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

Webinar ID: 970 6508 6667

Passcode: 238500

By Phone*

Telephone: 1 669 900 6833

Webinar ID: 970 6508 6667

Passcode: 238500

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

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

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

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

In person

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

Via Zoom

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

Submitting written comments or materials

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

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

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: August 12, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

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

SUBJECT: Service Award Recipients - April through June 2025

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

During the August 12, 2025 Board meeting, staff will present a list of 44 District employees who reached service milestones between April 1 and June 30, 2025. These employees include two employees celebrating 35 years, and one employee celebrating 30 years of service.

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

CCC:DLM:yd

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: August 7, 2025

MEMO TO: Board of Directors

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

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

SUBJECT: Planning Committee Minutes – July 8, 2025

Director Valerie D. Lewis called to order the Planning Committee meeting at 9:04 a.m. in the Administration Building Boardroom. Director Luz Gómez was present at roll call. Chair April Chan was absent (excused). Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Engineering and Construction Serge V. Terentieff, Director of Water and Natural Resources Alice E. Towey, Senior Civil Engineer Dustin J. La Vallee, Construction and Maintenance Superintendent Dennis W. Knisely, Senior Civil Engineer Pongsiri Prachya, Associate Civil Engineer Max A. Fefer, and Secretary of the District Rischa S. Cole. An additional participant included Amador Water Agency and Upper Mokelumne River Watershed Authority Board member Richard Farrington, Ph.D.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, “Pipeline Rebuild Program Update,” dated July 8, 2025; 2) Presentation entitled, “Center for Smart Infrastructure Update,” dated July 8, 2025; 3) Presentation entitled, “Water Forum 2050,” dated July 8, 2025; and 4) Presentation entitled, “Erosion Threat to the Mokelumne Wild & Scenic River After Wildfire,” dated July 8, 2025.

Pipeline Rebuild Program Update. Senior Civil Engineer Dustin J. La Vallee and Construction and Maintenance Superintendent Dennis W. Knisely presented the update. The District replaced 25.4 miles of pipeline in Fiscal Year (FY) 2025, exceeding its 25-mile target with a goal to replace an additional 25 miles in FY 2026. Mr. La Vallee provided an overview of the Pipeline Rebuild Program; data on pipe replacement versus leaks since 2000; and program goals to reduce main breaks, improve water loss prevention, and advance sustainable pipeline replacement. He discussed project selection and design criteria used in FY 2025 using a Likelihood of Failure (LOF) model alongside Consequence of Failure (COF) criteria as well as pipe replacement coordination with District pipeline crews and staff, cities, counties, and other utility agencies. Research and innovation efforts include piloting non-invasive condition assessment technologies on existing pipeline and ongoing updates to the pipeline risk model to incorporate artificial intelligence and machine learning to enhance predictive capabilities for pipeline failure and replacement prioritization. The District is finalizing an agreement with U.C. Berkeley to work on research with its Center for Smart Infrastructure. Next, Mr. Knisely reviewed staffing and program stakeholders and discussed FY 2025 construction metrics and program costs. In FY 2025, the District invested approximately \$100 million in the program which is an increase of approximately \$18 million from FY 2024. Costs have increased due to rising labor, rental equipment, and material expenses – particularly with the District’s transition to ductile iron pipe. While total program costs have increased, efficiencies such as direct haul soil management have reduced trench soil expenses. Staff will continue working to expand direct hauling of trench soils, advance risk modeling through artificial intelligence and

machine learning, incorporate COF factors related to customers impacts, pilot condition assessment technologies, and identify design and construction efficiencies to increase productivity. Staff and General Manager Clifford C. Chan responded to Committee questions about efficiencies in light of increasing costs and equipment rental costs. Staff was asked to identify cost reduction alternatives to reduce costs and increase efficiencies and to provide this information during the next update. It was moved by Director Gómez, seconded by Director Lewis, and carried (2-0) by voice vote to accept the report. Director Chan was absent (excused).

Center for Smart Infrastructure (CSI) Update. Senior Civil Engineer Pongsiri Prachya presented the update. The District and U.C. Berkeley established the CSI in 2021 to collaborate on initiatives to address challenges facing water and wastewater utilities. The Phase 1 agreement was completed in May 2025, and the District is proposing a second phase of collaboration with U.C. Berkeley that includes 10 new research projects. Phase 1 accomplishments included the development of the CSI's large-scale pipeline testing facility; workshops that connected District staff, partnering utilities, and U.C. Berkeley staff; and a new U.C. Berkeley undergraduate course that exposes students to water and wastewater design, construction, water resources, and operation practices. Other water and industry agencies participated in the Phase 1 agreement work. Ms. Prachya highlighted the 10 research projects proposed for Phase 2 which will involve U.C. Berkeley researchers, District staff, other water agencies, and manufacturers. If approved, the Phase 2 agreement would expand CSI's scope to include degradation forecasting, Consequence of Failure models, cement mortar liner testing, satellite-based monitoring of aqueduct anchors, erosion modeling for spillways, and real-time dam inspection post-earthquake. Additional projects include a sewer inspection enhancement using floating camera technologies and broader applications across District infrastructure. Staff recommends implementing the Phase 2 agreement with the CSI, by providing support to the new research projects in coordination with U.C. Berkeley staff, and by continuing to engage with other agencies, manufacturers, researchers, and regulators. The Committee asked questions about project prioritization, funding contributions from partners, and long-term strategic value. Staff confirmed some Phase 2 projects will be contingent upon cost sharing from other agencies. The Committee requested an update on the response strategy and capital projects to address a failure of the Mokelumne Aqueducts. It was moved by Director Gómez, seconded by Director Lewis, and carried (2-0) by voice vote to accept the report. Director Chan was absent (excused).

Water Forum 2050. Associate Civil Engineer Max A. Fefer presented an overview of the District's proposed participation in the Water Forum 2050 agreement, a regional collaborative focused on balancing water supply reliability and environmental protection of the Lower American River. The prospective signatory agencies to the agreement are concluding negotiations, and their staff are seeking comments and feedback on key terms from the respective agencies' boards and councils. Water Forum 2050 is a proposed 25-year non-binding agreement structured into five program areas: (1) American River Flows and Operations, (2) American River Corridor Health, (3) Regional Water Supply Sustainability, (4) Science, Monitoring, and Decision Making, and (5) Governance, Funding, and Administration. Each program area is designed to support the coequal objectives by outlining specific programs, actions, and activities directed to the relevant area of focus. While the District was not a signatory to the original 2000 agreement, the construction of the Freeport facility and evolving partnerships now make participation timely and strategic. Max described the District's interest in the Sacramento region; benefits of the 2000 agreement; key drivers for the 2050 agreement including climate change, droughts, and extreme weather; the American River Climate Adaptation Program; and the District's proposed participation and direct benefits – particularly the ability to support the District's

long-term water transfer project with Placer County Water Agency to access up to 47,000 acre-feet of dry-year supply. Staff recommend the District participate in the Water Forum 2050 with a \$29,602 contribution in Fiscal Year 2026. This is the District's expected annual contribution for the next five years with inflation adjustments each year and a renegotiation of the cost share principles every five years. Final comments on the agreement are due in August, confirmation of the final agreement is scheduled for October, and staff plan to present the agreement for Board consideration in December. The Committee requested additional details on the Water Forum agreement, governance and top goals and priorities prior to staff presenting the agreement for Board consideration. It was moved by Director Gómez, seconded by Director Lewis, and carried (2-0) by voice vote to accept the report. Director Chan was absent (excused).

Erosion Threat to the Mokelumne Wild & Scenic River After Wildfire. Amador Water Agency and Upper Mokelumne River Watershed Authority Board member Richard Farrington, Ph.D., provided a presentation on the increasing risk of post-wildfire debris flows and erosion in the Mokelumne River watershed. Dr. Farrington discussed the destructive impacts of high-severity wildfires and the long-term threats posed to drinking water quality, infrastructure, and aquatic ecosystems. He cited post-fire damage following various wildfires in California including debris flow deposits and scars from the 2021 Dixie Fire and Caldor Fire; fish kills from the 2022 McKinney Fire; sedimentation and turbidity impacts at Don Pedro Reservoir two to three years after the 2013 Rim Fire; and drinking water contamination after a 2015 fire near Solimar Beach in Ventura. Dr. Farrington emphasized the need for wildfire preventative measures in the Mokelumne watershed. The Committee thanked Dr. Farrington and asked about federal funding to support preventative measures and if there have been internal studies to model effects of fire, erosion, and debris flow impacts in the Mokelumne watershed. General Manager Clifford C. Chan responded the District has both operational strategies and upcoming capital projects in place to respond to high-turbidity events similar to those described in the presentation.

Adjournment. Director Lewis adjourned the meeting at 10:28 a.m.

CCC:RSC

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: August 7, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Rischa S. Cole, Secretary of the District 

SUBJECT: Legislative/Human Resources Committee Minutes – July 8, 2025

Chair Luz Gómez called to order the Legislative/Human Resources Committee meeting at 10:30 a.m. in the Administration Building Boardroom. Directors Jim Oddie and Joey D. Smith were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Human Resources Cindy R. Charan, Manager of Recruitment and Class Vincent L. James, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, “Modernization of Recruitment and Classification”, dated July 8, 2025.

Modernization of Recruitment and Classification. Director of Human Resources Cindy R. Charan and Manager of Recruitment and Classification Vincent L. James provided the presentation. The Human Resources (HR) Department prepared a 5-year plan to modernize HR practices, processes, and procedures, and develop strategies to address current and future workforce needs. Key plan areas include HR excellence and innovation; recruitment and retention; employee experience and engagement; and workforce planning and development. Ms. Charan highlighted the department’s efforts to improve hiring processes, enhance employee support, and simplify outdated job classifications. She discussed efforts to develop a data-driven HR department, standardize job descriptions, improve minimum qualification accessibility, and plans for a job fair in March 2026. Mr. James reported working closely with key stakeholders, including the unions and management, to identify six recruitment and classification focus areas: workforce planning; eliminating barriers to entry; enhancing the candidate experience; strengthening cross-functional and interagency partnerships; modernizing recruitment and hiring processes; and promoting the District as the employer of choice. He highlighted various initiatives including the development of new testing procedures for Water Distribution Plumber I, an upcoming social media campaign and participation in industry events (e.g., a Good Guys car show) to further support recruitment outreach, implementing application filing timeslots for large entry-level recruitments, and leveraging NeoGov, the District’s applicant tracking system, to improve recruitment efficiencies. Next steps include synchronizing social media efforts with recruitment outreach to ensure diverse applicant pools, working with a consultant to update and streamline job descriptions, conducting the job fair in 2026, and continued implementation of the 5-year plan focus areas. There was considerable discussion on customizing NeoGov dashboards for new and existing users, and Mr. James confirmed that improvements are under review to enhance user experience. Addressing the Committee were the following: Eric Larsen, President, AFSCME Local 444 commented the union is supportive and looks forward to collaborating with the District on modernizing recruitment and classification and asked that the District consult with the unions before implementing changes; and Justin Young, President, AFSCME Local 2019 expressed appreciation for HR’s

proactiveness regarding recruitment and retention and urged the District to identify job classifications with issues, continue working with the unions to update outdated job descriptions, and to explore potential funding to assist with vacancy issues outlined in AB 2561 – Local public employees: vacant positions.

Adjournment. Chair Gómez adjourned the meeting at 11:03 a.m.

CCC/RSC

MINUTES

**Tuesday, July 8, 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 11:07 a.m. in the Administration Building Boardroom.

ROLL CALL

Directors Luz Gómez, Valerie D. Lewis, Jim Oddie, Joey D. Smith and President Marguerite Young were present at roll call. Director Andy Katz arrived at 11:09 a.m. Director April Chan was absent (excused).

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 thanked the Board for their time and dedication during union negotiations and for a fair and equitable contract.

ANNOUNCEMENT OF CLOSED SESSION AGENDA

President Young announced the closed session agenda, and the Board remained in the Boardroom to discuss Item 1. The Board convened to Administration Building Conference Room 8 for discussion on Item 2.

Regular Business Meeting

ROLL CALL

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

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

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

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board were the following: 1) Elizabeth Grassetti, EBMUD retiree, commented on retiree benefits and asked the Board to consider increasing the health insurance benefit for current retirees; 2) Cynthia Richardson, Ward 7 constituent, commented on the investigations regarding Director April Chan; 3) Nick Lawrence, Orinda resident, commented on a settlement agreement funded by the District for road repairs on Tappan Terrace and property damaged during repairs by the contractor. He asked the Board to direct the settlement fund account trustee to disperse funds needed to repair his property; 4) Rachelle Cagampan, Orinda resident, commented on the settlement agreement referenced by Nick Lawrence and asked the Board to direct the settlement fund account trustee to disperse funds needed to repair her property; and 5) Mimi Bull commented on letters received from the District regarding issues reading the water meter at her property and billing issues.

President Young directed staff to provide additional information for the Board on the Tappan Terrace situation and to follow up with the speakers. President Young referred Mimi Bull to Director of Customer and Community Services Andrew L. Lee for assistance.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the June 24, 2025 Sustainability Committee and the Finance/Administration Committee Meetings.
- Director Lewis reported the Planning Committee met earlier and received reports on Fiscal Year 2025 Pipeline Rebuild Program Update; Center for Smart Infrastructure Update; Water Forum 2050 Update; and a presentation on Erosion Threat to the Mokelumne Wild & Scenic River after a Wildfire.
- Director Gómez reported the Legislative/Human Resources Committee met earlier and received an update on Modernization of the Recruitment and Classification Division.

CONSENT CALENDAR

- Motion by Director Gómez, seconded by Director Lewis, to approve the recommended actions for Items 1-12 on the Consent Calendar carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).
1. **Motion No. 135-25** – Approved the Regular Meeting Minutes of June 24, 2025.
 2. The following correspondence was filed with the Board: **1)** Presentation entitled, “East Bay Municipal Utility District Customer Survey: Board Presentation,” dated July 8, 2025; **2)** Speakers’ Bureau and Outreach Record CY25, dated July 8, 2025; **3)** Contra Costa Times Proof of Publication Notice of the Time and Place of a Public Hearing of the East Bay Municipal Utility District on the Collection by East Bay Municipal Utility District of Unpaid Delinquent Charges through Property Tax Bills for Multi-Family Residential Accounts and Owner-Occupied Single-Family Residential Accounts and Filing of Report (Legal No. 0006903449 published June 20, 2025 and June 27, 2025); **4)** Oakland Tribune Proof of Publication Notice of the Time

and Place of a Public Hearing of the East Bay Municipal Utility District on the Collection by East Bay Municipal Utility District of Unpaid Delinquent Charges through Property Tax Bills for Multi-Family Residential Accounts and Owner-Occupied Single-Family Residential Accounts and Filing of Report (Legal No. 0006903449 published June 20, 2025 and June 27, 2025);

5) West County Times Proof of Publication Notice of the Time and Place of a Public Hearing of the East Bay Municipal Utility District on the Collection by East Bay Municipal Utility District of Unpaid Delinquent Charges through Property Tax Bills for Multi-Family Residential Accounts and Owner-Occupied Single-Family Residential Accounts and Filing of Report (Legal No. 0006903449 published June 20, 2025 and June 27, 2025); **6) Notarized Affidavit of Posting** regarding the Notice of the Time and Place of a Public Hearing of the East Bay Municipal Utility District on the Collection by East Bay Municipal Utility District of Unpaid Delinquent Charges through Property Tax Bills for Multi-Family Residential Accounts and Owner-Occupied Single-Family Residential Accounts and Filing of Report (including notice); **7) Oakland Tribune** Proof of Publication Notice of the Time and Place of a Public Hearing of the East Bay Municipal Utility District to Consider A Resolution Ordering the Wet Weather Facilities Charge to be collected on the Property Tax Roll (Legal No. 0006903441 published June 20, 2025 and June 27, 2025); **8) West County Times** Proof of Publication Notice of the Time and Place of a Public Hearing of the East Bay Municipal Utility District to Consider A Resolution Ordering the Wet Weather Facilities Charge to be collected on the Property Tax Roll (Legal No. 0006903441 published June 20, 2025 and June 27, 2025); **9) Notarized Affidavit of Posting** regarding the Notice of the Time and Place of a Public Hearing of the East Bay Municipal Utility District to Consider A Resolution Ordering the Wet Weather Facilities Charge to be collected on the Property Tax Roll (including notice); and **10) Email** dated July 7, 2025 from Ivette Rivera to Office of the Secretary regarding Please include the following email and attachments to EBMUD directors for the public meeting in the afternoon. Fwd: Mr. Chase, See evidence below: General Counsel Derek McDonald said at the last Board meeting there was no restraining order. My mista.. (with attachments).

3. **Motion No. 136-25** – Awarded a sole source contract beginning on or after July 8, 2025 to LightBox Parent L.P., for supplying Lightbox parcel data, software, and support for five years for a total cost, after the addition of taxes, not to exceed \$492,500.
4. **Motion No. 137-25** – Awarded a sole source contract beginning on or after July 8, 2025 to Sprung Structures, Inc. for supplying a tension fabric structure for a total cost, after the addition of taxes, not to exceed \$224,165.
5. **Motion No. 138-25** – Authorized an agreement beginning on or after July 8, 2025 with BKF Engineers in an amount not to exceed \$214,492 for planning and design services for a private water service pipeline for the Lake Chabot Golf Course in Oakland.
6. **Motion No. 139-25** – Authorized an agreement beginning on or after July 8, 2025 with Cahorizon Industries Corporation for one year, with two options to renew for additional two-year periods for a total amount, including option years, not to exceed \$3,500,000 to receive trench soil from the District.
7. **Motion No. 140-25** – Authorized an agreement beginning on or after July 8, 2025 with MARC Builders LLC dba MARC Engineering in an amount not to exceed \$340,600 for installation of bridge abutments and associated piles for the Pinole Creek Tomato Stand Fish Passage project.

8. **Motion No. 141-25** – Authorized an agreement between the Oro Loma Sanitary District (OLSD) and East Bay Municipal Utility District (EBMUD) to allow OLSD to remove and demolish the EBMUD Bayside well system and related components located on OLSD’s property and for EBMUD to reimburse OLSD for all reasonable costs related to the demolition in an amount not to exceed \$842,561.
9. **Motion No. 142-25** – Authorized an agreement beginning on or after July 8, 2025 with United Service Partners Private Label, Inc. dba SLWA Insurance Services, a HomeServe Company for three years, with four options to renew for additional one-year terms to allow HomeServe to use the EBMUD logo and branding to market its private water service line repair plans to District customers in exchange for payment to the District in the total amount of \$4,200,000.
10. **Motion No. 143-25** – Authorized a second agreement beginning on or after July 8, 2025 with The Regents of the University of California in an amount not to exceed \$2,805,214 for conducting 10 research projects with researchers at the University of California, Berkeley Center for Smart Infrastructure with the goal to improve the resilience of the District’s infrastructure.
- 11.1. – **Motion No. 144-25** – Authorized nine agreements beginning on or after July 8, 2025 with Carone
11.2. and Company, Inc. dba Diablo Valley Rock; Argent Materials Inc.; County Quarry Products, LLC; Nor-Cal Rock Inc.; Dutra Materials; Gallagher & Burk Inc.; DeSilva Gates Aggregates; Vulcan Materials Company; and Bee Green Recycling & Supply, LLC for disposal and recycling of District asphalt, concrete, and asphalt grindings in an aggregate amount not to exceed \$780,000 annually for three years with two options to renew for additional one-year periods, for a total amount not to exceed \$3,900,000; and authorized additional agreements with other disposal and recycling service providers, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on July 8, 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.
12. **Motion No. 145-25** – Authorized an amendment to the agreement originally authorized under Purchase Agreement No. AGR401360 with Oppenheimer Investigations Group LLP to increase the agreement amount by \$40,000 to a total amount not to exceed \$120,000 for equal employment opportunity and workplace investigation services in limited scenarios.

PUBLIC HEARING

- 13.1. **Conduct a public hearing to consider objections and protests to the General Manager’s report to Transfer Delinquent EBMUD Charges to the 2025-2026 Property Tax Rolls.**

President Young opened the public hearing at 1:39 p.m. and announced the hearing is to consider objections and protests to the General Manager’s Report to Transfer Delinquent EBMUD Charges to the 2025 -2026 Property Tax Rolls. She reviewed the processes for the public to comment, object or protest the charges and advised staff was available to assist customers if needed. President Young asked if there were speakers online or in person to lodge an objection or to protest the actions being considered by the Board. There were none. President Young called for a motion to close the public hearing and closed the public hearing at 1:41 p.m.

Motion No. 146-25 – Conducted a Public Hearing to consider objections and protests to the General Manager’s report to Transfer Delinquent EBMUD Charges to the 2025-2026 Property Tax Rolls.

- Motion by Director Oddie, seconded by Director Katz, to close the public hearing carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Motion No. 147-25 – Closed the Public Hearing to consider objections and protests to the General Manager’s report to Transfer Delinquent EBMUD Charges to the 2025-2026 Property Tax Rolls.

- 13.2.- **Adopt the General Manager’s Report dated June 10, 2025, and authorize the General**
13.3. **Manager to exclude from the report any affected parcels or amounts as appropriate, including those that the District receives payment for on or before August 10, 2025, the date in which the report will be sent to Alameda and Contra Costa counties; and authorize the transfer of delinquent EBMUD charges to the Alameda and Contra Costa counties’ 2025-2026 Property Tax Rolls.**

- Motion by Director Smith, seconded by Director Katz, to approve the recommendation actions for Items 13.2. – 13.3. carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Resolution No. 35457-05 – Approving Transfer Of Unpaid Delinquent Charges To The Alameda And Contra Costa Counties’ 2025-2026 Property Tax Rolls.

- 14.1. **Conduct a public hearing to consider objections and protests to EBMUD’s written report describing each parcel of real property subject to the Wet Weather Facilities Charge (WWFC) and amount of the WWFC to be imposed on each parcel for the Alameda and Contra Costa counties’ Fiscal Year (FY) 2025-2026 Property Tax Rolls.**

President Young opened the public hearing at 1:43 p.m. and announced the hearing is to consider objections and protests to EBMUD's written report describing each parcel of real property subject to the WWFC and amount of the WWFC to be imposed on each parcel for the Alameda and Contra Costa counties' FY 2025-2026 Property Tax Rolls. Written protests or objections must have been mailed and received by the District, or provided to the Secretary of the District, before the close of the public hearing. Secretary of the District Rischa S. Cole confirmed no written objections or protests had been submitted to be read as part of the public hearing. President Young asked if there were speakers online or in person to provide comment or protest the actions being considered by the Board. There were none. President Young called for a motion to close the public hearing and closed the public hearing at 1:45 p.m. Principal Management Analyst Catherine Humphrey responded to Board questions and confirmed that property owners were given the opportunity to respond to the notice regarding this matter and that the counties communicate with parcel owners about the WWFC. Ms. Humphrey further clarified that the counties cannot increase the WWFC because it is an EBMUD charge adopted by the Board under Proposition 218.

Motion No. 148-25 – Conducted a Public Hearing to consider objections and protests to EBMUD’s written report describing each parcel of real property subject to the Wet Weather Facilities Charge (WWFC) and amount of the WWFC to be imposed on each parcel for the Alameda and Contra Costa counties’ Fiscal Year 2025-2026 Property Tax Rolls.

- Motion by Director Oddie, seconded by Director Gómez, to close the public hearing carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Motion No. 149-25 – Closed the Public Hearing to consider objections and protests to EBMUD’s written report describing each parcel of real property subject to the Wet Weather Facilities Charge (WWFC) and amount of the WWFC to be imposed on each parcel for the Alameda and Contra Costa counties’ Fiscal Year 2025-2026 Property Tax Rolls.

14.2. Adopt the written Report and authorize the District to collect the FY 2026 Wet Weather Facility Charge on the Alameda and Contra Costa counties’ property tax rolls by at least two-thirds of the members of the Board (i.e., five Board members).

- Motion by Director Gómez, seconded by Director Lewis, to approve the recommendation actions for Item 14.2. carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

14.3. Authorize District staff to adjust the FY 2026 Wet Weather Facility Charge for any affected parcels as new information is provided by the counties.

- Motion by Director Smith, seconded by Director Katz, to approve the recommendation actions for Item 14.3. carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

14.4. Direct the Secretary of the District to file a copy of the Report on or before August 10, 2025, with the Alameda County Auditor-Controller and the Contra Costa County Auditor-Controller.

- Motion by Director Lewis, seconded by Director Oddie, to approve the recommendation actions for Item 14.4. carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Resolution No. 35458-25 – Adopting The Report Of The East Bay Municipal Utility District Wet Weather Facilities Charge And Directing The Secretary To File Said Report With The Alameda County Auditor-Controller And The Contra Costa County Auditor-Controller And To Request The Auditor-Controllers To Place The Fiscal Year 2026 Wet Weather Facilities Charge On The Property Tax Rolls.

DETERMINATION AND DISCUSSION

15. Legislative Update.

Manager of Legislative Affairs Kathy Viatella provided updates on state and federal legislative activities. She reported the California Fiscal Year 2025 – 2026 budget was signed into law last week which includes major California Environmental Quality Act (CEQA) reforms through budget trailer bills AB 130 and SB 131. These reforms aim to accelerate permitting for housing and infrastructure projects by expanding CEQA exemptions. AB 130 establishes a new statutory exemption for urban infill housing projects up to 20 acres, significantly broadening the previous limit of 5 acres. This exemption presents operational challenges as the District will no longer receive environmental documentation or water supply assessments (WSAs) during early project stages, reducing opportunities for timely coordination on infrastructure needs. Staff is currently evaluating the impacts and exploring possible remedies to maintain alignment between development and water infrastructure planning under the new framework. Additional requirements in AB 130 include tribal consultation timelines and labor standards compliance. The legislation also freezes new residential building standards until 2031, with exceptions for emergency, fire, and conservation-related updates, including those related to water reuse. SB 131 provides CEQA exemptions for rezoning that implements an approved housing element; advanced manufacturing, defined as facilities that utilize science and technology to improve or create entirely new materials, products, or processes; wildfire risk reduction projects – such as prescribed fire, defensible space clearances, and fuel breaks – which could benefit the District; water and wastewater projects benefitting small disadvantaged community water systems or state small water systems, and extending current exemptions and establishing new ones to support sanitation service extensions; agricultural employee housing, public park or non-motorized recreational trail facilities funded with Proposition 4 (climate bond), daycare centers, rural health clinics, nonprofit food banks or food pantries, and high-speed rail facilities; and updates to the State’s climate adaptation strategy planning document. She reviewed exemptions for projects that narrowly fail to qualify for a CEQA exemption (i.e., due to a single condition) and reported lead agencies compiling the administrative record for CEQA review may now exclude staff notes and internal agency communications, streamlining documentation. Ms. Viatella said staff will continue evaluating these changes and their impacts and will report back to the Board as needed. The Board discussed the information presented and asked staff to identify clean-up language for AB 130 and SB 131 for review and consideration by the Legislative/Human Resources Committee; provide information on potential budget impacts related to the legislation; and to confirm whether housing and advanced manufacturing projects that benefit from the new CEQA exemptions are required to file notices of exemptions with the State Clearinghouse. Next, Ms. Viatella reviewed provisions of H.R. 1 – For the People Act and their potential impacts to the District. She discussed the phasing out of most clean energy tax incentives by 2027, the potential loss of unobligated Inflation Reduction Act program dollars, continued support for select renewables, expedited environmental reviews, funding for federal water infrastructure, judicial review constraints, and the debt ceiling adjustment. She addressed Board questions regarding potential impacts from the provisions discussed and the Board requested additional information on how the phase out of renewable energy credits may impact District projects.

– Director Oddie left the meeting at 1:58 p.m. and returned at 1:59 p.m.

- 16.1. – **Adopt a resolution to approve the 2025-2028 Memoranda of Understanding (MOU) and**
16.4. **other special agreements between the District and American Federation of State, County and Municipal Employees AFL-CIO Locals 2019 and 444 (Locals 2019 and 444), International Federation of Professional and Technical Engineers Local 21 (Local 21), and International Union of Operating Engineers Local 39 (Local 39); approve the salary and other benefits revisions for Senior Management Team members, Managers, Confidential employees, and Non-represented employees; approve revisions to District salary schedules effective July 1, 2025; and amend all existing Civil Service Rules, Policy Statements and Procedures and other pertinent resolutions to align with revisions contained in the MOUs and in the resolution.**

Pursuant to Government Code section 54953(c)(3), President Young provided the following oral report prior to the Board taking actions on the salary, salary schedule and compensation paid in the form of fringe benefits paid to the members of the Senior Management Team (SMT). In accordance with the employment agreements with the General Manager and the General Counsel, the Board may authorize the same general salary increases and benefits to the General Manager and the General Counsel granted to District employees at the department director level. As such, it is recommended that both the General Manager and General Counsel receive a 3.7 percent increase in their annual salary, commensurate with the 3.7 percent increase being granted to all District employees in this action, effective April 21, 2025. Additionally, it is recommended that the following members of the Senior Management Team be granted a 3.7 percent increase in their current annual salary, commensurate with the increase being granted to all District employees in this action, effective April 21, 2025: Secretary of the District; Director of Customer and Community Services; Director of Engineering and Construction; Director of Finance; Director of Human Resources; Director of Operations and Maintenance; Director of Wastewater; Director of Water and Natural Resources; Special Assistant IV (Legislative Affairs); Special Assistant III (Office of Diversity, Equity and Culture) and Special Assistant IV (Public Affairs). The current salaries are contained in the salary schedule authorized by the Board and on file with the Secretary of the District. It is also recommended that the General Manager, General Counsel, and SMT members receive the same health and fringe benefits provided to other District employees, as modified in the MOUs to be approved by this action.

The Board expressed appreciation and thanked staff and the unions for their hard work in finalizing these agreements.

- Addressing the Board was Justin Young, President, AFSCME Local 2019 who commented on the negotiation process and expressed appreciation to the Board, District management, and the other unions for improved collaboration and communication throughout negotiations.
- Motion by Director Oddie, seconded by Director Lewis, to approve the recommendation actions for Item 16.1. – 16.4. carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Resolution No. 35459-25 – Approve Implementation Of The 2025-2028 Memoranda Of Understanding And Other Special Agreements With International Union Of Operating Engineers, Local 39; International Federation Of Professional And Technical Engineers, Local 21; And American Federation Of State, County And Municipal Employees, Locals 444 And 2019; Revise

Salary Ranges, Salaries And Wage Rates, And Other Benefits For Senior Management Team Members, Managers, Confidential And Non-Represented Employees.

17. Discussion of the proposed performance criteria for the evaluations of the General Manager and the General Counsel.

President Young discussed the current performance evaluation process for the General Manager and the General Counsel and the Board's request to consider following the process used for Senior Management Team members. In June, staff provided the Board information describing proposed revisions to the Board's evaluation process and updated performance criteria to consider when evaluating the performance of the General Manager and the General Counsel. The proposed performance criteria for the General Manager includes nine core competency areas that reflect the complexity and breadth of executive leadership at EBMUD. The proposed performance criteria for the General Counsel includes six core competency areas that reflect legal and executive leadership. The framework for both is grounded in the District's leadership competency model and the Leadership Practices Inventory (LPI). These performance criteria are based on a synthesis of public sector executive leadership best practices, historical evaluation frameworks used for EBMUD's General Manager and General Counsel, and in alignment with the District's strategic priorities. Based on the Board's feedback, staff will finalize the performance criteria and LPI matrix for the Board's consideration at its August 12, 2025 meeting. Staff was directed to update the General Counsel's performance evaluation criteria to include a core competency area to assess inclusive leadership and on providing proactive counsel and information that drives efficiencies and effectiveness. There was discussion regarding conducting performance evaluations for the General Manager and the General Counsel prior to Board approval of general salary increases for them commensurate with those granted to District employees. It was noted that in addition to performance-based increases to their base salary, their performance evaluations may also include decisions on contract extensions. There was additional discussion on Board evaluation on performance for the Secretary of the District and the current reporting structure for the position. Director Smith asked that the performance evaluation of the Secretary of the District be calendared for a future discussion.

18. General Manager's Report.

2025 Customer Opinion Survey

Adam Probolsky, President of Probolsky Research, presented the findings of the 2025 Customer Opinion Survey which was completed in spring 2025. Every two years, the District conducts a customer opinion survey to assess public perception of EBMUD. The survey asked both bill-paying and non-bill paying customers about their knowledge of EBMUD's work and mission. The data from the survey will be used to guide the District's messaging and outreach efforts, help inform the District's community engagement activities and build an understanding of and support for other District initiatives. The survey sampled 1,200 respondents, designed to represent the full diversity of the residential population within the EBMUD service area. This included housed and unhoused individuals, renters, and homeowners. The survey was conducted in English, Spanish, and Chinese, with the majority of responses collected online and additional outreach conducted by phone. Mr. Probolsky discussed the survey goals, methodology, key survey results, and areas of strength and for improvement. He concluded with recommendations and next steps. There was considerable Board discussion and Mr. Probolsky and staff addressed Board questions regarding

the survey questions, ward specific data, demographic details, responses received to the same questions posed in prior surveys, and EBMUD survey responses compared to other agencies' survey responses regarding emergency preparedness. There was additional discussion and the Board requested details on the demographics of customers who commented on their water bills (e.g., bill paying versus non-bill paying customers); details and trends on customer emergency preparedness; ward specific data on the items covered in the presentation; historical data related to customers' trust and opinion of the District; and a copy of the entire survey report. Staff was asked to explore options to improve customer awareness (e.g., raffling 5-gallon emergency water containers in each ward), and to consider including questions in future surveys about the District's environmental stewardship and the effectiveness of the District's K-12 education program.

- Director Lewis was excused from the remainder of the meeting and left at 2:58 p.m.
- Director Oddie left the meeting at 3:29 p.m. and returned at 3:30 p.m.

Six-Month Forecast of Board Committee and Workshop Agenda Topics for 2025 and Summary of 2025 Committee and Workshop Topics and Monthly Report – June 2025

General Manager Clifford C. Chan announced the memo regarding Board committees and workshop agenda topics, as well as the June 2025 Monthly Report were included in the agenda materials. The Speakers' Bureau and Outreach Record CY25 had been provided at Board places.

DIRECTOR COMMENTS

19. Other Items for Future Consideration.

- Calendar a discussion regarding the performance evaluation of the Secretary of the District.

