



**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 28, 2025

11:00 a.m.

Boardroom

375 11th Street

Oakland, CA 94607

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

ROLL CALL:

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

ANNOUNCEMENT OF CLOSED SESSION AGENDA:

1. Existing litigation pursuant to Government Code section 54956.9(d)(1):
 - a. *Tamralyn Thompson v. East Bay Municipal Utility District*
WCAB Case No: ADJ15870801
2. Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2): one matter.
3. Conference with Board designated representatives President Marguerite Young, Vice-President Luz Gómez, and Director Andy Katz regarding employment contracts of the General Manager and General Counsel pursuant to Government Code section 54957.6.

(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:

- Honoring the life and legacy of retired Director William “Bill” Patterson

ANNOUNCEMENTS FROM CLOSED SESSION:

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

COMMITTEE REPORTS:

- Finance/Administration
- Planning
- Legislative/Human Resources

CONSENT CALENDAR: (Single motion and vote approving 12 recommendations including 2 resolutions.)

1. Approve the Regular Meeting Minutes of October 14, 2025 and the Special Meeting Minutes of October 22, 2025.
2. File correspondence with the Board.
3. Award a contract to the lowest responsive/responsible bidder, Innovative Construction Solutions, in an amount not to exceed \$9,374,000 for the construction of the Main Wastewater Treatment Plant Digesters 7, 11 and 12 Rehabilitation, under Specification SD-450.
4. Award a contract beginning on or after October 28, 2025 to the lowest responsive/responsible Integrated Power Services, LLC, for supplying seven revenue and protection transformers, for a total cost, after the addition of taxes, not to exceed \$252,142 under Request for Quotation No. 2517.
5. Authorize agreements beginning on or after October 28, 2025 with Enthalpy Analytical, LLC; McCampbell Analytical Inc.; and Vitisystems Inc. dba Caltest Analytical Laboratory for two years with three options to renew for additional one-year periods for a total amount, including option years, not to exceed \$750,000 for laboratory analytical services.

CONSENT CALENDAR: (Continued)

6. Authorize the purchase of telematics related software, hardware, service, training, and support beginning on or after October 28, 2025 from Geotab USA, Inc., for three years with two options to renew for additional one-year periods for a total amount not to exceed \$1,400,000. This purchase will be made under State of California contracts available for use by local governments.
7. Take actions related to flagging services.
 - 7.1. Authorize agreements beginning on or after October 28, 2025 with City Rise, LLC; CMC Traffic Control Specialists Inc.; Escano & Associates Inc.; National Trench Safety dba National Trench Safety Traffic Solutions; Statewide Traffic Safety and Signs Inc. dba AWP Safety; and Traffic Control Pros for one year, in an aggregate amount not to exceed \$2,704,000 for flagging services.
 - 7.2. Authorize additional agreements for flagging services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on October 28, 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.
8. Authorize an amendment to the purchase originally awarded under Board Motion No. 188-23, with DLT Solutions, LLC to increase the purchase amount by \$608,737 to a total amount not to exceed \$1,136,151 and to extend the purchase term to January 25, 2028 for supplying Autodesk computer-aided design software. This purchase will be made under State of California contracts available for use by local governments.
9. Approve the revised January 2025 to June 2025 Monthly Investment Transactions Reports.
10. Approve the September 2025 Monthly Investment Transactions Report.
11. Adopt a resolution to approve the equity adjustment increases for classifications represented by American Federation of State, County and Municipal Employees, Local 2019: Associate Control Systems Engineer (2.5%) and Construction Inspector (2.5%); and classifications represented by International Federation of Professional and Technical Engineers, Local 21: Senior Electrical Engineer (2.5%) and Hydroelectric Power Plant Supervisor (5.0%). (Resolution)
12. Adopt a resolution recognizing the legacy of Director William B. Patterson and acknowledging his public service achievements. (Resolution)

DETERMINATION AND DISCUSSION:

13. Discuss the Executive Summary of the confidential report of the investigation of complaints by Ms. Tiffany Conway and District employees against Director April Chan and provide direction to staff regarding any action the Board may wish to consider and adopt at the November 12, 2025 Regular Board meeting.

DETERMINATION AND DISCUSSION: (Continued)

14. General Manager's Report.

DIRECTOR COMMENTS:

15. Other Items for Future Consideration.

16. Director Comments.

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, November 12, 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 28, 2025	Finance/Administration Committee	8:30 a.m. Boardroom	<ul style="list-style-type: none"> • Monthly Investment Transactions Report • Quarterly Financial Reports • Restatement of Monthly and Quarterly Investment Reports • Fiscal Year 2025 Key Performance Indicators Report 	
	Long-Term Infrastructure Investment Workshop	9:00 a.m. 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	<ul style="list-style-type: none"> • Closed Session • Regular Meeting 	
	Legislative/Human Resources Committee	TBD Boardroom		
	Board of Directors	11:00 a.m. Boardroom		
		1:15 p.m. Boardroom		
Tuesday, November 25, 2025	Finance/Administration Committee	TBD Boardroom	<ul style="list-style-type: none"> • Closed Session • Regular Meeting 	
	Board of Directors	11:00 a.m. Boardroom		
		1:15 p.m. Boardroom		

2025 Board Committee Members

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



APPENDIX

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

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

Online*

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

Webinar ID: 970 6508 6667

Passcode: 238500

By Phone*

Telephone: 1 669 900 6833

Webinar ID: 970 6508 6667

Passcode: 238500

International numbers available: <https://ebmud.zoom.us/j/97065086667>

*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 23, 2025

MEMO TO: Board of Directors

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

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

SUBJECT: Planning Committee Minutes – October 14, 2025

Chair April Chan called to order the Planning Committee meeting at 9:31 a.m. in the Administration Building Boardroom. Directors Luz Gómez and Valerie D. Lewis were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Operations and Maintenance David A. Briggs, Director of Water and Natural Resources Alice E. Towey, Manager of Security and Emergency Preparedness Steve Bonini, Supervising Fisheries/Wildlife Biologist James B. Pearson, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, “Fiscal Year 2025 Annual Readiness Report,” dated October 14, 2025; and 2) Presentation entitled, “Joint Study Agreement for Fisheries,” dated October 14, 2025.

Fiscal Year (FY) 2025 Annual Readiness Report. Manager of Security and Emergency Preparedness Steve Bonini presented the report. Updates included six Emergency Operations Plan annexes, seven Business Continuity Plans (21 of 22 exercised), and 28 Cal/OSHA-required Site-Specific Emergency Action Plans, with 11 scheduled for FY 2026 updates. Staff conducted the annual Emergency Operations Team exercise in March 2025 and two District-wide emergency notification drills in October 2024 and April 2025, achieving 98 percent employee response. The Mobile Emergency Command Center was refurbished and relocated to the Castenada Service Center for improved deployment readiness. Emergency bypass hoses and fittings were inventoried, pressure-tested, and new materials were ordered as needed. The District built 100 Commodity Points of Distribution (CPODs) water manifolds, staged at four District service yards for rapid deployment. The manifolds connect to the District’s water system or mobile tankers; bottled water at CPODs may also be supplied by vendors or emergency services. Mr. Bonini reported continued collaboration with CalWARN, LADWP, and Las Vegas Valley Water District, with plans to add the San Francisco Public Utilities Commission and City of San Diego as partners in FY 2026. During this period, the District managed two minor Public Safety Power Shutoff events without operational impacts and deployed 19 portable generators to critical sites in high wildfire risk zones. A Federal Energy Regulatory Commission Joint Emergency Action Plan seminar on November 6, 2024, and as part of America’s Water Infrastructure Act requirements, staff completed a Risk and Resilience Assessment (RRA). The RRA assesses threats from malevolent acts and natural hazards that could threaten the water system and was certified by the U.S. Environmental Protection Agency in March 2025. FY 2026 initiatives include launching a new emergency management platform with improved notification features, auditing Emergency Operations Team training, expanding mutual aid agreements, and providing Board crisis communications training. Mr. Bonini and General Manager Clifford C. Chan addressed Board questions on the locations and maintenance of bypass connections; assessing employee

emergency preparedness; CPOD impacts on firefighting water pressure; the Southern Loop Pipeline Project's protection role; and public communication about emergency water storage. The Committee asked staff to consider communication methods with the public and coordinating with cities and counties when technology is not available; include emergency preparedness and resource information in Board ward briefing materials; and to provide an update on employee preparedness at the next annual update. It was moved by Director Lewis, seconded by Director Gómez, and carried (3–0) by voice vote to accept the report.

Joint Study Agreement for Fisheries. Supervising Fisheries/Wildlife Biologist James B. Pearson provided the presentation. Under the 2024 settlement agreement between the District and the California Department of Water Resources (DWR) related to the Delta Conveyance Project (DCP), both agencies and the United States Geological Survey (USGS) will jointly fund a five-year study examining the influence of Delta hydrodynamics on out-migrating juvenile Chinook salmon and steelhead. The study will use SS400 acoustic transmitter tags—part of the Juvenile Salmonid Acoustic Telemetry System (JSATS)—to track tagged fish through the Mokelumne River and Sacramento-San Joaquin Delta. Mr. Pearson described the three agencies' role in the study and reported EBMUD will contribute \$1.425 million to fund the Chinook salmon tagging component, while DWR will contribute \$1 million for steelhead tagging. Both agencies will share data analysis costs. The Board will consider approving an agreement to purchase the acoustic transmitter tags at its meeting in the afternoon, and authorizing an agreement with USGS at a later date, pending resolution of delays caused by the federal government shutdown. Fieldwork is expected to begin in winter or spring 2026, with annual data analysis and a final report summarizing long-term migration patterns and potential DCP impacts on Mokelumne River salmonids. If the study determines that DCP operations significantly affect local fisheries, under the terms of the settlement agreement, DWR will be responsible for implementing mitigation measures. Mr. Pearson addressed Committee questions about potential impacts if the tagged fish are consumed by humans or other fish and whether the District tracks tagged fish. It was moved by Director Gómez, seconded by Director Lewis, and carried (3-0) by voice vote to accept the report.

Adjournment. Chair Chan adjourned the meeting at 10:28 a.m.

CCC:RSC

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: October 23, 2025

MEMO TO: Board of Directors

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

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

SUBJECT: Legislative/Human Resources Committee Minutes – October 14, 2025

Chair Luz Gómez called to order the Legislative/Human Resources Committee meeting at 10:32 a.m. in the Administration Building Boardroom. Directors Jim Oddie and Joey D. Smith were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Special Assistant to the General Manager Derry L. Moten, Senior Human Resources Analysts Siobhan M. Tuvo and Chad R. Thigpen, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, “Diversity, Equity, and Inclusion Strategic Plan Update – Inclusive Culture”, dated October 14, 2025.

Diversity, Equity, and Inclusion Strategic Plan (DEISP) Update – Inclusive Culture. The DEISP is divided into five strategic pillars (Leadership Commitment, Workforce Diversity, Inclusive Culture, Supplier Diversity, and Social Responsibility) which guide plan implementation. Senior Human Resources Analysts Siobhan M. Tuvo and Chad R. Thigpen presented on Pillar 3 – Inclusive Culture which seeks to ensure all employees experience a sense of belonging, purpose, value, and voice, in support of the District’s mission. Pillar 3 has three strategic goals. Under Organizational Culture of Belonging, Mr. Thigpen described initiatives responding to the Employee Experience Survey, including regular leadership updates to staff, adoption of *The Five Practices of Exemplary Leadership*® framework, including leadership competencies into management performance plans, expansion of career development and wellness programs, and department-led efforts. Under Proactive Conflict Resolution, Ms. Tuvo reported employee participation in alternative dispute resolution has increased, with plans to expand the pool of external facilitators. Conflict resolution training has also been integrated into the Managers and Supervisors Training program. The Internal Communications strategy focuses on improving transparency, collaboration, and engagement through strengthening communication channels and alignment with Employee Experience Survey priorities. Staff will continue implementing DEISP initiatives, conduct a follow-up pulse survey in fall 2025, followed by another Employee Experience Survey in spring 2026 to measure progress. Staff addressed Committee questions and were asked to explore additional ways to reach employees who do not regularly access email or the intranet and provide an update on the Employee Recognition Program. It was moved by Director Smith, seconded by Director Oddie, and carried (3-0) by voice vote to accept the report.

Adjournment. Chair Gómez adjourned the meeting at 10:53 a.m.

CCC/RSC

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MINUTES

Tuesday, October 14, 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 11:03 a.m. in the Administration Building Boardroom.

ROLL CALL

Directors Luz Gómez, Valerie D. Lewis, Jim Oddie, Joey D. Smith and President Marguerite Young were present at roll call. Director April Chan arrived at 11:08 a.m. Director Andy Katz arrived at 11:16 a.m.

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

PUBLIC COMMENT

- Addressing the Board were the following: 1) Eric Larsen, ratepayer and President of AFSCME Local 444, commented on the October 9, 2025 information memo to the Board in response to an email he sent regarding joint bonding ductile iron pipe by CAD welding. He expressed concern about joint bonding potentially damaging pipe and safe working conditions while performing this work; 2) Ryan A. Fierner, General Pipe Supervisor, commented on the equity adjustment request for General Pipe Supervisors; 3) Bret R. Bergmark, General Pipe Supervisor, commented on equity adjustments and retention concerns for General Pipe Supervisors; 4) Brian N. Wolverton, General Pipe Supervisor, commented on equity adjustments for General Pipe Supervisors and documents submitted to Human Resources and the Board; 5) Jeremy D. Williams, General Pipe Supervisor commented on the equity adjustment request for General Pipe Supervisors, Human Resources staff's review of the request, and the classification's current job scope and responsibilities; and 6) Perry J. Foreman, General Pipe Supervisor, commented on the equity adjustment request for General Pipe Supervisors.

General Manager Clifford C. Chan said he would provide a response to the Board regarding Eric Larsen's comments.

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 1:16 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

California Association of Public Information Officials STAR Award

General Manager Clifford C. Chan announced the District received the 2025 STAR Award in the water category for “H2Flow,” a music and video collaboration with the Grammy Award-winning Alphabet Rockers and Oakland elementary school students to celebrate World Water Day on March 22, 2025. The STAR Award honors standout storytelling, transparency, and impact in public sector communications. The video is also a finalist for the 2025 Association of California Water Agencies’ Huell Howser Excellence in Communication Award, with the winner to be announced at their fall conference. President Young congratulated staff for their work and presented the award to Senior Community Affairs Representative Kathryn A. Horn and Community Affairs Representative III Christine M. Byrne. Public Information Representative III Tracie D. Morales also contributed to the project but was not present.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

There was no public comment.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the September 23, 2025 Finance/Administration Committee meeting.
- Director Chan reported the Planning Committee met earlier and received updates on the Fiscal Year 2025 Annual Readiness Report and the Joint Study Agreement for Fisheries.

- Director Gómez reported the Legislative/Human Resources Committee met earlier and received the Diversity, Equity, and Inclusion Strategic Plan Update – Inclusive Culture.
- Director Chan reported the DERWA Board met on September 22, 2025 and selected Georgan Vonheeder-Leopold as Vice-Chair; received a presentation on DERWA backwash; received the Quarterly Investment Report for June 30, 2025; and discussed DERWA’s Spring Open House event.
- Director Smith reported the UMRWA Board met on October 3, 2025 and approved the July 25, 2025 Board meeting minutes; accepted for filing the Treasurer’s Report – 3rd Quarter Fiscal Year 2025; approved the Highest Qualified Contractors List, and the Phase 1 - Forest Projects Plan Implementation Report; and discussed the Phase 2 - MAC Forest Health and Resilience Project Report, as well as legislative issues.

CONSENT CALENDAR

- Motion by Director Chan, seconded by Director Katz, to approve the recommended actions for Items 1-11 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. **Motion No. 199-25** – Approved the Regular Meeting Minutes of September 9, 2025 and September 23, 2025; and the Special Meeting Minutes of October 7, 2025.
 2. The following correspondence was filed with the Board: **1)** Speakers’ Bureau and Outreach Record CY25, dated October 14, 2025; **2)** Email dated October 9, 2025 from Dwight George to Rischa Cole regarding BOD Communications (with attachments); **3)** Email dated October 13, 2025 from George Cleveland to Office of the Secretary regarding Comment for Item #12 on the 10/14/25 Board Agenda; **4)** Email dated October 13, 2025 from Jeremy Williams to Rischa Cole regarding GPS documents for the BOD (with attachments); **5)** Email dated October 14, 2025 from Dwight George to Rischa Cole regarding BOD Communications (with attachments); **6)** Document (undated) listing C[L]ASSIFICATION, Salary Range, Yearly, Employees Supervised, Number of Employees, and Education & Experience; and **7)** Memo dated October 9, 2025 from Crystal J. Yezman, Manager of Maintenance and Construction regarding Follow-up on Public Comment Regarding Ductile Iron Pipe.
 3. **Motion No. 200-25** – Awarded 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. **Motion No. 201-25** – Authorized 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. **Motion No. 202-25** – Authorized 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.
6. **Motion No. 203-25** – Authorized 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. **Motion No. 204-25** – Authorized 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. **Motion No. 205-25** – Authorized 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. **Motion No. 206-25** – Authorized 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. **Motion No. 207-25** – Authorized 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. **Motion No. 208-25** – Approved 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.**

President Young announced at a Special meeting on October 7, 2025, the Board met to consider taking action on this item. Because Director Chan was absent from the October 7 meeting, the Board deferred taking action until today to allow Director Chan the opportunity to be present and participate in the discussion. President Young noted the Executive Summary may not be publicly released or discussed unless the Board chooses to waive the attorney-client privilege. President Young opened the floor for Board discussion and public comment. Director Chan expressed disappointment that the Board did not take action on October 7. Director Chan noted that she could not participate in the decision as she believes EBMUD's [Board Rules of Procedure Section 4.03], which requires Directors to recuse themselves when impartiality could reasonably be questioned, applies in this matter. Director Chan recused herself from voting and left the meeting at 1:27 p.m.

- Addressing the Board was former Board member Frank Mellon who commented on the investigation and the video evidence, expressed concern, and urged the Board to waive the attorney-client privilege and release the Executive Summary.
- Motion by Director Katz, seconded by Director Lewis, to approve the recommended actions for Item 12 carried (6-0) by the following roll call vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (Chan); ABSENT (None).

Motion No. 209-25 – Waived the attorney-client privilege to release the Executive Summary of a confidential attorney-client privileged investigation report resulting from the March 2025 complaint against Director April Chan.

President Young announced the Executive Summary would be made available following today's meeting by submitting a request to the Secretary of the District. The Executive Summary will be calendared for discussion at the October 28, 2025 Regular meeting.

- Director Chan returned at 1:35 p.m.

13. **General Manager's Report.**

Imagine a Day Without Water Outreach

General Manager Clifford C. Chan announced October 16 is Imagine a Day Without Water which recognizes how essential water is to daily life. As part of EBMUD's outreach efforts, the District produced a video in partnership with the Oakland Roots Soccer Club and is asking the community to take simple actions that demonstrate the value of water. The Board viewed the video which will also be shared online, on social media, and at the Oakland Roots soccer game.

Monthly Report – September 2025

General Manager Clifford C. Chan announced the Monthly Report was included in the agenda materials and that the Speakers' Bureau and Outreach Record CY25 had been provided at Board places. He also reminded the Board of the District Facilities Tour on October 22, 2025.

DIRECTOR COMMENTS

14. Other Items for Future Consideration.

None.

15. Director Comments.

- Director Chan reported celebrating her son's birthday during the month of September and attending the Mid-Autumn Asian Cultural Festival in San Ramon on October 4.
- Director Gómez reported attending the following: San Ramon Valley Fire Protection District's training facility ribbon-cutting ceremony on September 24; Pardee BBQ on October 3; Mid-Autumn Asian Cultural Festival in San Ramon on October 4; Leadership San Ramon Valley Academy class on October 9; and a community meeting in Lafayette on October 9.
- Director Katz reported providing an EBMUD update at the League of Women Voters Berkeley-Albany-Emeryville meeting (virtual) on October 13. He thanked Public Affairs staff for their assistance.
- Director Lewis reported attending a meeting with the Oakland Mayor and staff and General Manager Clifford C. Chan on October 10.
- Director Oddie commented on an October 10 SF Gate article about the Main Wastewater Treatment Plant and read an excerpt from the October 17 ACWA News newsletter about EBMUD. Director Oddie reported attending the Oakland Chinatown Networking Mixer on September 24; Oakland Ballers Victory Parade on October 5; Asian Cultural Center 40th Anniversary celebration in Oakland on October 11; and plans to attend the Alameda County Assessor's Office 2025 Homeowners Fair and the Alameda County District 3 Emergency Preparedness Event both in San Leandro on October 18. Director Oddie recognized Public Information Representative III Tracie Morales for her assistance during the Oakland Ballers Victory Parade.
- Director Smith reported attending the following: East Bay Wildfire Coalition meeting in El Cerrito on September 24; Toolworks 50th Anniversary celebration in San Francisco on September 25; Outdoor Afro Glamp Out Gala in Berkeley on September 26; and the Rosie the Riveter 25th Annual Gala in Concord on October 11.
- President Young reported attending the following: Orinda Water Treatment Plant tour with staff and elected officials on September 19; Toolworks 50th Anniversary Celebration in San Francisco on September 25; Outdoor Afro Glamp Out Gala in Berkeley on September 26;

meeting with IFPTE Local 21 President Chas Whites on September 26; Pardee BBQ on October 3; Oakland Ballers Victory Parade on October 5; Main Wastewater Treatment Plant tour along with General Manager Clifford C. Chan in Oakland on October 11; meeting with Assemblyperson Rebecca Bauer-Kahan and staff along with the City of Orinda Mayor and City Manager regarding the Siesta Valley proposal on October 13; and plans to attend the Ward 3 Briefing in Orinda on October 17.

ADJOURNMENT

President Young adjourned the Regular Meeting at 1:51 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: October 28, 2025

Marguerite Young, President of the Board

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MINUTES

**Wednesday, October 22, 2025
East Bay Municipal Utility District
Board of Directors
375 Eleven Street
Oakland, California**

Special Meeting

President Marguerite Young called to order the Special Meeting of the Board of Directors at 8:31 a.m. in the Administration Building Boardroom. The Board met to receive an overview of District facilities, infrastructure and pipeline projects and to tour the following District projects and facilities: Orinda Water Treatment Plant in Orinda; Pinole Creek Tomato Stand Culvert on Alhambra Road; Pipeline Rebuild project on Virginia Street in Berkeley; and the Main Wastewater Treatment Plant (MWWTP) in Oakland.

