



**BOARD OF DIRECTORS  
EAST BAY MUNICIPAL UTILITY DISTRICT**

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375 - 11th Street, Oakland, CA 94607

Office of the Secretary: (510) 287-0440

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**AGENDA  
REGULAR CLOSED SESSION**

**Tuesday, September 23, 2025**

**11:00 a.m.**

**Boardroom**

**375 11<sup>th</sup> 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. Personnel exception pursuant to Government Code section 54957 to consider the annual public employee evaluation of the General Counsel.

*(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

**PRESENTATIONS:**

- Recognizing National Disability Employment Awareness Month and the EBMUD Disability Advocacy and Rights Team Affinity Group

**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:**

- Finance/Administration
- Planning
- Legislative/Human Resources

**CONSENT CALENDAR:** (Single motion and vote approving 12 recommendations including 1 resolution)

1. File correspondence with the Board.
2. Award a contract beginning on or after September 23, 2025 to the lowest responsive/responsible bidder, Capital Flow, for supplying ductile iron pipe, fittings and appurtenances for the District's Pipeline Replacement Program for one year, with four options to renew for additional one-year periods for a total cost, after the addition of taxes, including option years, not to exceed \$125,000,000 under Request for Quotation No. 2507A.
3. Authorize an agreement beginning on or after September 23, 2025 with American Equipment Systems dba Allied Crane for three years, with two options to renew for additional one-year periods for a total amount, including option years, not to exceed \$765,000 for crane inspections, certification for cranes over three tons, and minor repairs.
4. Authorize an agreement beginning on or after September 23, 2025 with Freyer and Laureta, Inc. for \$750,000 for three years, with one option to renew for an additional two-year period for a total amount, including option years, not to exceed \$1,250,000 for on-call pipeline engineering design support.

**CONSENT CALENDAR:** (Continued)

5. Take actions related to concrete repair services.
  - 5.1. Authorize agreements beginning on or after September 23, 2025 with Arrowhead Concrete Construction; Bruce Enterprises; Solid Ground Masonry & Concrete Inc.; and Sonnikson and Stordahl Construction for one year in an aggregate amount not to exceed \$2,000,000 for concrete repair services.
  - 5.2. Authorize additional agreements for concrete repair services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on September 23, 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.
6. Authorize an amendment to the purchase originally authorized under Board Motion No. 065-25 with Protiviti Government Services, Inc. to increase the purchase amount by \$125,000 to a total amount not to exceed \$325,000 to support deployment of laptops, workstations, and supporting devices. This purchase will be made under State of California contracts available for use by local governments.
7. Authorize an amendment to the elevator maintenance agreement originally authorized under Board Motion No. 139-23, with TK Elevator Corporation (TK Elevator) to increase the agreement amount by \$65,141 to a total amount not to exceed \$836,744, to provide for installation of security cameras and associated cabling in elevators at the District's Administration Building at 375 11th Street in Oakland, California, without change to the agreement expiration date.
8. Authorize an amendment to the agreement originally authorized under Board Motion No. 170-19 with Safety Holdings, Inc. dba SambaSafety (Safety Holdings) to increase the agreement amount by \$270,000 and extend the agreement term to September 30, 2028, with two options to renew for additional one-year periods for a total amount, including option years, not to exceed \$534,000 for SambaSafety, an online driver record monitoring service.
9. Authorize a 19.1 percent premium increase for each of the following Sutter Health Plans effective January 1, 2026 - Health Maintenance Organization plan for active employees and Retiree Health Maintenance Organization plan for early retirees (under age 65).
10. Authorize the purchase of temporary Information Technology support services beginning on or after September 23, 2025 from C&G Technology Services, Inc. to support Operational Technology system operations and maintenance for a total amount not to exceed \$150,000. This purchase will be made under State of California contracts available for use by local governments.
11. Approve the August 2025 Monthly Investment Transactions Report.

**CONSENT CALENDAR:** (Continued)

12. Adopt District Policy 6.16 – Protection of Whistleblowers and approve revisions to the following District policies: Policy 7.11 – Use of District Bay Area Facilities; Policy 9.03 – Water Supply Availability and Deficiency; and Policy 9.07 – Dam Safety Program. (Resolution)

**DETERMINATION AND DISCUSSION:**

13. Adopt a resolution to declare October 1, 2025, to be “California Clean Air Day” at the District and to encourage all employees to participate in California Clean Air Day. (Resolution)
14. General Manager’s Report.

**DIRECTOR COMMENTS:**

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

**ADJOURNMENT:**

***The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, October 14, 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 11<sup>th</sup> Street, Oakland, California, during normal business hours, and can be viewed on our website at [www.ebmud.com](http://www.ebmud.com).*

# BOARD CALENDAR

*Meeting dates, times, and locations are subject to change*

Date	Meeting	Time/Location	Topics
Tuesday, September 23, 2025	<b>Finance/Administration Committee</b>	10:00 a.m. Boardroom	<ul style="list-style-type: none"> <li>• Monthly Investment Transactions Report</li> <li>• FY 2025 Annual Budget Performance Report</li> <li>• Adopt A New Policy and Approve Revisions to Existing District Policies</li> <li>• Fiscal Year 2025 Annual Hydropower Revenue Report</li> </ul>
	<b>Board of Directors</b>	11:00 a.m. Boardroom	<ul style="list-style-type: none"> <li>• Closed Session</li> </ul>
			1:15 p.m. Boardroom
Tuesday, October 14, 2025	<b>Planning Committee</b>	TBD Boardroom	
	<b>Legislative/Human Resources Committee</b>	TBD Boardroom	
	<b>Board of Directors</b>	11:00 a.m. Boardroom	<ul style="list-style-type: none"> <li>• Closed Session</li> </ul>
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> <li>• Regular Meeting</li> </ul>
Wednesday, October 22, 2025	<b>Long-Term Infrastructure Investment Tour</b>	TBD Boardroom	
Tuesday, October 28, 2025	<b>Finance/Administration Committee</b>	TBD Boardroom	
	<b>Long-Term Infrastructure Investment Workshop</b>	TBD Boardroom	
	<b>Board of Directors</b>	11:00 a.m. Boardroom	<ul style="list-style-type: none"> <li>• Closed Session</li> </ul>
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> <li>• Regular Meeting</li> </ul>

### 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

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### 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](mailto: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.

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**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

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DATE: September 18, 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 – September 9, 2025

Chair April Chan called to order the Planning Committee meeting at 9:00 a.m. in the Administration Building Boardroom. Directors Luz Gómez and Valerie D. Lewis were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Operations and Maintenance David A. Briggs, Manager of Water Quality Susan M. Teefy, Manager of Water Operations Roberto C. Cortez, Director of Engineering and Construction Serge V. Terentieff, Senior Civil Engineer Sarah F. Plummer, Senior Civil Engineer Gus Cicala, Attorney III Karen L. Donovan, and Secretary of the District Rischa S. Cole.

**Public Comment.** None.

**Presentations/Documentation.** 1) Presentation entitled, “Water Quality Program Semi Annual Update,” dated September 9, 2025; 2) Presentation entitled, “Mokelumne Aqueduct Improvements and Failure Response,” dated September 9, 2025; 3) Presentation entitled, “Update on Phased Approach for Design Consultant Management,” dated September 9, 2025; and 4) Presentation entitled, “Miller Road Trench Soil Management Update and Final MND,” dated September 9, 2025.

**Water Quality Program Semi Annual Update – January to June 2025.** Manager of Water Quality Susan M. Teefy reported that during this period, the District met all state and federal drinking water regulations and 98 percent (130 of 133) of the District’s internal water quality goals. As in previous reports, goals for disinfection byproducts (DBPs) - trihalomethanes and haloacetic acids - and distribution system operations were not met. Chlorine residual goals in the distribution system were missed in one of six months. A new chloramine boosting station was installed at Welle Reservoir to improve reliability. The U.S. Environmental Protection Agency finalized regulations on per- and polyfluoroalkyl substances (PFAS) in 2024 and rescinded parts of the rule in 2025. Monitoring is required by 2027, with compliance with new Maximum Contaminant Levels by 2029. This compliance deadline may be extended to 2031. The District’s initial analysis indicates blending will help meet standards. Based on monitoring data, the customer sampling voucher program, school sampling, and other sampling data, lead levels in the District distribution system remain very low. The District continues to comply with the federal Lead and Copper Rule (LCR) and began actively replacing the remaining public-side galvanized service lines with lead connectors in 2020. About 125 lead-pigtail services remain, with replacement to be completed by the end of 2026. Approximately 3,900 customer-side galvanized service lines (Galvanized Requiring Replacement (GRR)) formerly connected to a District-side lead service line were identified and affected customers were notified. Annual re-notification is required, and the first round of letters are being sent. To date, over 5,400 customers have requested free lead test kits, with a 53 percent return rate. The District completed a pre-compliance study of new sampling locations and peer reviewed the Oakland Unified School District independent lead testing program and communications strategy. Beginning in 2027, new LCR requirements will include

sampling at schools and childcare centers, expanded public education campaigns, annual GRR notifications, updated sampling protocols, and a reduced action level from 15 to 10 parts per billion. Ms. Teefy concluded with updates on activities to address microplastics and discussions regarding fluoride in drinking water. She addressed Committee questions and staff was asked to coordinate the District's public education outreach with the Alameda and Contra Costa counties' lead programs and to provide comparisons of the District's internal water quality goals to the Public Health Goals. It was moved by Director Gómez, seconded by Director Lewis, and carried (3-0) by voice vote to accept the report.

**Mokelumne Aqueduct Improvements and Failure Response.** Manager of Water Operations Roberto C. Cortez presented the report. For decades the District has implemented projects to reduce the risk of failure and ensure effective response in the event of disruptions to one or more aqueducts. The aqueducts transport water approximately 90 miles from Pardee Reservoir to the water treatment plants and raw water reservoirs in the East Bay. In the Delta, the aqueducts are protected by 55 miles of levees owned and maintained by four Reclamation Districts and extend 16.5 miles, with 10 miles supported above ground by piles and anchors. To address vulnerabilities, the Reclamation Districts have undertaken levee improvements, monitoring, and preventive maintenance and repairs. Mr. Cortez highlighted several projects completed or underway to protect and strengthen the aqueducts. The \$40 million Mokelumne Aqueduct Seismic Upgrade Project began in the 1990s and was completed in 2005. Recoating of the elevated portions of the aqueducts to replace the exterior coating and protect the aqueducts from external corrosion began in 2001; the first 12 phases are complete, and the final phase focuses on Mokelumne Aqueduct No. 1, now in the second year of a four-year contract. Structural upgrades were completed on Aqueduct No. 1 as part of temperature anchor upgrades. Corrosion optimization and relining work are ongoing in Aqueduct Nos. 2 and 3 and the District is working with the Center for Smart Infrastructure at U.C. Berkeley to develop an improved cement mortar mix for above ground portions. The Mokelumne Aqueduct Resiliency Project proposes a 16.5-mile tunnel from Stockton to Bixler as a long-term measure to mitigate Delta risks. Mr. Cortez also described the District's operational response in the event of aqueduct failure, including operating local reservoirs to maintain up to six months of storage; activating intertie agreements with partner agencies; and using aqueduct interconnections to bypass damaged segments and route supplies through remaining in-service aqueducts. Mr. Cortez and General Manager Clifford C. Chan addressed Committee questions about resources needed to address a simultaneous outage on all three aqueducts; the need for future seismic improvements; and the potential lifespan of the aqueduct relining. The Committee requested additional information on the resources, personnel, and contractor availability to respond to a simultaneous failure of the aqueducts.

**Update on Phased Approach to Design Consultant Management.** Senior Civil Engineer Sarah F. Plummer presented the update. The phased approach to design consultant management currently used by the District replaces the traditional approach where a single consultant is responsible for the entire project design. Instead, separate consultant agreements are executed for different design phases. The number of phases can vary depending on sequencing, constraints, in-house expertise, and District needs. She reviewed the traditional approach and noted challenges on larger projects, including scope and cost uncertainty, frequent contract amendments, and limited flexibility in phasing and sequencing. The phased approach was first recommended to the Board in November 2020 and discussed again in May 2025 during Board consideration of engineering services during construction for the Lafayette and Walnut Creek Water Treatment Plants Chemical Systems Safety Improvements Project. Ms. Plummer reported the phased consultant management model provides stronger control over scope, costs, and sequencing, improves management of large and complex projects and allows the District to issue new contracts at

each stage of design. She discussed its use for the Walnut Creek Water Treatment Plant Pretreatment Project where pre-design work has been completed under budget and on schedule, with scope refinement and value engineering incorporated. The refined scope and cost estimate from the 30 percent design milestone will be used to negotiate the next contract for Phase 1 detailed design. Staff will continue evaluating opportunities to implement phased consultant management on upcoming projects, using lessons learned from the Walnut Creek project and prior projects to guide the process. Addressing the Committee was Justin Young, President, AFSCME Local 2019 who commented on the traditional approach, the District's use of the phased consultant management model, and contracting out. The Committee asked staff to provide data at a future Planning Committee meeting to determine whether the new approach is reducing design and construction costs.

**Miller Road Trench Soil Management Project (Project) Update and Final Mitigated Negative Declaration (MND).** Senior Civil Engineer Gus Cicala presented the update. The District generates approximately 55,000 cubic yards of trench soils annually, with primary stockpiling at District-owned sites at Briones (San Pablo), Miller Road (Castro Valley), and limited storage at Amador (San Ramon). The Miller Road site, located on District-owned watershed land southeast of Upper San Leandro Reservoir in unincorporated Alameda County, also includes a rock and sand stockpile for backfill materials used in pipeline construction and maintenance. The Project involves continued operation of all aspects of the Miller Road site, including import, temporary storage, and periodic removal of accumulated trench soil and backfill materials. Mr. Cicala outlined historical trench soil management practices, beneficial reuse projects, and plans to continue exploring native soil reuse where feasible. Trench soil is removed from the Miller Road site when the site is near capacity, with prior off-hauls completed in 2005, 2012, and 2019. He discussed lessons learned from the 2019 project and noted that in 2023, Alameda County informed the District that continued use of the agriculturally zoned site would require a Conditional Use Permit (CUP) supported by California Environmental Quality Act (CEQA) review. The District released a Draft Initial Study/MND for public review on March 20, 2025 which identified transportation and wildfire impacts to be less than significant with mitigation. The CEQA analysis assumed continued site operation with increased use as pipeline replacement expands; however, actual future use is expected to decline as direct haul increases. Mr. Cicala reviewed public outreach and key comments received during the CEQA review related to soil management, water quality, truck traffic and safety, wildlife impacts, dust control, land use compliance, and the CEQA process. Staff revised the final MND based on the comments received and the document was released August 28, 2025. He highlighted updates to some of the District's standard practices and new mitigation measures to address transportation safety. Staff is recommending the Board adopt the final MND and approve the project at its meeting in the afternoon. If approved, staff will apply for an Alameda County CUP. Upon CUP approval, daily activities will resume, and the next off-haul event would occur in 2026, with public outreach performed in advance. Attorney III Karen L. Donovan responded to Committee questions regarding the CUP application process and confirmed the Alameda County soil importing ordinance will be addressed in the District's CUP application. Chair Chan requested a roll call vote. It was moved by Director Gómez, seconded by Director Lewis, and carried (2-1) by roll call vote to support the staff recommendation. Chair Chan voted no.

**Adjournment.** Chair Chan adjourned the meeting at 10:17 a.m.

CCC:RSC


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## EAST BAY MUNICIPAL UTILITY DISTRICT

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DATE: September 18, 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 – September 9, 2025

Chair Luz Gómez called to order the Legislative/Human Resources Committee meeting at 10:20 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, Information Systems Administrator II Emma M. Sebastian, and Secretary of the District Rischa S. Cole.

**Public Comment.** None.

**Presentations/Documentation.** 1) Presentation entitled, “Building the Future: Technology, Innovation, and Core Human Resources System Replacement”, dated September 9, 2025.

