



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

375 - 11th Street, Oakland, CA 94607

Office of the Secretary: (510) 287-0440

**AGENDA
REGULAR CLOSED SESSION**

Tuesday, October 14, 2025

11:00 a.m.

Boardroom

375 11th Street

Oakland, CA 94607

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

ROLL CALL:

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

ANNOUNCEMENT OF CLOSED SESSION AGENDA:

1. Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2): one matter.
2. Conference with Labor Negotiators Clifford C. Chan, General Manager; Cindy R. Charan, Director of Human Resources; Adam Smyer, Manager of Employee Relations; Vincent L. James, Manager of Recruitment and Classification; Lori L. Worden, Senior Human Resources Analyst; and Adrian J. Pringle, Senior Human Resources Analyst, pursuant to Government Code section 54957.6: American Federation of State, County and Municipal Employees, Locals 444 and 2019 and International Federation of Professional and Technical Engineers, Local 21.

(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:

- California Association of Public Information Officials STAR Award

ANNOUNCEMENTS FROM CLOSED SESSION:

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

COMMITTEE REPORTS:

- Planning
- Legislative/Human Resources
- Finance/Administration

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

1. Approve the Regular Meeting Minutes of September 9, 2025 and September 23, 2025; and the Special Meeting Minutes of October 7, 2025.
2. File correspondence with the Board.
3. Award a sole source contract beginning on or after October 14, 2025 to Advanced Telemetry Systems for supplying acoustic telemetry transmitter tags to support a collaborative study with the United States Geological Survey and California Department of Water Resources investigating the influence of Delta hydrodynamics on key factors affecting out-migrating juvenile Chinook salmon (*Oncorhynchus tshawytscha*) and steelhead trout (*Oncorhynchus mykiss*) in the Mokelumne River for a total cost, after the addition of taxes, not to exceed \$2,275,000.
4. Authorize an agreement beginning on or after October 14, 2025 with American Integrated Services, Inc. in an amount not to exceed \$163,936 for trunk drain line blockage removal and cleaning services at the Main Wastewater Treatment Plant.
5. Authorize an agreement beginning on or after October 14, 2025 with Customized Energy Solutions Limited in an amount not to exceed \$269,560 to evaluate the feasibility of a battery energy storage system near Camanche Reservoir and four other District facilities with planned photovoltaic generation.

CONSENT CALENDAR: (Continued)

6. Authorize an agreement beginning on or after October 14, 2025 with Info-Tech Research Group, Inc. dba McLean & Company in an amount not to exceed \$720,070 for consulting services to assist the District with developing requirements and a request for proposals, and contract negotiations for a new Human Resources Information System and optional services to further support the project with change management and project tracking.
7. Authorize an amendment to the agreement originally authorized under Purchase Order No. EBM237278 with Municipal Resource Group, LLC to increase the agreement amount by \$88,000 to a total amount not to exceed \$168,000 to support the continued provision of Equal Employment Opportunity investigation and related services.
8. Authorize amendments to the agreements originally authorized under Board Motion No. 151- 22 with DRS Marine, Inc.; Global Diving & Salvage, Inc.; JF Brennan Company, Inc.; Power Engineering Construction Company; Tidal Marine Construction Inc.; and Underwater Resources, Inc., to increase the aggregate amount of those agreements by \$612,500 to a total aggregate amount not to exceed \$1,362,500 for diving and remotely operated vehicle inspection and repair services at District-owned facilities without change to the August 11, 2027 agreement expiration date.
9. Authorize the District's continued participation as a party to the agreement with the Western Electricity Coordinating Council originally authorized under Board Motion No. 183-07 and an increase to the agreement amount by \$50,000 to a total amount not to exceed \$140,000 to manage the District's Renewable Energy Certificate transactions.
10. Authorize an amendment to the agreement originally authorized under Board Motion No. 194-22, with Logik Systems, Inc. to increase the agreement amount by \$126,000 to a total amount not to exceed \$252,000 and extend the agreement term to October 14, 2028 for supplying Logikcull Discovery Solutions software for processing and management of litigation discovery documents and in-app technical support.
11. Approve one year grazing leases for livestock grazing tenants on District watershed lands with: 1) Robert Garamendi, Christine Bitler, and Celeste Bitler-Garamendi for the 424 acre Camanche Dam Parcel lease; and 2) Eloise Fischer and Matthew Fischer for the 990 acre Camanche Creek Parcel, from November 1, 2025 to October 31, 2026, with an option to renew each lease for an additional four-year lease term.

DETERMINATION AND DISCUSSION:

12. Consider waiving the attorney-client privilege and release the Executive Summary of a confidential attorney-client privileged investigation report resulting from the March 2025 complaint against Director April Chan.
13. General Manager's Report.
 - Imagine a Day Without Water Outreach
 - Monthly Report – September 2025

DIRECTOR COMMENTS:

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

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, October 28, 2025.

Disability Notice

If you require a disability-related modification or accommodation to participate in an EBMUD public meeting please call the Office of the Secretary (510) 287-0404. We will make reasonable arrangements to ensure accessibility. Some special equipment arrangements may require 48 hours advance notice.

Document Availability

Materials related to an item on this agenda that have been submitted to the EBMUD Board of Directors within 72 hours prior to this meeting are available for public inspection in EBMUD's Office of the Secretary at 375 11th Street, Oakland, California, during normal business hours, and can be viewed on our website at www.ebmud.com.

BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, October 14, 2025	Planning Committee	9:30 a.m. Boardroom	<ul style="list-style-type: none"> • Fiscal Year 2025 Annual Readiness Report • Joint Study Agreement for Fisheries
	Legislative/Human Resources Committee	10:30 a.m. Boardroom	<ul style="list-style-type: none"> • Diversity, Equity, and Inclusion Strategic Plan Update – Inclusive Culture
	Board of Directors	11:00 a.m. Boardroom	<ul style="list-style-type: none"> • Closed Session
			1:15 p.m. Boardroom
Wednesday, October 22, 2025	Long-Term Infrastructure Investment Tour	TBD Boardroom	
Tuesday, October 28, 2025	Finance/Administration Committee	TBD Boardroom	
	Long-Term Infrastructure Investment Workshop	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom	<ul style="list-style-type: none"> • Closed Session
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> • Regular Meeting
Tuesday, November 11, 2025	Veterans Day Holiday	<i>Office Closed</i>	
Wednesday, November 12, 2025	Planning Committee	TBD Boardroom	
	Legislative/Human Resources Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom	<ul style="list-style-type: none"> • Closed Session
		1:15 p.m. Boardroom	<ul style="list-style-type: none"> • Regular Meeting

2025 Board Committee Members

Finance/Administration	Lewis {Chair}, Katz, Oddie
Legislative/Human Resources	Gómez {Chair}, Oddie, Smith
Planning	Chan {Chair}, Gómez, Lewis
Sustainability	Smith {Chair}, Gómez, Katz



APPENDIX

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

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

Online*

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

Webinar ID: 970 6508 6667

Passcode: 238500

By Phone*

Telephone: 1 669 900 6833

Webinar ID: 970 6508 6667

Passcode: 238500

International numbers available: <https://ebmud.zoom.us/u/adMXn1VnPp>

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

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

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

In person

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

Via Zoom

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

Submitting written comments or materials

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

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