20. Director Comments.

- Director Gómez reported attending the Walnut Creek Water Treatment Plant Project update on June 30 and the 2025 Kiwanis-Danville 4th of July Parade; and plans to provide a District update at the San Ramon City Council meeting this evening.
- Director Oddie reported attending the virtual Bayside Facility Community meeting on June 25 and recognized staff for their work during the meeting. He also reported participating in the City of Alameda's 48th Annual 4th of July Parade, thanked Heavy Transport Operator Warren Story for driving the truck and noted former Director Doug Linney and his band performed during the parade.
- Director Katz reported plans to attend the Berkeley Neighborhood Council meeting on July 12 and a tour of the Main Wastewater Treatment Plant with the Mayor of Berkeley on July 15.
- Director Young reported participating in the City of Orinda 4th of July parade and thanked Community Affairs Representative Joe Voelker and Ranger/Naturalist II Christopher McCarty for their support.
- Directors Chan, Lewis, and Smith had no reports.

ADJOURNMENT

President Young adjourned the Regular Meeting at 3:40 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: August 12, 2025

Marguerite Young, President of the Board

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BOARD ACTION

Agenda Number:	3.	Meeting Date:	August 12, 2025
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TITLE	HYDROFLUOSILICIC ACID FOR WATER TREATMENT PLANTS
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a contract beginning on or after August 12, 2025 to the lowest responsive/responsible bidder, DuBois Chemicals, Inc., for supplying hydrofluosilicic acid (fluoride) for water treatment for the District's water treatment plants (WTPs) for two years, with three options to renew for additional one-year periods for a total cost, including option years, not to exceed \$2,231,295 under Request for Quotation (RFQ) No. 2518.
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SUMMARY	The State Board's Division of Drinking Water Title 22, Chapter 15, Article 4.1 (Fluoridation) Section 64433, requires water systems with greater than 10,000 service connections to add fluoride to drinking water.
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DISCUSSION	The District follows the California public health regulations requiring the District to add fluoride to drinking water to prevent tooth decay and promote oral health. The District's current contract expires August 15, 2025. A new contract is required to ensure that fluoride is available to be added to drinking water. Under RFQ No. 2518, the District can secure fixed pricing and assurance of product availability during the contract period. This item supports the District's Water Quality and Environmental Protection Strategic Plan goal.
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VENDOR SELECTION	An RFQ was posted on the District's website, sent to 23 potential proposers, and advertised in the Oakland Tribune. Two bids were received. DuBois Chemicals, Inc. was the lowest responsive/responsible bidder. Staff determined that the bid price is reasonable.
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SUSTAINABILITY	Economic The Fiscal Year 2026/2027 adopted operating budget includes funding for the first two years of this multi-year contract. Funding for the additional years will be considered as part of the associated budget development process. Social This purchase will increase operational reliability and improve drinking water quality. Environmental This purchase complies with environmental laws and regulations.
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026/2027	Budget Coding: 11.778.1470.8482800.53610.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Hydrofluosilicic Acid for Water Treatment Plants	Meeting Date:	August 12, 2025
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ALTERNATIVES

- Do not purchase fluoride.** This alternative is not recommended because the District is required to fluoridate its drinking water.
- Purchase fluoride on the open market.** This alternative is not recommended because volume purchase through a contract ensures a more consistent supply and more stable pricing.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract - RFQ No. 2518 Hydrofluosilicic Acid for Water Treatment Plants						DATE: July 15, 2025					
CONTRACTOR: DuBois Chemicals, Inc. Sharonville, OH				PERCENTAGE OF CONTRACT DOLLARS							
				Availability Group		Contracting Objectives		Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		5.6%			
		Ethnicity	Gender	White Women		2%		0.0%			
\$2,231,295 *		-	-	Ethnic Minorities		25%		0.0%			
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: DuBois Chemicals, Inc.		\$2,105,788	Unclassified						94.4%		
SUBS: California Tank Lines		\$125,507	White	X		5.6%					
TOTAL		\$2,231,295				5.6%	0.0%	0.0%	94.4%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		536		145		183		864			
Percent of Total Employees:		62.0%		16.8%		21.2%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 5.6% White Men participation. Contract Duration: Two years, with three options to renew for additional one-year periods. *Total not to exceed: \$2,231,295											
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: Hydrofluosilicic Acid for Water Treatment Plants		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
Materials and Supplies Contract - RFQ No. 2518		DATE: 7/15/2025	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	Unclassified	Company Wide	75	55	37	6	173	20.0%	27.3%
DuBois Chemicals, Inc. Patricia Aguirre-Diaz E Kemper Rd. Sharonville, OH 45241 513-554-4280		Manager/Prof	15	13	15	0	43	14.1%	
		Technical/Sales	6	15	2	4	27	7.6%	
		Clerical/Skilled	10	7	2	1	20	19.4%	
		Semi/Unskilled	44	20	18	1	83	49.4%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		9/9/2019		
		Co. Wide MSA:	USA		# Employees-Co. Wide:		864	Bay Area:	864
S	WM: LBE	Company Wide	INFORMATION NOT PROVIDED						
California Tank Lines Andrea Serna P.O. Box 6036 Stockton, CA 95206 209-466-3554		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
P	WM	Company Wide	29	50	2	0	81	49.4%	42.4%
Pencco, Inc. Nicole Derrick 831 Bartlett Rd. Sealy, TX 77474 979-885-0005		Manager/Prof	4	3	1	0	8	22.2%	
		Technical/Sales	5	9	0	0	14	70.0%	
		Clerical/Skilled	10	18	0	0	0	0.0%	
		Semi/Unskilled	10	20	1	0	31	50.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	Texas		# Employees-Co. Wide:		164	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)



BOARD ACTION

Agenda Number:	4.	Meeting Date:	August 12, 2025
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TITLE	PLATE ROLLER FOR EQUIPMENT SUPPORT SECTION
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a contract beginning on or after August 12, 2025, to the lowest responsive/responsible bidder, Gladwin Machinery Solutions, Inc., for supplying a plate roller for a total cost, after the addition of taxes, not to exceed \$175,650, under Request for Quotation (RFQ) No. 2515.
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SUMMARY	The contract will provide a plate roller for rolling steel of various thicknesses to make specialty fittings for the repair of large transmission mains. This equipment is capable of rolling spacers, repair straps, small sections of pipe, and “cans” for mains 8-inches in diameter and larger. The roller will allow the District to repair leaks on large transmission mains in an efficient and timely manner.
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DISCUSSION	The plate roller is an essential piece of equipment and plays a crucial role in supporting both routine work and emergency repairs. The plate roller serves multiple functions but is primarily used when repairing large-diameter pipes. The equipment enables the District to roll large butt straps and spacers to match varying diameters, reducing water loss and minimizing the time transmission mains are out of service. The plate roller can also be used to fabricate “cans” for repairing mains that, if shut down, would significantly impact consumers. Without this machine, emergency repairs would take considerably longer as the District would be reliant on vendors to manufacture parts, which is an often unpredictable and time-consuming process. The District’s existing roller is no longer functioning reliably, and companies do not have the expertise to service or repair the current plate roller. This award supports the District’s Long-Term Infrastructure Investment Strategic Plan goal.
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VENDOR SELECTION	An RFQ was posted on the District’s website, sent to three firms, and advertised in the Oakland Tribune. One response was received. Gladwin Machinery Solutions, Inc. met all requirements of the RFQ, and the quote provided was within expectations.
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SUSTAINABILITY	Economic Funding for this award is available in the Fiscal Year 2026 adopted capital budget for Small Capital Improvements.
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026; Award#7000305; Page 18	Budget Coding: 11.755.3100103.55210	Approved: 	
Attachment(s): P-035; P-061			

Title:	Plate Roller for Equipment Support Section	Meeting Date:	August 12, 2025
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ALTERNATIVES

Do not award this contract. This alternative is not recommended because the equipment is necessary to repair large diameter pipes.

Reject received bid and re-bid. This alternative is not recommended because the District engaged in a fair and competitive bid process, and the bid received met the specifications.

I:\Sec\2025 Board Related Items\081225 Board Agenda Items\FIN – Plate Roller.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 Contract - RFQ No. 2515 Plate Roller for Equipment Support Section						DATE: July 7, 2025					
CONTRACTOR: Gladwin Machinery Solutions, Inc. Minneapolis, MN				Sole Bidder		PERCENTAGE OF CONTRACT DOLLARS					
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		100.0%			
		Ethnicity	Gender	White Women		2%		0.0%			
\$175,650 *		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: Gladwin Machinery Solutions, Inc.		\$175,650	White	X		100.0%					
SUBS:											
TOTAL		\$175,650				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		59		17		6		82			
Percent of Total Employees:		72.0%		20.7%		7.3%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$175,650											
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.

[illegible]

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



BOARD ACTION

Agenda Number:	5.	Meeting Date:	August 12, 2025
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TITLE	MAIN WASTEWATER TREATMENT PLANT OXYGEN PLANT REHABILITATION
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a contract to the lowest responsive/responsible bidder, Western Water Constructors, Inc. (Western Water), in an amount not to exceed \$15,953,000 for the construction of the Main Wastewater Treatment Plant (MWWTP) Oxygen Production Plant (O2 Plant) Rehabilitation, under Specification SD-428A.
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SUMMARY	This project rehabilitates major components of the O2 Plant located at the MWWTP. The scope of work includes replacement of existing pneumatic controls with new electronic instruments and integration of controls into the MWWTP's distributed control system, replacement of four 1500-horsepower main air compressor motors, installation of new fire and fall protection systems, seismic retrofitting of existing power distribution panels and cabinets, and recoating of existing steel tanks and ducts. This project was discussed at the November 26, 2024 Board Infrastructure Workshop.
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DISCUSSION	The O2 Plant provides high-purity oxygen for the biological treatment of wastewater to help the District meet regulatory agency permit requirements. The O2 Plant is approximately 50 years old. In 2018, a specialty consultant evaluated the O2 Plant performance and recommended replacement of the pneumatic control system with an electronic control system to improve process control. Other capital improvements identified during the planning and design phases included new main air compressor motors to meet increased oxygen demands; installation of a new fire protection system; installation of a new fall protection system; and recoating of tanks, piping, and ducts to extend their life. The O2 Plant has two independent production trains that will be renovated separately to ensure continuous oxygen production. This constraint increases construction costs due to added project complexity and extended construction duration. This work will also improve process reliability, staff safety, and reduce operational costs. Bids were initially requested for the O2 Plant rehabilitation in October 2024. A single bid was received in the amount of \$19,384,700 and rejected due to budgetary constraints. Additional reliability and safety improvements were added to the original scope, and the project was rebid. This project supports the District's Long-Term Infrastructure Investment Strategic Plan goal.
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Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: Construction
Funds Available: FY2026/2027; Award #7000332; Page 183	Budget Coding: 21-927-2014270-55610		Approved: 
Attachment(s): Bid Summary; P-035; P-061			

Title:	Main Wastewater Treatment Plant Oxygen Plant Rehabilitation	Meeting Date:	August 12, 2025
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BID RESULTS

Bid documents were posted on the District's website and issued to 26 resource organizations and 13 prospective bidders. Three bids were received, ranging from \$15,953,000 to \$18,468,000. The bid summary is attached. The engineer's estimate for this work is \$11,490,000. The submitted bid is higher than the engineer's estimate due to the current bid market, work scope added by addenda during bidding, the highly specialized nature of major portions of the work, and higher-than-anticipated costs related to the requirement for the contractor to hire and consult a cryogenic oxygen plant specialist during the project. Although work scope was added, bids are likely lower than the original bid due to increased competition. After rejection of the October 2024 bid, staff performed outreach to prospective contractors to encourage more participation.

The lowest responsive/responsible bidder, Western Water, is licensed to perform work in California and is not on the State Department of Industrial Relations (DIR) debarment list. Western Water, and its listed subcontractors, are properly registered with the State DIR.

In the past five years, Western Water has not filed a Government Code Claim against the District nor initiated any litigation against the District.

SUSTAINABILITY**Economic**

Funding for this work is available in the Fiscal Year 2026/2027 adopted capital budget for Secondary Treatment.

Social

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

Local 444 was notified of this contract on October 23, 2023, and did not raise any specific issues related to this contract.

Environmental

A California Environmental Quality Act (CEQA) Notice of Exemption was filed with the Alameda County Clerk on January 8, 2024. The project is exempt from the requirements of CEQA under CEQA Guidelines section 15301 (Existing Facilities).

ALTERNATIVES

Do not perform the work. This alternative is not recommended because this work will ensure process reliability and permit compliance for the O2 Plant, and staff safety.

Reject all bids and rebid the work. This alternative is not recommended because rebidding the work would create significant delays, potentially increase project costs, and risk permit non-compliance.

Perform the work with District forces. This alternative is not recommended because the District lacks the equipment and staff necessary to perform this type of major capital improvement work.

EAST BAY MUNICIPAL UTILITY DISTRICT
BID SUMMARY
SPECIAL DISTRICT NO. 1
SPECIFICATION SD-428A
MAIN WASTEWATER TREATMENT PLANT
OXYGEN PLANT REHABILITATION (REBID)
MAY 28, 2025

BID SUMMARY

BIDDER		TOTAL BID
1.	Western Water Constructors*	\$15,953,000
2.	Thompson Builders Corp.	\$15,975,960
3.	Garney Pacific, Inc.**	\$18,468,000

*** Apparent Low Bidder**

**** Entered \$17,856,000 in Total Amount Bid**

Number of Proposals sent to Contractors	13
Number of Proposals sent to Resource Orgs	26
Number of Proposals sent to MBEs	1
Number of Proposals sent to WBEs	0
Number of Proposals sent to SBs	0
Number of bids received	3

Engineer's Estimate	\$11,490,000
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cc: Contract Equity, Legal, Risk Mgmt, Purch, AKM, GDW, AE, WC, DL, WED Clerks



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.: SD-428A Main Wastewater Treatment Plant Oxygen Plant Rehabilitation (Rebid)						DATE: June 9, 2025						
CONTRACTOR: Western Water Constructors, Inc. Santa Rosa, CA						PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$15,953,000 *		FIRM'S OWNERSHIP		White Men		25%		94.1%				
		Ethnicity	Gender	White Women		9%		0.0%				
		White	Men	Ethnic Minorities		25%		2.4%				
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: Western Water Constructors, Inc.	\$9,056,482	White	X		56.8%			3.4%				
SUBS: ACCO Engineered Systems, Inc.	\$1,620,899	White	X		10.2%							
Farwest Insulation Contracting	\$724,807	White	X		4.5%							
Marquee Fire Protection LLC	\$547,380	Unclassified										
Redwood Painting Co., Inc.	\$389,900	Alaskan Native	X			2.4%						
Telstar Instruments	\$3,613,532	White	X		22.7%							
TOTAL		\$15,953,000				94.1%	0.0%	2.4%	3.4%	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:		28		5		25		58				
Percent of Total Employees:		48.3%		8.6%		43.1%						
MSA Labor Market %:		39.8%		36.9%		23.4%						
MSA Labor Market Location:		Sonoma										
COMMENTS												
Contract Equity Participation: 94.1% White Men, and 2.4% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$15,953,000												
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: Main Wastewater Treatment Plant Oxygen Plant Rehabilitation (Rebid)		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		
Spec. No.: SD-428A	DATE: 6/9/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9		
		Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2		
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number		B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %	
RP	WM	Company Wide	0	17	1	0	18	31.0%	23.4%
Western Water Constructors, Inc. Ken Kreischer 707 Aviation Blvd. Santa Rosa, CA 95403 707-540-9640		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	4	0	0	4	17.4%	
		Semi/Unskilled	0	13	1	0	14	51.9%	
		Bay Area	0	17	1	0	18	31.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		3/10/2020		
		Co. Wide MSA:	Sonoma		# Employees-Co. Wide:		58	Bay Area: 0	
S	WM: LBE	Company Wide	123	1,595	327	0	2,045	42.9%	53.9%
ACCO Engineered Systems, Inc. Blayne Davis 5890 Owens Dr. Pleasanton, CA 94588 510-809-6725		Manager/Prof	0	0	0	0	-	NA	
		Technical/Sales	0	0	0	0	-	NA	
		Clerical/Skilled	0	0	0	0	-	NA	
		Semi/Unskilled	0	0	0	0	-	NA	
		Bay Area	123	1595	327	0	2,045	42.9%	39.9%
		Co. Wide MSA:	Alameda		# Employees-Co. Wide:		4,767	Bay Area: 4,767	
S	WM	Company Wide	11	258	12	0	281	61.8%	27.3%
Farwest Insulation Contracting Ana Raypon 1220 S. Sherman St. Anaheim, CA 92805 714-520-5600 ext. 7211		Manager/Prof	0	3	2	0	5	26.3%	
		Technical/Sales	0	3	2	0	5	15.6%	
		Clerical/Skilled	0	4	0	0	4	33.3%	
		Semi/Unskilled	11	248	8	0	267	68.3%	
		Bay Area	1	16	2	0	19	43.2%	39.9%
		Co. Wide MSA:	USA		# Employees-Co. Wide:		455	Bay Area: 44	
S	Unclassified	Company Wide	1	13	2	0	16	27.6%	48.4%
Marquee Fire Protection LLC Kimberly Reed 3875 Atherton Rd., Suite 200 Rocklin, CA 95765 916-641-7997		Manager/Prof	1	1	1	0	3	18.8%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	12	1	0	13	31.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	7	2	0	9	45.0%	39.9%
		Co. Wide MSA:	California		# Employees-Co. Wide:		58	Bay Area: 20	
S	EMM-AI/AN: LBE	Company Wide	2	45	5	1	53	57.6%	38.5%
Redwood Painting Co., Inc. Charles Del Monte 620 West 10th St. Pittsburg, CA 94565 925-432-4500		Manager/Prof	0	1	0	0	1	20.0%	
		Technical/Sales	0	42	0	0	42	4200.0%	
		Clerical/Skilled	2	0	5	1	8	9.5%	
		Semi/Unskilled	0	2	0	0	2	100.0%	
		Bay Area	2	45	5	1	53	57.6%	39.9%
		Co. Wide MSA:	Contra Costa		# Employees-Co. Wide:		92	Bay Area: 92	
S	WM: LBE	Company Wide	6	21	22	1	50	32.3%	48.4%
Telstar Instruments Mickie Gardiner 4017 Vista Park Court Sacramento, CA 95834 916-646-1999		Manager/Prof	1	4	12	1	18	20.0%	
		Technical/Sales	0	1	0	0	1	5.0%	
		Clerical/Skilled	3	9	10	0	22	35.5%	
		Semi/Unskilled	2	7	0	0	9	56.3%	
		Bay Area	1	6	6	0	13	23.2%	39.9%
		Co. Wide MSA:	California		# Employees-Co. Wide:		155	Bay Area: 56	

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: Main Wastewater Treatment Plant Oxygen Plant Rehabilitation (Rebid)			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	
Spec. No.: SD-428A		DATE: 6/9/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
P	WM: LBE	Company Wide	2	44	4	1	51	63.8%	48.4%
Garney Pacific, Inc. R. Daniel Eckdahl 17510 W. Bethany Rd. Tracy, CA 95391 816-741-4600		Manager/Prof	0	2	3	1	6	26.1%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	1	0	0	1	25.0%	
		Semi/Unskilled	2	41	1	0	44	83.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	California		# Employees-Co. Wide:		80	Bay Area:	0
P	WM	Company Wide	0	8	0	1	9	50.0%	18.8%
Thompson Builders Corporation Paul Thompson 5400 Hanna Ranch Rd. Novato, CA 94945 415-456-8972		Manager/Prof	0	1	0	1	2	28.6%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	3	0	0	3	42.9%	
		Semi/Unskilled	0	4	0	0	4	100.0%	
		Bay Area	0	8	0	1	9	50.0%	39.9%
		Co. Wide MSA:	Marin		# Employees-Co. Wide:		18	Bay Area:	18

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



BOARD ACTION

Agenda Number:	6.1.	Meeting Date:	August 12, 2025
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TITLE	LAFAYETTE RESERVOIR RECREATION AREA WASTEWATER COLLECTION SYSTEM IMPROVEMENTS
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a contract to the lowest responsive/responsible bidder, NTK Construction, Inc., in an amount not to exceed \$3,113,000 for the construction of the Lafayette Recreation Area Wastewater Collection System Improvements Project under Specification 2166A.
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SUMMARY	This project will replace the sanitary sewer lift station and wastewater collection system at the Lafayette Reservoir Recreation Area, along with other site improvements, including a radio tower for Supervisory Control and Data Acquisition (SCADA) connectivity, a backup generator, and a retaining wall.
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DISCUSSION	The Lafayette Reservoir Recreation Area lift station and associated collection and discharge piping (force main) at the Lafayette Reservoir were installed in 1967. Over the past several years, the collection system has experienced failures at the lift station and in the collection and discharge piping. The lift station removes sewage from the District's recreation area office and associated support buildings. When the pumps are out of service, a pump truck is used to haul off the raw sewage. Additionally, the force main running along the entrance road has broken several times in the last three years, leading to raw sewage entering the storm drains that discharge into Lafayette Reservoir. These upgrades will provide remediation to avoid regulatory, health, and maintenance issues. It will also allow the system to be added to the District's SCADA network, providing an additional level of oversight. This project supports the District's Long-Term Infrastructure Investment and Water Quality and Environmental Protection Strategic Plan goals.
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BID RESULTS	Bid documents were posted on the District's website and issued to 22 resource organizations and 14 prospective bidders. Five bids were received, ranging from \$3,113,000 to \$4,126,784. The bid summary is attached. The engineer's estimate for this work is \$2,700,000. The lowest responsive/responsible bidder, NTK Construction, Inc., is licensed to perform work in California and is not on the State Department of Industrial Relations (DIR) debarment list. NTK Construction, Inc. and its listed subcontractors are properly registered with the State DIR.
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: Construction
Funds Available: FY2026/2027; Award #7000263; Page 97	Budget Coding: 11-570-3100124-55610		
Attachment(s): Bid Summary, Location Map, P-035, P-061			

Title:	Lafayette Reservoir Recreation Area Wastewater Collection System Improvements	Meeting Date:	August 12, 2025
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In the past five years, NTK Construction, Inc. has not filed a Government Code Claim nor initiated any litigation against the District.

SUSTAINABILITY**Economic**

Funding for this work is available in the Fiscal Year 2026/2027 adopted capital budget for Lafayette Recreation Infrastructure.

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 DIR of the State of California.

Local 444 was notified of this contract on October 3, 2023 and did not raise any specific issues related to this contract.

Environmental

A California Environmental Quality Act (CEQA) Notice of Exemption was filed with the Contra Costa County Clerk on June 29, 2022. The project is exempt from the requirements of CEQA under CEQA Guidelines sections 15301 (Existing Facilities) and 15302 (Replacement or Reconstruction).

ALTERNATIVES

Do not complete the project. This alternative is not recommended because this work will address aging infrastructure and provide a reliable wastewater management system at the Lafayette Reservoir Recreation Area to avoid regulatory, health, and maintenance issues.

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

EAST BAY MUNICIPAL UTILITY DISTRICT

BID SUMMARY

SPECIFICATION 2166A

Lafayette Recreation Area Wastewater Collection Systems Improvements

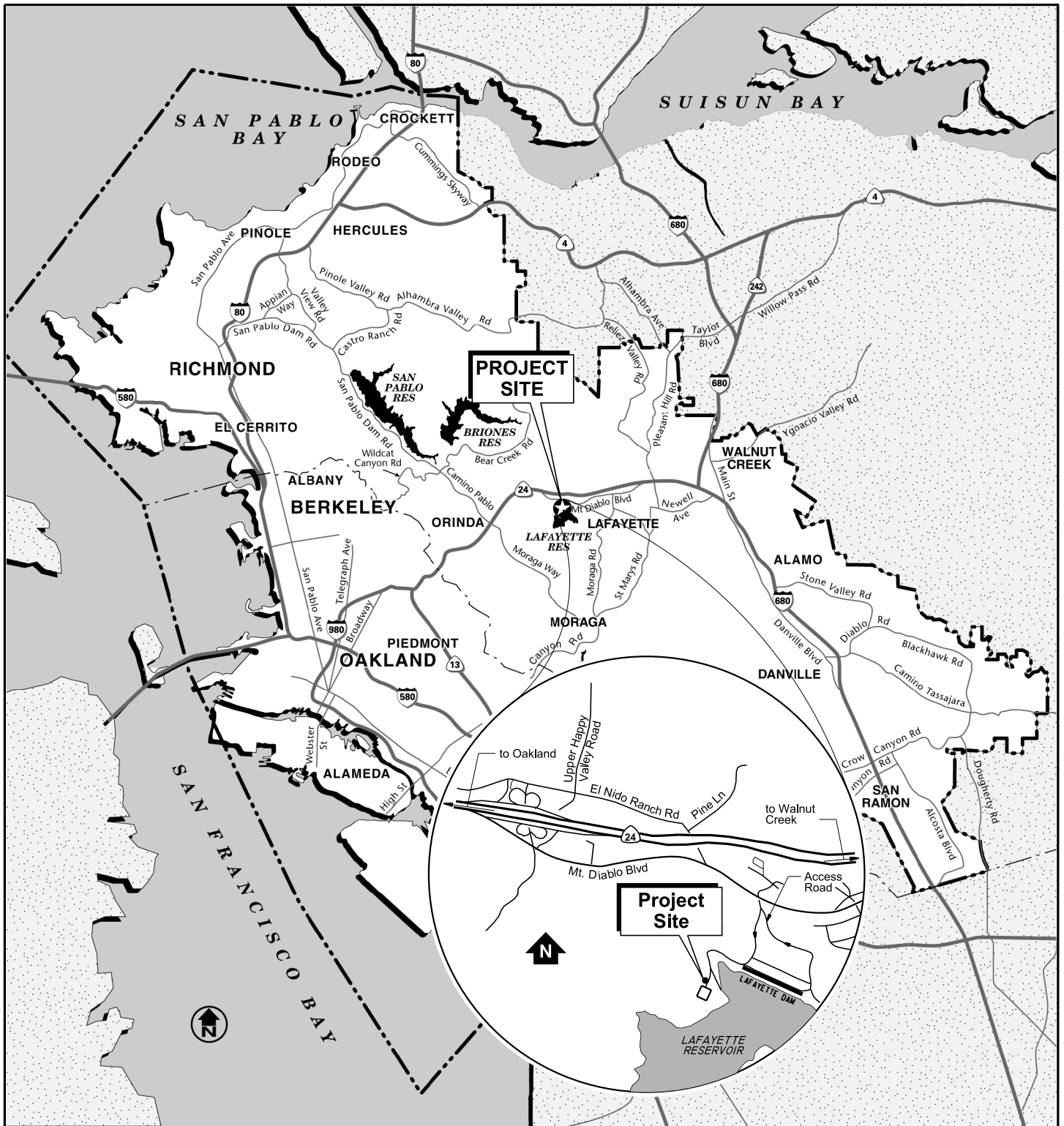
Bids Opened July 9, 2025

	BIDDER	TOTAL AMOUNT BID
1.	NTK Construction, Inc. (SBE/DVBE) 501 Cesar Chavez St., Ste. 115 San Francisco, CA 94124 (415) 643-1900	\$3,113,000 / \$2,963,000*
2.	Mitchell Engineering 1395 Evans Ave. San Francisco, CA 94124 (415) 227-1040	\$3,400,000
3.	W.R. Force Associates, Inc. 984 Hensley St. Richmond, CA 94801 (510) 215-9338	\$3,514,000
4.	Kerex Engineering (SBE/DVBE) 4941 Pacheco Blvd. Martinez, CA 94553 (925) 387-8913	\$3,925,000 / \$3,775,000*
5.	Mountain Cascade, Inc. 555 Exchange Ct. Livermore, CA 94550 (925) 373-8370	\$4,126,784

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: \$2,700,000



PROJECT SITE LOCATION MAP

NOT TO SCALE

EAST BAY MUNICIPAL UTILITY DISTRICT

**LAFAYETTE RESERVOIR RECREATION
AREA WASTEWATER COLLECTION
SYSTEM IMPROVEMENTS**

SPECIFICATION 2166A



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.: 2166A Lafayette Recreation Area Wastewater Collection System Improvements			DATE: July 17, 2025								
CONTRACTOR: NTK Construction, Inc. San Francisco, CA			PERCENTAGE OF CONTRACT DOLLARS								
Small Business			Availability Group	Contracting Objectives	Participation						
BID/PROPOSER'S PRICE:	FIRM'S OWNERSHIP		White Men	25%	4.5%						
	Ethnicity	Gender	White Women	9%	0.0%						
\$3,113,000 *	Asian	Men	Ethnic Minorities	25%	95.5%						
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:											
NTK Construction, Inc.	\$2,407,360	Asian	X					77.3%			
SUBS:											
Bay Tech Engineering Inc.	\$474,000	Asian	X					15.2%			
On the Level Concrete	\$92,300	Black	X					3.0%			
James Hewatt, Inc.	\$64,340	White	X		2.1%						
Murphy Industrial Coatings, Inc.	\$75,000	White	X		2.4%						
TOTAL	\$3,113,000				4.5%	0.0%	95.5%	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:	0	0	24	24							
Percent of Total Employees:	0.0%	0.0%	100.0%								
MSA Labor Market %:	24.5%	21.6%	53.9%								
MSA Labor Market Location:	San Francisco										
COMMENTS											
Contract Equity Participation: 95.5% Ethnic Minority and 4.5% White Men participation. Contract Duration: NA *Total not to exceed: \$3,113,000											
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: Lafayette Recreation Area Wastewater Collection System Improvements			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
Spec. No.: 2166A		DATE: 7/17/2025	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=Recmmnd 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-A/PI: SBE	Company Wide	1	14	8	0	23	95.8%	44.0%
NTK Construction, Inc. Tina London 501 Cesar Chavez St., Ste. 115 San Francisco, CA 94124 925-339-8607		Manager/Prof	0	3	7	0	10	90.9%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	2	1	0	4	100.0%	
		Semi/Unskilled	0	9	0	0	9	100.0%	
		Bay Area	1	14	8	0	23	95.8%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		8/10/2021		
		Co. Wide MSA:	San Francisco		# Employees-Co. Wide:		24	Bay Area:	24
S	EMM-A/PI	Company Wide	-	4	1	0	5	50.0%	44.0%
Bay Tech Engineering Inc. Angelo Kalaveras 1350 Van Dyke Ave., Ste. 201 San Francisco, CA 94124 415-760-6100		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	2	1	0	3	50.0%	
		Semi/Unskilled	0	2	0	0	2	100.0%	
		Bay Area	0	4	1	0	5	50.0%	39.9%
		Co. Wide MSA:	San Francisco		# Employees-Co. Wide:		10	Bay Area:	10
S	EMM-B: SBE	Company Wide	4	5	0	0	9	100.0%	44.0%
On the Level Concrete Eric Jones 1540 Davidson Ave. San Francisco, CA 94124 415-407-3695		Manager/Prof	1	0	0	0	1	100.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	3	5	0	0	8	100.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	4	5	0	0	9	100.0%	39.9%
		Co. Wide MSA:	San Francisco		# Employees-Co. Wide:		9	Bay Area:	9
S	WM: L/SBE	Company Wide	INFORMATION NOT PROVIDED						
James Hewatt, Inc. Sam Saeteurn 2420 San Creek Rd. #C3 Brentwood, CA 94513 925-240-6099		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
S	WM	Company Wide	INFORMATION NOT PROVIDED						
Murphy Industrial Coatings, Inc. Chris Hansen 2704 Gundry Ave. Signal Hill, CA 90755 562-427-7720		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.

[illegible]

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)

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BOARD ACTION

Agenda Number:	6.2.	Meeting Date:	August 12, 2025
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TITLE	ENGINEERING SERVICES DURING CONSTRUCTION AND ADDITIONAL SERVICES FOR THE LAFAYETTE RESERVOIR RECREATION AREA WASTEWATER COLLECTION SYSTEM IMPROVEMENTS PROJECT
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after August 12, 2025 with Sherwood Design Engineers (Sherwood) in an amount not to exceed \$545,304 for engineering services during construction (ESDC) and additional services for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements Project.
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SUMMARY	This agreement will provide ESDC for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements being constructed under Specification 2166A.
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DISCUSSION	This agreement includes project management services; meetings and field visits; review of contractor's submittals and shop drawings; responses to Request for Information and design clarifications; as-needed design support for value engineering and change orders; geotechnical observation, consultation, and reporting; project closeout; support of commissioning and startup; as-built preparation; and job plan preparation. The agreement includes optional tasks, including permit support, additional value engineering, change order design, and preparation of Piping and Instrumentation Diagrams for the generator and fuel tank. This agreement supports the District's Long-Term Infrastructure Investment and Water Quality and Environmental Protection Strategic Plan goals.
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CONSULTANT SELECTION	Sherwood was selected under a request for proposals (RFP) issued on October 18, 2019 to perform the design for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements. The design work was performed under a separate agreement authorized under Board Motion No. 073-20. As the Engineer of Record for the design, Sherwood is the most cost-effective option to provide ESDC services and will provide continuity with personnel already familiar with the work and with the required expertise.
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026/2027; Award #7000263, Page 97	Budget Coding: 11-570-3100124-52310	Approved: 	
Attachment(s): P-035; P-061			

Title:	Engineering Services During Construction and Additional Services for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements Project	Meeting Date:	August 12, 2025
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SUSTAINABILITY**Economic**

Funding for this purpose is available in the FY 2026/FY 2027 adopted capital budget for Lafayette Recreation Infrastructure.

Social

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

This project will provide timely remediation to avoid regulatory, health, and maintenance issues.

Environmental

A California Environmental Quality Act (CEQA) Notice of Exemption was filed with Contra Costa County Clerk on June 29, 2022. The project is exempt from the requirements of CEQA under CEQA Guidelines section 15301 (Existing Facilities) and 15302 (Replacement or Reconstruction).

ALTERNATIVES

Select another consultant to do the work. This alternative is not recommended because it would delay the project schedule and potentially transfer liability of the design from the Engineer of Record.

Perform the work with District forces. This alternative is not recommended because District staff is already committed to other high-priority capital projects.