ROLL CALL

Directors April Chan, Joey D. Smith and President Marguerite Young were present at roll call. Director Valerie D. Lewis arrived at 8:45 a.m. Director Andy Katz arrived at 9:41 a.m. at the Orinda Water Treatment Plant. Director Jim Oddie was absent (excused). Director Luz Gómez was absent (excused) but participated in the Orinda Water Treatment Plant tour as a member of the public.

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

DISCUSSION

General Manager Clifford C. Chan presented the tour schedule and route and highlighted the projects that would be viewed at the MWWTP. President Young announced the Special Meeting would adjourn in the MWWTP Maintenance Center Lunchroom.

- Director Chan left the meeting at 8:35 a.m. and returned at 8:36 a.m.

Public Comment. None.

Presentation/Documentation. 1) Presentation entitled “Long-Term Infrastructure Investment Tour” dated October 22, 2025.

The tour concluded at the MWWTP. President Young reconvened the Special meeting at 1:14 p.m. in the MWWTP Maintenance Center Lunchroom. There were no comments from the Board.

ADJOURNMENT

President Young adjourned the Special Meeting at 1:15 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: October 28, 2025

Marguerite Young, President of the Board



BOARD ACTION

Agenda Number:	3.	Meeting Date:	October 28, 2025
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TITLE **MAIN WASTEWATER TREATMENT PLANT DIGESTERS 7, 11 & 12 REHABILITATION**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION Award a contract to the lowest responsive/responsible bidder, Innovative Construction Solutions, in an amount not to exceed \$9,374,000 for the construction of the Main Wastewater Treatment Plant (MWWTP) Digesters 7, 11 and 12 Rehabilitation, under Specification SD-450.


SUMMARY This project is for the rehabilitation of Digesters 7, 11, and 12 to extend their operational life, replace aging equipment, increase reliability, and reduce operations and maintenance costs. Other rehabilitation work will be completed for Digesters 2, 3, 4, 6, 9, and 10; the digester gas flares; and Dewatering Building Control Room. This project was presented at the October 22, 2025 Board Infrastructure Tour.

DISCUSSION The MWWTP has 12 digesters that are between 50 and 75 years old. Work to upgrade the digesters has been completed in phases. Digester Upgrade Phase 1 project was completed in 2008 for work on three digesters; Digester Upgrade Phase 2 project was completed in 2015 for work on four digesters. Primary work in both phases included coating the interior concrete and steel surfaces of each digester with protective polyurethane but coating failures were observed during warranty inspections. For the Digester Upgrades Phase 3 project, a new coating system was used to better withstand the Digesters’ acidic and high-temperature service conditions and interior concrete surfaces were lined with a protective mortar.

Work at Digesters 7, 11, and 12 includes removal and replacement of interior coatings, sludge mixer rehabilitation, installation of a new gas leak alert system, and installation of a new chlorine feed system. The same protective coating used during the Digester Upgrades Phase 3 Project will be used on interior steel surfaces, and concrete surfaces will be lined with a protective mortar. Other digester rehabilitation work includes roof rehabilitation for two digesters, and installation of overflow pipe temperature sensors on seven digesters. Other work includes installation of the controls equipment at the digester gas flares and installation of a new heating, ventilation, and cooling system for the Dewatering Building Control Room.

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

BID RESULTS Bid documents were posted on the District’s website and issued to 24 resource organizations and 15 prospective bidders. Seven bids were received, ranging from \$9,374,000 to

Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: Construction
Funds Available: FY2026, Award# 7000337, Page 166	Budget Coding: 21-927-3100048-55610		Approved: 
Attachment(s): Bid Summary; P-035; P-061			

Title:	Main Wastewater Treatment Plant Digesters 7, 11 & 12 Rehabilitation	Meeting Date:	October 28, 2025
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\$11,795,040. The bid summary is attached. The engineer's estimate for this work is \$11,300,000. The difference between the engineer's estimate and the low bid is due to very competitive bidding among contractors for the digester work.

No bid protest was received, but staff resolved concerns raised by a subcontractor from the fourth lowest bidder that the low bidder did not list a scaffolding subcontractor and that the listed coatings subcontractor is not licensed to perform scaffolding work.

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

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

SUSTAINABILITY

Economic

Funding for this work is available in the FY 2026 adopted capital budget for Digesters.

Social

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

Local 444 was notified of this contract on April 10, 2025, and did not raise any specific issues related to this contract.

Environmental

This work will help ensure the reliability of the wastewater treatment process and continued compliance with environmental laws and regulations.

A California Environmental Quality Act (CEQA) Notice of Exemption was filed with the Alameda County Clerk on June 5, 2023. The project is exempt from the requirements of CEQA under CEQA Guidelines Section 15301(b) – Existing Facilities.

ALTERNATIVES

Do not award this project. This alternative is not recommended because this project will rehabilitate infrastructure that is critical for ongoing maintenance and operation of the digesters to ensure continued wastewater treatment reliability.

Reject all bids and rebid the work. This alternative is not recommended because the bids received were below the engineer's estimate and the digesters need timely rehabilitation to improve reliability and ensure continued compliance with the District's National Pollutant Discharge Elimination System permit.

Perform the work with District forces. This alternative is not recommended because the District does not have the expertise, equipment or staff to perform this major capital improvement work.

EAST BAY MUNICIPAL UTILITY DISTRICT

SPECIAL DISTRICT NO. 1

**SPECIFICATION SD-450
MAIN WASTEWATER TREATMENT PLANT
DIGESTERS 7, 11, & 12 REHABILITATION**

AUGUST 27, 2025

BID SUMMARY

BIDDER		TOTAL BID
1.	Innovative Construction Solutions*	\$9,374,000
2.	Mountain Cascade, Inc.	\$10,390,305
3.	Garney Pacific, Inc.	\$10,406,000
4.	Anvil Builders, Inc.	\$10,610,000
5.	Myers and Sons Construction LLC**	\$11,343,566
6.	A&B Construction	\$11,550,000
7.	Western Water Constructors, Inc.	\$11,795,040

*** Apparent Low Bidder**

** Entered \$11,406,566 in Total Amount Bid

Number of Proposals sent to Contractors	24
Number of Proposals sent to Resource Orgs	24
Number of Proposals sent to MBEs	1
Number of Proposals sent to WBEs	1
Number of Proposals sent to SBs	0
Number of bids received	7

Engineer's Estimate	\$11,300,000
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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 SPECIFICATION NO.: SD-450 Main Wastewater Treatment Plant Digesters 7, 11 & 12 Rehabilitation						DATE: September 9, 2025						
CONTRACTOR: Innovative Construction Solutions Costa Mesa, CA				PERCENTAGE OF CONTRACT DOLLARS								
				Availability Group		Contracting Objectives		Participation				
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		60.3%				
		Ethnicity	Gender	White Women		9%		0.0%				
\$9,374,000 *		White	Men	Ethnic Minorities		25%		39.7%				
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
PRIME: Innovative Construction Solutions		\$4,451,564	White	X		47.5%						
SUBS: Champion Painting Specialty Services		\$3,725,616	Hispanic	X				39.7%				
James Long Construction Services		\$105,000	White	X		1.1%						
LEED Electric, Inc.		\$594,120	White	X		6.3%						
Universal Coatings		\$497,700	White	X		5.3%						
TOTAL		\$9,374,000				60.3%	0.0%	39.7%	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:			80		5		157		242			
Percent of Total Employees:			33.1%		2.1%		64.9%					
MSA Labor Market %:			30.9%		25.5%		43.6%					
MSA Labor Market Location:			Orange									
COMMENTS												
Contract Equity Participation: 60.3% White Men and 39.7% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$9,374,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				YES								



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
Main Wastewater Treatment Plant Digesters 7, 11 & 12 Rehabilitation		National	10.5	10.7	3.7	0.7	27.3		
		Spec. No.: SD-450		DATE: 9/9/2025	9 Bay Area Counties		5.5	16.2	14.2
		Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM	Company Wide	6	140	1	3	150	62.0%	43.6%
Innovative Construction Solutions Marc Santaularia 575 Anton Blvd., Suite 850 Costa Mesa, CA 92626 714-893-6366		Manager/Prof	1	18	0	0	19	35.8%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	3	57	1	1	62	63.9%	
		Semi/Unskilled	2	65	0	2	69	75.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File: NA	Date of last contract with District: 12/8/2020						
		Co. Wide MSA: Orange	# Employees-Co. Wide: 242			Bay Area: 0			
S	EMM-H	Company Wide	50	202	2	0	254	53.4%	48.4%
Champion Painting Specialty Services Carlos Hernandez 3032 Thunder Valley Court, Suite 300 Lincoln, CA 95648 954-462-9079		Manager/Prof	1	4	0	0	5	22.7%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	46	193	2	0	241	54.2%	
		Semi/Unskilled	3	5	0	0	8	88.9%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: California	# Employees-Co. Wide: 476			Bay Area: 0			
S	WM: L/SBE	Company Wide	0	1	0	0	1	7.7%	37.3%
James Long Construction Services Matt Tucker 8560 Younger Creek Dr. Sacramento, CA 95828 916-379-9524		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	1	0	0	1	16.7%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: Sacramento	# Employees-Co. Wide: 0			Bay Area: 0			
S	WM: SBE	Company Wide	8	101	11	-	120	51.3%	63.5%
LEED Electric, Inc. Lourdes Vargas 13138 Arctic Circle Santa Fe Springs, CA 562-409-4902		Manager/Prof	2	15	2	0	19	48.7%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	6	82	9	0	97	52.2%	
		Semi/Unskilled	0	4	0	0	4	100.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: Los Angeles	# Employees-Co. Wide: 234			Bay Area: 0			
S	WM: SBE	Company Wide	0	23	0	0	23	76.7%	53.3%
Universal Coatings Kim Nulick 5191 E. Dakota Ave. Fresno, CA 93727 559-233-6300		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	23	0	0	23	95.8%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: Fresno	# Employees-Co. Wide: 30			Bay Area: 0			

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



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
Main Wastewater Treatment Plant Digesters 7, 11 & 12 Rehabilitation		National	10.5	10.7	3.7	0.7	27.3		
		DATE: 9/9/2025		9 Bay Area Counties		5.5	16.2	14.2	0.4
Spec. No.: SD-450		Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
P	WM: LBE	Company Wide	1	112	8	0	121	80.1%	39.9%
A & B Construction Andrew Jordan 225 3rd St. Oakland, CA 94607 510-999-6000		Manager/Prof	0	3	2	0	5	38.5%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	32	6	0	39	65.0%	
		Semi/Unskilled	0	77	0	0	77	98.7%	
		Bay Area	1	112	8	0	121	80.1%	39.9%
		Co. Wide MSA:	9 Bay Area Counties		# Employees-Co. Wide: 151		Bay Area: 151		
P	WM: LBE	Company Wide	16	107	21	3	147	51.8%	53.9%
Anvil Builders Inc. Maria Zaval 1550 Park Ave. Emeryville, CA 94608 415-285-5000 ext. 224		Manager/Prof	2	14	17	1	34	33.3%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	14	93	4	2	113	63.5%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	16	107	21	3	147	51.8%	39.9%
		Co. Wide MSA:	Alameda		# Employees-Co. Wide: 284		Bay Area: 284		
P	WM: LBE	Company Wide	2	44	4	1	51	63.8%	48.4%
Garney Pacific, Inc. R. Daniel Eckdahl 17510 W. Bethany Rd. Tracy, CA 95391 816-741-4600		Manager/Prof	0	2	3	1	6	26.1%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	1	0	0	1	25.0%	
		Semi/Unskilled	2	41	1	0	44	83.0%	
		Bay Area	0	0	0	0	0.0%	39.9%	
		Co. Wide MSA:	California		# Employees-Co. Wide: 80		Bay Area: 0		
P	WM: LBE	Company Wide	0	88	2	0	90	43.5%	53.9%
Mountain Cascade, Inc. Desiree Arslanian 555 Exchange Court Livermore, CA 94550 925-373-8370		Manager/Prof	0	11	1	0	12	22.6%	
		Technical/Sales	0	1	0	0	1	9.1%	
		Clerical/Skilled	0	8	1	0	9	40.9%	
		Semi/Unskilled	0	68	0	0	68	56.2%	
		Bay Area	0	88	2	0	90	43.5%	39.9%
		Co. Wide MSA:	Alameda		# Employees-Co. Wide: 207		Bay Area: 207		
P	WM: LBE	Company Wide	7	126	16	0	149	51.7%	48.4%
Myers & Sons Construction LLC Gina Raggio 45 Morrison Ave. Sacramento, CA 95838 916-283-9950		Manager/Prof	0	16	8	0	24	28.2%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	5	70	6	0	81	55.1%	
		Semi/Unskilled	2	40	2	0	44	78.6%	
		Bay Area	0	0	0	0	0.0%	39.9%	
		Co. Wide MSA:	California		# Employees-Co. Wide: 288		Bay Area: 0		
P	WW	Company Wide	0	17	1	0	18	31.0%	23.4%
Western Water Constructors, Inc. Ken Kreischer 707 Aviation Blvd. Santa Rosa, CA 95403 707-540-9640		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	4	0	0	4	17.4%	
		Semi/Unskilled	0	13	1	0	14	51.9%	
		Bay Area	0	17	1	0	18	31.0%	39.9%
		Co. Wide MSA:	Sonoma		# Employees-Co. Wide: 58		Bay Area: 58		

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:	Replacement Transformers for Pardee Powerhouse	Meeting Date:	October 28, 2025
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Reject received bid and re-bid. This alternative is not recommended because the District engaged in a fair and competitive bid process and the bid received met the RFQ specifications.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract - RFQ No. 2517 Replacement Transformers for Pardee Powerhouse	DATE: October 21, 2025
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CONTRACTOR: Integrated Power Services, LLC Greenville, SC	PERCENTAGE OF CONTRACT DOLLARS		
	Availability Group	Contracting Objectives	Participation
BID/PROPOSER'S PRICE:	FIRM'S OWNERSHIP		
	Ethnicity	Gender	
\$252,142 *	White	Men	
		White Men	25%
		White Women	2%
		Ethnic Minorities	25%
			100.0%
			0.0%
			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: Integrated Power Services, LLC	\$252,142	White	X		100.0%						
SUBS:											
TOTAL		\$252,142			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:	1,619	276	674	2,569
Percent of Total Employees:	63.0%	10.7%	26.2%	
MSA Labor Market %:	36.1%	32.3%	31.6%	
MSA Labor Market Location:	USA			

COMMENTS
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$252,142

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: Replacement Transformers for Pardee Powerhouse		Ethnic Minority Percentages From U.S. Census Data							
		B	H	A/PI	AI/AN	TOTAL			
Materials and Supplies Contract - RFQ No. 2517		DATE: 10/21/2025							
		9 Bay Area Counties	10.5	10.7	3.7	0.7	27.3		
		Alameda/CC Counties	5.5	16.2	14.2	0.4	39.9		
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number		B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %	
RP	WM	Company Wide	178	381	60	13	632	24.6%	31.6%
Integrated Power Services, LLC Dearl Kite 250 Executive Center Dr., Suite 201 Greenville, SC 29615 775-446-9239		Manager/Prof	28	47	14	5	94	14.7%	
		Technical/Sales	31	87	9	7	134	21.4%	
		Clerical/Skilled	85	196	33	1	315	30.1%	
		Semi/Unskilled	34	51	4	0	89	35.0%	
		Bay Area	0	0	0	0	0	0.0%	
		AA Plan on File: NA	Date of last contract with District: 1/9/2024						
		Co. Wide MSA: USA	# Employees-Co. Wide: 2,569			Bay Area: 0			
P	Unclassified	Company Wide	INFORMATION NOT PROVIDED						
Instrument Transformer Equipment Corp. David Ward 2401 Walkup Ave. Monroe, NC 28110 305-903-4927		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:	5.	Meeting Date:	October 28, 2025
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TITLE AS-NEEDED LABORATORY SERVICES

ACTION Motion: Resolution: Ordinance:


RECOMMENDED ACTION Authorize agreements beginning on or after October 28, 2025 with Enthalpy Analytical, LLC; McCampbell Analytical Inc.; and Vitisystems Inc. dba Caltest Analytical Laboratory for two years with three options to renew for additional one-year periods for a total amount, including option years, not to exceed \$750,000 for laboratory analytical services.

SUMMARY These agreements are for as-needed sample analyses by external laboratories when the District’s Laboratory is unable to perform the analyses due to a lack of certification for specific analytical methods, insufficient sample loads and analysis frequency, or unforeseen circumstances.

DISCUSSION The District’s Laboratory supports District operations and improvements by providing technical and analytical services for a wide range of water, wastewater, recycled water, resource recovery, and solids samples. Results are used for regulatory compliance, process control, capital improvement projects, hazardous waste characterization, and special studies. The District’s Laboratory sends samples to external laboratories for analysis when it does not have the necessary certification or capacity to meet a required deadline. A significant portion of these agreements include testing and analysis for per- and polyfluoroalkyl substances in drinking water, for which the Laboratory is pursuing certification.

These agreements support the District’s Water Quality and Environmental Protection Strategic Plan goal.

SERVICE PROVIDER SELECTION A request for proposals was posted on the District’s website and sent to 15 potential proposers. Five service providers submitted proposals. Enthalpy Analytical, LLC, McCampbell Analytical Inc., and Vitisystems Inc. dba Caltest Analytical Laboratory were selected based on their technical expertise, cost, relevant experience, and references.

Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027	Budget Coding: 21-934-9201100-53120		Approved: 
Attachment(s): P-035; P-061			

Title:	As-Needed Laboratory Services	Meeting Date:	October 28, 2025
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SUSTAINABILITY

Economic

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

The cost for specific analyses will remain fixed for the duration of the agreement, resulting in cost savings for the District.

Social

Local 2019 was notified of these agreements on March 17, 2025 and did not raise any specific issues related to the agreements.

Environmental

This agreement will enable the District to meet or exceed regulatory requirements while maintaining its high standards of environmental stewardship.

ALTERNATIVES

Do not authorize these multi-year agreements. This alternative is not recommended because the District’s Laboratory will not be able to meet the District’s analytical needs in support of water, wastewater, and recycled water system operations.

Authorize agreements annually. This alternative is not recommended because these agreements secure fixed costs for their duration and avoid cost increases over time.

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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 As-Needed Laboratory Services						DATE: October 21, 2025					
CONTRACTOR: Various Firms (See Below)				PERCENTAGE OF CONTRACT DOLLARS							
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		66.7%			
		Ethnicity	Gender	White Women		6%		2.7%			
\$750,000 *		-	-	Ethnic Minorities		25%		0.0%			
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIMES:											
Enthalpy Analytical, LLC	\$230,000	Publicly Held Corporation	X						30.7%		
McC Campbell Analytical Inc.	\$500,000	White	X		66.7%						
Vitisystems Inc. dba Caltest Analytical Laboratory	\$20,000	White		X		2.7%					
SUBS:											
None											
TOTAL		\$750,000			66.7%	2.7%	0.0%	0.0%	30.7%	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: 66.7% White Men and 2.7% White Women participation. Contract Duration: Two years, with three options to renew for additional one-year periods.											
*Total not to exceed: \$750,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
As-Needed Laboratory Services		National	10.5	10.7	3.7	0.7	27.3		
General Services Agreement		DATE: 10/21/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	PHC: LBE	Company Wide	37	84	69	0	190	37.0%	27.3%
Enthalpy Analytical, LLC		Manager/Prof	4	9	22	0	35	35.4%	
Deanna Yates		Technical/Sales	32	75	47	0	154	37.6%	
5900 Hollis St.		Clerical/Skilled	1	0	0	0	1	20.0%	
Emeryville, CA 94608		Semi/Unskilled	0	0	0	0	0	0.0%	
(Local Office)		Bay Area	1	2	2	0	5	41.7%	39.9%
919-595-1372		Co. Wide MSA: USA	# Employees-Co. Wide: 514			Bay Area: 12			
RP	WM: LBE	Company Wide	2	37	29	2	70	66.7%	39.9%
McC Campbell Analytical Inc.		Manager/Prof	0	33	28	2	63	68.5%	
Beverly Madrigal		Technical/Sales	1	2	1	0	4	50.0%	
1534 Willow Pass Rd.		Clerical/Skilled	1	2	0	0	3	60.0%	
Pittsburg, CA 94565		Semi/Unskilled	0	0	0	0	0	0.0%	
925-252-9262		Bay Area	2	37	29	2	70	66.7%	39.9%
		Co. Wide MSA: 9 Bay Area Counties	# Employees-Co. Wide: 105			Bay Area: 105			
RP	WW: SBE	Company Wide	0	0	0	0	0	0.0%	42.9%
Vitisystems Inc.		Manager/Prof	0	0	0	0	0	0.0%	
dba Caltest Analytical Laboratory		Technical/Sales	0	0	0	0	0	0.0%	
Susan Bazela		Clerical/Skilled	0	0	0	0	0	0.0%	
1885 N. Kelly Rd.		Semi/Unskilled	0	0	0	0	0	0.0%	
Napa, CA 94558		Bay Area	0	0	0	0	0	0.0%	39.9%
707-258-4000		Co. Wide MSA: Vallejo-Fairfield-Napa	# Employees-Co. Wide: 44			Bay Area: 44			
P	Unclassified: LBE	Company Wide	INFORMATION NOT PROVIDED						
Alpha Analytical Laboratories, Inc.		Manager/Prof							
Robbie Phillips		Technical/Sales							
262 Rickenbacker Circle		Clerical/Skilled							
Livermore, CA 94551		Semi/Unskilled							
925-828-6226		Bay Area							
		Co. Wide MSA:							
P	WM: LBE	Company Wide	0	0	0	0	0	49.7%	48.4%
Eurofins Environment Testing Northern California, LLC		Manager/Prof	0	0	0	0	0	0.0%	
Gayle LaPlante		Technical/Sales	0	0	0	0	0	0.0%	
800 Riverside Pkwy		Clerical/Skilled	0	0	0	0	0	0.0%	
West Sacramento, CA 95605		Semi/Unskilled	0	0	0	0	0	0.0%	
508-988-5406		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: California	# Employees-Co. Wide: 0			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)

Title:	Fleet Vehicle and Equipment Telematics	Meeting Date:	October 28, 2025
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SUSTAINABILITY

Economic

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

Social

This type of work is not performed by District forces and consequently union notification for contracting out was not required; however, the District did notify the unions on September 5, 2025, regarding the intent to expand the pilot to the entire fleet and proposed changes to Procedure 709 – Fleet Management. Local 444, Local 2019, and Local 21 expressed concerns regarding proposed changes to Procedure 709 which outlines how telematics may be used for disciplinary purposes. The District continues to meet and confer with the unions regarding their concerns over potential impacts and will maintain the existing language in Procedure 709 until this process is concluded.

