



**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/>

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: October 9, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Rischa S. Cole, Secretary of the District 

SUBJECT: Finance/Administration Committee Minutes – September 23, 2025

Chair Valerie D. Lewis called to order the Finance/Administration Committee meeting at 10:02 a.m. in the Administration Building Boardroom. Director Jim Oddie was present at roll call. Director Andy Katz arrived at 10:13 a.m. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Finance Sophia D. Skoda, Director of Operations and Maintenance David A. Briggs, Treasury Manager Robert L. Hannay, Manager of Budget Samuel A. Feldman, Internal Auditor Supervisor Barry N. Gardin, Senior Civil Engineer Casey J. LeBlanc, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled “Fiscal Year 2025 Budget Report,” dated September 23, 2025; 2) Presentation entitled “Approve a New Policy and Revise Existing Policies,” dated September 23, 2025; and 3) Presentation entitled “Fiscal Year 2025 Annual Hydropower Revenue Report,” dated September 23, 2025.

Monthly Investment Transactions Report. Treasury Manager Robert L. Hannay reviewed the August 2025 report. He noted the cash and investment balance remained steady at \$664 million and that the portfolio yielded approximately 4.2 percent during this time. The report will be submitted to the Board for consideration at its meeting in the afternoon. The Committee raised no questions. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to accept the report. Director Katz was absent.

Fiscal Year (FY) 2025 Annual Budget Performance Report. Manager of Budget Samuel A. Feldman provided the presentation. Total Water System revenues were \$1.21 billion, \$23.9 million above budget while total expenses were \$1.16 billion, about \$33.1 million below budget. The revenue increase was driven by stronger-than-expected water charges, power sales, property taxes, and interest income. System Capacity Charges totaled \$36.5 million, slightly higher than projected, supported by a few large developments. Capital cash flow spending exceeded budgeted projections by \$31.1 million, reflecting significant investments in water treatment facilities and distribution pipelines. Debt service was \$240.4 million, or \$15.9 million below budget, as the first interest payment on new bonds issued in May 2025 will not be due until December 2025. Year-end reserves closed at \$504.2 million, which was \$48.3 million above budget. Operating reserves totaled \$271 million, capital reserves were \$198 million, and restricted funds amounted to \$35.3 million. For the Wastewater System, total revenues were \$218.1 million, which was \$13.3 million above budget while expenses were \$191 million, or \$12.3 million below budget. Revenue growth came from higher

resource recovery revenues, increased property tax collections, capacity charges, and interest income while expenses were below budget primarily due to lower non-labor operating costs and reduced debt service obligations. Capital spending reached \$52.8 million, which was \$5.6 million under budget. End of year reserves were \$21.3 million above budget, with \$62 million in operating reserves and \$69.9 million in capital reserves, both exceeding planned levels. Mr. Feldman noted reserves information for both systems is based on preliminary audited results; the finalized, audited results will be presented at an upcoming Committee meeting. In FY 2025, there was no new loan activity and while the District was not awarded any new grants, staff administered more than \$53 million in multi-year grant projects. Budget projections for FY 2026 will be presented in February 2026, based on the first half of the fiscal year. Mr. Feldman and General Manager Clifford C. Chan addressed questions from the Committee regarding Water System cash, investments and reserves; accruing reserves and the estimated funding needed for nutrient reduction requirements; IRS restrictions on the use of debt proceeds; and expenses that may be sensitive to or impacted by tariffs. It was moved by Director Katz, seconded by Director Oddie, and carried (3-0) by voice vote to accept the report.

Adopt A New Policy and Approve Revisions to Existing District Policies. Internal Auditor Supervisor Barry N. Gardin presented an overview of the District's policy review and adoption process. He reviewed a new policy, Policy 6.16 – Protection of Whistleblowers, and proposed revisions to the following existing 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. Policy 6.16 strengthens transparency and accountability; codifies the ability for staff and other stakeholders to confidentially report inappropriate or unlawful activities to the Office of Internal Audit; and protects individuals from discrimination, harassment, retaliation, or other adverse actions. There was considerable discussion regarding Policy 6.16. General Counsel Derek T. McDonald clarified the policy goes further than current State law allowing vendors and third parties to report and be protected from whistleblowing. The policy also includes a Board directive to implement a reporting system which is not a legal requirement. There was additional discussion about implementing an actionable remedy for non-employees and concern that doing so could unintentionally create or imply protections or remedies for non-employees or outside stakeholders. General Manager Clifford C. Chan acknowledged the Committee's concerns and commented the policy as written addresses the issues raised. Following additional discussion, based on Committee feedback, staff will modify Policy 6.16 prior to submitting it for Board consideration at its meeting in the afternoon. The Committee raised no questions regarding the proposed revisions to the other policies. It was moved by Director Katz, seconded by Oddie, and carried (2-0) by voice vote to support the staff recommendation. Chair Lewis abstained.

Fiscal Year (FY) 2025 Annual Hydropower Revenue Report. Senior Civil Engineer Casey J. LeBlanc presented the report for the period July 1, 2024 through June 30, 2025. He provided an overview of energy sales from the Pardee and Camanche powerhouses from 1981 to date; hydropower marketing; and Renewable Energy Certificates (REC) and Resource Adequacy (RA). Total hydropower revenue was \$11.1 million, exceeding the \$10.2 million budget by 9 percent due to strong REC and RA sales. Mr. Le Blanc reviewed REC and RA pricing in FY 2025. RA prices increased but are expected to decrease, wholesale energy prices decreased due to above average natural gas storage and additional renewable energy supplies, while REC prices are less variable.

In FY 2026, the District's REC sales price increased to \$24 and forecasted net revenue is \$14.1 million based on median hydrology and new contract pricing. In March 2025, the District executed a five-year, \$45 million contract with Silicon Valley Clean Energy Authority, doubling anticipated REC revenue. An agreement with Shell Energy North America added \$3.4 million in REC and RA sales, while an agreement with NRG Business Marketing added \$5.3 million in RA sales. The District also earned approximately \$500,000 in revenue from daily peaking at Pardee Powerhouse. The Board will consider an agreement to conduct a feasibility analysis of a utility-scale battery energy storage system at Camanche Reservoir at its meeting on October 14, 2025. FY 2026 activities include completing the feasibility analysis, upgrading the telecommunication lines for the Pardee and Camanche powerhouses, reviewing the new RA market rules to inform future RA agreements, and monitoring hydrologic conditions for opportunities to market additional RA. Mr. LeBlanc answered questions from the Committee. The Committee requested additional information on balancing water supply and environmental needs with hydropower generation; RA market fluctuations; and how the District's hydropower generation supports the State's renewable energy goals. It was moved by Director Oddie, seconded by Director Katz, and carried (3-0) by voice vote to accept the report.

Adjournment. Chair Lewis adjourned the meeting at 10:48 a.m.

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MINUTES

**Tuesday, September 9, 2025
East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California**

Regular Closed Session Meeting

President Marguerite Young called to order the Regular Closed Session Meeting of the Board of Directors at 11:00 a.m. in the Administration Building Boardroom.

ROLL CALL

Directors April Chan, Luz Gómez, Valerie D. Lewis, Jim Oddie, Joey D. Smith and President Marguerite Young were present at roll call. Director Andy Katz arrived in Conference Room 8 at 11:10 a.m.

Staff participants included General Manager Clifford C. Chan and General Counsel Derek T. McDonald.

PUBLIC COMMENT

There was no public comment.

ANNOUNCEMENT OF CLOSED SESSION AGENDA

President Young announced the closed session agenda, and the Board convened to Administration Building Conference Room 8 for discussion.

Regular Business Meeting

ROLL CALL

President Marguerite Young called to order the Regular Meeting of the Board of Directors at 1:18 p.m. in the Administration Building Boardroom.

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

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

BOARD OF DIRECTORS

President Young led the Pledge of Allegiance.

ANNOUNCEMENTS FROM CLOSED SESSION

President Young announced the Board would reconvene closed session immediately following the Regular Meeting to continue Item 2 on the closed session agenda and conduct the performance evaluation for the General Counsel. There were no other announcements required from closed session.

PUBLIC COMMENT

There was no public comment.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the August 26, 2025 Finance/Administration Committee Meeting.
- Director Chan reported the Planning Committee met earlier and received updates on the Water Quality Program Semi Annual Update – January to June 2025; Mokelumne Aqueduct Improvements and Failure Response; Phased Approach to Design Consultant Management; and Miller Road Trench Soil Management Project Update and Final Mitigated Negative Declaration.
- Director Gómez reported the Legislative/Human Resources Committee met earlier and received an update on the Human Resources (HR) Technology, Innovation, and Core HR System Replacement.

CONSENT CALENDAR

- Agenda Items 6 and 7 were removed from the Consent Calendar for separate discussion.
 - Motion by Director Katz, seconded by Director Gómez, to approve the recommended actions for Items 1-5 and 8-13 on the Consent Calendar carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).
1. **Motion No. 174-25** – Approved the Regular Meeting Minutes of August 26, 2025.
 2. The following correspondence was filed with the Board: **1)** Presentation entitled, “Report on Water Quality Relative to California’s Public Health Goals,” dated September 9, 2025; **2)** Presentation entitled, “Miller Road Trench Soil Management Update and Final MND,” dated September 9, 2025; **3)** Presentation entitled, “EBMUD Fire Hydrant Locking Caps,” dated September 9, 2025; **4)** Speakers’ Bureau and Outreach Record CY25, dated September 9, 2025; **5)** Notarized Affidavit of Posting regarding the Trench Soil Management Project Notice of Availability and Public Hearing (including notice); **6)** Notarized Affidavit of Posting regarding Notice of Public Hearing of the East Bay Municipal Utility District on the Public Health Goals Report (including notice); **7)** Oakland Tribune Proof of Publication Notice of Public Hearing of the East Bay Municipal Utility District on the Public Health Goals Report (Legal No. 0006914424 published August 22, 2025 and August 29, 2025); **8)** Contra Costa Times Proof of

Publication Notice of Public Hearing of the East Bay Municipal Utility District on the Public Health Goals Report (Legal No. 0006914424 published August 22, 2025 and August 29, 2025); and 9) West County Times Proof of Publication Notice of Public Hearing of the East Bay Municipal Utility District on the Public Health Goals Report (Legal No. 0006914424 published August 22, 2025 and August 29, 2025).

3. **Motion No. 175-25** – Awarded a contract beginning on or after September 9, 2025, to the lowest responsive/responsible bidder, Computacenter United States, Inc., for supplying VMware by Broadcom license and support subscriptions for one year, for a total cost, after the addition of taxes, not to exceed \$281,417.16.
4. **Motion No. 176-25** – Awarded a contract to the lowest responsive/responsible bidder, Lucas Building Corporation, dba Doug’s Dockworks in an amount not to exceed \$486,027.78 for the construction and installation of a 26-slip open berth dock system at Camanche North Shore.
5. **Motion No. 177-25** – Awarded a contract to the lowest responsive/responsible bidder, Mitchell Engineering, in an amount not to exceed \$4,039,500 for the construction of the Summit Pressure Zone South Pipeline Replacement Phase 2A, under Specification 2193.
- 6.1.- **Authorize agreements beginning on or after September 9, 2025 with Consor PMCM, Inc., Kennedy/Jenks, Inc., MCK Americas, Inc., and Tanner Pacific, Inc. for three years, with one option to renew for an additional two-year period in an aggregate amount, including option years, not to exceed \$14,000,000 for as-needed construction management and inspection services; and authorize additional agreements for construction management and inspection services on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on or after September 9, 2025, with consultants that meet District standards and offer pricing at or below the range in the proposed agreements with the consultants above to increase flexibility and ensure consultant availability. The Board of Directors will be notified of additional qualified consultants by means of the General Manager’s monthly report.**
- 6.2.

- Addressing the Board were the following: 1) Justin Young, President AFSCME Local 2019 expressed concerns about continual contracting out for capital improvement projects and the proposed agreement amount; and 2) Lee Evans, Customer Services Representative II commented on contracting out at the District and contracting collections work in the Contact Center to a third-party vendor.

Director of Engineering and Construction Serge V. Terentieff and General Manager Clifford C. Chan responded to questions from the Board on how as-needed services are determined; the percentage of core District staff performing this work; whether the consultant agencies belong to a union; positions that have been converted to permanent, full-time to complete this work; challenges filling Limited-Term or Temporary Construction positions; how the District can reduce use of these agreements; and how soon the services are needed. General Manager Clifford C. Chan confirmed staff met with Local 2019 and resolved issues regarding this item as a part of the contracting out process. He noted these agreements are to address peak workload needs. President Young confirmed with Justin Young that while Local 2019 is not objecting to the agreements, they are expressing concerns about continual contracting out for this work. President Young made the motion to authorize the agreements recognizing the ongoing concerns of Local

2019, the District's need to provide these services as-needed, and noting the District will not use the agreements if staff are available and have the capacity to complete the work. Director Chan requested a roll call vote.

- Motion by President Young, seconded by Director Katz, to approve the recommended actions for Items 6.1-6.2 carried (4-0) by the following roll call vote: AYES (Gómez, Katz, Lewis, and Young); NOES (None); ABSTAIN (Chan, Oddie, and Smith); ABSENT (None).

Motion No. 183-25 – Authorized agreements beginning on or after September 9, 2025 with Consor PMCM, Inc., Kennedy/Jenks, Inc., MCK Americas, Inc., and Tanner Pacific, Inc. for three years, with one option to renew for an additional two-year period in an aggregate amount, including option years, not to exceed \$14,000,000 for as-needed construction management and inspection services; and authorized additional agreements for construction management and inspection services on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on or after September 9, 2025, with consultants that meet District standards and offer pricing at or below the range in the proposed agreements with the consultants above to increase flexibility and ensure consultant availability. The Board of Directors will be notified of additional qualified consultants by means of the General Manager's monthly report.

- 7.1. – **Authorize agreements beginning on or after September 9, 2025 with Channa Trucking; CIA Trucking; Curbside Trucking LLC; Darrah Trucking & Excavating, Inc.; EM Blair Trucking; East Bay Trans, Inc.; Edwards-Enterprise LLC; Galray Trucking Inc.; Gloria Washington Trucking, Inc.; Haver Trans Inc.; Hills Trucking; Robert Ibarra, Inc. dba Ibarra Trucking; Inder Trucking, Inc.; Jackson Transportation; Mae Trucking; Northbay Logistics Group, Inc.; RC Camease Transportation; Royal Trucking/Maintenance; S & L Transport, LLC; Sky Rock, Inc.; SMG Trucking; TGI Freight, LLC; and Tri Valley Water Trucks, Inc. for one year in an aggregate amount not to exceed \$6,100,000 for dump truck services; and authorize additional agreements for dump truck services on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on September 9, 2025, with service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the above service providers 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.**
- 7.2.

- Addressing the Board were the following: 1) Eric Larsen, President AFSCME Local 444 said the union objects to contracting out for these services and to the continued contracting out of core Local 444 work. He commented on contract spending, staffing and recruitment and an increase in direct hauling. He asked the Board to request an analysis of fully maintained and operated contracting at the District and to consider reducing the recommended agreement amounts and allocating funds to purchase new dump trucks; 2) Michael Morgan, Chief Steward, AFSCME Local 444 said the union objects to the continued contracting out for trucking services and contracting for vacuum excavator work. He commented on increasing staffing to perform this work and allocating funding to purchase trucks and vacuum excavators to staff new positions in the upcoming budget cycle; and 3) Tony Martin, Vice President, AFSCME Local 444, said the union objects to contracting out core Local 444 work, questioned the District's definitions for peak workload and understaffing, and

expressed concerns about relying on contractors. He encouraged the Board to visit job sites and speak with staff when considering contracting out.

Manager of Maintenance and Construction/Water Operations Crystal J. Yezman discussed contracting for these services, noting spending has remained flat in recent years. She described peak workload and commented that over 90 percent of the firms are small minority-owned businesses. If the Board does not authorize the agreements today, the District would have to stop using these services within 1-2 weeks which would impact pipeline replacement jobs throughout the service area. Ms. Yezman and General Manager Clifford C. Chan responded to Board questions about prior years' costs, current vacancy rates and recruitments for Truck Drivers and Heavy Transport Operators, available equipment for incoming staff, lead time for new equipment purchases, truck replacement schedules, analyzing contracting levels and direct haul impacts, long-term plans to reduce contracting over future budget cycles, long-term staffing needs, and using the agreements only as needed. The Board requested an analysis of peak workload and planned/unplanned absences in relation to the need for contracting out; an assessment of whether direct haul will increase demand for services; budget impacts from adding staff and equipment to support dump truck operations; evaluation of ways to reduce reliance on contracted services; a six-month update on the analysis, including long-term projections of resource and contracting needs; and an update on fully maintained and operated contract utilization at a future Finance/Administration Committee meeting.

- Motion by Director Oddie, seconded by Director Gómez, to approve the recommended actions for Items 7.1-7.2 carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 184-25 – Authorized agreements beginning on or after September 9, 2025 with Channa Trucking; CIA Trucking; Curbside Trucking LLC; Darrah Trucking & Excavating, Inc.; EM Blair Trucking; East Bay Trans, Inc.; Edwards-Enterprise LLC; Galray Trucking Inc.; Gloria Washington Trucking, Inc.; Haver Trans Inc.; Hills Trucking; Robert Ibarra, Inc. dba Ibarra Trucking; Inder Trucking, Inc.; Jackson Transportation; Mae Trucking; Northbay Logistics Group, Inc.; RC Camease Transportation; Royal Trucking/Maintenance; S & L Transport, LLC; Sky Rock, Inc.; SMG Trucking; TGI Freight, LLC; and Tri Valley Water Trucks, Inc. for one year in an aggregate amount not to exceed \$6,100,000 for dump truck services; and authorized additional agreements for dump truck services on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on September 9, 2025, with service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the above service providers 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.