Do not perform the work. This alternative is not recommended because this work is required to maintain consistency of design intent and provide ESDC.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement Engineering Services During Construction (ESDC) and Additional Services for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements Project						DATE: July 15, 2025					
CONTRACTOR: Sherwood Design Engineers San Francisco, CA					PERCENTAGE OF CONTRACT DOLLARS						
Direct Award					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		96.6%		
		Ethnicity	Gender		White Women		6%		0.0%		
\$545,304 *		White		Men	Ethnic Minorities		25%		3.4%		
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: Sherwood Design Engineers		\$467,759	White	X		85.8%					
SUBS: GeoCon Consultants		\$20,195	White	X		3.7%					
Aurum Consulting Engineers		\$18,460	Mixed	X				3.4%			
Streeter Group		\$28,700	White	X		5.3%					
Frisch Engineering, Inc.		\$10,190	White	X		1.9%					
TOTAL		\$545,304				96.6%	0.0%	3.4%	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:		35		18		37		90			
Percent of Total Employees:		38.9%		20.0%		41.1%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation - 96.6% White Men and 3.4% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$545,304											
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: Engineering Services During Construction (ESDC) and Additional Services for the Lafayette Reservoir Recreation Area Wastewater Collection System Improvements Project		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		
		9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9		
Professional Services Agreement		DATE: 7/15/2025	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	Company Wide	0	9	18	1	28	31.1%	27.3%
Sherwood Design Engineers Flora Tang 2548 Mission St. San Francisco, CA 94110 415-869-9689		Manager/Prof	0	9	18	1	28	36.4%	
		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	2	9	0	11	26.2%	39.9%
		AA Plan on File: NA	Date of last contract with District: 5/13/2020						
		Co. Wide MSA: USA	# Employees-Co. Wide: 90				Bay Area: 42		
S	WW: LBE	INFORMATION NOT PROVIDED							
GeoCon Consultants Jacob Bishop-Moser 6671 Brisa St. Livermore, CA 925-371-5900									
S	EMM-MIXED	INFORMATION NOT PROVIDED							
Aurum Consulting Engineers Najib Anwary 1798 Technology Dr., Ste 242 San Jose, CA 95110 408-564-7925									
S	WM	INFORMATION NOT PROVIDED							
Streeter Group Brad Streeter 40 Seascape Village Aptos, CA 95003 831-477-1781									
S	WM: LBE	INFORMATION NOT PROVIDED							
Frisch Engineering, Inc. Tom Frisch 13405 Folsom Blvd, Unit 600 Folsom, CA 95630 916-353-1025									

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



BOARD ACTION

Agenda Number:	7.	Meeting Date:	August 12, 2025
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TITLE	COMPUTER-AIDED DESIGN SOFTWARE RENEWAL
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a sole-source contract beginning on or after September 1, 2025 to Bentley Systems, Inc. to supply MicroStation software for one year for a total cost, after the addition of taxes, not to exceed \$91,667.
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SUMMARY	The contract will continue the District's subscriptions for Bentley Systems, Inc. computer-aided design (CAD) tools such as MicroStation. The software is required to maintain construction drawings for planning, design, construction, and operation of District assets and infrastructure.
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DISCUSSION	The District has used Bentley Systems, Inc. software since 1990 to produce engineering drawings. The District is actively transitioning to Autodesk products (AutoCAD); however, some workgroups will need to continue to use MicroStation as a secondary CAD system. The transition to Autodesk will allow the District to develop Building Information Management systems capabilities and improve planning, design, and construction processes. The District's transition from MicroStation to AutoCAD is in progress and once the transition is completed, the District will limit the use of MicroStation to update record drawings, preserve legacy files, and support active projects that cannot be converted to AutoCAD. Within the next year, staff will explore the option of using perpetual licenses that would be owned by the District and, therefore, not incur recurring charges. The Bentley Enterprise EPS365 Public Sector Program Agreement No. (CLA No. 10362607) contains modified insurance, limitation of liability provisions, and modified District indemnity in select circumstances. The General Manager has reviewed these clauses with input from Risk Management and the Office of General Counsel and recommends the Board award the contract. This item supports the District's Long-Term Infrastructure Investment Strategic Plan goal.
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VENDOR SELECTION	Bentley Systems, Inc. is the only provider of MicroStation software and does not use resellers or other partners to provide licensing, updates, and support for its software.
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026	Budget Coding: 11.503.8572200.52430		Approved: 
Attachment(s): P-035; P-061			

Title:	Computer-Aided Design Software Renewal	Meeting Date:	August 12, 2025
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SUSTAINABILITY**Economic**

Funding for this purchase is available in the Fiscal Year 2026 adopted operating budget.

Environmental

Bentley Systems, Inc. is committed to a responsible environmental strategy and was awarded the Sustainability Changemaker Partner of the Year for 2022 by Microsoft Asia-Pacific. Bentley Systems, Inc.'s collaboration with climate advisory groups led to a net zero emissions commitment and a decarbonization target by year 2030.

ALTERNATIVES

Do not purchase Bentley Systems, Inc. software. This alternative is not recommended because the software is necessary to maintain legacy engineering and construction documents.

Award contract to an alternate vendor. This alternative is not recommended because Bentley Systems, Inc. is the only provider of MicroStation products and does not use third-party resellers.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract Computer-Aided Design Software Renewal						DATE: July 28, 2025						
CONTRACTOR: Bentley Systems, Inc. Exton, PA				Sole Source		PERCENTAGE OF CONTRACT DOLLARS						
						Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP				White Men		25%		100.0%		
		Ethnicity		Gender		White Women		2%		0.0%		
\$91,667 *		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: Bentley Systems, Inc.		\$91,667	White	X		100.0%						
SUBS:												
TOTAL		\$91,667				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		729		340		392		1,461				
Percent of Total Employees:		49.9%		23.3%		26.8%						
MSA Labor Market %:		46.4%		40.2%		13.4%						
MSA Labor Market Location:		Pennsylvania										
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: One year. *Total not to exceed: \$91,667												
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.

[illegible]

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



BOARD ACTION

Agenda Number:	8.	Meeting Date:	August 12, 2025
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TITLE	AUTOMATED ACOUSTIC LEAK DETECTION EQUIPMENT AND SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after August 12, 2025 with Echologics, LLC (Echologics) for five years for a total amount not to exceed \$5,250,000 to provide automated acoustic leak detection equipment and monitoring services.
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SUMMARY	To support the District's water loss reduction efforts and reduce costs associated with water main breaks, an additional 2,900 automated acoustic leak detection devices and associated services will be purchased to detect leaks before they surface.
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DISCUSSION	The District has a comprehensive water loss control program to address real losses (e.g., leaks) and apparent losses (e.g., water theft and meter accuracy). Automated acoustic leak detection methods are recommended by the American Water Works Association's M36 manual on Water Audits and Loss Control Programs (AWWA M36) to reduce real losses from leaks. The effectiveness of these methods has been demonstrated in the District's distribution system. The District's automated acoustic leak detection network will expand from 2,000 to 4,900 devices to monitor other high-consequence and/or high likelihood of failure pipelines. Proactively monitoring these locations will require additional leak detection devices and monitoring services. Using these devices and services allows staff to respond to smaller leaks before they surface and accurately pinpoint the leaks. This reduces the volume of water lost and the impact of larger main breaks on property and the environment. This agreement allows for the purchase of an additional 2,900 automated acoustic leak detection devices, installation services, calibration and testing, continued leak monitoring on existing and new devices, and related services. The agreement contains limitation of liability and modified indemnity in select circumstances. The General Manager has reviewed the clauses with input from Risk Management and the Office of General Counsel and recommends Board authorization of the agreement. This project supports the District's Long-Term Water Supply and Long-Term Infrastructure Investment Strategic Plan goals.
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SERVICE PROVIDER SELECTION	This sole source agreement is warranted since Echologics provides proprietary equipment and services and is the only source for its automated acoustic leak detection products and services on which the District has standardized.
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Originating Department: Maintenance and Construction	Department Director or Manager: Crystal J. Yezman	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027; Award #7000325; Page 76	Budget Coding: 11.795.2013580.53110	Approved: 	
Attachment(s): P-035; P-061			

Title:	Automated Acoustic Leak Detection Equipment and Services	Meeting Date:	August 12, 2025
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SUSTAINABILITY

Economic

Funding for this purpose is available in the Fiscal Years 2026/2027 adopted capital budget for Water Loss Control.

Social

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

Water loss reductions will reduce potential impacts on private property and improve customer service.

Environmental

Proactively repairing non-surfacing leaks reduces potential impacts to the environment and sensitive aquatic species.

ALTERNATIVE

Do not expand the leak detection program. This alternative is not recommended because expansion of the existing leak detection network is needed to monitor additional pipelines with high consequence and/or likelihood of failure.



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 Automated Acoustic Leak Detection Equipment and Services					DATE: July 16, 2025						
CONTRACTOR: Echologics, LLC Atlanta, GA Direct Award					PERCENTAGE OF CONTRACT DOLLARS						
					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		1.6%		
		Ethnicity	Gender		White Women		6%		0.0%		
\$5,250,000 *		-		-		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
PRIME: Echologics, LLC		\$5,166,800	Foreign							98.4%	
SUBS: Professional Meters, Inc.		\$83,200	White	X		1.6%					
TOTAL		\$5,250,000				1.6%	0.0%	0.0%	0.0%	98.4%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		129		50		91		270			
Percent of Total Employees:		47.8%		18.5%		33.7%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation - 1.6% White Men participation. Contract Duration: Five years. *Total not to exceed: \$5,250,000											
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.

[illegible]

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



BOARD ACTION

Agenda Number:	9.	Meeting Date:	August 12, 2025
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55TITLE

RARE WATER PROJECT MICROFILTRATION MODULE REPLACEMENT

ACTION

☒ Motion:

☐ Resolution:

☐ Ordinance:

RECOMMENDED
ACTION

Authorize an agreement beginning on or after August 12, 2025 with Trojan Technologies Corp. (Trojan Tech) in an amount not to exceed \$1,292,498 for the procurement and installation oversight of replacement microfiltration (MF) membrane modules at the Richmond Advanced Recycled Expansion (RARE) Water Project.

SUMMARY

This project will replace all MF membrane modules at the RARE Water Project facility. Replacement of the RARE MF membrane modules is necessary to maintain treatment process reliability and enable the District to continue meeting the water quality and quantity requirements in its agreement with Chevron.

DISCUSSION

The RARE Water Project produces high-purity recycled water using MF and reverse osmosis treatment for use as boiler feedwater at the Chevron Richmond Refinery. RARE has the capacity to produce up to 3.5 million gallons per day of recycled water, reducing Chevron's demand for potable water. The RARE MF membrane modules have been in service for nearly 15 years and are nearing the end of their useful life. MF membrane module replacement is required to ensure the RARE facility continues to operate reliably in the long term.

Trojan Tech will furnish all materials necessary for MF membrane module replacement on the five filtration racks at RARE. District forces will install the new MF membrane modules under the supervision of a Trojan Tech representative with expertise in MF membrane system operation. Trojan Tech will also provide a new operating protocol for the RARE MF membrane system to achieve optimal system performance.

This project supports the District's Long-Term Water Supply Strategic Plan goal to reduce potable water demand through water recycling.

SERVICE PROVIDER
SELECTION

A request for proposals (RFP) was posted on the District's website and sent to five potential proposers. Three service providers submitted proposals. Trojan Tech was selected based on its experience and expertise with the District's MF systems, demonstrated long-term support for installations at wastewater/water recycling facilities, and better warranty terms for the MFs in the event of failure. Scinor Water America, LLC (Scinor) protested the award to Trojan Tech in an email dated April 14, 2025. The District reviewed and investigated Scinor's protest and determined that the District's decision to award the contract to Trojan Tech was consistent

Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027; Award #7000160; Page 152	Budget Coding: 11.818.3100055.53110	Approved: 	
Attachments: P-035; P-061			

Title:	RARE Water Project Microfiltration Module Replacement	Meeting Date:	August 12, 2025
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with the evaluation criteria and procedures stated in the RFP; therefore, Scinor's protest was denied.

SUSTAINABILITY**Economic**

Funding for this work is available in the Fiscal Year 2026/2027 adopted capital budget for RARE - Chevron Funded. All capital equipment replacement costs for RARE are reimbursed by Chevron.

Social

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

Environmental

Offsetting Chevron's potable water demand with recycled water conserves the District's potable water supplies.

ALTERNATIVES

Do not authorize this agreement. This alternative is not recommended because the District requires new MF membrane modules to ensure reliable long-term operation at the RARE facility.

Select a different service provider. This alternative is not recommended because Trojan Tech has the most relevant expertise, long-term water recycling references, and offers the most favorable warranty terms.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE General Services Agreement RARE Water Project Microfiltration Module Replacement					DATE: July 15, 2025								
CONTRACTOR: Trojan Technologies Corp. Cortland, NY					PERCENTAGE OF CONTRACT DOLLARS								
					Availability Group		Contracting Objectives		Participation				
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		0.0%				
		Ethnicity	Gender		White Women		6%		0.0%				
\$1,292,498 *		-			-		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: Trojan Technologies Corp.		\$1,292,498	Publicly Held Corporation							100.0%			
SUBS: None													
TOTAL		\$1,292,498			0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%		
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)													
		White Men		White Women		Ethnic Minorities		Total Employees					
No. of Employees:		66		17		25		108					
Percent of Total Employees:		61.1%		15.7%		23.1%							
MSA Labor Market %:		28.0%		23.6%		48.4%							
MSA Labor Market Location:		California											
COMMENTS													
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$1,292,498													
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: RARE Water Project Microfiltration Module Replacement		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
General Services Agreement		DATE: 7/15/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
		Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	PHC	Company Wide	2	12	5	2	21	19.4%	48.4%
Trojan Technologies Corp. JoAnne VanHooydonk 833 State Route 13 Cortland, NY 13045 519-457-3400		Manager/Prof	0	2	2	1	5	9.6%	
		Technical/Sales	2	10	3	1	16	30.2%	
		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%
		AA Plan on File: NA	Date of last contract with District: NA						
		Co. Wide MSA: California	# Employees-Co. Wide: 108				Bay Area: 0		
P	WM	Company Wide	195	28	6	0	229	36.5%	27.3%
H2O Innovations Mellina Boudreault 8227 Bunker Lake Blvd., Suite 500 Ramsey, MN 55301 418-688-0170		Manager/Prof	17	9	3	0	29	16.1%	
		Technical/Sales	18	4	0	0	22	81.5%	
		Clerical/Skilled	5	15	1	0	21	39.6%	
		Semi/Unskilled	155	0	2	0	157	42.5%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: USA	# Employees-Co. Wide: 628				Bay Area: 0		
P	EMW-A/PI	Company Wide	1	0	1	0	2	66.7%	27.3%
Scinor Water America, LLC Thomas Poschmann 16 Mallard Cv Centerport, NY 11721 631-708-9588		Manager/Prof	1	0	1	0	2	66.7%	
		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		

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



BOARD ACTION

Agenda Number:	10.	Meeting Date:	August 12, 2025
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TITLE	WET WEATHER CONSENT DECREE INFLOW INVESTIGATION SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize agreements beginning on or after August 12, 2025 with ADS Corp.; Brown and Caldwell; Clear Consulting, Inc; Jacobs Engineering Group Inc.; National Plant Services, Inc.; Pipe and Plant Solutions Inc.; RH Borden and Company LLC; SewerAI Corporation; Subtronic Corporation; Total Flow, Inc.; Utility Systems Science & Software; and V&A Consulting Engineers, Inc., for two years with three options to renew for additional one-year periods for a total aggregate amount not to exceed \$11,500,000 for inflow and infiltration (I&I) investigations of the regional wastewater collection system.
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SUMMARY	Under the terms of the U.S. Environmental Protection Agency's (EPA) Wet Weather Consent Decree (CD), the District and its seven wastewater satellite agencies (the cities of Alameda, Albany, Berkeley, Emeryville, Oakland, and Piedmont, plus Stege Sanitary District, which serves El Cerrito, Kensington, and a portion of Richmond) are required to implement measures to reduce I&I and eliminate discharges from the District's three wet weather facilities (WWFs) for most storm events by 2036. As part of the terms, the District must perform inflow investigations within the regional collection system. The investigation results are used to identify, characterize, and quantify the sources of I&I. These agreements will contribute to the District meeting its \$1.825 million per year CD-required obligation to perform inflow investigations.
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DISCUSSION	On September 22, 2014, the District and its satellite agencies entered into the CD with the EPA, the State and Regional Water Quality Control Boards, San Francisco Baykeeper, and Our Children's Earth Foundation. As required by the CD, the District created and implemented a Regional Technical Support Program (RTSP) to identify, characterize, and quantify I&I sources. An integral part of the RTSP is the physical inspection of the regional wastewater collection system to identify sources of I&I that are not already addressed through ongoing rehabilitation of publicly-owned sewer collection systems by the satellite agencies or by private property owners through the District's Regional and Berkeley's Private Sewer Lateral (PSL) Programs. Inflow investigations are needed throughout the term of the CD to identify areas prone to high I&I. Non-wastewater flows identified within the regional wastewater collection system are undesirable and eliminating these flows is essential to reducing discharges from the WWFs and achieving overall compliance with the CD. The District will continue to investigate the
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Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026/2027	Budget Coding: 21-901-9222800-52310	Approved: 	
Attachments: P-035; P-061			

Title:	Wet Weather Consent Decree Inflow Investigation Services	Meeting Date:	August 12, 2025
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satellites' wastewater collection systems and report any identified I&I source to the satellite agencies and EPA.

The investigation methods in the agreements include the visual inspection of sewer mains through closed circuit television (CCTV) and digital imagery, CCTV of PSLs, flow and precipitation monitoring, smoke testing, maintenance hole camera and video inspections, conductivity monitoring, and isolation investigations of both flows and conductivity. These agreements enable the District to continue CD-required work in a timely manner by having qualified firms available to complete the work on request. Staff will manage the RTSP, including the selection of investigation locations and methodologies, review of deliverables, and determinations for source identification.

These agreements support 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 35 firms, including 11 minority-owned firms, with expertise in sanitary sewer investigations and data analysis. Twelve firms were selected based on a review of their qualifications and ability to perform each investigation methodology.

SUSTAINABILITY

Economic

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

Social

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

Environmental

The project supports the District in meeting the requirements of the CD through the investigation of the regional wastewater collection system and the identification, characterization, and quantification of sources of I&I.

ALTERNATIVES

Perform the work with District staff. This alternative is not recommended because District staff lack the technical expertise, breadth of experience, and equipment necessary 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 Inflow Investigation Services					DATE April 30, 2025						
CONTRACTOR: Various Firms (See below)			PERCENTAGE OF CONTRACT DOLLARS								
			Availability Group		Contracting Objectives		Participation				
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		58.1%			
		Ethnicity	Gender	White Women		6%		16.7%			
\$11,500,000 *		See below		-		Ethnic Minorities		25%		8.7%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME:											
ADS Corp.		\$936,333	Publicly Held							8.1%	
SUBS:											
Cal-Safety, Inc.		\$2,000	White		X		0.02%				
Mosely Technical Services, Inc.		\$10,000	Black	X				0.1%			
Western Traffic Supply, Inc.		\$10,000	Hispanic	X				0.1%			
PRIME:											
Brown and Caldwell		\$910,533	White	X		7.9%					
SUBS:											
Total Flow, Inc.		\$22,700	White	X		0.2%					
MapVision Technologies, Inc.		\$4,300	Asian	X				0.04%			
National Plant Services, Inc.		\$20,000	White	X		0.2%					
Natalie Macris		\$800	White		X		0.01%				
Total		\$11,500,000				58.1%	16.7%	8.7%	0.0%	16.5%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
	White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees	See P-061										
Percent of Total Employees											
MSA Labor Market %											
MSA Labor Market Location											
COMMENTS											
Contract Equity Participation: 58.1% White Men, 16.7% White Women, and 8.7% Ethnic Minority participation. Contract Duration: Two years with three options to renew for additional one-year periods. *Total not to exceed: \$11,500,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				YES							



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE <i>Professional Services Agreement</i> Wet Weather Consent Decree Inflow Investigation Services								DATE April 30, 2025			
CONTRACT EQUITY PARTICIPATION (Continued from page 1)											
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
<i>PRIME:</i> Clear Consulting, Inc.	\$958,333	White		X		8.3%					
<i>PRIME:</i> Jacobs Engineering Group Inc.	\$958,333	Publicly Held Corp							8.3%		
<i>PRIME:</i> National Plant Services, Inc.	\$898,333	White	X		7.8%						
<i>SUBS:</i> D&M Traffic	\$10,000	White	X		0.1%						
City Rise Safety	\$10,000	White	X		0.1%						
Ponder Environmental Services	\$10,000	White	X		0.1%						
Environmental Logistics, Inc.	\$10,000	White	X		0.1%						
Yerba Buena Engineering	\$20,000	Hispanic	X				0.2%				
<i>PRIME:</i> Pipe and Plant Solutions Inc.	\$958,333	White	X		8.3%						
<i>PRIME:</i> RH Borden and Company LLC	\$958,333	White	X		8.3%						
<i>PRIME:</i> SewerAI Corporation	\$958,333	White	X		8.3%						
<i>PRIME:</i> Subtronic Corporation	\$958,333	White	X		8.3%						
<i>PRIME:</i> Total Flow, Inc.	\$958,333	White	X		8.3%						
<i>SUBS:</i> K-Flow Solutions	TBD	White	X								
Ponton Industries	TBD	White	X								
<i>PRIME:</i> Utility Systems Science & Software	\$958,333	Hispanic	X				8.3%				
<i>PRIME:</i> V&A Consulting Engineers, Inc.	\$958,333	White		X		8.3%					
Total	See page 1 for total										



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 Inflow Investigation Services			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: 4/30/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	PHC	Company Wide	0	22	8	2	32	13.6%	27.3%
ADS Corp. Javier Lopez 340 The Bridge St., Suite 204 Huntsville, AL 35806 256-698-5226		Manager/Prof	19	6	8	1	34	23.9%	
		Technical/Sales	19	16	0	1	36	38.7%	
		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: 235				Bay Area: 0		
S	WW: L/SBE	Company Wide	INFORMATION NOT PROVIDED						
Cal-Safety, Inc. Kevin Karrick PO Box 1901 Fremont, CA 94539 510-6585544		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
S	EMM-B	Company Wide	INFORMATION NOT PROVIDED						
Mosely Technical Services, Inc. Renee Pinto Smith 7500 S. Memorial Pkwy Huntsville, AL 35802 256-797-2126		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
S	EMM-H: LBE	Company Wide	INFORMATION NOT PROVIDED						
Western Traffic Supply, Inc. Ed Ibanez 3942 Valley Ave., Unit M Pleasanton, CA 94566 925-249-1854		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
RP	WM: LBE	Company Wide	102	186	238	6	532	23.7%	27.3%
Brown and Caldwell Christy Carpenter 201 N. Civic Dr., 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	0	59	51.3%	39.9%
		Co. Wide MSA: USA	# Employees-Co. Wide: 2,249				Bay Area: 115		

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 Inflow Investigation Services		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: 4/30/2025	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 %
S	WM: L/SBE	Company Wide	INFORMATION NOT PROVIDED						
Total Flow, Inc. Jeff Blum 23520 Foley St., Unit B Hayward, CA 94545 510-774-9223		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
S	EMM-A/PI	Company Wide	INFORMATION NOT PROVIDED						
Map Vision Technologies, Inc. Devang Parikh 6080 Barcelona Ct. Granite Bay, CA 95746 916-259-4280		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
S	WM: LBE	Company Wide	INFORMATION NOT PROVIDED						
National Plant Services, Inc. Daniel Solano 2159 National Ave. Hayward, CA 94545 714-403-6433		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
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:							
RP	WW	Company Wide	0	0	0	0	0	0.0%	13.7%
Clear Consulting, Inc. Elizabeth Weber 280 E. Sharon Rd. Cincinnati, OH 45246 513-702-6117		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	0.0%
		Co. Wide MSA:	Ohio		# Employees-Co. Wide: 11			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)



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 Inflow Investigation Services		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: 4/30/2025		9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
		Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees						
Company Name, Owner/Contact Person, Address, and Phone Number		B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	PHC	Company Wide	193	265	208	4	670	32.7%
Jacobs Engineering Group Inc. Trisha Blaschko 1999 Bryan St., Suite 1200 Dallas, TX 75201 214-638-0145		Manager/Prof	123	184	175	2	484	30.2%
		Technical/Sales	29	34	18	1	82	39.6%
		Clerical/Skilled	41	47	15	1	104	43.7%
		Semi/Unskilled	0	0	0	0	0	0.0%
		Bay Area	9	33	78	0	120	45.8%
		Co. Wide MSA: USA	# Employees-Co. Wide: 2,048				Bay Area: 262	
RP	WM	Company Wide	7	36	3	0	46	76.7%
National Plant Services, Inc. Daniel Solano 1461 Harbor Ave. Long Beach, CA 90813 562-436-7600		Manager/Prof	1	3	0	0	4	44.4%
		Technical/Sales	1	0	1	0	2	100.0%
		Clerical/Skilled	4	25	2	0	31	77.5%
		Semi/Unskilled	1	8	0	0	9	100.0%
		Bay Area	1	4	3	0	8	57.1%
		Co. Wide MSA: California	# Employees-Co. Wide: 60				Bay Area: 14	
S	WM: SBE	Company Wide	INFORMATION NOT PROVIDED					
D&M Traffic Dakota O'Halloran 843 Reed St. Santa Clara, CA 95050 408-436-1127		Manager/Prof						
		Technical/Sales						
		Clerical/Skilled						
		Semi/Unskilled						
		Bay Area						
		Co. Wide MSA:						
S	WM: LBE	Company Wide	INFORMATION NOT PROVIDED					
City Rise Safety Chloe Sikorski 686 E. Lockeford St. Lodi, CA 95240 510-657-2543 x274		Manager/Prof						
		Technical/Sales						
		Clerical/Skilled						
		Semi/Unskilled						
		Bay Area						
		Co. Wide MSA:						
S	WM: SBE	Company Wide	INFORMATION NOT PROVIDED					
Ponder Environmental Services Curtis Fox 19484 Broken Court Shafter, CA 93263 661-717-0507		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 Inflow Investigation Services		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
Professional Services Agreement		DATE: 4/30/2025	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	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 %	
S	WM: LBE	Company Wide	INFORMATION NOT PROVIDED						
Environmental Logistics, Inc.		Manager/Prof							
Chris Whitt		Technical/Sales							
3200 Depot Rd.		Clerical/Skilled							
Hayward, CA 94545		Semi/Unskilled							
510-670-9901		Bay Area							
		Co. Wide MSA:							
S	EMM-H	Company Wide	INFORMATION NOT PROVIDED						
Yerba Buena Engineering		Manager/Prof							
Miguel Galarza		Technical/Sales							
1340 Egbert Ave.		Clerical/Skilled							
San Francisco, CA 94124		Semi/Unskilled							
415-822-4400		Bay Area							
		Co. Wide MSA:							
RP	WM: LBE	Company Wide	8	10	6	0	24	64.9%	39.9%
Pipe and Plant Solutions Inc. William Gilmartin 23286 Foley St. Hayward, CA 94545 888-978-8264		Manager/Prof	0	1	0	0	1	14.3%	
		Technical/Sales	0	1	0	0	1	50.0%	
		Clerical/Skilled	4	4	3	0	11	78.6%	
		Semi/Unskilled	4	4	3	0	11	78.6%	
				Bay Area	8	10	6	0	24
		Co. Wide MSA:	9 Bay Area Counties		# Employees-Co. Wide: 37		Bay Area: 37		
RP	WM	Company Wide	0	11	0	0	11	50.0%	13.2%
RH Borden and Company LLC Jonathan Borden 2961 Maple Loop Dr., Suite 300 Lehi, UT 84043 385-228-5350		Manager/Prof	0	5	0	0	5	50.0%	
		Technical/Sales	0	6	0	0	6	50.0%	
		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
		Co. Wide MSA:	Utah		# Employees-Co. Wide: 22		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)



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 Inflow Investigation Services		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
General Services Agreement DATE: 4/30/2025		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	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	7	4	6	0	17	34.0%	48.4%
SewerAI Corporation William Gilmartin 1646 N. California Blvd., Ste 510 Walnut Creek, CA 94596 855-952-2200		Manager/Prof	0	0	5	0	5	31.3%	
		Technical/Sales	1	4	0	0	5	19.2%	
		Clerical/Skilled	6	0	1	0	7	87.5%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area		0	1	3	0	4	28.6%
Co. Wide MSA:		California		# Employees-Co. Wide:		50		Bay Area: 14	
RP	WM: L/SBE	Company Wide	1	4	0	1	6	46.2%	39.9%
Subtronic Corporation Jonathan Taylor 5031 Blum Rd. #2 Martinez, CA 94553 925-228-8771		Manager/Prof	0	1	0	0	1	50.0%	
		Technical/Sales	1	2	0	1	4	44.4%	
		Clerical/Skilled	0	1	0	0	1	50.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area		1	4	0	1	6	46.2%
Co. Wide MSA:		9 Bay Area Counties		# Employees-Co. Wide:		13		Bay Area: 13	
RP	WM: L/SBE	Company Wide	1	2	1	0	4	57.1%	39.9%
Total Flow, Inc. Louis Blum 23520 Foley St., Unit B Hayward, CA 94545 510-774-9223		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	1	2	1	0	4	66.7%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area		1	2	1	0	4	57.1%
Co. Wide MSA:		9 Bay Area Counties		# Employees-Co. Wide:		7		Bay Area: 7	
S	WM: LBE	Company Wide	INFORMATION NOT PROVIDED						
K-Flow Solutions Kevin Krajewski 1426 Union St. Alameda, CA 94501 510-761-4082		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 Inflow Investigation Services			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		
			9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9		
General Services Agreement			DATE: 4/30/2025	Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd	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 %
S	WM		Company Wide	INFORMATION NOT PROVIDED						
Ponton Industries		Manager/Prof								
Anton Loof		Technical/Sales								
22901 Savi Ranch Pkwy, Suite B		Clerical/Skilled								
Yorba Linda, CA 92887		Semi/Unskilled								
415-309-6984		Bay Area								
			Co. Wide MSA:							
RP	EMM-H		Company Wide	0	12	8	0	20	64.5%	43.6%
Utility Systems Science & Software			Manager/Prof	0	6	5	0	11	64.7%	
Anthony Chavez			Technical/Sales	0	5	1	0	6	60.0%	
601 N Parkcenter Dr., Suite 209			Clerical/Skilled	0	1	2	0	3	75.0%	
Santa Ana, CA 92705			Semi/Unskilled	0	0	0	0	0	0.0%	
714-414-8711			Bay Area	0	0	0	0	0	0.0%	
			Co. Wide MSA:	Orange	# Employees-Co. Wide:			31	Bay Area:	0
RP	WW: L/SBE		Company Wide	5	13	8	0	26	36.1%	27.3%
V&A Consulting Engineers, Inc.			Manager/Prof	0	5	2	0	7	26.9%	
Debra Kaye			Technical/Sales	4	7	4	0	15	41.7%	
1000 Broadway, Suite 320			Clerical/Skilled	1	1	2	0	4	40.0%	
Oakland, CA 94607			Semi/Unskilled	0	0	0	0	0	0.0%	
619-436-5789			Bay Area	2	5	4	0	11	61.1%	
			Co. Wide MSA:	USA	# Employees-Co. Wide:			72	Bay Area:	18

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



BOARD ACTION

Agenda Number:	11.1.-11.2.	Meeting Date:	August 12, 2025
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TITLE	WELDING SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED
ACTION

- Authorize agreements beginning on or after August 12, 2025 with Ferguson Welding Service, Inc.; John Arthur Welding, Inc.; Larsson Welding; Nicole Welding, Inc.; True Welding LLC, and Woods Welding for one year in an aggregate amount not to exceed \$230,000 for welding services.
- Authorize additional agreements for welding services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on August 12, 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.

SUMMARY

The District uses welding services primarily for welding steel pipelines and appurtenances during the repair, replacement, or expansion of the District's water distribution system. The District also uses welding services to augment staff resources during peak periods when work exceeds in-house capabilities.

DISCUSSION

The District has been utilizing welding services since 1975 to augment staff resources during peak workload periods. The welders must meet industry standard requirements (American National Standards Institute/American Water Works Association C200) for steel pipe. Staffing levels for District welders are set to meet base workload needs. These services are used to support peak workloads for new and replacement pipeline projects and for leak repairs. These agreements do not obligate the District to use these services, and use may be adjusted at any time. This work supports the District's Long-Term Infrastructure Investment Strategic Plan goal.

SERVICE PROVIDER
SELECTION

A request for proposals was posted on the District's website and sent to seven potential proposers. Six firms that meet minimum requirements were selected. These requirements include holding an American Welding Society 6G welding certification and passing an EBMUD field welding test with the test sample analyzed by an independent laboratory. Service providers on this list will be assigned work opportunities on a rotational basis to ensure a fair

Originating Department: Maintenance and Construction	Department Director or Manager: Crystal J. Yezman	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026 Award #7000005, Page 38; Award #7000003, Page 44; Award #7000006, Page 46; Award #7000024, Page 48	Budget Coding: 11.747.various.53110	Approved: 	
Attachment(s): P-035; P-061			

Title:	Welding Services	Meeting Date:	August 12, 2025
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and equitable distribution of the total workload.

SUSTAINABILITY**Economic**

Funding for this purpose is available in the Fiscal Year 2026 adopted operating budget and the capital budget for Pipeline System Extensions, Pipeline Rebuild, Pipeline Relocations, and Pipeline System Improvements.

Social

Local 444 was notified of these agreements on June 12, 2025. Local 444's issues were addressed at a meeting on June 16, 2025 and resolved.

ALTERNATIVES

Do not authorize these agreements. This alternative is not recommended because welding services are critical to District operations and pipeline installation.