Environmental

This purchase supports the District’s environmental goals to reduce greenhouse gas emissions by helping to monitor and comply with greenhouse gas emission regulatory requirements in real time. Additionally, the system will provide necessary data to select the best available zero emission vehicles and equipment as the District transitions away from internal combustion engines.

ALTERNATIVES

Do not authorize the purchase. This alternative is not recommended because the vehicle and equipment data will substantially improve the District’s ability to monitor vehicle performance, schedule maintenance, and better determine future vehicle needs.

Conduct a competitive bid process. This alternative is not recommended because this vendor has been selected through a public bidding process by the State of California and can provide the necessary equipment and services to the District.



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 Fleet Vehicle and Equipment Telematics						DATE: September 8, 2025						
CONTRACTOR: Geotab USA, Inc. Atlanta, GA				State Contract		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$1,400,000 *		FIRM'S OWNERSHIP		White Men		25%		Contracting Objectives			Participation	
		Ethnicity	Gender	White Women		2%					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: Geotab USA, Inc.		\$1,400,000	Foreign									100.0%
SUBS:												
TOTAL		\$1,400,000				0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
			White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:			123		68		151		rowspan="3" style="text-align: center; vertical-align: middle;"> 342			
Percent of Total Employees:			36.0%		19.9%		44.2%					
MSA Labor Market %:			35.9%		30.0%		34.2%					
MSA Labor Market Location:			Georgia									
COMMENTS												
Contract Equity Participation: Zero Contract Equity Participation. Firm is foreign Owned. Contract Duration: 3 years with 2 options to renew for additional 1 year periods.												
*Total not to exceed: \$1,400,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



BOARD ACTION

Agenda Number:	7.1.-7.2.	Meeting Date:	October 28, 2025
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TITLE **FLAGGING SERVICES**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION

- Authorize agreements beginning on or after October 28, 2025 with City Rise, LLC; CMC Traffic Control Specialists Inc.; Escano & Associates Inc.; National Trench Safety dba National Trench Safety Traffic Solutions; Statewide Traffic Safety and Signs Inc. dba AWP Safety; and Traffic Control Pros for one year, in an aggregate amount not to exceed \$2,704,000 for flagging services.
- Authorize additional agreements for flagging services, on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on October 28, 2025, with service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the service providers above to increase flexibility and ensure service provider availability. The Board of Directors will be notified of additional qualified service providers by means of the General Manager’s monthly report.

SUMMARY


The District uses flagging services as-needed to safely and efficiently manage traffic during infrastructure repair or replacement activities. Flagging services include labor and equipment for traffic and pedestrian control, lane closures, and detours including setup, monitoring, and removal.

DISCUSSION

The District primarily uses flagging services to safely manage vehicle and pedestrian traffic around District construction sites or other road disruptions to ensure the safety of workers and the public. Certified flaggers, appropriate signage, vehicles, and equipment are required to maintain the safety of workers and the public. The District has historically used flagging services to support District staff on an as-needed basis. The use of these services has increased since 2015 due to an increase in city and county traffic control requirements, and the size and scope of District projects.

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

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

Originating Department: Maintenance and Construction	Department Director or Manager: Crystal J. Yezman	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027 Award 7000005, page 38, Award 7000003, page 44; Award 7000006, page 46 and Award 7000024, page 48	Budget Coding: 11.Variou.Variou.52970		Approved: 
Attachment(s): P-035; P-061			

Title:	Flagging Services	Meeting Date:	October 28, 2025
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SERVICE PROVIDER SELECTION

In August 2025, a request for proposals (RFP) was posted on the District’s website. Six service providers submitted proposals. City Rise, LLC; CMC Traffic Control Specialists Inc.; Escano & Associates Inc.; National Trench Safety DBA National Trench Safety Traffic Solutions; Statewide Traffic Safety and Signs Inc. DBA AWP Safety, and Traffic Control Pros were selected based on their ability to meet specific requirements as outlined in the RFP.

SUSTAINABILITY

Economic

Funding for this purpose is available in the Fiscal Year (FY) 2026 and FY 2027 adopted operating and capital budgets for the Pipeline System Extensions, Pipeline Rebuild, Pipeline Relocations, and Pipeline System Improvements.

Social

Local 444 was notified of these agreements on August 29, 2025. Local 444 issues were addressed at meetings on September 10, 2025 and October 1, 2025 and resolved.

ALTERNATIVES

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

Add staff and equipment to reduce the need for services. This alternative is not recommended because these services are highly variable and historically have been supported through as-needed service providers.

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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 Flagging Services	DATE: October 22, 2025
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CONTRACTOR:	PERCENTAGE OF CONTRACT DOLLARS		
Various Firms (See Below)	Availability Group	Contracting Objectives	Participation
BID/PROPOSER'S PRICE:	FIRM'S OWNERSHIP		White Men
	Ethnicity	Gender	White Women
\$2,704,000 *	See Below	-	Ethnic Minorities
			25%
			6%
			25%
			16.7%
			0.0%
			50.0%

CONTRACT EQUITY PARTICIPATION										
COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIMES:										
City Rise, LLC	\$450,667	Hispanic	X					16.7%		
CMC Traffic Control Specialists Inc.	\$450,667	Black	X					16.7%		
Escano & Associates Inc.	\$450,667	Hispanic	X					16.7%		
National Trench Safety dba National Trench Safety Traffic Solutions	\$450,667	Unclassified						16.7%		
Statewide Traffic Safety and Signs Inc. dba AWP Safety	\$450,667	Unclassified						16.7%		
Traffic Control Pros	\$450,667	White	X		16.7%					
SUBS:										
None										
TOTAL	\$2,704,000				16.7%	0.0%	50.0%	33.3%	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: 16.7% White Men, and 50% Ethnic Minority participation.
Contract Duration: One year.
 *Total not to exceed: \$2,704,000

Workforce Profile & Statement of Nondiscrimination Submitted	Good Faith Outreach Efforts Requirement Satisfied	Award Approval Recommended
NA	NA	



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
Flagging Services		National	10.5	10.7	3.7	0.7	27.3		
		9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9		
General Services Agreement		DATE: 10/22/2025	Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	EMM-H: LBE	Company Wide	31	324	36	5	396	76.4%	53.9%
City Rise, LLC Jay Montero 44800 Industrial Dr. Fremont, CA 94538 925-209-0797		Manager/Prof	1	13	2	1	17	47.2%	
		Technical/Sales	1	3	2	0	6	54.5%	
		Clerical/Skilled	29	305	30	4	368	79.3%	
		Semi/Unskilled	0	3	2	0	5	71.4%	
		Bay Area	31	324	36	5	396	0.0%	
		AA Plan on File: NA	Date of last contract with District: 11/12/2024						
		Co. Wide MSA: Alameda	# Employees-Co. Wide: 518			Bay Area: 518			
RP	EMM-B: SBE	Company Wide	8	66	5	0	79	91.9%	48.3%
CMC Traffic Control Specialists Inc. Paul Manalang 260 Shipley St. San Francisco, CA 94107 415-470-8602		Manager/Prof	1	1	1	0	3	42.9%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	2	1	0	4	100.0%	
		Semi/Unskilled	6	63	3	0	72	96.0%	
		Bay Area	8	66	5	0	79	91.9%	
		Co. Wide MSA: San Francisco	# Employees-Co. Wide: 86			Bay Area: 86			
RP	EMM-H: L/SBE	Company Wide	0	4	0	0	4	100.0%	47.8%
Escano & Associates Inc. Juan Escano 1111 Broadway, Suite 300 Oakland, CA 94607 305-773-7756		Manager/Prof	0	2	0	0	2	100.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	2	0	0	2	100.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	4	0	0	4	100.0%	
		Co. Wide MSA: Oakland	# Employees-Co. Wide: 4			Bay Area: 4			
RP	Unclassified	Company Wide	67	286	14	2	369	46.4%	27.3%
National Trench Safety dba National Trench Safety Traffic Solutions Rachel Schauweker 206 N Sam Houston Pkwy E #200 Houston, TX 77060 832-200-0988		Manager/Prof	6	31	4	1	42	22.8%	
		Technical/Sales	2	26	1	0	29	23.4%	
		Clerical/Skilled	16	94	4	0	114	60.0%	
		Semi/Unskilled	43	135	5	1	184	61.7%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: USA	# Employees-Co. Wide: 796			Bay Area: 0			
RP	Unclassified	Company Wide	9	26	4	1	40	67.8%	38.5%
Statewide Traffic Safety and Signs Inc. dba AWP Safety Sarah Johnson 130 Grobric Ct. Fairfield, CA 94534 909-731-8866		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	9	26	4	1	40	67.8%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	9	26	4	1	40	67.8%	
		Co. Wide MSA: Solano	# Employees-Co. Wide: 59			Bay Area: 59			
RP	WM: L/SBE	Company Wide	2	6	0	0	8	50.0%	38.5%
Traffic Control Pros Jeff Bell 4050 Pike Lane, Suite B Concord, CA 94520 510-224-1735		Manager/Prof	0	1	0	0	1	33.3%	
		Technical/Sales	2	4	0	0	6	50.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	1	0	0	1	100.0%	
		Bay Area	2	6	0	0	8	50.0%	
		Co. Wide MSA: Contra Costa	# Employees-Co. Wide: 16			Bay Area: 16			

Title:	Computer-Aided Design Software Renewals	Meeting Date:	October 28, 2025
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and achieved net-zero greenhouse gas emissions across their business. Autodesk has an environmental policy that is committed to improving the environmental performance of its business operations.

ALTERNATIVES

Do not purchase Autodesk software. This alternative is not recommended because the software is necessary to create and update planning, design, and construction documents.

Authorize a purchase to an alternate vendor(s). This alternative is not recommended because DLT Solutions, LLC is the only provider of Autodesk software for government contracts. All vendors will ultimately receive quotes from DLT Solutions, LLC.

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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 - Amendment Computer-Aided Design Software Renewals						DATE: September 24, 2025						
CONTRACTOR: DLT Solutions, LLC Herndon, VA				Sole Source		PERCENTAGE OF CONTRACT DOLLARS						
						Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		100.0%				
		Ethnicity	Gender	White Women		6%		0.0%				
\$608,737 *		White	Men	Ethnic Minorities		25%		0.0%				
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIMES: DLT Solutions, LLC		\$608,737	White	X		100.0%						
SUBS: None												
TOTAL		\$608,737				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:			119		45		119		283			
Percent of Total Employees:			42.0%		15.9%		42.0%					
MSA Labor Market %:			38.6%		34.0%		27.3%					
MSA Labor Market Location:			Virginia									
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: Amended duration extended two years.												
*Total not to exceed: \$1,136,151 = \$527,414 (Original) + \$608,737 (Amendment)												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



BOARD ACTION

Agenda Number:	9.	Meeting Date:	October 28, 2025
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TITLE **RESTATEMENT OF MONTHLY INVESTMENT TRANSACTIONS REPORTS**

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION Approve the revised January 2025 to June 2025 Monthly Investment Transactions Reports.


SUMMARY During a recent internal review, staff identified clerical errors in the January through June 2025 Monthly Investment Transactions Reports. The reports have been corrected and were presented at the October 28, 2025 Finance/Administration Committee meeting.

DISCUSSION In January 2023, in response to rising short-term interest rates, the District implemented a money market fund sweep account to improve investment returns on idle cash balances. This strategy has proven effective, generating approximately \$6 million in interest income since its implementation. The sweep account automatically invests excess daily balances into a money market fund, which earns a higher yield than traditional bank accounts while maintaining same-day liquidity. This approach ensures that District funds are actively working to maximize returns without sacrificing access to cash when needed.

The errors in the January to June 2025 Monthly Investment Transactions reports resulted from tracking sweep transactions, particularly when funds are in transit between accounts at the time reports are generated. Specifically, the ending balances of the money market fund were incorrectly applied to the consolidated Wells Fargo accounts in the identified reports.

Staff has reviewed all reports issued since the inception of the sweep program and have worked with the District’s financial institutions to confirm proper interpretation of account activity and reporting going forward. These corrections do not impact the District’s audited financial statements, as the monthly reports are unaudited and serve as interim updates only.

I:\Sec\2025 Board Related Items\10282025 Board Agenda Items\FIN - Restatement of Monthly Investment Reports.docx

Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? N/A	Board Action Type: Financial
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): January, February, March, April, May, and June 2025 Revised Monthly Investment Transactions Reports			


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Monthly Investment Transactions Report
January 2025
Revised

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

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

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


Sophia Skoda (Sep 24, 2025 14:13:58 PDT)
Approved by: Sophia D. Skoda, Finance Director

09/24/2025

Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
January 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	388,718,484	42,679,992	426,574	431,825,050
007 - Wastewater Consolidated	89,558,214	11,780,008	146,180	101,484,402
049 - Ferc Partnership	2,162,265	-	25,146	2,187,411
009 - BACWA	2,446,173	-	28,447	2,474,620
015 - DERWA	1,081,135	-	12,573	1,093,708
002 - FRWA	1,081,135	-	12,573	1,093,708
014 - IICP	162,711	-	1,894	164,605
010 - UMRWA	69,190	-	805	69,995
003 - Employees Retirement	17,240,952	(7,679,000)	138,155	9,700,108
099 - Wells Fargo**	70,331,027	(44,413,181)	248,380	26,166,226
Total	572,851,285	2,367,819	1,040,727	576,259,832

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.
 A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	16,000,000	26,679,992	-	-	-	-	-	42,679,992
007 - Wastewater Consolidated	4,000,000	7,780,008	-	-	-	-	-	11,780,008
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	21,308,000	-	-	-	(28,987,000)	-	(7,679,000)
Investment Activity Total	20,000,000	55,768,000	-	-	-	(28,987,000)	-	46,781,000
099 - Wells Fargo	(20,000,000)	(55,768,000)	-	-	-	28,987,000	2,367,819	(44,413,181)
Total	-	-	-	-	-	-	2,367,819	2,367,819

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


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/24/2025
 Date


 Approved by: Robert L. Hannay, Treasury Manager

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
 Monthly Investment Activity
 January 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Buys										
001 - Water System Consolidated	US Treasuries	T-Note 0 5/15/2026	912833LZ1	1/21/2025	1/22/2025	5/15/2026	16,000,000	15,136,139.20	-	15,136,139.20
					Total		16,000,000			
007 - Wastewater Consolidated	US Treasuries	T-Note 0 5/15/2026	912833LZ1	1/21/2025	1/22/2025	5/15/2026	4,000,000	3,784,034.80	-	3,784,034.80
					Total		4,000,000			
							20,000,000	18,920,174	-	18,920,174



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
001 - Water System Consolidated	LAIF	LAIF LGIP	LGIP1001	1/2/2025	1/2/2025	N/A	10,679,992	10,679,992	-	10,679,992
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	1/17/2025	1/17/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	1/17/2025	1/17/2025	N/A	8,000,000	8,000,000	-	8,000,000
						Total	26,679,992			
007 - Wastewater Consolidated	LAIF	LAIF LGIP	LGIP1001	1/2/2025	1/2/2025	N/A	3,780,008	3,780,008	-	3,780,008
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	1/17/2025	1/17/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	1/17/2025	1/17/2025	N/A	2,000,000	2,000,000	-	2,000,000
						Total	7,780,008			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/30/2025	1/30/2025	N/A	4,423,000	4,423,000	-	4,423,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/30/2025	1/30/2025	N/A	5,637,000	5,637,000	-	5,637,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/17/2025	1/17/2025	N/A	5,627,000	5,627,000	-	5,627,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/3/2025	1/3/2025	N/A	5,621,000	5,621,000	-	5,621,000
						Total	21,308,000			
							55,768,000	55,768,000	-	55,768,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/30/2025	1/30/2025	N/A	14,527,000	14,527,000	-	14,527,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/2/2025	1/2/2025	N/A	14,460,000	14,460,000	-	14,460,000
					Total		28,987,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	1/31/2025	1/31/2025	N/A	44,164,801	44,164,801	-	44,164,801
					Total		44,164,801			
							73,151,801	73,151,801	-	73,151,801



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
January 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	593,012	(166,438)	426,574
007 - Wastewater Consolidated	176,154	(29,974)	146,180
049 - Ferc Partnership	25,146	-	25,146
009 - BACWA	40,983	(12,536)	28,447
015 - DERWA	31,068	(18,495)	12,573
002 - FRWA	20,999	(8,426)	12,573
014 - IICP	5,978	(4,085)	1,894
010 - UMRWA	9,231	(8,426)	805
003 - Employees Retirement	138,155	-	138,155
Interest Transactions Total	1,040,727	(248,380)	792,347
099 - Wells Fargo	-	248,380	248,380
Total	1,040,727	-	1,040,727

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
January 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Transferred to Wells Fargo)										
001 - Water System Consolidated	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	166,438	166,438
								Total		166,438
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	8,426	8,426
								Total		8,426
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	29,974	29,974
								Total		29,974
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	12,536	12,536
								Total		12,536
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	8,426	8,426
								Total		8,426
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	4,085	4,085
								Total		4,085
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2025	1/2/2025	N/A	-	-	18,495	18,495
								Total		18,495
							-	-	248,380	248,380

Monthly Investment Transactions Report
February 2025
Revised

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

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

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


Sophia Skoda (Sep 24, 2025 14:10:48 PDT)
Approved by: Sophia D. Skoda, Finance Director

09/24/2025
Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
February 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	431,825,050	(20,000,000)	370,002	412,195,051
007 - Wastewater Consolidated	101,484,402	(5,000,000)	121,763	96,606,165
049 - Ferc Partnership	2,187,411	-	-	2,187,411
009 - BACWA	2,474,620	-	-	2,474,620
015 - DERWA	1,093,708	-	-	1,093,708
002 - FRWA	1,093,708	-	-	1,093,708
014 - IICP	164,605	-	-	164,605
010 - UMRWA	69,995	-	-	69,995
003 - Employees Retirement	9,700,108	(3,284,000)	-	6,416,108
099 - Wells Fargo**	26,166,226	(2,206,265)	194,438	24,154,399
Total	576,259,832	(30,490,265)	686,202	546,455,769

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.
 A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
February 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	-	-	-	-	-	(20,000,000)	-	(20,000,000)
007 - Wastewater Consolidated	-	-	-	-	-	(5,000,000)	-	(5,000,000)
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	11,266,000	-	-	-	(14,550,000)	-	(3,284,000)
Investment Activity Total	-	11,266,000	-	-	-	(39,550,000)	-	(28,284,000)
099 - Wells Fargo	-	(11,266,000)	-	-	-	39,550,000	(30,490,265)	(2,206,265)
Total	-	-	-	-	-	-	(30,490,265)	(30,490,265)

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


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/24/2025
 Date


 Approved by: Robert L. Hannay, Treasury Manager

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
February 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
 Monthly Investment Activity
 February 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	2/28/2025	2/28/2025	N/A	5,645,000	5,645,000	-	5,645,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	2/14/2025	2/14/2025	N/A	5,621,000	5,621,000	-	5,621,000
Total							11,266,000			

11,266,000 11,266,000 - 11,266,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
February 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
February 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
February 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
February 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	2/27/2025	2/27/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	2/14/2025	2/14/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	2/14/2025	2/14/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	2/14/2025	2/14/2025	N/A	4,000,000	4,000,000	-	4,000,000
					Total		20,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	2/27/2025	2/27/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	2/14/2025	2/14/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	2/14/2025	2/14/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	2/14/2025	2/14/2025	N/A	1,000,000	1,000,000	-	1,000,000
					Total		5,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	2/27/2025	2/27/2025	N/A	14,550,000	14,550,000	-	14,550,000
					Total		14,550,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	2/28/2025	2/28/2025	N/A	2,011,827	2,011,827	-	2,011,827
					Total		2,011,827			
							41,561,827	41,561,827	-	41,561,827



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
February 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	459,018	(89,017)	370,002
007 - Wastewater Consolidated	169,506	(47,743)	121,763
049 - Ferc Partnership	-	-	-
009 - BACWA	16,189	(16,189)	-
015 - DERWA	14,803	(14,803)	-
002 - FRWA	13,497	(13,497)	-
014 - IICP	6,257	(6,257)	-
010 - UMRWA	5,459	(5,459)	-
003 - Employees Retirement	1,474	(1,474)	-
Interest Transactions Total	686,202	(194,438)	491,765
099 - Wells Fargo	-	194,438	194,438
Total	686,202	-	686,202

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
February 2025


Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Transferred to Wells Fargo)										
001 - Water System Consolidated	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	89,017	89,017
								Total		89,017
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	47,743	47,743
								Total		47,743
003 - Employees Retirement	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	1,474	1,474
								Total		1,474
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	13,497	13,497
								Total		13,497
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	16,189	16,189
								Total		16,189
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	5,459	5,459
								Total		5,459
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	6,257	6,257
								Total		6,257
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	2/3/2025	2/3/2025	N/A	-	-	14,803	14,803
								Total		14,803
							-	-	194,438	194,438

Monthly Investment Transactions Report
March 2025
Revised

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

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

- **Monthly Investment Transactions Summary** **Page 1**
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- **Monthly Interest Activity** **Page 9**
 - Interest Received (Transferred to Wells Fargo) Page 10
 - Interest Received (Reinvested) Page 11


Sophia Skoda (Sep 24, 2025 14:10:37 PDT)
Approved by: Sophia D. Skoda, Finance Director

09/24/2025
Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
March 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	412,195,051	-	354,899	412,549,950
007 - Wastewater Consolidated	96,606,165	-	121,056	96,727,221
049 - Ferc Partnership	2,187,411	-	-	2,187,411
009 - BACWA	2,474,620	-	-	2,474,620
015 - DERWA	1,093,708	-	-	1,093,708
002 - FRWA	1,093,708	-	-	1,093,708
014 - IICP	164,605	-	-	164,605
010 - UMRWA	69,995	-	-	69,995
003 - Employees Retirement	6,416,108	(3,292,000)	-	3,124,108
099 - Wells Fargo**	24,154,399	(8,408,915)	658,597	16,404,081
Total	546,455,769	(11,700,915)	1,134,552	535,889,406