- 8.1. – **Motion No. 178-25** – Authorized amendments to the agreements originally authorized under Board Motion No. 189-24 with Badger Daylighting Corp.; Bradley Tanks, Inc.; Diede Construction, Inc. dba Hydro X Services; and Presidio Systems, Inc. to extend the terms of the agreements to September 9, 2026 for hydro/air-vacuum excavation services; and authorized additional agreements for hydro/air-vacuum excavation services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on October 8, 2024 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
- 8.2.

service provider availability. The Board of Directors will be notified of additional qualified service providers by means of the General Manager's monthly report.

9. **Motion No. 179-25** – Authorized an amendment to the agreement originally authorized under Board Motion No. 157-19 with Information & Computing Services, Inc. to increase the agreement amount by \$600,000 to a total amount not to exceed \$1,238,877, and extend the terms of the agreement to September 23, 2030, for continued provision of hardware, software licensing, system support and development for the District's RF-SMART mobile barcoding and inventory management interface system.
10. **Motion No. 180-25** – Authorized a purchase beginning on or after September 9, 2025 from NuSpective, Inc. for implementation support and a three-year subscription to deploy network firewalls to Amazon Web Services in an amount not to exceed \$115,653.84. This purchase will be made under State of California contracts available for use by local governments.
11. **Motion No. 181-25** – Authorized the purchase for services to migrate the District's on-premise business systems to Amazon Web Services beginning on or after September 9, 2025 with ScaleCapacity, Inc. for a total amount not to exceed \$1,560,000. This purchase will be made under a State of California contracts available for use by local governments.
12. **Motion No. 182-25** – Approved the Water Supply Assessment requested by the City of San Ramon for the Orchards Development Project pursuant to California Water Code, Sections 10910-10915.
13. **Resolution No. 35463-25** – Resolution Commending The Castro Valley Sanitary District On The Completion Of Its Operations And Engineering Building.

PUBLIC HEARING

- 14.1. **Conduct a public hearing to provide an opportunity for public comment on the Public Health Goals (PHG) Report.**

President Young opened the public hearing at 2:12 p.m. and announced the hearing is to receive public comment on the Public Health Goals Report.

Manager of Water Quality Susan M. Teefy presented a summary of the report which covers calendar years 2022-2024 noting the report data is already included in the District's annual Consumer Confidence reports (e.g., Water Quality Report) each year. As previously reported, the District's drinking water quality meets all state and federal drinking water standards set to protect public health. The California Health and Safety Code specifies that water systems serving more than 10,000 service connections prepare a special report every three years if their water quality measurements have exceeded any state PHGs or federal maximum contaminant level goals (MCLGs) if no PHG exists. Only constituents with California primary drinking water standards – designated with a maximum contaminant level (MCL) – are included in this regulation. PHGs are not enforceable and public water systems are not required to meet them. MCLGs are the federal equivalent of PHGs. During the reporting period, two constituents – bromate and hexavalent chromium – were detected in the District's water at levels above their PHGs. Ms. Teefy reviewed

the constituent data, associated health risks, and the best available technologies and costs to reduce the levels to below the MCL. The effectiveness of the available treatment technologies to provide significant reductions in these contaminants is uncertain due to analytical limitations. Therefore, no further action is recommended. Ms. Teefy addressed Board questions about the report and confirmed PFAS detections are not in the PHG report. Staff was asked to clarify the report terminology about cancer risk for bromate and hexavalent chromium in future reports; quantify the excess cancer risk based on State levels versus what exists in the District's water; consider conducting a Water Wednesday webinar for the public to discuss drinking water quality; include information on the website to help the public understand the data in the PHG report; and provide an update when PFAS regulatory thresholds or detections change.

President Young called for public comment. There was no public comment. President Young called for a motion to close the public hearing and closed the public hearing at 2:32 p.m.

- Director Chan left the meeting at 2:11 p.m. and returned at 2:13 p.m.

Motion No. 185-25 – Conducted a public hearing to provide an opportunity for public comment on the Public Health Goals Report.

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

Motion No. 186-25 – Closed the public hearing to provide an opportunity for public comment on the Public Health Goals Report.

14.2. **Accept the Public Health Goals Report.**

- Motion by Director Katz, seconded by Director Lewis, to accept the Public Health Goals Report carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 187-25 – Accepted the Public Health Goals Report.

DETERMINATION AND DISCUSSION

15. **Appoint an Ad Hoc Committee to negotiate amendments to the employment agreements with the General Manager and the General Counsel.**

President Young announced the Board met in closed session to conduct performance evaluations for the General Manager and General Counsel. Due to time constraints, the Board will reconvene in closed session following the Regular meeting to conduct the performance evaluation for the General Counsel. It is recommended that three Board members be appointed to serve on an ad hoc committee as the Board's representatives in negotiating any amendments to their employment agreements. Past practice has been for the Board President, Vice-President, and immediate past Board President to serve on the committee. Interim Vice President Gómez and Director Katz (past Board President) agreed to serve on the committee.

- Motion by Director Oddie, seconded by Director Smith, to appoint Directors Luz Gómez, Andy Katz, and Marguerite Young to serve as the Ad Hoc Committee carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 188-25 – Appointed Directors Luz Gómez, Andy Katz, and Marguerite Young to serve as the Ad Hoc Committee to negotiate amendments to the employment agreements with the General Manager and the General Counsel.

- 16.1. **Take actions related to the Miller Road Trench Soil Management Project. Adopt the Final Mitigated Negative Declaration for the Miller Road Trench Soil Management Project**
–
16.4. **(Project); make findings in accordance with the California Environmental Quality Act (CEQA); adopt the Mitigation Monitoring and Reporting Plan in accordance with CEQA; and approve the Project.**

Senior Civil Engineer Gus Cicala provided the presentation. 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. The Board is being asked to adopt the MND, make the required CEQA findings, adopt the Mitigation Monitoring and Reporting Plan, and to approve the project. If approved, staff will begin work to submit the CUP application to Alameda County in October 2025. There was considerable Board discussion about the actions being considered by the Board, the CUP application, whether the MND considered Alameda County's Soil Importation Ordinance, and whether additional CEQA actions, mitigations or conditions would be required by the county following the CUP application. General Counsel Derek T. McDonald and Attorney III Karen L. Donovan responded to questions. Ms. Donovan provided clarification for each recommended action being considered by the Board, ensuring compliance requirements and legal considerations were addressed. There was additional discussion on whether staff should consider including additional requirements in the MND to

further mitigate concerns raised by the public and some Board members. The Board requested an update on the CUP application and feedback following the Alameda County Board of Zoning Adjustments – West County meeting. Director Chan requested a roll call vote.

- Motion by President Young, seconded by Director Lewis, to approve the recommended actions for Items 16.1-16.4 carried (6-1) by the following roll call vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (Chan); ABSTAIN (None); ABSENT (None).

Resolution No. 35464-25 – Adopting The Mitigated Negative Declaration For The Miller Road Trench Soil Management Project, Making Findings, Adopting The Mitigation Monitoring And Reporting Plan, And Approving The Project.

17. **General Manager’s Report.**

Hydrant Locking Caps

Director of Operations and Maintenance David A. Briggs provided the presentation. Locking caps are installed on hydrant outlets to prevent unauthorized water use and theft. Illegal or non-standard connections can lead to system contamination and damage hydrants. EBMUD has used locking caps since the 1990s as a preventive measure. Mr. Briggs highlighted examples of illegal connections noting locking hydrant caps are primarily installed in Oakland in collaboration with the Oakland Fire Department. Fire departments, including those providing mutual aid, are equipped with special wrenches to access the caps, like those used for fire department connections on commercial buildings. Hydrant locking caps previously installed in limited areas of Contra Costa County have since been removed. He outlined coordination with local fire agencies noting the District has held an annual Fire Agency Forum since the Oakland Hills fire in 1991. Locking hydrant caps were last discussed in 2023 and remain a frequent topic of interest. The District provides wrenches to fire departments in the cities where caps are installed, as well as to neighboring jurisdictions to support mutual aid. These wrenches may also be purchased independently. In 2025, District staff held 17 meetings with fire agencies, partner agencies, and elected officials on wildfire and fire readiness. Mr. Briggs also noted that EBMUD serves as a strategic advisor on the East Bay Wildfire Coalition. The District will continue to support the standardization of hydrant cap design, meet with local fire agencies to ensure awareness of hydrant caps and the methods required to remove them, and attend countywide fire chief meetings in Alameda and Contra Costa counties to discuss this and related topics. Mr. Briggs addressed questions from the Board.

Monthly Report – August 2025

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

DIRECTOR COMMENTS

18. **Other Items for Future Consideration.**

None.

19. **Director Comments.**

President Young announced the Board would not reconvene to closed session and will conduct the performance evaluation for the General Counsel during the September 23, 2025 Closed Session Meeting.

- Director Chan reported attending the Castro Valley Fall Festival on September 6.
- Director Gómez reported visiting a pipeline construction project in Orinda on August 28 and thanked staff for their hard work and acknowledged their creativity and professionalism.
- Director Katz reported attending the Oakland Pride Parade and Festival along with President Young and Director Smith on September 7; and plans to attend the Solano Avenue Stroll in Albany/Berkeley on September 14.
- Director Smith reported attending the Hidden Heroes of the Green Belt Awards in Oakland on August 27; the Bay Area Girls Club: Men Who Cook fundraiser event in Richmond on August 31; and the Oakland Pride Parade and Festival on September 7.
- President Young reported attending the Oakland Pride Parade and Festival on September 7, thanked Raining Pride Committee members and acknowledged Senior Administrative Clerk Cade Comer. President Young also announced that Director Lewis was inducted into the National Bar Association Hall of Fame in Chicago in July.
- Directors Lewis and Oddie had no reports.

ADJOURNMENT

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

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: October 14, 2025

Marguerite Young, President of the Board

MINUTES

**Tuesday, September 23, 2025
East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California**

Regular Closed Session Meeting

President Marguerite Young called to order the Regular Closed Session Meeting of the Board of Directors at 11:00 a.m. in the Administration Building Boardroom.

ROLL CALL

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

Staff participants included General Counsel Derek T. McDonald.

PUBLIC COMMENT

- Addressing the Board was Gary Walters II Engineering Designer II, who commented on workplace violence and being retaliated against. He asked the Board to review how HR, management and supervisors are handling complaints and implementing District policies and procedures.

President Young requested information regarding Mr. Walters' comments and information on the number of complaints filed with HR that have been validated, upheld, or dismissed within the past year. President Young also asked Human Resources Director Cindy R. Charan to follow up with Mr. Walters.

ANNOUNCEMENT OF CLOSED SESSION AGENDA

President Young announced the closed session agenda, and the Board convened to Administration Building Conference Room 8 for discussion.

Regular Business Meeting

ROLL CALL

President Marguerite Young called to order the Regular Meeting of the Board of Directors at 1:20 p.m. in the Administration Building Boardroom.

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

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

BOARD OF DIRECTORS

President Young led the Pledge of Allegiance.

PRESENTATIONS

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

Director Lewis announced the Disability Advocacy and Rights Team, also known as DART, was founded in 2022 as a District affinity group and provides a community for employees with disabilities, caretakers of disabled people, and employees who want to learn more about disability. DART also supports the District's efforts to promote the hiring of qualified individuals with disabilities. Each October, the United States Department of Labor recognizes National Disability Employment Awareness Month, also known as NDEAM. NDEAM commemorates the many contributions of people with disabilities to America's workplaces and economy. The theme for NDEAM 2025 is "Celebrating Value and Talent." DART will be hosting a variety of activities throughout October in multiple District locations with a kickoff celebration on October 8th. On behalf of the Board of Directors, Director Lewis thanked DART for their contributions and leadership in supporting individuals with disabilities and encouraged all District staff to celebrate and participate in NDEAM activities.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board was Gary Walters II Engineering Designer II, who commented on his family's Native American heritage, California Native American Day, Orange Shirt Day, and National American Indian Heritage Month. He encouraged the District to participate in Orange Shirt Day which is celebrated on September 30 and to consider recognizing and celebrating the Indigenous people of the Americas.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the September 9, 2025 Planning and Legislative/Human Resources Committee Meetings.
- Director Lewis reported the Finance/Administration Committee met earlier and received updates on the August 2025 Monthly Investment Transactions Report; Fiscal Year 2025 Annual Budget Performance Report; A New Policy (Policy 6.16 – Protection of Whistleblowers) and Revisions to District Policies; and the Fiscal Year 2025 Annual Hydropower Revenue Report.

CONSENT CALENDAR

- Agenda Items 4, 5, 10 and 12 were removed from the Consent Calendar for separate discussion.

- Motion by Director Lewis, seconded by Director Gómez, to approve the recommended actions for Items 1-3, 6-9, and 11 on the Consent Calendar carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

1. The following correspondence was filed with the Board: **1)** Presentation entitled, “Concrete Repair Services,” dated September 23, 2025; **2)** Speakers’ Bureau and Outreach Record CY25, dated September 23, 2025; and **3)** Email dated September 23, 2025 from Eric Larsen to Office of the Secretary regarding Agenda Item #2 (Ductile Iron Pipe).
2. **Motion No. 189-25** – Awarded 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.

Staff was asked to provide information to the Board and a response to Eric Larsen regarding Mr. Larsen’s September 23, 2025 email regarding ductile iron pipe.

3. **Motion No. 190-25** – Authorized 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.**
 - Addressing the Board were the following: 1) Gary Walters II, Engineering Designer II and ratepayer expressed opposition to contracting out this work and asked the Board to pause and investigate the merits of the request; and 2) Justin Young, President, AFSCME Local 2019 commented on management’s notification process for the union to review and comment on projects. Mr. Young confirmed that the union does not oppose the agreement but is concerned about continual contracting for this work.

General Manager Clifford C. Chan confirmed management met with the unions and that the unions did not oppose contracting for this work. He described the scope of work and confirmed the services would only be used if staff is unable to meet a project’s timeline. There was Board discussion regarding contract utilization, whether approval of the agreement is urgent or a priority, and the amount of time that has passed since the initial notification regarding this agreement. Director of Customer and Community Services Andrew L. Lee clarified how often the services have been used in the past. Staff was asked to provide a contract utilization report for this and other contracts during the next budget cycle and to consider providing additional notification to the unions when a significant amount of time has passed between the initial notification and the date an item is presented for Board consideration.

- Motion by Director Gómez, seconded by Director Lewis, to approve the recommended actions for Item 4 carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 196-25 – Authorized 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.

- 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; and authorized 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.**
- 5.2.

- Addressing the Board was Eric Larsen, President, AFSCME Local 444 who said the union objects to contracting out core work and to the decision to fill the Paving Crew Foreman and Concrete Finisher positions as limited-term rather than permanent, full-time. He asked that during the next budget cycle, the District use some of the contract dollars to fund permanent, full-time concrete finisher and foreman positions.

General Manager Clifford C. Chan commented on discussions with Local 444 regarding using Limited-Term positions to address a backlog of work while maintaining prior agreements to keep staffing levels and contract spending flat. Mr. Chan noted the District will analyze ongoing workloads to determine if the positions will need to be converted to permanent, full-time. Manager of Maintenance and Construction/Water Operations Crystal J. Yezman provided a presentation detailing the difference in concrete work performed by District staff and contractors. Ms. Yezman described the current backlog of work and staffing considerations, and responded to Board questions about how much contracted work was typical contractor work versus work usually performed by District forces, such as meter-related tasks. Mr. Larsen withdrew the union’s objection to contracting for this work but reiterated the union’s request to allocate funding for permanent, full-time concrete finisher and foreman positions during the next budget cycle. The Board requested an update on fully maintained and operated contract utilization during the next budget cycle.

- Motion by Director Katz, seconded by Director Smith, to approve the recommended actions for Item 51.-5.2 carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 197-25 – Authorized 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; and authorized 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. **Motion No. 191-25** – Authorized 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. **Motion No. 192-25** – Authorized an amendment to the elevator maintenance agreement originally authorized under Board Motion No. 139-23, with TK Elevator Corporation 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. **Motion No. 193-25** – Authorized an amendment to the agreement originally authorized under Board Motion No. 170-19 with Safety Holdings, Inc. dba SambaSafety 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. **Motion No. 194-25** – Authorized 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 a purchase beginning on or after September 9, 2025 from NuSpective, Inc. for implementation support and a three-year subscription to deploy network firewalls to Amazon Web Services in an amount not to exceed \$115,653.84. This purchase will be made under State of California contracts available for use by local governments.**

- Director Oddie pulled the item to report he received an email from a concerned employee and ratepayer questioning whether the work, which may not be temporary, could be handled by staff instead of being outsourced. Staff was asked to respond.

Andrew Szeto, Information Services Supervisor, explained the District proposes contracting for these services to maintain operating system security and perform routine updates while staff focuses on upcoming upgrades to other District systems.

- Motion by Director Oddie, seconded by Director Lewis, to approve the recommended actions for Item 10 carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 198-25 – Authorized a purchase beginning on or after September 9, 2025 from NuSpective, Inc. for implementation support and a three-year subscription to deploy network

firewalls to Amazon Web Services in an amount not to exceed \$115,653.84. This purchase will be made under State of California contracts available for use by local governments.

11. **Motion No. 195-25** – Approved the August 2025 Monthly Investment Transactions Report.
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.**

President Young announced the Board will not consider Policy 6.16 – Protection of Whistleblowers but would still consider approving the revisions to the remaining policies. Director Lewis, Finance/Administration Committee Chair reported the Committee met earlier and approved the staff recommendation for all policies by two votes. She provided feedback to staff regarding Policy 6.16 and abstained from voting. General Manager Clifford C. Chan summarized the comments and feedback received regarding Policy 6.16 during the committee meeting and said staff will update the policy and present it to the Finance/Administration Committee for review and to the Board for consideration and approval at a future date. Director Chan read excerpts from an email received from a ratepayer about Policy 6.16 and commented on receiving reports from employees regarding retaliation. Director Chan was asked to provide a copy of the email to staff for consideration during the policy update.