Add staff and equipment to reduce the need for services. This alternative is not recommended because the projected long-term workload is insufficient to justify the addition of full-time welding staff. The need for these services will decrease in the future as the District transitions to pipe materials other than steel.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE						DATE:					
General Services Agreement Welding Services						July 14, 2025					
CONTRACTOR:				PERCENTAGE OF CONTRACT DOLLARS							
Various Firms See Below				SBE First Small Businesses		Availability Group		Contracting Objectives		Participation	
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		33.3%			
		Ethnicity	Gender	White Women		6%		0.0%			
\$230,000 *		See Below		-		Ethnic Minorities		25%		66.7%	
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:											
Ferguson Welding Service, Inc.	\$38,333	White	X		16.7%						
John Arthur Welding, Inc.	\$38,333	Black		X			16.7%				
Larsson Welding	\$38,333	White	X		16.7%						
Nicole Welding, Inc.	\$38,333	Hispanic	X				16.7%				
True Welding LLC	\$38,333	Black	X				16.7%				
Woods Welding	\$38,333	Black	X				16.7%				
TOTAL		\$230,000			33.3%	0.0%	66.7%	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 - 33.3% White Men participation and 66.7% Ethnic Minority participation. Contract Duration: One year. *Total not to exceed: \$230,000											
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: Welding Services			Ethnic Minority Percentages From U.S. Census Data							
			National	B	H	A/PI	AI/AN	TOTAL		
General Services Agreement - Amendment			DATE: 7/14/2025	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	WM: L/SBE	Company Wide	0	1	1	0	2	25.0%	53.9%	
Ferguson Welding Service, Inc. Robert Ferguson 1147 Atlantic St. Union City, CA 94587 510-487-5906		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	1	1	0	2	50.0%		
		Bay Area	0	1	1	0	2	25.0%	39.9%	
		AA Plan on File:	NA		Date of last contract with District:		7/9/2024			
		Co. Wide MSA:	Alameda		# Employees-Co. Wide:		8		Bay Area: 8	
RP	EMW-B: L/SBE	Company Wide	2	0	0	0	2	100.0%	38.5%	
John Arthur Welding, Inc. Jeffrey McCune 3994 Warbler Dr. Antioch, CA 94509 925-577-8893		Manager/Prof	2	0	0	0	2	100.0%		
		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	2	0	2	100.0%	39.9%	
		Co. Wide MSA:	Contra Costa		# Employees-Co. Wide:		2		Bay Area: 2	
RP	WM: SBE	Company Wide	0	0	0	0	0	0.0%	31.6%	
Larsson Welding Jeanne Larsson 8971 Coan Lane Orangevale, CA 95662 916-201-3387		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%	39.9%	
		Co. Wide MSA:	Sacramento		# Employees-Co. Wide:		3		Bay Area: 3	
RP	EMM-H: L/SBE	Company Wide	2	0	0	0	2	100.0%	38.5%	
Nicole Welding, Inc. Victor Olan 20 Broadway Lane Oakley, CA 94561 925-6779-9636		Manager/Prof	2	0	0	0	2	100.0%		
		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	2	0	0	0	2	100.0%	39.9%	
		Co. Wide MSA:	Contra Costa		# Employees-Co. Wide:		2		Bay Area: 2	
RP	EMM-B: SBE	Company Wide	2	0	0	0	2	100.0%	37.3%	
True Welding LLC Michael Mitchell 820 Walnut Ave. #100 Vallejo, CA 94592 707-712-1675		Manager/Prof	2	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	2	0	0	0	2	100.0%	39.9%	
		Co. Wide MSA:	Sonoma		# Employees-Co. Wide:		2		Bay Area: 2	
RP	EMM-B: L/SBE	Company Wide	1	0	0	0	1	100.0%	38.5%	
Woods Welding Elvester Woods Jr. 3569 Markley Creek Dr. Antioch, CA 94509 925-470-6995		Manager/Prof	1	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	1	0	0	0	1	100.0%	39.9%	
		Co. Wide MSA:	Contra Costa		# Employees-Co. Wide:		1		Bay Area: 1	

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



BOARD ACTION

Agenda Number:	12.1.-12.2	Meeting Date:	August 12, 2025
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TITLE	RATIFY THE PAYMENT AND AUTHORIZE AGREEMENT FOR RENTAL OF CHEMICAL STORAGE TANKS AT THE OAKPORT WET WEATHER FACILITY
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED
ACTION

- Ratify the payment of \$380,000 to Western Oilfields Supply Company dba Rain for Rent (Rain for Rent) for the rental of two temporary sodium hypochlorite (SHC) storage tanks at the Oakport Wet Weather Facility (WWF) through August 31, 2025.
- Authorize an agreement beginning on or after September 1, 2025 with Rain for Rent in an amount not to exceed \$40,000 for the continued rental of two temporary SHC storage tanks at the Oakport WWF through December 31, 2025.

SUMMARY

The District rented two temporary SHC storage tanks pursuant to a declared District emergency following the collapse of a SHC storage tank at the Oakport WWF in November 2021. These actions extend the rental period of the temporary SHC storage tanks since July 2022 when the emergency period was expected to conclude. This additional time was needed to permanently replace the three existing SHC storage tanks, concurrent with the Oakport WWF SHC Tanks Replacement Project under SD-442. The existing tanks have reached the end of their expected life and are susceptible to failure. The Board awarded the construction contract for SD-442 under Board Motion No. 197-23 on December 12, 2023.

DISCUSSION

Maintaining adequate SHC storage at the Oakport WWF is critical to ensure that discharges from the WWF comply with the provisions of the Wet Weather Consent Decree. The District initiated an emergency declaration on November 3, 2021, which was ratified on November 9, 2021 under Board Resolution No. 35253-21, to provide temporary, safe, and reliable SHC storage at the Oakport WWF after one of its three SHC tanks failed. The District issued a purchase order to Rain for Rent for the rental of two temporary SHC tanks until new tanks could be designed and installed during the tank replacement construction project.

The District concluded the emergency on December 14, 2021, under Board Resolution No. 35261-21, for the installation and rental cost of the temporary tanks for a total cost to Rain for Rent of \$120,000. Construction of the new tanks has taken longer than planned, causing the Rain for Rent rental tanks to remain in service.

The payment ratification is required for the rental service from July 2022 through August 2025 in the amount of \$380,000. Additionally, a new agreement in the amount of \$40,000 will allow

Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027; Award #7000329, Page 192	Budget Coding: 21-928-3100010-53160	Approved: 	
Attachments: P-035; P-061			

Title:	Ratify the Payment and Authorize Agreement for Rental of Chemical Storage Tanks at the Oakport Wet Weather Facility	Meeting Date:	August 12, 2025
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the District to keep the temporary tanks in service until the permanent tanks are replaced, which is expected to be completed by December 31, 2025.

This item supports the District's Water Quality and Environmental Protection Strategic Plan goal.

The services contracted for in the agreement cannot be satisfactorily performed under the District civil service, and therefore, contracting out is proper.

**SERVICE PROVIDER
SELECTION**

In November 2021, Rain for Rent was selected under the Board-authorized emergency declaration because it could rapidly install temporary SHC storage tanks after the SHC tank failure.

SUSTAINABILITY**Economic**

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

Social

This additional rental will provide continued safe and reliable temporary SHC storage capacity while the existing SHC tanks are being replaced.

Environmental

The Oakport WWF is a critical wastewater treatment facility that protects public health and water quality of the San Francisco Bay.

ALTERNATIVES

Do not authorize the agreement. This alternative is not recommended because the District would not have adequate SHC storage capacity at the Oakport WWF through the completion of the construction project.

Rent the equipment from a different service provider. This alternative is not recommended because it would cost significantly more and take more time to select a new service provider for temporary SHC storage tanks for the remaining few months needed to complete the construction project.



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 & Ratification Ratify the Payment and Authorize Agreement for Rental of Chemical Storage Tanks at the Oakport Wet Weather Facility					DATE: August 6, 2025						
CONTRACTOR: Western Oilfields Supply Company dba Rain for Rent Oakley, CA Local Business					PERCENTAGE OF CONTRACT DOLLARS						
					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		100.0%			
		Ethnicity	Gender	White Women		6%		0.0%			
\$40,000 *		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
PRIME: Western Oilfields Supply Company dba Rain for Rent SUBS: None		\$40,000	White	X		100.0%					
TOTAL		\$40,000				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		733		142		545		1,420			
Percent of Total Employees:		51.6%		10.0%		38.4%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: Ratification until August 31, 2025. Amendment until December 31, 2025. *Total not to exceed: \$420,000 = \$380,000 (Ratification) + \$40,000 (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: Ratify the Payment and Authorize Agreement for Rental of Chemical Storage Tanks at the Oakport Wet Weather Facility			Ethnic Minority Percentages From U.S. Census Data						
				B	H	A/PI	AI/AN	TOTAL	
			National	10.5	10.7	3.7	0.7	27.3	
General Services Agreement - Amendment & Ratification		DATE: 8/6/2025	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	2	11	0	0	13	46.4%	39.9%
Western Oilfields Supply Company dba Rain for Rent Fenton Moran 5301 Live Oak Ave. Oakley, CA 94561 661-634-6815		Manager/Prof	0	1	0	0	1	20.0%	
		Technical/Sales	1	1	0	0	2	33.3%	
		Clerical/Skilled	1	5	0	0	6	54.5%	
		Semi/Unskilled	0	4	0	0	4	66.7%	
		Bay Area	2	11	0	0	13	46.4%	
		AA Plan on File: NA Date of last contract with District: 11/1/2021							
Co. Wide MSA: 9 Bay Area Counties # Employees-Co. Wide: 28 Bay Area: 28									

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



BOARD ACTION

Agenda Number:	13.	Meeting Date:	August 12, 2025
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TITLE	FLEET MOBILE COLUMN WHEEL LIFTS
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize the purchase of eight mobile column wheel lifts beginning on or after August 12, 2025 from ARI Phoenix Inc. for safely elevating heavy commercial trucks during maintenance and repair operations at the District's Heavy Equipment Shop for a total cost, after the addition of taxes, not to exceed \$110,584. This purchase will be made under State of California contracts available for use by local governments.
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SUMMARY	This purchase will replace 8 mobile column wheel lifts to support the maintenance of the District's vehicle fleet. These lifts are essential for safely elevating heavy-duty commercial trucks for maintenance and repair.
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DISCUSSION	Fleet maintenance currently operates 8 mobile column wheel lifts. These lifts are approaching the end of their useful life and require replacement. Comparable replacement units have been identified on the State of California Multiple Award Schedule. Replacing the lifts will ensure staff can continue to safely perform maintenance and repairs on heavy-duty commercial trucks.
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VENDOR SELECTION	Public Contract Code, Section 10298, allows agencies, such as EBMUD, to purchase directly under State of California contracts or through State-authorized participating agreements without pursuing separate competitive bidding. ARI Phoenix Inc. holds a State of California Multiple Award Schedules (CMAS) Contract No. 4-13-56-0053A. Prices under CMAS contracts are pre-assessed against federal standards to ensure they are both reasonable and competitive, helping agencies manage budgets effectively.
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SUSTAINABILITY	Economic Funding for this purpose is available in the Fiscal Year 2026 adopted capital budget for Fleet & Equipment Replacement & Purchases.
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ALTERNATIVES	<u>Do not replace the existing equipment.</u> This alternative is not recommended because it would require the District to contract out more repair work.
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Originating Department: Maintenance and Construction	Department Director or Manager: Crystal Y. Yezman	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026; Award#7000022; Page 144	Budget Coding: 11.756.2014131.55210	Approved: 	
Attachment(s): P-035; P-061			

Title:	Fleet Mobile Column Lifts	Meeting Date:	August 12, 2025
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Conduct a competitive process to obtain pricing and vendors. This alternative is not recommended because the District will utilize extensive procurement staff resources, increasing overall administrative expenses.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Agreement Fleet Mobile Column Wheel Lifts						DATE: June 17, 2025						
CONTRACTOR: ARI Phoenix Inc. Sharonville, OH				State Contract		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		100.0%				
		Ethnicity	Gender	White Women		2%		0.0%				
\$110,584 *		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: ARI Phoenix Inc.		\$110,584	White	X		100.0%						
SUBS: None												
TOTAL		\$110,584				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		40		5		12		57				
Percent of Total Employees:		70.2%		8.8%		21.1%						
MSA Labor Market %:		39.0%		33.7%		27.3%						
MSA Labor Market Location:		USA										
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$110,584												
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.

[illegible]

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



BOARD ACTION

Agenda Number:	14.	Meeting Date:	August 12, 2025
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TITLE**AMEND AGREEMENT FOR DUCTILE IRON PIPE AND FITTINGS****ACTION**☒ Motion:☐ Resolution:☐ Ordinance:**RECOMMENDED ACTION**

Authorize an amendment to the contract originally awarded under Board Motion No. 166-20 with AqueoUS Vets, LLC dba American Veterans Products and Services, Inc. (AqueoUS Vets) to increase the contract amount by \$9,000,000 to a total amount not to exceed \$33,500,000 for supplying ductile iron pipe and fittings for the District's pipeline replacement program without change to the February 28, 2026 expiration date.

SUMMARY

The initial award for restrained joint ductile iron pipe (DIP) and related materials for the District's Pipeline Rebuild Program was approved under Board Motion No. 166-20 for \$3,500,000 for one year plus four one-year options for a total cost after the addition of taxes, not to exceed \$17,500,000. The first amendment approved under Board Motion No. 179-24 increased the contract by \$7,000,000 for a total amount not to exceed \$24,500,000 and extended the contract term to February 28, 2026. This second amendment requests to increase the contract by \$9,000,000 to a total amount not to exceed \$33,500,000, with no change to the end date, due to the continued increases in the usage of DIP, earthquake-resistant ductile iron pipe (ERDIP), specialized gaskets, fittings and other appurtenances purchased under this agreement to support the Pipeline Rebuild Program.

DISCUSSION

After lengthy testing and studies, ductile iron pipe was selected as the District's standard pipe material in 2019. To accommodate increased usage and significant post pandemic price increases, an amendment for an additional \$7,000,000 was approved by the Board in September 2024. The pipe and appurtenances contained in this agreement are the primary materials used to complete pipeline projects and repairs throughout the District. The increased usage of ductile is due to Pipeline Construction crews meeting or exceeding install goals year over year, coupled with the drawdown in the use of iPVC and steel, which were the primary pipeline materials used in previous decades.

Additional funding will ensure the uninterrupted flow of materials to meet increasing pipeline mileage goals and will allow the District to build up the stock levels of pipe and associated appurtenances under the current contract, providing safety stock while transitioning to new agreements for both DIP and ERDIP, which are being bid independently. The formal bid process for a new award of DIP has been completed and will be brought to the Board for consideration in September 2025. For ERDIP, funding requested in this authorization will allow the District to build up stock and complete pilot studies to identify the specific configuration of

Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026; Award #7000003; Page 44	Budget Coding: 11.000.0000000.17750		Approved: 
Attachment(s): P-035; P-061			

Title:	Amend Agreement for Ductile Iron Pipe and Fittings	Meeting Date:	August 12, 2025
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ERDIP with the District will standardize on for future use. The formal bid process for a new contract of ERDIP is planned to be brought to the Board for consideration prior to the expiration of the current agreement in February 2026.

This purchase supports the District's Long-Term Infrastructure Investment Strategic Plan goal.

**VENDOR
SELECTION**

In September 2020, an RFQ was sent to three resource organizations and 132 potential proposers and posted on the District's website. The District received six bids; AqueoUS Vets was the lowest responsive/responsible bidder.

SUSTAINABILITY**Economic**

Funding for this amendment is available in the fiscal year 2026 adopted capital budget for Pipeline Rebuild.

Ductile iron pipe offers multiple benefits, including an estimated service life of over 100 years according to the American Water Works Association, the longest of any pipe material on the market.

Social

The strength of ductile iron pipe will result in fewer disruptions to the community from future pipe breaks.

Environmental

Ductile iron pipe is manufactured from recycled and scrap materials and is recyclable.

ALTERNATIVES

Do not authorize the amendment. This alternative is not recommended because remaining funds, current stock, and on-order quantities are not sufficient to complete the projects scheduled.

Purchase on the open market. This alternative is not recommended because it would result in a severe shortage of materials as a contract is needed to secure the quantities necessary to meet the project schedules.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract - RFQ No. 2005 Amendment Amendment to Agreement for Ductile Iron Pipe and Fittings					DATE: August 5, 2025						
CONTRACTOR: AqueoUS Vets, LLC dba American Veterans Products and Services, Inc. Danville, CA Disabled Veteran / Local / Small Business					PERCENTAGE OF CONTRACT DOLLARS						
					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		100.0%		
		Ethnicity	Gender		White Women		2%		0.0%		
\$9,000,000 *		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: AqueoUS Vets, LLC dba American Veterans Products and Services, Inc.		\$9,000,000	White	X		100.0%					
TOTAL		\$9,000,000			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:		16		8		1		25			
Percent of Total Employees:		64.0%		32.0%		4.0%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: Until February, 2026. *Total contract amount: \$33,500,000 = \$17,500,000 (Original amount) + \$7,000,000 (Amendment 1) + \$9,000,000 (Amendment 2)											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amendment to Agreement for Ductile Iron Pipe and Fittings		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
Materials and Supplies Contract - RFQ No. 2005 Amendment		DATE: 8/5/2025	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: DV/L/SBE	Company Wide	0	0	0	0	0	0.0%	27.3%
AqueoUS Vets, LLC dba American Veterans Products and Services, Inc. Sarah Johnson 288 Jasmine Way Danville, CA 94506 925-331-0573		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%
		AA Plan on File: NA	Date of last contract with District: 9/24/2024						
		Co. Wide MSA: USA	# Employees-Co. Wide: 25			Bay Area: 2			
P	WM	Company Wide	2,897	3,717	710	140	7,464	28.9%	27.3%
Ferguson Enterprises LLC Charlotte Murch 12500 Jefferson Avenue Newport News, VA 23602 757-989-2870		Manager/Prof	339	439	200	25	1,003	16.0%	
		Technical/Sales	406	1,036	175	44	1,661	20.1%	
		Clerical/Skilled	466	548	116	14	1,144	32.3%	
		Semi/Unskilled	1,686	1,694	219	57	3,656	47.0%	
		Bay Area	53	134	52	4	243	66.0%	39.9%
		Co. Wide MSA: USA	# Employees-Co. Wide: 25,861			Bay Area: 368			
P	WM	Company Wide	INFORMATION NOT PROVIDED						
Iconix Waterworks Inc. Michael Potter 1830 16th Street Snohomish, WA 98290 408-665-9112		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)

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Materials and Supplies Contract - RFQ No. 2005 Amendment		DATE: 8/5/2025	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 %
P	WM: DV/L/SBE	Company Wide	1	1	0	0	2	14.3%	37.3%
Capital Flow Inc. Derek Burk 7640 Wilbur Way, #2 Sacramento, CA 95828 916-540-7884		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	1	0	0	2	50.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	Sacramento		# Employees-Co. Wide:		14	Bay Area:	0
P	WM: L/SBE	Company Wide	5	3	1	0	9	28.1%	37.3%
Aviate Enterprises, Inc. Timothy Devine 5844 Price Avenue McClellan, CA 95652 916-993-4000		Manager/Prof	2	2	1	0	5	27.8%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	2	1	0	0	3	50.0%	
		Semi/Unskilled	1	0	0	0	1	33.3%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	Sacramento		# Employees-Co. Wide:		32	Bay Area:	0
P	WM	Company Wide	209	497	39	22	767	20.9%	27.3%
Core & Main dba R&B Co. Laura Schneider 3486 Investment Blvd., Suite A Hayward, CA 94545 314-995-9148		Manager/Prof	14	76	10	8	108	9.9%	
		Technical/Sales	26	124	12	8	170	13.9%	
		Clerical/Skilled	50	111	7	2	170	38.5%	
		Semi/Unskilled	119	186	10	4	319	34.8%	
		Bay Area	3	71	8	3	85	59.9%	39.9%
		Co. Wide MSA:	USA		# Employees-Co. Wide:		3,674	Bay Area:	142

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)

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BOARD ACTION

Agenda Number:	15.	Meeting Date:	August 12, 2025
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TITLE	ADOPT THE REPORTING YEAR 2024 EQUAL EMPLOYMENT OPPORTUNITY PROGRAM
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Adopt the Reporting Year 2024 (RY 2024) Equal Employment Opportunity Program (EEOP).
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SUMMARY	As a federal contractor, the District is required by federal regulations to annually adopt a written EEOP in compliance with the Vietnam Era Veterans Readjustment Assistance Act and Section 503 of the Rehabilitation Act. The RY 2024 EEOP report was presented at the August 12, 2025 Legislative/Human Resources Committee meeting.
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DISCUSSION	The District prepares and adopts an annual EEOP to assess employment data and evaluate the effectiveness of equal employment practices. In accordance with federal requirements, the District compares its hiring outcomes against a customized benchmark of 3.2 percent for Protected Veterans (Veterans), and workforce representation by job group against the national utilization goal of 7 percent for qualified individuals with disabilities (IWDs). The District makes good faith efforts to meet these goals through inclusive outreach and positive recruitment strategies. The RY 2024 EEOP provides a summary of workforce data and program performance for RY 2024, along with planned outreach and recruitment initiatives for RY 2025. These merit-based efforts support the District's approach to cultivating a diverse, qualified workforce per the District's Workforce Planning and Development Strategic Plan goal, and the Diversity, Equity, and Inclusion Strategic Plan (DEISP).
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SUSTAINABILITY	Social The EEOP supports diversity for the District's current and future generation of employees, communities, and customers.
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ALTERNATIVE	<u>Do not adopt the RY 2024 EEOP.</u> This alternative is not recommended because adopting the program is required for the District to remain in compliance with federal regulations.
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Originating Department: Office of Diversity, Equity, and Culture	Department Director or Manager: Derry L. Moten	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A		
Attachment(s): RY 2024 EEOP Report			

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FY 2025

Equal Employment Opportunity Program

REPORTING YEAR 2024 REPORT
PERIOD COVERING JULY 1, 2023 – JUNE 30, 2024

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EAST BAY MUNICIPAL UTILITY DISTRICT (DISTRICT OR EBMUD)

375 11th Street
Oakland, CA 94607

Dun's #: 05-190-4423
Water EIN (tax) #: 94-6000590
EEO-4 #: 06505230
NAICS: 2213 Water, Sewage and Other Systems
MSA: 41860 San Francisco-Oakland-Fremont, CA

VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT (VEVRAA) AND SECTION 503 OF THE REHABILITATION ACT EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

Reporting Year: July 1, 2023 – June 30, 2024

Contractor Facility

Equal Employment Opportunity Program (EEOP):

Derry Moten
Special Assistant to the General Manager for Diversity, Equity and Culture
East Bay Municipal Utility District
PO Box 24055, MS 601
Oakland, CA 94623-9979
Attn: Diversity and Inclusion Office
(510) 287-0710

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Executive Summary

East Bay Municipal Utility District (EBMUD or District) is an Equal Employment Opportunity (EEO) employer committed to fair, inclusive, and merit-based employment practices.

As a California employer, the District complies with Proposition 209, which prohibits considering race, sex, color, ethnicity or national origin in employment decisions. That means the District does not use quotas, preferences, or any form of race- or gender-based employment decision-making. As a civil service employer, all employment decisions are based solely on job-related qualifications, performance and organizational needs.

While the District values a diverse and inclusive workforce, it aims to achieve that through broad outreach and equal access, not through preferential treatment. The District's goal is to create opportunities for all qualified individuals, without bias or exception. We remain committed to upholding the highest standards of equity, integrity, and compliance with both state and federal laws.

With the rescission of Executive Order 11246 effective January 21, 2025, the District is no longer required to maintain an Equal Employment Opportunity Plan (EEOP) for minorities and females. However, as required by the new Executive Order 14173, the District will continue to maintain an EEOP for Protected Veterans (Veterans), and individuals with disabilities (IWDs).

This EEOP analysis of outcomes for Veterans and IWDs applies to Reporting Year 2024 (RY2024) and covers the period from July 1, 2023 – June 30, 2024. It analyzes the District's progress and the effectiveness of its outreach efforts aimed at meeting hiring benchmarks for Veterans and achieving utilization goals for IWDs.

The RY2024 summary of outcomes for Veterans and IWDs is shown below in **Table 1**.

Table 1. RY2024 EEOP Summary for Veterans and IWDs

EEOP Category	Goal Type	Target Rate	Actual Hiring Rate	Outcome
Protected Veterans	Hiring Benchmark	3.20%	3.80%	Exceeded
Individuals with Disabilities	Utilization Goal	7.00%	7.27%	Exceeded

Background

EBMUD is a publicly-owned utility formed under the Municipal Utility District Act (MUD Act). The MUD Act, as codified by the Public Utilities Code of the State of California, authorizes the formation and governance of the District. The District has adopted a Civil Service system in accordance with the requirements of the MUD Act, Cal. Pub. Util. Code §12051. Under §12101, all employment appointments made under the civil service system at the District “*shall be made from lists of eligibles prepared by the general manager.*” This list of eligibles constitutes the pool from which the District can hire for a particular classification during the life of the list. Cal. Pub. Util. Code §12052 of the MUD Act requires the General Manager to adopt rules and regulations to carry out the provisions of the Civil Service system, which the District has done. The Civil Service rules constitute these rules and regulations and are supplemented by portions of the memoranda of understanding (MOUs) with the unions formally recognized by the District.

With the rescission of Executive Order 11246 effective January 21, 2025, the District is no longer required to maintain an Equal Employment Opportunity Plan (EEOP) for minorities and females. However, as required by the new Executive Order 14173, the District will continue to maintain an EEOP for Protected Veterans (Veterans), and individuals with disabilities (IWDs).

The District’s EEOP was developed in accordance with, and in reliance on, the Equal Employment Opportunity Commission’s (EEOC) Guidelines on Affirmative Action (Title 29, Code of Federal Regulations, Part 1608). The EEOP, as defined under the new Executive Order 14173, complies with California’s Proposition 209, which prohibits preferential treatment in public employment based on race, sex, color, ethnicity, or national origin. Moreover, the District affirms that its program does not violate Title VII of the Civil Rights Act of 1964.

A. Policy Statement: 41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of the District that equal employment opportunity (EEO) be provided in the employment and advancement for all persons regardless of race (i.e. racial characteristics including hair style/texture), color, religion, creed, sex, gender, gender identity (including transgender status), gender expression, marital or registered domestic partnership status, age for individuals forty or older, national origin, ancestry, disability (mental or physical), medical condition (cancer and genetic characteristics), genetic information, sexual orientation, military and/or veteran status, family or medical leave status, pregnancy (including childbirth, lactation or related medical condition), pregnancy disability leave status, domestic violence victim status, political affiliation, or any other status protected by federal, state and/or local laws, at all levels of employment, including the executive level. The District does not and will not discriminate against any applicant or employee on the bases of any of the aforementioned protected categories, in regard to any position for which the applicant or employee is qualified.

In addition, the District is committed to a policy of taking affirmative action to employ and advance in employment qualified employees/applicants who are Protected Veterans (Veterans) and/or individuals with disabilities (IWDs). Such affirmative action shall apply to all employment practices, including, but not limited to hiring, promotion, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. The District will make every effort to provide reasonable accommodations to any physical and mental limitations of IWDs and to disabled Veterans.

Employees and applicants shall not be subjected to workplace harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans (Veterans) or Section 503 of the Rehabilitation

Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;

- Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state, or local law requiring equal opportunity for Protected Veterans or Section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

The District obligations in this area stem from not only adherence to various state and federal regulations, but also from its commitment as an employer in this community to provide job opportunities to all persons regardless of the protected categories. The District's EEO policies and EEO (affirmative action [AA]) obligations include the full support from EBMUD's General Manager and are set forth in Policy 2.02, Accommodations for Individuals with Disabilities in the Workplace; Policy 6.06, Equal Employment Opportunity; and Policy 6.07, Prevention of Workplace Harassment.

The District will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the VEVRAA and Section 503, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in District-sponsored activities were extended to all employees and applicants.

The District is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. The District's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer; or (c) consistent with the District's legal duty to furnish the information.

For questions regarding the District's EEO policies (6.06, 6.07), complaint procedure (Procedure 614), or the EEOP, contact the Diversity and Inclusion Office (DIO). For questions about policy (Policy 2.02) and procedure (Procedure 201) for Accommodations for Individuals with

Disabilities, please contact Human Resources.

B. Responsibility for Implementation: 41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure EEO to Veterans and IWDs, the District has designated specific responsibilities to various staff to ensure the EEOP focuses on all components of the employment system. To that end, the General Manager, ODEC Special Assistant to the General Manager, Manager of Diversity and Inclusion, Director of HR, HR Regulatory Administrator, Manager of Risk Management, and those employed as supervisors and managers have undertaken the responsibilities described below.

1. Board of Directors (Board)

The seven-member Board, publicly elected pursuant to the MUD Act, is the legislative body of the District and determines all questions of policy. The Board is also responsible for fair and equal treatment at the District. Specifically, Board Members promote diversity and equality in personnel matters consistent with state and federal laws and assist in achieving the equal employment opportunity objectives of EBMUD (District Policy 6.04, Ethics of the EBMUD Board of Directors). The Board adopts the VEVRAA and Section 503 annually and EEO Policy, 2.02, Accommodations for Individuals with Disabilities in the Workplace, EEO Policy 6.06, and Policy 6.07 are updated and presented for adoption by the Board on a prescribed schedule.

2. General Manager (GM)

The Board appoints a GM to conduct the business affairs of the District, including the administration of the Civil Service system. Accordingly, the District's GM has the overall responsibility to implement the District EEOP and EEO policies. The GM has delegated the Civil Service system responsibilities to the Director of Human Resources. The GM has delegated the direct responsibility to implement and administer the EEOP and EEO policies to the Office of Diversity, Equity, and Culture (ODEC) Special Assistant to the GM for Diversity, Equity, and Culture. The Director of Human Resources and the ODEC Special Assistant to the General Manager have the full support of and access to senior management officials.

3. ODEC Special Assistant to the GM

The ODEC Special Assistant to the GM is responsible for overall supervision of the EEOP and EEO policies. The ODEC Special Assistant to the GM has delegated the EEOP and EEO policies to the Manager of Diversity and Inclusion. The ODEC Special Assistant to the GM ensures, through

the Manager of Diversity and Inclusion and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of the EEOP and EEO policies is one of the elements considered in evaluating the ODEC Special Assistant to the GM's effective work performance.

4. Manager of Diversity and Inclusion

The Manager of Diversity and Inclusion provides leadership and direction in the development, implementation, and evaluation of an effective EEOP. The Manager of Diversity and Inclusion has the full support of and access to senior management officials. Successful implementation of the EEOP and EEO policies and procedure are a basis for evaluating the Manager of Diversity and Inclusion's effective work performance. The Manager of Diversity and Inclusion's responsibilities include, but are not limited to, the following:

- Develop and revise EEO policies and procedure to enhance EEO and in accordance with federal and state laws. Prepare annual EEOP and present findings and recommendations to the Board.
- Identify problem areas and barriers to EEO and develop strategies and programs with management to address these problems.
- Develop, implement, and maintain audit and reporting systems to measure effectiveness of the EEOP, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
- Conduct periodic audits to ensure that all required posters and the EEO policies and EEOP are displayed properly.
- Conduct audits to ensure that the Invitation to Self-Identify (pre- and post-offer) for Veterans and IWDs, the District's EEO, and EEOP policies are being utilized appropriately and thoroughly communicated.
- Ensure that employees are re-surveyed regarding their disability status every five years and send out reminders to employees, at least once during the five-year intervals, that they may voluntarily update their disability status at any time.
- Serve as a liaison between the District and enforcement agencies.
- Provide oversight and direction to District-sponsored Affinity Groups, and Diversity Committee, which support the DEISP initiatives.
- Keep managers informed of the latest developments in the EEO area.

5. Director of Human Resources

The Director of Human Resources provides oversight to the divisions under their direction (Recruitment and Classification, Employee Relations, and Employee Services) and their compliance with the Civil Service system. The Director of Human Resources is responsible for ensuring resources are applied to diversifying the talent pools of all recruitments with intentional strategic effort applied to those positions identified in the EEOP.

6. Human Resources Administrator and Manager of Risk Management

The HR Regulatory (HRA) acts as the District's Americans with Disabilities Act (ADA) Compliance Officer. The HRA responds to requests for reasonable accommodation of physical or mental disabilities covered under ADA and Fair Employment and Housing Act (FEHA). The Manager of Risk Management responds to requests for reasonable accommodation for physical or mental disabilities covered under ADA and FEHA when a claim originates with a worker compensation claim.

7. Managers and Supervisors

Supervisors at all levels act on behalf of the District. Accordingly, all managers and supervisors have the following EEOP responsibilities:

- Be familiar with District's policy (Policy 2.02) and procedure (Procedure 201) for Accommodations for Individuals with Disabilities in the Workplace and be ready to assist employees who may need reasonable accommodations.
- Monitor their work unit for discriminatory or harassing behavior and take appropriate steps to stop and correct behavior that violates District EEO policies.
- Familiarize themselves with the District's policies on discrimination and harassment (Policies 6.06 and 6.07), incorporate them into their own behavior, and inform employees in the work unit to do the same.
- Enforce District EEO policies and procedure, as well as adhere to it.
- Be familiar with the District's Procedure 614 on Equal Employment Opportunity (EEO) Discrimination, Harassment and Retaliation Complaints, Investigations and Appeals and be ready to assist employees (including those who do not report directly to them) who raise EEO-related complaints.
- Regard all complaints of EEO discrimination or harassment seriously. Managers/supervisors should not ignore or minimize such complaints or otherwise discourage employees from reporting them.

- Participate in and support staff's involvement with EEOP and diversity programs and recruitment activities.
- Work with the Manager of Diversity and Inclusion to enhance the effectiveness of the EEOP and make good faith efforts by considering alternative methods to fill vacant positions in order to create a diverse and qualified candidate pool.
- Consider all qualified candidates for promotion/hire and ensure that all selections are made for valid job-related reasons and without discrimination.

8. All District Employees

Employees at all levels are responsible for supporting the District's EEOP, as may be appropriate in the performance of their official duties, by assuring equal treatment, and equal access to service for all persons with whom they deal.

All District employees are required to adhere to the District's EEO policies and encouraged to make positive contributions to creating an inclusive work environment. Employees are expected to demonstrate the District's Values of Stewardship, Integrity, Respect, and Teamwork in all aspects of their role at the District. Finally, all District employees are expected to adhere to Policy 6.15, Workforce Communications, particularly in exercising appropriate behavior in their communication with co-workers, taking the initiative to understand others and be understood, and embracing diversity of thought and ideas.

9. District EEO Policies

Policy 6.06, Equal Employment Opportunity, provides for EEO in all employment practices, including recruitment, hiring, placement, transfers, promotions, and training consistent with the principles of the District and in order to promote the full realization of EEO. It prohibits discrimination and workplace harassment based on race (i.e. racial characteristics including hair style/texture), color, religion, creed, sex, gender, gender identity (including transgender status), gender expression, marital or registered domestic partnership status, age for individuals age forty or older, national origin, ancestry, disability (mental or physical), medical condition (cancer and genetic characteristics), genetic information, sexual orientation, military and/or veteran status, family or medical leave status, pregnancy (including childbirth, lactation or related medical condition) pregnancy disability leave status, domestic violence victim status, political affiliation, or any other status protected by federal, state and/or local laws.

In addition, the policy prohibits retaliation against employees alleging discrimination and harassment based on an EEO-protected class and/or activity or involved as witnesses in an EEO

discrimination or harassment investigation. Employees who oppose and/or refuse to participate in illegal discrimination or harassment are also protected against retaliation. Finally, it requires the development and maintenance of an EEO consistent with applicable laws, including any recruitment and placement methods that will enhance District efforts to achieve a workforce composition reflective of the qualified relevant labor.

Policy 6.07, Prevention of Workplace Harassment, provides for a workplace for all employees that is free from any form of workplace harassment, defined as unwelcome conduct that is based on an EEO-protected group status, including sexual harassment. It affirmatively states that workplace harassment based on an EEO-protected group status, including sexual harassment, will not be condoned or tolerated. In addition, it prohibits retaliation against employees alleging workplace harassment based on an EEO-protected group status or involved as witnesses in a workplace harassment investigation. Employees who oppose and/or refuse to participate in workplace harassment based on an EEO-protected group status are also protected against retaliation.