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.
 A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
March 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	16,000,000	-	(16,000,000)	-	-	-	-	-
007 - Wastewater Consolidated	4,000,000	-	(4,000,000)	-	-	-	-	-
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	5,636,000	-	-	-	(8,928,000)	-	(3,292,000)
Investment Activity Total	20,000,000	5,636,000	(20,000,000)	-	-	(8,928,000)	-	(3,292,000)
099 - Wells Fargo	(20,000,000)	(5,636,000)	20,000,000	-	-	8,928,000	(11,700,915)	(8,408,915)
Total	-	-	-	-	-	-	(11,700,915)	(11,700,915)

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


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/24/2025
 Date


 Approved by: Robert L. Hannay, Treasury Manager

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
 Monthly Investment Activity
 March 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Buys										
001 - Water System Consolidated	US Treasuries	T-Note 4.625 3/15/2026	91282CGR6	3/14/2025	3/17/2025	3/15/2026	16,000,000	16,082,040	4,022	16,086,062
					Total		16,000,000			
007 - Wastewater Consolidated	US Treasuries	T-Note 4.625 3/15/2026	91282CGR6	3/14/2025	3/17/2025	3/15/2026	4,000,000	4,020,520	1,005	4,021,525
					Total		4,000,000			
							20,000,000	20,102,560	5,027	20,107,587



EAST BAY MUNICIPAL UTILITY DISTRICT
 Monthly Investment Activity
 March 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	3/14/2025	3/14/2025	N/A	5,636,000	5,636,000	-	5,636,000
					Total		5,636,000			

5,636,000 5,636,000 - 5,636,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
March 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Matured										
001 - Water System Consolidated	US Treasuries	T-Note 1.75 3/15/2025	91282CED9	3/15/2025	3/15/2025	3/15/2025	16,000,000	16,000,000	-	16,000,000
					Total		16,000,000			
007 - Wastewater Consolidated	US Treasuries	T-Note 1.75 3/15/2025	91282CED9	3/15/2025	3/15/2025	3/15/2025	4,000,000	4,000,000	-	4,000,000
					Total		4,000,000			
							20,000,000	20,000,000	-	20,000,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
March 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
March 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
March 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	3/28/2025	3/28/2025	N/A	8,928,000	8,928,000	-	8,928,000
					Total		8,928,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	3/31/2025	3/31/2025	N/A	7,750,318	7,750,318	-	7,750,318
					Total		7,750,318			
							16,678,318	16,678,318	-	16,678,318



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
March 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	814,899	(460,000)	354,899
007 - Wastewater Consolidated	253,451	(132,394)	121,056
049 - Ferc Partnership	-	-	-
009 - BACWA	7,677	(7,677)	-
015 - DERWA	2,952	(2,952)	-
002 - FRWA	10,220	(10,220)	-
014 - IICP	4,361	(4,361)	-
010 - UMRWA	7,401	(7,401)	-
003 - Employees Retirement	33,590	(33,590)	-
Interest Transactions Total	1,134,552	(658,597)	475,955
099 - Wells Fargo	-	658,597	658,597
Total	1,134,552	-	1,134,552

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller


09/24/2025
 Date

Monthly Investment Transactions Report
April 2025
Revised

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

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

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


Sophia Skoda (Sep 24, 2025 14:14:47 PDT)
Approved by: Sophia D. Skoda, Finance Director

09/24/2025

Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
April 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	412,549,950	(8,000,000)	419,558	404,969,509
007 - Wastewater Consolidated	96,727,221	(2,000,000)	146,341	94,873,562
049 - Ferc Partnership	2,187,411	-	24,107	2,211,518
009 - BACWA	2,474,620	-	27,271	2,501,890
015 - DERWA	1,093,708	-	12,052	1,105,760
002 - FRWA	1,093,708	-	12,052	1,105,760
014 - IICP	164,605	-	1,814	166,419
010 - UMRWA	69,995	-	772	70,767
003 - Employees Retirement	3,124,108	7,517,000	115,131	10,756,239
099 - Wells Fargo**	16,404,081	17,722,889	98,213	34,225,183
Total	535,889,406	15,239,889	857,312	551,986,606

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.
 A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	-	24,000,000	-	-	-	(32,000,000)	-	(8,000,000)
007 - Wastewater Consolidated	-	6,000,000	-	-	-	(8,000,000)	-	(2,000,000)
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	21,277,000	-	-	-	(13,760,000)	-	7,517,000
Investment Activity Total	-	51,277,000	-	-	-	(53,760,000)	-	(2,483,000)
099 - Wells Fargo	-	(51,277,000)	-	-	-	53,760,000	15,239,889	17,722,889
Total	-	-	-	-	-	-	15,239,889	15,239,889

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


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/24/2025
 Date


 Approved by: Robert L. Hannay, Treasury Manager

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	4/21/2025	4/21/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	4/21/2025	4/21/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	4/21/2025	4/21/2025	N/A	8,000,000	8,000,000	-	8,000,000
					Total		24,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	4/21/2025	4/21/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	4/21/2025	4/21/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	4/21/2025	4/21/2025	N/A	2,000,000	2,000,000	-	2,000,000
					Total		6,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	4/25/2025	4/25/2025	N/A	5,609,000	5,609,000	-	5,609,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	4/23/2025	4/23/2025	N/A	10,041,000	10,041,000	-	10,041,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	4/11/2025	4/11/2025	N/A	5,627,000	5,627,000	-	5,627,000
					Total		21,277,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	4/30/2025	4/30/2025	N/A	17,821,102	17,821,102	-	17,821,102
					Total		17,821,102			
							69,098,102	69,098,102	-	69,098,102



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
April 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
001 - Water System Consolidated	Local Government Investment P	CAMP LGIP	CAMP6035	4/3/2025	4/3/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	4/2/2025	4/2/2025	N/A	12,000,000	12,000,000	-	12,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	4/2/2025	4/2/2025	N/A	12,000,000	12,000,000	-	12,000,000
					Total		32,000,000			
007 - Wastewater Consolidated	Local Government Investment P	CAMP LGIP	CAMP6035	4/3/2025	4/3/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	4/2/2025	4/2/2025	N/A	3,000,000	3,000,000	-	3,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	4/2/2025	4/2/2025	N/A	3,000,000	3,000,000	-	3,000,000
					Total		8,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	4/29/2025	4/29/2025	N/A	13,760,000	13,760,000	-	13,760,000
					Total		13,760,000			
							53,760,000	53,760,000	-	53,760,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
April 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	419,558	-	419,558
007 - Wastewater Consolidated	182,686	(36,345)	146,341
049 - Ferc Partnership	24,107	-	24,107
009 - BACWA	32,163	(4,892)	27,271
015 - DERWA	20,825	(8,773)	12,052
002 - FRWA	21,571	(9,518)	12,052
014 - IICP	5,224	(3,410)	1,814
010 - UMRWA	5,808	(5,035)	772
003 - Employees Retirement	145,370	(30,240)	115,131
Interest Transactions Total	857,312	(98,213)	759,098
099 - Wells Fargo	-	98,213	98,213
Total	857,312	-	857,312

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
April 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Transferred to Wells Fargo)										
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	36,345	36,345
								Total		36,345
003 - Employees Retirement	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	30,240	30,240
								Total		30,240
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	9,518	9,518
								Total		9,518
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	4,892	4,892
								Total		4,892
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	5,035	5,035
								Total		5,035
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	3,410	3,410
								Total		3,410
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	4/1/2025	4/1/2025	N/A	-	-	8,773	8,773
								Total		8,773
							-	-	98,213	98,213



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
April 2025


Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Reinvested)										
001 - Water System Consolidated	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	112,214	112,214
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	4/30/2025	4/30/2025	N/A	-	-	82,610	82,610
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	4/1/2025	4/1/2025	N/A	-	-	38,507	38,507
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	4/1/2025	4/1/2025	N/A	-	-	89,544	89,544
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	4/1/2025	4/1/2025	N/A	-	-	96,682	96,682
								Total		419,558
007 - Wastewater Consolidated	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	41,670	41,670
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	4/30/2025	4/30/2025	N/A	-	-	32,099	32,099
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	4/1/2025	4/1/2025	N/A	-	-	14,927	14,927
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	4/1/2025	4/1/2025	N/A	-	-	27,593	27,593
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	4/1/2025	4/1/2025	N/A	-	-	30,050	30,050
								Total		146,341
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	4/15/2025	4/15/2025	N/A	-	-	115,131	115,131
								Total		115,131
002 - FRWA	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	12,052	12,052
								Total		12,052
009 - BACWA	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	27,271	27,271
								Total		27,271
010 - UMRWA	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	772	772
								Total		772
014 - IICP	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	1,814	1,814
								Total		1,814
015 - DERWA	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	12,052	12,052
								Total		12,052
049 - Ferc Partnership	LAIF	LAIF LGIP	LGIP1001	4/15/2025	4/15/2025	N/A	-	-	24,107	24,107
								Total		24,107
									759,098	759,098

Monthly Investment Transactions Report
May 2025
Revised

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

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

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


Sophia Skoda (Sep 25, 2025 16:21:25 PDT)
 Approved by: Sophia D. Skoda, Finance Director

09/25/2025

 Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
May 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	404,969,509	104,000,000	259,461	509,228,970
007 - Wastewater Consolidated	94,873,562	10,000,000	77,844	104,951,406
049 - Ferc Partnership	2,211,518	-	-	2,211,518
009 - BACWA	2,501,890	-	-	2,501,890
015 - DERWA	1,105,760	-	-	1,105,760
002 - FRWA	1,105,760	-	-	1,105,760
014 - IICP	166,419	-	-	166,419
010 - UMRWA	70,767	-	-	70,767
003 - Employees Retirement	10,756,239	(2,486,000)	-	8,270,239
099 - Wells Fargo**	34,225,183	(7,192,085)	4,553,432	31,586,530
Total	551,986,606	104,321,915	4,890,737	661,199,258

* Portfolio balance presented at face value.

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

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/24/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	147,500,000	153,000,000	(150,500,000)	-	-	(46,000,000)	-	104,000,000
007 - Wastewater Consolidated	15,000,000	24,000,000	(23,000,000)	-	-	(6,000,000)	-	10,000,000
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	11,245,000	-	-	-	(13,731,000)	-	(2,486,000)
Investment Activity Total	162,500,000	188,245,000	(173,500,000)	-	-	(65,731,000)	-	111,514,000
099 - Wells Fargo	(162,500,000)	(188,245,000)	173,500,000	-	-	65,731,000	104,321,915	(7,192,085)
Total	-	-	-	-	-	-	104,321,915	104,321,915

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


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/25/2025
 Date


 Approved by: Robert L. Hannay, Treasury Manager

09/25/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

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

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



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/15/2025	5/15/2025	N/A	51,000,000	51,000,000	-	51,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/15/2025	5/15/2025	N/A	51,000,000	51,000,000	-	51,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/15/2025	5/15/2025	N/A	51,000,000	51,000,000	-	51,000,000
					Total		153,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/15/2025	5/15/2025	N/A	8,000,000	8,000,000	-	8,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/15/2025	5/15/2025	N/A	8,000,000	8,000,000	-	8,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/15/2025	5/15/2025	N/A	8,000,000	8,000,000	-	8,000,000
					Total		24,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	5/23/2025	5/23/2025	N/A	5,627,000	5,627,000	-	5,627,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	5/9/2025	5/9/2025	N/A	5,618,000	5,618,000	-	5,618,000
					Total		11,245,000			
							188,245,000	188,245,000	-	188,245,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

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



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

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

No Transactions this Period





EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
May 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/28/2025	5/28/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/12/2025	5/12/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/30/2025	5/30/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/28/2025	5/28/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/12/2025	5/12/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/30/2025	5/30/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/28/2025	5/28/2025	N/A	8,000,000	8,000,000	-	8,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/12/2025	5/12/2025	N/A	4,000,000	4,000,000	-	4,000,000
					Total		46,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	5/28/2025	5/28/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	5/28/2025	5/28/2025	N/A	2,000,000	2,000,000	-	2,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	5/28/2025	5/28/2025	N/A	2,000,000	2,000,000	-	2,000,000
					Total		6,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	5/30/2025	5/30/2025	N/A	13,731,000	13,731,000	-	13,731,000
					Total		13,731,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	5/31/2025	5/31/2025	N/A	2,638,653	2,638,653	-	2,638,653
					Total		2,638,653			
							68,369,653	68,369,653	-	68,369,653



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
May 2025

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

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/25/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
May 2025


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

Monthly Investment Transactions Report
June 2025
Revised

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

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

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


[Sophia Skoda \(Sep 25, 2025 16:57:25 PDT\)](#)
 Approved by: Sophia D. Skoda, Finance Director

09/25/2025

 Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
June 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	509,228,970	(18,000,000)	714,724	491,943,694
007 - Wastewater Consolidated	104,951,406	18,000,000	200,869	123,152,275
049 - Ferc Partnership	2,211,518	-	-	2,211,518
009 - BACWA	2,501,890	-	-	2,501,890
015 - DERWA	1,105,760	-	-	1,105,760
002 - FRWA	1,105,760	-	-	1,105,760
014 - IICP	166,419	-	-	166,419
010 - UMRWA	70,767	-	-	70,767
003 - Employees Retirement	8,270,239	(2,441,000)	-	5,829,239
099 - Wells Fargo**	31,586,530	4,864,645	830,201	37,281,376
Total	661,199,258	2,423,645	1,745,794	665,368,698

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.
 A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos

Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025

Date

Kevin Ma

Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025

Date

David Glasser

Approved by: David Glasser, Controller

09/25/2025

Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	16,000,000	78,000,000	(16,000,000)	-	-	(96,000,000)	-	(18,000,000)
007 - Wastewater Consolidated	4,000,000	42,000,000	(4,000,000)	-	-	(24,000,000)	-	18,000,000
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	11,281,000	-	-	-	(13,722,000)	-	(2,441,000)
Investment Activity Total	20,000,000	131,281,000	(20,000,000)	-	-	(133,722,000)	-	(2,441,000)
099 - Wells Fargo	(20,000,000)	(131,281,000)	20,000,000	-	-	133,722,000	2,423,645	4,864,645
Total	-	-	-	-	-	-	2,423,645	2,423,645

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


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

09/25/2025
 Date


 Approved by: Robert L. Hannay, Treasury Manager

09/25/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Buys										
001 - Water System Consolidated	US Treasuries	T-Note 4.875 5/31/2026	91282CKS9	6/12/2025	6/13/2025	5/31/2026	16,000,000	16,115,000	27,705	16,142,705
					Total		16,000,000			
007 - Wastewater Consolidated	US Treasuries	T-Note 4.875 5/31/2026	91282CKS9	6/12/2025	6/13/2025	5/31/2026	4,000,000	4,028,750	6,926	4,035,676
					Total		4,000,000			

20,000,000 20,143,750 34,631 20,178,381



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	6/3/2025	6/3/2025	N/A	48,000,000	48,000,000	-	48,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	6/30/2025	6/30/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	LAIF	LAIF LGIP	LGIP1001	6/3/2025	6/3/2025	N/A	24,000,000	24,000,000	-	24,000,000
					Total		78,000,000			
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	6/3/2025	6/3/2025	N/A	12,000,000	12,000,000	-	12,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	LAIF	LAIF LGIP	LGIP1001	6/3/2025	6/3/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
					Total		42,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	6/20/2025	6/20/2025	N/A	5,630,000	5,630,000	-	5,630,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	6/6/2025	6/6/2025	N/A	5,651,000	5,651,000	-	5,651,000
					Total		11,281,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	6/30/2025	6/30/2025	N/A	5,694,846	5,694,846	-	5,694,846
					Total		5,694,846			
							136,975,846	136,975,846	-	136,975,846



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Matured										
001 - Water System Consolidated	Federal Agency Is: FHLB 0.5	6/13/2025	3130AJKW8	6/13/2025	6/13/2025	6/13/2025	16,000,000	16,000,000	-	16,000,000
					Total		16,000,000			
007 - Wastewater Consolidated	Federal Agency Is: FHLB 0.5	6/13/2025	3130AJKW8	6/13/2025	6/13/2025	6/13/2025	4,000,000	4,000,000	-	4,000,000
					Total		4,000,000			

20,000,000 20,000,000 - 20,000,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
June 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	6/2/2025	6/2/2025	N/A	24,000,000	24,000,000	-	24,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	6/2/2025	6/2/2025	N/A	24,000,000	24,000,000	-	24,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	6/20/2025	6/20/2025	N/A	6,000,000	6,000,000	-	6,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	6/2/2025	6/2/2025	N/A	24,000,000	24,000,000	-	24,000,000
					Total		96,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	6/30/2025	6/30/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	6/2/2025	6/2/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	6/2/2025	6/2/2025	N/A	6,000,000	6,000,000	-	6,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	6/2/2025	6/2/2025	N/A	6,000,000	6,000,000	-	6,000,000
					Total		24,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	6/30/2025	6/30/2025	N/A	13,722,000	13,722,000	-	13,722,000
					Total		13,722,000			
							133,722,000	133,722,000	-	133,722,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
June 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	1,094,724	(380,000)	714,724
007 - Wastewater Consolidated	523,182	(322,313)	200,869
049 - Ferc Partnership	-	-	-
009 - BACWA	9,907	(9,907)	-
015 - DERWA	38,380	(38,380)	-
002 - FRWA	22,326	(22,326)	-
014 - IICP	7,236	(7,236)	-
010 - UMRWA	6,071	(6,071)	-
003 - Employees Retirement	43,969	(43,969)	-
Interest Transactions Total	1,745,794	(830,201)	915,594
099 - Wells Fargo	-	830,201	830,201
Total	1,745,794	-	1,745,794

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

09/24/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

09/24/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

09/25/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
June 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Transferred to Wells Fargo)										
001 - Water System Consolidated	Federal Agency Issues Coupon	FHLB 0.5 6/13/2025	3130AJKW8	6/13/2025	6/13/2025	6/13/2025	-	-	40,000	40,000
001 - Water System Consolidated	US Treasuries	T-Note 4.25 12/31/2025	91282CJS1	6/30/2025	6/30/2025	12/31/2025	-	-	340,000	340,000
									Total	380,000
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	227,313	227,313
007 - Wastewater Consolidated	Federal Agency Issues Coupon	FHLB 0.5 6/13/2025	3130AJKW8	6/13/2025	6/13/2025	6/13/2025	-	-	10,000	10,000
007 - Wastewater Consolidated	US Treasuries	T-Note 4.25 12/31/2025	91282CJS1	6/30/2025	6/30/2025	12/31/2025	-	-	85,000	85,000
									Total	322,313
003 - Employees Retirement	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	43,969	43,969
									Total	43,969
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	22,326	22,326
									Total	22,326
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	9,907	9,907
									Total	9,907
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	6,071	6,071
									Total	6,071
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	7,236	7,236
									Total	7,236
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	6/2/2025	6/2/2025	N/A	-	-	38,380	38,380
									Total	38,380
							-	-	830,201	830,201


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Monthly Investment Transactions Report
September 2025

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

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

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


Sophia Skoda (Oct 12, 2025 08:08:41 PDT)
Approved by: Sophia D. Skoda, Finance Director

10/12/2025

Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
September 2025

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	489,832,973	(12,000,000)	517,287	478,350,260
007 - Wastewater Consolidated	122,790,379	(3,000,000)	204,866	119,995,245
049 - Ferc Partnership	2,235,755	-	-	2,235,755
009 - BACWA	2,529,312	-	-	2,529,312
015 - DERWA	1,117,881	-	-	1,117,881
002 - FRWA	1,117,881	-	-	1,117,881
014 - IICP	168,241	-	-	168,241
010 - UMRWA	71,544	-	-	71,544
003 - Employees Retirement	7,897,127	11,928,000	-	19,825,127
099 - Wells Fargo**	35,750,535	(4,617,283)	1,197,044	32,330,296
Total	663,511,628	(7,689,283)	1,919,197	657,741,542

* Portfolio balance presented at face value.

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

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

10/08/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

10/08/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

10/09/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
September 2025

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	16,000,000	12,000,000	(16,000,000)	-	-	(24,000,000)	-	(12,000,000)
007 - Wastewater Consolidated	4,000,000	3,000,000	(4,000,000)	-	-	(6,000,000)	-	(3,000,000)
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	11,928,000	-	-	-	-	-	11,928,000
Investment Activity Total	20,000,000	26,928,000	(20,000,000)	-	-	(30,000,000)	-	(3,072,000)
099 - Wells Fargo	(20,000,000)	(26,928,000)	20,000,000	-	-	30,000,000	(7,689,283)	(4,617,283)
Total	-	-	-	-	-	-	(7,689,283)	(7,689,283)

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

Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

10/09/2025

Date

Approved by: Robert L. Hannay, Treasury Manager

10/10/2025

Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
September 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Buys										
001 - Water System Consolidated	US Treasuries	T-Note 3.5 9/30/2026	91282CLP4	9/18/2025	9/19/2025	9/30/2026	16,000,000	15,969,375	263,169	16,232,544
					Total		16,000,000			
007 - Wastewater Consolidated	US Treasuries	T-Note 3.5 9/30/2026	91282CLP4	9/18/2025	9/19/2025	9/30/2026	4,000,000	3,992,344	65,792	4,058,136
					Total		4,000,000			
							20,000,000	19,961,719	328,962	20,290,681



EAST BAY MUNICIPAL UTILITY DISTRICT
 Monthly Investment Activity
 September 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	9/10/2025	9/10/2025	N/A	12,000,000	12,000,000	-	12,000,000
					Total		12,000,000			
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	9/10/2025	9/10/2025	N/A	3,000,000	3,000,000	-	3,000,000
					Total		3,000,000			
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	9/26/2025	9/26/2025	N/A	5,963,000	5,963,000	-	5,963,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	9/12/2025	9/12/2025	N/A	5,965,000	5,965,000	-	5,965,000
					Total		11,928,000			

26,928,000 26,928,000 - 26,928,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
September 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Matured										
001 - Water System Consolidated	Federal Agency Issues Coupon	FFCB 4 9/19/2025	3133ERTZ4	9/19/2025	9/19/2025	9/19/2025	16,000,000	16,000,000	-	16,000,000
					Total		16,000,000			
007 - Wastewater Consolidated	Federal Agency Issues Coupon	FFCB 4 9/19/2025	3133ERTZ4	9/19/2025	9/19/2025	9/19/2025	4,000,000	4,000,000	-	4,000,000
					Total		4,000,000			
							20,000,000	20,000,000	-	20,000,000



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
September 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
September 2025

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

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
September 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	9/29/2025	9/29/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	9/10/2025	9/10/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	9/29/2025	9/29/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	9/10/2025	9/10/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	9/29/2025	9/29/2025	N/A	4,000,000	4,000,000	-	4,000,000
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	9/10/2025	9/10/2025	N/A	4,000,000	4,000,000	-	4,000,000
					Total		24,000,000			
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	9/29/2025	9/29/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	9/10/2025	9/10/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	9/29/2025	9/29/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	9/10/2025	9/10/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	9/29/2025	9/29/2025	N/A	1,000,000	1,000,000	-	1,000,000
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	9/10/2025	9/10/2025	N/A	1,000,000	1,000,000	-	1,000,000
					Total		6,000,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	9/30/2025	9/30/2025	N/A	3,420,240	3,420,240	-	3,420,240
					Total		3,420,240			
							33,420,240	33,420,240	-	33,420,240



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
September 2025

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	1,410,834	(893,547)	517,287
007 - Wastewater Consolidated	472,508	(267,641)	204,866
049 - Ferc Partnership	-	-	-
009 - BACWA	4,637	(4,637)	-
015 - DERWA	7,607	(7,607)	-
002 - FRWA	9,101	(9,101)	-
014 - IICP	3,120	(3,120)	-
010 - UMRWA	3,231	(3,231)	-
003 - Employees Retirement	8,159	(8,159)	-
Interest Transactions Total	1,919,197	(1,197,044)	722,153
099 - Wells Fargo	-	1,197,044	1,197,044
Total	1,919,197	-	1,919,197

*Coupon and other interest received; reinvestment unavailable.