- Motion by Director Katz, seconded by Director Oddie, to adopt revised Policy 7.11, revised Policy 9.03, and revised Policy 9.07 carried (7-0) by the following voice vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Resolution No. 35465-25 – Adopting 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.

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.**

Director of Operations and Maintenance David A. Briggs announced this was the fifth year the District will be recognizing California Clean Air Day. He highlighted activities planned by the District’s employee-led Sustainability Committee and actions the District is taking to honor its commitment to reduce air pollution and carbon emissions.

- Director Chan left the meeting at 2:11 p.m. and returned at 2:13 p.m.

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

Resolution No. 35466-25 – Resolution Supporting Declaration Of California Clean Air Day.

14. **General Manager’s Report.**

General Manager Clifford C. Chan discussed the recent earthquakes and the subsequent inspections staff conducted at the water treatment plants. Staff will provide an update on preparedness at the October 14, 2025 Planning Committee meeting. He also announced the Speakers’ Bureau and Outreach Record CY25 had been provided at Board places.

DIRECTOR COMMENTS

15. **Other Items for Future Consideration.**

None.

16. **Director Comments.**

- Director Chan reported attending the Castro Valley Sanitary District ribbon cutting event for the completion of its Operations and Engineering Building on September 10 and the Oakland Zoo Annual Donor Reception on September 12.
- Director Gómez reported participating in the San Ramon Valley Leadership Academy and attending the following: Oakland Zoo Annual Donor Reception on September 12; Water, Energy, and Environmental Task Force of the East Bay Leadership Council on September 16 in Walnut Creek; Annual Leadership in Sustainability Awards Gala in Pleasant Hill on September 17; and the Lafayette Art, Wine and Music Festival on September 20.
- Director Katz reported participating in the Solano Avenue Stroll and Parade in Berkeley on September 13.
- Director Lewis reported attending the Alameda County Mayors Conference in Oakland on September 10; congratulated the San Francisco and Oakland Bay Area chapters of The Links Incorporated on their 75th anniversary; and announced the recent passing of Pastor Emeritus J. Alfred Smith, Sr. of the Allen Temple Baptist Church in Oakland.
- Director Oddie reported attending the Oakland Chinatown Night Market on September 13; the Asian Health Services Gala on September 20 in Oakland; and plans to participate in the District 3 Emergency Preparedness Day which is being sponsored by the District along with Alameda County Board of Supervisor Lena Tam in San Leandro on October 18.
- Director Smith reported attending the West County Forum on September 11 in San Pablo; Annual Leadership in Sustainability Awards Gala in Pleasant Hill on September 17; and the Richmond Main Street Initiative’s Spirit and Soul Festival on

September 20.

- President Young reported speaking on behalf of the District at a memorial for David “Chicken” Nesmith at Bishop O’Dowd in Oakland and touring the Orinda Water Treatment Plant with staff and elected officials on September 19.

ADJOURNMENT

President Young adjourned the Regular Meeting at 2:28 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: October 14, 2025

Marguerite Young, President of the Board

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MINUTES

**Tuesday, October 7, 2025
East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California**

Special Meeting

President Marguerite Young called to order the Special Meeting of Board of Directors at 11:34 a.m. in the Administration Building Boardroom. The Board met to consider waiving the attorney-client privilege of the Executive Summary of a confidential attorney-client privileged investigation report resulting from the March 2025 complaint against Director April Chan.

ROLL CALL

Directors Luz Gómez (remote), Valerie D. Lewis, Jim Oddie, Joey D. Smith (remote), and President Marguerite Young were present at roll call. Director April Chan was absent (excused). Director Andy Katz arrived at 11:43 a.m.

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

PUBLIC COMMENT

None.

DISCUSSION

President Young announced the Board was meeting to consider waiving the attorney-client privilege of a confidential attorney-client privileged investigation report resulting from the March 2025 complaint against Director April Chan. President Young reported that Director Chan informed her this morning that she would not be able to attend today's meeting. Based on the nature of the action being considered, President Young proposed tabling this item until the October 14, 2025 Regular meeting to allow Director Chan the opportunity to be present and participate in the discussion. There was considerable Board discussion regarding deferring the item to October 14. Director Katz commented on releasing a narrower scope of the Executive Summary. President Young referred Director Katz to General Counsel Derek T. McDonald. There was additional discussion and the Board agreed to defer the item until its October 14 meeting and asked that Director Chan be informed that a decision on the item will move forward at that meeting.

ADJOURNMENT

President Young adjourned the Special meeting at 10:48 a.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: October 14, 2025

Marguerite Young, President of the Board

Title:	Acoustic Tag Acquisition to Assess Juvenile Chinook Salmon Migration Characteristics	Meeting Date:	October 14, 2025
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between EBMUD and USGS to assess salmonid migration patterns under baseline conditions and projected DCP operations, with a focus on Chinook salmon and steelhead trout.

The research will utilize ATS SS400 acoustic transmitter tags, which are part of the Juvenile Salmonid Acoustic Telemetry System (JSATS), a high-resolution tracking platform developed by the U.S. Army Corps of Engineers. These miniature, injectable tags emit high-frequency signals encoded with unique IDs, allowing researchers to track individual fish in two or three dimensions as they migrate through the Mokelumne River and Sacramento–San Joaquin Delta. The SS400’s compact design enables rapid, minimally invasive implantation, improving post-tagging survival and reducing handling stress. Its superior battery performance and signal consistency make it the most advanced JSATS-compatible transmitter available, ensuring robust data collection for statistical and hydrodynamic modeling.

The Joint Study Agreement utilizes cutting-edge scientific tools that are endorsed by local, state, and federal partners through the collaborative Interagency Telemetry Advisory Group (ITAG), in which EBMUD plays an active role. This strategic investment in high-quality tagging technology will strengthen predictive tools such as the STARS model, providing robust, high-confidence data to guide adaptive water management and support long-term salmonid conservation efforts

VENDOR SELECTION

A Direct Award was approved for ATS to provide JSATS SS400 acoustic transmitters. EBMUD has selected ATS based on the proven performance and reliability of their SS400 acoustic transmitter. The SS400 features described above are essential for generating high-quality telemetry data suitable for rigorous statistical and hydrodynamic modeling. In contrast, alternative transmitters have demonstrated premature and inconsistent failures in both National Oceanic and Atmospheric Administration-led studies and EBMUD’s own multi-year trials, undermining survival estimates, introducing bias into behavioral analyses, and complicating model calibration. This investment will enable high-confidence data collection, strengthen predictive modeling tools such as the STARS model, and directly support adaptive water-management decisions and salmonid conservation efforts as required under a legal settlement agreement.

This project will help the District meet the Water Quality and Environmental Protection Strategic Plan goal by conducting monitoring and data assessment to support adaptive management of our biological resources.

SUSTAINABILITY

Economic

Funding for this purpose is available in the FY2026 adopted operating budget.

Environmental

The California Environmental Quality Act (CEQA) defines a “project” as an action which has the potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. This project is a monitoring and modeling project and will not result in a physical change in the environment. Projects involving

Title:	Acoustic Tag Acquisition to Assess Juvenile Chinook Salmon Migration Characteristics	Meeting Date:	October 14, 2025
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only feasibility and planning studies are also exempt pursuant to CEQA Guidelines section 15262.

ALTERNATIVES

Select a different vendor. This alternative is not recommended because the ATS transmitters offer superior reliability and performance. Acoustic telemetry tags from other vendors have shown limitations in operational consistency and data integrity.

Do not purchase the tags. This alternative is not recommended because the District is receiving funding from DWR to support the procurement of transmitters, and furthermore the tag purchase is part of a legal protest dismissal process.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract Acoustic Tag Acquisition to Assess Juvenile Chinook Salmon Migration Characteristics						DATE: September 8, 2025						
CONTRACTOR: Advanced Telemetry Systems Isanti, MN				Sole Source		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$2,275,000 *		FIRM'S OWNERSHIP Ethnicity: White Gender: Men		White Men 25%		Contracting Objectives 25%		Participation 100.0%				
		White Women 2%		White Women 2%		Ethnic Minorities 25%		Participation 0.0%				
		Ethnic Minorities 25%		Ethnic Minorities 25%		Ethnic Minorities 25%		Participation 0.0%				
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER M W		CONTRACTING PARTICIPATION						
PRIME: Advanced Telemetry Systems		\$2,275,000	White	X		White-Men 100.0%	White-Women 0.0%	Ethnic Minorities 0.0%	Unclassified 0.0%	Publicly Held Corp. 0.0%	Gov't/Non Profit 0.0%	Foreign 0.0%
SUBS:												
TOTAL		\$2,275,000		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			
No. of Employees:			INFORMATION NOT PROVIDED									
Percent of Total Employees:												
MSA Labor Market %:												
MSA Labor Market Location:												
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA												
*Total not to exceed: \$2,275,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



BOARD ACTION

Agenda Number:	4.	Meeting Date:	October 14, 2025
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TITLE **MAIN WASTEWATER TREATMENT PLANT TRUNK DRAIN LINE CLEANING**

ACTION Motion: Resolution: Ordinance:


RECOMMENDED ACTION 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 (MWWTP).

SUMMARY This project involves confined-space entry and use of specialized equipment to dislodge and remove hardened material in two segments of the plant trunk drain line at the MWWTP. The work includes deploying a specialized rescue team, removing the debris from the pipe and documenting the results, as well as an optional task for additional pipeline cleaning, as needed.

DISCUSSION The MWWTP contains a network of underground pipes to drain sanitary and process wastes, stormwater, and to convey trucked-in wastes to the Influent Pump Station for treatment. A trunk drain line, which is a larger diameter pipe that collects these wastewater flows from smaller pipes, was found to have obstructions in two locations. Staff have performed frequent cleanings and other efforts to remove the hardened material that is causing the obstructions without entering the pipe, with limited success. Specialized services are required to enter the pipe and dislodge the material. This work will restore the pipe capacity at two locations and reduce the number and frequency of outages required for pipeline cleaning. This work supports the District’s Long-Term Infrastructure Strategic Plan goal.

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

SERVICE PROVIDER SELECTION A Direct Award was approved for American Integrated Services, Inc. to provide pipeline cleaning services. American Integrated Services, Inc. has the equipment and trained personnel with the capabilities and experience to safely perform a confined-space entry to remove the blockages.

Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027	Budget Coding: 21-911-9200400-53110		Approved: 
Attachment(s): P-035; P-061			

Title:	Main Wastewater Treatment Plant Trunk Drain Line Cleaning	Meeting Date:	October 14, 2025
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SUSTAINABILITY

Economic

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

The proposed project will reduce staff hours spent on frequent pipe cleaning.

Social

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

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

Environmental

Completion of this work will reduce outages for the Resource Recovery Program customers, allowing more deliveries of trucked-in wastes.

ALTERNATIVES

Do not perform the work. This alternative is not recommended because the obstructions, if left unaddressed, could result in overflows from the MWWTP drain system.

Solicit additional proposals for the work. This alternative is not recommended because the District has already identified a firm with appropriate equipment and expertise to perform the work at a reasonable price.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE General Services Agreement Main Wastewater Treatment Plant Trunk Drain Line Cleaning						DATE: October 6, 2025						
CONTRACTOR: American Integrated Services, Inc. Wilmington, CA				Direct Award		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$163,936 *		FIRM'S OWNERSHIP		White Men		25%		0.0%				
		Ethnicity	Gender	White Women		6%		0.0%				
		Hispanic	Men	Ethnic Minorities		25%		100.0%				
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIMES: American Integrated Services, Inc.		\$163,936	Hispanic	X				100.0%				
SUBS: None												
TOTAL		\$163,936				0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		87		20		365		472				
Percent of Total Employees:		18.4%		4.2%		77.3%						
MSA Labor Market %:		39.0%		33.7%		27.3%						
MSA Labor Market Location:		USA										
COMMENTS												
Contract Equity Participation - 100% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$163,936												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



BOARD ACTION

Agenda Number:	5.	Meeting Date:	October 14, 2025
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TITLE **CAMANCHE BATTERY ENERGY STORAGE SYSTEM ECONOMIC FEASIBILITY STUDY**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION Authorize an agreement beginning on or after October 14, 2025 with Customized Energy Solutions Limited (CES) in an amount not to exceed \$269,560 to evaluate the feasibility of a battery energy storage system (BESS) near Camanche Reservoir and four other District facilities with planned photovoltaic (PV) generation.


SUMMARY A BESS allows electricity to be stored during low-demand periods and discharged during high-demand periods. The systems enhance electric grid stability and can generate revenue through power arbitrage which lowers the cost of renewable energy resources. Under this agreement, CES will evaluate the technical and economic feasibility of a BESS near Camanche Reservoir under four charging alternatives. In addition, CES will provide BESS design criteria for planned PV systems at four other District facilities.

DISCUSSION The District’s substation adjacent to the Camanche Raw Water Pumping Plant includes approximately 4,500 square feet of unused area to potentially install a BESS. The study will evaluate the feasibility of a BESS at this site to generate revenue from energy arbitrage, resource adequacy, and ancillary services.

In addition, the consultant will develop the design criteria for PV and a BESS for the following District facilities: Almond Reservoir-Proctor Pumping Plant site in Castro Valley, Fleet Maintenance East in Walnut Creek, the Walnut Creek Water Treatment Plant, and the new Central Area Service Center in Oakland. The objective for this portion of the scope of work is to determine economic benefits of up-sizing already planned PV and BESS required by the California Energy Commission’s Building Energy Efficiency Standards.

This work supports the District’s Water Quality and Environmental Protection and Long-Term Financial Stability Strategic Plan goals.

CONSULTANT SELECTION A request for proposals was posted on the District’s website. Three firms submitted proposals. CES was selected based on its extensive knowledge and expertise in the wholesale energy market, and its subconsultant’s experience with planning, design, procurement, construction, and operation of renewable energy and BESS projects.

Originating Department: Water Operations	Department Director or Manager: Roberto C. Cortez	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026	Budget Coding: 11.773.8402600.53110		Approved: 
Attachment(s): P-035; P-061			

Title:	Camanche Battery Energy Storage System Economic Feasibility Study	Meeting Date:	October 14, 2025
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SUSTAINABILITY

Economic

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

Social

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

Environmental

This item supports the District’s goal to become carbon neutral by 2030. This economic feasibility study is not subject to the California Environmental Quality Act because it will not result in either direct physical change in the environment or a reasonably foreseeable indirect physical change.

ALTERNATIVE

Do not authorize the agreement. This alternative is not recommended because the project supports the District’s goal to be carbon neutral by 2030 and the District could benefit financially from installing BESS at its facilities.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement Camanche Battery Energy Storage System Economic Feasibility Study						DATE: September 18, 2025						
CONTRACTOR:				PERCENTAGE OF CONTRACT DOLLARS								
Customized Energy Solutions Limited Philadelphia, PA				Availability Group		Contracting Objectives			Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%			63.7%			
		Ethnicity	Gender	White Women		6%			0.0%			
\$269,560 *		White	Men	Ethnic Minorities		25%			0.0%			
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Customized Energy Solutions Limited		\$171,610	White	X		63.7%						
SUBS: Power Engineers Incorporated		\$97,950	Publicly Held Corporation							36.3%		
TOTAL		\$269,560				63.7%	0.0%	0.0%	0.0%	36.3%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
			White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:			89		21		248		358			
Percent of Total Employees:			24.9%		5.9%		69.3%					
MSA Labor Market %:			39.0%		33.7%		27.3%					
MSA Labor Market Location:			USA									
COMMENTS												
Contract Equity Participation: 63.7% White Men participation. Contract Duration: NA												
*Total not to exceed: \$269,560												
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: Camanche Battery Energy Storage System Economic Feasibility Study		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
Professional Services Agreement		DATE: 9/18/2025	National		10.5	10.7	3.7	0.7	27.3
			9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM	Company Wide	8	3	217	0	228	63.7%	27.3%
Customized Energy Solutions Limited Michelle Ricks-McClendon 1528 Walnut St., 22nd Floor Philadelphia, PA 19102 567-331-4361		Manager/Prof	8	2	215	0	225	64.3%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	1	2	0	3	100.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	1	5	0	6	66.7%	
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	USA		# Employees-Co. Wide:		358	Bay Area: 9	
S	PHC	Company Wide	INFORMATION NOT PROVIDED						
Power Engineers Incorporated Thomas Holleran 3940 Glenbrook Dr. Hailey, ID 83333 913-402-4272		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
P	WW: SBE	Company Wide	0	0	0	0	0	0.0%	27.3%
Blue Strike Environmental Kristin Cushman 126 Bonifacio Pl., Suite G Monterey, CA 93940 831-277-0167		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA:	USA		# Employees-Co. Wide:		18	Bay Area: 0	
P	WM	Company Wide	INFORMATION NOT PROVIDED						
1898 & Co Anshul Saxena 145 S. State College Blvd., Suite 600 Brea, CA 92821 202-790-2601		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							

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



BOARD ACTION

Agenda Number:	6.	Meeting Date:	October 14, 2025
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TITLE **CONSULTING SERVICES TO SUPPORT HUMAN RESOURCES INFORMATION SYSTEM REPLACEMENT PROJECT**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION 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 (RFP), and contract negotiations for a new Human Resources Information System (HRIS) and optional services to further support the project with change management and project tracking.


SUMMARY This work will support the development of a strategy, elicitation of appropriate requirements, packaging, and issuance of an RFP, and procurement of a new HRIS at the District that best meets the District’s needs.

DISCUSSION The District’s current PeopleSoft HRIS was implemented in Year 2000 and is no longer supported. Modern HR systems provide enhanced functionality, automation, and analytics that support efficient HR operations, employee self-service, and strategic workforce planning. To secure the best long-term solution, the District requires an experienced partner to guide the procurement and contracting process.