C. Review of Personnel Processes: 41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes EEO for all known Veterans and employees and applicants with disabilities, reviews are periodically made of the District's examination and selection methods to identify barriers to employment, training, and promotion.

1. The District reviews its recruitment processes before it announces an examination to establish an open and/or internal eligible list for a classification. It ensures there are no barriers to the consideration of Veterans and IWDs. To determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known Veterans and IWDs, both applicants and employees. In determining the qualifications of a Protected Veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
2. The District ensures that its personnel processes do not stereotype IWDs or Veterans in a manner which limits their access to jobs for which they are qualified.
3. The District ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and

communication technologies. The District uses an online application system to accept applications for employment and potential applicants with disabilities can either use the system or can apply in a timely manner through alternative means such as a paper application.

4. The District provides reasonable accommodation to applicants and employees with disabilities to ensure that EEO is extended in the operation of its personnel processes unless such accommodation causes undue hardship to the District.

D. Audit and Reporting System: 41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

In partnership with Human Resources, Information Systems, and Employee and Organizational Development, the Manager of Diversity and Inclusion is responsible for implementing the auditing and reporting system. The District has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of the District's overall EEO and whether the District is in compliance with specific obligations.
2. Indicates the need for remedial action. Any corrective actions will be the responsibility of the subject matter manager with oversight by the Manager of Diversity and Inclusion and the Director of HR.
3. Measures the degree to which the District's objectives are being met.
4. Considers whether there are any undue hurdles for Veterans and IWDs regarding District-sponsored educational, training, recreational, and social activities. This will also include, but not be limited to, the review of the online and electronic application system to determine its accessibility and ensure that procedures to request accommodation are displayed and that IWDs can readily obtain reasonable accommodation.

E. Physical and Mental Qualifications: 41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements of job classifications are job-related and promote EEO for all known Veterans and employees and applicants with qualified disabilities, the District reviews the knowledge, skills, and abilities of a

classification to ensure they are critical and essential before it announces an examination to establish an open and/or internal eligible list for a classification.

The District's physical and mental job classification requirements are reviewed by the Manager of Recruitment and Classification (R&C), the hiring manager, and the unions to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.) and/or if a class study is requested.

F. Reasonable Accommodation of Physical and Mental Limitations: 41 C.F.R §§ 60-300.44(d); 60-741.44(d)

The District will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities, or those who are disabled veterans. Such reasonable accommodations are explained and documented in the District's Procedure 201. The District ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the on-line job application system, are provided equal opportunities to apply and be considered for all jobs.

The District will confidentially review issues of employees to determine whether a reasonable accommodation is needed when:

1. The employee is having significant difficulty with job performance, and
2. It is reasonable to conclude that the problem is related to the known disability.

Employees may also contact the following person at any time to formally request a reasonable accommodation:

Name: Winnie Anderson

Title: HR Administrator

Phone: (510) 287-0380

Email: winnie.anderson@ebmud.com

The District also provides leave and workplace protections in accordance with federal and state laws for employees with military or veteran status, including military leave under USERRA (reemployment rights and benefits to employees returning from military service) and California law (30 calendar days of paid military leave in a fiscal year if called to active

duty). The District also supports flexibility for veterans to attend medical appointments, participate in Veterans Day observance, or serve in military honor guards, where applicable.

G. Data Collection Analysis: 41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

1. Protected Veterans

A veteran is a "Protected Veteran" under VEVRAA if they served on active duty in the U.S. Military; and were discharged or released from service under conditions other than dishonorable; and falls into one or more of the following categories:

- Disabled veteran
- Recently separated veteran (within the last three years)
- Active-duty wartime or campaign badge veteran
- Armed Forces service medal veteran

During RY 2024 EEOP period, twelve Veterans out of a total of 316 successful candidates were hired at a hiring rate of 3.8%. The RY 2024 rate was an increase from RY 2023 hiring rate (3.2%).

i) EBMUD Protected Veteran Incumbency, Hiring Benchmarks, Applicant Rates, & Hiring Rates

Figure 1: EBMUD Protected Veteran Incumbency, Hiring Benchmarks, Applicant Rates, & Hiring Rates

Reporting Year	Protected Veteran Incumbency	Protected Veteran Hiring Benchmark	Protected Veteran Applicant Rate (%)	Actual Veteran Hiring Rate (%)
RY 2024	63/2,033= 3.14%	3.2%	504/9,439= 5.3%	12/316= 3.8%
RY 2023	77/1,994= 3.9%	2.5%	486/8,810= 5.5%	7/221= 3.2%
RY 2022	58/1,949= 3.0%	3.0%	389/7,616= 5.1%	11/269= 4.1%
RY 2021	55/1,931= 2.8%	2.5%	288/5,575= 5.2%	8/258= 3.1%
RY 2020	55/1,938= 2.8%	2.9%	313/9,280= 4.0%	6/332= 1.8%

Goals and/or benchmarks do not require that the District hire, promote, train, and/or retain a specified number of IWDs and/or Protected Veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met but are instead targets. The District has collected the required data and conducted studies to identify areas of opportunity in the employment of Protected Veterans and IWDs. The District updates its Protected Veteran hiring benchmark annually.

The District established an individualized hiring benchmark of 3.2% for Protected Veterans for RY 2024. The District calculated and established its Protected Veterans benchmark by taking the OFCCP's five-criteria¹ into consideration. In establishing that hiring benchmark, the District considered the following factors:

1. The average percentage of veterans in the civilian labor force in California for the previous three years.
 - a. 2021 (2.5%), 2022 (3.0%), and 2023 (3.2%).²
2. The number of veterans over the previous four quarters (July 1, 2023 to June 30, 2024), who were participants in the employment service delivery system in California, as tabulated by the Veterans' Employment and Training Service and published on the OFCCP Website.³
3. The District's applicant ratio (5.3%; 504 veterans/9,439 total applicants) and hiring ratio for the prior year (3.2%; 7 veterans hires/221 total hires).⁴
4. The relative effectiveness of the District's most recent outreach and recruitment efforts.
 - a. The District continues to conduct outreach to attract more qualified Veteran applicants. In RY 2024, there were 504 applicants who self-identified as Veterans (5.3% of all applicants), as compared to 486 applicants who self-identified as Veterans in RY 2023 (5.5% of all applicants).
5. Other factors that may affect the availability of qualified veterans.
 - a. The District is located more than 52 miles from the nearest military base (Travis Air Force Base in Fairfield, CA), and more than 112 miles from the next closest base (Presidio of Monterey, CA). The District's distance from these military installations generally results in limited numbers of veterans who apply for open positions at the District.

2. Individuals with Disabilities (IWDs)

Per the U.S. DOL, an "individual with disabilities" is *"someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such*

¹ Per the Department of Labor [Title 41 Part 60-300, Subpart C Affirmative Action § 60-300.45 Benchmarks for hiring](#)

² In prior years, the OFCCP published on the information on their website. However, as of the publishing of this EEOP, the website no longer exists. Accordingly, the District referred to the 2023 percentage of veteran in the workplace on [the US Bureau of Labor Statistics website](#).

³ In prior years, this number was tabulated by the Veterans' Employment and Training Service and published on the OFCCP Website. However, as of the publishing of this EEOP, the website no longer exists. Accordingly, the District referred to the [CA Employment Development Department Report for FY 2023](#), which noted that the number of veterans in the civilian labor force decreased from 635,100 to 597,500.

⁴ For the period July 1, 2022 to June 30, 2023.

an impairment, or (3) is regarded as having such an impairment.” For District employees and applicants this status is self-reported.

The District has adopted the current national utilization goal of 7.0% for qualified IWDs. The 7.0% utilization goal is applied to each job group within the District. Although this number has remained constant in recent years, the District will update its utilization goal as new data becomes available, updated, and published.

The number of applicants who self-identified as IWD has been steadily increasing (from 186 IWD applicants in RY 2021 to 365 IWD applicants in RY2022, to 411 IWD applicants in RY 2023 and 502 IWD applicants in RY 2024).

The District’s hiring rate for IWD is also trending upward - increasing from 1.6% in RY 2021, to 6.7% in RY 2022, 8.1% in RY 2023, and while our hiring rate in RY 2024 dropped slightly to 7.3%, we had an increase in IWD hires (23 hires from 18 hires the year prior).

Employees who self-identified as having a disability from RY 2024 dropped to 7.72% from 10.2% in RY 2023. To comply with the Department of Labor’s OFCCP regulations in implementing Section 503 of the Rehabilitation Act of 1973, the District will re-survey its employees in 2028, five years after the most recent survey in fall of 2023.

i) Individuals with Disabilities (IWD) EBMUD Incumbency, Utilization Goals, Applicant Rates, & Hiring Rates

Figure 2: Individuals with Disabilities (IWD) EBMUD Incumbency, Utilization Goals, Applicant Rates, & Hiring Rates

Reporting Year	IWD Incumbency (%)	IWD Utilization Goal (%)	IWD Applicant Rate (%)	Actual IWD Hiring Rate (%)
RY 2024	7.72% (n=157)	7.0%	502/9,439= 5.3%	23/316= 7.3%
RY 2023	10.2% (n=203)	7.0%	411/8,810= 4.7%	18/221= 8.1%
RY 2022	5.3% (n=104)	7.0%	365/7,616= 4.8%	18/269= 6.7%
RY 2021	4.5% (n=88)	7.0%	186/5,575= 3.3%	4/258= 1.6%
RY 2020	4.8% (n=94)	7.0%	374/9,280= 4.0%	21/332= 6.3%

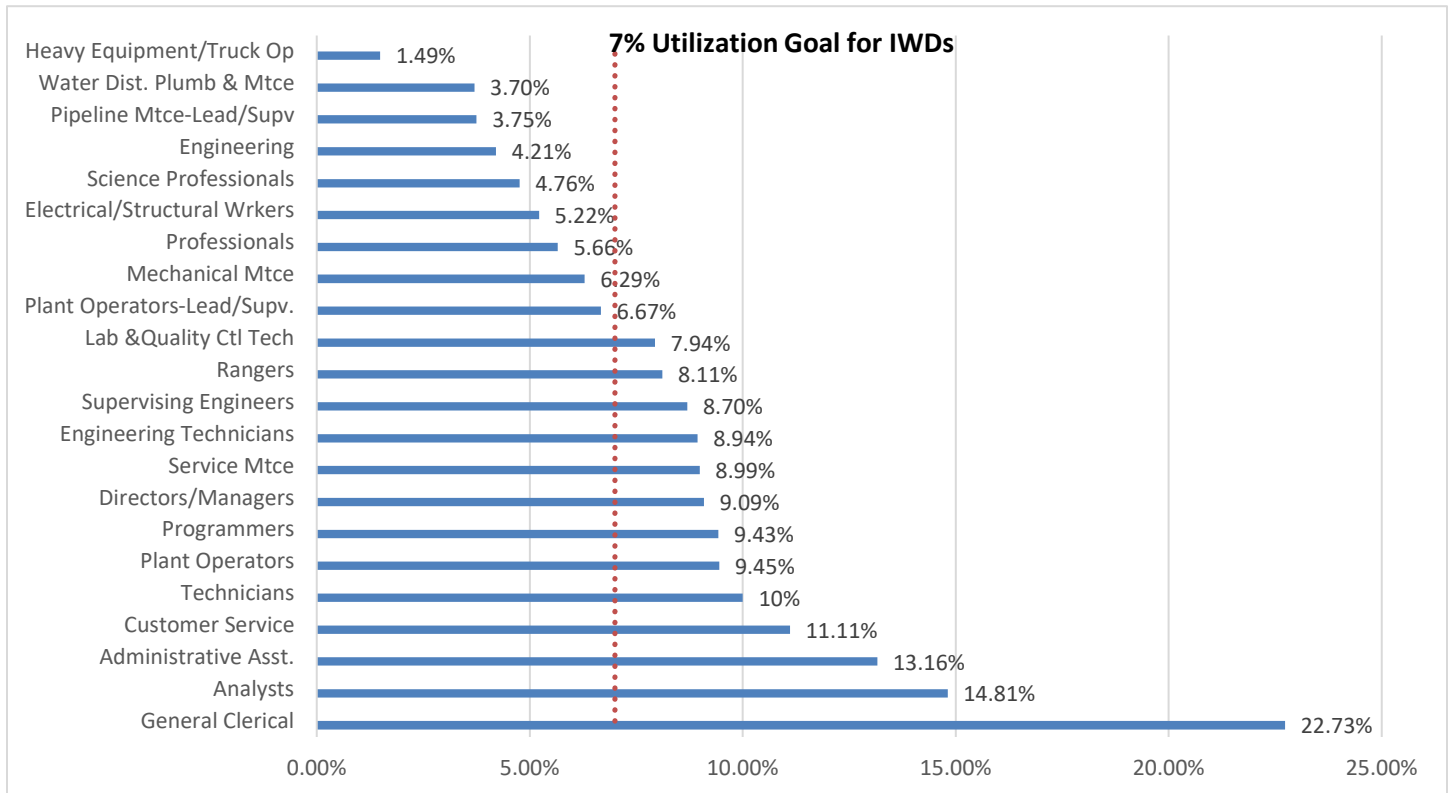
ii) Analysis of IWD by Job Group:

Figure 3 below shows the District’s incumbency rate⁵ for IWDs in RY 2024 (based on the snapshot date of June 30, 2024) by job group:

⁵ The number of EBMUD workers in these jobs who self-identify as IWD, divided by the total number of all workers in these jobs at the District.

- The right of the dotted line exceeded the 7.0% utilization goal;
- Just to the left of the dotted line was nearly at the 7.0% utilization goal; and
- The left of the dotted line did not meet the 7.0% utilization goal.

Figure 3: IWD Utilization Rates: Job Groups in Descending Order of Incumbency



The majority (13 out of 22) of job groups exceeded the 7.0% utilization goal and two job groups that were nearly at the 7.0% utilization goal (Mechanical Maintenance & Plant Operators Lead/Supervisor).

Each EEOP year, the District continues to monitor the outreach and positive recruitment plans for the job groups that have smaller IWD applicant pools and/or lower success rates which includes the job groups that did not meet the 7.0% utilization goal (Heavy Equipment/Truck Operators, Water Distribution Plumbing & Maintenance, Pipeline Maintenance Leads/Supervisors, Engineering, Science Professionals, Electrical/Structural workers, and Professionals). The District will identify measures, and where practicable, mitigate the underutilization in those job groups.

In each case where the hiring benchmark for Veterans and/or the utilization goal for IWDs are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Section H of this report.

H. External Dissemination of Policy, Outreach, and Positive Recruitment: 41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

1. Evaluation of RY 2024 EEOP Outreach Activities

Below is the District's evaluation of ongoing outreach activities set forth in the RY 2024 EEOP Report:

Figure 4: Evaluation of RY 2024 EEOP Outreach and Positive Recruitment Activities

Activity & Description	Evaluation of Each Activity
External Partnerships: Develop partnerships to attract more qualified Protected Veteran and IWD applicants.	Staff: - Partnered with other industry employers to promote the BAYWORK resource webpage for military veterans. - Participated in an ongoing working group for veterans through American Water Works Association (AWWA). Through this BAYWORK working group, District staff actively contribute to developing and implementing industry outreach specifically targeted to veterans.
Internal Efforts: Implement strategies to retain and support qualified Protected Veteran and IWD applicants.	- The Disability Advocacy and Rights Team (DART), a District Affinity Group that formed in February 2022, continued to provide resources to staff and develop a pilot program which aims to recruit more IWDs for employment at the District. - Is supporting the establishment of an EBMUD Affinity Group for military veterans. Staff will leverage Affinity Group members to enhance targeted outreach efforts to military veterans.
Test Prep Services/Support: Develop partnerships for test preparation, application, and interview workshops.	District efforts in this area have been with community partners representing diverse populations in general, including organizations that support career the advancement of Veterans and/or IWDs.
Data: Extract and analyze Veteran and IWD data from applicant tracking system. Generate reports at each step of the recruitment process to identify barriers to hiring.	The District plans to issue an RFP for an upgraded Human Capital Management (HCM) System. The new system will allow staff to create customized applicant flow reports for IWD and Veterans.
EBMUD-Toolworks Internship Program: Continue to implement the internship program as operational needs and safety protocols allow.	District staff began working with Toolworks, a human service agency, in 2024 with four (4) intern placements. The DART Affinity Group helped to identify placement opportunities and provide support for Toolworks interns.

2. RY 2025 Outreach and Positive Recruitment Activities

During RY 2025, the District will continue exploring partnerships with Veteran and Disability organizations to expand applicant pools to include qualified Veteran and IWD applicants. Moving forward, the District will look at investing in targeted social media efforts to reach out to military veterans and IWDs. The District will also coordinate with community partners to develop application, interview, and test preparation workshops. Furthermore, the District will continue the EBMUD-Toolworks Internship Program in RY 2025, with up to six internship placements.

Based upon the District's review of its personnel processes as described in Section C, the following activities will be continued to further enhance the District's EEO efforts. All activities are the responsibility of the Manager of Diversity and Inclusion, Manager of R&C, and the Contract Equity Administrator.

1. The District initiates and maintains communication with organizations having special interests in the recruitment of and job accommodations for Veterans and IWDs.
2. The District provides information emphasizing job opportunities for Veterans and IWDs to local educational institutions, public and private.
3. The District informs all recruiting sources of the District's EEO policy for Veterans and IWDs.
4. The District lists with the California State Employment Development Department (EDD) all suitable job openings. The exemptions for posting jobs are when positions are:
 - a. Executive and top management positions,
 - b. Positions that will be filled from within the contractor's organization, and
 - c. Positions lasting three days or less.
5. As an ongoing activity, a listing of job opportunities reported to the local State Employment Service Delivery System is kept current.
6. The District notifies all subcontractors, vendors, and suppliers in writing regarding the District's EEO policies and requests appropriate action on their part.
7. The District arranges for referral of applicants with organizations having special interests in the recruitment of and job accommodations for Veterans and IWDs.
8. The District participates in job fairs that include inclusive outreach to veterans and IWD populations.

I. Internal Dissemination of Policy: 41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

To gain positive support and understanding for the EEOP for Veterans and IWDs the District will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Manager of Diversity and Inclusion and Manager of Employee Relations. The following policies, procedures, and actions are designed to foster support and understanding from the District's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid the District in meeting its obligations.

1. Discuss Policies 2.02, 6.06, and 6.07 and the EEOP in both employee orientation and management training programs.
 - a. Inform Union officials of Policies 2.02, 6.06, and 6.07, and the EEOP, and request their cooperation.
2. Include non-discrimination clauses in all union agreements and review all contractual provisions to ensure they are non-discriminatory.
3. Post Policies 2.02, 6.06, and 6.07 on District bulletin boards, which includes the District's harassment policy that incorporates protection from workplace harassment on the basis of disability.
4. All employees are required to complete a minimum of one hour of training and supervisors a minimum of two hours training on a two-year cycle on preventing workplace harassment.
5. All employees are re-surveyed regarding their disability status every five years and reminders are sent out to employees at least once during the five-year interval that they may voluntarily update their disability status at any time.

J. Training: 41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

The District trains all employees involved in any way with the recruitment, selection, promotion, training, and related processes regarding IWDs or Veterans to ensure commitment to the District's stated EEOP goals.

III. Exhibits

A. Job Group Summary⁶

1. By Job Group

Directors/Managers	
Assistant General Counsel	Manager of Maintenance Support
Chief Information Officer	Manager of Operations & Maintenance Planning
Chief Trial Attorney	Manager of Pipeline Construction & Equipment
Controller	Manager of Planning & Analysis for Water Quality
Customer Services Manager	Manager of Purchasing
Director of Customer & Community Services	Manager of Real Estate Services
Director of Human Resources	Manager of Recruitment and Classification
Director of Operations & Maintenance	Manager of Regulatory Compliance
Director, Administration	Manager of Risk Management
Director, Engineering & Construction	Manager of Security & Emergency Preparedness
Director, Finance	Manager of Wastewater Engineering
Director, Wastewater	Manager of Wastewater Environmental Services
Director, Water & Natural Resources	Manager of Process Engineering & Asset Mgmt
Engineering Manager	Manager of Wastewater Treatment
Environmental Affairs Officer	Manager of Water Conservation
General Counsel	Manager of Water Quality
General Manager	Manager of Water Supply/Treatment/Distribution
Information Systems Division Manager	Manager of Water Supply Improvements
Manager of Budget	Manager of Watershed & Recreation
Manager of Dist Mntnc & Construction	Manager of Workplace Health & Safety
Manager of Diversity & Inclusion	Secretary of the District
Manager of Employee & Org Developmnt	Special Assistant I
Manager of Employee Relations	Special Assistant II
Manager of Employee Services	Special Assistant III
Manager of Environmental Compliance	Special Assistant IV
Manager of Facilities Mntnc & Construction	Special Assistant V
Manager of Fisheries & Wildlife	Treasury Manager
Manager of Fleet & Construction Support	
Manager of Laboratory Services	
Manager of Maintenance and Construction/Water Operations	

⁶ The *Job Group Summary* includes job classifications by job group as of the snapshot date of June 30, 2024. Note that some of the classifications listed did not have incumbency on the snapshot date of June 30, 2024 and/or may have been retitled, reclassified, or abolished since the snapshot date.

Programmers

HRIS Analyst I	Information Technology Intern II
HRIS Analyst II	Network Analyst I
Information Services Supervisor	Network Analyst II
Information Systems Administrator	Network Analyst III
Information Systems Administrator II	Senior HRIS Analyst
Information Systems Support Analyst I	Senior Information Technology Engineer
Information Systems Support Analyst II	Senior Software Engineer
Information Technology Engineer I	Software Engineer I
Information Technology Engineer II	Software Engineer II
Information Technology Intern I	Supervising Systems Programmer

Analysts

Community Affairs Representative I	Public Information Representative I
Community Affairs Representative II	Public Information Representative II
Human Resources Administrator	Public Information Representative III
Human Resources Analyst I	Senior Community Affairs Representative
Human Resources Analyst II	Senior Human Resources Analyst
Management Analyst I	Senior Public Information Representative
Management Analyst II	Technical Training & Writing Administrator
Principal Management Analyst	Technical Training Analyst

Professionals

Accountant I	Internal Auditor Supervisor
Accountant II	Junior Water Resources Specialist
Accountant III	Law Clerk
Accounting & Financial Systems Analyst	Purchasing Contract Supervisor
Accounting Systems Supervisor	Real Estate Representative I
Assistant Water Resources Specialist	Real Estate Representative II
Associate Architect	Risk Management Analyst
Associate Water Resources Specialist	Security & Emergency Preparedness Specialist
Attorney I	Security Shift Supervisor
Attorney II	Senior Accounting and Financial Systems Analyst
Attorney III	Senior Real Estate Representative
Building Tenant Services Supervisor	Supervising Accountant
Business Development Representative	Supervisor of Purchasing
Buyer I	Supervisor of Water Conservation
Buyer II	Water Conservation Representative
Contract Equity Administrator	Workers' Compensation Manager & Risk Specialist
Internal Auditor	

Science Professionals

Chemist I	Microbiologist II
Chemist II	Quality Assurance Officer
Environmental Health & Safety Specialist I	Research Chemist
Environmental Health & Safety Specialist II	Research Microbiologist
Fisheries & Wildlife Biologist I	Senior Chemist
Fisheries & Wildlife Biologist II	Senior Environmental Health & Safety Specialist
Laboratory Supervisor	Senior Microbiologist
Microbiologist I	Supervising Fisheries/Wildlife Biologist

Administrative Assistants

Administrative Assistant	Legal Office Administrator
Administrative Secretary I	Legal Secretary I
Administrative Secretary II	Legal Secretary II
Administrative Secretary II, Confidential	Litigation Secretary
Administrative Services Supervisor	Office Assistant, General Manager's Office
Assistant To The General Manager	Paralegal
Executive Assistant I	Public Affairs Specialist
Executive Assistant II	Senior Legal Secretary
Human Resources Intern I	Student Intern
Human Resources Intern II	

General Clerical

Account Clerk II	Relief Clerk
Account Clerk III	Senior Administrative Clerk
Administrative Clerk	Senior Administrative Clerk, Confidential
Administrative Clerk, Confidential	Senior Messenger/Mail Clerk
Messenger/Mail Clerk	

Customer Service

Customer Services Representative I	Meter Reader
Customer Services Representative II	New Business Coordinator I
Customer Services Representative III	New Business Coordinator II
Customer Services Supervisor	Senior Customer Services Representative
Dispatch Center Representative	Senior Dispatch Center Representative
Dispatch Center Supervisor	Senior Field Services Representative
Field Services Representative I	Senior New Business Coordinator
Field Services Representative II	Water Conservation Technician

Technicians

Accounting Technician	Materials Testing Supervisor
Computer Operations Technician	Materials Testing Technician I
Corrosion Control Technician	Materials Testing Technician II
Field Biologist	Printing Technician I
Human Resources Technician	Printing Technician II
Information Systems Specialist I	Real Estate Technician
Information Systems Specialist II	Risk Management Adjuster
Information Systems Specialist III	Senior Printing Technician

Plant Operators

Hydroelectric Power Plant Operator I	Wastewater Plant Operator II
Hydroelectric Power Plant Operator II	Wastewater Plant Operator Trainee
Power Plant Mechanic/Operator	Water Distribution Operator
Senior Water Distribution Operator	Water Reclamation Operator
Senior Water Treatment Operator	Water Treatment Operator
Treatment Plant Specialist	Water Treatment/Distribution Operator Trainee
Wastewater Plant Operator I	

Plant Operators Lead/Sup

Assistant Superintendent, Aqueduct/Pardee	Superintendent of Pardee Section
Assistant Wastewater Shift Supervisor	Superintendent of Water
Hydroelectric Power Plant Supervisor	Treatment/Distribution/System Water Quality
Pardee Water/Wastewater Supervisor	Wastewater Operations Coordinator
Power Plant Supervisor	Wastewater Shift Supervisor
Power, Treatment & Transmission	Wastewater Treatment Supt
Maintenance Supervisor	Water Distribution Supervisor
Superintendent of Aqueduct Section	Water Treatment Supervisor

Laboratory & Quality Control Technicians

Laboratory Technician I	Wastewater Control Inspector II
Laboratory Technician II	Wastewater Control Representative
Laboratory Technician III	Water Sampler
Senior Wastewater Control Inspector	Water System Inspector I
Supervising WW Control Representative	Water System Inspector II
Wastewater Control Inspector I	

Rangers

Ranger/Naturalist I	Ranger Supervisor
Ranger/Naturalist II	Senior Ranger/Naturalist

Engineering

Assistant Corrosion Control Specialist	Associate Electrical Engineer
Assistant Engineer	Associate Mechanical Engineer
Associate Civil Engineer	Junior Engineer
Associate Control Systems Engineer	
Associate Corrosion Control Specialist	Senior Corrosion Control Engineer

Supervising Engineering

Senior Civil Engineer	Senior Mechanical Engineer
Senior Control System Engineer	Supervising Administrative Engineer
Senior Electrical Engineer	

Engineering Technicians

Assistant Land Surveyor Supervisor	Hydrographer II
Chief of Party	Hydrographer III
Construction Inspector	Plant Inspector
Drafter I	Senior Construction Inspector
Drafter II	Senior Drafter
Drafter III	Senior Engineering Designer
Drafting Supervisor	Senior Geographic Information System Specialist
Engineering Aide	Senior Graphic Designer
Engineering Designer I	Supervising Construction Inspector
Engineering Designer II	Supervising Hydrographer
Geographic Information Systems Specialist	Supervising Plant Inspector
Graphic Design Supervisor	Survey Technician I
Graphic Designer I	Survey Technician II
Graphic Designer II	Land Surveyor Supervisor
Hydrographer I	

Water Distribution Plumbing & Maintenance

Concrete Finisher I	Pipeline Welder II
Concrete Finisher II	Pipeline Welder III
Paving Raker A	Water Distribution Plumber I
Paving Raker B	Water Distribution Plumber II
Paving Raker C	Water Distribution Plumber III
Pipeline Welder I	Water Distribution Plumber IV

Heavy Equipment/Truck Operators

Crane Operator	Heavy Transport Operator
Heavy Equipment Operator	Truck Driver II
Heavy Equipment Operator Trainee	Truck Driver II Trainee
Heavy Forklift Operator	

Pipeline Maintenance Lead/Super

Assistant Const & Maintenance Superintendent	Paving Crew Foreman
Construction and Maintenance Scheduler	Pipeline Welding Supervisor
Construction and Maintenance Superintendent	Senior Supervisor of Maintenance Shift Ops
General Pipe Supervisor	Water Distribution Crew Foreman
Maintenance Shift Supervisor	

Electrical/Structural Workers

Carpenter	Facility Technician
Carpenter Supervisor	Instrument Maintenance Supervisor
Carpentry Worker I	Instrument Supervisor
Carpentry Worker II	Instrument Technician
Carpentry Worker III	Instrument Worker I
Electrical Supervisor	Instrument Worker II
Electrical Technician	Instrument Worker III
Electrical Worker I	Painter
Electrical Worker II	Painter Foreman
Electrical Worker III	Painting Worker I
Electronic Technician	Painting Worker II
Facility Foreman	Painting Worker III
Facility Specialist I	Plant Electrical Maintenance Supervisor
Facility Specialist II	Plant Structures Maintenance Supervisor
Facility Supervisor	

Mechanical Maintenance

Automotive Maintenance Worker I	Maintenance Specialist II
Automotive Maintenance Worker II	Maintenance Specialist III
Automotive Maintenance Worker III	Maintenance Superintendent
Automotive Mechanic A	Mechanical Supervisor
Automotive Mechanic B	Meter Mechanic I
Cross-Connection Specialist	Meter Mechanic II
Equipment Superintendent	Meter Reader/Mechanic
Equipment Supervisor	Meter Reader/Mechanic Foreman
General Equipment Mechanic	Meter Reading & Maintenance Supervisor
Heavy Equipment Maintenance Worker I	Meter Repair and Testing Supervisor
Heavy Equipment Maintenance Worker II	Plant Maintenance Mechanic
Heavy Equipment Maintenance Worker III	Plant Maintenance Superintendent
Heavy Equipment Mechanic	Plant Maintenance Worker I
Hydroelectric Power Plant Mechanic	Plant Maintenance Worker II
Machining & Maintenance Worker I	Plant Maintenance Worker III
Machining & Maintenance Worker II	Plant Mechanical Maintenance Supervisor
Machining & Maintenance Worker III	Senior Cross Connection Specialist
Maintenance Machinist	Senior Mechanic
Maintenance Specialist I	

Service Maintenance

Automotive Services Attendant I	LT Special Employment Program Trainee
Automotive Services Attendant II	Material Storage Foreman
Distribution Maintenance Worker	Material Storage Supervisor
Grounds Maintenance Foreman	Materials Specialist
Grounds Maintenance Specialist I	Recreation Area Attendant
Grounds Maintenance Specialist II	Storekeeper I
Housekeeper	Storekeeper II
Janitor	Stores Supervisor
Janitor Foreman	Utility Laborer
Janitor Supervisor	

2. By Job Title

Job Title	Job Group Name
Account Clerk II	General Clerical
Account Clerk III	General Clerical
Accountant I	Professionals
Accountant II	Professionals
Accountant III	Professionals
Accounting & Financial Systems Analyst	Professionals
Accounting Systems Supervisor	Professionals
Accounting Technician	Technicians
Administrative Assistant	Administrative Assistants
Administrative Clerk	General Clerical
Administrative Clerk, Confidential	General Clerical
Administrative Secretary I	Administrative Assistants
Administrative Secretary II	Administrative Assistants
Administrative Secretary II, Confidential	Administrative Assistants
Administrative Services Supervisor	Administrative Assistants
Assistant Construction & Maintenance Superintendent	Pipeline Mtce Lead/Super
Assistant Corrosion Control Specialist	Engineering
Assistant Engineer	Engineering
Assistant General Counsel	Directors/Managers
Assistant Superintendent Aqueduct/Pardee	Plant Operators Lead/Sup
Assistant Land Surveyor Supervisor	Engineering Technicians
Assistant To The General Manager	Administrative Assistants
Assistant Wastewater Shift Supervisor	Plant Operators Lead/Sup
Assistant Water Resources Specialist	Professionals
Associate Architect	Professionals
Associate Civil Engineer	Engineering
Associate Control Systems Engineer	Engineering
Associate Corrosion Control Specialist	Engineering
Associate Electrical Engineer	Engineering
Associate Mechanical Engineer	Engineering
Associate Water Resource Specialist	Professionals
Attorney I	Professionals
Attorney II	Professionals
Attorney III	Professionals
Automotive Maintenance Worker I	Mechanical Maintenance
Automotive Maintenance Worker II	Mechanical Maintenance

Job Title	Job Group Name
Automotive Maintenance Worker III	Mechanical Maintenance
Automotive Mechanic A	Mechanical Maintenance
Automotive Mechanic B	Mechanical Maintenance
Automotive Services Attendant I	Service Maintenance
Automotive Services Attendant II	Service Maintenance
Building Tenant Services Supervisor	Professionals
Business Development Representative	Professionals
Buyer I	Professionals
Buyer II	Professionals
Carpenter	Electrical/Structural Workers
Carpenter Supervisor	Electrical/Structural Workers
Carpentry Worker I	Electrical/Structural Workers
Carpentry Worker II	Electrical/Structural Workers
Carpentry Worker III	Electrical/Structural Workers
Chemist I	Science Professionals
Chemist II	Science Professionals
Chief Information Officer	Directors/Managers
Chief of Party	Engineering Technicians
Chief Trial Attorney	Directors/Managers
Community Affairs Representative I	Analysts
Community Affairs Representative II	Analysts
Computer Operations Technician	Technicians
Concrete Finisher I	Water Distribution Plumb & Mtc
Concrete Finisher II	Water Distribution Plumb & Mtc
Construction and Maintenance Scheduler	Pipeline Mtce Lead/Super
Construction and Maintenance Superintendent	Pipeline Mtce Lead/Super
Construction Inspector	Engineering Technicians
Contract Equity Administrator	Professionals
Controller	Directors/Managers
Corrosion Control Technician	Technicians
Crane Operator	Heavy Equipment/Truck Operators
Cross Connection Specialist	Mechanical Maintenance
Customer Services Manager	Directors/Managers
Customer Services Representative I	Customer Service
Customer Services Representative II	Customer Service
Customer Services Representative III	Customer Service
Customer Services Supervisor	Customer Service
Director of Customer & Community Services	Directors/Managers
Director of Human Resources	Directors/Managers