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

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

10/08/2025
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

10/08/2025
 Date

David Glasser
 Approved by: David Glasser, Controller

10/08/2025
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
September 2025

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Reinvested)										
001 - Water System Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	9/30/2025	9/30/2025	N/A	-	-	190,607	190,607
001 - Water System Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	9/2/2025	9/2/2025	N/A	-	-	125,480	125,480
001 - Water System Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	9/2/2025	9/2/2025	N/A	-	-	100,244	100,244
001 - Water System Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	9/2/2025	9/2/2025	N/A	-	-	100,956	100,956
								Total		517,287
007 - Wastewater Consolidated	Local Government Investment Pool	CAMP LGIP	CAMP6035	9/30/2025	9/30/2025	N/A	-	-	89,387	89,387
007 - Wastewater Consolidated	Money Market Mutual Funds	Federated MM	GOFXX	9/2/2025	9/2/2025	N/A	-	-	23,953	23,953
007 - Wastewater Consolidated	Money Market Mutual Funds	Morgan Stanley MM	MVRXX	9/2/2025	9/2/2025	N/A	-	-	44,680	44,680
007 - Wastewater Consolidated	Money Market Mutual Funds	State Street MM	GVMXX	9/2/2025	9/2/2025	N/A	-	-	46,846	46,846
								Total		204,866
							-	-	722,153	722,153

Title:	Equity Adjustments for Local 2019 and Local 21 Classifications	Meeting Date:	October 28, 2025
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SUSTAINABILITY**Economic**

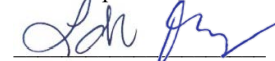
The fiscal impact associated with this action will be absorbed within the existing budget appropriation. Funding for the additional years affected by these changes will be considered as part of the associated budget development processes.

Upon adoption by the Board of Directors, the equity adjustments shall be retroactive to April 21, 2025.

ALTERNATIVE

Do not approve equity adjustments. This alternative is not recommended because it would disregard the side letter of agreement between the union(s) and the District.

I:\Sec\2025 Board Related Items\10282025 Board Agenda Items\HRD – Equity Adjustments for Local 2019 and Local 21 Classifications.docx



RESOLUTION NO. _____

AUTHORIZE EQUITY ADJUSTMENT INCREASES FOR THE FOLLOWING CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21: SENIOR ELECTRICAL ENGINEER AND HYDROELECTRIC POWER PLANT SUPERVISOR; AND THE FOLLOWING CLASSIFICATIONS REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 2019: ASSOCIATE CONTROL SYSTEMS ENGINEER AND CONSTRUCTION INSPECTOR

Introduced by Director _____ ; Seconded by Director _____

WHEREAS, the Board of Directors of the East Bay Municipal Utility District (District) is charged with the responsibility to determine the number and character of positions required to carry on the functions of the District, and to establish an appropriate salary, salary range or wage for each position so created; and

WHEREAS, the District and the International Federation of Professional and Technical Engineers, Local 21 (IFPTE Local 21) have engaged in labor negotiations regarding the salary, salary range, and wage of the Senior Electrical Engineer and the Hydroelectric Power Plant Supervisor classifications; and

WHEREAS, the District and IFPTE Local 21 have agreed to increase the salary, salary range, and wage of the Senior Electrical Engineer classification by 2.5 percent, thereby increasing the salary grade of 82 to 83; and

WHEREAS, the District and IFPTE Local 21 have agreed to increase the salary, salary range, and wage of the Hydroelectric Power Plant Supervisor classification by 5 percent, thereby increasing the salary grade of 72 to 74; and

WHEREAS, the District and the American Federation of State, County and Municipal Employees, Local 2019 (AFSCME Local 2019) have engaged in labor negotiations regarding the salary, salary range, and wage of the Associate Control Systems Engineer and the Construction Inspector classifications; and

WHEREAS, the District and AFSCME Local 2019 have agreed to increase the salary, salary range, and wage of the Associate Control Systems Engineer classification by 2.5 percent, thereby increasing the salary grade of 76 to 77; and

WHEREAS, the District and AFSCME Local 2019 have agreed to increase the salary, salary range, and wage of the Construction Inspector by 2.5 percent, thereby increasing the salary grade from 67 to 68; and

WHEREAS, the General Manager recommends the increase in salary, salary range, and wage in the two classifications represented by IFPTE Local 21 and the two classifications represented by AFSCME Local 2019;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the East Bay Municipal Utility District as follows:

1. The salary, salary range, and wage of the Senior Electrical Engineer classification shall be increased by 2.5 percent, thereby increasing the salary grade of 82 to 83. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on October 28, 2025, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the salary schedule effective April 21, 2025. The IFPTE Local 21 Salary Schedule, which is included as Appendix A of the 2025-2028 Memorandum of Understanding between the District and IFPTE Local 21, shall be updated to reflect the increase.
2. The salary, salary range, and wage of the Hydroelectric Power Plant Supervisor classification shall be increased by 5 percent, thereby increasing the salary grade of 72 to 74. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on October 28, 2025, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the salary schedule effective April 21, 2025. The IFPTE Local 21 Salary Schedule, which is included as Appendix A of the 2025-2028 Memorandum of Understanding between the District and IFPTE Local 21, shall be updated to reflect the increase.
3. The salary, salary range, and wage of the Associate Control Systems Engineer classification shall be increased by 2.5 percent, thereby increasing the salary grade of 76 to 77. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on October 28, 2025, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the salary schedule effective April 21, 2025. The AFSCME Local 2019 Salary Schedule which is included in the 2025-2028 Memorandum of Understanding between the District and AFSCME Local 2019, shall be updated to reflect the increase.
4. The salary, salary range, and wage of the Construction Inspector classification shall be increased by 2.5 percent, thereby increasing the salary grade of 67 to 68. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on October 28, 2025, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the salary schedule effective April 21, 2025. The AFSCME Local 2019 Salary Schedule, which is included in the 2025-2028 Memorandum of Understanding between the District and AFSCME Local 2019, shall be updated to reflect the increase.

BE IT FURTHER RESOLVED that any provision in any Resolution in conflict herewith is hereby superseded.

ADOPTED this 28th day of October, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

President

ATTEST:

Secretary

APPROVED AS TO FORM AND PROCEDURE:

General Counsel

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BOARD ACTION

Agenda Number: 12.

Meeting Date: October 28, 2025


TITLE RESOLUTION RECOGNIZING THE LEGACY OF DIRECTOR WILLIAM B. PATTERSON

ACTION Motion: Resolution: Ordinance:

RECOMMENDED ACTION Adopt a resolution recognizing the legacy of Director William B. Patterson and acknowledging his public service achievements.

DISCUSSION In honor of the passing of retired Director William ‘Bill’ Patterson on Tuesday, October 21, 2025, the Board is being asked to consider the adoption of a resolution to acknowledge his legacy and service to the employees, customers, and community of the East Bay Municipal Utility District.

I:\SEC\2025 Board Related Items\10282025 Board Related Items\PAO - Resolution Memorializing Director Patterson.docx

Originating Department: Office of the General Manager - Communications	Department Director or Manager: Kelly A. Zito	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): Resolution			

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RESOLUTION NO. _____

IN MEMORY OF RETIRED DIRECTOR WILLIAM “BILL” PATTERSON
HONORING HIS LIFE AND LEGACY OF SERVICE TO THE
EAST BAY MUNICIPAL UTILITY DISTRICT

Introduced by Director _____ ; Seconded by Director _____

WHEREAS, William “Bill” Patterson dedicated twenty-seven years of exemplary public service to the East Bay community through his leadership on the East Bay Municipal Utility District (EBMUD) Board of Directors, from 1997 to 2024, leaving a lasting legacy of commitment, compassion, and integrity; and

WHEREAS, appointed by the EBMUD Board in September 1997, Bill Patterson went on to earn the trust and respect of his constituents through six terms to represent Ward 6—spanning East Oakland, Fruitvale, and the area south of Park Boulevard and 5th Avenue to the San Leandro boundary; and

WHEREAS, during his remarkable tenure, Bill Patterson made history as the first African American to serve as EBMUD Board President from 2005 to 2007, breaking barriers and paving the way for future generations of leaders, while also serving as Vice President from 2003 to 2007, 2015 to 2018, and again in 2024, earning the admiration of his peers, District employees, and constituents alike; and

WHEREAS, throughout his distinguished service, Bill Patterson was a tireless advocate for public health and environmental stewardship, shaping policies that transformed not only the East Bay, but also influenced public health standards in California and nationwide; and

WHEREAS, his unwavering dedication to water safety led to District policies ensuring lead testing at every public school and daycare center within the service area, culminating in legislative efforts to phase out lead plumbing statewide—transformative actions that have strengthened public health protections across the nation, accomplished in partnership with the late County Supervisor Wilma Chan; and

WHEREAS, recognizing the value of collaboration, Bill Patterson championed partnerships to address complex challenges, advancing water supply reliability, recycled water initiatives, resource recovery efforts, and Mokelumne River stewardship, while representing the District with distinction on the Freeport Regional Water Authority and Upper Mokelumne River Watershed Authority Boards; and

WHEREAS, Bill Patterson was a steadfast and principled leader who represented the District with integrity and excellence as chair of the Finance/Administration Committee, where he was a vigilant steward of ratepayer dollars and of the District’s financial health; this extended to his dedicated service on the EBMUD Employee Retirement Board to ensure fair and equitable outcomes; and

WHEREAS, Bill Patterson’s advocacy extended to the employees and retirees of the District, this was demonstrated in his commitment to workforce development, job training, EBMUD Affinity Groups, and his genuine interest in the well-being of all who served EBMUD; and

WHEREAS, known as the “Conscience of the District,” Bill Patterson demonstrated unwavering support for constituents, particularly those facing financial hardships, advocated for diversity and inclusion in contracting and employment, and stood firm in ensuring ratepayers were treated fairly at all levels of government; and

WHEREAS, Bill Patterson’s influence extended far beyond EBMUD, enriching the East Bay through his leadership on the Oakland Public Ethics and Parks and Recreation Commissions, the Workforce Investment Board, the Oakland NAACP, and community organizations such as the Niagara Movement Foundation and Outdoor Afro. As a longtime Oakland Parks and Recreation manager, he inspired generations and mentored future legends, including sports greats Curt Flood, Bill Russell and Joe Morgan; and

WHEREAS, Bill Patterson’s recent passing is a profound loss to his family, colleagues, and the East Bay community. His life’s work, leadership, and kindness will continue to guide and inspire all who had the privilege of knowing him;

NOW, THEREFORE, BE IT RESOLVED that the EBMUD Board of Directors and employees express their deepest sorrow and heartfelt gratitude for the life and service of William “Bill” Patterson, whose enduring legacy of integrity, leadership, and compassion will forever be remembered.

BE IT FURTHER RESOLVED that this Resolution will be presented to his family with sincere appreciation for sharing Bill with the EBMUD community and the countless lives he touched during his remarkable life of public service.

ADOPTED this 28th day of October, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

President

Secretary


APPROVED AS TO FORM AND PROCEDURE:

General Counsel

EAST BAY MUNICIPAL UTILITY DISTRICT
Office of the General Counsel

DATE: October 28, 2025

MEMO TO: Board of Directors

FROM: Derek McDonald, General Counsel 

SUBJECT: Board Consideration of Investigation Executive Summary and Direction on Any Actions to Be Taken

SUMMARY

At the Regular Board meeting on October 28, 2025, the Board will consider and discuss the Executive Summary of the confidential report of the investigation of complaints by Ms. Tiffany Conway and District employees against Director April Chan and will provide direction to staff regarding any action the Board may wish to take. Any recommended action(s) will be presented to the Board for consideration and adoption at the November 12 Regular Board meeting in a manner that allows Director Chan to address and rebut the findings in the Executive Summary before the Board makes a decision on the recommended action(s).

BACKGROUND

An Executive Summary of the confidential investigation report was made public by the Board at its October 14 Board meeting. A copy of the Executive Summary is attached (Attachment 1). In the Executive Summary, the independent investigator made the following findings (the Findings):

- A preponderance of evidence supported a finding that in her interactions with Ms. Conway on March 27, 2025, Director Chan engaged in conduct that violated the District's principles.
- A preponderance of the evidence did not support a finding that Ms. Conway's race was a factor in Director Chan's conduct towards her.
- A preponderance of evidence did not support a finding that Director Chan made a racist comment at a campaign event.
- A preponderance of evidence supported a finding that Director Chan engaged in behaviors towards District employees that violated the District's principles.
- A preponderance of the evidence did not support a finding that race was a factor in Director Chan's conduct towards District employees.

On October 14, the Board was informed it would discuss the Executive Summary at the October 28 Regular Board meeting.

DISCUSSION

The purpose of the October 28 Board discussion is to determine if the Board wishes to recommend that an action be considered at the November 12 Regular Board meeting in response to the Findings.¹ This memorandum discusses some of the options available to the Board for consideration and the process for taking action based on Board members' recommendations.

Board Options for Responding to the Findings

Under the Board of Directors Governance Manual and general governance principles, the Findings provide a basis for Board action in response. Should a Board member wish to recommend Board consideration of an action in response to the Findings, below is a discussion of some options the Board may consider.

Take No Action

There is no requirement that the Board take any action in response to the Findings under the law, the Governance Manual, or District policies.

Adoption of a Resolution of Censure or Disapproval of Director Chan

A Resolution of Censure is a formal public statement adopted by a governing body expressing its disapproval of the actions of one of its members. At a minimum, the resolution should contain a statement of the findings or conduct on which the governing body is basing its censure and an expression of disapproval for that conduct.

Removal of Director Chan from Board Officer and Committee Positions

A governing body may remove a member from officer positions or other Board-assigned positions. Director Chan currently holds the following positions:

- Chair of the Board Planning Committee
- District Representative on the DSRSD/EBMUD Recycled Water Authority (DERWA)
- Member of the EBMUD Retirement Board
- Primary District Representative for the Special Districts Association of Alameda County/Special Districts Selection Committee
- Primary District Representative on the Association of California Water Agencies Joint Powers Insurance Authority Board of Directors
- Alternate District Representative for the Special Districts Association of Contra Costa County

¹ This memorandum only provides guidance to the Board on the procedure the Board should follow in considering and adopting actions in response to the findings in the Executive Summary. Neither the General Counsel nor District staff take any position on whether any action should be taken.

The Board may vote to remove Director Chan from her position as Chair of the Planning Committee and as a member, representative, or alternate representative on any of the committees or authorities listed above.

Additionally, the Board will need to provide direction regarding Director Chan's position as Vice President of the Board, to be considered at the November 12 Regular Board meeting. The Board elected Director Chan as Vice President on January 14, 2025. At the May 13, 2025 Board meeting, Director Chan voluntarily stepped down as Vice President and the Board "[e]lected Director Luz Gómez as Interim Vice President of the Board of Directors, [to] serve pending the results of investigations and until such further action as the Board may take at a future meeting." Based on this May 13 Board action, the Board will need to consider whether to remove Director Chan as Vice President and, if so, vote to continue with Director Gómez as Interim Vice President or elect a new Vice President to serve the remainder of Director Chan's term.

Suspend Reimbursement for Conference Attendance

Under Policy 4.14, Reimbursement of Director Expenses, the District reimburses Board members for reasonable expenses for attending events such as conferences, association meetings, or District sponsored events. Such expenses could include registration fees, travel, food and lodging. The Board may vote to suspend reimbursement of these expenses for Director Chan such that she would not be entitled to reimbursement for a period determined by the Board.²

Direct or Condition Actions on Measures to Improve Interactions

The Board may direct or encourage Director Chan to take certain actions to improve her interactions with members of the public and District employees. These include, but are not limited to:

- Cease engaging in conduct that could be construed as a violation of the Principles of Conduct stated in the Governance Manual.
- Apologize to District employees affected by her actions.
- Complete training on unconscious bias.
- Complete training on navigating conflicts or holding difficult conversations.
- Participate in coaching regarding navigating conflicts or holding difficult conversations.
- Participate in facilitated workplace mediation or facilitated discussions with District employees with whom she must work (assuming those employees are amenable).

Board Process for Considering Responses to the Findings and Taking Action

The District has no formal procedure for censuring a Board member. A Board member facing censure is entitled to a minimum level of due process. To assure Director Chan due process, the

² The Board should not suspend payment for attendance at events Board members are required to attend in their capacities as Board members, such as special meetings or community events.

Office of General Counsel recommends the following procedural steps for consideration of the Findings.

At the Regular Board meeting on October 28, the Board may discuss the Findings, and the Board should provide a recommendation on whether to proceed with consideration of an action (e.g., one or more of the actions discussed above). Consideration of this matter does not implicate a financial interest held by Director Chan and there is no law or Board policy that would preclude her from participating in these matters. Therefore, Director Chan should be allowed to fully participate in the Board's discussion of the Findings and any recommendation regarding a response.

If one or more Board members recommends proceeding with consideration of any action, the General Counsel will prepare a resolution and related documents for Board discussion and consideration at the November 12 Regular Board meeting. Any recommended actions may be included in a Resolution of Censure or may be considered through a separate motion. Two examples of other public agencies' approach to censure are attached (Attachment 2 and Attachment 3).

At the November 12 Regular Board meeting, the Findings will be presented to the Board. Director Chan should be given the chance to rebut the findings. The Board would then receive public comments. After receiving public comments, the Board would deliberate. Director Chan may participate in the deliberations. The Board would then vote on the resolution and other recommended action(s).

NEXT STEPS

At the October 28 Regular Board meeting, the Board will discuss the Findings, and one or more Board members may recommend action(s) to be taken in response. Should a recommendation be made, the General Counsel will prepare documentation for consideration at the November 12 Regular Board meeting.

DM:ctd

Attachments: 1) Executive Summary
2) City of Oakley Resolution of Censure
3) Santa Clara Valley Water District Resolution of Censure and Meeting Minutes
4) Response of Director April Chan to the Investigations Report
5) April 9, 2025 Email from President Young to EBMUD employees re:
Allegations Raised by T. Conway regarding Director Chan

Attachment 1

Executive Summary of Report Concerning Complaint

Note: The East Bay Municipal Utility District Board of Directors waived the attorney-client privilege of this Executive Summary on October 14, 2025.



OPPENHEIMER
INVESTIGATIONS
GROUP LLP

**Executive Summary of Report
Concerning Complaint Against:**

Director April Chan

Client: East Bay Municipal Utility
District

Date: October 1, 2025

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I. INTRODUCTION

On April 2, 2025, East Bay Municipal Utility District (“EBMUD”) retained the Oppenheimer Investigations Group LLP (“OIG”) to conduct an impartial investigation of a March 27, 2025 public complaint of inappropriate conduct brought by Tiffany Conway-Cornelius (“Conway”), a Bay Area artist and member of the public, against Vice President of the EBMUD Board of Directors April Chan (“Chan”). Tracey Merwise was the principal investigator.

Conway, who identifies as Black,¹ exhibited her paintings in EBMUD’s Administrative Offices building in Oakland, California. On March 27, 2025, Conway parked in the EBMUD garage to de-install her artwork. Conway alleged² that, although she had permission to park in a spot normally reserved for members of EBMUD’s Board of Directors, Chan disrespectfully questioned her right to park there; ignored Conway’s explanation that she had permission; falsely told EBMUD Security that Conway threatened Chan; laughed when Conway asked her to apologize for her disrespect; and condescendingly told Conway that she was an elected official and thus had no boss with whom Conway could lodge a complaint. Conway alleged Chan’s conduct was due to racial profiling and was because Chan perceived Conway as beneath her, since Conway was dressed in paint-spattered work clothes.

During the investigation into the March 27 incident, EBMUD received information that Chan allegedly engaged in conduct with employees that could violate EBMUD policies or principles, and the investigation was expanded to include those allegations.

Based on the information from Conway and others, EBMUD asked OIG to conduct an investigation addressing the following questions:

1. Did April Chan engage in conduct with members of the public that violated any of EBMUD’s EEO-related or Board-related policies or principles? If so, was race a factor?
2. Did April Chan engage in conduct with EBMUD employees that violated any of EBMUD’s EEO-related or Board-related policies or principles? If so, was race a factor?

Once the scope of the investigation was determined and agreed upon, the investigator operated with complete independence as to witness identification, interview content, and preparation of findings.

The investigation included interviews of 29 witnesses, including Chan.³ Investigative interviews were conducted from April 15 to August 7, 2025.

The investigation was delayed from June through early August to allow for completion of Chan’s interview. The period from June 2 to June 25 was spent negotiating with Chan over the terms, scope and

¹ While we recognize and respect varying views on racial and ethnic identities, in the spirit of maintaining impartiality in the investigative process, OIG, as a firm, capitalizes the words “Black,” “Brown,” and “White” when they refer to race.

² Conway declined to be interviewed for this investigation. Accordingly, the undersigned compiled Conway’s allegations from the information in her Instagram video dated March 27, 2025; her April 4, 2025 formal complaint letter to the Office of the EBMUD Secretary; and her written statement to the EBMUD Board of Directors dated April 8, 2025.