**Human Resources (HR) Technology, Innovation, and Core HR System Replacement.** Director of Human Resources Cindy R. Charan and Information Systems Administrator II Emma M. Sebastian provided the presentation. Ms. Charan reviewed the HR Department’s five-year strategic plan focused on four priorities: recruitment and classification modernization; technology, innovations and replacement of the core HR system; employee and retiree benefits strategy; and employee relations realignment and process improvements. She discussed the District’s current HR technology systems used by staff to manage employee records, personnel actions, payroll, time tracking, retirement benefits, employee benefits, talent management, and applicant tracking. She noted many systems are outdated, unsupported, or custom-built, and HR services are currently delivered via a mix of applications, electronic documents, and paper-based systems. She emphasized the need for modernization to improve existing HR systems and highlighted ongoing projects, including implementation of *Pension Gold* to manage retirement benefits (launch planned for 2026) and replacement of the core HR system (RFP to be issued May 2026; launch estimated 18 months post-contract). Ms. Sebastian reviewed the roadmap and timeline for core HR system replacement and Ms. Charan concluded with the District’s vision for future HR technology and next steps for the *Pension Gold* and core HR system projects. Ms. Charan and General Manager Clifford C. Chan responded to Committee questions on process impacts during system replacement, project budgets, and potential future staffing needs. The Committee requested that staff prioritize equity and cybersecurity when selecting technology.

**Adjournment.** Chair Gómez adjourned the meeting at 10:46 a.m.

CCC/RSC

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Title:	Ductile Iron Pipe, Fittings and Appurtenances for Stock	Meeting Date:	September 23, 2025
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**SUSTAINABILITY**

**Economic**

Funding for this contract is available in the FY 2026/2027 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 allows it to withstand pressure surges, heavy traffic loads, and unstable soils resulting in fewer disruptions to the community from future pipe breaks.

**Environmental**

Ductile iron pipe is manufactured from recycled and scrap materials.

**ALTERNATIVE**

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

I:\Sec\2025 Board Related Items\09232025 Board Agenda Items\FIN – Ductile Iron Pipe.docx



# CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

<b>TITLE</b> <b>Materials and Supplies Contract - RFQ No. 2507A</b> Ductile Iron Pipe, Fittings and Appurtenances for Stock	<b>DATE:</b> September 2, 2025
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CONTRACTOR:			PERCENTAGE OF CONTRACT DOLLARS		
Capital Flow Sacramento, CA		Local Business	Availability Group	Contracting Objectives	Participation
BID/PROPOSER'S PRICE:	FIRM'S OWNERSHIP		White Men	25%	100.0%
	Ethnicity	Gender	White Women	2%	0.0%
\$125,000,000 *	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			
<b>PRIME:</b> Capital Flow	\$125,000,000	White	X		100.0%									
<b>SUBS:</b>														
<b>TOTAL</b>	\$125,000,000				100.0%	0.0%	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
<b>No. of Employees:</b>	13	1	3	17
<b>Percent of Total Employees:</b>	76.5%	5.9%	17.6%	
<b>MSA Labor Market %:</b>	36.1%	32.3%	31.6%	
<b>MSA Labor Market Location:</b>	Sacramento			

### COMMENTS

**Contract Equity Participation:** 100% White Men participation.  
**Contract Duration:** One year, with four options to renew for additional one-year periods.

\*Total not to exceed: \$125,000,000

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:		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
<b>Ductile Iron Pipe, Fittings and Appurtenances for Stock</b>		<b>National</b>	10.5	10.7	3.7	0.7	27.3		
		<b>9 Bay Area Counties</b>	5.5	16.2	14.2	0.4	39.9		
		<b>Alameda/CC Counties</b>	10.7	15.6	15.4	0.5	46.2		
<b>Materials and Supplies Contract - RFQ No. 2507A</b>	DATE:	<b>Number of Ethnic Minority Employees</b>							
R=Recmmd P=Prime S=Sub	Composition of Ownership								
Company Name, Owner/Contact Person, Address, and Phone Number		B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %	
<b>RP</b>	<b>WM: LBE</b>	<b>Company Wide</b>	0	2	0	1	3	17.6%	31.6%
Capital Flow John Rhein 7640 Wilbur Way, Unit 2 Sacramento, CA 95828  916-759-6133		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	2	0	1	3	100.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		<b>Bay Area</b>	0	0	0	0	0	0.0%	
		AA Plan on File:	<b>NA</b>		Date of last contract with District:		<b>8/9/2025</b>		
		Co. Wide MSA:	<b>Sacramento</b>		# Employees-Co. Wide:		<b>17</b>	Bay Area: <b>0</b>	
<b>P</b>	<b>WM: DV/L/SBE</b>	<b>Company Wide</b>	0	0	0	0	0	0.0%	27.3%
American Veterans Products and Services, Inc. Sarah Johnson 668 Glen Rd. Danville, CA 94526  541-601-9504		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%	
		<b>Bay Area</b>	0	0	0	0	0	0.0%	
		Co. Wide MSA:	<b>USA</b>		# Employees-Co. Wide:		<b>4</b>	Bay Area: <b>2</b>	
<b>P</b>	<b>WM</b>	<b>Company Wide</b>	209	497	39	22	767	20.9%	27.3%
Core & Main, LP 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%	
		<b>Bay Area</b>	3	71	8	3	85	59.9%	
		Co. Wide MSA:	<b>USA</b>		# Employees-Co. Wide:		<b>3,674</b>	Bay Area: <b>142</b>	
<b>P</b>	<b>PHC</b>	<b>Company Wide</b>	3,474	5,409	957	221	10,061	31.9%	27.3%
Ferguson Enterprises LLC Charlotte Murch 27750 Industrial Blvd. Hayward, CA 94545 (Local Office)  757-989-2870		Manager/Prof	680	1,212	363	58	2,313	19.6%	
		Technical/Sales	294	944	137	29	1,404	23.3%	
		Clerical/Skilled	740	1,098	160	42	2,040	40.3%	
		Semi/Unskilled	1,760	2,155	297	92	4,304	286.0%	
		<b>Bay Area</b>	1	5	4	0	10	83.3%	
		Co. Wide MSA:	<b>USA</b>		# Employees-Co. Wide:		<b>31,510</b>	Bay Area: <b>12</b>	
<b>P</b>	<b>WM: DV/SBE</b>	<b>Company Wide</b>	INFORMATION NOT PROVIDED						
First in Fire Support LLC Dba American DVBE Darren McAdams 4370Auburn Blvd. Sacramento, CA 95841  916-539-3663		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
<b>Bay Area</b>									
		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)



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Title:	Crane Maintenance and Minor Repairs	Meeting Date:	September 23, 2025
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**SUSTAINABILITY**

**Economic**

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

**Social**

Local 444 was notified of this agreement on August 1, 2025 and did not raise any specific issues related to this agreement.

**Environmental**

American Equipment Systems dba Allied Crane utilizes low emissions technology to reduce greenhouse gasses, follows practices that minimize disruption to wildlife and landscape, and uses recycled materials when appropriate.

**ALTERNATIVES**

**Complete the work with District forces.** This alternative is not recommended because District staff are not licensed to certify cranes over three tons.

**Re-bid the services.** This alternative is not recommended because the District engaged in a fair and competitive bidding process and that yielded competitively priced quotes.

**Do not perform the work.** This alternative is not recommended because cranes used at District facilities would not be in compliance with OSHA regulations.



## CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

<b>TITLE</b> <b>General Services Agreement - RFP No.: FMC736-25-01</b> Crane Maintenance and Minor Repairs						<b>DATE:</b> July 24, 2025					
<b>CONTRACTOR:</b> American Equipment Systems dba Allied Crane Pittsburg, CA				Local Business		<b>PERCENTAGE OF CONTRACT DOLLARS</b>					
<b>BID/PROPOSER'S PRICE:</b> \$153,000 /yr *		<b>FIRM'S OWNERSHIP</b> Ethnicity: White      Gender: Men		<b>White Men</b> 25%		<b>White Women</b> 6%		<b>Ethnic Minorities</b> 25%		<b>Contracting Objectives</b> 100.0% 0.0% 0.0%	
<b>CONTRACT EQUITY PARTICIPATION</b>											
<b>COMPANY NAME</b>		<b>ESTIMATED AMOUNT</b>	<b>ETHNICITY</b>	<b>GENDER</b> M      W		<b>CONTRACTING PARTICIPATION</b>					
<b>PRIMES:</b> American Equipment Systems dba Allied Crane <b>SUBS:</b> None		\$153,000	White	x	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>		\$153,000		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)</b>											
		<b>White Men</b>		<b>White Women</b>		<b>Ethnic Minorities</b>		<b>Total Employees</b>			
<b>No. of Employees:</b>		28		4		3		35			
<b>Percent of Total Employees:</b>		80.0%		11.4%		8.6%					
<b>MSA Labor Market %:</b>		33.3%		28.2%		38.5%					
<b>MSA Labor Market Location:</b>		Contra Costa									
<b>COMMENTS</b>											
<b>Contract Equity Participation:</b> 100% White Men participation. <b>Contract Duration:</b> 3 years with two options to renew for an additional 1-year period. *Total not to exceed: \$765,000											
<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>				<b>Good Faith Outreach Efforts Requirement Satisfied</b>				<b>Award Approval Recommended</b>			
NA				NA							





# BOARD ACTION

Agenda Number:	4.	Meeting Date:	September 23, 2025
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**TITLE** **ON-CALL PIPELINE ENGINEERING DESIGN SUPPORT**

**ACTION**  Motion:  Resolution:  Ordinance:

**RECOMMENDED ACTION** Authorize an agreement beginning on or after September 23, 2025 with Freyer and Laureta, Inc. for \$750,000 for three years, with one option to renew for an additional two-year period for a total amount, including option years, not to exceed \$1,250,000 for on-call pipeline engineering design support.

**SUMMARY** This agreement will provide on-call pipeline engineering design support during peak workload periods to ensure timely delivery of pipeline designs.

**DISCUSSION**


Each year, the District designs approximately 40 miles of new water pipeline, including three to five miles specifically to support the District’s New Business Office in extending water service to new developments in our service area (Applicant projects). In May 2023, the District conducted an internal workshop to identify opportunities to improve the Applicant process, particularly during peak workload periods. One key outcome of that workshop was the recommendation to supplement in-house pipeline design resources with consultant support, during periods of peak Applicant projects.

This agreement will allow a consultant to assist the District in preparing pipeline design drawings during times of high demand, helping to maintain project timelines and service levels.

This work supports the District’s Customer and Community Services and Long-Term Infrastructure Investment Strategic Plan goals.

**CONSULTANT SELECTION** A request for proposals was posted on the District’s website and sent to ten firms, including three diverse firms with expertise in pipeline design. Four firms submitted proposals. Freyer and Laureta, Inc. was selected based on their relevant experience and technical background.

**SUSTAINABILITY** **Economic**  
Funding for this purpose is available in the FY 2026 adopted capital budget for Pipeline System Extensions.

<b>Originating Department:</b> Engineering and Construction	<b>Department Director or Manager:</b> Serge V. Terentieff	<b>CEP Forms?</b> Yes	<b>Board Action Type:</b> Professional Services
<b>Funds Available:</b> FY2026; Award #7000005; Pg. 38	<b>Budget Coding:</b> 11.531.2005121.52310		<b>Approved:</b> 
<b>Attachment(s):</b> P-035; P-061			

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Title:	On-Call Pipeline Engineering Design Support	Meeting Date:	September 23, 2025
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**Social**

Locals 2019 and 21 were notified of this agreement on February 1, 2024 and did not raise any specific issues related to this agreement.

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**ALTERNATIVES**

**Perform the work with District forces.** This alternative is not recommended because the District does not have the staff resources to complete work for applicants in a timely fashion during peak workloads resulting in increased project timelines.

**Do not perform the work.** This alternative is not recommended because the District has a priority to reduce the time it takes for an applicant to receive water service.

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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)

<b>TITLE</b> <b>Professional Services Agreement</b> On-Call Pipeline Engineering Design Support					<b>DATE:</b> June 13, 2025							
<b>CONTRACTOR:</b>					<b>PERCENTAGE OF CONTRACT DOLLARS</b>							
Freyer and Laureta, Inc. San Francisco, CA					Availability Group		Contracting Objectives		Participation			
<b>BID/PROPOSER'S PRICE:</b>		<b>FIRM'S OWNERSHIP</b>			White Men		25%		0.0%			
		Ethnicity		Gender	White Women		6%		0.0%			
\$1,250,000 *		Asian		Men	Ethnic Minorities		25%		100.0%			
<b>CONTRACT EQUITY PARTICIPATION</b>												
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
<b>PRIMES:</b>												
Freyer and Laureta, Inc.		\$1,250,000	Asian	X				100.0%				
<b>SUBS:</b>												
None												
<b>TOTAL</b>		\$1,250,000					0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
<b>CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)</b>												
		White Men		White Women		Ethnic Minorities		Total Employees				
<b>No. of Employees:</b>		8		3		22		33				
<b>Percent of Total Employees:</b>		24.2%		9.1%		66.7%						
<b>MSA Labor Market %:</b>		29.2%		22.5%		48.3%						
<b>MSA Labor Market Location:</b>		San Francisco										
<b>COMMENTS</b>												
<b>Contract Equity Participation:</b> 100% Ethnic Minority participation. <b>Contract Duration:</b> 3 years, with 1 option to renew for an additional 2-year period.  *Total not to exceed: \$1,250,000												
<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>				<b>Good Faith Outreach Efforts Requirement Satisfied</b>				<b>Award Approval Recommended</b>				
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:		Ethnic Minority Percentages From U.S. Census Data								
			B	H	A/PI	AI/AN	TOTAL			
<b>On-Call Pipeline Engineering Design Support</b>		National	10.5	10.7	3.7	0.7	27.3			
		<b>Professional Services Agreement</b>		DATE: 6/13/2025		<b>9 Bay Area Counties</b>		5.5	16.2	14.2
				<b>Alameda/CC Counties</b>		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	<b>Number of Ethnic Minority Employees</b>								
Company Name, Owner/Contact Person, Address, and Phone Number		B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %		
<b>RP</b>	<b>EMM-A/PI: SBE</b>	<b>Company Wide</b>	1	5	16	-	22	66.7%	48.3%	
Freyer and Laureta, Inc. Richard Laureta 150 Executive Park Blvd, Suite 4200 San Francisco, CA 94134 415-534-7070		Manager/Prof	0	5	15	0	20	64.5%		
		Technical/Sales	0	0	0	0	0	0.0%		
		Clerical/Skilled	1	0	1	0	2	100.0%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		<b>Bay Area</b>	1	5	16	0	22	66.7%		39.9%
		AA Plan on File:	<b>NA</b>		Date of last contract with District:		<b>NA</b>			
		Co. Wide MSA:	<b>San Francisco</b>		# Employees-Co. Wide:		<b>33</b>	Bay Area:	<b>33</b>	
<b>P</b>	<b>EMM-A/PI: LBE</b>	<b>Company Wide</b>	15	28	16	1	60	60.0%	39.9%	
Alisto, Inc. Chris Corderi 2737 N. Main Street #200 Walnut Creek, CA 94597 925-279-5000		Manager/Prof	2	6	12	1	21	60.0%		
		Technical/Sales	10	21	1	0	32	60.4%		
		Clerical/Skilled	3	1	3	0	7	58.3%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		<b>Bay Area</b>	12	20	12	0	44	58.7%		39.9%
		Co. Wide MSA:	<b>9 Bay Area Counties</b>		# Employees-Co. Wide:		<b>100</b>	Bay Area:	<b>75</b>	
<b>P</b>	<b>WM</b>	<b>Company Wide</b>	0	4	2	0	6	9.1%	27.3%	
Coastland Civil Engineering, LLP Andrea Tidwell 1400 Neotomas Ave. Santa Rosa, CA 95405 707-636-7014		Manager/Prof	0	4	2	0	6	10.3%		
		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	NA		
		<b>Bay Area</b>	0	4	2	0	6	12.0%		39.9%
		Co. Wide MSA:	<b>California</b>		# Employees-Co. Wide:		<b>66</b>	Bay Area:	<b>50</b>	
<b>P</b>	<b>WM: LBE</b>	<b>Company Wide</b>	5	21	23	0	49	43.8%	39.9%	
Sandis Civil Engineers Surveyors Planners Mike Kuykendall 636 9th St. Oakland, CA 94607 510-292-5382		Manager/Prof	3	7	17	0	27	40.3%		
		Technical/Sales	0	1	1	0	2	28.6%		
		Clerical/Skilled	2	13	5	0	20	52.6%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		<b>Bay Area</b>	5	21	23	0	49	43.8%		39.9%
		Co. Wide MSA:	<b>9 Bay Area Counties</b>		# Employees-Co. Wide:		<b>112</b>	Bay Area:	<b>112</b>	

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:	5.1.-5.2.	Meeting Date:	September 23, 2025
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## TITLE CONCRETE REPAIR SERVICES

ACTION  Motion:  Resolution:  Ordinance:

### RECOMMENDED ACTION

- Authorize agreements beginning on or after September 23, 2025 with Arrowhead Concrete Construction; Bruce Enterprises; Solid Ground Masonry & Concrete Inc.; and Sonnikson and Stordahl Construction for one year in an aggregate amount not to exceed \$2,000,000 for concrete repair services.
- Authorize additional agreements for concrete repair services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on September 23, 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 concrete repair services to restore concrete streets, sidewalks, curbs, and gutters following repair and replacement of water distribution infrastructure. Emergencies, unplanned work, and seasonal variations in workload require the District to contract out for a portion of concrete repair services to augment District staff.