Job Title	Job Group Name
Director of Operations & Maintenance	Directors/Managers
Director, Administration	Directors/Managers
Director, Engineering & Construction	Directors/Managers
Director, Finance	Directors/Managers
Director, Wastewater	Directors/Managers
Director, Water & Natural Resources	Directors/Managers
Dispatch Center Representative	Customer Service
Dispatch Center Supervisor	Customer Service
Distribution Maintenance Worker	Service Maintenance
Drafter I	Engineering Technicians
Drafter II	Engineering Technicians
Drafter III	Engineering Technicians
Drafting Supervisor	Engineering Technicians
Electrical Supervisor	Electrical/Structural Workers
Electrical Technician	Electrical/Structural Workers
Electrical Worker I	Electrical/Structural Workers
Electrical Worker II	Electrical/Structural Workers
Electrical Worker III	Electrical/Structural Workers
Electronic Technician	Electrical/Structural Workers
Engineering Aide	Engineering Technicians
Engineering Designer I	Engineering Technicians
Engineering Designer II	Engineering Technicians
Engineering Manager	Directors/Managers
Environmental Affairs Officer	Directors/Managers
Environmental Health & Safety Specialist I	Science Professionals
Environmental Health & Safety Specialist II	Science Professionals
Equipment Superintendent	Mechanical Maintenance
Equipment Supervisor	Mechanical Maintenance
Executive Assistant I	Administrative Assistants
Executive Assistant II	Administrative Assistants
Facility Foreman	Electrical/Structural Workers
Facility Specialist I	Electrical/Structural Workers
Facility Specialist II	Electrical/Structural Workers
Facility Supervisor	Electrical/Structural Workers
Facility Technician	Electrical/Structural Workers
Field Biologist	Technicians
Field Services Representative I	Customer Service
Field Services Representative II	Customer Service

Job Title	Job Group Name
Fisheries/Wildlife Biologist I	Science Professionals
Fisheries/Wildlife Biologist II	Science Professionals
General Counsel	Directors/Managers
General Equipment Mechanic	Mechanical Maintenance
General Manager	Directors/Managers
General Pipe Supervisor	Pipeline Mtce Lead/Super
Geographic Information System Specialist	Engineering Technicians
Graphic Design Supervisor	Engineering Technicians
Graphic Designer I	Engineering Technicians
Graphic Designer II	Engineering Technicians
Grounds Maintenance Foreman	Service Maintenance
Grounds Maintenance Specialist I	Service Maintenance
Grounds Maintenance Specialist II	Service Maintenance
Heavy Equipment Maintenance Worker I	Mechanical Maintenance
Heavy Equipment Maintenance Worker II	Mechanical Maintenance
Heavy Equipment Maintenance Worker III	Mechanical Maintenance
Heavy Equipment Mechanic	Mechanical Maintenance
Heavy Equipment Operator	Heavy Equipment/Truck Operators
Heavy Equipment Operator Trainee	Heavy Equipment/Truck Operators
Heavy Forklift Operator	Heavy Equipment/Truck Operators
Heavy Transport Operator	Heavy Equipment/Truck Operators
Housekeeper	Service Maintenance
HRIS Analyst I	Programmers
HRIS Analyst II	Programmers
Human Resources Analyst I	Analysts
Human Resources Analyst II	Analysts
Human Resources Intern I	Administrative Assistants
Human Resources Intern II	Administrative Assistants
Human Resources Administrator	Analysts
Human Resources Technician	Technicians
Hydroelectric Power Plant Mechanic	Mechanical Maintenance
Hydroelectric Power Plant Operator I	Plant Operators
Hydroelectric Power Plant Operator II	Plant Operators
Hydroelectric Power Plant Supervisor	Plant Operators Lead/Sup
Hydrographer I	Engineering Technicians
Hydrographer II	Engineering Technicians
Hydrographer III	Engineering Technicians
Information Services Supervisor	Programmers

Job Title	Job Group Name
Information Systems Administrator	Programmers
Information Systems Administrator II	Programmers
Information Systems Division Manager	Directors/Managers
Information Systems Specialist I	Technicians
Information Systems Specialist II	Technicians
Information Systems Specialist III	Technicians
Information Systems Support Analyst I	Programmers
Information Systems Support Analyst II	Programmers
Information Technology Engineer I	Programmers
Information Technology Engineer II	Programmers
Information Technology Intern I	Programmers
Information Technology Intern II	Programmers
Instrument Maintenance Supervisor	Electrical/Structural Workers
Instrument Supervisor	Electrical/Structural Workers
Instrument Technician	Electrical/Structural Workers
Instrument Worker I	Electrical/Structural Workers
Instrument Worker II	Electrical/Structural Workers
Instrument Worker III	Electrical/Structural Workers
Internal Auditor	Professionals
Internal Auditor Supervisor	Professionals
Janitor	Service Maintenance
Janitor Foreman	Service Maintenance
Janitor Supervisor	Service Maintenance
Junior Engineer	Engineering
Junior Water Resources Specialist	Professionals
Laboratory Supervisor	Science Professionals
Laboratory Technician I	Laboratory & Qual Control Tech
Laboratory Technician II	Laboratory & Qual Control Tech
Laboratory Technician III	Laboratory & Qual Control Tech
Law Clerk	Professionals
Legal Secretary I	Administrative Assistants
Legal Secretary II	Administrative Assistants
Litigation Secretary	Administrative Assistants
LT Special Employment Program Trainee	Service Maintenance
Machining & Maintenance Worker I	Mechanical Maintenance
Machining & Maintenance Worker II	Mechanical Maintenance
Machining & Maintenance Worker III	Mechanical Maintenance
Maintenance Machinist	Mechanical Maintenance
Maintenance Shift Supervisor	Pipeline Mtce Lead/Super

Job Title	Job Group Name
Maintenance Specialist I	Mechanical Maintenance
Maintenance Specialist II	Mechanical Maintenance
Maintenance Specialist III	Mechanical Maintenance
Maintenance Superintendent	Mechanical Maintenance
Management Analyst I	Analysts
Management Analyst II	Analysts
Manager of Budget	Directors/Managers
Manager of Business Continuity	Directors/Managers
Manager of Distribution Maintenance & Construction	Directors/Managers
Manager of Employee & Organizational Development	Directors/Managers
Diversity & Inclusion Officer	Directors/Managers
Manager of Employee Relations	Directors/Managers
Manager of Employee Services	Directors/Managers
Manager of Environmental Compliance	Directors/Managers
Manager of Facilities Maintenance & Construction	Directors/Managers
Manager of Fisheries & Wildlife	Directors/Managers
Manager of Fleet & Construction Support	Directors/Managers
Manager of Laboratory Services	Directors/Managers
Manager of Maintenance and Construction/Water Operations	Directors/Managers
Manager of Maintenance Support	Directors/Managers
Manager of Natural Resources	Directors/Managers
Manager of Operations & Maintenance Planning	Directors/Managers
Manager of Pipeline Construction & Equipment	Directors/Managers
Manager of Planning and Analysis for Water Quality	Directors/Managers
Manager of Purchasing	Directors/Managers
Manager of Real Estate Services	Directors/Managers
Manager of Recruitment and Classification	Directors/Managers
Manager of Regulatory Compliance	Directors/Managers
Manager of Risk Management	Directors/Managers
Manager of Security & Emergency Preparedness	Directors/Managers
Manager of Wastewater Engineering	Directors/Managers
Manager of Wastewater Environmental Services	Directors/Managers
Manager of Wastewater Process Engineering and Asset Management	Directors/Managers
Manager of Wastewater Treatment	Directors/Managers
Manager of Water Conservation	Directors/Managers
Manager of Water Quality	Directors/Managers
Manager of Water Supply	Directors/Managers
Manager of Water Supply Improvements	Directors/Managers
Manager of Workplace Health & Safety	Directors/Managers

Job Title	Job Group Name
Manager, Watershed & Recreation	Directors/Managers
Material Storage Foreman	Service Maintenance
Material Storage Supervisor	Service Maintenance
Materials Specialist	Service Maintenance
Materials Testing Supervisor	Technicians
Materials Testing Technician I	Technicians
Materials Testing Technician II	Technicians
Mechanical Supervisor	Mechanical Maintenance
Messenger/Mail Clerk	General Clerical
Meter Mechanic I	Mechanical Maintenance
Meter Mechanic II	Mechanical Maintenance
Meter Reader	Customer Service
Meter Reader/Mechanic	Mechanical Maintenance
Meter Reader/Mechanic Foreman	Mechanical Maintenance
Meter Reading & Maintenance Supervisor	Mechanical Maintenance
Meter Repair and Testing Supervisor	Mechanical Maintenance
Microbiologist I	Science Professionals
Microbiologist II	Science Professionals
Network Analyst I	Programmers
Network Analyst II	Programmers
Network Analyst III	Programmers
New Business Coordinator I	Customer Service
New Business Coordinator II	Customer Service
Office Assistant, General Manager's Office	Administrative Assistants
Painter	Electrical/Structural Workers
Painter Foreman	Electrical/Structural Workers
Painting Worker I	Electrical/Structural Workers
Painting Worker II	Electrical/Structural Workers
Painting Worker III	Electrical/Structural Workers
Paralegal	Administrative Assistants
Pardee Water/Wastewater Supervisor	Plant Operators Lead/Sup
Paving Crew Foreman	Pipeline Mtce Lead/Super
Paving Raker A	Water Distribution Plumb & Mtc
Paving Raker B	Water Distribution Plumb & Mtc
Paving Raker C	Water Distribution Plumb & Mtc
Pipeline Welder I	Water Distribution Plumb & Mtc
Pipeline Welder II	Water Distribution Plumb & Mtc
Pipeline Welder III	Water Distribution Plumb & Mtc
Pipeline Welding Supervisor	Pipeline Mtce Lead/Super

Job Title	Job Group Name
Plant Electrical Maintenance Supervisor	Electrical/Structural Workers
Plant Inspector	Engineering Technicians
Plant Maintenance Mechanic	Mechanical Maintenance
Plant Maintenance Superintendent	Mechanical Maintenance
Plant Maintenance Worker I	Mechanical Maintenance
Plant Maintenance Worker II	Mechanical Maintenance
Plant Maintenance Worker III	Mechanical Maintenance
Plant Mechanical Maintenance Supervisor	Mechanical Maintenance
Plant Structures Maintenance Supervisor	Electrical/Structural Workers
Power Plant Mechanic/Operator	Plant Operators
Power Plant Supervisor	Plant Operators Lead/Sup
Power, Treatment & Transmission Maintenance Supervisor	Plant Operators Lead/Sup
Principal Management Analyst	Analysts
Printing Technician I	Technicians
Printing Technician II	Technicians
Public Affairs Specialist	Administrative Assistants
Public Information Representative I	Analysts
Public Information Representative II	Analysts
Public Information Representative III	Analysts
Purchasing Contract Supervisor	Professionals
Quality Assurance Officer	Science Professionals
Ranger Naturalist I	Rangers
Ranger Naturalist II	Rangers
Ranger Supervisor	Rangers
Real Estate Representative I	Professionals
Real Estate Representative II	Professionals
Real Estate Technician	Technicians
Recreation Area Attendant	Service Maintenance
Relief Clerk	General Clerical
Research Chemist	Science Professionals
Research Microbiologist	Science Professionals
Risk Management Analyst	Professionals
Risk Management Adjuster	Technicians
Secretary of the District	Directors/Managers
Security & Emergency Preparedness Specialist	Professionals
Security Shift Supervisor	Professionals
Senior Accounting and Financial Systems Analyst	Professionals
Senior Administrative Clerk	General Clerical
Senior Administrative Clerk, Confidential	General Clerical

Job Title	Job Group Name
Senior Chemist	Science Professionals
Senior Civil Engineer	Supervising Engineering
Senior Community Affairs Representative	Analysts
Senior Construction Inspector	Engineering Technicians
Senior Control System Engineer	Supervising Engineering
Senior Corrosion Control Engineer	Engineering
Senior Cross Connection Specialist	Mechanical Maintenance
Senior Customer Services Representative	Customer Service
Senior Dispatch Center Representative	Customer Service
Senior Drafter	Engineering Technicians
Senior Electrical Engineer	Supervising Engineering
Senior Engineering Designer	Engineering Technicians
Senior Environmental Health & Safety Specialist	Science Professionals
Senior Field Services Representative	Customer Service
Senior Geographic Information System Specialist	Engineering Technicians
Senior Graphic Designer	Engineering Technicians
Senior HRIS Analyst	Programmers
Senior Human Resources Analyst	Analysts
Senior Information Technology Engineer	Programmers
Senior Legal Secretary	Administrative Assistants
Senior Mechanic	Mechanical Maintenance
Senior Mechanical Engineer	Supervising Engineering
Senior Messenger/Mail Clerk	General Clerical
Senior Microbiologist	Science Professionals
Senior New Business Coordinator	Customer Service
Senior Printing Technician	Technicians
Senior Public Information Representative	Analysts
Senior Ranger/Naturalist	Rangers
Senior Real Estate Representative	Professionals
Senior Software Engineer	Programmers
Senior Supervisor of Maintenance Shift Operations	Pipeline Mtce Lead/Super
Senior Wastewater Control Inspector	Laboratory & Qual Control Tech
Senior Water Distribution Operator	Plant Operators
Senior Water Treatment Operator	Plant Operators
Software Engineer I	Programmers
Software Engineer II	Programmers
Special Assistant I	Directors/Managers
Special Assistant II	Directors/Managers
Special Assistant III	Directors/Managers

Job Title	Job Group Name
Special Assistant IV	Directors/Managers
Special Assistant V	Directors/Managers
Storekeeper I	Service Maintenance
Storekeeper II	Service Maintenance
Stores Supervisor	Service Maintenance
Student Intern	Administrative Assistants
Superintendent of Aqueduct Section	Plant Operators Lead/Sup
Superintendent of Pardee Section	Plant Operators Lead/Sup
Superintendent of Water Treatment/Distribution/System Water Quality	Plant Operators Lead/Sup
Supervising Accountant	Professionals
Supervising Administrative Engineer	Supervising Engineering
Supervising Construction Inspector	Engineering Technicians
Supervising Fisheries/WildLife Biologist	Science Professionals
Supervising Hydrographer	Engineering Technicians
Supervising Legal Secretary	Administrative Assistants
Supervising Plant Inspector	Engineering Technicians
Supervising Systems Programmer	Programmers
Supervising Wastewater Control Inspector	Laboratory & Qual Control Tech
Supervising Wastewater Control Representative	Laboratory & Qual Control Tech
Supervisor of Purchasing	Professionals
Supervisor of Water Conservation	Professionals
Survey Technician I	Engineering Technicians
Survey Technician II	Engineering Technicians
Land Surveyor Supervisor	Engineering Technicians
Technical Training & Writing Administrator	Analysts
Technical Training Analyst	Analysts
Treasury Manager	Directors/Managers
Treatment Plant Specialist	Plant Operators
Truck Driver II	Heavy Equipment/Truck Operators
Truck Driver II Trainee	Heavy Equipment/Truck Operators
Utility Laborer	Service Maintenance
Wastewater Control Inspector I	Laboratory & Qual Control Tech
Wastewater Control Inspector II	Laboratory & Qual Control Tech
Wastewater Control Representative	Laboratory & Qual Control Tech
Wastewater Operations Coordinator	Plant Operators Lead/Sup
Wastewater Plant Operator I	Plant Operators
Wastewater Plant Operator II	Plant Operators
Wastewater Plant Operator Trainee	Plant Operators
Wastewater Shift Supervisor	Plant Operators Lead/Sup

Job Title	Job Group Name
Wastewater Treatment Superintendent	Plant Operators Lead/Sup
Water Conservation Representative	Professionals
Water Conservation Administrator	Professionals
Water Conservation Technician	Customer Service
Water Distribution Crew Foreman	Pipeline Mtce Lead/Super
Water Distribution Operator	Plant Operators
Water Distribution Plumber I	Water Distribution Plumb & Mtc
Water Distribution Plumber II	Water Distribution Plumb & Mtc
Water Distribution Plumber III	Water Distribution Plumb & Mtc
Water Distribution Plumber IV	Water Distribution Plumb & Mtc
Water Distribution Supervisor	Plant Operators Lead/Sup
Water Sampler	Laboratory & Qual Control Tech
Water System Inspector I	Laboratory & Qual Control Tech
Water System Inspector II	Laboratory & Qual Control Tech
Water Treatment Operator	Plant Operators
Water Treatment Supervisor	Plant Operators Lead/Sup
Water Treatment/Distribution Operator Trainee	Plant Operators
Workers Compensation Manager & Risk Specialist	Professionals

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BOARD ACTION

Agenda Number:	16.	Meeting Date:	August 12, 2025
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TITLE	AUTHORIZE CONTINUED EMPLOYMENT OF COMPLEX APPELLATE LITIGATION GROUP, LLP, AS SPECIAL COUNSEL
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize the Office of General Counsel to continue the employment of the law firm of Complex Appellate Litigation Group LLP, (CALG) for services of special counsel related to providing representation in the appeal of the <i>Pierce, et al. v. East Bay Municipal Utility District, et al.</i> , matter.
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DISCUSSION	CALG specializes in civil appellate practice, representing both private and governmental agencies in appeals, writs, and petitions in both state and federal courts. Further details on the nature of services provided by CALG are set forth in a separate confidential attorney-client privileged memorandum to the Board.
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SUSTAINABILITY	Economic Funding for this item is included in the Fiscal Year 2026 adopted operating budget.
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Originating Department: Office of General Counsel	Department Director or Manager: Derek McDonald	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY 2026	Budget Coding: 11-130-8851100-52310-000000	Approved: 	
Attachment(s): P-035; P-061			

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement Authorize Continued Employment of Complex Appellate Litigation Group, LLP, as Special Counsel						DATE: July 22, 2025					
CONTRACTOR: Complex Appellate Litigation Group LLP San Francisco, CA					PERCENTAGE OF CONTRACT DOLLARS						
Direct Award/ Small Business					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		100.0%		
		Ethnicity	Gender		White Women		6%		0.0%		
\$TBD *		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
PRIMES: Complex Appellate Litigation Group LLP			White	x		100.0%					
SUBS: None											
TOTAL		TBD				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		1		7		0		8			
Percent of Total Employees:		12.5%		87.5%		0.0%					
MSA Labor Market %:		28.0%		23.6%		48.4%					
MSA Labor Market Location:		California									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: Confidential											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
YES				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:	Authorize Continued Employment of Complex Appellate Litigation Group, LLP, as Special Counsel		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: 7/22/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: SBE	Company Wide	0	0	0	0	0	0.0%	48.4%
Complex Appellate Litigation Group LLP Ben Feuer 96 Jessie Street San Francisco, CA 94105 415-649-6700		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%	
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	California		# Employees-Co. Wide:		8		Bay Area: 3

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



BOARD ACTION

Agenda Number:	17.	Meeting Date:	August 12, 2025
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TITLE **ADOPTION OF UPDATED PERFORMANCE CRITERIA FOR THE GENERAL MANAGER AND THE GENERAL COUNSEL**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Adopt updated performance criteria for the upcoming performance evaluations of the General Manager and the General Counsel.

SUMMARY At its July 8, 2025 meeting, the Board provided input into the proposed performance criteria for the upcoming performance evaluations of the General Manager and the General Counsel. Based on the Board's feedback, staff finalized the performance criteria for the Board's consideration. At its August 12, 2025 meeting, the Board will review and consider the finalized performance criteria for adoption.

DISCUSSION Staff provided the Board with an information memorandum dated June 26, 2025, describing the proposed changes to the Board's evaluation process and updated performance criteria to consider when evaluating the performance of the General Manager and the General Counsel. The performance criteria was developed by the Director of Human Resources and the Special Assistant III overseeing the District's Office of Diversity, Equity and Culture.

For the General Manager, the proposed performance criteria includes nine core competency areas that reflect the complexity and breadth of executive leadership at EBMUD. The framework is grounded in the District's leadership competency model and the Leadership Practices Inventory (LPI). The competencies provide a balanced and holistic evaluation of the General Manager's performance, ensuring accountability for high-level decision-making, inclusive leadership, and the stewardship of public resources.

For the General Counsel, the proposed performance criteria includes eight core competency areas that reflect legal and executive leadership. The framework is grounded in the District's leadership competency model and LPI. The evaluation criteria focuses on strategic legal advisement, proactive risk management, balanced litigation strategies, efficient use of external counsel, and the development of a high-performing legal team. The competencies provide a balanced assessment of the General Counsel's strategic leadership, operational impact, and support for the District's overall goals.

Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): 1) FY26 Performance Evaluation Criteria for the EBMUD General Manager; 2) FY26 Performance Evaluation Criteria for the EBMUD General Counsel; 3) Alignment of EBMUD General Manager Evaluation Criteria with the LPI Model; 4) Alignment of EBMUD General Counsel Evaluation Criteria with the LPI Model.			

Title:	Adoption of Updated Performance Criteria for the General Manager and the General Counsel	Meeting Date:	August 12, 2025
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These performance criteria are based on a synthesis of public sector executive leadership best practices, historical evaluation frameworks used for EBMUD's General Manager and General Counsel, and alignment with the District's strategic priorities. They are designed to reflect the expectations of executive roles in high-performing public organizations.

Below is the proposed schedule for conducting the performance evaluations for the General Manager and the General Counsel.

- September 9, 2025
 - Closed Session meeting – Conduct performance evaluations of the General Manager and the General Counsel.
 - Board meeting – Appoint an ad hoc committee to negotiate amendments to the employment agreements with the General Manager and the General Counsel.
- September 23, 2025 Closed Session meeting – Provide direction on proposed contract amendments to the ad hoc committee.
- October 14, 2025 Board meeting – Consider amendments to the General Manager and the General Counsel employment agreements.

ALTERNATIVE

Do not adopt updated performance criteria for the General Manager and the General Counsel. This is not recommended because these performance criteria are based on public sector executive leadership best practices and an alignment with the District's strategic priorities.

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Performance Evaluation Criteria for the EBMUD General Manager

The General Manager (GM) serves as the chief executive of the East Bay Municipal Utility District (EBMUD), providing strategic and operational leadership in support of the District's mission, core values, and long-term sustainability. In collaboration with the Board of Directors, the GM is responsible for advancing EBMUD's Strategic Plan and Diversity, Equity, and Inclusion Strategic Plan (DEISP), ensuring effective governance, public trust, and operational excellence.

This performance evaluation framework is designed to assess the GM's effectiveness across nine core competency areas that reflect the complexity and breadth of executive leadership at EBMUD. The framework is grounded in the District's leadership competency model, the Leadership Practices Inventory (LPI), ensuring that performance expectations are tied to recognized leadership standards and aligned with the District's strategic goals.

These competencies span strategic vision, DEI leadership, financial stewardship, operational effectiveness, workforce development, customer and community relations, adaptability, and governance. Each area includes measurable outcomes and reflects the GM's influence on both organizational performance and people-centered leadership.

Each competency is equally weighted to provide a balanced and holistic evaluation of the GM's performance, ensuring accountability for high-level decision-making, inclusive leadership, and the stewardship of public resources. Together, these criteria support a results-driven, values-led approach to advancing EBMUD's mission in service to the communities it serves.

1. Strategic Leadership and Vision

- **Criteria:** The GM will be evaluated on their ability to define, communicate, and execute EBMUD's strategic direction. This involves advancing all six Strategic Plan goals while effectively steering the organization towards long-term sustainability, in alignment with the District's leadership competency model, the Leadership Practices Inventory (LPI).
- **Measures:** The assessment will include the GM's success in meeting or exceeding Key Performance Indicators (KPIs) associated with strategic priorities, such as water supply reliability, infrastructure investment, customer service excellence, financial health, and workforce planning. The GM's ability to integrate strategic objectives into everyday operations and decision-making processes will also be considered.

2. Organizational Culture, Workforce Inclusion, and Leadership Integrity

- **Criteria:** The GM is responsible for fostering an organizational culture that values diversity and ensures equitable opportunities for all employees, customers, contractors and vendors. The evaluation focuses on how the GM implements strategies and achieves related outcomes to ensure the District.

- **Measures:** Performance in this area will be measured by the GM's progress initiatives that promote workforce diversity, inclusive work culture, supplier diversity, and social responsibility. Key indicators include the successful and ongoing review of all District policies and procedures with an equity emphasis, the establishment of inclusive cultural norms, and the ability to address systemic barriers within the organization.

3. Financial and Resource Management

- **Criteria:** The GM's financial stewardship is critical to EBMUD's long-term sustainability. This includes strategic budgeting, resource allocation, and fiscal planning to support the District's mission and objectives.
- **Measures:** The GM will be evaluated on their ability to maintain financial stability and transparency, guided by KPIs related to budget adherence, debt reduction, reserve management, and cost controls. The assessment will include the GM's effectiveness in implementing financial strategies that balance operational needs with long-term investment in infrastructure, water supply, and environmental protection. Success in this area also involves driving initiatives that improve operational efficiency, ensuring that resources are used effectively and aligned with strategic priorities.

4. Operational Effectiveness and Performance Management

- **Criteria:** The GM's operational leadership involves overseeing EBMUD's services, infrastructure projects, and performance management processes to achieve operational excellence. This competency emphasizes the GM's ability to ensure high-quality, reliable service delivery while driving continuous improvement.
- **Measures:** Performance will be assessed based on achieving KPIs associated with operational objectives, including infrastructure maintenance, water quality standards, customer satisfaction, and emergency preparedness. The GM's capacity to manage large-scale projects, maintain service levels, and implement innovative solutions to operational challenges will be integral to this evaluation. Additionally, the GM's role in promoting a culture of performance management and data-driven decision-making will be considered.

5. Customer and Community Relations

- **Criteria:** Building and maintaining strong relationships with customers, communities, and stakeholders is central to the GM's responsibilities. This involves enhancing public trust, ensuring transparency in communication, and proactively addressing customer and community needs.
- **Measures:** The GM will be evaluated on KPIs related to customer satisfaction, service delivery, community engagement, and public awareness initiatives. This includes responsiveness to customer inquiries, effective management of community partnerships, and proactive communication about EBMUD's priorities and services. The evaluation will consider the GM's efforts in fostering positive public perception, ensuring equitable access to services, and supporting educational programs that promote water conservation and environmental stewardship.

6. Leadership Development and Talent Management

- **Criteria:** The GM's role in developing EBMUD's leadership capacity involves fostering a high-performance culture, promoting talent development, and ensuring effective succession development planning. This includes building a pipeline of future leaders aligned with the District's values and mission.
- **Measures:** The GM will be evaluated on the success of leadership development programs, employee training, and mentorship initiatives, as well as their ability to create clear pathways for internal advancement. Key indicators include the establishment of a culture of learning, professional growth opportunities, and strategies for nurturing high-potential talent. The GM's effectiveness in promoting inclusive leadership practices, aligning talent development with strategic goals, and retaining top talent within the organization will also be assessed.

7. Human Resources and Workforce Management

- **Criteria:** The GM is responsible for leading EBMUD's workforce strategy, which includes talent acquisition, employee development, performance management, and labor relations. The focus is on creating a diverse, high-performing workforce that embodies EBMUD's core values and strategic objectives.
- **Measures:** The evaluation will center on the GM's ability to develop and implement a comprehensive workforce strategy that addresses future needs, closes talent gaps, and aligns with the District's mission. This includes strategic oversight of talent management, ensuring the recruitment of a diverse and qualified workforce, and cultivating an inclusive organizational culture. The GM's role in fostering employee engagement and well-being, promoting workforce development, and supporting career mobility pathways will be assessed. Additionally, the GM's approach to labor relations, navigating complex negotiations, and ensuring compliance with labor laws and policies will be critical components of this evaluation.

8. Adaptability and Problem-Solving

- **Criteria:** The GM must demonstrate agility in responding to challenges, managing change, and solving complex problems. This competency assesses the GM's ability to lead the organization through periods of uncertainty and navigate unexpected operational or strategic issues.
- **Measures:** Performance in this area will be evaluated based on the GM's effectiveness in managing risks, implementing solutions to operational challenges, and driving continuous improvement. This includes their responsiveness to emergencies, ability to adapt strategies in the face of changing circumstances, and capacity to address conflicts constructively. The evaluation will consider feedback from stakeholders and the GM's track record in fostering a culture that encourages innovation and proactive problem-solving.

9. Governance and Stakeholder Engagement

- **Criteria:** The GM's ability to work effectively with the Board of Directors, external stakeholders, and regulatory bodies is essential for good governance and strategic

alignment. This competency emphasizes the GM's role in fostering collaborative decision-making and ensuring transparent communication.

- **Measures:** The GM will be evaluated on their success in maintaining open and productive relationships with the Board, providing timely and relevant information to support informed decision-making, and driving policy development aligned with EBMUD's mission. Success will also be measured by the GM's efforts to engage stakeholders, navigate complex regulatory environments, and advocate for EBMUD's interests at the local, regional, and national levels.

This recommended evaluation framework provides a holistic approach to assessing the GM's performance across key competencies, ensuring that strategic priorities, operational excellence, workforce development, financial health, and DEI goals are equally emphasized. Each area is tied to measurable outcomes and aligned with EBMUD's mission, core values, and strategic objectives

Performance Evaluation Criteria for the EBMUD General Counsel

The General Counsel (GC) serves as the chief legal advisor to the East Bay Municipal Utility District (EBMUD) and the Board of Directors, providing strategic counsel to support the District's mission, operations, and long-term objectives. The GC's responsibilities encompass a wide range of legal matters, including compliance, risk management, litigation, and stakeholder engagement.

This performance evaluation framework is designed to measure the GC's effectiveness across critical areas of competency, ensuring alignment with EBMUD's strategic plan, legal obligations, and commitment to organizational excellence. The criteria focus on strategic legal advisement, proactive risk management, balanced litigation strategies, efficient use of external counsel, and the development of a high-performing legal team.

Each competency area is integral to EBMUD's success and will be equally weighted in the GC's performance evaluation to ensure a comprehensive assessment of their strategic influence, operational impact, and contributions to organizational excellence.

1. Strategic Legal Advisory and Policy Compliance

- **Criteria:** The GC plays a pivotal role in aligning legal strategies with EBMUD's strategic plan. They must advise on all legal matters impacting the District's goals, ensure legal compliance, and provide guidance on policy development.
- **Measures:**
 - **Alignment with Strategic Goals:** Ability to proactively identify and address legal issues related to the District's strategic priorities, ensuring legal compliance in areas such as water and wastewater regulation, infrastructure, environmental protection, finance, and workforce development.
 - **Policy Advisement and Compliance Monitoring:** Effectiveness in advising the Board of Directors (Board) and Senior Management on potential legal risks arising from current or proposed District policies. Demonstrate strong competencies in analyzing new legislation, regulatory changes, and their potential impacts on EBMUD's operations.
 - **Risk Strategy Development:** Success in developing risk strategies and mitigation plans to ensure that the District operates within legal frameworks while advancing strategic goals. Evaluations will also consider how effectively the GC anticipates emerging legal challenges and balances operational needs with legal compliance.

2. Organizational Culture Competence

- **Criteria:** The GC supports EBMUD's legal and ethical obligations to maintain a respectful, inclusive, and nondiscriminatory work environment, consistent with state and federal laws and EBMUD's organizational values.
- **Measures:**
 - **Workforce Civility:** Performance will be measured by the GC's efforts to promote workplace civility, support transparent and fair District policies, and contribute to a culture of compliance and inclusion.
 - Key indicators include legal advisement on nondiscrimination, consistent policy interpretation, and support for equal access in the workforce and contracting processes.

3. Effective Management of External Counsel

- **Criteria:** The GC is responsible for managing the use of external legal counsel, ensuring fiscal responsibility, addressing potential conflicts of interest, and providing specialized legal advisement where necessary.
- **Measures:**
 - **Strategic Use of External Counsel:** Ability to identify when external counsel is needed, effectively engage them, and ensure their services align with EBMUD's goals and interests.
 - **Cost Management and Efficiency:** Ability to manage legal costs, negotiate favorable terms, and ensure that the services of external counsel are utilized in a cost-effective and timely manner.
 - **Conflict Resolution and Internal Support:** Effectiveness in identifying and managing potential conflicts of interest related to external counsel. Ensures that legal advice (whether provided internally or externally) remains consistent, coordinated, and aligned with EBMUD's strategic directions.

4. Stakeholder Relations and Interdepartmental Collaboration

- **Criteria:** The GC provides critical advisement on external stakeholder relations, in partnership with Inter-Governmental Affairs, the Public Affairs Office (PAO), and Senior Managers. The GC supports transparent and legally sound communication with external stakeholders.
- **Measures:**
 - **Advisory Role in External Communications:** Effectiveness in providing legal guidance on stakeholder communications managed by Inter-Governmental Affairs, the PAO, or relevant managers, ensuring that public statements, legislative interactions, and community engagements are legally compliant.
 - **Interdepartmental Collaboration:** Ability to partner effectively with Inter-Governmental Affairs and other departments, providing proactive legal advisement that supports strategic external partnerships while managing legal risk.

- **Crisis Management Support:** Advising during crises or significant legal matters affecting external stakeholders, ensuring timely and accurate legal guidance that mitigates reputational risks.

5. Balanced Risk Prevention and Litigation Management

- **Criteria:** The GC is responsible for both preventing legal issues through proactive advisement and effectively managing litigation when disputes arise. The GC's approach should equally emphasize risk prevention and dispute resolution.
- **Measures:**
 - **Proactive Legal Risk Prevention:** Performance in identifying and addressing potential legal risks before they escalate into larger issues, including compliance checks, and preemptive legal advisement.
 - **Litigation Strategy and Outcomes:** Success in managing litigation processes, whether in-house or with external counsel, including developing litigation strategies, overseeing case progress, and achieving favorable outcomes. Effectiveness in representing EBMUD's interests at trial, in administrative proceedings, and in settlements will be crucial.
 - **Balanced and Ethical Legal Practice:** Ability to maintain ethical standards while balancing the dual responsibilities of risk prevention and litigation. Success in this area will reflect the GC's commitment to maintaining EBMUD's integrity and public trust.

6. Leadership, Talent Development, and Team Management

- **Criteria:** The GC is responsible for developing and leading a high-functioning legal team, including the Assistant General Counsel and legal staff. This includes fostering professional development, enhancing legal capabilities, and maintaining effective team operations.
- **Measures:**
 - **Talent Development and Mentorship:** Mentoring attorneys and staff, fostering an environment of continuous learning and professional development, and supporting career growth within the legal team.
 - **Team Leadership and Organizational Effectiveness:** Effectiveness in managing the operations of the Office of General Counsel, including delegating responsibilities, coordinating legal projects, and maintaining high standards for legal work.
 - **Succession Planning and Knowledge Transfer:** Preparing staff for future leadership roles, ensuring that the Office of General Counsel is equipped to handle transitions, and maintaining a knowledge-sharing culture to support consistent legal advisement.