³ Because witnesses expressed fear of retaliation, their identities are anonymized here as much as possible. In most cases, individual witnesses are referred to using “they/them” pronouns to further protect anonymity.

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timing of her interview, which was conducted in part on July 7, 2025. The remainder of the interview, conducted on August 7, 2025, was delayed by approximately three weeks to allow for negotiations with Chan over its terms, scope and timing.

The investigation also included a review of approximately 100 pages of documents, including EBMUD policies and principles, internal investigation reports regarding the March 27 incident, and emails relevant to allegations that Chan behaved inappropriately toward EBMUD employees. In addition, the investigation included a review of videotapes relevant to the March 27 incident and an audiotape relevant to allegations that Chan behaved inappropriately toward EBMUD employees.

This is a Confidential Executive Summary of an attorney-client privileged report to the President of EBMUD's Board of Directors. It contains detailed information, witness accounts, relevant documentation, analyses, and findings relating to the allegations. It is anticipated that this Report will be maintained confidentially by the decision-makers and will not be disseminated except as required by law or as determined by the decision-makers.

II. BACKGROUND

A. EBMUD Board Member Policies and Principles

Standards of conduct governing members of the EBMUD Board of Directors are set forth in its policies, Values statement, and the Board of Governance Manual. While the latter two documents are not official policies, they embody long-accepted standards or principles to which Directors are expected to adhere.

1. Policies

Policy 6.04, the Board's Ethics policy, requires Board Members to "remain objective and responsive to needs of the public;" comply with all applicable laws regulating their conduct; fulfill all applicable training requirements, including anti-harassment training; and comply with EBMUD's objective of promoting diversity, equity, inclusion and equality in personnel matters.

Policies 6.06 and 6.07, respectively, prohibit Board Members from discriminating, harassing or retaliating against any person, including members of the public, based on a legally protected characteristic, and prohibit harassment even where it does not rise to the level of a legal violation.

2. Values

EBMUD's four governing values ("the Values"), adopted in 2015, are Stewardship, Integrity, Respect and Teamwork. Those Values are woven into the District's plans and programs, and they are presented to each Board member during their onboarding process. They are also displayed on the District's intranet "Splashpad" page.

The Values of Respect and Teamwork are most relevant to the issues here. "Respect" requires Board Members to "treat others with respect" by: "looking out for the safety and well-being of fellow team members; valuing the work of others; honoring diversity and respecting differences; [and] being kind and professional when dealing with others." "Teamwork" means "...we are one team," and requires Board members to: "be[...] part of the solution, not part of the problem; support[...] others to be successful; creat[e] safe and secure working conditions; [and] give others the benefit of the doubt."

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3. Board of Directors Governance Manual

In November of 2024, the Board adopted the EBMUD Board of Directors Governance Manual (“the Manual”), which incorporates the Values (Section 1.04) and notes that Board members serve as “ambassadors for EBMUD.” (Section 3.03.)

The Manual also sets out Principles of Conduct for Board Members, requiring that they: “act[...]in the best interests of EBMUD...and the public, not allowing their actions to be dictated by personal interests...; demonstrat[e...the] Values...; endeavor to conduct themselves with civility, respect, and professionalism with...EBMUD staff...and the public...; manag[e] conflict carefully and with civility;[...and] be[...] respectful of...staff, guests and the public.” (Section 4.01.)

Finally, the Manual notes that Board members are not to exercise individual authority over staff and “should avoid attending meetings...or entering into staff offices or cubicles unless their presence is requested or by making an appointment through the General Manager...or the Secretary of the District.” (Section 4.04.)

B. Visitor Parking at EBMUD

The focus of this investigation was whether Chan’s conduct on March 27, 2025 violated EBMUD policies or principles—not on whether Conway was parked inappropriately. Nevertheless, there was a good deal of evidence regarding the parking situation, which is summarized as follows.

EBMUD Procedure 717 states that “spaces set aside for use by the Board of Directors can be used by the public when practical, during regular business hours except on Board meeting days.” Spaces are reserved for the Directors collectively; they are not individually assigned to each Director.

March 27, 2025 was not a day on which the Board of Directors met. The Chair of EBMUD’s Arts Committee scheduled Conway to park as a Visitor in the building’s garage that day, and Conway was on Security’s list of visitors.

According to Conway, when she entered the garage, Security gave her permission to park in a Directors’ spot and move the cone blocking the spot, as she had been allowed to do on prior occasions. This was not specifically corroborated, but there was evidence that this was sometimes permitted and was not uncommon.

It is unclear which Security person would have given Conway permission to use a Directors’ stall that day, and there was conflicting information amongst witnesses regarding whether guests are in practice allowed to park in Board Reserved stalls on a day when the Board is not meeting. Five members of Security stated that this was at times allowed. One member of Security said that it might be allowed when the garage is crowded.

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III. ALLEGATIONS REGARDING CHAN'S CONDUCT WITH MEMBERS OF THE PUBLIC

A. March 27 Encounter with Conway

1. Allegations

Conway alleged that Chan treated her deeply disrespectfully. Specifically, she said that:

- in the parking garage:
 - Chan asked her who she was and what she was doing there. Conway explained she was an artist who donated her own time and money to create paintings displayed in EBMUD's Second Floor Lobby. When Chan asked Conway who her EBMUD contact was, Conway responded with a name. Despite this, Conway alleged, Chan disrespectfully rolled her shoulders and her eyes, and then walked away while Conway was still talking.
 - Conway questioned Chan about her attitude and Chan said the parking spot Conway used was reserved for Board Members, and that Chan was going to notify Security. Conway viewed this as an escalation of the situation.
 - Conway then followed Chan into the elevator vestibule, taking a picture of Chan's badge and following her into the elevator to videotape her.
- in the Second Floor Lobby:
 - Chan reported Conway to Security and falsely said Conway had threatened her.
 - Chan laughed at Conway when Conway asked Chan for an apology.
 - when Conway asked for Chan's boss's name and email so she could lodge a complaint, Chan pointed to her picture on the wall, stating dismissively that she was a Board member and the only people she was accountable to were the 200,000+ people who elected her.

Conway said that Chan's conduct constituted discrimination⁴ based on her race and disrespect based on her economic class or status, since Conway was dressed in paint-spattered artist's clothes.

2. Chan's Response

In response, Chan stated that:

- in the parking garage:
 - she asked Conway who she was and why she was parked where she was.
 - she asked Conway who her EBMUD contact was, and Conway supplied the name of someone, although Chan did not recognize the person's name.
 - she shrugged at Conway.
 - she could not recall whether she rolled her eyes at Conway.
 - she believed that shrugging one's shoulders and rolling one's eyes at someone is not necessarily disrespectful.
 - in this initial exchange, she spoke with Conway once, politely, and then walked away from the situation.

⁴ In this Executive Summary, the terms "discrimination" and "retaliation" are not being used as legal terms, but rather to convey the terms used by the interviewees. The findings in this Executive Summary are factual and policy findings; they do not address whether the alleged misconduct would violate applicable laws.

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- Conway then got upset and aggressive, and Chan raised her hands up in the air to indicate that Conway should stop and walked away. Chan denied walking away while Conway was talking.
- she told Conway more than once that Conway was improperly parked in a Directors' space.
- she told Conway she was going to notify Security about Conway, but she stated she did this in response to Conway approaching her closely in the elevator bank, yelling at her, and following her into the elevator to videotape her. Chan considered this a verbal attack and the videotaping to be a threatening act.
- in the Second Floor Lobby:
 - she notified Security about Conway as soon as she arrived, since Conway's behavior in the elevator bank and elevator felt threatening.
 - when Conway asked Chan who her boss was, Chan pointed to her picture on the Board of Director's wall and said something to the effect of, "This is who I am." She denied using a dismissive tone when she said this, and stated she said it because Conway did not seem to understand that Chan does not have a boss.
 - when Conway asked her for an apology, she (Chan) may have laughed, but if she did, it was nervous laughter.
 - a bit later, when a high-level EBMUD employee went into the lobby to speak to Conway in an attempt to de-escalate the situation, Chan followed the employee and stood behind the employee while they spoke with Conway, despite the employee's suggestion that Chan remain behind closed doors so as not to escalate the situation.

3. Finding

Sustained in part and not sustained in part. A preponderance of the evidence supported a finding that, in her interactions with Conway on March 27, 2025, Chan engaged in conduct that violated EBMUD's principles. A preponderance of the evidence did not support a finding that Conway's race was a factor in Chan's conduct.

a. Did Chan's Conduct Violate EBMUD policies or principles?

Sustained. A preponderance of the evidence supports a finding that Chan's behavior towards Conway on March 27 violated EBMUD principles.

i. March 27 Interaction

The evidence suggested that Conway had permission to park in a Directors' spot. However, even if Conway had parked improperly, there will certainly be times when a Director encounters someone who has done something wrong, either mistakenly or intentionally. The issue here was how Chan, as an EBMUD Board Member, handled the situation.

Chan acknowledged that she did not know whether Security allows non-Directors to park in Director spots on days when the Board is not meeting. Yet Chan repeatedly told Conway she had no right to park in the spot.

There is other evidence that Chan handled the incident in ways that escalated the conflict with Conway. This is not to say that Conway did not also, at some point, escalate the conflict. When Conway blocked

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Chan and videotaped her in the elevator bank, Conway did escalate matters. However, as discussed below, the evidence is that Chan had already initiated a conflict when it was not necessary to do so and that Chan subsequently took other actions which escalated that conflict.

Chan said in her Workplace Violence complaint statement and at her interview that she spoke to Conway once, politely asking who she was and why she was parked there, then shrugged her shoulders and walked away. However, the video from the garage and garage elevator bank cameras shows that Chan repeatedly circled back to re-engage in conversation with Conway before entering the elevator bank. In one instance, the video from the garage elevator bank shows Chan jabbing her finger in the air in Conway's direction several times. And Chan acknowledged that she told Conway more than once that she should not be parked in a Director's spot. This indicates Chan made the parking issue into a conflictual situation when there was no legitimate reason to do so.

Although Chan said her tone was not confrontational, the video footage from the garage, garage elevator lobby, and Second Floor Lobby, as well as witness evidence about the incident, contradict this. In addition, EBMUD employee witnesses stated that Chan's tone and bearing often come across as accusatory. This evidence, plus the nature of Chan's statements and body language on March 27, make it more likely than not that Conway reasonably felt Chan was accusing her of wrongdoing.

While Chan said she did not remember rolling her eyes at Conway, several EBMUD employee witnesses said that Chan has rolled her eyes at them. It is possible that Chan did so without being consciously aware of it. Nevertheless, it is more likely than not that Chan rolled her eyes at Conway.

Chan said that she did not think rolling eyes or shrugging at people was disrespectful, but a person could reasonably find them disrespectful, since they are generally understood to indicate disbelief. Given that, at the time Chan rolled her eyes and shrugged her shoulders, Conway was explaining that she created art for EBMUD's lobby, donating her own time and money, Conway could reasonably have found that Chan rolling her eyes and shrugging her shoulders in response was disrespectful.

Chan acknowledged holding up her hands as if to tell Conway to stop speaking, and then walking away. Chan could not recall whether Conway was still speaking when she walked away, but Conway's recollection that she was still speaking (recorded on her Instagram video that day and her statement shortly thereafter) is bolstered by EBMUD employee witnesses' statements that Chan made the same gesture with them and walked away while they were speaking. Since Chan said specifically that she held up her hands to ask Conway to stop speaking, just before turning and walking away, it is more likely than not that Conway was still speaking when Chan turned and left, and thus Conway reasonably felt disrespected when Chan walked away.

Chan could simply have gone to Security to report Conway parking in a Directors' spot. She did not need to ask Conway repeated questions; to get into multiple, increasingly heated exchanges with Conway; or to roll her eyes or shrug her shoulders at Conway. Witnesses corroborated that EBMUD personnel are expected to let Security handle anything that needs attention, not to personally handle Security situations. This is a sensible approach that serves important safety concerns.

Chan stated that, when she and Conway arrived in the elevator lobby, she felt threatened by Conway because Conway approached her very closely to photograph her badge and then began videotaping Chan and followed Chan into the elevator, blocking the doors. The video corroborates this. Conway did not block Chan from entering the elevator, as Chan alleged. However, Conway did follow Chan closely as

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Chan walked to the elevator and, once Chan was in the elevator, Conway placed her body inside the elevator and, for approximately seven seconds, pointed her leg backwards behind her to block the door from closing. Under the circumstances, as the Workplace Violence complaint report concluded, it was not unreasonable for Chan to feel fearful of this behavior.

While Chan may have reasonably felt fearful when Conway videotaped her and blocked the elevator doors, once Chan arrived safely at the Second Floor Lobby, she took actions that escalated the conflict. In her interview with the undersigned, Chan said, “It was not my instinct to engage with [Conway]. That’s what Security is for. When I engaged Security, that was it, I’m done.” However, the evidence shows that after Chan engaged Security, she did not disengage from the conflict. Instead, Chan continued to interact with Conway repeatedly, even when there was no need for her to do so. And she did so in ways that Conway reasonably found disrespectful.

First, when Conway asked who Chan’s boss was so she could make a complaint about Chan, Chan pointed to her picture on the Board of Directors’ wall and said words to the effect of, “This is who I am” and that she reported only to the hundreds of thousands of constituents who elected her. Conway said Chan made the statement in a dismissive, condescending way. Chan denied speaking dismissively and said she made the remark to help Conway, because Conway did not seem to understand that Chan had no boss.

Even if the situation occurred as Chan described it, Chan was effectively telling Conway, in response to Conway asking how to lodge a complaint about Chan, that Conway had no recourse. Not only is this response factually inaccurate—per Section 5.02 of the Governance Manual, Chan is accountable to the Board of Directors—but it also would naturally have escalated Conway’s anger. Furthermore, EBMUD employee witnesses said that Chan has often used a dismissive and condescending tone. Thus, it is more likely than not that Chan said the words dismissively, which would also have escalated the situation.

Second, Conway repeatedly asked Chan for an apology, and Chan did not apologize. Had she apologized, it might have de-escalated the situation. Instead, according to Conway, Chan laughed at Conway’s request for an apology. Chan initially denied laughing, then said that, if she laughed, it was nervous laughter. Yet nervous laughter would not have been obvious to Conway, who understandably could have viewed the laughter as dismissive and disrespectful. Had Chan not continued to engage with Conway, but rather left the matter to Security as she stated she intended to do, this situation could have been avoided.

Finally, when a high-level EBMUD employee left the Training Room, where they were speaking with Chan, in order to go to the Second Floor Lobby to try to de-escalate the situation with Conway, Chan followed the employee out into the lobby and stood behind them while they spoke to Conway. Chan acknowledged that she did this despite the employee specifically asking Chan to stay in the Training Room behind closed doors. Chan said she did this in order to tell the employee that she believed Security—not an EBMUD employee—should handle the matter. However, that explanation lacks credibility, since Chan never voiced the sentiment to anyone in the lobby.

At that point, Chan should have known that her presence would only fuel the conflict, not reduce it. Despite this, Chan remained in the lobby standing behind the EBMUD employee, 10 to 15 feet away from Conway. While Chan described this as being a great distance, it is a very small distance between two people who have been engaged in conflict.

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When Chan was asked why she remained in the lobby, she stated that she was headed towards the elevators to go up to the high-level employee's office, yet Chan could not recall whether she in fact entered the elevators or who she was going to see, since the high-level employee was in the Second Floor Lobby, not in their office. This further undermined the credibility of Chan's stated intention. It was found more credible that Chan became so engaged in her argument with Conway that she continued to pursue it. Regardless of her reasons, Chan stood in the lobby long enough for her presence to aggravate the conflict.

ii. Application of Policies and Principles

Chan acknowledged that, as a Board Member, she is bound to uphold EBMUD's Values and is held to a higher standard of conduct than members of the public. This means that, even if Conway was behaving in ways Chan found concerning, Chan was expected not to respond in kind.

Yet on multiple occasions during their encounter, Chan acted in ways that violated EBMUD's Values and the Board's Governance Manual, which was in effect at the time of the incident. First, Chan violated the Value of Respect: she did not conduct herself in a way that showed she was "valuing [Conway's] work;" "honoring diversity and respecting differences;" or being "kind and professional" to a member of the public. Second, Chan did not follow the Governance Manual Principles of Conduct (Section 4.01) that required her to: act in EBMUD's best interests instead of her own personal interests in handling this situation; "endeavor[...] to conduct herself with civility, respect and professionalism with...the public;" and "[be] respectful of...the public." Finally, Chan did not uphold the Governance Manual Principle of Conduct (Section 4.01) requiring that she handle conflict "carefully and with civility." While Chan said she did not understand this last requirement—and that may be true—it is reasonable to expect a Board Member to understand it and comply with it.

For the foregoing reasons, it was found that Chan's behavior towards Conway violated EBMUD principles.

b. Was Conway's Race a Factor in Chan's Treatment of Conway?

Not sustained. A preponderance of the evidence did not support a finding that Conway's race was a factor in Chan's conduct towards Conway.

Conway asserted that Chan's continued questioning of her right to park in the spot; visibly showing her dismissive disbelief of Conway's explanation; reporting Conway to Security and saying Conway had threatened her; and responding disrespectfully when Conway asked for an apology, were all indicative of racial bias.

Chan said there was no evidence of this, because Conway did not allege Chan made any racist remarks.

Racist conduct can occur even in the absence of racist remarks. Nevertheless, without allegations of overt racial conduct, the question of whether Chan acted with racial animus remains speculative.

On the one hand, employee witnesses of all races said that Chan often comes across as disrespectful, rude, and accusatory towards them. And while some Black witnesses felt there was a racial component to Chan's conduct, other Black witnesses felt that Chan behaved similarly with people of all races. One witness who had many years of experience evaluating race discrimination claims did not feel Chan's

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conduct was race-based. In addition, in a separate incident discussed below, Chan allegedly wanted to fire an employee who is White. These factors detract from the likelihood that Chan's behavior towards Conway was based on race.

On the other hand, as discussed below, a Black EBMUD employee stated that Chan scrutinized their hair closely and commented negatively on its vibrant decorations. This behavior has overtones of familiar racial microaggressions experienced by Black people in the United States. However that fact alone was not sufficient to find that Chan's actions were impacted by race.

Next is the question of whether Conway's appearance impacted Chan's actions. A number of EBMUD employee witnesses said Chan treats people differently based on whether she perceives them to be above or beneath her in social status. This complicates the question of whether Chan's conduct was influenced by Conway's race, as there were other possible reasons such as Conway's appearance, or both her race and her appearance.

Chan said she would not have treated Conway disrespectfully based on class or status because Chan herself was dressed "unprofessionally," in dirty gardening clothes, that day. However, Chan's assertion is undermined by the video recordings from the garage elevator bank and Second Floor Lobby, which show that Chan was dressed in business or business casual clothing, a fact which witnesses corroborated. This reduced Chan's credibility. Chan's credibility was further reduced by her Workplace Violence complaint statement that she engaged with Conway once, politely, in the garage. This was undermined by the garage and garage elevator lobby videos, which show Chan engaging with Conway repeatedly and jabbing a finger in the air towards Conway.

Nevertheless, on balance, it is not clear whether Chan's suspiciousness of and actions towards Conway were due to Conway being dressed in work clothing, to Conway's race, to some combination of the two, or to neither. It could simply be that Chan was conveying the type of suspiciousness of people that EBMUD employee witnesses said she often displayed.

Because the preponderance of the evidence standard only allows a finding to be substantiated if the evidence for an allegation outweighs the evidence against it, a preponderance of the evidence did not support a finding that Chan's conduct towards Conway was based on race.

Despite this, it bears noting that Conway could understandably have perceived Chan's conduct to have racial overtones. Part of the danger of engaging in conduct that is accusatory and that exacerbates conflict is that the recipient will inevitably interpret the conduct through the lens of their life experience. This underscores the importance of a Board Director—who serves as an ambassador for EBMUD—adhering to the EBMUD Values and treating people with respect, in a way that minimizes conflict.

B. Anonymous Complaint Regarding Alleged Racist Remark at Campaign Event

Not sustained. A preponderance of the evidence did not support a finding that Chan made a racist remark at a campaign event.

In April of 2025, an anonymous complainant sent a letter to EBMUD stating that, at an unspecified campaign event, they heard Chan make an overtly racist remark to a Black woman in attendance. Chan denied this.

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The undersigned was unable to identify the complainant or the person on whose behalf they were complaining. Accordingly, the undersigned had no opportunity to evaluate the details of the complaint or assess the credibility of the complainant or possible witnesses. This greatly decreased the credibility of the complaint. Furthermore, Chan denied the remark and there are no other allegations that Chan made blatantly racist remarks. Thus, this allegation is not consistent with the other allegations against her.

For these reasons, it could not be found more likely than not that Chan made the alleged racist remark.

IV. ALLEGATIONS REGARDING CHAN'S CONDUCT WITH EBMUD EMPLOYEES

A. General Allegations and Chan's Response

Nine employees said that Chan engaged in one or more of the following behaviors:

- tried to obstruct them from or punish them for doing their jobs;
- spoke to them in a disrespectful, condescending tone, including speaking to them as if they were a dog or a child who had misbehaved;
- used language and body language that communicated she was suspicious of them, as if they had done something wrong;
- rolled her eyes at them and held her hand up to stop them from speaking;
- entered their offices, cubicles or meetings without an invitation or advance notice; and
- mentioned her position as a Board Member to imply people should do as she says.

Chan denied these allegations. When asked why people would make up these allegations if they were not true, she said that she is a whistleblower and that many people are angry at her (for reasons she did not specify other than the allegation regarding whistleblowing).

1. Finding

Sustained. A preponderance of the evidence supported a finding that Chan's conduct occurred as witnesses described it.

The EBMUD employee witness accounts were deemed credible. It is notable that the witnesses' accounts were highly specific, and they were similar to each other. These factors increase the likelihood that the conduct occurred as described. Significantly, too many witnesses from different places within EBMUD's organization described similar conduct for this to have been coincidence or the result of collusion amongst them.

Moreover, in the main, witnesses did not appear to rush to make allegations, as they would have if they were seeking to harm Chan or had colluded. To the contrary, the witnesses appeared to be reluctant. Most did not come forward with their accounts, but instead gave them only when contacted as witnesses to the March 27 incident or referred by another witness and questioned by the investigator. Many expressed fear during their interviews; since some of their positions were subject to Board approval, they were concerned they would be retaliated against and potentially terminated for making allegations.