The consultant will assist the District with:

- Developing a strategy for replacing the existing system.
- Documenting comprehensive system requirements.
- Structuring and packaging an effective and competitive RFP.
- Supporting the evaluation, selection, and contracting of a system that best meets the District’s business, technical, and workforce needs.
- Provide a skills and staffing review to support subsequent operations.

Included in the price are two optional services: 1) change management support for this critical system upgrade with impacts across the District and 2) four quarters of program health checks to assess the pace and quality of the implementation and provide actionable recommendations to address gaps to meet the project schedule.

Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026/2027; Award #7000200; Volume 2; Page 66	Budget Coding: 11.256.0000.2009707.52310.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Consulting Services to Support Human Resources Information System Project	Meeting Date:	October 14, 2025
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The cost breakdown is:

Project Strategy, RFP development, Product selection, Future Staffing	\$305,070.00
<i>Option: Change management support</i>	\$160,000.00
<i>Option: Program Health Checks & Monitoring (4 quarters)</i>	\$255,000.00
TOTAL	\$720,070.00

Engaging a consultant with demonstrated expertise in HR technology and procurement best practices will reduce risk, ensure objectivity, and position the District to implement a modern HRIS solution that enhances efficiency, compliance, and employee experience.

The consultant will provide specialized technical expertise and best practices in HR systems to ensure an effective and informed evaluation and selection process.

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

CONSULTANT SELECTION

An RFP was posted on the District’s website. Four firms submitted proposals. Info-Tech Research Group, Inc. dba McLean & Company was selected based on their exhibited expertise with Enterprise Resource Planning and HRIS system selections, particularly in the public sector space. They showcased the best approach, methodology, and understanding of the project among the top vendors.

SUSTAINABILITY

Economic

Funding for this purpose is available in the FY 2026/2027 adopted capital budget for HRIS Replacement.

Social

Locals 21 and 2019 were notified of this agreement on September 29, 2025, and did not raise any specific issues related to this agreement.

ALTERNATIVES

Do not authorize this agreement for services. This alternative is not recommended because these services bring specialized expertise in HRIS procurement, requirements gathering, and RFP development that District staff do not have the capacity to provide.

Select a different consultant. This alternative is not recommended because the current consultant was selected through a fair and competitive process and was determined to be the most qualified based on the responses received.

Reissue the RFP. This alternative is not recommended because reissuing the RFP would delay the replacement of the HRIS, increasing operational and compliance risks, and would add administrative and consulting costs without a reasonable expectation of better proposals.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement Consulting Services to Support Human Resources Information System Replacement Project						DATE: October 9, 2025						
CONTRACTOR: Info-Tech Research Group, Inc. dba McLean & Company Las Vegas, NV				PERCENTAGE OF CONTRACT DOLLARS								
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		Contracting Objectives		Participation				
\$720,070 *		Ethnicity	Gender	White Women		25%		100.0%				
		White	Men	Ethnic Minorities		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
PRIMES: Info-Tech Research Group, Inc. dba McLean & Company SUBS: None		\$720,070	White	X		100.0%						
TOTAL		\$720,070				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		116		57		41		214				
Percent of Total Employees:		54.2%		26.6%		19.2%						
MSA Labor Market %:		37.8%		31.3%		30.9%						
MSA Labor Market Location:		Nevada										
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$720,070												
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: Consulting Services to Support Human Resources Information System Replacement Project		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
Professional Services Agreement		DATE: 10/9/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM	Company Wide	14	14	10	0	38	17.8%	30.9%
Info-Tech Research Group, Inc. dba McLean & Company		Manager/Prof	10	12	7	0	29	16.8%	
Ryan Huggett		Technical/Sales	4	2	3	0	9	22.0%	
3960 Howard Hughes Parkway, Suite 500		Clerical/Skilled	0	0	0	0	0	0.0%	
Las Vegas, Nevada 89169		Semi/Unskilled	0	0	0	0	0	0.0%	
888-670-8889 ext 2961		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File: NA	Date of last contract with District: 8/13/2024						
		Co. Wide MSA: Nevada	# Employees-Co. Wide: 214		Bay Area: 0				
P	EMM-B/A/PI	Company Wide	7	0	9	0	16	84.2%	27.3%
Data Climb, LLC		Manager/Prof	6	0	8	0	14	82.4%	
Clarence Clark		Technical/Sales	0	0	0	0	0	0.0%	
205 N. Michigan Ave., Suite 810		Clerical/Skilled	1	0	1	0	2	100.0%	
Chicago, IL 60601		Semi/Unskilled	0	0	0	0	0	0.0%	
404-788-0048		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: USA	# Employees-Co. Wide: 19		Bay Area: 0				
P	EMM-A/PI: SBE	Company Wide	5	3	17	0	25	42.4%	27.3%
Intueor Consulting, Inc.		Manager/Prof	5	3	17	0	25	42.4%	
Vijay Mididaddi		Technical/Sales	0	0	0	0	0	0.0%	
7700 Irvine Center Dr., Suite 610		Clerical/Skilled	0	0	0	0	0	0.0%	
Irvine, CA 92618		Semi/Unskilled	0	0	0	0	0	0.0%	
949-753-9010		Bay Area	1	1	4	0	6	85.7%	39.9%
		Co. Wide MSA: USA	# Employees-Co. Wide: 59		Bay Area: 7				
P	WM	Company Wide	124	146	190	4	464	12.7%	27.3%
Plante & Moran		Manager/Prof	89	121	178	3	391	12.1%	
Mark Warner		Technical/Sales	0	0	0	0	0	0.0%	
3000 Town Center, Suite 100		Clerical/Skilled	35	25	12	1	73	16.9%	
Southfield, MI 48075		Semi/Unskilled	0	0	0	0	0	0.0%	
248-223-3799		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: USA	# Employees-Co. Wide: 3,656		Bay Area: 0				

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



BOARD ACTION

Agenda Number:	7.	Meeting Date:	October 14, 2025
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TITLE **AMEND AGREEMENT FOR EQUAL EMPLOYMENT OPPORTUNITY INVESTIGATIONS AND RELATED SERVICES**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION 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 (EEO) investigation and related services.


SUMMARY In accordance with its obligations as an EEO employer, and in compliance with state and federal laws, the District conducts investigations into complaints of discrimination, harassment, and retaliation to prevent and address unlawful employment practices and to promote a fair and inclusive workplace. These investigations are conducted in alignment with District Procedure 614 – Equal Employment Opportunity Discrimination, Harassment and Retaliation Complaints, Investigation and Appeals through a pool of prequalified external investigators.

DISCUSSION In August 2024, Municipal Resource Group, LLC was retained under Purchase Order No. EBM237278 to provide EEO investigation and related services in an amount not to exceed \$30,000. In July 2025, the agreement was amended under the General Manager’s authority for an additional \$50,000, for a total amount not to exceed \$80,000. This extension allowed the District to continue necessary EEO investigations and related services.

The District continues to see an increase in complex EEO complaints accepted for formal investigation, requiring timely and consistent resolution. To meet state and federal compliance obligations, this request is to increase the agreement amount by \$88,000, for a total amount not to exceed \$168,000 to support ongoing investigations and ensure timely response to any new complaints accepted for formal investigation.

This work supports the District’s Workforce Planning and Development Strategic Plan goal by ensuring the District’s workplace is free from EEO harassment, discrimination, and retaliation.

CONSULTANT SELECTION In October 2022, a request for statement of qualifications was posted on the District’s website for firms with expertise in EEO investigation, consultation, support, training, and EEO Care Services. Eight firms submitted proposals, and a short list of seven firms was established.

Originating Department: Office of Diversity, Equity, and Culture	Department Director or Manager: Derry L. Moten	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026	Budget Coding: 11-141-8873300-52310		Approved: 
Attachment(s): P-035; P-061			

Title:	Amend Agreement for Equal Employment Opportunity Investigations and Related Services	Meeting Date:	October 14, 2025
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Municipal Resource Group, LLC was selected based on their expertise in EEO investigations and availability.

SUSTAINABILITY

Economic

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

Social

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

ALTERNATIVE

Do not approve this amendment. This alternative is not recommended because the investigation of EEO complaints is a federal requirement. Municipal Resource Group, LLC has already been approved as a District vendor and is familiar with District policies and procedures related to EEO investigations.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement - Amendment Amend Agreement for Equal Employment Opportunity Investigations and Related Services					DATE: September 25, 2025							
CONTRACTOR: Municipal Resource Group, LLC Elk Grove, CA			Local / Small Business		PERCENTAGE OF CONTRACT DOLLARS							
BID/PROPOSER'S PRICE: \$88,000 *			FIRM'S OWNERSHIP Ethnicity: White Gender: Women		White Men 25%		Contracting Objectives 25%		Participation 0.0%			
			White Women 6%		Ethnic Minorities 25%		6%		100.0%			
									0.0%			
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER M W		CONTRACTING PARTICIPATION						
PRIME: Municipal Resource Group, LLC		\$88,000	White	X		White-Men 0.0%	White-Women 100.0%	Ethnic Minorities 0.0%	Unclassified 0.0%	Publicly Held Corp. 0.0%	Gov't/Non Profit 0.0%	Foreign 0.0%
SUBS: None												
TOTAL		\$88,000		0.0%	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			
No. of Employees:			0		7		2		9			
Percent of Total Employees:			0.0%		77.8%		22.2%					
MSA Labor Market %:			36.1%		32.3%		31.6%					
MSA Labor Market Location:			Sacramento									
COMMENTS												
Contract Equity Participation - 100% White Women participation. Contract Duration: NA *Total not to exceed: \$168,000 = \$30,000 (Original) + \$50,000 (Amendment 1) + \$88,000 (Amendment 2)												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								

Title:	Amend Agreement for Diving and Remotely Operated Vehicle Inspection and Repair Services	Meeting Date:	October 14, 2025
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SERVICE PROVIDER SELECTION

In 2022, a request for proposals was posted on the District’s website and sent to nine potential proposers including three small business enterprises. The six service providers who submitted proposals were qualified and recommended to be included in the District’s pool of service providers.

SUSTAINABILITY

Economic

Funding for this purpose is available in the fiscal year (FY) 2026/2027 adopted operating budget and the FY 2026 adopted capital budget for Dam Operational Upgrades.

Social

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

ALTERNATIVES

Do not conduct the work. This alternative is not recommended because tanks, reservoirs, treatment plants, and outfalls require periodic inspections and repairs for reliable service.

Rebid as-needed services. This alternative is not recommended because the District engaged in a fair and competitive bidding process, resulting in the selection of service providers which have consistently met District requirements over the course of the agreements.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE General Services Agreement - Amendment Amend Agreement for Diving and Remotely Operated Vehicle Inspection and Repair Services						DATE: <div style="text-align: right;">October 7, 2025</div>						
CONTRACTOR: Various Firms (See Below)				PERCENTAGE OF CONTRACT DOLLARS								
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		Availability Group		Contracting Objectives		Participation				
\$612,500 *		See Below		White Men		25%		83.3%				
		Ethnicity	Gender	White Women		6%		0.0%				
		-		Ethnic Minorities		25%		16.7%				
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIMES:												
DRS Marine, Inc.		\$102,083	White	X		16.7%						
Global Diving & Salvage, Inc.		\$102,083	White	X		16.7%						
JF Brennan Company, Inc.		\$102,083	White	X		16.7%						
Power Engineering Construction Company		\$102,083	White	X		16.7%						
Tidal Marine Construction Inc.		\$102,083	Hispanic	X				16.7%				
Underwater Resources, Inc.		\$102,083	White	X		16.7%						
SUBS:												
None												
TOTAL		\$612,500				83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
			White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:			See Attached Form P-061									
Percent of Total Employees:												
MSA Labor Market %:												
MSA Labor Market Location:												
COMMENTS												
Contract Equity Participation: 83.3% White Men and 16.7% Ethnic Minority participation. Contract Duration: August 11, 2027.												
*Total not to exceed: \$1,362,500 = \$750,000 (Original) + \$612,500 (Amendment)												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amend Agreement for Diving and Remotely Operated Vehicle Inspection and Repair Services		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
General Services Agreement - Amendment		DATE: 10/7/2025							
			National	10.5	10.7	3.7	0.7	27.3	
			9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
		Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2		
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: SBE	Company Wide	1	0	0	0	1	6.7%	48.4%
DRS Marine, Inc. Richard Williams 525 Chestnut St. Vallejo, CA 94590 707-648-3483		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	0	0	0	1	8.3%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	
		AA Plan on File: NA	Date of last contract with District: 8/9/2022						
		Co. Wide MSA: California	# Employees-Co. Wide: 15			Bay Area: 0			
RP	WM: LBE	Company Wide	18	19	12	5	54	17.0%	27.3%
Global Diving & Salvage, Inc. Wesley Smalls 1280 Terminal St. W. Sacramento, CA 95691 206-623-0621		Manager/Prof	0	1	2	0	3	7.5%	
		Technical/Sales	1	0	0	0	1	33.3%	
		Clerical/Skilled	5	9	3	2	19	14.4%	
		Semi/Unskilled	12	9	7	3	31	21.7%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: USA	# Employees-Co. Wide: 318			Bay Area: 0			
RP	WM	Company Wide	8	17	9	6	40	6.3%	27.3%
JF Brennan Company, Inc. Michael Blackfeld 1805 Railroad Ave. Winters, CA 95694 608-784-7173		Manager/Prof	2	2	4	1	9	5.7%	
		Technical/Sales	0	1	1	0	2	28.6%	
		Clerical/Skilled	2	8	3	4	17	6.9%	
		Semi/Unskilled	4	6	1	1	12	5.2%	
		Bay Area	0	1	1	1	3	50.0%	
		Co. Wide MSA: USA	# Employees-Co. Wide: 640			Bay Area: 6			
RP	WM: L/SBE	Company Wide	2	38	2	0	42	42.9%	39.9%
Power Engineering Construction Company A. Sam Abrams 1501 Viking St., Suite 200 Alameda, CA 94501 510-337-3800 ext.210		Manager/Prof	0	2	0	0	2	11.1%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	2	35	2	0	39	50.0%	
		Semi/Unskilled	0	1	0	0	1	50.0%	
		Bay Area	2	38	2	0	42	42.9%	
		Co. Wide MSA: 9 Bay Area Counties	# Employees-Co. Wide: 98			Bay Area: 98			
RP	EMM-H: L/SBE	Company Wide	INFORMATION NOT PROVIDED						
Tidal Marine Construction Inc. Shawn Stambaugh 2540 Wilbur Ave. Antioch, CA 94509 925-609-6464		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
RP	WM: L/SBE	Company Wide	1	1	0	0	2	25.0%	46.2%
Underwater Resources, Inc. Thomas Belcher 866 Estabrook St. San Leandro, CA 94577 510-957-5097		Manager/Prof	0	1	0	0	1	20.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	0	0	0	1	33.3%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	1	1	0	0	2	25.0%	
		Co. Wide MSA: Alameda/Contra Costa	# Employees-Co. Wide: 8			Bay Area: 8			

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:	October 14, 2025
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TITLE **RENEWABLE ENERGY CERTIFICATE MANAGEMENT SERVICES**

ACTION Motion: Resolution: Ordinance:


RECOMMENDED ACTION Authorize the District’s continued participation as a party to the agreement with the Western Electricity Coordinating Council (WECC) 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 (REC) transactions.

SUMMARY The District sells energy and RECs generated from hydropower and biogas facilities through agreements with buyers. The agreements with buyers require the District to use the Western Renewable Energy Generation Information System (WREGIS) managed by the WECC. An extension of the WECC agreement is required for the District to continue meeting agreement obligations with the District’s buyers.

DISCUSSION WECC is the designated non-profit electricity coordinator for the western region of the United States, western Canada, and northwest Mexico. In 2007, WECC developed WREGIS in response to policy goals established by California and the Western Governors’ Association. WREGIS is a depository, similar to a bank, and is used to support compliance with state Renewable Portfolio Standards by providing an independent, credible system for managing REC transactions.

On March 13, 2025, the District executed an agreement with the Silicon Valley Clean Energy Authority (SVCEA) to sell energy and RECs from the District’s Pardee and Camanche hydropower facilities through June 30, 2030. In addition, the District executed an agreement with the Port of Oakland on May 28, 2025 to sell energy and RECs from the District’s wastewater biogas facilities through June 30, 2035. These agreements require the District to track and transfer RECs to SCVEA and the Port of Oakland using WREGIS. The extension of the WECC agreement covers the terms of the SCVEA and Port of Oakland agreements.

The original agreement with WECC was authorized under Board Motion No. 183-07 for \$5,000 annually for eight years for a total amount not to exceed \$40,000. An extension of the agreement was authorized under Board Motion No. 132-15 on July 14, 2015 until June 2025 for an additional \$50,000 for a total amount not to exceed \$90,000 due to continued sales of RECs to buyers. The WECC agreement does not have a term or specified end date and does not expire unless terminated by the parties or by operation of law. Thus, it is not necessary for the Board to authorize an extension to the agreement term. Going forward staff will return to

Originating Department: Water Operations	Department Manager: Roberto C. Cortez	CEP Forms? No	Board Action Type: Professional Services
Funds Available: FY2026/FY2027	Budget Coding: Various.VariouS.VariouS.53750		Approved: 
Attachment(s): N/A			

Title:	Renewable Energy Certificate Management Services	Meeting Date:	October 14, 2025
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the Board to request authorization to expend additional funds on the WECC agreement without requesting a term extension.

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

**CONSULTANT
SELECTION**

A Direct Award was approved for WECC to provide REC management services. REC transactions in the state of California require use of WREGIS, a system managed by WECC.

SUSTAINABILITY**Economic**

The Fiscal Years 2026 and 2027 adopted operating budgets include funding for the first two years of this multi-year agreement. Funding for the additional years will be considered as part of the associated budget development process.

Social

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

WECC, a non-profit and public service council, is exempt from the Contract Equity Program process.