### DISCUSSION

The District has used concrete repair services to supplement District forces since the early 1990s. The use of these services is necessary to address the existing backlog of sidewalk repair jobs, to complete peak workload and perform large jobs outside of the scope of work for District forces. In Fiscal Year (FY) 2021, the District hired four concrete finishers and purchased necessary equipment to allow the District to complete regular work and smaller repair jobs. In FY 2026, two additional limited-term (LT) concrete finisher positions were approved and are now in the process of being hired. These additional staffing resources are expected to lower contracting out needs. The requested authorization for contracted services reflects the need to reduce the existing backlog of concrete work until these new staff are active.

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

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

<b>Originating Department:</b> Maintenance and Construction	<b>Department Director or Manager:</b> Crystal J. Yezman	<b>CEP Forms?</b> Yes	<b>Board Action Type:</b> General Services
<b>Funds Available:</b> FY 2026 Award 7000005, page 38; Award 7000003, page 44; Award 7000006, page 46; and Award 7000024, page 48	<b>Budget Coding:</b> 11.Variou.Variou.53110		<b>Approved:</b> 
<b>Attachment(s):</b> P-035; P-061			

Title:	Concrete Repair Services	Meeting Date:	September 23, 2025
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**SERVICE PROVIDER SELECTION**

In July 2021, a request for proposals (RFP) was posted on the District’s website and sent to seven potential proposers. Five service providers submitted proposals. Arrowhead Concrete Construction, Bruce Enterprises, Gary Golobe dba Cornerstone Paving, Pacific General Engineering, and Sonnikson and Stordahl Construction were selected based on the ability to provide services and meet the minimum requirements. In September 2023, Solid Ground Masonry & Concrete Inc. was added as a service provider, and the Board was notified in the General Manager’s monthly report. Specific jobs will be completed on a job-by-job basis based on location and vendor availability.

The District plans to issue an RFP for these services in calendar year 2026.

**SUSTAINABILITY**

**Economic**

Funding for this purpose is available in the FY 2026 adopted operating budget and capital budget for Pipeline System Extensions, Pipeline Rebuild, Pipeline Relocations, and Pipeline System Improvements. Funding for the additional months will be considered as part of the associated budget development process.

**Social**

Local 444 was notified of these agreements on August 6, 2025. Local 444 raised issues related to contracting out core work and hiring budgeted LT positions in lieu of permanent regular positions. The LT positions are currently being hired to reduce backlog and assess whether or not permanent regular positions will be required. The District and Local 444 met on September 10, 2025. The District and Local 444 were unable to resolve the issue and Local 444 has advised the District that it may address the Board regarding their opposition to these agreements on that basis. The District’s reasons for contracting are consistent with EBMUD’s criteria for contracting out work.

**ALTERNATIVES**

**Complete the work with District forces.** This alternative is not recommended because the District does not have sufficient resources to complete the backlog of concrete repair orders in a timely manner.

**Do not authorize the agreement for concrete repair services.** This alternative is not recommended because this service is critical to District operations.



# CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

<b>TITLE</b> <b>General Services Agreement</b> Concrete Repair Services	<b>DATE:</b> September 16, 2025
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<b>CONTRACTOR:</b>  Various Firms (See Below)	<b>PERCENTAGE OF CONTRACT DOLLARS</b>		
	<b>Availability Group</b>	<b>Contracting Objectives</b>	<b>Participation</b>
<b>BID/PROPOSER'S PRICE:</b>	<b>FIRM'S OWNERSHIP</b>		<b>White Men</b>
	<b>Ethnicity</b>	<b>Gender</b>	<b>White Women</b>
\$2,000,000 *	See Below	-	<b>Ethnic Minorities</b>
			<b>25%</b>
			<b>25%</b>
			<b>75.0%</b>

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
<b>PRIMES:</b>											
Arrowhead Concrete Construction	\$500,000	Hispanic	X					25.0%			
Bruce Enterprises	\$500,000	Hispanic	X					25.0%			
Solid Ground Masonry & Concrete Inc.	\$500,000	Hispanic	X					25.0%			
Sonnikson and Stordahl Construction	\$500,000	White	X		25.0%						
<b>TOTAL</b>	\$2,000,000				25.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%

CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)				
	White Men	White Women	Ethnic Minorities	Total Employees
<b>No. of Employees:</b>	See Attached Form P-061			
<b>Percent of Total Employees:</b>				
<b>MSA Labor Market %:</b>				
<b>MSA Labor Market Location:</b>				

**COMMENTS**

**Contract Equity Participation:** 25% White Men and 75% Ethnic Minority participation.  
**Contract Duration:** One year.

\*Total not to exceed: \$2,000,000

<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>	<b>Good Faith Outreach Efforts Requirement Satisfied</b>	<b>Award Approval Recommended</b>
NA	NA	





# BOARD ACTION

Agenda Number:	6.	Meeting Date:	September 23, 2025
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**TITLE** **AMEND PURCHASE FOR TEMPORARY STAFFING SERVICES – INFORMATION TECHNOLOGY**

**ACTION**       Motion:                                       Resolution:                                       Ordinance:

**RECOMMENDED ACTION**      Authorize an amendment to the purchase originally authorized under Board Motion No. 065-25 with Protiviti Government Services, Inc. to increase the purchase amount by \$125,000 to a total amount not to exceed \$325,000 to support deployment of laptops, workstations, and supporting devices. This purchase will be made under State of California contracts available for use by local governments.


**SUMMARY**      This purchase provides temporary staff to support the deployment of 1,830 laptops, workstations, and supporting devices. The upgraded systems will reduce downtime, improve cybersecurity, and support modern applications, leading to better operational efficiency, data protection and service delivery to customers.

**DISCUSSION**      On March 11, 2025 the Board authorized the purchase of laptops, workstations, supporting devices, and related services under Motion No. 037-25. On April 22, 2025, the Board authorized the purchase of temporary staffing services to support the deployment of the equipment under Motion No. 065-25. The volume of equipment to be configured and distributed, combined with the short timeline for completion, demanded additional, one-time personnel support to ensure that all tasks were completed efficiently and without disruption to daily operations.

Various technical challenges have resulted in a longer deployment period than originally anticipated. Technical issues have included: removal of pre-installed software (“bloatware”) on the hardware, Wi-Fi connectivity problems, lengthy login times during employee profile configuration, difficulty accessing the Company Portal to install software, and login problems on shared computers. Many of the issues were not identified until the hardware was delivered. Thus, additional funding will retain the contractors for a longer period in order to complete the project.

This item supports the District's Long-Term Financial Stability Strategic Plan goal.

**SERVICE PROVIDER SELECTION**      Public Contract Code, Section 10298, allows agencies, such as EBMUD to purchase directly through State of California contracts or through State-authorized participating agreements without pursuing separate competitive bidding. Protiviti Government Services, Inc. holds State of California, Department of General Services contract CMAS #3-16-70-3277A.

<b>Originating Department:</b> Information Systems	<b>Department Director or Manager:</b> Orlando W. Leon	<b>CEP Forms?</b> Yes	<b>Board Action Type:</b> General Services
<b>Funds Available:</b> FY2026	<b>Budget Coding:</b> 11.252.1765.8876300.53110.000000		<b>Approved:</b> 
<b>Attachment(s):</b> P-035; P-061			

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Title:	Amend Purchase for Temporary Staffing Services – Information Technology	Meeting Date:	September 23, 2025
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**SUSTAINABILITY**

**Economic**

Funding for this purpose is available in the FY 2026 adopted operating budget.

**Social**

Locals 2019 and 21 were notified of this amendment on September 3, 2025 and did not raise any specific issues related to this purchase.

**Environmental**

A workstation and laptop refresh promotes sustainability by replacing outdated, energy-inefficient devices while reducing the District's carbon footprint.

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**ALTERNATIVE**

**Do not approve the amendment to this purchase.** This alternative is not recommended because these services provide temporary staffing to complete the equipment deployment within a compressed timeframe.

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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)

<b>TITLE</b> <b>General Services Agreement - Amendment</b> Amend Purchase for Temporary Staffing Services - Information Technology						<b>DATE:</b> September 5, 2025						
<b>CONTRACTOR:</b> Protiviti Government Services, Inc. Alexandria, VA				State Contract		<b>PERCENTAGE OF CONTRACT DOLLARS</b>						
<b>BID/PROPOSER'S PRICE:</b> \$125,000 *				<b>FIRM'S OWNERSHIP</b>		<b>Availability Group</b>		<b>Contracting Objectives</b>		<b>Participation</b>		
				<b>Ethnicity</b>		<b>Gender</b>		<b>White Men</b>		<b>25%</b>		
								<b>White Women</b>		<b>6%</b>		
								<b>Ethnic Minorities</b>		<b>25%</b>		
										<b>0.0%</b>		
										<b>0.0%</b>		
										<b>0.0%</b>		
<b>CONTRACT EQUITY PARTICIPATION</b>												
<b>COMPANY NAME</b>		<b>ESTIMATED AMOUNT</b>	<b>ETHNICITY</b>	<b>GENDER</b>		<b>CONTRACTING PARTICIPATION</b>						
				<b>M</b>	<b>W</b>	<b>White-Men</b>	<b>White-Women</b>	<b>Ethnic Minorities</b>	<b>Unclassified</b>	<b>Publicly Held Corp.</b>	<b>Gov't/Non Profit</b>	<b>Foreign</b>
<b>PRIME:</b> Protiviti Government Services, Inc.		\$125,000	Publicly Held Corp.							100.0%		
<b>SUBS:</b> None												
<b>TOTAL</b>		\$125,000				0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
<b>CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)</b>												
			<b>White Men</b>		<b>White Women</b>		<b>Ethnic Minorities</b>		<b>Total Employees</b>			
<b>No. of Employees:</b>			3,218		3,673		3,508		10,399			
<b>Percent of Total Employees:</b>			30.9%		35.3%		33.7%					
<b>MSA Labor Market %:</b>			28.6%		23.6%		47.9%					
<b>MSA Labor Market Location:</b>			San Mateo									
<b>COMMENTS</b>												
<b>Contract Equity Participation:</b> Zero Contract Equity participation. Firm is a Publicly Help Corporation. <b>Contract Duration:</b> NA  *Total not to exceed: \$325,000 = \$200,000 (Original) + \$125,000 (Amendment)												
<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>				<b>Good Faith Outreach Efforts Requirement Satisfied</b>				<b>Award Approval Recommended</b>				
NA				NA								





# BOARD ACTION

Agenda Number:	7.	Meeting Date:	September 23, 2025
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**TITLE** **AMEND AGREEMENT FOR ELEVATOR MAINTENANCE**

**ACTION**  Motion:  Resolution:  Ordinance:

**RECOMMENDED ACTION** Authorize an amendment to the elevator maintenance agreement originally authorized under Board Motion No. 139-23, with TK Elevator Corporation (TK Elevator) to increase the agreement amount by \$65,141 to a total amount not to exceed \$836,744, to provide for installation of security cameras and associated cabling in elevators at the District’s Administration Building at 375 11<sup>th</sup> Street in Oakland, California, without change to the agreement expiration date.

**SUMMARY** This amendment provides for installation of high-resolution security cameras and associated data transmission cables in the freight elevator and elevators serving Levels B3 through 2 at the Administration Building (AB).

**DISCUSSION**

The District is actively replacing the existing analog cameras at the AB with high-resolution security cameras under the AB Security Camera Upgrades Project. This scope does not include elevator cameras used by the public and vendors which are recommended by District security staff. Installation of cameras in elevators requires specialized expertise.

TK Elevator provides routine and as-needed elevator maintenance for District elevators under an agreement authorized under Board Motion No. 139-23.

Under this action, the existing agreement with TK Elevator would be amended to add camera and associated cable installation on four elevators – the freight elevator and the three parking garage elevators in the AB. The separate contractor installing cameras elsewhere in the AB will integrate the video from the elevator cameras into the larger security system under the AB Security Camera Upgrades Project.

This project supports the District’s Long-Term Infrastructure Investment, Workforce Planning and Development, and Customer and Community Services Strategic Plan goals.

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 August 2023, TK Elevator was awarded a three-year maintenance agreement with the District for the maintenance of all District-owned elevators. While the scope of services outlined in this proposed amendment do not involve maintenance, the process for adding related scope is included in the original agreement. Accordingly, the District must first request

<b>Originating Department:</b> Water Operations	<b>Department Director or Manager:</b> Roberto C. Cortez	<b>CEP Forms?</b> Yes	<b>Board Action Type:</b> General Services
<b>Funds Available:</b> FY2026/2027; Award #7000085; Page 54	<b>Budget Coding:</b> 11.566.3100098.53120		<b>Approved:</b> 
<b>Attachment(s):</b> P-035; P-061			

Title:	Amend Agreement for Elevator Maintenance	Meeting Date:	September 23, 2025
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a quote from TK Elevator for work not covered under the maintenance scope. If the quote is deemed reasonable, the District may contract with TK Elevator to perform the work. TK Elevator has submitted a reasonable quote for the new scope of work.

Work under this agreement is subject to the payment of current prevailing wages according to determinations for each craft as established by the Director of the Department of Industrial Relations (DIR) of the State of California. TK Elevator is licensed to perform work in California, and is not on the State Department of Industrial Relations debarment list. TK Elevator is properly registered with the State DIR.

**SUSTAINABILITY**

**Economic**

Funding for this purpose is available in the Fiscal Year 2026 adopted capital budget for the Security Improvements.

**Social**

Local 444 was notified of this agreement on January 26, 2018 and June 14, 2024. Local 444’s issues were addressed at meetings on July 16, 2024 and October 7, 2024, and were resolved.

**Environmental**

The project is exempt from the requirements of California Environmental Quality Act (CEQA) under CEQA Guidelines Section 15301-Existing Facilities, and is also exempt under the common sense exemption in CEQA Guidelines Section 15061(b)(3) because there is no potential for the project to cause a significant effect on the environment.

**ALTERNATIVES**

**Enter into an agreement with a different service provider.** This alternative is not recommended because the quote for the specialized services provided by TK Elevator is cost effective.

**Do not perform the work.** This alternative is not recommended because cameras on the elevators will improve surveillance coverage at the AB.



## CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

<b>TITLE</b> <b>General Services Agreement - Amendment</b> Amend Agreement for Elevator Maintenance						<b>DATE:</b> August 19, 2025						
<b>CONTRACTOR:</b> TK Elevator Corporation San Leandro, CA				Local Business		<b>PERCENTAGE OF CONTRACT DOLLARS</b>						
<b>BID/PROPOSER'S PRICE:</b>		<b>FIRM'S OWNERSHIP</b>		<b>White Men</b>		<b>25%</b>		<b>100.0%</b>				
\$65,141 *		<b>Ethnicity</b> White	<b>Gender</b> Men	<b>White Women</b>		<b>6%</b>		<b>0.0%</b>				
				<b>Ethnic Minorities</b>		<b>25%</b>		<b>0.0%</b>				
<b>CONTRACT EQUITY PARTICIPATION</b>												
<b>COMPANY NAME</b>		<b>ESTIMATED AMOUNT</b>	<b>ETHNICITY</b>	<b>GENDER</b>		<b>CONTRACTING PARTICIPATION</b>						
				<b>M</b>	<b>W</b>	<b>White-Men</b>	<b>White-Women</b>	<b>Ethnic Minorities</b>	<b>Unclassified</b>	<b>Publicly Held Corp.</b>	<b>Gov't/Non Profit</b>	<b>Foreign</b>
<b>PRIME:</b> TK Elevator Corporation		\$65,141	White	X		100.0%						
<b>SUBS:</b> None												
<b>TOTAL</b>		\$65,141				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)</b>												
		<b>White Men</b>		<b>White Women</b>		<b>Ethnic Minorities</b>		<b>Total Employees</b>				
<b>No. of Employees:</b>		22		6		46		74				
<b>Percent of Total Employees:</b>		29.7%		8.1%		62.2%						
<b>MSA Labor Market %:</b>		24.5%		21.6%		53.9%						
<b>MSA Labor Market Location:</b>		Alameda										
<b>COMMENTS</b>												
<b>Contract Equity Participation:</b> 100% White Men participation. <b>Contract Duration:</b> Three years with 2 One-year Renewal Options. This amendment is for installation of new security cameras and cabling in elevators at the District's Administration Building.  Total not to exceed: \$836,744 = \$771,603 (Original) + \$65,141 (Amendment)												
<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>				<b>Good Faith Outreach Efforts Requirement Satisfied</b>				<b>Award Approval Recommended</b>				
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: <b>Amend Agreement for Elevator Maintenance</b>		Ethnic Minority Percentages From U.S. Census Data								
			B	H	A/PI	AI/AN	TOTAL			
<b>General Services Agreement - Amendment</b>		DATE: 8/19/2025	<b>National</b>		10.5	10.7	3.7	0.7	27.3	
			<b>9 Bay Area Counties</b>		5.5	16.2	14.2	0.4	39.9	
			<b>Alameda/CC Counties</b>		10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	<b>Number of Ethnic Minority Employees</b>								
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %	
<b>RP</b>	<b>WM: LBE</b>	<b>Company Wide</b>	9	14	13	0	36	48.6%	53.9%	
TK Elevator Corporation Corinne Truffa 14400 Catalina Street San Leandro, CA 94577  949-308-1441		Manager/Prof	0	5	2	0	7	58.3%		
		Technical/Sales	6	8	10	0	24	46.2%		
		Clerical/Skilled	3	1	1	0	5	50.0%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		<b>Bay Area</b>	9	14	13	0	36	48.6%	39.9%	
		AA Plan on File: <b>NA</b>	Date of last contract with District: <b>8/22/2023</b>							
		Co. Wide MSA: <b>Alameda</b>	# Employees-Co. Wide: <b>74</b>			Bay Area: <b>74</b>				
<b>P</b>	<b>WM: SBE</b>	<b>Company Wide</b>	0	6	1	0	7	29.2%	39.9%	
Dream Ride Engineering Inc. dba Dream Ride Elevator Heather Cobb 4780 E 2nd Street Benicia, CA 94510  707-745-1380		Manager/Prof	0	0	1	0	1	14.3%		
		Technical/Sales	0	3	0	0	3	30.0%		
		Clerical/Skilled	0	0	0	0	0	0.0%		
		Semi/Unskilled	0	3	0	0	3	60.0%		
		<b>Bay Area</b>	0	6	1	0	7	29.2%	39.9%	
		Co. Wide MSA: <b>9 Bay Area Counties</b>	# Employees-Co. Wide: <b>24</b>			Bay Area: <b>24</b>				
<b>P</b>	<b>WM: L/SBE</b>	<b>Company Wide</b>	INFORMATION NOT PROVIDED							
Otis Elevator Company  1358 14th Street Oakland, CA 94607  510-874-5115		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		<b>Bay Area</b>								
		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)



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Title:	Amend Agreement for Driver Record Monitoring Services	Meeting Date:	September 23, 2025
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SUSTAINABILITY

**Economic**

The FY 2026/2027 adopted operating budget includes funding for the first 21 months of this multi-year agreement amendment. Additional years will be considered as part of the associated budget development process.

The cost increase was very minimal for the five-year extension.

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ALTERNATIVE

**Do not amend the agreement.** This alternative is not recommended because this service allows the District to easily ensure employees have the required driver licenses for their work.

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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)

<b>TITLE</b> <b>General Services Agreement - Amendment</b> Amend Agreement for Driver Record Monitoring Services						<b>DATE:</b> September 18, 2025					
<b>CONTRACTOR:</b> Safety Holdings, Inc. dba SambaSafety Albuquerque, NM				<b>PERCENTAGE OF CONTRACT DOLLARS</b>							
<b>BID/PROPOSER'S PRICE:</b>		<b>FIRM'S OWNERSHIP</b>		<b>White Men</b>		<b>25%</b>		<b>100.0%</b>			
		<b>Ethnicity</b>	<b>Gender</b>	<b>White Women</b>		<b>6%</b>		<b>0.0%</b>			
\$270,000 *		White	Men	<b>Ethnic Minorities</b>		<b>25%</b>		<b>0.0%</b>			
<b>CONTRACT EQUITY PARTICIPATION</b>											
<b>COMPANY NAME</b>		<b>ESTIMATED AMOUNT</b>	<b>ETHNICITY</b>		<b>GENDER</b>		<b>CONTRACTING PARTICIPATION</b>				
			<b>M</b>	<b>W</b>	<b>White-Men</b>	<b>White-Women</b>	<b>Ethnic Minorities</b>	<b>Unclassified</b>	<b>Publicly Held Corp.</b>	<b>Gov't/Non Profit</b>	<b>Foreign</b>
<b>PRIME:</b> Safety Holdings, Inc. dba SambaSafety  <b>SUBS:</b> None		\$270,000	White	X		100.0%					
<b>TOTAL</b>		\$270,000				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)</b>											
		<b>White Men</b>		<b>White Women</b>		<b>Ethnic Minorities</b>		<b>Total Employees</b>			
<b>No. of Employees:</b>		101		94		117		312			
<b>Percent of Total Employees:</b>		32.4%		30.1%		37.5%					
<b>MSA Labor Market %:</b>		39.0%		33.7%		27.3%					
<b>MSA Labor Market Location:</b>		USA									
<b>COMMENTS</b>											
<b>Contract Equity Participation:</b> 100% White Men participation. <b>Contract Duration:</b> Extend the agreement term to September 30, 2028, with two options to renew for additional one-year periods.  *Total not to exceed: \$534,000 = \$120,000 (Original) + \$144,000 (Amendment 1) + \$270,000 (Amendment 2)											
<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>				<b>Good Faith Outreach Efforts Requirement Satisfied</b>				<b>Award Approval Recommended</b>			
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: <b>Amend Agreement for Driver Record Monitoring Services</b>		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	
<b>General Services Agreement - Amendment</b>		DATE: 9/18/2025	<b>9 Bay Area Counties</b>		5.5	16.2	14.2	0.4	39.9
			<b>Alameda/CC Counties</b>		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 %	
<b>RP</b>	<b>WM</b>	<b>Company Wide</b>	13	42	9	1	65	20.8%	27.3%
Safety Holdings, Inc. dba SambaSafety Kimberly Vu 100 Sun Ave., Suite 650 Albuquerque, NM 87109 720-431-3868		Manager/Prof	11	39	8	1	59	22.3%	
		Technical/Sales	2	2	1	0	5	10.9%	
		Clerical/Skilled	0	1	0	0	1	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		<b>Bay Area</b>	0	0	0	0	0	0.0%	
		AA Plan on File: <b>NA</b>	Date of last contract with District: <b>12/13/2022</b>						
		Co. Wide MSA: <b>USA</b>	# Employees-Co. Wide: <b>312</b>		Bay Area: <b>0</b>				
<b>P</b>	<b>WM</b>	<b>Company Wide</b>	INFORMATION NOT PROVIDED						
Embark Safety Edwin Sosa 11869 High Tech Avenue Orlando, FL 32817 407-536-7233		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		<b>Bay Area</b>							
		Co. Wide MSA:							
<b>P</b>	<b>WM</b>	<b>Company Wide</b>	INFORMATION NOT PROVIDED						
SuperVision Lesley Bennett P.O. Box 21636 Saint Paul, MN 55121 480-454-3790		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		<b>Bay Area</b>							
		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)



# BOARD ACTION

Agenda Number:	9.	Meeting Date:	September 23, 2025
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**TITLE** **SUTTER HEALTH PLAN PREMIUM INCREASE FOR ACTIVE AND EARLY RETIREE HEALTH PLANS**

**ACTION**       Motion:                                       Resolution:                                       Ordinance:

**RECOMMENDED ACTION**      Authorize Sutter Health Plan (SHP) premium increases. Effective January 1, 2026, SHP premiums are increasing:

- Health Maintenance Organization (HMO) plan for active employees by 19.1 percent
- Retiree Health Maintenance Organization (RHMO) plan for early retirees (under age 65) by 19.1 percent

**SUMMARY**      Under Motion No. 221-97, the Board of Directors delegated authority to the General Manager to approve health plan renewals when premium increases are less than 15 percent and there are no significant changes in benefit levels.

For Plan Year 2026, premium increases for the SHP HMO and Consumer Driven Health Plan (CDHP) for active employees as well as the RHMO plan for early retirees exceed 15 percent. As a result, these renewals require Board approval.

**DISCUSSION**      The proposed motion authorizes acceptance of the increased premium costs for the SHP HMO and CDHP Active plans, which are increasing by 19.1 percent in 2026, up from a 14.2 percent increase in 2025. Similarly, premiums for the RHMO plan for early retirees will increase by 19.1 percent, up from 14.2 percent in 2025. These premium increases are primarily driven by inflationary pressures on goods and services, higher healthcare utilization, and the rising cost of expensive medications.

Notably, there has been a 32 percent increase in EBMUD claims, a significant rise that indicates either greater utilization of services, higher costs per service, or both.

The District’s SHP premiums are determined partly by the overall medical cost trend, demographic makeup, and the prior year’s utilization patterns of District SHP members. For Northern California HMO plans, SHP’s annual cost increased from 7.9 percent in 2025 to 8.7 percent in 2026. Additionally, SHP’s average health and demographic factors for its book of business (i.e., expected vs actual costs) are both 1.0 percent, while EBMUD’s health factor is 1.2 percent, reflecting higher medical risk based on past claims. EBMUD’s demographic factor is 1.2 percent, representing higher expected healthcare usage based on population characteristics. Together, these factors form the risk profile used in setting premiums.

<b>Originating Department:</b> Human Resources	<b>Department Director or Manager:</b> Cindy R. Charan	<b>CEP Forms?</b> N/A	<b>Board Action Type:</b> Administrative
<b>Funds Available:</b> FY 2026	<b>Budget Coding:</b> N/A		<b>Approved:</b> 
<b>Attachment(s):</b> N/A			

Title:	Sutter Health Plan Premium Increase for Active and Early Retiree Health Plans	Meeting Date:	September 23, 2025
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Effective January 1, 2026, plan rate increases for other coverage options are lower and will be approved by the General Manager as follows:

- Kaiser (active employees/early retirees): 2.2 percent increase
- ACWA Blue Cross (active employees/early retirees): 10 percent increase
- United Healthcare Advantage PPO (Medicare-eligible retirees): 8.8 percent increase

SUSTAINABILITY

**Economic**

Funding is not requested as employee healthcare costs are budgeted under fringe benefits. Retirees pay 100 percent of the premiums for retiree health plans.

**Social**

The unions will be notified in October 2025 when all rates are final and the full set of healthcare rates by tier are provided to the unions and the Board of Directors.

ALTERNATIVE

**Do not accept the SHP premium increases.** This alternative is not recommended because without Board approval, the contract cannot be renewed, and employees and early retirees in the SHP plans would have to change their healthcare coverage beginning January 1, 2026.



# BOARD ACTION

Agenda Number:	10.	Meeting Date:	September 23, 2025
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**TITLE**                      **TEMPORARY INFORMATION TECHNOLOGY SUPPORT SERVICES**

**ACTION**                       Motion:                                       Resolution:                                       Ordinance:

**RECOMMENDED ACTION**                      Authorize the purchase of temporary Information Technology (IT) support services beginning on or after September 23, 2025 from C&G Technology Services, Inc. to support Operational Technology (OT) system operations and maintenance for a total amount not to exceed \$150,000. This purchase will be made under State of California contracts available for use by local governments.


**SUMMARY**                      Temporary IT support services are required to support Windows servers and VMware environments by ensuring systems run smoothly, applying patches, managing backups, maintaining hardware and Storage Area Networks (SANs), and coordinating with security and vendors. This support is necessary to ensure the District maintains reliable, secure, and efficient IT operations.

**DISCUSSION**                      In 2022, the District engaged specialized OT Systems Administrator temporary support services to assist existing staff authorized under Board Motion No. 177-22. Over time, it became clear that the level of specialization—and its higher costs—were not necessary for the District’s ongoing needs. The District shifted from these higher-priced specialized services to more general, lower-cost temporary support, which provides the required systems administration without adding unnecessary expense. This approach ensures current needs are met, avoids overburdening existing staff, and does not require long-term hiring commitments.

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

This item supports the District’s Long-Term Financial Stability Strategic Plan goal.

**SERVICE PROVIDER SELECTION**                      Public Contract Code, Section 10298, allows agencies, such as EBMUD, to purchase directly through State of California contracts or through State-authorized participating agreements without pursuing separate competitive bidding. C&G Technology Services, Inc. holds State of California, Department of General Services contract CMAS #3-13-70-2273D.

<b>Originating Department:</b> Information Systems	<b>Department Director or Manager:</b> Orlando W. Leon	<b>CEP Forms?</b> Yes	<b>Board Action Type:</b> General Services
<b>Funds Available:</b> FY2026	<b>Budget Coding:</b> 11.252.1765.8876500.53120.000000		<b>Approved:</b> 
<b>Attachment(s):</b> P-035; P-061			

Title:	Temporary Information Technology Support Services	Meeting Date:	September 23, 2025
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**SUSTAINABILITY**

**Economic**

Funding for this purpose is available in the FY 2026 adopted operating budget.

**Social**

Locals 2019 and 21 were notified of this purchase on May 19, 2025. Local 21 did not raise any specific issues related to this agreement. Local 2019 issues were addressed at a meeting on June 30, 2025 and resolved.

Ensuring critical Industrial Control Systems that OT departments maintain are reliable and secure minimizes disruptions, allowing the District to deliver essential services to the community without interruption.

**ALTERNATIVES**

**Do not authorize this purchase.** This alternative is not recommended because without these services, the District risks increased system downtime, security vulnerabilities, and inefficient management of critical infrastructure, which could disrupt essential operations.

**Formally bid the procurement of temporary staffing services.** This alternative is not recommended because formally bidding this procurement would delay the timely support needed for critical systems, potentially causing operational disruptions and increased risks to security and reliability.

**Perform the work with District forces.** This alternative is not recommended because the work does not constitute a full-time equivalent position, and District forces are already operating at capacity with their existing workload.



# CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

<b>TITLE</b> <b>General Services Agreement</b> Temporary Information Technology Support Services	<b>DATE:</b> September 17, 2025
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<b>CONTRACTOR:</b> Protiviti Government Services, Inc. Alexandria, VA	State Contract	<b>PERCENTAGE OF CONTRACT DOLLARS</b>		
<b>BID/PROPOSER'S PRICE:</b>	<b>FIRM'S OWNERSHIP</b>	<b>Availability Group</b>	<b>Contracting Objectives</b>	<b>Participation</b>
\$150,000 *	Ethnicity: -      Gender: -	White Men	25%	0.0%
		White Women	6%	0.0%
		Ethnic Minorities	25%	0.0%

CONTRACT EQUITY PARTICIPATION											
COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
<b>PRIME:</b> Protiviti Government Services, Inc.	\$150,000	Publicly Held Corporation								100.0%	
<b>SUBS:</b> None											
<b>TOTAL</b>	\$150,000				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
<b>No. of Employees:</b>	3,218	3,673	3,508	10,399
<b>Percent of Total Employees:</b>	30.9%	35.3%	33.7%	
<b>MSA Labor Market %:</b>	28.6%	23.6%	47.9%	
<b>MSA Labor Market Location:</b>	San Mateo			

**COMMENTS**

**Contract Equity Participation:** Zero Contract Equity participation. Firm is a Publicly Help Corporation.  
**Contract Duration:** NA

\*Total not to exceed: \$150,000

<b>Workforce Profile &amp; Statement of Nondiscrimination Submitted</b>	<b>Good Faith Outreach Efforts Requirement Satisfied</b>	<b>Award Approval Recommended</b>
NA	NA	





# BOARD ACTION

Agenda Number:	11.	Meeting Date:	September 23, 2025
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**TITLE**                      **MONTHLY INVESTMENT TRANSACTIONS REPORT**

**ACTION**                       Motion:                                       Resolution:                                       Ordinance:


**RECOMMENDED ACTION**                      Approve the August 2025 Monthly Investment Transactions Report.

**SUMMARY**                      In accordance with Policy 4.07 – Investments, staff prepares a monthly transactions report for the Finance/Administration Committee to review and for the Board to consider each month. The August 2025 report is being brought to the Board for consideration. This report was presented at the September 23, 2025 Finance/Administration Committee meeting.

**DISCUSSION**                      Pursuant to Policy 4.07, staff generates a monthly report of investment transactions (buys, sales, deposits, withdrawals) as well as transactions that occur as a feature of the securities held (interest, calls, maturities). Information on portfolio performance, balances, and other factors is presented in the quarterly investment report.

In August 2025, the portfolio decreased from \$665.5 million to \$663.5 million. Net transactions decreased the total by \$2.9 million. Interest received added approximately \$880,000 to the portfolio. Deposits into short-term liquidity funds totaled \$65.0 million, and the District withdrew \$14.2 million. The District did not purchase any securities, and no securities matured. No securities were called or sold. Net transactions at the District’s commercial bank resulted in a decrease of approximately \$53.7 million.

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<b>Originating Department:</b> Finance	<b>Department Director or Manager:</b> Sophia D. Skoda	<b>CEP Forms?</b> N/A	<b>Board Action Type:</b> Financial
<b>Funds Available:</b> N/A	<b>Budget Coding:</b> N/A		<b>Approved:</b> 
<b>Attachment(s):</b> August 2025 Monthly Investment Transactions Report			


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**Monthly Investment Transactions Report**  
**August 2025**

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

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

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

  
Sophia Skoda (Sep 9, 2025 15:42:43 PDT)  
Approved by: Sophia D. Skoda, Finance Director

09/09/2025  
Date

SDS:KM:SLS



**EAST BAY MUNICIPAL UTILITY DISTRICT**  
**Monthly Investment Transactions Summary**  
**August 2025**

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	452,579,753	36,800,000	453,220	489,832,973
007 - Wastewater Consolidated	113,397,202	9,200,000	193,177	122,790,379
049 - Ferc Partnership	2,235,755	-	-	2,235,755
009 - BACWA	2,529,312	-	-	2,529,312
015 - DERWA	1,117,881	-	-	1,117,881
002 - FRWA	1,117,881	-	-	1,117,881
014 - IICP	168,241	-	-	168,241
010 - UMRWA	71,544	-	-	71,544
003 - Employees Retirement	3,122,127	4,775,000	-	7,897,127
099 - Wells Fargo**	89,184,549	(53,669,800)	235,786	35,750,535
<b>Total</b>	<b>665,524,245</b>	<b>(2,894,800)</b>	<b>882,183</b>	<b>663,511,628</b>

\* Portfolio balance presented at face value.

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

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

Sherry Sarcos  
 Prepared by: Sherry Sarcos, Accounting Technician

09/08/2025  
 Date

Kevin Ma  
 Reviewed by: Kevin Ma, Accounting Supervisor

09/08/2025  
 Date

David Glasser  
 Approved by: David Glasser, Controller

09/09/2025  
 Date



**EAST BAY MUNICIPAL UTILITY DISTRICT**  
**Monthly Investment Activity**  
**August 2025**

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	-	36,800,000	-	-	-	-	-	36,800,000
007 - Wastewater Consolidated	-	9,200,000	-	-	-	-	-	9,200,000
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	18,975,000	-	-	-	(14,200,000)	-	4,775,000
<b>Investment Activity Total</b>	-	<b>64,975,000</b>	-	-	-	<b>(14,200,000)</b>	-	<b>50,775,000</b>
<b>099 - Wells Fargo</b>	-	<b>(64,975,000)</b>	-	-	-	<b>14,200,000</b>	<b>(2,894,800)</b>	<b>(53,669,800)</b>
<b>Total</b>	-	-	-	-	-	-	<b>(2,894,800)</b>	<b>(2,894,800)</b>

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

Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/09/2025

Date

Approved by: Robert L. Hannay, Treasury Manager

09/09/2025

Date



EAST BAY MUNICIPAL UTILITY DISTRICT  
Monthly Investment Activity  
August 2025

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

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\*No Transactions this Period\*

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**EAST BAY MUNICIPAL UTILITY DISTRICT**  
**Monthly Investment Activity**  
**August 2025**

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
<b>Deposits</b>										
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	8/11/2025	8/11/2025	N/A	20,800,000	20,800,000	-	20,800,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	8/25/2025	8/25/2025	N/A	4,800,000	4,800,000	-	4,800,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	8/25/2025	8/25/2025	N/A	5,600,000	5,600,000	-	5,600,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	8/25/2025	8/25/2025	N/A	5,600,000	5,600,000	-	5,600,000
					<b>Total</b>		<b>36,800,000</b>			
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	8/11/2025	8/11/2025	N/A	5,200,000	5,200,000	-	5,200,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	8/25/2025	8/25/2025	N/A	1,200,000	1,200,000	-	1,200,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	8/25/2025	8/25/2025	N/A	1,400,000	1,400,000	-	1,400,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	8/25/2025	8/25/2025	N/A	1,400,000	1,400,000	-	1,400,000
					<b>Total</b>		<b>9,200,000</b>			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	8/29/2025	8/29/2025	N/A	5,968,000	5,968,000	-	5,968,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	8/15/2025	8/15/2025	N/A	5,935,000	5,935,000	-	5,935,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	8/1/2025	8/1/2025	N/A	7,072,000	7,072,000	-	7,072,000
					<b>Total</b>		<b>18,975,000</b>			
							<b>64,975,000</b>	<b>64,975,000</b>	<b>-</b>	<b>64,975,000</b>



EAST BAY MUNICIPAL UTILITY DISTRICT  
Monthly Investment Activity  
August 2025

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

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\*No Transactions this Period\*

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EAST BAY MUNICIPAL UTILITY DISTRICT  
Monthly Investment Activity  
August 2025

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

\*No Transactions this Period\*



EAST BAY MUNICIPAL UTILITY DISTRICT  
Monthly Investment Activity  
August 2025

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

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\*No Transactions this Period\*

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EAST BAY MUNICIPAL UTILITY DISTRICT  
 Monthly Investment Activity  
 August 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
<b>Withdrawals</b>										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	8/28/2025	8/28/2025	N/A	14,200,000	14,200,000	-	14,200,000
					<b>Total</b>		<b>14,200,000</b>			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	8/31/2025	8/31/2025	N/A	53,434,014	53,434,014	-	53,434,014
					<b>Total</b>		<b>53,434,014</b>			
							<b>67,634,014</b>	<b>67,634,014</b>	<b>-</b>	<b>67,634,014</b>



**EAST BAY MUNICIPAL UTILITY DISTRICT**  
**Monthly Interest Activity**  
**August 2025**

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	453,220	-	453,220
007 - Wastewater Consolidated	313,728	(120,551)	193,177
049 - Ferc Partnership	-	-	-
009 - BACWA	11,024	(11,024)	-
015 - DERWA	19,841	(19,841)	-
002 - FRWA	30,029	(30,029)	-
014 - IICP	9,258	(9,258)	-
010 - UMRWA	4,803	(4,803)	-
003 - Employees Retirement	40,280	(40,280)	-
<b>Interest Transactions Total</b>	<b>882,183</b>	<b>(235,786)</b>	<b>646,397</b>
<b>099 - Wells Fargo</b>	<b>-</b>	<b>235,786</b>	<b>235,786</b>
<b>Total</b>	<b>882,183</b>	<b>-</b>	<b>882,183</b>

\*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos  
 Prepared by: Sherry Sarcos, Accounting Technician

09/08/2025  
 Date

Kevin Ma  
 Reviewed by: Kevin Ma, Accounting Supervisor

09/08/2025  
 Date

David Glasser  
 Approved by: David Glasser, Controller

09/09/2025  
 Date



**EAST BAY MUNICIPAL UTILITY DISTRICT**  
**Monthly Interest Activity**  
**August 2025**

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
<b>Interest Received (Transferred to Wells Fargo)</b>										
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	120,551	120,551
								<b>Total</b>		<b>120,551</b>
003 - Employees Retirement	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	40,280	40,280
								<b>Total</b>		<b>40,280</b>
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	30,029	30,029
								<b>Total</b>		<b>30,029</b>
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	11,024	11,024
								<b>Total</b>		<b>11,024</b>
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	4,803	4,803
								<b>Total</b>		<b>4,803</b>
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	9,258	9,258
								<b>Total</b>		<b>9,258</b>
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	8/1/2025	8/1/2025	N/A	-	-	19,841	19,841
								<b>Total</b>		<b>19,841</b>
									<b>235,786</b>	<b>235,786</b>



**EAST BAY MUNICIPAL UTILITY DISTRICT**  
**Monthly Interest Activity**  
**August 2025**

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
<b>Interest Received (Reinvested)</b>										
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	8/29/2025	8/29/2025	N/A	-	-	140,496	140,496
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	8/1/2025	8/1/2025	N/A	-	-	122,094	122,094
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	8/1/2025	8/1/2025	N/A	-	-	95,019	95,019
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	8/1/2025	8/1/2025	N/A	-	-	95,611	95,611
								<b>Total</b>		<b>453,220</b>
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	8/29/2025	8/29/2025	N/A	-	-	80,397	80,397
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	8/1/2025	8/1/2025	N/A	-	-	22,292	22,292
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	8/1/2025	8/1/2025	N/A	-	-	44,144	44,144
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	8/1/2025	8/1/2025	N/A	-	-	46,343	46,343
								<b>Total</b>		<b>193,177</b>

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- - 646,397 646,397



Title:	Adopt New Policies and Approve Revisions to Existing District Policies	Meeting Date:	September 23, 2025
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**SUSTAINABILITY****Economic**

Policy 7.11 advances the goal of economic sustainability by providing guidelines for use of District Bay Area facilities.

**Social**

Policy 6.16 advances the goal of social responsibility by promoting ethical accountability, protecting employees from retaliation, and ensuring organizational integrity in service to the public.

**Environmental**

Policies 9.03 and 9.07 advance the goal of environmental stewardship by evaluating the adequacy of District water supplies and ensuring dam safety to protect life, property, and the environment.

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**ALTERNATIVE**

**Do not adopt or update these policies.** This alternative is not recommended because it would leave in place policies that do not reflect current operating practices and are not consistent with Board directives.

I:\Sec\2025 Board Related Items\09232025 Board Agenda Items\FIN\FIN - Adopt A New Policy and Approve Revisions to Existing Policies 092325.docx



# Policy 6.16

EFFECTIVE 23 SEP 25

SUPERSEDES NEW

## PROTECTION OF WHISTLEBLOWERS

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**IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:**

Maintain a work environment that encourages and promotes reporting of improper activities and prevents discrimination, harassment, or retaliation against those who report improper activities in the workplace.

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**Purpose** This policy describes the roles and responsibilities of the Board of Directors and the General Manager in protecting District whistleblowers.

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**Improper Activities** For the purposes of this policy, “improper activities” include, but are not limited to: violation of state or federal statute; violation of or noncompliance with a local, state, or federal rule or regulation, unsafe working conditions or practices, gross waste of District funds, abuse of authority or unethical conduct, actions that pose a substantial danger to public health or safety, use of District resources for personal gain, or conflicts of interest involving District employees or Board members.

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**Role of the General Manager** The General Manager has primary responsibility for ensuring compliance with the District’s personnel policies and procedures, ensuring District employees do not engage in improper activities, investigating allegations of improper activities, and taking appropriate corrective and disciplinary actions.

---

**Role of the Board of Directors** The Board ensures that the General Manager is operating the District according to law and the policies approved by the Board.

Board members will disclose to the General Manager, to the extent not expressly prohibited by law, improper activities within their knowledge. Board members will disclose improper activities within their knowledge to the General Manager to the extent allowed by law, unless the Board determines or has reason to suspect the General Manager is not fulfilling compliance responsibilities or is involved with in improper activities.

Board members are prohibited from using or attempting to use the authority of their position to intimidate, threaten, coerce, command, or influence anyone from bringing any information regarding improper activities to the General Manager. Board members are also prohibited from interfering or taking any action that could obstruct the General Manager from fulfilling the responsibility to investigate improper activities.

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**Notification** The District will establish a process (i.e., hotline) through which any individual, including but not limited to employees, ratepayers, vendors, and other stakeholders can notify the District of activities which they perceive as improper and/or unlawful without fear of reprisal. The notification process will be administered by the District’s Internal Auditor.

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**Claims Against the  
General Manager or  
General Counsel**

The Board will be notified if, in the initial intake interview for any formal complaint that the General Manager or General Counsel has engaged in an improper activity, the complainant has alleged a prima facie case of an improper activity.

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**Authority**

Resolution No. XXXXX-25, September 23, 2025

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**References**

Labor Code Section 1102.5 et seq.  
Government Code Sections 53298 & 53298.5  
Policy 6.06, EBMUD Equal Employment Opportunity (EEO)



# Policy 7.11R

EFFECTIVE [26 SEP 23](#)  
[23 SEP 25](#)  
SUPERSEDES [26 SEP 23](#)  
[24 AUG 21](#)

## USE OF DISTRICT BAY AREA FACILITIES

### IT IS THE POLICY OF EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Recognize the importance of responding to the meeting space needs of employee groups and the local community by allowing limited use of designated District's meeting facilities for non-District non-commercial purposes, establishing rental charges to cover the District's incremental costs, and allowing limited commercial activities in support of District-approved events.

**Meeting Facilities Availability** District ~~building lobbies, conference~~~~meeting~~ rooms, Board Room, and ~~the~~ Training Resource Center at the Administration Building, ~~rooms associated with public recreational facilities (e.g., the Orinda Watershed Center),~~ and Adeline Maintenance Center, are available for use. Advance reservations are required to minimize disruption of District operations. Use permits may be required at specific facilities or properties. The District reserves the right to refuse or cancel meeting requests due to security conditions or other operational needs.

**Authorized Employee Events** The District supports numerous authorized heritage, diversity, ~~affinity group,~~ arts, health, environmental, and educational events ~~led by employees as well as various community and external groups. Procedures 703 and 735 provide specific guidelines for use of facilities by employee groups and external groups, respectively. These authorized events are generally limited to the Board Room, Training Resource Center, lobby, and dining rooms. These rooms are generally available during the day.~~ The District reserves the right to refuse or cancel reservations due to security conditions or other operational requirements.

**Cost** Use charges including janitorial, setup, and security arrangements will be paid for by the user in accordance with the Schedule of Use Charges as specified in Procedures 703 and 735.

**Authority** Motion No. 91-119, October 8, 1991  
As amended by Resolution No. 32885-94, October 25, 1994  
As amended by Resolution No. 33365-03, July 8, 2003  
As amended by Resolution No. 33494-05, September 27, 2005  
As amended by Resolution No. 33577-07, January 9, 2007  
As amended by Resolution No. 33703-09, February 24, 2009  
As amended by Resolution No. 34052-15, September 22, 2015  
As amended by Resolution No. 35243-21, August 24, 2021  
As amended by Resolution No. 35364-23, September 26, 2023  
[As amended by Resolution No. XXXXX-25, September 23, 2025](#)

**References**

Policy 6.04	Ethics of the EBMUD Board of Directors
Policy 7.04	Access to District Property for Tours
Policy 7.06	Pardee Conference and Lodging Facility Use
Procedure 703	District Facilities: Use by Employee Groups
Procedure 716	Pardee Facilities
Procedure 735	District Facilities: Use by Outside Groups



# Policy 7.11

EFFECTIVE 23 SEP 25

SUPERSEDES 26 SEP 23

## USE OF DISTRICT BAY AREA FACILITIES

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### IT IS THE POLICY OF EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Recognize the importance of responding to the meeting space needs of employee groups and the local community by allowing limited use of designated District meeting facilities for non-District non-commercial purposes, establishing rental charges to cover the District's incremental costs, and allowing limited commercial activities in support of District-approved events.