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In addition, witnesses qualified their allegations, many noting that they did not think Chan's conduct was based on race, and others noting times when they did not think Chan behaved inappropriately. This bolsters a conclusion that witnesses were not exaggerating or making allegations just to get Chan in trouble. Finally, multiple witnesses described steps they and others have taken in their daily work lives to avoid interacting with Chan. That so many employees spent time and energy making a concerted effort to avoid Chan bolsters the likelihood that the alleged conduct occurred.

In contrast, Chan's credibility was reduced by the fact that, in several instances during her interview, she described her actions in ways that were inconsistent with her own statement supplied in her Workplace Violence complaint and/or with the video recordings of the events of March 27.

The undersigned considered Chan's assertion that people might make up allegations against her because they were angry with her or because she was a whistleblower. However, it is not plausible that so many employees would, in their view, risk their livelihoods by making false allegations simply because they were angry with Chan or upset that two years ago she brought a whistleblower complaint. Nor did it make sense that many of these witnesses would have a reason to be angry with Chan or to care about her status as a whistleblower.

For the reasons set forth above, it was found more likely than not that the conduct described above occurred as alleged.

B. Specific Allegations

Due to the volume of allegations, only six of the most significant ones were addressed in the full report, as follows:

1. February 9, 2023 Incident

A high-level employee said that:

- their job was to support Board Members at public meetings, but Chan asked them to leave a constituent meeting, doing so in a dismissive tone, loudly enough that the public could hear.
- Chan then followed the employee out of the room and proceeded to berate the employee angrily and at close range, using body language showing she was "furious," until the employee ended the conversation.
- Chan subsequently attempted to get the employee fired for attending the meeting.

The employee stated that the incident was the most humiliating event of their 40-year career.

Chan:

- acknowledged asking the employee to leave the meeting and doing so loudly enough that her constituents heard it. However, she said she believed she said it respectfully.
- asserted that, prior to the meeting, she and EBMUD's General Manager agreed that the employee would not attend the meeting, because it was not a public meeting, so no support was needed.

CONFIDENTIAL EXECUTIVE SUMMARY

- acknowledged following the employee out of the room while the meeting was in progress to speak to them in a hallway outside the meeting room. Chan said she did so in order to explain to the employee that it was a private meeting. Chan acknowledged making some of the statements the employee alleged, denied making others, and said she could not address whether her tone was dismissive. She said she did not recall whether she stood two feet from the employee, as was alleged.
- said she tried to speak to the employee “as politely as possible.”
- could not recall whether the conversation continued until the employee ended it, as alleged.
- could not recall whether she used body language that appeared “furious,” but she said it was a very tense meeting.
- denied attempting to get the employee fired, but stated that she asked to have a note placed in the employee’s personnel file because she felt the employee’s presence violated her constituents’ privacy.

When asked why someone would make up these allegations if they were not true, Chan said a lot of people at EBMUD are angry at her, “not specifically, but generally,” for positions she has taken. She also said that someone may have misunderstood what she was requesting, because she knew she did not have authority to fire someone at EBMUD.

a. Finding

Sustained. A preponderance of the evidence supported a finding that these events occurred as alleged.

While Chan denied significant parts of the employee’s allegations, she also admitted significant parts of them. Regarding the disputed events, an analysis of the evidence shows it is more likely that not that they occurred as the employee alleged.

The employee was credible. They described the events in detail and took great risk coming forward; they had no apparent motive to lie. Moreover, at the time the events allegedly occurred, they complained to the General Manager, the head of HR, and their coworkers, including by sending detailed contemporaneous emails. Finally, witnesses corroborated seeing the employee in significant distress immediately after the employee left the meeting. Witnesses also corroborated that the employee was doing their job by attending the meeting, that it was a public meeting, and that there was no prior agreement that the employee would not attend, as Chan asserted.

Notably, one witness stated that Chan asked them, right after the meeting, whether she had said anything to offend the employee in question. This increases the likelihood that Chan herself was aware on some level that her conduct had upset the employee.

Finally, it is more likely than not that Chan subsequently sought to have the employee fired. The head of HR said that Chan wanted to fire the employee, and that Chan was upset and angry when told she did not have the power to fire an employee.

The head of HR came across as a credible witness who did not have reason to misspeak. As head of the HR function, a deliberately false accusation would cause great harm to their career. Moreover, this same witness, when asked whether they felt Chan’s conduct had a race-based component, said it did not. Had the witness had a vendetta against Chan and wanted to act on it, they would likely have said the opposite.

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For the foregoing reasons, it was found more likely than not that the events occurred as alleged.

2. Interactions with an Employee Assigned to Support Chan

An employee assigned to assist Chan alleged that:

- Chan warned them against performing aspects of their job, including by telling them to “keep [their] trap shut” and not speak with her constituents.
- Chan said they must not know how to do their job when, through no fault of their own, they were unable to implement one of her requests regarding event catering.
- Chan searched their desk drawers while they were away and did not stop even when they arrived and confronted her.

Chan denied these allegations.

a. Finding

Sustained. A preponderance of the evidence supported a finding that these events occurred as alleged.

On balance, the specificity of the employee’s account outweighed Chan’s general denial. In addition, the allegations fit a general pattern where Chan is alleged to have disregarded boundaries, showing up in employees’ offices or cubicles (as was the case with three other employee witnesses), or insisting on entering meetings to which she was not invited (as was the case with the high school interns’ closing ceremony, discussed below).

Furthermore, the employee was deemed a credible witness. They were a reluctant witness, who brought forward allegations only in response to being contacted by the undersigned. And they made the allegations knowing that false allegations could cost them their job. They were also measured and evenhanded when asked about other people’s allegations against Chan.

In contrast, for reasons discussed above, Chan’s credibility was undermined by inconsistencies between her interview statements and her Workplace Violence complaint statement, as well as the videos of the March 27 events.

For the foregoing reasons, it was found more likely than not that these events occurred as alleged.

3. Making Remarks about a Black Employee’s Hair

A Black employee alleged that:

- Chan wanders around the office and often goes into staff members’ cubicles.
- one day, for no business reason, Chan entered their cubicle and stood over them in that small space while the employee was seated, saying nothing but appearing to be examining and considering the employee’s hair, which had sparkling pendants in it.
- after being silent for some time, Chan eventually said, “Well, I guess that [people with the employee’s job title] need to be visible.”

CONFIDENTIAL EXECUTIVE SUMMARY

- when the employee responded by asking Chan what she meant, Chan said she was referring to the employee's hair, which, Chan noted, "has all these sparkly things in it."
- the employee was surprised that Chan felt comfortable making the comment and found it embarrassing, because it implied the employee styled their hair to get attention.
- the employee did not respond because they feared any response would make the conversation take a "very wrong" turn.

Chan:

- said she did not recall this event and did not believe it occurred.
- noted that she would not have stood too close to someone and, if they told her she was too close, she would have moved.

a. Finding

Sustained. A preponderance of the evidence supported a finding that these events occurred as alleged.

The employee was deemed to be a credible witness. Their account of the incident was detailed, and they reported it to their supervisor shortly after it happened. In addition, the employee did not come forward to be part of this investigation; they raised the allegations when questioned during their interview. The employee would have no incentive to risk their livelihood by creating a false allegation, and notably, in a show of good will, they recounted an incident where they went out of their way to introduce Chan to people when Chan showed up at an event unexpectedly.

In contrast, while Chan generally denied the allegations, she said she did not recall the incident at all. She also failed to recall significant details, stating there were two Black employees who fit this employee's description and job title, when there is only one. These factors reduced her credibility regarding the encounter.

These facts, combined with Chan's reduced credibility as discussed above, made it more likely than not that the encounter happened as the employee described it.

4. Embarrassing an Employee at a Public Meeting

A high-level employee alleged that, when they were speaking at a public meeting where their job was to advise the President and General Counsel of the Retirement Board, Chan disrespectfully interjected, telling the employee that they were not the President, and therefore they should not speak. The employee said that Chan made this statement twice, rolling her eyes as she spoke, and that Chan's remarks made everyone in the room uncomfortable.

At first, Chan denied telling the employee that they should not speak. Then, Chan said she did not think she made such a comment, and she would likely recall if she had, but that she needed more context to refresh her recollection. Approximately six weeks after this interview, a recording of the meeting became available that largely corroborated the complaint, as discussed below.

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a. Finding

Sustained. A preponderance of the evidence supported a finding that these events occurred as alleged. After the conclusion of interviews in this investigation, the employee supplied a recording of the relevant portion of the meeting. Because the recording was substantially similar to what the employee alleged and what Chan was given an opportunity to respond to in her interview with the undersigned, the undersigned did not deem it necessary to reinterview Chan regarding this allegation.

The dialogue in the recording differs somewhat in verbiage and sequence from what the employee remembered in their interview. However, the tone and message of the exchange are as the employee described them. In the recording, Chan breaks into the employee's exchange with the President and, in an admonishing tone, questions what was happening and tells the employee that the President "actually runs the meeting, so..." While Chan trailed off at the end of her sentence and did not specifically tell the employee to stop speaking, this was the most obvious implication of Chan's remark.

The fact that the employee did not recall the exact words exchanged two years after the events does not reduce their credibility, since the tone and the message track what the employee described. Moreover, this witness was discussed above, and they were deemed credible.

Significantly, Chan did not categorically deny that she would, at a public meeting, tell the employee in front of all present that the employee should not speak. In addition, the fact that Chan's statements to the undersigned were contradicted by her Workplace Violence complaint statement and the videos from March 27 generally undermined her credibility.

For these reasons, it was found more likely than not that events occurred as the employee alleged.

5. High School Interns' Closing Ceremony Incident

A Black employee alleged that Chan showed up uninvited to a high school interns' closing ceremony and insisted on entering the room to find out what was going on. The employee said that, when they explained to Chan that this was a closing ceremony for high school interns and that the interns were on an unpaid lunch break, Chan sat down; said, "Well, I'm here now" in an angry tone; ate the catered lunch; and insisted on finding out where interns lived so she could identify which interns were in her ward and speak to them.

The employee alleged that Chan treated them disrespectfully, disregarding their polite explanation that they could not disclose private information to Chan about where the students lived or ask them to speak to Chan during an unpaid lunch break. The employee said Chan used her power as a Board Member to try to override the employee, when the employee was just doing their job.

Chan denied the allegations, stating that she was invited into the room and given permission to stay there, that she knew at the time she entered the room that some of her constituents were there, and that she simply asked to speak with them.

a. Finding

Sustained. A preponderance of the evidence supported a finding that these events occurred as the employee alleged.

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The employee's supervisor, who was also in the room at the time, corroborated the employee's version of events and said Chan's behavior was inappropriate. The supervisor said they saw Chan wander in and hoped Chan would leave. Instead, the supervisor said, Chan seated herself in the room without an invitation, then got up and helped herself to items from the food table. The supervisor allowed it because, since Chan was a Director, they "of course...couldn't say no." The supervisor noted that Chan was speaking insistently, in a "pushy" way, stating that Chan had a right to speak to the interns because they were in her ward. The supervisor relented because they felt that, "if we didn't do it, there would be a problem."

The supervisor and the employee were deemed to be credible witnesses, who provided information solely in response to being questioned by the investigator and who voiced concerns about being retaliated against for participating in the investigation. The supervisor also provided a contemporaneous email recounting their own and their supervisee's description of Chan's conduct. The email tracked both witnesses' description of events at their investigation interviews and thus enhanced their credibility. In contrast, Chan, for reasons cited above, was deemed to have diminished credibility.

For these reasons, it was found more likely than not that the events occurred as the employee alleged.

6. After-Hours Interaction with Employee

A high-level employee alleged that:

- Chan entered their office unexpectedly after hours, sat down without speaking, and stared at them as if they had done something wrong.
- when the employee attempted to break the tension by introducing themselves to Chan and telling Chan what their role was, Chan "coldly and curtly" cut them off, stating that she knew who they were and what they did.

At first, Chan denied that the alleged events occurred. Subsequently, she recalled possibly going into the employee's office once and saying, in response to the employee's introducing themselves, that she knew who they were. Chan said she did not recall staring at the employee or cutting the employee off, and that she did not think she spoke to them in a cold and curt way.

a. Finding

Sustained. A preponderance of the evidence supported a finding that these events occurred as alleged.

The employee's account was consistent with other employees' accounts of Chan entering their cubicle uninvited and staring at them.

Chan's response to the allegations changed with time, which reduced her credibility. Her recollection was also incomplete. In contrast, the employee found the events significant and was able to recount them in detail, which increased the employee's credibility.

Overall, the employee was deemed a credible witness, who would not likely have jeopardized their job by making a false allegation. In contrast, as discussed above, Chan's credibility was diminished.

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For all these reasons, it was found more likely than not that the events occurred as the employee alleged.

C. Did Chan's Conduct with EBMUD Employees Violate EBMUD's EEO-related or Board-related Policies or Principles? If So, Was Race a Factor?

Sustained in part and not sustained in part. A preponderance of the evidence supported a finding that Chan's conduct toward EBMUD employees violated EBMUD principles. A preponderance of the evidence did not support a finding that race was a factor in Chan's conduct toward EBMUD employees.

1. Did Chan's Conduct Violate EBMUD Policies or Principles?

As discussed above, it was found more likely than not that Chan interacted with employees in a disrespectful, condescending manner, as if employees had misbehaved; that she entered their offices, cubicles or meetings without an invitation or advance notice; and that she mentioned her position as a Board Member to imply people should do as she says.

In addition, it was found more likely than not that Chan engaged in disrespectful conduct in the six specific examples above.

This conduct violated the EBMUD Values of Respect and Teamwork. Chan's conduct did not show that she was "looking out for the safety and well-being of fellow team members;" "valuing the work of others;" "honoring diversity and respecting differences;" or "being kind and professional when dealing with others." Nor did the conduct show that Chan was behaving as if she was part of "one [EBMUD] team" by: "supporting others to be successful;" "creating safe and secure working conditions;" and "giving others the benefit of the doubt."

Next, Chan's conduct did not comport with the Principles of Conduct set out in the Governance Manual (Section 4.01), which require that she, among other things, conduct herself with "civility, respect, and professionalism" with EBMUD staff; and "manage conflict carefully and with civility."

In addition, Chan's conduct did not comply with the Governance Manual's requirement that she not exercise individual authority over staff. (Section 4.04(d).) Nor did it comply with the Manual's requirement to "avoid attending meetings...or entering into staff offices or cubicles unless [her] presence is requested or by making an appointment through the General Manager...or the Secretary of the District" (Section 4.04.)

Chan took issue with the idea that any alleged conduct prior to November of 2024, the effective date of the Governance Manual, was subject to the Governance Manual's provisions. Nevertheless, Chan acknowledged knowing, since she began her term of office as a Director, that she was responsible for complying with the EBMUD Values (including Respect and Teamwork), which were adopted in 2015 and were listed on the EBMUD Internet Splash Screen prior to the effective date of the Governance Manual. She also acknowledged knowing at all times that she was a representative of EBMUD and that she was not supposed to exercise individual authority over EBMUD staff.

Chan also took issue with the allegations about her tone, saying that people misinterpreted her tone and that her tone is not an appropriate subject for an investigation. This is unpersuasive for two reasons. First, the EBMUD Values focus on tone and assign value to it. Second, in many of the incidents in

CONFIDENTIAL EXECUTIVE SUMMARY

question, Chan's tone was accompanied by body language and conduct that led employees to feel humiliated and blamed when they were doing their jobs. Thus, the allegations involve more than just Chan's tone.

The Values and Principles of Conduct that govern EBMUD Directors recognize that Directors have significant power and thus an outsized impact on EBMUD employees. Here, Chan's conduct intimidated and humiliated employees, made them fearful of doing their jobs, and made them avoid interacting with her. This obstructs the functioning of the workplace to a significant degree.

For these reasons, it was found that Chan's conduct towards EBMUD employees, as discussed in the general and specific examples cited above, violated EBMUD's Values and the Board Governance Manual.

2. Was Race a Factor in Chan's Treatment of EBMUD Employees?

a. High School Interns' Closing Ceremony Incident

The Black employee with whom Chan interacted at the high school summer interns' closing ceremony alleged that Chan's conduct was more disrespectful to them than towards their non-Black presenting coworkers, and they believed this was because they were the only Black-presenting person.

Chan denied that any of her conduct with any EBMUD employee was based on their race.

i. Finding

Not sustained. A preponderance of the evidence did not support a finding that race was a factor in Chan's behavior towards the employee.

While the employee said they were, of the three EBMUD staff members present that day, the only one who presented as Black, they also noted that Chan may have been more disrespectful towards them because the other two employees attempted to give Chan what Chan wanted, whereas they did not accede to Chan's requests because they believed doing so would have required them to break privacy and labor laws. Thus, the employee alleging potential race discrimination acknowledged that race might not have been a factor in Chan's behavior towards them.

The employee's supervisor, who was present at the time, was engrossed in an online training and did not observe Chan's treatment of the Black employee or the intern in the room. However, the supervisor noted that the employee did not inform the supervisor at any point that they thought Chan's behavior was based on race. Had the employee done so, the supervisor said, they would have remembered it, because they would have been obligated to address it.

On balance, it could not be found more likely than not that race was a factor in Chan's behavior towards the employee.

b. Remarks about a Black Employee's Hair

Not sustained. A preponderance of the evidence did not support a finding that race was a factor in Chan's behavior towards the employee.

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The Black employee who alleged that Chan stood over them in their cubicle and remarked on the ornaments in their hair stated that there was a racial component to Chan's prior interactions with them and that Chan's comment on their hair adornments could have had a racial component.

Chan denied that she engaged in any race-based behavior on this occasion or any other, and she stated that she could not recall this interaction at all.

For reasons stated above, it was found more likely than not that the interaction took place as the employee alleged. The question is whether the employee's race was a factor in Chan's conduct.

On the one hand, scrutinizing a Black person's hair is a common microaggression based on race. And here, it was found that Chan stood over the employee at close range and scrutinized them while saying nothing, which the employee could reasonably have construed as demeaning. In addition, Chan seemed both bothered by and compelled to criticize aloud the employee's chosen hairstyle, implying that it was too colorful and that it was designed to get attention. This could reasonably have been seen as disrespectful behavior designed to demean and "other" the employee's hair as "different."

These factors give weight to a conclusion that there was a racial component to Chan's fixation with the employee's hair and her sense that she was entitled to make critical remarks about it. So does the fact that the employee's supervisor, who is Black and to whom the employee reported the incident shortly after it happened, felt the incident was a racial microaggression.

On the other hand, the employee with whom Chan had the after-hours office encounter described above is White, and they also said that Chan entered their office uninvited and stared at them without speaking. That employee said Chan remained silent to the point where the situation was awkward, and that, when the employee tried to make conversation, Chan cut them off and looked at them suspiciously, as if they had done something wrong.

The White employee described this interaction with Chan as awkward and scrutinizing, just as the Black employee did, yet the interactions were different because Chan did not comment on the White employee's appearance in any way.

The fact that Chan commented on the adornments in the Black employee's hair, not on the employee's hair itself, makes it less clear whether the remark had a racial component. There is no evidence to analyze regarding whether Chan would have treated a White employee with similar adornments in their hair the way she treated the Black employee. Yet no other Black employee alleged that Chan commented on their hair or appearance. And Black employees had divided opinions about whether race was a factor in Chan's treatment of people.

To substantiate a finding under the preponderance of the evidence standard, it must be more likely than not that race was a factor in Chan's conduct towards the employee. Based on the evidence here, the allegation could not be sustained.

Notwithstanding this, it is important to note that the employee could reasonably have perceived Chan's conduct to have a racial component. As was the case with Chan's interactions with Conway, this underscores the importance of Board Members adhering to EBMUD policies, Values and principles.

CONFIDENTIAL EXECUTIVE SUMMARY

For the foregoing reasons, a preponderance of the evidence supported a finding that Chan's conduct with EBMUD employees violated EBMUD principles. A preponderance of the evidence did not support a finding that race was a factor in Chan's conduct with EBMUD employees.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Tracey Merwise", with a long horizontal flourish extending to the right.

Tracey Merwise

A handwritten signature in black ink, appearing to read "Amy Oppenheimer", with a long horizontal flourish extending to the right.

Amy Oppenheimer

Attachment 2

Resolution of the City Council of the City of Oakley Formally Censuring Councilmember

RESOLUTION NO. XX-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OAKLEY FORMALLY CENSURING COUNCILMEMBER FULLER FOR ENGAGING IN BULLYING AND RETALIATORY CONDUCT AND CALLING FOR HIS RESIGNATION

WHEREAS, the City Council of the City of Oakley is entrusted by the residents to uphold the highest standards of integrity, accountability, and professionalism in conducting the people's business; and

WHEREAS, members of the City Council are bound by state law, the City's Code of Conduct, and ethical obligations to treat employees, residents, and fellow officials with respect, fairness, and professionalism; and

WHEREAS, the City commissioned an independent third-party investigation into allegations of misconduct by Councilmember Fuller; and

WHEREAS, the investigation was completed and sustained findings that Councilmember Fuller engaged in bullying and retaliatory conduct toward City staff; and

WHEREAS, such conduct is inconsistent with the duties of elected office, undermines the ability of staff to perform their work in a professional environment, and erodes public trust in the City Council; and

WHEREAS, the City Council further notes that this conduct reflects a pattern of behavior directed not only toward staff, but also toward fellow councilmembers, other elected officials, and constituents; and

WHEREAS, this behavior has required the City to devote significant time and financial resources to investigations and responses, diverting taxpayer dollars and staff energy away from essential City services and priorities; and

WHEREAS, while the Council does not have the authority to remove a duly elected Councilmember absent a criminal conviction or other legal disqualification under California law, it does have the authority to express its disapproval and set clear expectations through a resolution of censure.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Oakley declares as follows:

1. Formal Censure. The City Council hereby formally censures Councilmember Fuller for conduct determined by an independent third-party investigation to constitute bullying and retaliation against City staff; and

2. Statement of Disapproval. The Council declares that such conduct is unacceptable, incompatible with the responsibilities of public office, and harmful to the effective governance of the City; and
3. Expectations Going Forward. Councilmember Fuller is expected to immediately cease all bullying and retaliatory conduct and to adhere to all applicable City policies, ethical standards, and state laws; and
4. Corrective Action Opportunities. The Council encourages Councilmember Fuller to participate in professional development, including but not limited to workplace harassment prevention and ethics training under Government Code § 53235; and
5. Call for Resignation. In light of the seriousness of these sustained findings, the demonstrated history of this behavior toward staff, fellow councilmembers, other elected officials, and constituents, and the waste of City time and financial resources, the City Council hereby calls upon Councilmember Fuller to immediately resign from office.