Environmental

The District's renewable energy is verified by WREGIS.

ALTERNATIVE

Do not authorize an extension. This alternative is not recommended because the District is required to use the WREGIS managed by the WECC for its REC transactions.



BOARD ACTION

Agenda Number:	10.	Meeting Date:	October 14, 2025
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TITLE **AMEND AGREEMENT FOR SPECIALIZED LEGAL DISCOVERY SOLUTIONS SOFTWARE**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION 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.


SUMMARY This amendment will continue the Office of General Counsel’s (OGC) current electronic discovery software subscription and provides cloud-based electronic discovery software for OGC’s in-house processing and management of voluminous discovery documents.

DISCUSSION In October 2022, the Board authorized an agreement with Logik Systems, Inc. under Motion No. 194-22, in an amount not to exceed \$126,000 for three years for supplying Logikcull Discovery Solutions software for processing, management, and review of litigation discovery documents and in-app technical support for OGC.

This amendment provides OGC the in-house tools necessary to upload, review and produce voluminous documents in litigation matters. The agreement includes in-app technical support. Logikcull Discovery Solutions software supports OGC in meeting its legal obligations.

SERVICE PROVIDER SELECTION In 2022, OGC contacted five service providers offering electronic discovery solutions, reviewed their products and participated in product demonstrations from three service providers. Logik Systems, Inc. was chosen as the preferred provider because its product provides a combination of functionality and features in relation to its price.

SUSTAINABILITY **Economic**
The FY 2026 and FY 2027 adopted operating budget includes funding for the first two years of this multi-year agreement. Funding for the additional year will be considered as part of the associated budget development process.

Originating Department: Office of General Counsel	Department Director or Manager: Derek McDonald	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY 2026 & FY 2027	Budget Coding: 130-8851100-52410		Approved: 
Attachment(s): P-035; P-061			

Title:	Amend Agreement for Specialized Legal Discovery Solutions Software	Meeting Date:	October 14, 2025
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ALTERNATIVE

Do not authorize this amendment. This alternative is not recommended because OGC is required to meet its discovery obligations, and this purchase will avoid significant eDiscovery outsourcing costs.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE General Services Agreement - Amendment Amend Agreement for Specialized Legal Discovery Solutions Software						DATE: October 6, 2025						
CONTRACTOR: Logik Systems, Inc. San Francisco, CA				PERCENTAGE OF CONTRACT DOLLARS								
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		0.0%				
\$126,000 *		Ethnicity	Gender	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
PRIME: Logik Systems, Inc.		\$126,000	Unclassified						100.0%			
SUBS: None												
TOTAL		\$126,000				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		48		23		27		98				
Percent of Total Employees:		49.0%		23.5%		27.6%						
MSA Labor Market %:		39.0%		33.7%		27.3%						
MSA Labor Market Location:		USA										
COMMENTS												
Contract Equity Participation: Zero Contract Equity Participation. Firm is Unclassified. Contract Duration: Amended duration extended three years. *Total not to exceed: \$252,000 = \$126,000 (Original) + \$126,000 (Amendment)												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amend Agreement for Specialized Legal Discovery Solutions Software			Ethnic Minority Percentages From U.S. Census Data							
				B	H	A/PI	AI/AN	TOTAL		
General Services Agreement - Amendment		DATE: 10/6/2025	National	10.5	10.7	3.7	0.7	27.3		
			9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9		
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2		
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees								
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %	
RP	WM	Company Wide	3	3	15	0	21	21.4%	27.3%	
Logik Systems, Inc. LauraLee DeLeon 548 Market St., PMB 40135 San Francisco, CA 94104 773-991-0230		Manager/Prof	3	3	14	0	20	22.2%		
		Technical/Sales	0	0	1	0	1	12.5%		
		Clerical/Skilled	0	0	0	0	0	0.0%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		Bay Area	0	0	5	0	5	45.5%	39.9%	
		AA Plan on File: NA	Date of last contract with District: NA							
		Co. Wide MSA: USA	# Employees-Co. Wide: 98				Bay Area: 11			
P	WM: LBE	Company Wide	INFORMATION NOT PROVIDED							
Everlaw Michael Winnett 2101 Webster St., Suite 1500 Oakland, CA 94612 650-203-2061		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								
P	WM	Company Wide	INFORMATION NOT PROVIDED							
Disco Garik Azizian 111 Congress Ave., Suite 900 Austin, TX 78701 925-858-8557		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								
P	WM	Company Wide	INFORMATION NOT PROVIDED							
IPRO Stephanie Greenshields 1700 N. Desert Dr. Tempe, AZ 85288 480-295-8423		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								
P	WM	Company Wide	INFORMATION NOT PROVIDED							
Relativity Cedric Simpkins 231 South LaSalle St., 8th Floor Chicago, IL 60604 708-723-3278		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								

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

Title:	Grazing Leases in Mokelumne Watershed	Meeting Date:	October 14, 2025
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SUSTAINABILITY

Economic

The Mokelumne grazing program generates approximately \$300,000 in revenue annually. Staff will continue to administer the grazing program with no fiscal impacts.

Social

The region in which the Mokelumne grazing program operates has been identified as economically disadvantaged. Agriculture has been a longstanding economic driver in communities surrounding the Mokelumne Watershed and has an important cultural and social component. By implementing and continuing this program, the District strengthens both the surrounding communities and its standing within them.

Environmental

In 2008, the Board certified a California Environmental Quality Act (CEQA) programmatic EIR for the MWMP. The EIR identified and analyzed potential impacts of grazing on the watershed lands. The MWMP also considered that a subsequent rangeland management plan would be adopted that is consistent with the policies of the MWMP. The Board approved the MRMP in 2013. The MRMP identifies Annual Grazing Plan processes that are completed on each lease allotment annually to ensure lessee compliance.

ALTERNATIVES


Do not approve the leases for the parcels. This alternative is not recommended because it would result in excessive fuel loading, potential reductions in biodiversity, and economic impacts to the local communities.

Mow and masticate vegetation on the parcels using staff or contractors. This alternative is not recommended because the cost is estimated to be between \$3,000,000 - \$5,000,000 annually for equivalent vegetative/fire fuels treatment. Fire fuel reduction using this or similar methods is impractical at this scale and would require additional study under CEQA.

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: October 14, 2025

MEMO TO: Board of Directors

FROM: Marguerite Young, Board President 

SUBJECT: Consider Public Release of Investigation Executive Summary

SUMMARY

At a Special meeting on October 7, 2025, the Board of Directors met to consider whether to waive 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. Director Chan was absent from the October 7 Special meeting. Following discussion at the Special meeting, the Board agreed to defer consideration of this item until its Regular meeting on October 14, 2025.

DISCUSSION

At the April 8, 2025 Regular Board meeting, Ms. Tiffany Conway made a public complaint alleging that Director April Chan engaged in racially motivated, disrespectful conduct towards her at the District's Administration Building on March 27, 2025. Her complaint was referred to an independent investigator. During the investigation, several District employees informed the investigator of additional conduct by Director Chan that may have violated the District's anti-discrimination policies or may have otherwise been inconsistent with the Principles of Conduct adopted by the Board. The investigator was asked to include these allegations in her investigation.

On October 2, the investigator completed a confidential Executive Summary of the confidential Investigation Report. Both the Report and the Executive Summary are attorney-client privileged documents and have been provided to the Board for review.

The Board considered waiving the attorney-client privilege for the Executive Summary at the October 7 Special meeting. The morning of the meeting, Director Chan informed me that she would not be able to attend the meeting. Because Director Chan was absent from the meeting, the Board deferred consideration of the item until its October 14 meeting to allow Director Chan the opportunity to be present and participate in the discussion.

Consider Public Release of Investigation Executive Summary
Board of Directors Meeting
October 14, 2025
Page 2

NEXT STEPS

The Board will consider whether to waive the attorney-client privilege of the Executive Summary at its October 14, 2025 Regular meeting. If the Board votes to waive the attorney-client privilege, the Board will discuss the Executive Summary at its October 28, 2025 Regular meeting. The Executive Summary may not be publicly released or discussed unless the Board waives the attorney-client privilege.


MY:RSC


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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: October 14, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

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

SUBJECT: Imagine a Day Without Water Outreach

Thursday, October 16, 2025, is Imagine a Day Without Water, a National Day of Action led by the U.S. Water Alliance and the Value of Water Campaign. This annual effort highlights the essential role of water and the importance of investing in water infrastructure. Earlier this month, the District released an Imagine a Day Without Water video in partnership with the Oakland Roots Soccer Club that will be shared during their soccer games. The video shares the message: “a day without water is also a day without the experiences that bring us together.”

To further engagement, EBMUD will release a joint social media post with the California Urban Water Agencies and feature the video at ebmud.com/imagine with a call to the community to take simple actions that demonstrate the value of water, such as drinking tap, exploring a local watershed, or touring the Main Wastewater Treatment Plant.

The video will be screened at the October 14, 2025 Board meeting.

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: October 14, 2025
MEMO TO: Board of Directors
FROM: Clifford C. Chan, General Manager *CCC*
SUBJECT: Monthly Report – September 2025

HIGHLIGHTS

On September 16, the District hosted an Emergency Preparedness Fair at its Administration Building. Employees were able to learn about their role as a Disaster Service Worker, preparation of their home for emergencies, and the District’s loan program for emergency supplies.

On September 17, the District received two Green Building certificates for the El Sobrante Water Treatment Plant at the Contra Costa County 17th Annual Sustainability Awards.

WATER SUPPLY

Bayside Groundwater Well Demolition Project update. On September 12, staff met with Oro Loma Sanitary District (OLSD) to review EBMUD (District) construction efforts at the Bayside Groundwater Well Demolition Project area. District staff completed cut and plug construction of a buried pipeline and salvaged project components from the site. Final site walk-through with OLSD was completed and staff removed District locks from the property. OLSD is preparing the request for proposals (RFPs) for the well destruction and site demolition work. District staff will review the plans and specifications before the anticipated release of the RFPs in October 2025 for site demolition and in November 2025 for well destruction.

On September 8, staff met with the North San Joaquin Water Conservation District (NSJWCD) and the Stockton East Water District (SEWD) to coordinate the development of the expanded groundwater banking project in the eastern San Joaquin subbasin. Discussions included updates on groundwater recharge-extraction alternatives, the draft Memorandum of Understanding, and documentation required for a groundwater export permit from San Joaquin County. Staff addressed future considerations for water rights changes, evaluation of groundwater level thresholds during extraction, and next steps for the Demonstration, Recharge, Extraction and Aquifer Management (DREAM) StoryMap. The next meeting is scheduled for October 2.

On September 9, the District submitted comments to San Joaquin County (SJC) on a portion of the Administrative Draft Environmental Impact Report (ADEIR) of the Mokelumne Integrated Water Storage and Conjunctive Use Project (MICUP). Staff provided edits to clarify construction of a new Mokelumne Aqueduct intertie and wells needed for MICUP. SJC will provide EBMUD with an opportunity to review updated modeling and the revised ADEIR to ensure EBMUD's comments are addressed properly before SJC releases the Draft EIR for public comment later this fall.

On September 9, staff met with the Mokelumne River Stakeholders on the Draft Bay-Delta Plan Update released by the State Water Resources Control Board in July. Staff summarized the key Mokelumne River issues with stakeholders including Amador Water Agency, Calaveras Public Utilities District, Calaveras County Water District, Jackson Valley Irrigation District, North San Joaquin Water Conservation District, San Joaquin County, and Woodbridge Irrigation District.

On September 10, staff met with U.C. San Diego's Center for Western Weather and Water Extremes (CW3E) on the Pre-Feasibility Forecast Informed Reservoir Operations (FIRO) project. The meeting focused on the status of various project tasks, including feedback from EBMUD on the early draft of the first deliverables. The next step is to continue discussions on the outreach strategy and the appropriate modeling tools to use in the FIRO viability assessment.

On September 11, staff met with representatives from the Dublin San Ramon Services District (DSRSD), the DSRSD-EBMUD Recycled Water Authority (DERWA), and Central Contra Costa Sanitary District to discuss the proposed long-term Central San wastewater diversion agreement to obtain supplemental supply to facilitate future expansion of the DERWA non-potable reuse project in San Ramon Valley.

On September 12, the District submitted an updated draft Purveyor Specific Agreement (PSA) to the Water Forum 2050 Agreement. Staff addressed Non-Governmental Organization comments on the District's CVP contract and long-term water supply planning in the draft PSA. The Water Forum 2050 Agreement is expected to be considered by the EBMUD Board in January 2026. An update on the Water Forum 2050 negotiations was presented at the July 8, 2025 Planning Committee meeting.

On September 17, staff met virtually with the Bay Area Regional Reliability (BARR) partners to share information about agency design droughts and discuss preparing agency status lists for topics of public interest, such as automated metering infrastructure. BARR partners include Alameda County Water District (ACWD), Bay Area Water Supply and Conservation District (BAWSCA), Contra Costa Water District (CCWD), EBMUD, Marin Municipal Water District (Marin Water), San Francisco Public Utilities Commission (SFPUC), Santa Clara Valley Water District (Valley Water), and Zone 7 Water Agency. Valley Water and ACWA shared an overview of their agency design drought assumptions and calculation methodology. The next BARR partners meeting is scheduled for November 19.

Precipitation. The East Bay precipitation for September was 0.01 inches (3 percent of average) and the season total was 0.01 inches (3 percent of average). The Mokelumne precipitation for September was 0.55 inches (71 percent of average) and the season total was 0.84 inches (65 percent of average).

Water Releases

Camanche Reservoir. The average rate of Camanche release for September was 267 cfs (0 cfs generation, 249 cfs sluice, and 18 cfs through the hatchery), and the average flow below Woodbridge Dam was 35 cfs, both in accordance with the Joint Settlement Agreement “Below Normal” water year criteria.

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

Water Storage

Mokelumne reservoirs storage is 110 percent of average. As of September 30, 2025, Pardee was at 563.5 feet or 103 percent of average, and Camanche was at 219.8 feet or 115 percent of average. Combined Pardee and Camanche reservoir storage was 502,000 acre-feet compared to 547,000 acre-feet last year.

East Bay reservoirs storage is 106 percent of average. As of September 30, 2025, Upper San Leandro was at 457.9 feet or 139 percent of average, San Pablo was at 287.2 feet or 73 percent of average, and Briones was at 570.6 feet or 110 percent of average. Total terminal reservoir storage was 123,000 acre-feet compared to 123,000 acre-feet last year.

Mokelumne Aqueducts and Raw Water Pumping Plants. The average rate of Mokelumne Aqueduct draft for September 2025 was 176 MGD. Walnut Creek, Moraga and Briones Raw Water Pumping Plants remained out of service for the month.

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

	September 2025	September 2024	September 2020	Average of FY 2005-2007
East of Hills	58 MGD	61 MGD	67 MGD	87 MGD
West of Hills	122 MGD	123 MGD	133 MGD	174 MGD
Total	180 MGD	184 MGD	200 MGD	261 MGD
Max Day Production	199 MGD (9/1/2025)	197 MGD (9/5/2024)	229 MGD (9/7/2020)	

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

WATER QUALITY AND ENVIRONMENTAL PROTECTION

Tomato Stand Fish Passage Project update. In September, staff submitted the final invoice and final report for the Wildlife Conservation Board grant for the Tomato Stand Fish Passage Project. The Wildlife Conservation Board awarded the District \$180,000 for site analysis, project design, and permitting for the fish passage project. The consultant completed all required planning elements for the project including 100 percent designs and all required permits on time and under budget. The project as designed is currently under construction and will be completed in October 2025.

In September, staff conducted seasonal salmonid field monitoring in the Mokelumne River. The first Chinook salmon of the 2025/2026 fall-run season was observed passing Woodbridge Irrigation District Dam on September 13. As of September 30, 118 Chinook salmon have migrated past the dam. An automated fish counting program was installed on September 17. This program will be implemented in conjunction with normal video monitoring operations for the season to assess its accuracy and effectiveness.

On September 3, the District hosted a Technical Working Group meeting on water resources as part of the process to renew the District's Lower Mokelumne River Project license to operate hydropower facilities at Pardee and Camanche dams. The meeting covered the preliminary draft study plans associated with water resources and provided an opportunity for attendees to provide feedback on the goals, geographic scope, and methodologies of conducting the studies. Next steps include considering the input and feedback as staff prepare the Pre-Application Document for submittal to the Federal Energy Regulatory Commission (FERC) in fall 2025. Approximately 25 people attended.

On September 16, staff attended the California Department of Fisheries and Wildlife meeting on the impact of Golden Mussel on Boating. This meeting included select watersheds that have developed a Golden Mussel Response Plan or actions that have limited boating opportunities in their watershed. The meeting also included boating industry lobbyists and representatives of the private boating industry. Approximately 30 people attended.

On September 19, staff completed fall grazing surveys. Surveys are conducted annually to measure the amount of residual dry matter and ground cover present on Mokelumne watershed grazing leases. This information provides insight on pasture utilization relating to grazing for rangeland management goals.

On September 26, the District supported Tri County Wildlife Care in successfully releasing two adult bald eagles into the Pardee Reservoir watershed. The birds had been rehabilitated after suffering injuries that rendered them unable to survive in the wild. The event marked a milestone in local wildlife conservation efforts.

On September 26, the District reported one pH exceedance to West County Wastewater (WCW). The exceedance, in which the pH ranged from 4.3 to 5.0 for a total of five minutes and included a discharge of 506 gallons of water, occurred at the Richmond Advanced Recycled

Expansion facility at the Chevron Richmond Refinery on September 25. A pH of less than 5.0 is a violation of the wastewater discharge permit issued by WCW. The exceedance was the result of operator error when too much low pH water was drained from the clean-in-place acid tank to the waste equalization tank, causing the resultant pH to fall below 5.0 at times during the discharge to WCW. Immediate corrective actions were taken by the operator to minimize the duration of the exceedance upon recognizing too much acidic waste was pumped to the waste equalization tank. Future preventive measures include reviewing the pH neutralization systems and operating strategies with operators at tailgate meetings.