---

**Meeting Facilities Availability** District building lobbies, conference rooms, Board Room, and the Training Resource Center at the Administration Building, rooms associated with public recreational facilities (e.g., the Orinda Watershed Center), and Adeline Maintenance Center are available for use. Advance reservations are required to minimize disruption of District operations. Use permits may be required at specific facilities or properties. The District reserves the right to refuse or cancel meeting requests due to security conditions or other operational needs.

---

**Authorized Events** The District supports numerous authorized heritage, diversity, affinity group, arts, health, environmental, and educational events led by employees as well as various community and external groups. Procedures 703 and 735 provide specific guidelines for use of facilities by employee groups and external groups, respectively. The District reserves the right to refuse or cancel reservations due to security conditions or other operational requirements.

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**Cost** Use charges including janitorial, setup, and security arrangements will be paid for by the user in accordance with the Schedule of Use Charges as specified in Procedures 703 and 735.

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**Authority** Motion No. 91-119, October 8, 1991  
As amended by Resolution No. 32885-94, October 25, 1994  
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As amended by Resolution No. 33703-09, February 24, 2009  
As amended by Resolution No. 34052-15, September 22, 2015  
As amended by Resolution No. 35243-21, August 24, 2021  
As amended by Resolution No. 35364-23, September 26, 2023  
As amended by Resolution No. XXXXX-25, September 23, 2025

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**References**

Policy 6.04	Ethics of the EBMUD Board of Directors
Policy 7.04	Access to District Property for Tours
Policy 7.06	Pardee Conference and Lodging Facility Use
Procedure 703	District Facilities: Use by Employee Groups
Procedure 716	Pardee Facilities
Procedure 735	District Facilities: Use by Outside Groups



# Policy 9.03R

EFFECTIVE [23 SEP 25](#)  
~~[27 JUN 23](#)~~

SUPERSEDES [27 JUN 23](#)  
~~[27 NOV 18](#)~~

## WATER SUPPLY AVAILABILITY AND DEFICIENCY

---

### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Evaluate the adequacy of the District's water supplies for the District's service area, based on the District's current and projected water supply and demand, for inclusion in the Water Supply Availability and Deficiency Reports (WSADR) to be filed with the Board of Directors.

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#### Annual WSADR

An assessment for the Preliminary WSADR shall be made by March of each year in which hydrologic conditions may trigger a need for new or modified drought response measures. If a Preliminary WSADR is prepared, it will be in the form of an informational memo submitted to the Board of Directors that will include the following: a preliminary assessment of the current year's water supply and demand, a discussion of any new or ongoing state actions related to water supply, a summary of the results of any drought management programs or acquisition of dry year or other supplemental supplies in the previous year, and, where appropriate, identification of potential supplemental supply options.

A Final WSADR shall be filed in April of each year. The report will inform the Board's determination of the deficiency or sufficiency of the District's water supply for meeting customer demands and downstream obligations. The report's analysis will be based upon a supply and demand assessment for the water year which projects the District's water supply through September 30. The projection incorporates projected runoff data from Department of Water Resources based on its April 1 snow survey, downstream release obligations, and projected customer demand. The projected September 30 water supply is then compared against thresholds stated in the District's Drought Management Program guidelines to determine whether there is sufficient water to meet District demands and obligations without need for water shortage response actions. Based on the outcome of that determination, the WSADR will recommend that the Board find supplies to be either sufficient or deficient. If the WSADR proposes a deficiency finding, it will also include the following: proposed steps to implement the Drought Management Program (DMP) which is included as part of the Water Shortage Contingency Plan (WSCP), an estimate of dry year and/or supplemental water supply need, and, if applicable, adaptive management measures including discussion of gainsharing. If the WSADR proposed a sufficiency finding, the report will discuss the Surplus Water Notification.

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#### Drought Management Program

The ~~Drought Management Program (DMP)~~, outlined in the WSCP and Urban Water Management Plan (UWMP), guides the District's planning and coordinated response to water shortages through assessment and management of water supply.

The DMP also provides guidance for conditions that warrant termination of each stage of a drought and works in alignment with the WSADR determination. If during a multi-year drought, the final WSADR recommends a sufficiency finding to the Board, then it, supplemented by other Board actions, will provide basis for the Board to consider rescinding the drought declaration by stage. Consideration of statewide drought declarations, executive orders, or emergency regulations shall be included in this determination.

If the Final WSADR recommends a deficiency finding to the Board, then it, supplemented by other Board actions, will identify the various components of the DMP to be considered by the Board for implementation. The components include water-use restrictions (pursuant to District policy or state regulation), use (including timing and availability) of supplemental supplies, and financing for these supplies.

**Supplemental Supplies**

The District will pursue supplemental supplies when existing supplies are found to be deficient. Supplemental supply options shall be initially identified in the Preliminary WSADR, specifically to align Board decision making on the Central Valley Project (CVP) deliveries with the CVP contract year, which begins March 1. Supplemental supply options will then be further assessed in the Final WSADR to provide a basis for future decision making. Planned supplemental water supply options are described in the District’s current UWMP.

**Surplus Water Notification**

If a determination of sufficient and surplus Mokelumne River water is made, the District will inform Resource Agencies of the availability for sale of surplus Mokelumne River water, in accordance with the 1998 Joint Settlement Agreement (JSA). This notification will occur within two weeks after the filing of the Final WSADR. The District will also notify regulatory and regional partner agencies on the availability of the surplus Mokelumne River water in accordance with applicable agreements.

**Downstream Release Requirements**

~~Pursuant to a series of agreements with users of the Mokelumne River,~~ ~~†~~ The District is obligated to release water from Camanche Dam for downstream water users and for fishery purposes to meet contractual and regulatory obligations. The District periodically sends written notice to ~~will provide an estimate of total annual projected releases by May 1 and a final estimate by July 1~~ ~~†~~ to downstream water agencies, specifically Woodbridge Irrigation District, Jackson Valley Irrigation District, and North San Joaquin Water Conservation District, notifying each agency of the quantity of water available to it. The actual water availability and schedule of releases (daily and/or monthly) for each of the specified downstream agencies will be dependent upon the current conditions and in accordance with applicable agreements.

The JSA has an adaptive management provision related to minimum flows. The flow schedule may be changed in collaboration with the Partnership Steering Committee to optimize fishery habitat and other ecosystem values as long as the total quantity of water released in any given year will not be less than the quantity of water provided by the flow requirements for that type of year. When adaptive management changes are proposed for implementation, ~~both~~ the State Water Resources Control Board [will be notified](#), and the Federal Energy Regulatory Commission will be ~~notified~~[informed as a courtesy](#).

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## Definitions

~~*Downstream Release Requirements*~~ – Releases for Woodbridge Irrigation District, Jackson Valley Irrigation District, North San Joaquin Water Conservation District, riparian diverters, senior appropriators, and fishery releases pursuant to the JSA and water rights requirements.

~~*Gainsharing*~~ – Increase in instream flows that the District ~~agrees is~~ [required](#) to implement as part of its JSA, equal to 20 percent of the actual yield of additional water supplies developed by the District from new facilities until reaching a maximum quantity of 20,000 acre feet.

~~*Partnership Steering Committee*~~ – A committee that provides oversight of the implementation of the JSA consisting of staff from the District, United States Fish and Wildlife Services, and California Department of Fish and Wildlife.

~~*Resource Agencies*~~ – The United States Fish and Wildlife Service and the California Department of Fish and Wildlife.

~~*Water Year*~~ – The term defined as the 12-month period from October 1 through September 30, of the following year. The water year is designated by the calendar year in which it ends. ~~Thus, the year ending September 30, 2018 is called the “2018” water year.~~

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## Authority

Amended by Resolution No. 31,246, May 14, 1985  
Amended by Resolution No. 32,204, May 9, 1989  
Amended by Resolution No. 33175-99, November 9, 1999  
Amended by Resolution No. 33759-10, April 13, 2010  
Amended by Resolution No. 33821-11, June 14, 2011  
Amended by Resolution No. 33950-13, November 12, 2013  
Amended by Resolution No. 34080-16, April 26, 2016  
Amended by Resolution No. 35120-18, November 27, 2018  
Amended by Resolution No. 35355-23, June 27, 2023  
[Amended by Resolution No. XXXXX-25, September 23, 2025](#)

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## References

Policy 3.01 – Annexations  
Policy 3.05 – Considerations for Extension of Water Beyond the Ultimate Service Boundary  
Policy 3.07 – Responsibility to Serve Water Customers during Water Shortage  
Procedure 146 – Water Conservation Accounting and Reporting  
Procedure 900 – Water Consumption Accounting and Reporting  
Procedure 901 – Recycled Water Accounting and Reporting  
Procedure 903 – US Bureau of Reclamation Contract for Delivery of Central Valley Project Water  
EBMUD's Urban Water Management Plan & Water Shortage Contingency Plan  
FERC Project 2916 Lower Mokelumne River – Joint Settlement Agreement  
FERC Annual Operations Report  
Annual Water Supply and Demand Assessment Submittal to DWR  
Relevant Water Rights Permits, Licenses & Agreements - ~~[http://ebmudnet/resources-planning/water\\_rights/default.htm](http://ebmudnet/resources-planning/water_rights/default.htm)~~  
[Water Rights & Proceedings: Splashpad](#)



# Policy 9.03

EFFECTIVE 23 SEP 25

SUPERSEDES 27 JUN 23

## WATER SUPPLY AVAILABILITY AND DEFICIENCY

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### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Evaluate the adequacy of the District's water supplies for the District's service area, based on the District's current and projected water supply and demand, for inclusion in the Water Supply Availability and Deficiency Reports (WSADR) to be filed with the Board of Directors.

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#### **Annual WSADR**

An assessment for the Preliminary WSADR shall be made by March of each year in which hydrologic conditions may trigger a need for new or modified drought response measures. If a Preliminary WSADR is prepared, it will be in the form of an informational memo submitted to the Board of Directors that will include the following: a preliminary assessment of the current year's water supply and demand, a discussion of any new or ongoing state actions related to water supply, a summary of the results of any drought management programs or acquisition of dry year or other supplemental supplies in the previous year, and, where appropriate, identification of potential supplemental supply options.

A Final WSADR shall be filed in April of each year. The report will inform the Board's determination of the deficiency or sufficiency of the District's water supply for meeting customer demands and downstream obligations. The report's analysis will be based upon a supply and demand assessment for the water year which projects the District's water supply through September 30. The projection incorporates projected runoff data from Department of Water Resources based on its April 1 snow survey, downstream release obligations, and projected customer demand. The projected September 30 water supply is then compared against thresholds stated in the District's Drought Management Program guidelines to determine whether there is sufficient water to meet District demands and obligations without need for water shortage response actions. Based on the outcome of that determination, the WSADR will recommend that the Board find supplies to be either sufficient or deficient. If the WSADR proposes a deficiency finding, it will also include the following: proposed steps to implement the Drought Management Program (DMP) which is included as part of the Water Shortage Contingency Plan (WSCP), an estimate of dry year and/or supplemental water supply need, and, if applicable, adaptive management measures including discussion of gainsharing. If the WSADR proposed a sufficiency finding, the report will discuss the Surplus Water Notification.

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#### **Drought Management Program**

The DMP, outlined in the WSCP and Urban Water Management Plan (UWMP), guides the District's planning and coordinated response to water shortages through assessment and management of water supply.

The DMP also provides guidance for conditions that warrant termination of each stage of a drought and works in alignment with the WSADR determination. If during a multi-year drought, the final WSADR recommends a sufficiency finding to the Board, then it, supplemented by other Board actions, will provide basis for the Board to consider rescinding the drought declaration by stage. Consideration of statewide drought declarations, executive orders, or emergency regulations shall be included in this determination.

If the Final WSADR recommends a deficiency finding to the Board, then it, supplemented by other Board actions, will identify the various components of the DMP to be considered by the Board for implementation. The components include water-use restrictions (pursuant to District policy or state regulation), use (including timing and availability) of supplemental supplies, and financing for these supplies.

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**Supplemental Supplies**

The District will pursue supplemental supplies when existing supplies are found to be deficient. Supplemental supply options shall be initially identified in the Preliminary WSADR, specifically to align Board decision making on the Central Valley Project (CVP) deliveries with the CVP contract year, which begins March 1. Supplemental supply options will then be further assessed in the Final WSADR to provide a basis for future decision making. Planned supplemental water supply options are described in the District's current UWMP.

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**Surplus Water Notification**

If a determination of sufficient and surplus Mokelumne River water is made, the District will inform Resource Agencies of the availability for sale of surplus Mokelumne River water, in accordance with the 1998 Joint Settlement Agreement (JSA). This notification will occur within two weeks after the filing of the Final WSADR. The District will also notify regulatory and regional partner agencies on the availability of the surplus Mokelumne River water in accordance with applicable agreements.

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**Release Requirements**

The District is obligated to release water from Camanche Dam for downstream water users and for fishery purposes to meet contractual and regulatory obligations. The District periodically sends written notice to Woodbridge Irrigation District, Jackson Valley Irrigation District, and North San Joaquin Water Conservation District, notifying each agency of the quantity of water available to it. The actual water availability and schedule of releases (daily and/or monthly) for each of the specified downstream agencies will be dependent upon the current conditions and in accordance with applicable agreements.

The JSA has an adaptive management provision related to minimum flows. The flow schedule may be changed in collaboration with the Partnership Steering Committee to optimize fishery habitat and other ecosystem values as long as the total quantity of water released in any given year will not be less than the quantity of water provided by the flow requirements for that type of year. When adaptive management changes are proposed for implementation, the State Water Resources Control Board will be notified, and the Federal Energy Regulatory Commission will be informed as a courtesy.

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**Definitions**

*Release Requirements* – Releases for Woodbridge Irrigation District, Jackson Valley Irrigation District, North San Joaquin Water Conservation District, riparian diverters, senior appropriators, and fishery releases pursuant to the JSA and water rights requirements.

*Gainsharing* – Increase in instream flows that the District is required to implement as part of its JSA, equal to 20 percent of the actual yield of additional water supplies developed by the District from new facilities until reaching a maximum quantity of 20,000 acre feet.

*Partnership Steering Committee* – A committee that provides oversight of the implementation of the JSA consisting of staff from the District, United States Fish and Wildlife Service, and California Department of Fish and Wildlife.

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Central Valley Project Water  
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FERC Project 2916 Lower Mokelumne River – Joint Settlement  
Agreement  
FERC Annual Operations Report  
Annual Water Supply and Demand Assessment Submittal to DWR  
Relevant Water Rights Permits, Licenses & Agreements -  
[Water Rights & Proceedings: Splashpad](#)



## DAM SAFETY PROGRAM

### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Manage District-owned dams and associated facilities to ensure dam safety, structural integrity, and operational security for the protection of life, property and the environment.