7. Adaptability and Problem Solving

- **Criteria:** The GC must demonstrate agility in responding to challenges, managing change, and solving complex problems. This competency assesses the GC's ability to lead the organization through periods of uncertainty and navigate unexpected operational or strategic issues.

- **Measures:**
 - Performance in this area will be evaluated based on the GC's effectiveness in managing risks, implementing solutions to operational challenges, and driving continuous improvement. This includes their responsiveness to emergencies, ability to adapt strategies in the face of changing circumstances, and capacity to address conflicts constructively. The evaluation will consider feedback from stakeholders and the GC's track record in fostering a culture that encourages innovation and proactive problem-solving.

8. Governance and Advisement to the Board of Directors

- **Criteria:** As the chief legal advisor to the Board, the GC is responsible for providing clear, timely, and strategic legal counsel to support the Board's decision-making processes and governance functions.
- **Measures:**
 - **Quality and Timeliness of Legal Advice:** Ability to provide the Board with comprehensive legal advice that is timely, well researched, and aligned with EBMUD's strategic interests. This includes preparing recommendations, briefings, and other materials for Board meetings and committees.
 - **Board Relations and Trust:** Ability to build and maintain strong working relationships with Board members, ensuring that legal counsel is provided with transparency and in a manner that supports informed governance decisions.
 - **Facilitating Effective Governance Practices:** Success in supporting the Board's governance processes, ensuring compliance with regulatory obligations, and advising on policies and practices that uphold EBMUD's legal and ethical standards.

This evaluation framework emphasizes the multifaceted nature of the General Counsel's role, ensuring that their performance is reviewed through a comprehensive lens that balances strategic oversight, legal expertise, stakeholder engagement, and team leadership. The criteria are designed to ensure that the GC effectively supports EBMUD's legal needs, aligns with strategic goals, and upholds the District's commitment to legal integrity and public service excellence.

Alignment of EBMUD General Manager Evaluation Criteria with the LPI Model

This matrix aligns the performance evaluation criteria for the EBMUD General Manager with the Leadership Practices Inventory (LPI) Model which is the performance criteria for the Senior Management Team. The five LPI practices include: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart.

Evaluation Criteria	Model the Way	Inspire a Shared Vision	Challenge the Process	Enable Others to Act	Encourage the Heart
1. Strategic Leadership and Vision	✓	✓			
2. Organizational Culture, Workforce Inclusion, and Leadership Integrity	✓			✓	✓
3. Financial and Resource Management	✓		✓		
4. Operational Effectiveness and Performance Management			✓	✓	
5. Customer and Community Relations		✓		✓	✓
6. Leadership Development and Talent Management				✓	✓
7. HR and Workforce Management	✓			✓	✓
8. Adaptability and Problem-Solving	✓		✓		
9. Governance and Stakeholder Engagement	✓	✓	✓	✓	

EBMUD Leadership Competency

The Leadership Practices Inventory (LPI) Model, developed by James Kouzes and Barry Posner through their work on *The Leadership Challenge*, is a behavior-based framework grounded in decades of research on what effective leaders do when they are at their best. At the core of this model are the Five Practices of Exemplary Leadership®, which offer a coherent, evidence-based approach to defining and developing leadership competency.

At EBMUD, these Five Practices provide the scaffolding for our Leadership Competency Model, anchoring our expectations for leaders in observable and teachable behaviors that align with our core values—stewardship, integrity, respect, and teamwork.

Practices	Commitments
Model the Way - Leaders clarify values by finding their voice and affirming shared ideals. They set an example through daily actions aligned with those values.	• Clarify values by finding your voice and affirming shared values (personal and organizational). • Set the example by aligning actions with the District's organizational values (Stewardship, Integrity, Respect, and Teamwork).
Inspiring a Shared Vision - Leaders envision the future, creating a compelling vision, and enlist others in realizing it through shared aspirations.	• Envision the future by imagining exciting and ennobling possibilities. • Enlist others in a common vision by appealing to shared aspirations.
Challenge the Process - Leaders search for opportunities to improve, experiment, and take risks. They learn from mistakes and embrace innovation.	• Search for opportunities by seizing the initiative and looking outward for innovative ways to improve. • Experiment and take risks (calculated) by consistently generating small wins and learning from experience.
Enable Others to Act - Leaders build trust, foster collaboration, and strengthen others by developing competence and confidence.	• Foster collaboration by building trust and facilitating relationships. • Strengthen others by increasing self-determination and developing competence.
Encourage the Heart - Leaders recognize individual contributions and celebrate collective achievements to build community and motivation.	• Recognize contributions by showing appreciation for individual excellence. • Celebrate values and victories by creating a spirit of community.

Alignment of EBMUD General Counsel Evaluation Criteria with the LPI Model

This matrix aligns the performance evaluation criteria for the EBMUD General Counsel with the Leadership Practices Inventory (LPI) Model developed by Kouzes and Posner. The five LPI practices include: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart.

Evaluation Criteria	Model the Way	Inspire a Shared Vision	Challenge the Process	Enable Others to Act	Encourage the Heart
1. Strategic Legal Advisory and Policy Compliance	✓	✓	✓		
2. Organizational Culture Competence	✓			✓	✓
3. Effective Management of External Counsel	✓		✓		
4. Stakeholder Relations and Interdepartmental Collaboration	✓	✓		✓	
5. Balanced Risk Prevention and Litigation Management	✓		✓		
6. Leadership, Talent Development, and Team Management	✓			✓	✓
7. Adaptability and Problem Solving	✓		✓		
8. Governance and Advisement to the Board of Directors	✓	✓	✓	✓	

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: August 12, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

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

SUBJECT: Communications Update

SUMMARY

This memorandum summarizes the District's communications activities in Fiscal Year (FY) 2025 and outlines the plan for FY 2026. The Board last received a communications update at its June 25, 2024 meeting. This item will be discussed at the August 12, 2025 Board meeting.

DISCUSSION

In alignment with its Strategic Communications Plan, the District advanced efforts to increase public awareness, support transparency, promote community trust, and celebrate EBMUD's role as an essential, innovative, and environmentally responsible public utility. Staff proactively engaged the public through integrated communications, expanded education and outreach, and deepened collaboration with community partners and local leaders.

FY 2025 Highlights*Strategic Messaging and Community Trust*

In FY 2025, District communications emphasized EBMUD's service reliability, infrastructure investment, and environmental protection, and supported major topics including budget and rates, wildfire readiness, capital improvement projects, and the threat of invasive golden mussels. Messaging was unified across digital and traditional platforms and rooted in transparency, clarity, and accessibility. Three new Board members were introduced to the community through tailored outreach and facilitated engagements with local stakeholders, helping ensure a smooth governance transition and continuity in constituent service.

Earned Media and Public Awareness

The District expanded its media presence. Staff conducted over 108 interviews and issued 14 press releases and advisories, leading to more than 1,100 media mentions and a total audience reach of over 137 million people. Topics covered included budget and rates, the golden mussel

response, salmon returns, the election of new Board members, and wildfire safety. These stories generated an estimated \$900,000 in earned media value.

Media advisories provided timely updates on critical topics such as trail closures during Red Flag Warnings, scam prevention, and upcoming community webinars. The District also coordinated with local news outlets to support messages around water quality, infrastructure upgrades, and EBMUD's environmental stewardship.

Digital Engagement and Social Media Reach

Digital communications continued to grow in scope and impact. More than 1,000 social media posts generated over 640,000 impressions, 3,200 shares, and nearly 53,000 video views. Follower growth across platforms increased more than 16 percent, with LinkedIn experiencing the largest uptick, driven by workforce and project-related content.

Social media posts about environmental protection, emergency preparedness, public safety, career opportunities, and conservation education consistently outperformed benchmarks. A wildfire Red Flag Warning post in July 2024 became the most liked post of the year, reflecting public demand for reliable emergency updates. Posts about the threat of the invasive golden mussel and associated boat launch closures stood out with a post reaching 28,000 users; staff continue to work with stakeholders on messaging for this sensitive topic. A wastewater operator trainee job listing reached over 12,000 users, contributing to the District's recruiting success. Staff strategically used Nextdoor to communicate project updates, event invitations, and infrastructure alerts to neighborhood audiences. Instagram was especially effective in engaging audiences with visually compelling and educational content, with posts about leak detection and Salmon in the Classroom showing solid engagement rates (up to 12.7%).

Education, Youth Engagement, and Cultural Outreach

EBMUD's education program expanded to reach more students and schools with bilingual, hands-on, and standards-aligned activities. The District delivered engaging watershed tours, Salmon in the Classroom lessons, water quality testing, and virtual and in-person treatment plant visits. Field trips included transportation reimbursements for Title I schools. The District partnered with the Lawrence Hall of Science and an educational group Zun Zun to develop and deliver assemblies for elementary school audiences, including bilingual music focused on watershed education and pollution prevention.

In a creative and high-impact collaboration, the District partnered with Oakland students and the Grammy Award-winning Alphabet Rockers to produce "H2Flow," a song and music video about the journey of water and environmental stewardship. The video has been viewed over 180,000 times and was featured on news outlets, social media, at an Oakland Roots game, and in school classrooms, positioning EBMUD as a leader in arts-based environmental education.

New teacher trainings were delivered in partnership with the Water Education Foundation and Baywork, allowing East Bay educators to explore EBMUD facilities and integrate water topics into their curriculum. The District's outreach also extended to the upcountry region, where staff supported classroom visits, watershed education, and a traveling fossil exhibit through the World of Wonder Science Museum in Lodi.

Campaigns and Brand Partnerships

Staff led a highly successful 10-week Workforce Development Campaign that launched in fall 2024 using digital ads, social media, and transit placements to showcase water careers. The campaign delivered 5.6 million impressions, attracted over 35,000 visits to the EBMUD careers page, and resulted in 1,524 job applications. This marked a measurable increase in visibility and interest for open positions, particularly in operations and maintenance.

EBMUD deepened community partnerships to amplify brand reach and reinforce public service messages. Collaborations with the Oakland Ballers and Oakland Roots included educational signage, tabling events, social media campaigns, and game-day activations featuring a live performance of "H2Flow" by the Alphabet Rockers, the Water on Wheels trailer, game kickoff speech, and youth-focused programming.

Publications, Storytelling, and Visual Media

EBMUD continued producing high-quality, audience-focused publications. Six issues of (Customer Pipeline) delivered updates on conservation, water education, infrastructure, water quality, customer assistance, and fire preparedness. The District also published a centennial digital flipbook-(Flowing into the Future)- that celebrated 100 years of service through archival photos, interactive storytelling, and personal reflections from employees and retirees.

A new educational exhibit debuted at the Administration Building in Oakland in November 2024. Designed to engage employees, visitors, and the public, the exhibit traces the journey of water-through our treatment and distribution systems, to customer taps, and to the San Francisco Bay. Featuring custom-designed artifacts and multimedia video, this self-guided experience celebrates EBMUD's mission and enduring commitment to serving the East Bay, safeguarding public health, and protecting the environment, and highlights the complex infrastructure, innovative technologies, and dedicated workforce behind the reliable delivery of safe, clean water.

New templates for newsletters, PowerPoint presentations, and press releases were introduced to modernize outreach and ensure visual consistency. Staff conducted photo and video shoots to document pipeline replacement work, facility upgrades, employee profiles, wildfire prevention, and environmental stewardship. These assets supported social media campaigns, media coverage, publications, and more. Staff also collaborated with District partners to produce videos featuring EBMUD's leadership in key areas of infrastructure resiliency, sustainability and

innovation, and included a video for the American Water Works Association's (AWWA) national conference.

Government and Community Engagement

Staff participated in more than 300 meetings and events with local governments, community groups, and neighborhood organizations. These included 39 city council presentations, 51 public agency briefings, 60 meetings with neighborhood groups, and multiple appearances before chambers, municipal advisory councils, and mayoral conferences. Topics included the proposed budget, capital projects, drought and fire preparedness, and new policies such as the Residential Non-Payment Policy.

Staff used the Customer Relations Management application to notify customers about outages, construction impacts, and main breaks in real-time, improving communications during emergencies and planned service disruptions. The team also met with customers and residents daily to resolve questions and concerns related to construction and maintenance projects.

The District maintained strong upcountry relationships through ongoing outreach and project updates, including for the Demonstration Recharge Extraction and Aquifer Management (DREAM) initiative and (Federal Energy Regulatory Commission) relicensing. The annual Pardee BBQ celebrated watershed stewardship and featured California Department of Water Resources Director Karla Nemeth as the keynote speaker.

Customer Communication and Assistance

To support the rollout of the Residential Non-Payment Policy, staff developed a multilingual communications strategy that included updated door hangers, fact sheets, press outreach, and staff briefings. EBMUD also enhanced the visibility of its Customer Assistance Program (CAP) through neighborhood outreach, local government newsletters, and presentations in underserved communities.

Internal and Industry Communication

Employee engagement remained a cornerstone of internal communications. *Splashes*, EBMUD's staff newsletter, was published 25 times and included new features on Senior Management Team members, frontline employee stories, and District innovation. These communications played a key role in keeping employees informed and fostering a sense of shared purpose.

The District also coordinated with peer utilities in response to wildfire threats and managed public messaging about hydrant access, reservoir conditions, and vegetation management. These partnerships ensured alignment across agencies and reinforced EBMUD's role as a regional leader in emergency communications.

Staff supported 54 Board-related speaking engagements, community events, and facility tours. These and other events strengthened EBMUD's visibility in the water sector through speaking engagements, published stories in trade media, and collaboration with partners like AWWA, Association of California Water Agencies, and California Urban Water Agencies.

FY 2026 Outlook

In FY 2026, communications will focus on highlighting completed infrastructure projects, sharing stories of environmental leadership, and promoting the value of tap water over bottled alternatives. Messaging will center on emergency preparedness, climate resilience, and innovation, with content shaped by insights from the 2025 Customer Opinion Survey.

The Workforce Development Campaign will continue with new video content and refreshed social media templates aimed at attracting candidates for specialized and hard-to-fill roles. A "drink tap" campaign will expand to feature water quality comparisons and community engagement through sports, art, and education.

Staff will continue to amplify brand reach and reinforce public service messages through community partnerships. An Oakland Ballers event with The Unity Council in August 2025 will feature family-friendly art, environmental education, and outreach on tap water and recycled water, and an Oakland Roots game in October 2025 will feature "Imagine a Day Without Water" messaging through a video, press release, and social media.

EBMUD will also grow its education program by adding two Outreach and Education Specialists and launching downloadable Science, Technology, Engineering, Arts, and Mathematics (STEAM) curriculum kits. Interpretive signage at the Mokelumne Hatchery will be updated to better engage visitors. Additional educational exhibits at EBMUD's Administration Building are also being designed.

Staff will expand language access across platforms, deepen partnerships with community-based organizations, strengthen relationships with local government officials, and streamline future CAP outreach as part of a broader equity strategy to improve service access.

NEXT STEPS

Staff continues to improve and enhance outreach, engagement, and education efforts in support of the District's Strategic Communications Plan goals. In FY 2026, staff will continue to measure its performance against its communication benchmarks and update the Board with a summary of communications and outreach activities for the following year.

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: August 12, 2025

MEMO TO: Board of Directors

FROM: Clifford C. Chan, General Manager 

SUBJECT: Monthly Report – July 2025

HIGHLIGHT

In July, the District hosted three virtual Technical Working Group (TWG) meetings as part of the process to renew the District's Lower Mokelumne River Project Federal Energy Regulatory Commission (FERC) license to operate hydropower facilities at Pardee and Camanche dams. The meetings covered Fish and Aquatic Resources; Recreation and Land Use; and Botanical, Wildlife, and Rare, Threatened, Endangered Species. Feedback received from external interested parties on the July 11 preliminary draft study plans will inform the Pre-Application Document to be submitted to FERC in fall 2025. Approximately 60 people attended.

WATER SUPPLY

On July 9, staff met with U.C. San Diego's Center for Western Weather and Water Extremes on the Pre-Feasibility Forecast Informed Reservoir Operations (FIRO) project. The meeting covered the timeline for initial deliverables, outreach/engagement strategies, and updates from the California Nevada River Forecast Center. Next steps include reviewing the outreach strategy and identifying appropriate modeling tools for the FIRO viability assessment.

On July 16, staff met with the Bay Area Regional Reliability (BARR) partners to discuss agency design droughts. EBMUD, SFPUC, CCWD, and BAWSCA shared their agency design drought assumptions and calculation methods. The next meeting is scheduled for September 17. BARR partners include Alameda County Water District (ACWD), Bay Area Water Supply and Conservation District (BAWSCA), Contra Costa Water District (CCWD), EBMUD, Marin Municipal Water District (Marin Water), San Francisco Public Utilities Commission (SFPUC), Santa Clara Valley Water District (Valley Water), and Zone 7 Water Agency.

On July 17, staff met with the North San Joaquin Water Conservation District (NSJWCD) and the Stockton East Water District to develop concepts for a full-scale groundwater banking project. Discussions included the change petition project description, draft memorandum of understanding, modeling objectives, potential well sites, and NSJWCD Board approval documents for the Demonstration, Recharge, Extraction and Aquifer Management (DREAM) Lessons Learned Report. The next meeting is scheduled for August 7.

Precipitation. There was no East Bay precipitation for July, and the season total was 0.00 inches (0 percent of average). The Mokelumne precipitation for July was 0.16 inches (67 percent of average) and the season total was 0.16 inches (67 percent of average).

Water Releases

Camanche Reservoir. The average rate of Camanche release for July was 299 cfs (164 cfs generation, 119 cfs sluice, and 16 cfs through the hatchery), and the average flow below Woodbridge Dam was 32 cfs, both in accordance with the Joint Settlement Agreement “Below Normal” water year criteria.

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

Water Storage

Mokelumne reservoirs storage is 104 percent of average. As of July 31, 2025, Pardee was at 567.7 feet or 103 percent of average, and Camanche was at 221.5 feet or 105 percent of average. Combined Pardee and Camanche reservoir storage was 523,000 acre-feet compared to 576,000 acre-feet last year.

East Bay reservoirs storage is 99 percent of average. As of July 31, 2025, Upper San Leandro was at 458.8 feet or 122 percent of average, San Pablo was at 289.9 feet or 70 percent of average, and Briones was at 572.2 feet or 104 percent of average. Total terminal reservoir storage was 126,000 acre-feet compared to 132,000 acre-feet last year.

Mokelumne Aqueducts and Raw Water Pumping Plants. The average rate of Mokelumne Aqueduct draft for July 2025 was 158 MGD. Walnut Creek, Moraga and Briones Raw Water Pumping Plants remained out of service for the month.

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

	July 2025	July 2024	July 2020	Average of FY 2005-2007
East of Hills	63 MGD	70 MGD	73 MGD	99 MGD
West of Hills	124 MGD	127 MGD	137 MGD	187 MGD
Total	187 MGD	197 MGD	210 MGD	286 MGD
Max Day Production	201 MGD (7/11/2025)	209 MGD (7/22/2024)	222 MGD (7/15/2020)	

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

WATER QUALITY AND ENVIRONMENTAL PROTECTION

In July, Goats R Us performed annual weed abatement on San Pablo Dam. The herd of goats were on site for four weeks.

In July, staff completed annual grading of all fire roads on East Bay watershed land.

In July, staff recovered acoustic telemetry receivers deployed along the lower Mokelumne River for the 2025 Juvenile Chinook Salmon Out-Migration Study. These receivers recorded detections of tagged juvenile salmon as they migrated downstream. During the 2025 out-migration season, staff successfully tagged and released 923 juvenile Chinook salmon. The data collected from this effort will be analyzed to better understand their survival rates and migratory behavior. Findings will help inform potential management actions to support the survival of out-migrating juvenile Chinook salmon in the Mokelumne River.

In July, the District supported biological monitoring as required by the California Department of Fish and Wildlife for the Polychlorinated Biphenyls (PCB) Remediation Project on Aqueduct Station No. 379 located in Calaveras County. Further samples may need to be collected between August through October depending on the results of the July sampling.

In July, staff completed creek electrofishing surveys in Pinole, Kaiser, Upper San Leandro and Lower San Leandro creeks. An electrofishing survey is a method to assess fish populations in aquatic environments. Results showed juvenile rainbow trout were found in Kaiser and Upper San Leandro creeks; juvenile steelhead and fall run Chinook salmon were found in Lower San Leandro Creek below the Chabot Dam; and no salmonids were encountered in Pinole Creek.

In July, staff conducted biological surveys near brush removal projects on the Mokelumne watershed. Staff checked two bird nests near McAfee Gulch near the shaded fuel break and brush thinning projects during Cal-Fire hand crew qualifying exercises. No active nests were observed during the surveys. These surveys are required under the District's U.S. Fish and Wildlife Service Safe Harbor Agreement and the District's California Department of Fish and Wildlife Service Routine Maintenance Agreement.

On July 2, staff removed an inactive raptor nest at Faria Reservoir #2 in San Ramon. During a nesting bird survey staff discovered the raptor nest on a landing below the stairs near a vent into the water tank. The nest was deemed inactive and was removed to avoid water quality concerns.

On July 5, staff responded to a two-acre vegetation fire on San Pablo Dam watershed.

On July 8, staff conducted surveys for active nesting raptors on Pardee and Camanche reservoirs. At Camanche Reservoir, four bald eagle nests fledged eight juveniles; and six osprey nests and two Swainson's hawk nests were still active. At Pardee Reservoir, two bald eagle nests fledged five juveniles, one golden eagle nest fledged two juveniles; and three osprey nests were still active.

On July 22, the District submitted the California Tiger Salamander (CTS) 2025 Spring Pond Survey Report to the U.S. Fish and Wildlife Service (USFWS). The survey report is required 45 days following the completion of presence/absence surveys for any authorized species under the District's USFWS 10a1A Recovery Permit. Ninety-one ponds on District property in Amador, Calaveras, and San Joaquin counties were surveyed. Seven ponds had CTS larvae present, and 96 larvae were counted.

All authorized discharges from the Main Wastewater Treatment Plant (MWWTP) were in compliance with the permit limits for the month of July. This is the 311th consecutive month that the MWWTP experienced no exceedances.

The District received no odor reports from the public in July.

INFRASTRUCTURE INVESTMENT

In July, staff completed a pipeline replacement project in the Del Monte Drive area in Walnut Creek. This project replaced asbestos cement pipe with approximately 1,205 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe.

In July, staff began a pipeline replacement project in the Lilac Drive area in Walnut Creek. This project will replace cast iron with approximately 2,025 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe. This project is expected to be completed in September.

In July, staff met with the U.S. Army Corps of Engineers to discuss inspection alternatives for the Oakland-Alameda Estuary Crossing pipeline. The initial inspection was hindered due to poor visibility and significant pipeline constrictions and bends. A comprehensive inspection is needed to assess pipeline condition and determine the feasibility of installing a new recycled water pipeline within the abandoned pipeline casing.

On July 31, the District submitted the Camanche Dam Seismic Study Analysis Report to the Federal Energy Regulatory Commission (FERC). The report was completed as a result of the most recent FERC Part 12D Independent Consultant Safety Review and documents that Camanche Dam and Spillway are considered safe, as they meet regulatory agency criteria and are stable under the normal, flood, and earthquake loading conditions. The report also recommends retrofitting the valve house floor, adding remote operation of two of the outlet valves, and retrofitting of the spillway bridge to allow vehicle and pedestrian access after a large earthquake, which will be budgeted in the future.

Design of the Walnut Creek Water Treatment Plant (WTP) Control Systems Refresh was completed under Specification 2202. This \$2.8 million project will replace the outdated 2001 control systems with upgraded modern control system hardware and software. The new control system hardware and software selected will match the components installed at Sobrante, Upper San Leandro, Orinda, and Lafayette WTPs and will increase the operability, reliability, and supportability of Walnut Creek WTP's control systems. Construction is expected to be completed in May 2027.

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

CUSTOMER AND COMMUNITY SERVICES

In July, 2,500 pounds of catfish was planted in San Pablo Reservoir.

In July, staff conducted seven tours of the Main Wastewater Treatment Plant to approximately 100 attendees. Tour participants included a visiting delegation from South Korea's K-Water group, Directors Katz and Oddie along with the Mayor of Berkeley and her staff, high school and college students participating in summer internship programs at EBMUD and the Contra Costa Water District, engineering-focused tours for members of the California Water Environment Association Young Professionals and EBMUD's Pipeline Infrastructure group, as well as a tour for the public.

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

On July 1, staff attended the North Richmond Municipal Advisory Committee meeting to learn more about community issues.

On July 1, staff attended the Fairview Municipal Advisory Council meeting to learn more about community issues.

On July 3, staff met with the City of Oakland for the monthly utility coordination meeting to discuss new and ongoing projects.

On July 4, the District participated in community parades in the cities of Alameda, Danville, and Orinda.

On July 8, staff attended the Eden Area Municipal Advisory Council meeting in San Lorenzo to learn more about community issues.

On July 9, staff met with Alameda County and the Castro Valley Sanitary District to coordinate construction activities. The three agencies shared information on current and upcoming work.

On July 10, staff met with the City of Pinole to coordinate construction activities. The two agencies shared information on current and upcoming work.

On July 10, staff presented at the Woodbridge Irrigation District's Board Meeting. The presentation highlighted hydrography. Approximately 20 people attended.

On July 10, staff presented at the World of Wonders Science Museum in Lodi. The presentation highlighted paleontology. Approximately 20 people attended.

On July 10, staff attended the Contra Costa County Mayors Conference in Brentwood to learn about community issues.

On July 10, staff conducted an off-road orientation/tour of fire roads for East Bay Regional Parks Fire Department firefighters. The orientation/tour included the Oursan trail and the Sobrante fire road, on San Pablo and Briones watersheds, respectively. Approximately 15 people attended.

On July 11, staff conducted a tour of the Center for Smart Infrastructure and the East Bayshore Project for South Korea's K-Water Group. The tour included information on pipeline and infrastructure innovation and recycled water. Approximately 10 people attended.

On July 12, staff participated in the North Richmond 14th Annual Music Festival. Staff provided information on the Customer Assistance Program. Approximately 1,000 people attended.

On July 14, staff attended the Oakland Chinatown Community Improvement Council Board meeting to learn more about community issues.

On July 14, staff met with the City of Lafayette to discuss upcoming maintenance projects at the Lafayette Water Treatment Plant. Discussions focused on the temporary closure of approximately 0.3 miles of the Walter Costa Trail for construction staging, safety concerns, long-term trail connectivity goals, EBMUD's proposed detour route and signage plan, environmental considerations, and ADA trail conditions.

On July 15, the City of Emeryville City Council granted a modification to the existing noise ordinance waiver for the North Interceptor Rehabilitation, Emeryville project under SD-454. The original 12-week waiver, granted in December 2024, was delayed from June to July due to bidding delays. The waiver allows continuous operation of the sewer bypass pumping system, which is essential for rehabilitating a severely corroded section of the 70-year-old North Interceptor near Interstate 80 at Powell Street. It is anticipated that operation of the bypass pumping system will continue until October 2025.

On July 15, staff met with Senator Tim Grayson’s Office to discuss the upcoming CalShakes Community Review Committee meeting. Staff provided information on the CalShakes request for proposal process to date and EBMUD’s goals for the upcoming review committee discussion.

On July 15, staff conducted a boat tour of San Pablo Reservoir for EBMUD high school summer interns. Approximately 30 people attended.

On July 15, staff presented at the Bay Area Clean Water Agencies’ Recycled Water Committee meeting. The presentation highlighted the District’s Recycled Water Strategic Plan 2024 Update. Approximately 35 people attended.

On July 16, staff attended the San Joaquin County Water Advisory Committee meeting to learn about community issues.

On July 16, staff attended the Richmond Chamber of Commerce meeting to learn about community issues.

On July 16, the District hosted a Water Wednesday Webinar. The presentation highlighted water and wastewater quality, protecting the Bay and current regulations regarding water quality. Approximately 200 people attended.

On July 17, staff met with the City of San Pablo to coordinate construction activities. The two agencies shared information on current and upcoming work.

On July 17, staff participated in the PASOS & Thrive Thursdays event in Richmond. Staff provided information on the Customer Assistance Program. Approximately 50 people attended.

On July 18, staff attended the Lower Mokelumne River Watershed Stewardship Committee meeting. The committee’s purpose is to assist residents of the Lower Mokelumne River watershed in habitat restoration and reducing non-point source pollution.

On July 20, staff participated in the Crockett Sugartown Festival. Staff provided information on water conservation, the watershed, and the Customer Assistance Program. The Water on Wheels Trailer was present. Approximately 10,000 people attended.

On July 21, staff attended the Castro Valley Municipal Advisory Council General Purpose meeting to learn more about community issues.

On July 22, staff met with the Town of Moraga for the monthly utility coordination meeting to discuss new and ongoing projects.

On July 23, staff attended the Women in Civic Leadership Luncheon in Richmond to learn more about community issues.

On July 24, staff met with the City of Richmond to coordinate construction activities. The two agencies shared information on current and upcoming work.

On July 25, staff attended the Richmond Rotary meeting in Richmond to learn more about community issues.

On July 25, staff attended the Upper Mokelumne River Watershed Authority to learn more about community issues.

Between July 26-27, staff participated in the Alameda Art and Wine Festival. Staff provided information on water conservation, rebates, pollution prevention, District careers, and the Customer Assistance Program. The Water on Wheels trailer was present. Approximately 5,000 people attended.

On July 28, staff met with the Town of Danville to coordinate construction activities. The two agencies shared information on current and upcoming work.

On July 28, staff attended the Path to Clean Air Community Emissions Reduction Plan Committee meeting in Richmond to learn about the implementation of the plan.

On July 28, staff attended the North San Joaquin Water Conservation District Board meeting to learn more about regional issues and to network with stakeholders.

On July 29, the District hosted the Mokelumne River Technical Advisory Committee (MRTAC) meeting. The MRTAC is a forum for sharing technical information about the Mokelumne River fishery, habitat restoration actions, and river operations with state and federal agency personnel and river partners. This meeting was attended by representatives from EBMUD, California Department of Fish and Wildlife, U.S. Fish and Wildlife Service, National Marine Fisheries Service, California State Water Resources Control Board, Woodbridge Irrigation District, North San Joaquin Water Conservation District, and the California Sportfish Protection Alliance. Approximately 30 people attended.

On July 29, staff attended the San Joaquin County Operational Area Joint Information System quarterly meeting. Topics included enhancing coordination, streamlining public messaging across the operational area and networking tools.

On July 29, staff attended the Oakland Chinatown Community Improvement Council Board meeting to learn more about community issues.

On July 31, staff attended Contra Costa Water District's East Bay Stewardship Network meeting. This group convenes to discuss opportunities for regional partnerships for land management agencies implementing stewardship activities on their lands. Members include East Bay Regional Park District, California State Parks Department, Contra Costa Resource Conservation District among others.

On July 31, staff participated in the Utilities Assistance Day at The Unity Council in Oakland. Staff provided on-site enrollment and billing assistance. Approximately 25 people attended.

Media. The 2025 Customer Opinion Survey presented to the Board was reported on (East Bay Insider). Board investigations were further discussed in an article (East Bay Times). Lafayette Reservoir was voted again as “Best Place to Hike and Picnic” (Diablo Magazine). EBMUD’s recycled water messages with the Ballers were highlighted (SDG talks, Our Sports Central). Recycled water is also related to an Oakland golf course’s future renovation plans (Oaklandside). A main break in Berkeley was covered by multiple outlets (KTVU2, KNTV11, Daily Californian), and another in Emeryville (KTVU2, KRON4, The E’ville Eye Community News). EBMUD’s AA+ bond rating was affirmed (Fitch Ratings). EBMUD was mentioned as a stakeholder in work on the I-80 Gilman interchange and a noise ordinance waiver for the sewer rehabilitation (New England Construction News, The E’ville Eye Community News); in pipeline work along Reliez Valley Road (Patch); and in trench work in San Leandro (Patch). EBMUD also reacts to updates to the Bay Delta Plan Update (Maven’s Notebook).

Social Media:

Social Platform	Popular Topic	Impression Generation	# Followers	Change Over Last Month
X	Imposter alert	126	3,828	-1
Facebook	North Interceptor work	1,532	2,625	8
Instagram	Imposter alert	4,076	3,151	53
LinkedIn	Teacher training at Pipeline Training Academy	2,428	11,774	136
Nextdoor	Firework safety 4 th of July	7,570		

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

- Camino Sobrante Phase II Pipeline Replacement (Orinda)
- Carter and Arroyo Reservoir Rehabilitation and Demolition (Moraga)
- East of Hills Facilities Demolition and Improvements (San Ramon, Danville, Alamo)
- Fay Hill, Rheem, Ridgewood, and Scenic East Pumping Plants and Pipeline Improvements (Moraga/Alamo)
- Glorietta Pipeline Replacement (Orinda)
- Happy Valley Pumping Plant and Pipeline Replacement (Orinda)
- Lafayette Reservoir Tower Seismic Upgrade (Lafayette)
- Lafayette Water Treatment Plant Maintenance (Lafayette)
- Lincoln Avenue Pipeline Replacement (Oakland)
- Magellan Drive Pipeline Replacement (Oakland)
- Mokelumne Aqueduct Recoating (Contra Costa County)

- Orinda Water Treatment Plant Disinfection Improvements (Orinda)
- Piedmont Ave Pipeline Replacement Project (Oakland)
- Reliez Valley Road Pipeline Replacement (Lafayette)
- Tappan Terrace Pipeline Replacement (Orinda)
- Walnut Creek Water Treatment Plant Pretreatment (Walnut Creek)
- Westside Pumping Plant Replacement (Orinda)
- Withers and Reliez Valley Road Pipeline Replacement (Lafayette)

Contract Equity

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

- July 9 – Women’s Business Enterprise Council Women in Construction Series – 25 attendees
- July 15 – Oakland Latino Chamber of Commerce Business Mixer – 60 attendees
- July 17 – Oakland Latino Chamber of Commerce Board Meeting – 10 attendees
- July 18 – San Joaquin County Hispanic Chamber of Commerce 53rd Small Business Awards Gala – 1,000 attendees
- July 25 – University of California Office of the President’s Economic Impact Advisory Council Meeting – 30 attendees

Water Conservation

On July 15, staff co-facilitated the California Water Efficiency Partnership (CalWEP)’s Landscape Task Force meeting. The meeting topics included CalWEP program highlights, Alliance for Water Efficiency market readiness, and Homeowner Association, Tree Health, and Firescaping subcommittee projects. Approximately 30 people attended.