All authorized discharges from the Main Wastewater Treatment Plant (MWWTP) were in compliance with the permit limits for the month of September. This is the 313th consecutive month that the MWWTP experienced no exceedances.

The District received one odor report from the public in September. Staff investigated and found a brief hydrogen sulfide (H₂S) spike at the Septage Receiving odor control unit around the time of the odor complaint. Chemical dosing was maintained at the Influent Pump Station to mitigate potential odors. There were no unusual plant processes at that time, and the facility's other fence line and odor control monitoring showed no other unusual H₂S levels; however, the report could not rule out the Main Wastewater Treatment Plant as a possible source.

INFRASTRUCTURE INVESTMENT

Phased Approach to Design Consultant Management update. In September, the consultant for the Walnut Creek WTP Pretreatment Project submitted 30% design for the project, which is the final deliverable of the consultant's \$11,200,000 pre-design agreement. This project is the first implementation of a phased approach to design consultant management, as presented to the Planning Committee on September 9, 2025. This 30% design will be used to negotiate a subsequent consultant agreement for detailed design of the project's Phase 1.

East Bayshore Recycle Water Project update. On September 15, the U.S. Army Corps of Engineers conducted a second inspection of the abandoned water line under the Oakland-Alameda estuary as part of the project's first increment of work. The results of the inspection will inform design of a new recycled water pipeline within the abandoned pipeline casing. This project received \$3.2 million in federal funding through the Water Resources Development Act.

In September, staff completed a pipeline replacement project in the McGee Avenue South area in Berkeley. This project replaced cast iron pipe with 3,720 feet of 6- and 12-inch structurally enhanced polyvinyl chloride pipe.

In September, staff completed a pipeline replacement project on McKay Avenue in Alameda. This project replaced approximately 700 feet of 8-inch earthquake-resistant ductile iron pipe.

In September, staff began a pipeline replacement project in the Virginia Street area in Berkeley. This project will replace cast iron pipe with approximately 6,565 feet of 8- and 12-

inch mortar-lined zinc-coated ductile iron pipe. This project is expected to be completed in May 2026.

In September, staff began a pipeline replacement project in the Tice Valley Boulevard area in Walnut Creek. This project will replace asbestos cement pipe with approximately 3,785 feet of 8- and 12-inch mortar-lined zinc-coated ductile iron pipe. This project is expected to be completed in February 2026.

In September, staff began a pipeline replacement project in the Old Hawthorne Road area in Lafayette. This project will replace cast iron pipe with approximately 1,375 feet of 6-inch mortar-lined zinc-coated ductile iron pipe. This project is expected to be completed in October 2025.

Construction of the Orinda, Lafayette, and Walnut Creek Water Treatment Plants Carbonic Acid Storage and Feed Systems Project was completed under Specification 2137. This \$15,739,814 project included the installation of liquid carbon dioxide storage and vaporization systems, carbonic acid dissolution systems, remote fill station system, security system upgrades, and all associated appurtenances and equipment.

Mains repaired in September totaled 93. The attached table lists the main repairs by staff in September, sorted by city and street. The table indicates the source of the leaks in three categories: non-surfacing leaks discovered by leak detection technologies, breaks caused by contractors or other agencies, and all other main breaks. The associated map shows the location of the main repairs.

CUSTOMER AND COMMUNITY SERVICES

In September, staff conducted 11 in-person tours of the Main Wastewater Treatment Plant for over 300 attendees. Tour participants included high school students from Dewey Academy, Latitude High School, East Bay German International School and college students from Laney College, U.C. Berkeley, and the University of San Francisco. Tours were also given to a visiting delegation from China participating in the California-China Climate Institute, members from the California Society of Municipal Financial Officers, a group from PG&E, as well as members of the public.

In September, staff conducted three environmental education field trips for approximately 75 attendees as follows:

- On September 16, a total of 25 students from Oakland's Emerson Elementary School toured the Lafayette Reservoir and Lafayette Water Treatment Plant.
- On September 25, a total of 30 students from El Cerritos's Madera Elementary School toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- On September 30, a total of 20 students from Moraga's Donald Rheem Elementary School toured the Lafayette Reservoir and Lafayette Water Treatment Plant.

In September, staff participated in four assemblies for approximately 1,785 students as follows:

Assemblies led by Zun Zun, an organization that leads musical assemblies on watersheds, conservation, climate change, and pollution prevention on behalf of sponsoring water agencies.

- September 9, a total of 600 students at Albany’s Ocean View Elementary School
- September 10, a total of 145 students at Castro Valley’s Palomares Elementary School
- September 19, a total of 575 students at Alameda’s Earhart Elementary School
- September 22, a total of 465 students at Alameda’s Edison Elementary School

On September 2, staff attended the North Richmond Municipal Advisory Council meeting to learn more about community issues.

On September 2, staff attended the Fairview Municipal Advisory Council meeting to learn more about community issues.

On September 4, staff met with the City of Oakland to coordinate construction activities.
The two agencies shared information on current and upcoming work.

On September 4, staff met with the City of Emeryville to coordinate construction activities.
The two agencies shared information on current and upcoming work.

On September 4, staff attended the Contra Costa County Mayor’s Conference in El Cerrito to receive updates on local issues.

On September 4, staff met with the City of Emeryville to coordinate construction activities.
The two agencies shared information on current and upcoming work.

On September 4, staff attended the Contra Costa Mayors Conference to invite attendees to tour the Main Wastewater Treatment Plant.

On September 6, staff participated in the Castro Valley Chamber Fall Festival. Staff provided information on water conservation, the watershed, and the Customer Assistance Program. The Water on Wheels trailer was present. Approximately 60,000 people attended.

On September 7, staff participated in the Oakland Pride Parade and Celebration. Staff provided information on water conservation, the watershed, and the Customer Assistance Program. A District pick-up truck was featured in the parade. The Water on Wheels trailer was present. Approximately 50,000 people attended.

On September 8, staff attended the Oakland Chinatown Community Improvement Council District Identity and Placemaking Committee meeting to receive information on upcoming events.

On September 9, staff met with Contra Costa Public Works to coordinate construction activities. The two agencies shared information on current and upcoming work.

On September 9, staff attended the Eden Area Municipal Advisory Council meeting to learn more about community issues.

On September 10, staff attended the Alameda County Special Districts Association meeting to learn more about community issues and to network with stakeholders.

On September 10, staff attended the ribbon-cutting ceremony for the Castro Valley Sanitary District's new headquarters to recognize their service to the community.

On September 10, staff attended the San Joaquin Farm Bureau board meeting to learn more about regional issues and to network with stakeholders.

On September 10, staff attended the San Joaquin Council of Governments Habitat Tactical Advisory Committee meeting. The Habitat Tactical Advisory Committee makes recommendations regarding the San Joaquin County Multi-Species Habitat Conservation and Open Space Plan. The Habitat Tactical Advisory Committee is responsible for verifying that the San Joaquin County Multi-Species Habitat Conservation and Open Space Plan is being implemented correctly and for solving any issues that arise during implementation.

On September 11, the District responded to the Piedmont Police Department's notice of a deer trapped at Piedmont Reservoir. Staff confirmed the deer was not trapped onsite and was observed leaving the site. No further action is deemed necessary.

On September 11, staff presented at the Woodbridge Irrigation District Board Meeting. The presentation highlighted hydrography. Approximately 20 people attended.

On September 12, staff presented at the Building Industry Association's (BIA) virtual meeting. The presentation highlighted the applicant process and recent process improvements, and answered questions mainly on Pipeline Design, New Business, and Construction processes. BIA members shared their top concerns and District staff will evaluate them to further improve the applicant process. Approximately 30 people attended.

On September 13, staff participated in a tour of Pardee and Camanche facilities and fisheries with the U.C. Berkeley's Civil Engineering 112 course. Approximately 55 people attended.

On September 14, staff participated in the Solano Avenue Stroll. Staff provided information on water conservation, pollution prevention, and the Customer Assistance Program. The Water on Wheels trailer was present. Approximately 150,000 people attended.

On September 15, staff attended the Castro Valley Municipal Advisory Council General Purpose meeting to learn more about community issues.

On September 16, staff met with the City of Alameda to coordinate construction activities. The two agencies shared information on current and upcoming work.

On September 16, staff attended the Oakland Chinatown Improvement Council’s Civil Sidewalks Committee to learn more about community issues.

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

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

On September 17, the District hosted a Water Wednesday Webinar. The presentation titled Ready, Set, Store: Emergency Preparedness for Fire, Earthquake, and Beyond, addressed customer emergency preparedness, including water storage. Approximately 200 people attended.

On September 18, staff met with the City of San Ramon to coordinate construction activities. The two agencies shared information on current and upcoming work.

On September 18, staff attended the Berkeley Chamber Mixer to network and learn more about community issues.

On September 18, staff conducted the annual Federal Energy Regulatory Commission (FERC) Emergency Action Plan notification drill for Pardee and Camanche dams. The purpose of the drill is to verify emergency contact information, test effectiveness of various modes of communication, and prepare staff for a dam-related emergency by going over procedures and initial response actions. FERC requires conducting this drill as part of the District’s Dam Safety Program.

On September 20, the District hosted a cleanup event. The annual Coastal Cleanup event in Oakland included cleanup of litter and recyclables from the Martin Luther King Jr. Regional Shoreline Park. Approximately 140 people attended.

On September 20, staff participated in the Ashland Community Preparedness Fair in San Leandro. Staff provided information on EBMUD’s wildfire mitigation efforts, fire hydrant reliability and annual inspections, budget and rates, the watershed, water storage levels, the Orinda Water Treatment Plant project, water conservation, leaks and other issues. Approximately 100 people attended.

On September 20, the District hosted the Great Sierra River Cleanup. Staff-led volunteers were organized into several groups to pick up garbage at Camanche Reservoir and on the banks of the Mokelumne River. Roughly 500 pounds of trash and recyclables were gathered. This event is an annual collaborative regionwide watershed cleanup effort. Approximately 70 people attended.

Between September 20-21, staff participated in the Lafayette Art and Wine Festival. Staff provided information on the Lafayette Reservoir Tower Seismic Upgrade Project, emergency preparedness, and water conservation. The Water on Wheels trailer was present. Approximately 200,000 people attended.

On September 21, staff participated in the El Sobrante Chamber Stroll. Staff provided information on water conservation, the watershed, and the Customer Assistance Program. The Water on Wheels trailer was present. Approximately 30,000 people attended.

On September 22, staff attended the Castro Valley Municipal Advisory Council Land Use meeting to learn more about community issues.

On September 22, staff attended the Clean Air Community Emissions Reduction Plan Committee Meeting in Richmond to learn more about implementation of the Path To Clean Air Plan.

On September 23, staff met with the City of San Leandro to coordinate construction activities. The two agencies shared information on current and upcoming work.

On September 24, the District hosted the Oakland Chinatown Chamber of Commerce Networking Mixer at its Administration Building and staff attended to strengthen community relations and engagement with the local business community.

On September 25, staff participated in the Healthy Living Festival at the Oakland Zoo. Staff provided pollution prevention messages and distributed tools including grease scrapers to encourage proper disposal of fats, oils, and grease. Approximately 2,000 people attended.

On September 27, staff participated in the Walnut Creek Oktoberfest. Staff provided information on water conservation, the watershed, and the Lafayette Reservoir Tower Seismic Upgrade Project. The Water on Wheels trailer was present. Approximately 10,000 people attended.

On September 29, staff attended the North San Joaquin Water Conservation District Board meeting to learn more about regional issues and to network with stakeholders.

On September 30, staff attended the Oakland Chinatown Improvement Council Board meeting to learn more about community issues.

On September 30, staff hosted a purified water versus EBMUD water taste test at the Main Wastewater Treatment Plant. The purified water was supplied by Santa Clara Valley Water District to educate and bring awareness to the safety, taste, and reliability of purified water. The water test resulted in a tie.

Media. Significant improvements to the Orinda Water Treatment Plant were the subject of three stories, including one front page local and one national (East Bay Times, Engineering News Record, KCBS radio). District efforts to prepare for wildfires and address potential toxic threats to water supplies were explained (East Bay Times). District work and partnership on the Grizzly Peak Vegetation Management Project was featured (Daily Cal). A dam breach analysis used Camanche as a case study (International Water Power and Dam Construction). A main break in Emeryville was reported on in the context of construction projects in the area (Emeryville Eye). An article about trash in the bay included mention of EBMUD and the consent decree (Oaklandside). Innovative solutions and renewable energy was the subject of a story on energy generation with InPipe (ABC7). An obituary of David ‘Chicken’ Nesmith referenced his role in stopping EBMUD from considering diverting water from the American River in the District’s efforts to secure long-term water supply, as well as supporting the upper stretch of the Mokelumne designation as a California Wild and Scenic River (Oaklandside). Negotiations with a possible lessee of the Bruns Amphitheater (former Cal Shakes site) was covered (SF Chronicle, KGO-7). A photo of the Walnut Creek Water Treatment Plant was included in an opinion piece about microplastics legislation. EBMUD’s partnership with Civicorps was included in an article about vegetation management (Berkeley Scanner).

Social Media:

Social Platform	Popular Topic	Impression Generation	# Followers	Change Over Last Month
X	Water Wednesday emergency water storage	148	3,839	2
Facebook	Emergency water storage in closet	1,179	2,651	4
Instagram	Emergency water storage in closet	1,301	3,200	19
LinkedIn	EBMUD Distribution and Maintenance	954	12,006	177
Nextdoor	Water Wednesday emergency water storage	3,280		

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

- Camino Sobrante Phase II Pipeline Replacement (Orinda)
- Carter and Arroyo Reservoir Rehabilitation and Demolition (Moraga)
- East of Hills Facilities Demolition and Improvements (San Ramon, Danville, Alamo)
- Fay Hill, Rheem, Ridgewood, and Scenic East Pumping Plants and Pipeline Improvements (Moraga/Alamo)
- Glorietta Pipeline Replacement (Orinda)
- Happy Valley Pumping Plant and Pipeline Replacement (Orinda)
- Lafayette Reservoir Tower Seismic Upgrade (Lafayette)
- Lafayette Water Treatment Plant Maintenance (Lafayette)
- Orinda Water Treatment Plant Disinfection Improvements (Orinda)
- Reliez Valley Road Pipeline Replacement (Lafayette)
- Walnut Creek Water Treatment Plant Pretreatment (Walnut Creek)
- Westside Pumping Plant Replacement (Orinda)

Contract Equity

On September 30, staff participated in Bay Area Metro’s virtual “How to Do Business with Public Agencies.” Staff provided information on conducting business with the District, upcoming contracting opportunities, and hosted a networking breakout room. Approximately 135 people attended.

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

- September 22 – BART’s “How to Do Business with BART” – 19 attendees
- September 24 – Oakland Chinatown Chamber of Commerce Networking Mixer – 80 attendees
- September 25 – Oakland Latino Chamber of Commerce Monthly Board Meeting – 11 attendees
- September 25 – BuildIT’s “Building Legacy” – 90 attendees
- September 25 – Renaissance Entrepreneurship Center’s Small Business BIG IMPACT – 300 attendees

Water Conservation

On September 10, staff attended the quarterly California Water Efficiency Partnership Board meeting at the Metropolitan Water District in Los Angeles. Topics covered in the meeting included the quarterly financials, program committee updates, executive director’s report, and new membership initiatives such as a Spanish Translation Glossary. Approximately 20 people attended.

On September 11, staff attended the California Water Efficiency Partnership Program (CalWEP) Fall Plenary at the Los Angeles Department of Water and Power (LADWP) in Los Angeles. Meeting topics included updates on CalWEP’s new multilingual portal and the Alliance for Water Efficiency research projects, an presentation on LADWP’s agency, and an update on the Water Loss Leak Registry per Senate Bill 555, Urban retail water Suppliers: Water Loss Management, requirement. Approximately 320 people attended.

On September 16, staff participated in California Water Efficiency Partnership Program Landscape Committee Meeting. Guest speakers presented on Southern Nevada Water Authority Water’s their non-functional turf watering ban, and University of California Extension’s vegetation coverage and urban research, sheet mulching, firescaping, and composting. Approximately 35 people attended.

On September 17, staff presented at the Water-Wise Gardening event at the Albany Library. Staff provided information on landscape rebates, plant information and design ideas, conserving water, and how to diagnose and look for leaks. Approximately 60 people attended.

On September 22, staff hosted a virtual California Water Efficiency Partnership Program Committee Meeting. The meeting covered program committee updates including non-functional turf watering ban, tree health, and status on developing Spanish and Chinese water conservation resources for customers. Approximately 50 attended.

WORKFORCE PLANNING AND DEVELOPMENT

On September 4, staff conducted technical training in Concord for the California Water Environment Association’s Students and Young Professionals Committee. Staff taught participants about software tools including Microsoft Word and Excel, Adobe Acrobat Pro, and Google Earth to help young professionals become more proficient and use more advanced features. Approximately five people attended.

Between September 16-17, staff attended the Emergency Climate Symposium at U.C. Davis. The Delta Independent Science Board hosted a two-day symposium on emerging climate science research, featuring presentations, panel discussions, and a breakout group activity on current climate projections for the Sacramento-San Joaquin Delta, related uncertainties, and how the current state of climate science is being integrated into decision-making in the Delta. The symposium aimed to identify information gaps for decisions support models and to assess how current management aligns with the latest research.

Between September 21- 23, staff attended the WateReuse California Annual Conference in San Diego. Staff attended tours of purified water facilities currently under construction, attended technical presentations, and served as moderators for technical sessions.