#### Overview of the District's Dam Safety Program

The District will:

- Maintain an organizational structure that supports monitoring, reviewing, and overseeing dam safety practices and operational security for all District dams; and designate a Chief Dam Safety Engineer and an alternate Chief Dam Safety Engineer to oversee dam safety activities within the District
- Monitor, inspect, and document operational and structural conditions of dams and associated facilities, including spillways, outlet works, etc., on a regular basis
- Investigate, document, mitigate, and repair unusual conditions at any dam
- Maintain, upgrade, and update dam safety instrumentation and records
- Maintain and update dam drawings, correspondence files, and electronic instrumentation databases
- [Maintain a dam safety training program for all designated dam safety project personnel](#)
- Encourage employees to report to supervisors any condition or practice that appears to compromise dam safety currently or in the future
- Require supervisors to record and investigate all reports of unsafe conditions
- Maintain and update Emergency Action Plans (EAPs) and emergency operations procedures for District dams. The EAPs are part of the District's overall Emergency Preparedness Program and are [hazard specific an-annexes](#) to the Emergency Operations Plan (EOP)
- Regularly conduct exercises to familiarize staff with evaluation, notification, and response procedures for an emergency affecting the safety of District dams as outlined in the EAPs and EOP
- Meet or exceed the requirements of dam safety regulatory agencies:
  - California Department of Water Resources, Division of Safety of Dams (DSOD)
  - Federal Energy Regulatory Commission (FERC)
- Meet the dam-related emergency preparedness requirements of [FERC and California Governor's Office of Emergency Services \(CalOES\)](#)
- Communicate dam and reservoir conditions effectively with internal departments, regulatory agencies, local government agencies, emergency management agencies, and the public as necessary

- [Uphold transparent and accountable governance of the dam safety program through an annual Dam Safety Program report and periodic communication on dam safety projects to the District’s Board of Directors in compliance with FERC regulations on dam safety](#)
  - ~~Maintain a dam safety training program for all designated project personnel~~
  - Budget and allocate sufficient funds to investigate and repair known and suspected dam safety problems [as part of the Biennial Budget Process](#)
  - Prioritize implementation among dam safety related projects according to the degree of risk reduction benefits
  - Maintain a proactive program for physical and cyber security at dam facilities to ensure the District can provide safe and reliable water services
  - [Maintain the Dam Safety Program using annual reviews to confirm its currency and to ensure compliance with regulatory requirements and conduct periodic external audits, as required by regulatory agencies](#)
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**Dam Safety  
Regulatory  
Agencies**

The California Department of Water Resources’ DSOD is the regulatory agency that monitors the safety of all jurisdictional dams in California. DSOD regulations apply to any dam that is of jurisdictional size. The Engineering and Construction Department is the District contact with DSOD.

The FERC is the federal agency that monitors the safety of dams at FERC-licensed hydropower projects. The Water and Natural Resources Department is the District contact with FERC.

Regulatory requirements for District dams under the jurisdiction of both DSOD and FERC will be internally coordinated to ensure efficient and consistent program implementation.

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**Authority**

Resolution No. 33968-14, March 25, 2014  
As amended by Resolution No. 34094-16, July 26, 2016  
As amended by Resolution No. 35120-18, November 27, 2018  
As amended by Resolution No. 35221-21, April 27, 2021  
As amended by Resolution No. 35355-23, June 27, 2023  
[As amended by Resolution No. XXXXX-25, September 23, 2025](#)

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**References**

Policy 4.28 - Cybersecurity  
Policy 7.03 – Emergency Preparedness/Business Continuity  
Policy 7.05 – Sustainability and Resilience  
Policy 7.13 – Security  
Policy 9.04 – Watershed Management and Use  
Procedure 705 – Reporting, Site Control, and Establishing Temporary Service in Emergency and Hazardous Conditions  
Procedure 706 – Facilities: Inspection, Maintenance and Repair  
EBMUD Dam Safety Program Guide ([FERC Owner’s Dam Safety Program](#))  
FERC License for the Lower Mokelumne River Project (FERC Project No. 2916)



# Policy 9.07

EFFECTIVE 23 SEP 25

SUPERSEDES 27 JUN 23

## DAM SAFETY PROGRAM

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### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Manage District-owned dams and associated facilities to ensure dam safety, structural integrity, and operational security for the protection of life, property and the environment.

---

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- Monitor, inspect, and document operational and structural conditions of dams and associated facilities, including spillways, outlet works, etc., on a regular basis
- Investigate, document, mitigate, and repair unusual conditions at any dam
- Maintain, upgrade, and update dam safety instrumentation and records
- Maintain and update dam drawings, correspondence files, and electronic instrumentation databases
- Maintain a dam safety training program for all designated dam safety project personnel
- Encourage employees to report to supervisors any condition or practice that appears to compromise dam safety currently or in the future
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- Maintain and update Emergency Action Plans (EAPs) and emergency operations procedures for District dams. The EAPs are part of the District's overall Emergency Preparedness Program and are hazard specific annexes to the Emergency Operations Plan (EOP)
- Regularly conduct exercises to familiarize staff with evaluation, notification, and response procedures for an emergency affecting the safety of District dams as outlined in the EAPs and EOP
- Meet or exceed the requirements of dam safety regulatory agencies:
  - California Department of Water Resources, Division of Safety of Dams (DSOD)
  - Federal Energy Regulatory Commission (FERC)
- Meet the dam-related emergency preparedness requirements of FERC and California Governor's Office of Emergency Services (CalOES)
- Communicate dam and reservoir conditions effectively with internal departments, regulatory agencies, local government agencies, emergency management agencies, and the public as necessary

- Uphold transparent and accountable governance of the dam safety program through an annual Dam Safety Program report and periodic communication on dam safety projects to the District’s Board of Directors in compliance with FERC regulations on dam safety
  - Budget and allocate sufficient funds to investigate and repair known and suspected dam safety problems as part of the Biennial Budget Process
  - Prioritize implementation among dam safety related projects according to the degree of risk reduction benefits
  - Maintain a proactive program for physical and cyber security at dam facilities to ensure the District can provide safe and reliable water services
  - Maintain the Dam Safety Program using annual reviews to confirm its currency and to ensure compliance with regulatory requirements and conduct periodic external audits, as required by regulatory agencies
- 

**Dam Safety  
Regulatory  
Agencies**

The California Department of Water Resources’ DSOD is the regulatory agency that monitors the safety of all jurisdictional dams in California. DSOD regulations apply to any dam that is of jurisdictional size. The Engineering and Construction Department is the District contact with DSOD.

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As amended by Resolution No. 35355-23, June 27, 2023  
As amended by Resolution No. XXXXX-25, September 23, 2025

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**References**

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Policy 7.03 – Emergency Preparedness/Business Continuity  
Policy 7.05 – Sustainability and Resilience  
Policy 7.13 – Security  
Policy 9.04 – Watershed Management and Use  
Procedure 705 – Reporting, Site Control, and Establishing Temporary Service in Emergency and Hazardous Conditions  
Procedure 706 – Facilities: Inspection, Maintenance and Repair  
EBMUD Dam Safety Program Guide (FERC Owner’s Dam Safety Program)  
FERC License for the Lower Mokelumne River Project (FERC Project No. 2916)

RESOLUTION NO. \_\_\_\_\_

ADOPTING NEW POLICY 6.16, PROTECTION OF WHISTLEBLOWERS; REVISED POLICY 7.11, USE OF DISTRICT BAY AREA FACILITIES; REVISED POLICY 9.03, WATER SUPPLY AVAILABILITY AND DEFICIENCY; AND REVISED POLICY 9.07, DAM SAFETY PROGRAM

Introduced by Director \_\_\_\_\_ ; Seconded by Director \_\_\_\_\_

WHEREAS, it is the intention and desire of the Board of Directors of the East Bay Municipal Utility District to create and adopt a New Policy 6.16, entitled “Protection of Whistleblowers” to maintain a work environment that encourages and promotes reporting of improper activities and prevents discrimination, harassment, or retaliation against those who report improper activities in the workplace; and

WHEREAS, it is the desire and intention of the Board of Directors to update and revise Policy 7.11, entitled “Use of District Bay Area Facilities”; Policy 9.03, entitled “Water Supply Availability and Deficiency”; and Policy 9.07, entitled “Dam Safety Program”;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the East Bay Municipal Utility District that New Policy 6.16, attached hereto as Exhibit A, and Revised Policy 7.11, Revised Policy 9.03, and Revised Policy 9.07, attached hereto as Exhibits B through D, are hereby adopted.

ADOPTED this 23rd day of September, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

\_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary

APPROVED AS TO FORM AND PROCEDURE:

\_\_\_\_\_  
General Counsel

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# Policy 6.16

EFFECTIVE 23 SEP 25

SUPERSEDES NEW

## PROTECTION OF WHISTLEBLOWERS

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### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Maintain a work environment that encourages and promotes reporting of improper activities and prevents discrimination, harassment, or retaliation against those who report improper activities in the workplace.

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**Purpose** This policy describes the roles and responsibilities of the Board of Directors and the General Manager in protecting District whistleblowers.

---

**Improper Activities** For the purposes of this policy, “improper activities” include, but are not limited to: violation of state or federal statute; violation of or noncompliance with a local, state, or federal rule or regulation, unsafe working conditions or practices, gross waste of District funds, abuse of authority or unethical conduct, actions that pose a substantial danger to public health or safety, use of District resources for personal gain, or conflicts of interest involving District employees or Board members.

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**Role of the General Manager** The General Manager has primary responsibility for ensuring compliance with the District’s personnel policies and procedures, ensuring District employees do not engage in improper activities, investigating allegations of improper activities, and taking appropriate corrective and disciplinary actions.

---

**Role of the Board of Directors** The Board ensures that the General Manager is operating the District according to law and the policies approved by the Board.

Board members will disclose to the General Manager, to the extent not expressly prohibited by law, improper activities within their knowledge. Board members will disclose improper activities within their knowledge to the General Manager to the extent allowed by law, unless the Board determines or has reason to suspect the General Manager is not fulfilling compliance responsibilities or is involved with in improper activities.

Board members are prohibited from using or attempting to use the authority of their position to intimidate, threaten, coerce, command, or influence anyone from bringing any information regarding improper activities to the General Manager. Board members are also prohibited from interfering or taking any action that could obstruct the General Manager from fulfilling the responsibility to investigate improper activities.

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**Notification** The District will establish a process (i.e., hotline) through which any individual, including but not limited to employees, ratepayers, vendors, and other stakeholders can notify the District of activities which they perceive as improper and/or unlawful without fear of reprisal. The notification process will be administered by the District’s Internal Auditor.

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**Claims Against the  
General Manager or  
General Counsel**

The Board will be notified if, in the initial intake interview for any formal complaint that the General Manager or General Counsel has engaged in an improper activity, the complainant has alleged a prima facie case of an improper activity.

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**Authority**

Resolution No. XXXXX-25, September 23, 2025

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**References**

Labor Code Section 1102.5 et seq.  
Government Code Sections 53298 & 53298.5  
Policy 6.06, EBMUD Equal Employment Opportunity (EEO)



# Policy 7.11R

EFFECTIVE [26 SEP 23](#)  
[23 SEP 25](#)

SUPERSEDES [26 SEP 23](#)  
[24 AUG 21](#)

## USE OF DISTRICT BAY AREA FACILITIES

### IT IS THE POLICY OF EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Recognize the importance of responding to the meeting space needs of employee groups and the local community by allowing limited use of designated District's meeting facilities for non-District non-commercial purposes, establishing rental charges to cover the District's incremental costs, and allowing limited commercial activities in support of District-approved events.

**Meeting Facilities Availability** District ~~building lobbies, conference~~meeting rooms, Board Room, and ~~the~~ Training Resource Center at the Administration Building, ~~rooms associated with public recreational facilities (e.g., the Orinda Watershed Center),~~ and Adeline Maintenance Center, are available for use. Advance reservations are required to minimize disruption of District operations. Use permits may be required at specific facilities or properties. The District reserves the right to refuse or cancel meeting requests due to security conditions or other operational needs.

**Authorized Employee Events** The District supports numerous authorized heritage, diversity, [affinity group](#), arts, health, environmental, and educational events [led by employees as well as various community and external groups](#). [Procedures 703 and 735 provide specific guidelines for use of facilities by employee groups and external groups, respectively.](#) ~~These authorized events are generally limited to the Board Room, Training Resource Center, lobby, and dining rooms. These rooms are generally available during the day.~~ The District reserves the right to refuse or cancel reservations due to security conditions or other operational requirements.

**Cost** Use charges including janitorial, setup, and security arrangements will be paid for by the user in accordance with the Schedule of Use Charges as specified in Procedures 703 and 735.

**Authority** Motion No. 91-119, October 8, 1991  
As amended by Resolution No. 32885-94, October 25, 1994  
As amended by Resolution No. 33365-03, July 8, 2003  
As amended by Resolution No. 33494-05, September 27, 2005  
As amended by Resolution No. 33577-07, January 9, 2007  
As amended by Resolution No. 33703-09, February 24, 2009  
As amended by Resolution No. 34052-15, September 22, 2015  
As amended by Resolution No. 35243-21, August 24, 2021  
As amended by Resolution No. 35364-23, September 26, 2023  
[As amended by Resolution No. XXXXX-25, September 23, 2025](#)

**References**

Policy 6.04	Ethics of the EBMUD Board of Directors
Policy 7.04	Access to District Property for Tours
Policy 7.06	Pardee Conference and Lodging Facility Use
Procedure 703	District Facilities: Use by Employee Groups
Procedure 716	Pardee Facilities
Procedure 735	District Facilities: Use by Outside Groups



# Policy 7.11

EFFECTIVE 23 SEP 25

SUPERSEDES 26 SEP 23

## USE OF DISTRICT BAY AREA FACILITIES

---

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# Policy 9.03R

EFFECTIVE [23 SEP 25](#)  
~~[27 JUN 23](#)~~

SUPERSEDES [27 JUN 23](#)  
~~[27 NOV 18](#)~~

## WATER SUPPLY AVAILABILITY AND DEFICIENCY

---

### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Evaluate the adequacy of the District's water supplies for the District's service area, based on the District's current and projected water supply and demand, for inclusion in the Water Supply Availability and Deficiency Reports (WSADR) to be filed with the Board of Directors.

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#### Annual WSADR

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The DMP also provides guidance for conditions that warrant termination of each stage of a drought and works in alignment with the WSADR determination. If during a multi-year drought, the final WSADR recommends a sufficiency finding to the Board, then it, supplemented by other Board actions, will provide basis for the Board to consider rescinding the drought declaration by stage. Consideration of statewide drought declarations, executive orders, or emergency regulations shall be included in this determination.

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**Supplemental Supplies**

The District will pursue supplemental supplies when existing supplies are found to be deficient. Supplemental supply options shall be initially identified in the Preliminary WSADR, specifically to align Board decision making on the Central Valley Project (CVP) deliveries with the CVP contract year, which begins March 1. Supplemental supply options will then be further assessed in the Final WSADR to provide a basis for future decision making. Planned supplemental water supply options are described in the District’s current UWMP.

**Surplus Water Notification**

If a determination of sufficient and surplus Mokelumne River water is made, the District will inform Resource Agencies of the availability for sale of surplus Mokelumne River water, in accordance with the 1998 Joint Settlement Agreement (JSA). This notification will occur within two weeks after the filing of the Final WSADR. The District will also notify regulatory and regional partner agencies on the availability of the surplus Mokelumne River water in accordance with applicable agreements.

**Downstream Release Requirements**

~~Pursuant to a series of agreements with users of the Mokelumne River,~~ ~~†~~ The District is obligated to release water from Camanche Dam for downstream water users and for fishery purposes to meet contractual and regulatory obligations. The District periodically sends written notice to ~~will provide an estimate of total annual projected releases by May 1 and a final estimate by July 1~~ ~~†~~ To downstream water agencies, specifically Woodbridge Irrigation District, Jackson Valley Irrigation District, and North San Joaquin Water Conservation District, notifying each agency of the quantity of water available to it. The actual water availability and schedule of releases (daily and/or monthly) for each of the specified downstream agencies will be dependent upon the current conditions and in accordance with applicable agreements.

The JSA has an adaptive management provision related to minimum flows. The flow schedule may be changed in collaboration with the Partnership Steering Committee to optimize fishery habitat and other ecosystem values as long as the total quantity of water released in any given year will not be less than the quantity of water provided by the flow requirements for that type of year. When adaptive management changes are proposed for implementation, ~~both~~ the State Water Resources Control Board [will be notified](#), and the Federal Energy Regulatory Commission will be ~~notified~~[informed as a courtesy](#).

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## Definitions

*~~Downstream Release Requirements~~* – Releases for Woodbridge Irrigation District, Jackson Valley Irrigation District, North San Joaquin Water Conservation District, riparian diverters, senior appropriators, and fishery releases pursuant to the JSA and water rights requirements.