WORKFORCE PLANNING AND DEVELOPMENT

Engineering Development and Growth Experience (EDGE) Program. On July 21, staff were invited to participate in the new EDGE Program. The EDGE Program is a voluntary District initiative that offers engineers opportunities to expand their skills and knowledge while building cross-departmental relationships through short-term or temporary assignments. Based on feedback from the Employee Experience Survey, the EDGE Program will support career development and complement the existing Engineering Rotation Program. Unlike the rotation program, EDGE allows participation without a full six-month commitment or leaving one’s current role. Placements will be available year-round starting fall 2025.

Engineering Rotation Program. On July 21, staff were invited to participate in the next round of the Engineering Rotation Program. Six employees completed their six-month rotation assignments, and another three employees commenced their six-month rotations where they will broaden their experience and enhance their skills by working in a new work unit. These rotations will continue to provide staff with a better understanding of how their regular work assignments complement and connect with other District work groups.

In July, staff attended a four-day technical training provided by a District consultant that is a registered metallurgical engineer. The training provided instruction on steel metallurgy, welding processes, welding codes, welding procedures, mechanical testing, visual inspection, non-destructive examination, and weld repair, as well as hands-on welding experience. This program provided staff with practical, real-world exposure to welded steel pipe systems, enhancing their technical understanding, and supporting more informed design drawings and specifications.

Between July 14-18, staff attended the U.S. Army Corps of Engineers DLS-216 Flood Hazard and Risk Assessment training in Minnesota. The training course provided technical details on the statistical processes and inputs required using the Best-Fit and RRFT software to develop hydrologic hazard curves that would support the semi-quantitative risk assessment required for the Federal Energy Regulatory Commission's comprehensive assessment of Pardee and Camanche reservoirs and dams.

On July 17, staff attended the California Extreme Precipitation Symposium held at the U.C. Davis. The symposium covered topics on flood management, extreme rainfall events, and regional coordination that help staff manage the District's dam safety program.

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

- **On July 15, staff participated in Cypress Mandela and Oakland Unified School District's Mini Skilled Trades Fair in Oakland.** Staff provided information on District careers, internships, upcoming recruitments, and application processes, in addition to conducting a hands-on flange/pressure regulator activity. Approximately 120 people attended.
- **On July 16, staff participated in Contra Costa College's High School College Connection: Career Exploration panel in San Pablo.** Staff provided information on District careers, upcoming recruitments, application processes, along with their own career pathways. Approximately 100 people attended.
- **On July 25, staff participated in Richmond Build's cohort graduation.** Staff provided information on District careers, upcoming recruitments, and application processes. Approximately 100 people attended.
- **On July 29, staff participated in Cristo Rey De La Salle's Summer Career Camp in Oakland.** Staff provided information on District careers, upcoming recruitments, and application processes to high school students. Approximately 150 people attended.
- **On July 29, staff celebrated the conclusion of the 2025 Mokelumne High School Summer Internship Program in Valley Springs.** Four high school interns in EBMUD's Mokelumne operational area participated in the summer internship program, which included placements in fisheries, ranger, and maintenance disciplines.

- **On July 31, staff celebrated the conclusion of the 2025 East Bay High School Summer Internship Program in Oakland.** Twenty-two local high school interns from across the District’s service area, representing each Ward, were celebrated by their staff mentors and peers for successful completion of the District’s six-week internship program. Approximately 50 people attended.

Tuition Reimbursement

	July 2025	FY 2026 Total
# of Employees	25	25
# of Classes	53	53
Total Reimbursed	\$46,805.81	\$46,805.81

Employment Information

	July 2025	FY 2026 Total
Retirements – Regular	6	6
Retirements – Vested	2	2
Hires/Rehires	8	8
Other Separations	13	13

FINANCIAL STABILITY

In July, the District continued its debt collection outreach to single-family residential customers who are more than 100 days past due on their water bills. The District began its outreach effort to the remaining 4,628 customers identified as renters with past-due balances over \$50 through the modified collection process. Service interruption notifications will be sent out in batches of 500, and door hangers will be placed before installation of flow restrictors. The total unpaid debt for this group of customers is approximately \$4.2 million.

In July, an additional qualified vendor was added to the contracts for fleet aftermarket vehicle and equipment parts. Factory Motor Parts meets District standards and has been added to increase flexibility and ensure vendor availability.

In July, an additional qualified service provider was added to the agreements for hydro/air-vacuum excavation services. Jaeger Vacuum Excavation, LLC meets District standards and has been added to increase flexibility and ensure service provider availability.

In July, an additional qualified vendor was added to the contracts for automobile, truck, and heavy equipment tires. Tri Valley Tire, Inc. meets District standards and has been added to increase flexibility and ensure vendor availability.

On July 11, staff attended the U.S. Bureau of Reclamation's (USBR) workshop on the Fiscal Year 2026 Aging Infrastructure Account for the Central Valley Project (CVP) reserved works facilities. During the meeting, USBR presented their list of CVP potential improvement projects and the cost allocation and rate impact to CVP municipal and irrigation contractors. The total potential rate increase of \$5.27 per acre-foot for irrigation contractors and \$4.66 per acre-foot for municipal contractors (such as the District), may be applied as early as Fiscal Year 2028 depending on the start of construction for each project and the project beneficiaries.

Capital Budget Transfers. For FY 2025, there was one capital transfer for \$5.1 million in July 2025, during the final steps in closing the FY 2025 budget. The transfer, in the Wastewater system, was an addition to the Secondary Treatment Award (7000332) to address the MWWTP Oxygen Production Plant Rehabilitation project. The construction estimate was originally \$12.33 million, including a construction contract, construction management, equipment purchases and warranties, and contingencies. After bids were received the construction estimate increased to \$20.07 million. The difference is largely driven by an underestimation of overhead, contingency, and market conditions, including tariffs. Combined with other adjustments, including costs for redesign, pre-purchase contract changes, and an increased change order allowance, the total additional need was approximately \$8 million. Of this, \$2.9 million is available from prior-year unallocated appropriations in the Secondary Treatment Award. The remaining additional funding was available in the Wastewater Contingency Award (7000354). Future updates on capital budget transfers will be provided to the Board via Information Memo instead of the Monthly Report as discussed with the Board.

Through July 31, 2025, there were 12 capital transfers in FY 2025, for a total of \$25.8 million in the Water system and \$12.4 million in the Wastewater system.

The estimated earned revenue from the Main Wastewater Treatment Plant Power Generation Station's surplus power sales for July is \$59,619. The District sold renewable power and related Renewable Energy Certificates (RECs) to the Port of Oakland. The sale of RECs generated \$28,008 from the Port of Oakland. Earned revenue for FY 2026 is estimated at \$59,619 or 9 percent of the total FY 2026 budget of \$700,000.

The estimated earned revenue from Mokelumne power sales for July is \$1,519,998. The District sold renewable power and related Renewable Energy Certificates (RECs) to Silicon Valley Clean Energy (SVCE). Sales of RECs generated \$54,586 from SVCE. Resource Adequacy capacity sales to NRG Business Marketing LLC earned \$1,349,400. Estimated earned revenue to date through July is \$1,519,998 or 17 percent of the budgeted revenue for FY 2026, \$9,200,000. The forecasted revenue for FY 2026 is \$13,923,188.

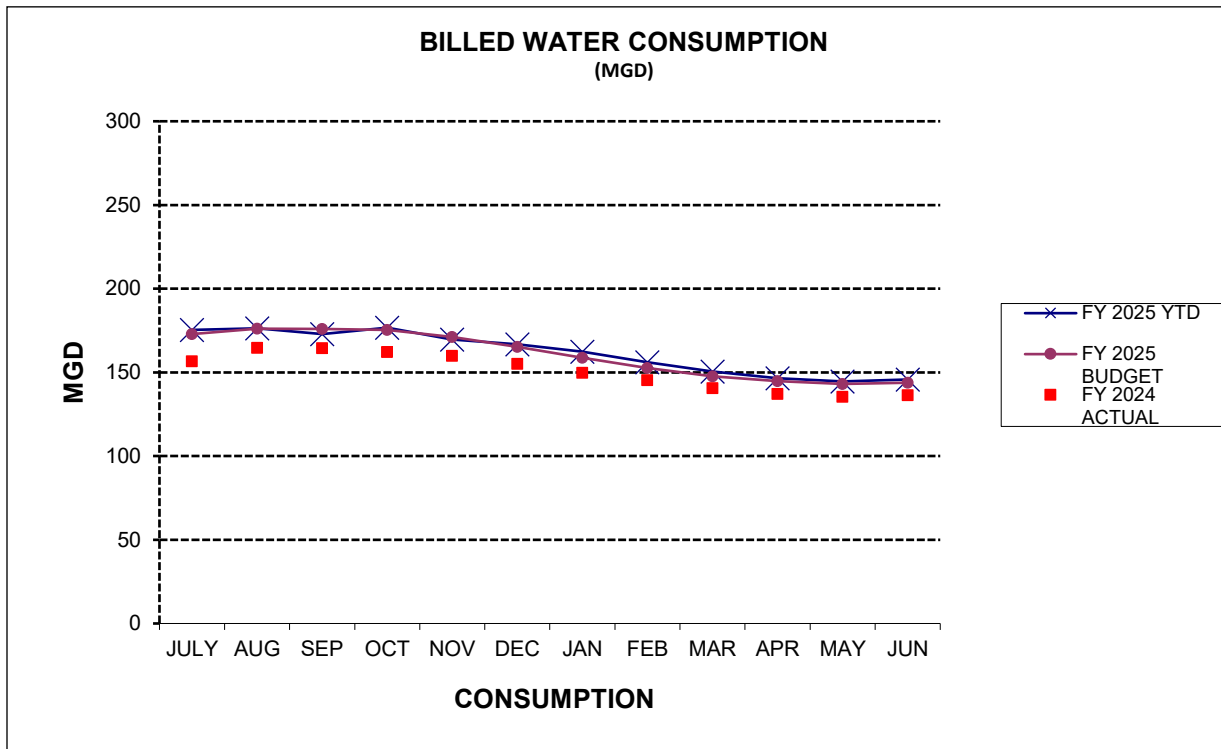
There were no material, supply, or construction contracts from \$80,001 to \$100,000 and three general and professional service agreements from \$30,001 up to \$80,000 approved by the General Manager in July 2025.

VENDOR NAME	DATE AWARDED	CEP STATUS	ITEM (S) PURCHASED	PROJECT	CONTRACT TERM	VALUE
Aggreko	07/22/25	Unclassified	• Ratify payment of \$43,342 for load bank rental services provided on 12/4/24 to 12/27/24 • Amended agreement under PO No. 110824RS to increase amount by \$43,342 which incorporates ratified payment above	N/A	N/A	\$63,004
NBS Government Finance Group, dba NBS	07/22/25	White Women	Consulting services to process the annual lien transfer of owner-occupied single-family and multi-family residential accounts to the Alameda and Contra Costa Counties tax rolls	N/A	August 10, 2025	\$47,500
KANE GeoTech, Inc.	07/23/25	White Men	Engineering services to develop rockfall mitigation measures along the access road to Pardee Dam and Powerhouse	N/A	N/A	\$80,000

Water Sales (Billed Consumption)

The following consumption information is the average water consumption in millions of gallons per day (MGD) for FY 2025.¹ Budgeted average daily water consumption for FY 2025 is 143.9 MGD, noting that summer month consumption is generally higher due to outdoor watering. The table below shows the average billed water consumption information by customer class with a comparison to FY 2024 data for the same period-of-time.

Fiscal End of Year Billed Water Consumption			
Usage Type	FY 2025 (MGD)	FY 2024 (MGD)	Year-over-Year (% change)
Residential	70.8	66.9	5.8%
Commercial	48.9	45.1	8.4%
Industrial	19.7	18.4	7.1%
Public Authority	6.4	6.0	6.7%
Total Billed Water Consumption	145.8	136.4	6.9%

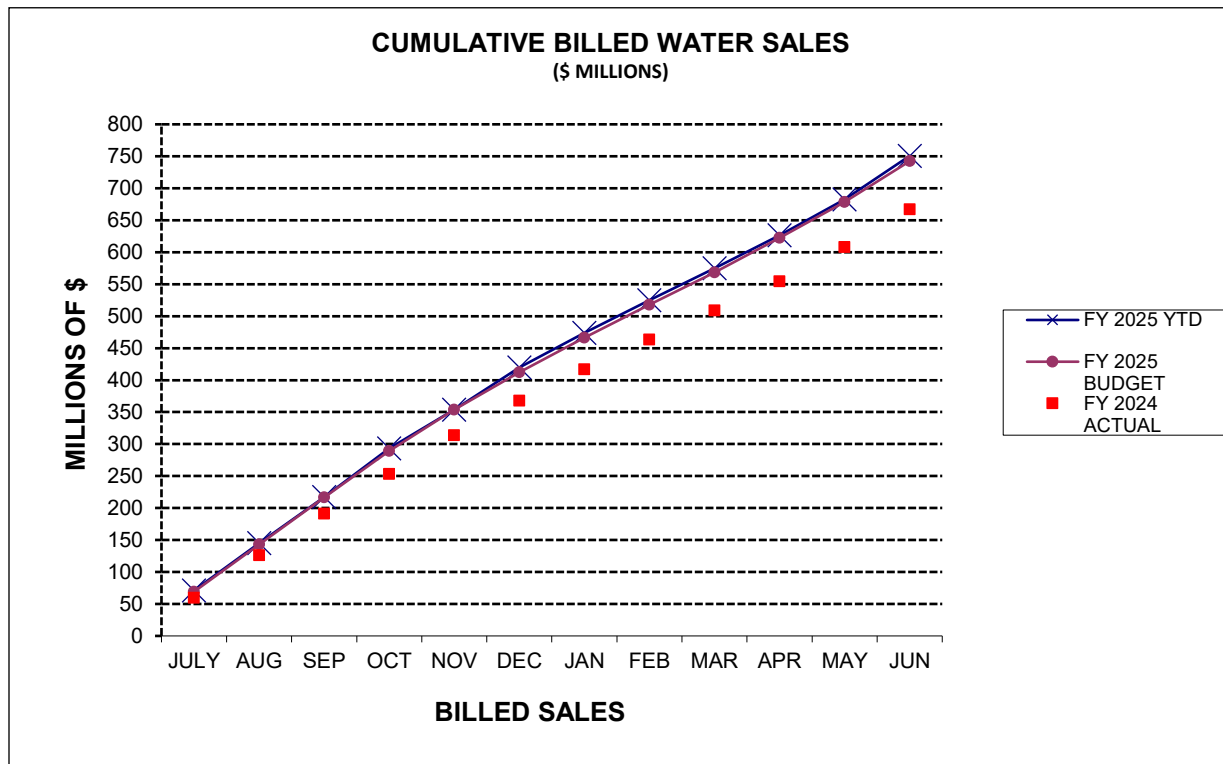


Source: Customer Information System

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

Water Sales (Expected Revenue)

Water revenues billed for FY 2025 were \$750.7 million² or 12.5% more than the FY 2024 revenue of \$667.1 million. This increase in water revenues is a result of higher consumption and an 8.5% rate increase (effective July 1, 2024). Total FY 2025 water revenues are \$8.3 million (1.1%) more than the budgeted water revenue of \$742.4 million.



Source: Customer Information System

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

July 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
ALAMO		BOLLA	AVE	2	ASBESTOS CEMENT	8	1975	9,000	7/28/2025	7/28/2025	Y
ALAMO		DANVILLE	BL	2	ASBESTOS CEMENT	6	1962	0	7/11/2025	7/17/2025	Y
ALAMO		TRACY	CT	2	ASBESTOS CEMENT	6	1980	3,600	7/23/2025	7/24/2025	Y
BERKELEY		FLORIDA	AVE	4	STEEL	20	1931	10,080	7/1/2025	7/7/2025	Y
BERKELEY		GILMAN	ST	4	CAST IRON	4	1934	1,440	7/2/2025	7/2/2025	Y
BERKELEY		GILMAN	ST	4	CAST IRON	4	1934	18,000	7/3/2025	7/3/2025	Y
BERKELEY		LE CONTE	AVE	4	CAST IRON	6	1929	0	7/9/2025	7/9/2025	Y
BERKELEY		TELEGRAPH	AVE	4	CAST IRON	12	1953	9,000	7/10/2025	7/11/2025	Y
CASTRO VALLEY		ALMOND	RD	7	CAST IRON	8	1953	1,440	7/16/2025	7/16/2025	Y
CASTRO VALLEY	W	CAVENDISH	DR	7	ASBESTOS CEMENT	6	1979	900	7/10/2025	7/10/2025	Y
CASTRO VALLEY		LAMSON	RD	7	CAST IRON	6	1953	18,000	7/26/2025	7/26/2025	Y
DANVILLE		ADOBE	CT	2	ASBESTOS CEMENT	6	1979	9,000	7/29/2025	7/30/2025	Y
DANVILLE		CAMINO ENCANTO		2	ASBESTOS CEMENT	6	1953	9,000	7/5/2025	7/5/2025	Y
DANVILLE		CAMPBELL	PL	2	NON-METALLIC / PLASTIC	2	1998	4,500	7/31/2025	7/31/2025	Y
DANVILLE		CORTE NOGAL		2	STEEL	4	1958	0	7/15/2025	7/23/2025	Y
DANVILLE	W	PROSPECT	AVE	2	STEEL	4	1947	4,320	7/16/2025	7/18/2025	Y
EL CERRITO		COLUSA	AVE	4	CAST IRON	6	1949	50,400	6/25/2025	7/1/2025	Y
EL CERRITO		ELM	ST	4	CAST IRON	4	1934	9,000	7/6/2025	7/7/2025	Y
EL CERRITO		SEAVIEW	DR	4	CAST IRON	6	1949	8,640	7/11/2025	7/16/2025	Y
EL CERRITO		TERRACE	DR	4	CAST IRON	6	1949	0	7/24/2025	7/24/2025	Y
EMERYVILLE		POWELL	ST	4	CAST IRON	8	1944	36,000	7/31/2025	7/31/2025	Y
EMERYVILLE		SAN PABLO	AVE	4	CAST IRON	6	1895	28,800	7/2/2025	7/3/2025	Y
HAYWARD		KENDRA	LN	7	STEEL	8	1960	1,800	7/12/2025	7/13/2025	Y
HAYWARD		KENDRA	LN	7	STEEL	8	1960	0	7/18/2025	7/24/2025	Y
LAFAYETTE		SUNNYBROOK	DR	2	CAST IRON	4	1945	0	6/18/2025	7/1/2025	Y
LAFAYETTE		SWEET	DR	2	STEEL	6	1955	0	7/8/2025	7/22/2025	Y
LAFAYETTE		UPPER HAPPY VALLEY	RD	2	ASBESTOS CEMENT	12	1955	0	7/7/2025	7/18/2025	Y
LAFAYETTE		UPPER HAPPY VALLEY	RD	2	ASBESTOS CEMENT	12	1955	3,150	7/19/2025	7/19/2025	Y
OAKLAND	E	24TH	ST	6	CAST IRON	6	1929	18,000	7/24/2025	7/25/2025	Y
OAKLAND		61ST	AVE	5	CAST IRON	6	1932	7,200	7/21/2025	7/25/2025	Y

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

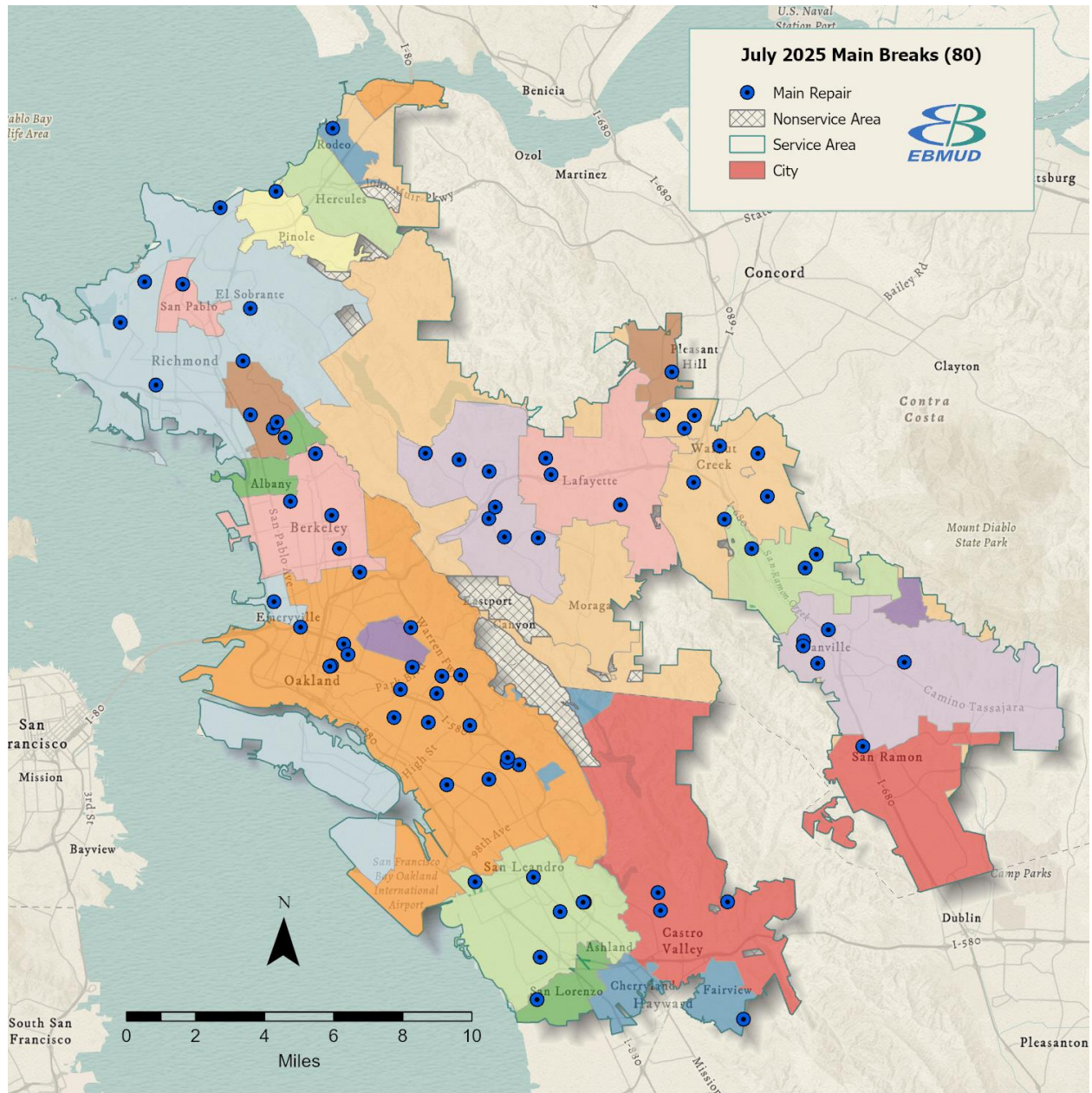
July 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
OAKLAND		73RD	AVE	6	CAST IRON	8	1916	20,160	7/15/2025	7/21/2025	Y
OAKLAND		ALBERT	ST	3	CAST IRON	4	1938	8,640	7/22/2025	7/24/2025	Y
OAKLAND		BROOKDALE	AVE	6	CAST IRON	6	1923	17,280	7/17/2025	7/22/2025	Y
OAKLAND		BURCKHALTER	AVE	6	CAST IRON	6	1929	1,350	7/14/2025	7/14/2025	Y
OAKLAND		BURDECK	DR	3	CAST IRON	6	1932	7,200	7/7/2025	7/7/2025	Y
OAKLAND		COOLIDGE	AVE	3	CAST IRON	6	1931	18,000	7/20/2025	7/20/2025	Y
OAKLAND		EL CENTRO	AVE	6	NON-METALLIC / PLASTIC	4	2023	0	7/16/2025	7/17/2025	Y
OAKLAND		GLEN PARK	RD	6	CAST IRON	4	1923	0	7/2/2025	7/2/2025	Y
OAKLAND		GRAND	AVE	3	CAST IRON	8	1917	0	7/18/2025	7/23/2025	Y
OAKLAND		GREENLY	DR	6	CAST IRON	6	1952	11,520	6/25/2025	7/2/2025	Y
OAKLAND		HARRISON	ST	3	CAST IRON	6	1950	0	7/14/2025	7/14/2025	Y
OAKLAND		KEMPTON	WAY	3	ASBESTOS CEMENT	6	1964	18,000	7/9/2025	7/9/2025	Y
OAKLAND		LINCOLN	AVE	3	CAST IRON	16	1954	8,640	6/27/2025	7/2/2025	Y
OAKLAND		MARR	AVE	3	STEEL	6	1964	0	7/14/2025	7/14/2025	Y
OAKLAND		MAYFIELD PATH		6	CAST IRON	2	1939	12,960	6/30/2025	7/2/2025	Y
OAKLAND		ROSS	CIR	4	CAST IRON	4	1938	14,400	7/21/2025	7/22/2025	Y
OAKLAND		VERNON	ST	3	CAST IRON	8	1950	0	7/29/2025	7/29/2025	Y
ORINDA		CAMINO ENCINAS		3	CAST IRON	4	1934	11,520	6/24/2025	7/1/2025	Y
ORINDA		DAVIS	RD	3	CAST IRON	6	1937	9,000	7/5/2025	7/5/2025	Y
ORINDA		ESTATES	DR	3	CAST IRON	4	1940	21,600	7/6/2025	7/10/2025	Y
ORINDA		KEITH	DR	3	ASBESTOS CEMENT	6	1977	8,640	7/23/2025	7/28/2025	Y
ORINDA		LAS AROMAS		3	CAST IRON	10	1948	45,000	7/4/2025	7/5/2025	Y
ORINDA		LOS ALTOS	RD	3	CAST IRON	6	1941	0	7/28/2025	7/30/2025	Y
ORINDA		SAN PABLO DAM	RD	3	NON METALLIC / PLASTIC	6	1994	0	7/11/2025	7/16/2025	Y
PINOLE		ORLEANS	DR	1	ASBESTOS CEMENT	6	1956	0	7/1/2025	7/7/2025	Y
PLEASANT HILL		HAMILTON	DR	2	ASBESTOS CEMENT	8	1960	45,000	7/21/2025	7/22/2025	Y
RICHMOND		CARQUINEZ	AVE	1	CAST IRON	6	1941	5,760	7/14/2025	7/17/2025	Y
RICHMOND	W	GERTRUDE	AVE	1	ASBESTOS CEMENT	8	1971	1,350	7/3/2025	7/3/2025	Y
RICHMOND		GOODRICK	AVE	1	ASBESTOS CEMENT	12	1957	90,000	7/3/2025	7/4/2025	Y
RICHMOND		LA CIMA	RD	3	STEEL	4	1960	1,800	7/9/2025	7/10/2025	Y

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

July 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
RICHMOND		MAINE	AVE	1	CAST IRON	6	1932	86,400	6/27/2025	7/8/2025	Y
RICHMOND		SOUTHWOOD	DR	1	ASBESTOS CEMENT	8	1967	1,800	7/18/2025	7/18/2025	Y
RODEO		JOHN	ST	1	ASBESTOS CEMENT	6	1955	90,000	7/8/2025	7/8/2025	Y
SAN LEANDRO		143RD	AVE	7	CAST IRON	6	1939	0	7/3/2025	7/10/2025	Y
SAN LEANDRO		DARIUS	WAY	7	CAST IRON	6	1949	0	7/2/2025	7/8/2025	Y
SAN LEANDRO		JOAN	DR	7	CAST IRON	6	1949	2,880	7/28/2025	7/29/2025	Y
SAN LEANDRO		JOAQUIN	AVE	7	CAST IRON	6	1933	11,520	7/9/2025	7/16/2025	Y
SAN LEANDRO		MANOR	BL	5	CAST IRON	8	1949	12,960	7/7/2025	7/15/2025	Y
SAN LEANDRO		TUDOR	RD	5	CAST IRON	6	1947	0	7/9/2025	7/9/2025	Y
SAN LORENZO		GRANT	AVE	5	ASBESTOS CEMENT	12	1956	4,500	7/27/2025	7/27/2025	Y
SAN PABLO		LAKE	ST	1	CAST IRON	4	1936	5,400	7/11/2025	7/11/2025	Y
SAN RAMON		OMEGA	RD	7	ASBESTOS CEMENT	8	1981	5,760	7/25/2025	7/28/2025	Y
WALNUT CREEK		3RD	AVE	2	ASBESTOS CEMENT	6	1951	45,000	7/6/2025	7/7/2025	Y
WALNUT CREEK		BODEGA	PL	2	STEEL	6	1962	0	7/9/2025	7/10/2025	Y
WALNUT CREEK		MULLER	RD	2	ASBESTOS CEMENT	6	1957	0	7/17/2025	7/24/2025	Y
WALNUT CREEK		PALMER	RD	2	ASBESTOS CEMENT	8	1959	0	7/17/2025	7/25/2025	Y
WALNUT CREEK		TICE VALLEY	BL	2	ASBESTOS CEMENT	8	1985	10,080	7/24/2025	7/30/2025	Y
WALNUT CREEK		WARREN	RD	2	CAST IRON	4	1933	0	6/30/2025	7/7/2025	Y
WALNUT CREEK		WOOTTEN	DR	2	ASBESTOS CEMENT	6	1955	2,250	7/8/2025	7/8/2025	Y
WALNUT CREEK		YGNACIO VALLEY	RD	2	ASBESTOS CEMENT	12	1956	27,000	7/8/2025	7/8/2025	Y
							Total	944,640			

	Non-surfacing leaks discovered by leak detection technologies	2
	Breaks caused by contractors or other agencies	1
	Other main breaks	77
	Total water main repairs	80

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



Board of Directors
Monthly Report – July 2025
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Customer Account Delinquency Information July 2025													
(Data collection began September 1, 2017 - CAP applications processed through July 31, 2025)													
CUSTOMER ASSIST. PROGRAM (CAP) ENROLLMENT	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25 ⁶¹	Totals (since 9/1/2017)						
New CAP Participants	299	229	299	286	255	270	17,794						
CAP Renewals	210	258	286	243	275	270	18,027						
CAP Departures	280	461	473	585	561	571	26,232						
Total Active CAP Participants w/Active Accounts	10,866	10,954	11,078	11,054	11,015	11,005	-						
PAYMENT PLANS	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 9/1/2017)						
Approved Payment Plans	3,123	2,996	3,149	2,591	2,937	3,256	269,573						
SERVICE INTERRUPTIONS - RESIDENTIAL	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 9/1/2017)						
15-day Final Collection Notices ⁵¹	15,125	16,376	17,466	16,427	17,737	15,291	1,526,029						
48-hr Service Interruptions Notices ^{5,52}	10,423	9,279	12,191	10,403	10,998	10,629	921,467						
TENANT OCCUPIED - FLOW RESTRICTORS	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 9/1/2024)						
Service Interruption Orders/Door Hangers Generated	657	25	17	7	231	317	3,164						
Service Interruptions Completed (Flow Restrictor Installed)	490	264	245	163	83	205	1,956						
Number of Flow Restrictors Removed/Service Restored	261	263	210	172	90	158	1,475						
Flow Restrictors Remain Installed as of End of Month	414	415	450	441	434	471							
OWNER OCCUPIED - SINGLE-FAMILY LIENS	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 11/1/2024)						
Liens Filed	412	239	-	-	-	166	166						
Released	20	61	-	129	-	28	157						
Transferred to Alameda Cty.	-	-	-	-	-	-							
Transferred to Contra Costa Cty.	-	-	-	-	-	-							
Total Transactions/Month	432	300	-	129	-	194	323						
FLOW RESTRICTOR TAMPERING	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals						
Flow Restrictor Tampered	3	8	13	5	1	7	48						
WATER THEFT	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 9/1/2017)						
No. of Incidents	-	3	18	67	6	31	696						
No. of 2nd or 3rd Occurrences	-	-	-	-	-	-	41						
No. Water Theft Penalties Issued	-	-	-	-	-	-	662						
No. of Appeals Received	-	-	-	-	-	-	854						
No. of 1st Appeals Approved	-	-	-	-	-	-	644						
No. of 1st Appeals Denied	-	-	-	-	-	-	8						
MULTI-FAMILY LIENS¹	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 9/1/2017)						
Liens Filed	77	95	-	275	4	38	7,800						
Released	12	24	-	18	49	41	6,628						
Transferred to Alameda Cty.	-	-	-	-	-	-	2,418						
Transferred to Contra Costa Cty.	-	-	-	-	-	-	444						
Total Transactions/Month	89	119	-	293	53	79	17,290						
BAD DEBT - WRITE OFFS²	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Jun 25	Totals (since 9/1/2017)						
Total Referred to Collection Agency	\$330,010	\$640,738	\$560,876	\$584,793	\$550,997	TBD	24,415,227						
Write-Off % to Billed Revenue	0.56%	1.09%	0.95%	TBD	TBD	TBD							
¹ Liens filed monthly represent delinquent accounts 4-6 months in arrears. ² Feb 25 collection agency totals will be updated in Mar 25. Write-off revenue for Feb 25 will be finalized when the final revenue reports are posted by Accounting. ³ 48-hour notices were generated, but not mailed to customers since 03-23-20. Customers are receiving payment reminders in-lieu of 48-hours notices. ⁵¹ Total Final Collection Notices sent to all Single Family Residence Accounts (Renter and Owner occupied). ⁵² Total Interruption/Lien Notices sent to all Single Family Residence Accounts (Renter and Owner occupied). ⁶¹ Report as of 8/4/25. Final CAP count was provided on 8/4/25 Pending: June Collection Agency totals will be updated in July 25. Updates: CAP updated for June 25.													
<i>*Notes: Effective March 12, 2020, the District suspended "Disconnects Due to Non-Payment" (DNP) to residential customers, withheld mailing 48-hr notices to customers, and began restoring service to all customers shutoff as of January 2020. The DNP information will be omitted from this table until the District resumes DNP activities.</i>													
Water Theft													
Water Theft													
Water Theft Type/City	Alameda	Alamo	Albany	Berkeley	Castro Valley	Crockett	Danville	El Cerrito	El Sobrante	Emeryville	Hayward	Hercules	Lafayette
Meter	8	1	3	25	7	3	4	2	3	2	10	8	4
Illegal Connection	0	1	0	3	0	0	0	0	0	0	0	0	0
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	8	2	3	28	7	3	4	2	3	2	10	8	4
Water Theft Type/City	Oakland	Orinda	Piedmont	Pinole	Pleasant Hill	Richmond	Rodeo	San Lorenzo	San Leandro	San Pablo	San Ramon	Walnut Creek	Total as of 9/1/2017
Meter	438	1	2	9	1	106	8	2	13	8	3	5	676
Illegal Connection	5	1	0	0	0	0	1	0	0	0	0	1	12
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	443	2	2	9	1	106	9	2	13	8	3	6	688

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