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

- **On September 4, staff participated in the 2025 Bay Area Construction Workforce Conference in Oakland.** Staff provided information on District careers, recruitments, and the application process with a focus on trades careers. Staff also participated in breakout sessions to deepen the understanding of partnerships between educational/training institutions and employers. Approximately 150 people attended.
- **On September 15, the District hosted a virtual Limited Term (LT) Special Employment Program (SEP) Information Session.** Staff provided information on District careers, recruitments, and the application process, focusing on the upcoming LT SEP recruitment and the role of job developers/referral agencies. Approximately 15 people attended.
- **On September 16, the District hosted the Trades in Action: Career Readiness Workshop at its Administration Building.** Staff provided information on District careers, recruitments, and the application process, focusing on the upcoming LT SEP and Water Distribution Plumber I recruitments. The event featured a plumber panel, mock interview session, and a Q&A session with staff. Approximately 55 people attended.
- **On September 25, staff attended Toolworks’ 50th Anniversary Celebration in San Francisco.** Toolworks is a human resources agency that provides tools and resources that promote independence, equality, and personal satisfaction to individuals with disabilities via internship and employment opportunities. Five Toolworks interns are currently placed at various departments across the District. Approximately 300 people attended.
- **On September 30, staff attended San Pablo Economic Development Corporation’s Careers in the Trades Demonstration Day.** Staff provided information about District careers, recruitments, and the application process, with a focus on Electrical Technicians. Approximately 150 people attended.

Tuition Reimbursement

	September 2025	FY 2026 Total
# of Employees	5	39
# of Classes	6	68
Total Reimbursed	\$3,188.98	\$59,295.63

Employment Information

	September 2025	FY 2026 Total
Retirements – Regular	8	17
Retirements – Vested	1	3
Hires/Rehires	15	36
Other Separations	4	32

FINANCIAL STABILITY

The construction contract with Flatiron Dragados for the Upper San Leandro (USL) Water Treatment Plant (WTP) Maintenance and Reliability and USL & Sobrante WTP’s Chemical System Safety Improvements Project under Specification 2128 requires an increase in the change order contingency. Costs increased due to several changes, including mechanical/electrical/safety/piping scope changes, differing site conditions involving leaking infrastructure, and a change in the roof support for the chlorine contact basin demolition work. It is estimated that the change order contingency will need to be raised to \$16,613,290 or 7 percent of the original contract amount of \$237,332,710.

An amendment to the agreement with Arcadis U.S., Inc., (Arcadis), originally authorized under Board Motion No. 030-22, will be requested to increase the agreement amount by \$4.5 million to a total amount not to exceed \$14.5 million. This is for additional construction management and inspection services required to complete construction of the Orinda Water Treatment Plant Disinfection and Chemical Safety System Improvements project under Specification 2139 located in Orinda.

An amendment to the agreement with Stantec Consulting Services Inc. (Stantec), originally authorized under Board Motion No. 032-22, will be requested to increase the agreement amount by \$2.6 million to a total amount not to exceed \$6 million. This is for additional engineering services during construction required to complete construction of the Orinda Water Treatment Plant Disinfection and Chemical Safety System Improvements project under Specification 2139 located in Orinda.

An amendment to the agreement with DLT Solutions for the purchase of Autodesk software will be brought to Board for consideration to increase the agreement amount by \$608,737 for a total amount not to exceed \$1,136,151. The amendment to the agreement will continue the District’s subscriptions for Autodesk Computer Aided Design (CAD) and Building Information Modeling (BIM) authoring tools such as AutoCAD, Civil 3D, Plant 3D, and Revit. The software is used to develop construction drawings for planning, design, construction, and

maintenance of District assets and infrastructure. The original agreement was authorized in November 2023 under Board Motion No. 188-23 with the second-year option exercised in January 2025. This agreement will be one year starting January 2026 with a an option to renew for an additional year. The District is replacing, to the extent possible, its legacy Bentley Computer Aided Design (CAD) software with Autodesk products through the CAD-BIM Implementation Project. This effort modernizes the CAD systems, implements BIM technologies, and helps with staff’s retention and hiring. The CAD-BIM implementation project supports the District’s Long-Term Infrastructure Investment Strategic Plan goal.

In September, an additional qualified vendor was added to the contracts for automobile, truck, and heavy equipment tires. Majco LLC dba Big Brand Tire and Service meets District standards and has been added to increase flexibility and ensure vendor availability.

In September, an additional qualified service provider was added to the agreements for dump truck services. Paul K Transport LLC meets District standards and has been added to increase flexibility and ensure service provider availability.

In September, an additional qualified service provider was added to the agreements for bare equipment rentals. Jack Doheny Companies, Inc. meets District standards and has been added to increase flexibility and ensure service provider availability.

The estimated earned revenue from the Main Wastewater Treatment Plant Power Generation Station’s surplus power sales for September is \$60,152. The District sold renewable power and related Renewable Energy Certificates (RECs) to the Port of Oakland. The sale of RECs generated \$26,532 from the Port of Oakland. Earned revenue for Fiscal Year (FY) 2026 to date is estimated at \$206,234 or 29 percent of the total FY 2026 budget of \$700,000.

The estimated earned revenue from Mokelumne power sales for September is \$1,474,489. The District sold renewable power and related Renewable Energy Certificates (RECs) to Silicon Valley Clean Energy (SVCE). Sales of RECs generated \$82,087 from SVCE. Resource Adequacy capacity sales to NRG Business Marketing LLC earned \$1,194,700. Estimated earned revenue to date through September is \$4,562,370 or 50 percent of the budgeted revenue for FY 2026, \$9,200,000. The forecasted revenue for FY 2026 is \$13,914,923.

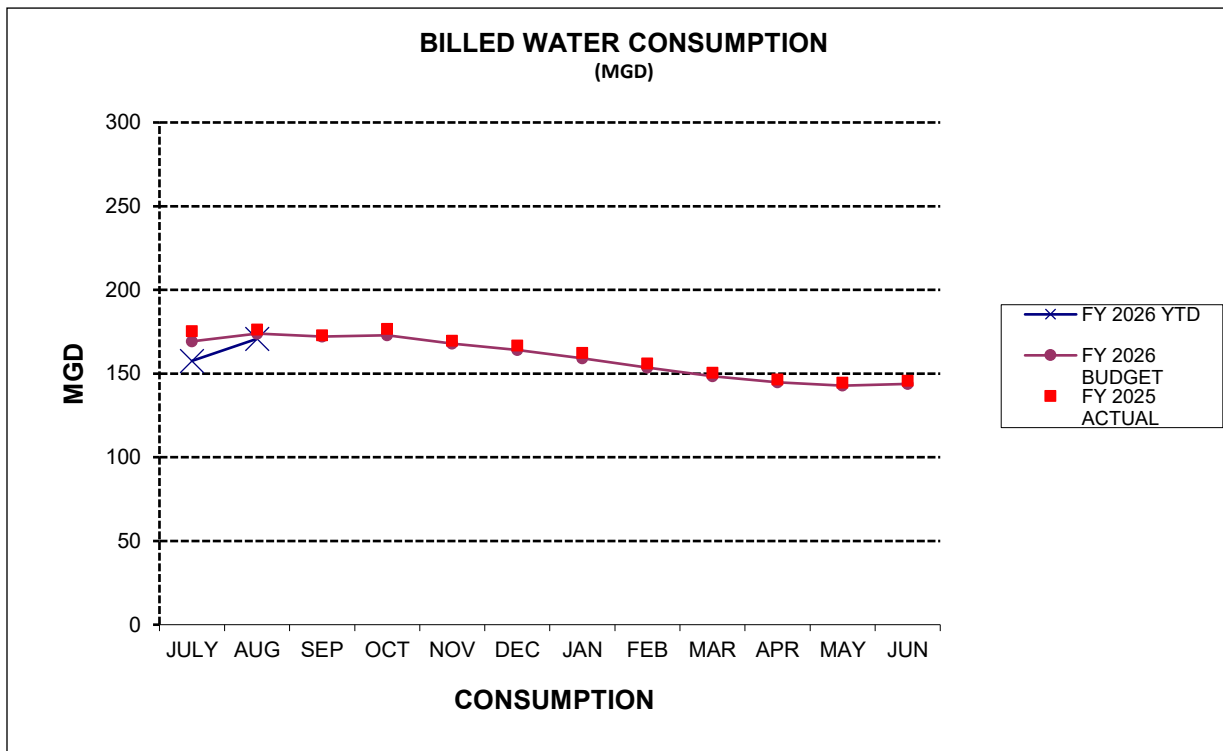
There were no material, supply, or construction contracts from \$80,001 to \$100,000 and five general and professional service agreements from \$30,001 up to \$80,000 approved by the General Manager in September 2025.

VENDOR NAME	DATE AWARDED	CEP STATUS	ITEM (S) PURCHASED	PROJECT	CONTRACT TERM	VALUE
City of Berkeley	9/2/2025	Government Agency	Upgrade 89 gate valve pots with Christy G-5 boxes	N/A	N/A	\$68,530
Info-Tech Research Group, Inc. dba McLean & Company	9/2/2025	White Men	Digital Human Resources Strategy Onsite Workshop	N/A	N/A	\$40,700
It's Personnel, P.C.	9/17/2025	White Women	Ratify payment of \$13,663.30 for equal employment opportunity (EEO) investigation services through fulfillment of services through May 15, 2025. Amendment of PO EBM238183 to increase agreement amount to incorporate ratified amount	N/A	N/A	\$33,663.30
Doble Engineering Company	9/25/2025	Publicly Held Corporation	Testing medium voltage cables at the Main Wastewater Treatment Plant	N/A	N/A	\$79,996
City of Sacramento	9/26/2025	Government Agency	Amendment to previously authorized agreement under the General Manager's authority to increase amount by \$29,602, and extend terms through June 30, 2026 for the District's share of the Water Forum 2.0 project Fiscal Year 2026 agreement costs	N/A	N/A	\$53,602

Water Sales (Consumption)

The following consumption information is the average water consumption in millions of gallons per day (MGD) for the first two months of FY 2026¹. Budgeted average daily water consumption for FY 2026 is 143.9 MGD, noting that summer month consumption is generally higher due to outdoor watering. The table below shows the average billed water consumption information by customer class with a comparison to FY 2025 data for the same period of time.

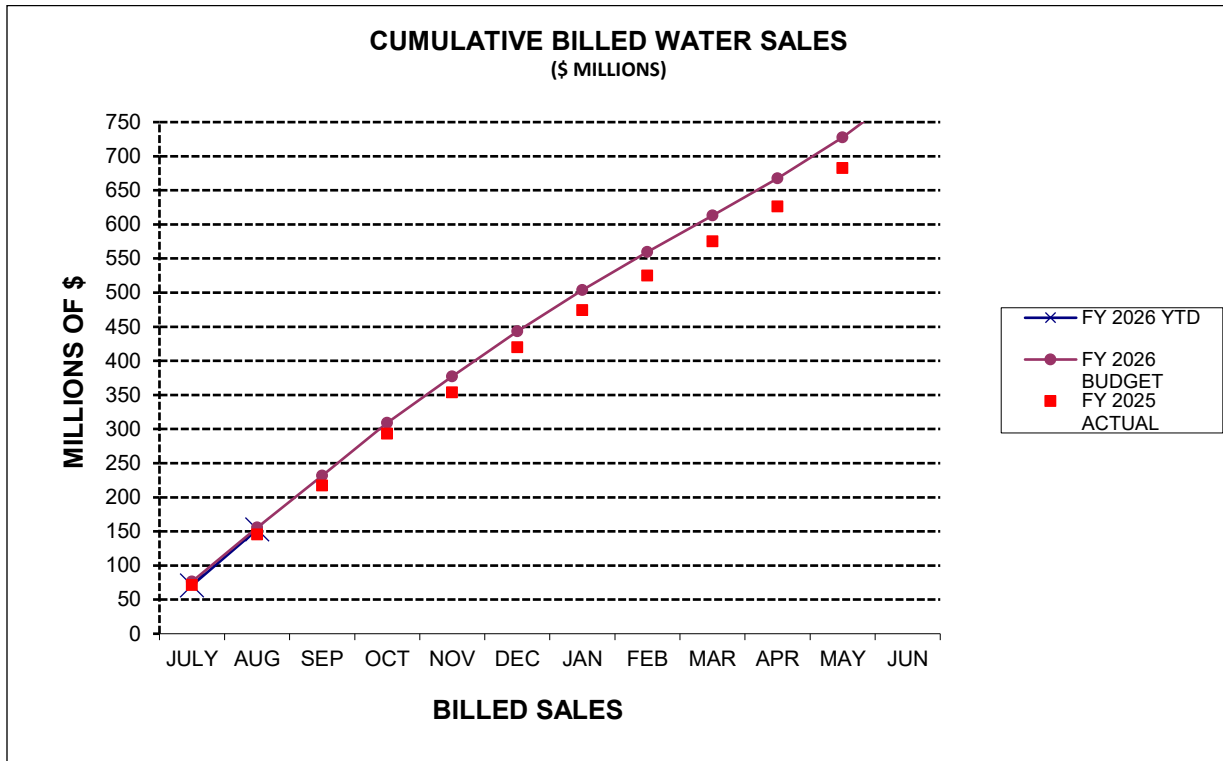
Fiscal Year-to-Date Billed Water Consumption			
Usage Type	FY 2026 (MGD)	FY 2025 (MGD)	Year-over-Year (% change)
Residential	87.5	89.8	-2.6%
Commercial	57.4	59.3	-3.2%
Industrial*	17.6	19.1	-7.9%
Public Authority	8.3	8.1	2.5%
Total Billed Water Consumption	170.8	176.3	-3.1%



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

Water Sales (Expected Revenue)

Water revenues billed through the end of August were \$152.7 million² or 5.1% more than the FY 2025 revenue for the same period of \$145.3 million. This increase in water revenues is a result of lower consumption offset by a 6.5% rate increase (effective July 1, 2025). Total FY 2026 water revenues through August are \$3.2 million (2.1%) less than the budgeted water revenue of \$155.9 million.



Source: Customer Information System

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

SEPTEMBER 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
ALAMEDA		ENCINAL	AVE	5	CAST IRON	12	1946	4,320	9/18/2025	9/18/2025	Y
ALAMEDA		FERNSIDE	BL	5	ASBESTOS CEMENT	4	1939	11,520	9/15/2025	9/18/2025	Y
ALAMO		MUIR	LN	2	ASBESTOS CEMENT	4	1952	22,500	9/25/2025	9/25/2025	Y
ALBANY		EVELYN	AVE	4	CAST IRON	4	1939	8,640	9/17/2025	9/22/2025	Y
BERKELEY		BOYNTON	AVE	4	CAST IRON	12	1920	11,520	9/5/2025	9/12/2025	Y
BERKELEY		CARLOTTA	AVE	4	CAST IRON	6	1939	9,000	9/10/2025	9/10/2025	Y
BERKELEY		KEELER	AVE	4	CAST IRON	6	1936	5,760	9/15/2025	9/18/2025	Y
CASTRO VALLEY		KENMORE	CT	7	ASBESTOS CEMENT	4	1955	11,520	9/18/2025	9/21/2025	Y
DANVILLE		ADAGIO	DR	2	ASBESTOS CEMENT	6	1974	2,700	9/27/2025	9/27/2025	Y
DANVILLE		BUCHANAN	LN	2	ASBESTOS CEMENT	6	1956	90,000	9/15/2025	9/15/2025	Y
DANVILLE		DIABLO	WAY	2	ASBESTOS CEMENT	6	1960	720	9/27/2025	9/27/2025	Y
DANVILLE		DONNA	LN	2	ASBESTOS CEMENT	4	1951	9,000	9/19/2025	9/20/2025	Y
DANVILLE		DONNA	LN	2	ASBESTOS CEMENT	4	1951	1,800	9/21/2025	9/21/2025	Y
DANVILLE		SUGAR MAPLE	DR	2	ASBESTOS CEMENT	6	1979	900	9/18/2025	9/18/2025	Y
DANVILLE		SUGAR MAPLE	DR	2	ASBESTOS CEMENT	6	1979	18,000	9/19/2025	9/19/2025	Y
DANVILLE		TYBURN	PL	2	ASBESTOS CEMENT	6	1973	1,440	9/29/2025	9/29/2025	Y
EL CERRITO		CURRY	AVE	4	CAST IRON	6	1936	5,760	9/13/2025	9/16/2025	Y
EL CERRITO		LIBERTY	ST	4	ASBESTOS CEMENT	6	1957	8,640	9/6/2025	9/11/2025	Y
EL CERRITO		NORVELL	ST	4	CAST IRON	4	1936	4,500	9/1/2025	9/1/2025	Y
EL CERRITO		NORVELL	ST	4	CAST IRON	4	1952	4,500	9/19/2025	9/19/2025	Y
EL CERRITO		SCHMIDT	LN	4	CAST IRON	6	1925	0	9/3/2025	9/29/2025	Y
EL SOBRANTE		SAN PABLO DAM	RD	3	CAST IRON	12	1958	30,240	9/2/2025	9/8/2025	Y
EL SOBRANTE		SAN PABLO DAM	RD	3	CAST IRON	8	1932	9,000	9/17/2025	9/18/2025	Y
EL SOBRANTE		SAN PABLO DAM	RD	3	CAST IRON	6	1932	9,000	9/17/2025	9/17/2025	Y
EMERYVILLE		45TH	ST	4	CAST IRON	10	1931	90,000	9/13/2025	9/13/2025	Y
HAYWARD		BENGAL	AVE	5	CAST IRON	6	1951	15,840	8/27/2025	9/6/2025	Y
HAYWARD		RICARDO	AVE	5	ASBESTOS CEMENT	8	1951	5,760	9/8/2025	9/11/2025	Y
HERCULES		VALLEY RUN		1	ASBESTOS CEMENT	8	1978	2,700	9/5/2025	9/5/2025	Y
HERCULES		WHALER	CIR	1	NON-METALLIC / PLASTIC	6	1987	23,040	9/27/2025	9/28/2025	Y
LAFAYETTE		CASTELLO	RD	2	ASBESTOS CEMENT	6	1974	5,760	9/29/2025	9/30/2025	Y