*Gainsharing* – Increase in instream flows that the District ~~agrees is~~ [required](#) to implement as part of its JSA, equal to 20 percent of the actual yield of additional water supplies developed by the District from new facilities until reaching a maximum quantity of 20,000 acre feet.

*Partnership Steering Committee* – A committee that provides oversight of the implementation of the JSA consisting of staff from the District, United States Fish and Wildlife Services, and California Department of Fish and Wildlife.

*Resource Agencies* – The United States Fish and Wildlife Service and the California Department of Fish and Wildlife.

*Water Year* – The term defined as the 12-month period from October 1 through September 30, of the following year. The water year is designated by the calendar year in which it ends. ~~Thus, the year ending September 30, 2018 is called the “2018” water year.~~

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## Authority

Amended by Resolution No. 31,246, May 14, 1985  
Amended by Resolution No. 32,204, May 9, 1989  
Amended by Resolution No. 33175-99, November 9, 1999  
Amended by Resolution No. 33759-10, April 13, 2010  
Amended by Resolution No. 33821-11, June 14, 2011  
Amended by Resolution No. 33950-13, November 12, 2013  
Amended by Resolution No. 34080-16, April 26, 2016  
Amended by Resolution No. 35120-18, November 27, 2018  
Amended by Resolution No. 35355-23, June 27, 2023  
[Amended by Resolution No. XXXXX-25, September 23, 2025](#)

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## References

Policy 3.01 – Annexations  
Policy 3.05 – Considerations for Extension of Water Beyond the Ultimate Service Boundary  
Policy 3.07 – Responsibility to Serve Water Customers during Water Shortage  
Procedure 146 – Water Conservation Accounting and Reporting  
Procedure 900 – Water Consumption Accounting and Reporting  
Procedure 901 – Recycled Water Accounting and Reporting  
Procedure 903 – US Bureau of Reclamation Contract for Delivery of Central Valley Project Water  
EBMUD's Urban Water Management Plan & Water Shortage Contingency Plan  
FERC Project 2916 Lower Mokelumne River – Joint Settlement Agreement  
FERC Annual Operations Report  
Annual Water Supply and Demand Assessment Submittal to DWR  
Relevant Water Rights Permits, Licenses & Agreements - [http://ebmudnet/resources-planning/water\\_rights/default.htm](http://ebmudnet/resources-planning/water_rights/default.htm)  
[Water Rights & Proceedings: Splashpad](#)



# Policy 9.03

EFFECTIVE 23 SEP 25

SUPERSEDES 27 JUN 23

## WATER SUPPLY AVAILABILITY AND DEFICIENCY

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### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Evaluate the adequacy of the District's water supplies for the District's service area, based on the District's current and projected water supply and demand, for inclusion in the Water Supply Availability and Deficiency Reports (WSADR) to be filed with the Board of Directors.

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#### Annual WSADR

An assessment for the Preliminary WSADR shall be made by March of each year in which hydrologic conditions may trigger a need for new or modified drought response measures. If a Preliminary WSADR is prepared, it will be in the form of an informational memo submitted to the Board of Directors that will include the following: a preliminary assessment of the current year's water supply and demand, a discussion of any new or ongoing state actions related to water supply, a summary of the results of any drought management programs or acquisition of dry year or other supplemental supplies in the previous year, and, where appropriate, identification of potential supplemental supply options.

A Final WSADR shall be filed in April of each year. The report will inform the Board's determination of the deficiency or sufficiency of the District's water supply for meeting customer demands and downstream obligations. The report's analysis will be based upon a supply and demand assessment for the water year which projects the District's water supply through September 30. The projection incorporates projected runoff data from Department of Water Resources based on its April 1 snow survey, downstream release obligations, and projected customer demand. The projected September 30 water supply is then compared against thresholds stated in the District's Drought Management Program guidelines to determine whether there is sufficient water to meet District demands and obligations without need for water shortage response actions. Based on the outcome of that determination, the WSADR will recommend that the Board find supplies to be either sufficient or deficient. If the WSADR proposes a deficiency finding, it will also include the following: proposed steps to implement the Drought Management Program (DMP) which is included as part of the Water Shortage Contingency Plan (WSCP), an estimate of dry year and/or supplemental water supply need, and, if applicable, adaptive management measures including discussion of gainsharing. If the WSADR proposed a sufficiency finding, the report will discuss the Surplus Water Notification.

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#### Drought Management Program

The DMP, outlined in the WSCP and Urban Water Management Plan (UWMP), guides the District's planning and coordinated response to water shortages through assessment and management of water supply.

The DMP also provides guidance for conditions that warrant termination of each stage of a drought and works in alignment with the WSADR determination. If during a multi-year drought, the final WSADR recommends a sufficiency finding to the Board, then it, supplemented by other Board actions, will provide basis for the Board to consider rescinding the drought declaration by stage. Consideration of statewide drought declarations, executive orders, or emergency regulations shall be included in this determination.

If the Final WSADR recommends a deficiency finding to the Board, then it, supplemented by other Board actions, will identify the various components of the DMP to be considered by the Board for implementation. The components include water-use restrictions (pursuant to District policy or state regulation), use (including timing and availability) of supplemental supplies, and financing for these supplies.

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**Supplemental Supplies**

The District will pursue supplemental supplies when existing supplies are found to be deficient. Supplemental supply options shall be initially identified in the Preliminary WSADR, specifically to align Board decision making on the Central Valley Project (CVP) deliveries with the CVP contract year, which begins March 1. Supplemental supply options will then be further assessed in the Final WSADR to provide a basis for future decision making. Planned supplemental water supply options are described in the District's current UWMP.

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**Release Requirements**

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---

**Definitions**

*Release Requirements* – Releases for Woodbridge Irrigation District, Jackson Valley Irrigation District, North San Joaquin Water Conservation District, riparian diverters, senior appropriators, and fishery releases pursuant to the JSA and water rights requirements.

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Relevant Water Rights Permits, Licenses & Agreements - [Water Rights & Proceedings: Splashpad](#)



## DAM SAFETY PROGRAM

### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Manage District-owned dams and associated facilities to ensure dam safety, structural integrity, and operational security for the protection of life, property and the environment.

#### Overview of the District's Dam Safety Program

The District will:

- Maintain an organizational structure that supports monitoring, reviewing, and overseeing dam safety practices and operational security for all District dams; and designate a Chief Dam Safety Engineer and an alternate Chief Dam Safety Engineer to oversee dam safety activities within the District
- Monitor, inspect, and document operational and structural conditions of dams and associated facilities, including spillways, outlet works, etc., on a regular basis
- Investigate, document, mitigate, and repair unusual conditions at any dam
- Maintain, upgrade, and update dam safety instrumentation and records
- Maintain and update dam drawings, correspondence files, and electronic instrumentation databases
- [Maintain a dam safety training program for all designated dam safety project personnel](#)
- Encourage employees to report to supervisors any condition or practice that appears to compromise dam safety currently or in the future
- Require supervisors to record and investigate all reports of unsafe conditions
- Maintain and update Emergency Action Plans (EAPs) and emergency operations procedures for District dams. The EAPs are part of the District's overall Emergency Preparedness Program and are [hazard specific an-annexes](#) to the Emergency Operations Plan (EOP)
- Regularly conduct exercises to familiarize staff with evaluation, notification, and response procedures for an emergency affecting the safety of District dams as outlined in the EAPs and EOP
- Meet or exceed the requirements of dam safety regulatory agencies:
  - California Department of Water Resources, Division of Safety of Dams (DSOD)
  - Federal Energy Regulatory Commission (FERC)
- Meet the dam-related emergency preparedness requirements of [FERC and California Governor's Office of Emergency Services \(CalOES\)](#)
- Communicate dam and reservoir conditions effectively with internal departments, regulatory agencies, local government agencies, emergency management agencies, and the public as necessary

- [Uphold transparent and accountable governance of the dam safety program through an annual Dam Safety Program report and periodic communication on dam safety projects to the District’s Board of Directors in compliance with FERC regulations on dam safety](#)
  - ~~Maintain a dam safety training program for all designated project personnel~~
  - Budget and allocate sufficient funds to investigate and repair known and suspected dam safety problems [as part of the Biennial Budget Process](#)
  - Prioritize implementation among dam safety related projects according to the degree of risk reduction benefits
  - Maintain a proactive program for physical and cyber security at dam facilities to ensure the District can provide safe and reliable water services
  - [Maintain the Dam Safety Program using annual reviews to confirm its currency and to ensure compliance with regulatory requirements and conduct periodic external audits, as required by regulatory agencies](#)
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**Dam Safety  
Regulatory  
Agencies**

The California Department of Water Resources’ DSOD is the regulatory agency that monitors the safety of all jurisdictional dams in California. DSOD regulations apply to any dam that is of jurisdictional size. The Engineering and Construction Department is the District contact with DSOD.

The FERC is the federal agency that monitors the safety of dams at FERC-licensed hydropower projects. The Water and Natural Resources Department is the District contact with FERC.

Regulatory requirements for District dams under the jurisdiction of both DSOD and FERC will be internally coordinated to ensure efficient and consistent program implementation.

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**Authority**

Resolution No. 33968-14, March 25, 2014  
As amended by Resolution No. 34094-16, July 26, 2016  
As amended by Resolution No. 35120-18, November 27, 2018  
As amended by Resolution No. 35221-21, April 27, 2021  
As amended by Resolution No. 35355-23, June 27, 2023  
[As amended by Resolution No. XXXXX-25, September 23, 2025](#)

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**References**

Policy 4.28 - Cybersecurity  
Policy 7.03 – Emergency Preparedness/Business Continuity  
Policy 7.05 – Sustainability and Resilience  
Policy 7.13 – Security  
Policy 9.04 – Watershed Management and Use  
Procedure 705 – Reporting, Site Control, and Establishing Temporary Service in Emergency and Hazardous Conditions  
Procedure 706 – Facilities: Inspection, Maintenance and Repair  
EBMUD Dam Safety Program Guide ([FERC Owner’s Dam Safety Program](#))  
FERC License for the Lower Mokelumne River Project (FERC Project No. 2916)



# Policy 9.07

EFFECTIVE 23 SEP 25

SUPERSEDES 27 JUN 23

## DAM SAFETY PROGRAM

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  - Federal Energy Regulatory Commission (FERC)
- Meet the dam-related emergency preparedness requirements of FERC and California Governor's Office of Emergency Services (CalOES)
- Communicate dam and reservoir conditions effectively with internal departments, regulatory agencies, local government agencies, emergency management agencies, and the public as necessary

- Uphold transparent and accountable governance of the dam safety program through an annual Dam Safety Program report and periodic communication on dam safety projects to the District’s Board of Directors in compliance with FERC regulations on dam safety
  - Budget and allocate sufficient funds to investigate and repair known and suspected dam safety problems as part of the Biennial Budget Process
  - Prioritize implementation among dam safety related projects according to the degree of risk reduction benefits
  - Maintain a proactive program for physical and cyber security at dam facilities to ensure the District can provide safe and reliable water services
  - Maintain the Dam Safety Program using annual reviews to confirm its currency and to ensure compliance with regulatory requirements and conduct periodic external audits, as required by regulatory agencies
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**Dam Safety  
Regulatory  
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The California Department of Water Resources’ DSOD is the regulatory agency that monitors the safety of all jurisdictional dams in California. DSOD regulations apply to any dam that is of jurisdictional size. The Engineering and Construction Department is the District contact with DSOD.

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Policy 7.05 – Sustainability and Resilience  
Policy 7.13 – Security  
Policy 9.04 – Watershed Management and Use  
Procedure 705 – Reporting, Site Control, and Establishing Temporary Service in Emergency and Hazardous Conditions  
Procedure 706 – Facilities: Inspection, Maintenance and Repair  
EBMUD Dam Safety Program Guide (FERC Owner’s Dam Safety Program)  
FERC License for the Lower Mokelumne River Project (FERC Project No. 2916)



Title:	Resolution Supporting California Clean Air Day	Meeting Date:	September 23, 2025
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the air. Additionally, staff plan to host a tree planting activity at the Main Wastewater Treatment Plant and host a District bike ride event after hours.

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

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**SUSTAINABILITY****Social**

Taking actions to reduce air pollution supports the health and well-being of the District’s customers, visitors, and workforce, and also helps to mitigate the impacts of climate change.

**Environmental**

Actions resulting from this resolution will help protect the District’s customers, workforce, visitors, and community at large from harmful air pollutants.

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**ALTERNATIVE**

**Do not adopt the resolution.** This alternative is not recommended because the goals of California Clean Air Day are consistent with the District’s mission and policies 7.05 - Sustainability and Resilience, 7.15 - Climate Action, and 7.07- Energy.

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I:\Sec\2025 Board Related Items\09232025 Board Agenda Items\OMD – Resolution Supporting California Clean Air Day.docx

RESOLUTION NO. \_\_\_\_\_

RESOLUTION SUPPORTING DECLARATION OF CALIFORNIA CLEAN AIR DAY

Introduced by Director \_\_\_\_\_ ; Seconded by Director \_\_\_\_\_

WHEREAS, the East Bay Municipal Utility District (District) is a municipal utility district responsible for supplying drinking water and providing wastewater treatment service to customers in parts of Alameda and Contra Costa Counties; and

WHEREAS, the District’s mission is to “manage the natural resources with which the District is entrusted; to provide reliable, high quality water and wastewater services at fair and reasonable rates for the people of the East Bay; and to preserve and protect the environment for future generations;” and

WHEREAS, the District has demonstrated leadership in environmental stewardship, including adopting Policy 7.05 – Sustainability and Resilience, Policy 7.07 – Energy, and Policy 7.15 – Climate Action; and

WHEREAS, the District developed its Climate Action Plan to mitigate climate change by reducing carbon emissions and to adapt to anticipated impacts from climate change; and

WHEREAS, based on research by the American Lung Association, the Bay Area has some of the worst air quality in the United States; and

WHEREAS, air pollution contributes to higher rates of cancer and heart and lung diseases, and emissions from vehicles, industry, and household sources can significantly affect the natural environment, air quality, and well-being of East Bay residents; and

WHEREAS, the District has participated in the Bay Area Air Quality Management District’s Spare the Air Employer Program for several years, and through this program educates employees about alternatives to driving alone and provides employees with notifications of Spare the Air Alerts; and

WHEREAS, the District’s Alternative Commute Program was created to decrease motor vehicle travel and traffic congestion and reduce emissions of greenhouse gases and other air pollutants; and

WHEREAS, this Resolution supports the District’s Water Quality and Environmental Protection Strategic Plan goals; and

WHEREAS, the District has also adopted aggressive greenhouse gas reduction goals, purchased more fuel efficient and cleaner air vehicles, adopted renewable fuels, joined industry groups supporting clean transportation, and expanded its renewable energy generation, including solar installations; and

WHEREAS, individual actions such as limiting vehicle idling, walking or biking to work and school, carpooling, and conserving energy can directly improve air quality in our region and also help to mitigate the impacts of climate change; and

WHEREAS, District employees, vendors, and elected officials have tremendous power to help lower emissions; and

WHEREAS, pledges by individuals have shown to result in greater action; and

WHEREAS, the California Clean Air Day Clean Air Pledge asks Californians to pledge to commit to taking at least one action from a list of the most common things an individual can do to clean the air on October 1, 2025; and

WHEREAS, the District has participated in California Clean Air Day for the past four years; and

WHEREAS, education about air quality can raise community awareness, encourage our community to develop better habits, and improve our community health; and

WHEREAS, the District is committed to protecting the health of our customers, workforce, visitors, and community at large;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the East Bay Municipal Utility District does hereby declare that October 1, 2025, be “Clean Air Day” in the District.

BE IT FURTHER RESOLVED that District departments shall encourage their employees to take the Clean Air Pledge for California Clean Air Day.

BE IT FURTHER RESOLVED that the District encourages all customers, businesses,

employees, and community members to participate in Clean Air Day and help clear the air for all Californians.

ADOPTED this 23rd day of September, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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President

ATTEST:

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Secretary

APPROVED AS TO FORM AND PROCEDURE:

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General Counsel

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ITEM 14

GENERAL  
MANAGER'S  
REPORT

WILL BE PROVIDED  
AS AN ORAL REPORT

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