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

SEPTEMBER 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
LAFAYETTE		GLENSIDE	DR	2	STEEL	12	1960	5,760	9/16/2025	9/17/2025	Y
LAFAYETTE		GLORIA	TER	2	STEEL	12	1962	0	9/10/2025	9/10/2025	Y
LAFAYETTE		LOS ARABIS	DR	2	STEEL	6	1953	0	9/18/2025	9/19/2025	Y
LAFAYETTE		LOS ARABIS	DR	2	STEEL	6	1954	9,000	9/23/2025	9/23/2025	Y
LAFAYETTE		MOUNTAIN VIEW	DR	2	ASBESTOS CEMENT	6	1960	36,000	9/20/2025	9/24/2025	Y
LAFAYETTE		OAK HILL	RD	2	ASBESTOS CEMENT	6	1963	0	8/29/2025	9/5/2025	Y
LAFAYETTE		SPRINGHILL	LN	2	ASBESTOS CEMENT	8	1975	0	9/22/2025	9/22/2025	Y
LAFAYETTE		UPPER HAPPY VALLEY	RD	2	ASBESTOS CEMENT	12	1985	0	9/17/2025	9/23/2025	Y
OAKLAND		4TH	AVE	6	CAST IRON	6	1936	17,280	9/10/2025	9/13/2025	Y
OAKLAND		14TH	AVE	6	CAST IRON	2	1938	0	9/11/2025	9/15/2025	Y
OAKLAND		26TH	ST	6	ASBESTOS CEMENT	8	1939	1,350	9/18/2025	9/18/2025	Y
OAKLAND		53RD	ST	4	CAST IRON	12	1933	2,250	9/25/2025	9/26/2025	Y
OAKLAND		56TH	ST	4	CAST IRON	6	1951	5,400	9/25/2025	9/26/2025	Y
OAKLAND		60TH	ST	5	CAST IRON	6	1938	27,000	8/31/2025	9/1/2025	Y
OAKLAND		62ND	AVE	6	CAST IRON	6	1928	18,000	9/12/2025	9/13/2025	Y
OAKLAND		BELLEVUE	AVE	3	ASBESTOS CEMENT	6	1963	0	9/16/2025	9/16/2025	Y
OAKLAND		D	ST	6	ASBESTOS CEMENT	6	1961	5,760	9/5/2025	9/8/2025	Y
OAKLAND		ESTATES	DR	3	CAST IRON	8	1936	9,000	9/16/2025	9/17/2025	Y
OAKLAND		GEORGIA	ST	3	CAST IRON	4	1935	9,000	9/1/2025	9/1/2025	Y
OAKLAND		GRAND	AVE	3	CAST IRON	6	1938	6,750	9/24/2025	9/24/2025	Y
OAKLAND		HAWTHORNE	AVE	3	ASBESTOS CEMENT	8	1975	900	9/25/2025	9/26/2025	Y
OAKLAND		HILLER	DR	3	STEEL	12	1964	14,400	9/8/2025	9/17/2025	Y
OAKLAND		LEIMERT	BL	3	CAST IRON	6	1940	1,350	9/23/2025	9/24/2025	Y
OAKLAND		MYRTLE	ST	5	ASBESTOS CEMENT	6	1966	0	9/2/2025	9/12/2025	Y
OAKLAND		ROLAND	WAY	5	ASBESTOS CEMENT	8	1966	27,000	9/23/2025	9/24/2025	Y
OAKLAND		ROLAND	WAY	5	ASBESTOS CEMENT	8	1966	9,000	9/25/2025	9/25/2025	Y
OAKLAND		TOMPKINS	AVE	3	CAST IRON	6	1925	90,000	9/22/2025	9/22/2025	Y
OAKLAND		VERNON	ST	3	CAST IRON	6	1931	45,000	9/8/2025	9/9/2025	Y
ORINDA		CAMINO ENCINAS		3	CAST IRON	4	1934	0	9/4/2025	9/9/2025	Y
ORINDA		MINER	RD	3	CAST IRON	6	1938	0	8/21/2025	9/10/2025	Y

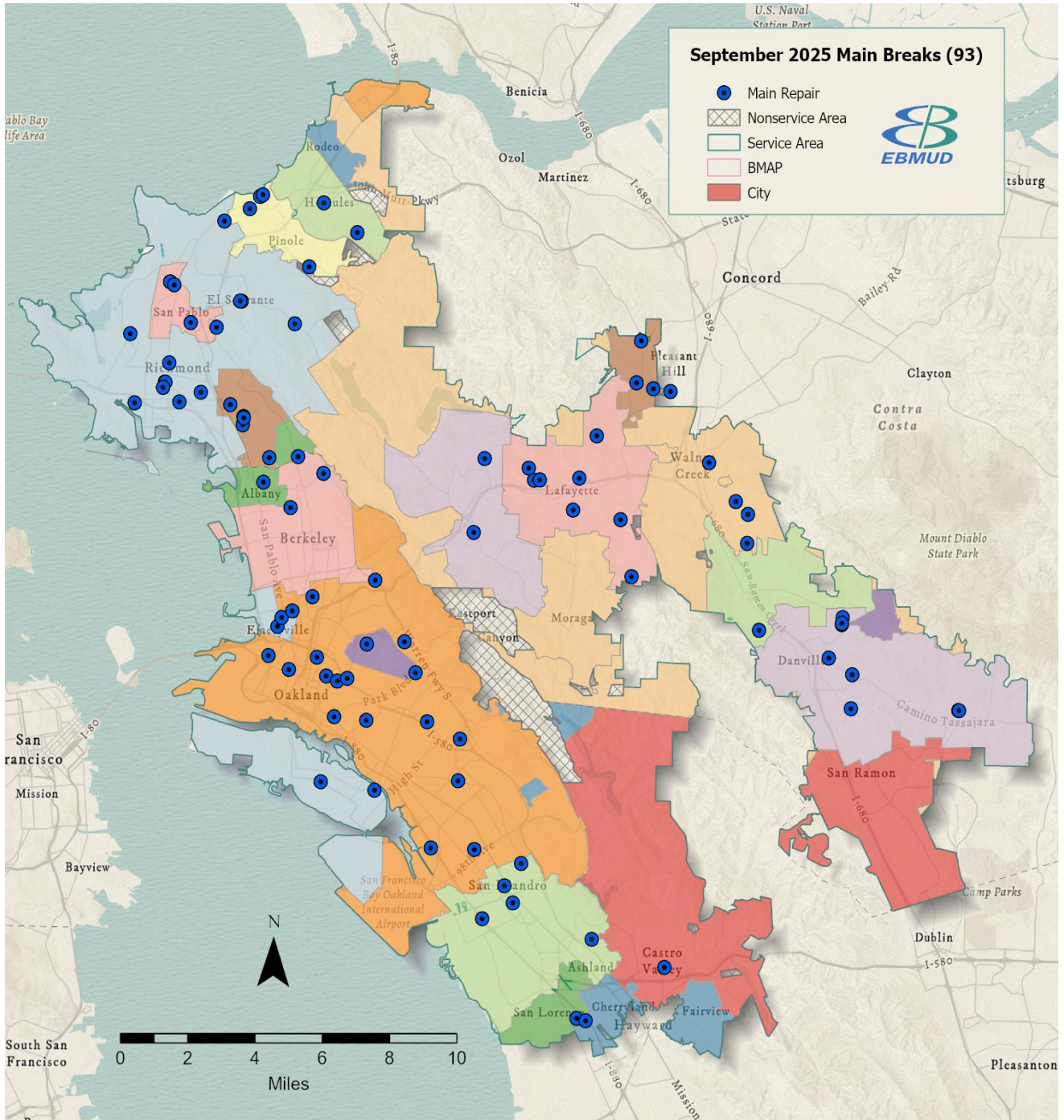
**KPI = turn around time to repair the leak*

SEPTEMBER 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
PIEDMONT		DRACENA	AVE	3	CAST IRON	6	1928	1,350	9/16/2025	9/16/2025	Y
PINOLE		ORLEANS	DR	1	ASBESTOS CEMENT	6	1956	2,700	9/23/2025	9/23/2025	Y
PINOLE		ORLEANS	DR	1	ASBESTOS CEMENT	6	1956	2,700	9/23/2025	9/24/2025	Y
PINOLE		ORLEANS	DR	1	ASBESTOS CEMENT	6	1956	2,700	9/29/2025	9/30/2025	Y
PINOLE		PINOLE VALLEY	RD	3	STEEL	6	1968	7,200	9/1/2025	9/5/2025	Y
PINOLE		PINON	AVE	1	NON-METALLIC / PLASTIC	6	1988	90	9/18/2025	9/19/2025	Y
PINOLE		SAN PABLO	AVE	1	CAST IRON	8	1954	8,640	9/12/2025	9/17/2025	Y
PLEASANT HILL		OAK PARK	BL	2	CAST IRON	6	1941	28,800	9/18/2025	9/19/2025	Y
PLEASANT HILL		ROGERS	CT	2	ASBESTOS CEMENT	6	1953	9,000	9/8/2025	9/9/2025	Y
PLEASANT HILL		SLATER	AVE	2	ASBESTOS CEMENT	8	1968	0	9/16/2025	9/16/2025	Y
RICHMOND	S	4TH	ST	1	ASBESTOS CEMENT	8	1951	8,640	9/3/2025	9/8/2025	Y
RICHMOND	S	20TH	ST	1	CAST IRON	4	1943	28,800	9/6/2025	9/10/2025	Y
RICHMOND	S	20TH	ST	1	CAST IRON	4	1943	2,880	9/15/2025	9/16/2025	Y
RICHMOND		23RD	ST	1	CAST IRON	8	1937	28,800	9/22/2025	9/25/2025	Y
RICHMOND	S	29TH	ST	1	CAST IRON	4	1922	11,520	9/9/2025	9/9/2025	Y
RICHMOND	S	42ND	ST	1	CAST IRON	6	1943	8,640	9/24/2025	9/29/2025	Y
RICHMOND		21ST	ST	1	CAST IRON	10	1925	9,000	9/6/2025	9/6/2025	Y
RICHMOND	N	ARLINGTON	BL	1	CAST IRON	6	1939	1,350	9/22/2025	9/22/2025	Y
RICHMOND		CHANSLOR	AVE	1	CAST IRON	10	1925	9,000	9/6/2025	9/6/2025	Y
RICHMOND		FRED JACKSON	WAY	1	CAST IRON	4	1940	9,000	9/22/2025	9/22/2025	Y
RICHMOND		OHATCH	DR	1	ASBESTOS CEMENT	6	1969	27,000	9/18/2025	9/18/2025	Y
SAN LEANDRO		KENILWORTH	AVE	7	CAST IRON	8	1951	10,080	9/17/2025	9/23/2025	Y
SAN LEANDRO		LEONARD	DR	7	ASBESTOS CEMENT	12	1956	72,000	9/28/2025	9/29/2025	Y
SAN LEANDRO		LORRAINE	BL	7	CAST IRON	6	1938	0	9/16/2025	9/22/2025	Y
SAN LEANDRO		MANCHESTER	RD	7	CAST IRON	6	1948	5,760	9/12/2025	9/15/2025	Y
SAN LEANDRO		PARROTT	ST	7	CAST IRON	6	1949	12,960	8/25/2025	9/2/2025	Y
SAN PABLO		16TH	ST	1	CAST IRON	4	1943	8,640	8/30/2025	9/4/2025	Y
SAN PABLO		19TH	ST	1	CAST IRON	6	1940	8,640	9/27/2025	9/29/2025	Y
SAN PABLO		LAS MORADAS	CIR	1	ASBESTOS CEMENT	6	1981	2,250	9/24/2025	9/25/2025	Y
WALNUT CREEK		BRIDLE	CT	2	ASBESTOS CEMENT	6	1976	0	9/8/2025	9/8/2025	Y

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

SEPTEMBER 2025 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
WALNUT CREEK		PALMER	RD	2	NON-METALLIC / PLASTIC	6	1984	9,000	9/21/2025	9/21/2025	Y
WALNUT CREEK		VALLECITO	LN	2	STEEL	6	1960	270	9/8/2025	9/9/2025	Y
WALNUT CREEK		WALNUT	BL	2	ASBESTOS CEMENT	8	1955	9,000	9/10/2025	9/10/2025	Y
							Total	1,110,690			
Non-surfacing leaks discovered by leak detection technologies								2			
Breaks caused by contractors or other agencies								4			
Other main breaks								87			
Total water main repairs								93			

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



Customer Account Delinquency Information							
September 2025							
(Data collection began September 1, 2017 - CAP applications processed through September 30, 2025)							
CUSTOMER ASSIST. PROGRAM (CAP) ENROLLMENT	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25 ⁶³	Totals (since 9/1/2017)
New CAP Participants	299	286	255	270	297	243	18,334
CAP Renewals	286	243	275	270	215	189	18,431
CAP Departures	473	585	561	571	535	471	27,238
Total Active CAP Participants w/Active Accounts	11,078	11,054	11,015	11,005	11,108	11,126	-
PAYMENT PLANS	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 9/1/2017)
Approved Payment Plans	3,149	2,591	2,937	3,256	3,289	3,276	276,138
SERVICE INTERRUPTIONS - RESIDENTIAL	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 9/1/2017)
15-day Final Collection Notices ⁵¹	17,466	16,427	17,737	15,291	16,481	16,767	1,559,277
48-hr Service Interruptions Notices ^{3,52}	12,191	10,403	10,998	10,629	10,702	9,506	941,675
TENANT OCCUPIED - FLOW RESTRICTORS	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 9/1/2024)
Service Interruption Orders/Door Hangers Generated	17	7	231	317	1	462	3,627
Service Interruptions Completed (Flow Restrictor Installed)	245	163	83	205	155	111	2,222
Number of Flow Restrictors Removed/Service Restored	210	172	90	158	133	122	1,730
Flow Restrictors Remain Installed as of End of Month	450	441	434	471	456	445	-
OWNER OCCUPIED - SINGLE-FAMILY LIENS	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 11/1/2024)
Liens Filed	-	-	-	166	-	-	1,283
Released	-	129	-	28	75	-	335
Transferred to Alameda Cty.	-	-	-	-	-	-	-
Transferred to Contra Costa Cty.	-	-	-	-	-	-	-
Total Transactions/Month	-	129	-	194	75	-	1,618
FLOW RESTRICTOR TAMPERING	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals
Flow Restrictor Tampered	13	5	1	7	5	4	57
WATER THEFT	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 9/1/2017)
No. of Incidents	18	67	6	31	32	33	761
No. of 2nd or 3rd Occurrences	-	-	-	-	-	-	41
No. Water Theft Penalties Issued	-	-	-	-	-	-	228
No. of Appeals Received	-	-	-	-	-	-	10
No. of 1st Appeals Approved	-	-	-	-	-	-	5
No. of 1st Appeals Denied	-	-	-	-	-	-	8
MULTI-FAMILY LIENS¹	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 9/1/2017)
Liens Filed	-	275	4	38	44	-	7,844
Released	-	18	49	41	1	3	6,632
Transferred to Alameda Cty.	-	-	-	-	-	-	2,418
Transferred to Contra Costa Cty.	-	-	-	-	-	-	444
Total Transactions/Month	-	293	53	79	45	3	17,338
BAD DEBT - WRITE OFFS²	Apr 25	May 25	Jun 25	Jul 25	Aug 25	Sep 25	Totals (since 9/1/2017)
Total Referred to Collection Agency	\$560,876	\$584,793	\$550,997	\$534,657	\$502,440	TBD	25,452,324
Write-Off % to Billed Revenue	0.95%	0.91%	TBD	TBD	TBD	TBD	-

¹ Liens filed monthly represent delinquent accounts 4-6 months in arrears.
² Feb 25 collection agency totals will be updated in Mar 25. Write-off revenue for Feb 25 will be finalized when the final revenue reports are posted by Accounting.
³ 48-hour notices were generated, but not mailed to customers since 03-23-20. Customers are receiving payment reminders in-lieu of 48-hour notices.
⁵¹ Total Final Collection Notices sent to all Single Family Residence Accounts (Renter and Owner occupied).
⁵² Total Interruption/Lien Notices sent to all Single Family Residence Accounts (Renter and Owner occupied).
⁶³ Report as of 10/3/25. Pending: Final CAP data pending (data processed through 9/30/25). September collection totals will be updated in October. Updated Total Referred to Collection Agency for August.

**Notes - Effective March 12, 2020, the District suspended "Disconnects Due to Non-Payment" (DNP) to residential customers, withheld mailing 48-hr notices to customers, and began restoring service to all customers shutoff as of January 2020. The DNP information will be omitted from this table until the District resumes DNP activities.*

Water Theft														
Water Theft Type/City	Alameda	Alamo	Albany	Berkeley	Castro Valley	Crockett	Danville	El Cerrito	El Sobrante	Emeryville	Hayward	Hercules	Lafayette	
Meter	9	1	4	34	7	3	4	2	3	3	10	8	4	
Illegal Connection	0	1	0	4	0	0	0	0	0	0	0	0	0	
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other	1	0	0	0	0	0	0	0	0	0	1	0	0	
Total	10	2	4	38	7	3	4	2	3	3	11	8	4	

Water Theft Type/City	Moraga	Oakland	Orinda	Piedmont	Pinole	Pleasant Hill	Richmond	Rodeo	San Lorenzo	San Leandro	San Pablo	San Ramon	Walnut Creek	Total as of 9/1/17
Meter	1	475	1	2	9	1	110	8	2	14	9	4	5	733
Illegal Connection	0	9	1	0	0	0	1	1	0	0	0	1	1	10
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	4	0	0	0	0	3	0	0	0	0	0	0	9
Total	1	488	2	2	9	1	114	9	2	14	9	5	6	761

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