PASSED AND ADOPTED by the City Council of the City of Oakley this 14th day of October 2025 by the following vote:

AYES:

NOES:

ABSTENTION:

ABSENT:

APPROVED:

Shannon Shaw, Mayor

ATTEST:

Kim Snodgrass, City Clerk

Date

Attachment 3

Resolution of the Santa Clara Valley Water District Board of Directors
Providing for the Censure of Director

and

Santa Clara Valley Water District Board of Directors Minutes of
Special Meeting - Censure Hearings

**BOARD OF DIRECTORS
SANTA CLARA VALLEY WATER DISTRICT**

RESOLUTION NO. 24-

**THE SANTA CLARA VALLEY WATER DISTRICT BOARD OF DIRECTORS
PROVIDING FOR THE CENSURE OF DIRECTOR REBECCA EISENBERG**

WHEREAS, Santa Clara Valley Water District (“Valley Water”) Board Members are elected by the residents of Santa Clara County to represent the interests of the community at the local, regional, state, and federal level; and

WHEREAS, the Santa Clara Valley Water District Board of Directors commits itself and its members to ethical, business-like, and lawful conduct of Valley Water business, including proper use of authority and decorum when acting as Board members and at Board meetings; and

WHEREAS, to assure public confidence in the Board's commitment to its mission, governance, and effective and fair operation, the Santa Clara Valley Water District Board of Directors has adopted Board Governance Policies and Board Procedures; and

WHEREAS, these policies and procedures include Board Governance Process 6 – Board Members’ Code of Conduct, as updated on September 12, 2023, and Board of Directors Code of Ethics and Conduct, adopted on September 12, 2023; and

WHEREAS, Section 6.1 of the Board Members’ Code of Conduct requires that Board members refrain from abusive conduct, personal charges, or verbal assaults upon the character or motive of other Board Members, committees, Valley Water staff, and the public; and

WHEREAS, Section A13 of the Code of Ethics and Conduct (Policy Role of Directors) requires that Board Members not attempt to exercise individual authority over the organization; and Section A14 (Ethics, Positive Work Place Environment) requires that Board Members not discriminate, harass, or allow harassment against any applicant, employee, customer, or other persons on the basis of sex (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding), race, religion, color, national origin (including language use restrictions), ancestry, religious creed (including religious dress and grooming practices), political affiliation, disability (mental and physical, including HIV or AIDS), medical condition (cancer and genetic characteristics), genetic information, marital status, parental status, gender, age (40 and over), pregnancy, military and veteran status, sexual orientation, gender identity and gender expression, the exercise of family and medical care leave, the exercise of pregnancy disability leave, or the request, exercise, or need for reasonable accommodation; and

WHEREAS, the December 22, 2023, Executive Summary (Report #2) of Investigation into Allegations Made by Rick Callender, Carlos Orellana and other Employees against Director Rebecca Eisenberg (“Executive Summary”) substantiated eight allegations of misconduct by Director Eisenberg. A copy of the Executive Summary is attached as Exhibit A and incorporated herein by reference; and

WHEREAS, on March 14, 2024, the Santa Clara Valley Water District Board of Directors held a hearing to determine the appropriate action, if any, to take in response to Director Eisenberg’s misconduct, as documented in the findings in the Executive Summary.

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District does hereby Censure Director Rebecca Eisenberg for misconduct, as documented by the following findings in the Executive Summary. Each finding is supported by the substantial evidence discussed in the Executive Summary, as noted below:

Allegation #4: Eisenberg’s statement that men “love to build things and use concrete,” and flooding exists because of all the concrete poured by “men engineers” was an act of sex discrimination or discriminatory harassment, as defined by SCVWD policies.

Substantiated as Discriminatory Harassment. Substantial evidence at pp. 15-16 of Executive Summary.

Allegation #5: Eisenberg asked Richardson to help prove Callender is “corrupt” and “getting paid for Pacheco” in exchange for Eisenberg helping Richardson’s family “get millions” under a whistleblower law, which was an act of discrimination or discriminatory harassment, or improper direction to staff, as defined by SCVWD policies.

Substantiated as Improper Direction to Staff. Substantial evidence at pp. 16-18 of Executive Summary.

Allegation #10: Eisenberg’s statement that she is the only “Non-Boomer on the Board and it shows” was an act of age discrimination or discriminatory harassment, as defined by SCVWD policies.

Substantiated as Discriminatory Harassment. Substantial evidence at pp. 23-25 of Executive Summary.

Allegation #12: Eisenberg’s statement to Director Nai Hsueh (“Hsueh”), “English isn’t your first language so I want to make sure you understand,” in a June 30, 2023, Board Strategic Planning Policy (“BPPC”) meeting, was an act of national origin-based discriminatory harassment, as defined by SCVWD policies.

Substantiated as National Origin-based Discriminatory Harassment. Substantial evidence at pp. 27-29 of Executive Summary.

Allegation #15: Eisenberg’s conduct toward Orellana at the December 13, 2022, closed session regarding Baykeeper litigation was an act of race or sex-based discriminatory harassment, or abusive conduct, as defined by SCVWD policies.

Substantiated as Abusive Conduct. Substantial evidence at pp. 32-35 of Executive Summary.

Allegation #16: Eisenberg’s conduct toward Orellana during the December 14, 2022, phone call was an act of abusive conduct, as defined by SCVWD policies.

Substantiated as Abusive Conduct. Substantial evidence at pp.35-37 of Executive Summary.

Allegation #17: Eisenberg’s statements to Orellana in a January 20, 2023, email in relation to the Baykeeper litigation was an act of sex or race-based discrimination, abusive conduct, or improper direction to staff, as defined by SCVWD policies.

Substantiated as Abusive Conduct and Improper Direction to Staff. Substantial evidence at pp. 37-40 of Executive Summary.

Allegation #25: Eisenberg created a hostile work environment for, or engaged in abusive conduct toward, Callender, in violation of SCVWD policies.

Substantiated as Abusive Conduct. Substantial evidence at pp. 53-55 of Executive Summary.

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on March 14, 2024:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

NAI HSUEH
Chair, Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk, Board of Directors



BOARD OF DIRECTORS MEETING

MINUTES

**SPECIAL BOARD MEETING, CENSURE HEARINGS
THURSDAY, MARCH 14, 2024
10:00 AM**

(Paragraph numbers coincide with agenda item numbers)

1. CALL TO ORDER/ROLL CALL:

A Special Meeting of the Santa Clara Valley Water District (Valley Water) Board of Directors was called to order in the Valley Water Headquarters Building Boardroom at 5700 Almaden Expressway, San Jose, California, and by Zoom teleconference at 10:00 a.m.

1.1. Roll Call.

Board members in attendance were Jim Beall, Rebecca Eisenberg, Tony Estremera, Barbara F. Keegan, Richard Santos, John L. Varela, and Nai Hsueh, constituting a quorum of the Board.

Board members in attendance were Jim Beall, Rebecca Eisenberg, Tony Estremera, Barbara F. Keegan, Richard P. Santos, John L. Varela, and Nai Hsueh, Chairperson presiding, constituting a quorum of the Board.

District 2 Director Barbara Keegan has requested to attend today's Board meeting remotely in compliance with AB 2449 due to illness.

During Roll call Michele King, Clerk, Board of Directors, requested Director Keegan state for the record if there are any individuals over 18 years of age present in the room, and if so, state the general relationship of that individual to the Director.

Please note that in compliance with AB 2449 all votes taken at today's meeting will be conducted by roll call vote.

Staff members in attendance were Carlos Orellana, District Counsel; Samantha Zutler, Outside Counsel, Burke, Williams & Sorensen, LLP; and Michele King, Clerk, Board of Directors.

2. 10:00 AM - TIME CERTAIN:

2.1. Pledge of Allegiance/National Anthem.

Director Beall led all present in reciting the Pledge of Allegiance

2.2. Time Open for Public Comment on any Item not on the Agenda.

Chairperson Hsueh declared time open for public comment on any subject not on the agenda.

Aram James, of undisclosed residency, spoke in opposition to the Pledge of Allegiance at the beginning of the Board meeting due to current Federal Government military policies.

2.3. Review and Approve Process to Determine Whether Censure is Appropriate.

Recommendation: A. Review proposed process to determine whether Censure is appropriate;
B. Provide input and make revisions as Board finds necessary; and
C. Approve Hearing Process to be used for Items 2.4 and 2.5.

David Duperrault, a Mountain View resident, requested clarification regarding the flow of the proceedings for the Special Board meeting.

7 statements expressing support for the Review and Approve the Process to Determine Whether Censure is Appropriate were received from: Peter Drekmeier, a Palo Alto resident; Mark Weiss, a Palo Alto resident; Kitty Moore, a Cupertino resident; and Aram James, Crystal Calhoun, Rishi Kumar, Tina of undisclosed residencies.

Director Keegan requested that on Page 2 of the Board Agenda Memo, under the title PROPOSED PUBLIC HEARING PROCESS, step number 4 be revised to include *"or who have filed a request for censure."*

Motion:

Move to Approve: Tony Estremera
Second: Richard Santos
Yeas: Jim Beall, Tony Estremera, Barbara F. Keegan, Richard Santos, John L. Varela, Nai Hsueh
Nays: None
Abstains: Rebecca Eisenberg
Recuses: None
Absent: None
Summary: 6 Yeas; 0 Nays; 1 Abstains; 0 Absent.

The Yeas have it, and the motion passed..

2.4. Conduct Hearing to Determine Whether to Censure Director Rebecca Eisenberg for Alleged Misconduct Set Forth in the February 2, 2024, Memorandum from Board Chair Nai Hsueh; If Censure Action is Approved, Adopt Resolution of the Santa Clara Valley Water District Providing for the Censure of Director Eisenberg For Actions of January 29, 2024; and Take Any Other Action the Board Deems Necessary or Appropriate in Response to Director Eisenberg's Alleged Misconduct.

Recommendation: A. Conduct Hearing to Determine Whether to Censure Director Rebecca Eisenberg for Alleged Misconduct Set Forth in the February 2, 2024, Memorandum from Board Chair Nai Hsueh;
B. If Censure Action is Approved, Adopt RESOLUTION OF THE SANTA CLARA VALLEY WATER DISTRICT PROVIDING FOR THE CENSURE OF DIRECTOR EISENBERG FOR ACTIONS OF JANUARY 29, 2024; and
C. Take Any Other Action the Board Deems Necessary or Appropriate in Response to Director Eisenberg's Alleged Misconduct.

2 statements expressing opposition for the censure action were received from: David Duperrault, a Mountain View resident; and Mark Weiss, a Palo Alto resident.

5 statements expressing support for the censure action were received from: Elizabeth Kamyra, a San Jose resident; Rev. Jethroe Moore, NAACP; Walter Wilson, Aram James, and Tina, of undisclosed residencies.

4 statements requesting clarifying questions regarding this item were received from: Barbara Swenson, a Palo Alto resident; Liz Kniss, a Palo Alto resident; Kitty Moore, a Cupertino resident; Mike Kasperzak, a Mountain View resident; Peter Van Dyke, of undisclosed location.

Motion: The Board of Directors of the Santa Clara Valley Water District per Board Governance Policy GP-6.10.6. does hereby Censure Director Rebecca Eisenberg for misconduct for the wrongful removal of the Confidential Report from Valley Water offices on January 29, 2024, as documented in the February 2, 2024, Memorandum from CEO Rick Callender, and adopt Resolution No. 24-09 THE SANTA CLARA VALLEY WATER DISTRICT BOARD OF DIRECTORS PROVIDING FOR THE CENSURE OF DIRECTOR REBECCA EISENBERG FOR ACTIONS OF JANUARY 29, 2024, by a two-thirds vote.

Move to Adopt: Tony Estremera
Second: Richard Santos
Director Beall requested the motion be amended to include **(with pay)** after the word "*Censure.*"

Motion: The Board of Directors of the Santa Clara Valley Water District per Board Governance Policy GP-6.10.6. does hereby Censure (with pay) Director Rebecca Eisenberg for misconduct for the wrongful removal of the Confidential Report from Valley Water offices on January 29, 2024, as documented in the February 2, 2024, Memorandum from CEO Rick Callender, and adopt Resolution No. 24-09 THE SANTA CLARA VALLEY WATER DISTRICT BOARD OF DIRECTORS PROVIDING FOR THE CENSURE OF DIRECTOR REBECCA EISENBERG FOR ACTIONS OF JANUARY 29, 2024, by a two-thirds vote.

Move to Adopt as Amended: Tony Estremera
Second: Richard Santos
Yeas: Jim Beall, Tony Estremera, Barbara F. Keegan, Richard Santos, John L. Varela, Nai Hsueh
Nays: Rebecca Eisenberg
Abstains: None
Recuses: None
Absent: None
Summary: 6 Yeas; 1 Nays; 0 Abstains; 0 Absent.

The Yeas have it, and the motion passed.

District Counsel Carlos Orellana left the meeting. Special Counsel Samantha Zutler then advised the Board.

- 2.5. 24-0282 Conduct Hearing to Determine Whether Censure Is Appropriate for the Misconduct Substantiated in the December 22, 2023, Executive Summary of Investigative Report #2; Approve Appropriate Action to Take, if Any, in Response to Director Rebecca Eisenberg's Misconduct; and if Censure Action is Approved, Adopt Resolution of the Santa Clara Valley Water District Providing for the Censure of Director Rebecca Eisenberg.

Recommendation: A. Conduct Hearing to determine whether Censure of Director Rebecca Eisenberg is appropriate for the misconduct substantiated in the December 22, 2023, Executive Summary (Report #2) of

Investigation into Allegations Made by Rick Callender, Carlos Orellana and other Employees against Director Rebecca Eisenberg;
B. Determine appropriate action, if any, in response to misconduct (Admonition, Sanction and Censure), if Censure action is approved, adopt RESOLUTION OF THE SANTA CLARA VALLEY WATER DISTRICT PROVIDING FOR THE CENSURE OF DIRECTOR REBECCA EISENBERG; and
C. Determine whether additional actions are appropriate.

5 statements expressing opposition to censure action were received from: David Duperrault, a Mountain View resident; Bruce Swenson, a Palo Alto resident; Deborah Goldeen, Palo Alto; Forrest Peterson, a Palo Alto resident; and Mark Weiss, a Palo Alto resident.

14 statements expressing support for censure action were received from: Constance Newman, a San Jose resident; Elizabeth Kamyra, a San Jose resident; Sean Allen, a San Jose resident; Winter Gaye, a Palo Alto resident; Crystal Calhoun, a San Jose resident; Debbie Butler, a San Jose resident; Jeff Shore, a Palo Alto resident; Douglas Lee Peterson, a San Jose resident; Danny Garza, a San Jose resident; Rev. Jethroe Moore, NAACP; Walter Wilson, Aram James, Sam Ho, and Tina No Last Name, of undisclosed residencies.

3 statements requesting clarifying questions regarding this item were received from: Liz Kniss, a Palo Alto resident; Kitty Moore, a Cupertino resident; Mike Kasperzak, a Mountain View resident.

Motion: The Board of Directors of the Santa Clara Valley Water District per Board Governance Policy Governance Process (GP)-6.11 through GP-6.15 does hereby Censure Director Rebecca Eisenberg for misconduct, and adopt Resolution No., 24-10, THE SANTA CLARA VALLEY WATER DISTRICT BOARD OF DIRECTORS PROVIDING FOR THE CENSURE OF DIRECTOR REBECCA EISENBERG, by a two-thirds vote.

Move to Adopt: Tony Estremera
Second: Richard Santos
Yeas: Jim Beall, Tony Estremera, Barbara F. Keegan, Richard Santos, John L. Varela, Nai Hsueh
Nays: Rebecca Eisenberg
Abstains: None
Recuses: None
Absent: None
Summary: 6 Yeas; 1 Nays; 0 Abstains; 0 Absent.

Motion: Approve the following actions, pursuant to Board Governance Policy GP-6.3, Remove Director Rebecca Eisenberg from all roles and responsibilities representing the Board and District, including participating on any Board Committees; Director Rebecca Eisenberg must attend and participate in appropriate anti-discrimination training, and behavior management training within two months; Director Rebecca Eisenberg should not be allowed to meet with any employees who object to meeting with her; Director Rebecca Eisenberg should not be allowed to request any information directly from employees and must make any such request from a Board Appointed Officer; Director Eisenberg to return the confidential report to the Clerk of the Board.

Move to Approve: Tony Estremera
Second: Richard Santos
Yeas: Jim Beall, Tony Estremera, Richard Santos, John L. Varela, Nai Hsueh
Nays: Rebecca Eisenberg, Barbara F. Keegan

Abstains: None
Recuses: None
Absent: None
Summary: 5 Yeas; 2 Nays; 0 Abstains; 0 Absent.

The Yeas have it, and the motion passed.

3. CLERK REVIEW AND CLARIFICATION OF BOARD REQUESTS:

Michele King, Clerk, Board of Directors, confirmed that there were no new Board Member Requests.

4. ADJOURN:

- 4.1 Adjourn to the 1:00 p.m. Regular meeting on March 26, 2024, in the Santa Clara Valley Water District Headquarters Building Boardroom, 5700 Almaden Expressway, San Jose, California, and via Zoom teleconference.

Chairperson Hsueh adjourned the meeting at 2:38 p.m., to the 1:00 p.m. Regular meeting on March 26, 2024, in the Santa Clara Valley Water District Headquarters Building Boardroom, 5700 Almaden Expressway, San Jose, California, and via Zoom teleconference.

Candice Kwok-Smith
Clerk, Board of Directors

Approved:

Date:

Attachment 4

Response of Director April Chan to the Investigations Report

Cole, Rischa

From: April Chan [REDACTED] >
Sent: Friday, October 24, 2025 1:02 PM
To: Cole, Rischa
Subject: My statement

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Secured by Check Point

Hi Rischa,

Thanks for your patience. Here is the statement. Can you attach the letter from Marguerite Young to all employees that is dated April 9th? If not, let me know. Please send me my submittal as it will be in the packet.

Response of Director April Chan to the Investigations Report

I. No Misconduct, Racism, or Violent Behavior Findings Concerning Director Chan

This investigation arose not from misconduct, but from retaliation. After I disclosed \$279 million in undisclosed internal fund transfers and supported residents opposing the Quarry Project, I became the target of escalating scrutiny by Board leadership.

The expansion of investigations coinciding with the Miller Road Project's county review — which I was the only Director to vote against — has unavoidably fueled public perceptions of retaliation against the person elected to represent them. The Miller Road Project is located in Castro Valley.

Last March, an incident involving a visitor to the building — later used to justify this inquiry — was distorted into claims of racism and aggression. Two independent investigations found no such evidence and confirmed there was no misconduct, violence, or racism in my actions.

At the request of Board President Marguerite Young, I voluntarily stepped back from my vice-presidential duties, relinquished the authority to speak on behalf of EBMUD, and refrained from attending some public events as gestures of goodwill. I ask the Board to consider how much I have already given up voluntarily and to restore my Vice Presidency when they consider next steps.

Before investigations even began, President Young issued a district-wide message to more than 2,000 employees that criticized my character and amplified one side of the incident (attached). Following that message, the inquiry expanded dramatically to include older grievances from employees unrelated to the original issue. What began as a narrow review became a broad, politicized process — an unmistakable act of retaliation against an elected whistleblower.

This pattern of expanding scope, shifting standards, and invoking Board of Directors Handbook, Section 4.0, which did not exist at the time of the alleged events — reflects not oversight but retribution. Applying a policy retroactively is procedurally improper and undermines the integrity of any legitimate review.

I was able to withstand this “process” only because of legal counsel and widespread community support. Future Directors who are accused may not have those resources and support. They would be disadvantaged in truly representing their constituents. The precedent this sets threatens the independence of every elected official who challenges internal practices.

II. Findings of No Misconduct

The Oppenheimer Investigations Group report identified no violation of law or EBMUD policies and made no recommendation for discipline. Every allegation of discrimination or racial bias was not sustained.

A prior safety investigation by EBMUD’s Security Department confirmed that I was the individual targeted and threatened with violence. The other party’s conduct was found to violate EBMUD’s Workplace Violence Prevention Policy.

The investigator found no misconduct because none occurred. Misconduct means a violation of law, policy, or ethical duty — it is an objective term and should not be confused with a subjective term like “values.” Rather than identifying a rule that was broken, the report substitutes subjective “values” such as respect and teamwork for objective standards of conduct. Values describe aspirations, not obligations. Treating them as enforceable policies blurs the line between lawful dissent and disfavored speech.

No other Director at EBMUD has ever been subjected to an investigation for similar reasons.

III. Procedural Improprieties and Retroactive Standards

Several complaints referenced in the report predate the Board’s adoption of the revised Governance Manual (November 2024). Applying those provisions retroactively is improper and creates new grounds for discipline after the fact. Some of the accusations date back to 2023, when no such standards even existed. Moreover, certain allegations in the report are based on misrepresentations of events that occurred during that earlier period, compounding the unfairness of applying new rules to old facts.

Policies cannot be written and enforced retroactively to convert past, acceptable conduct into new violations. Doing so undermines fairness, erodes confidence in the process, and sets a dangerous precedent for future Boards.

The investigator’s reliance on aspirational language further compounds this problem. Using terms like “respect” or “collegiality” as enforcement tools converts perception into policy and rewrites the rules mid-process. This approach turns subjective discomfort into a disciplinary trigger — particularly dangerous when directed at a whistleblower engaged in oversight.

Such procedural shortcuts damage institutional integrity. Oversight requires independence and candor; it cannot survive if disagreement is treated as misconduct.

IV. Broader Implications and Path Forward

The integrity of this institution depends on protecting those who question internal practices in good faith. When oversight is met with retaliation, accountability fails.

I know this has been a challenging time for many at EBMUD. The scrutiny and speculation have affected our shared sense of community. I want to assure employees that my door remains open — if you have feedback

for me, an idea, or experience to share, I welcome hearing from you directly even if it may be a sensitive conversation. We can only strengthen this institution through mutual respect and dialogue. It is never my intention to offend anyone.

Lastly, the issue of Board President Young's decision to reassign the reading of the Asian Pacific Islander Heritage Month statement to a non-Asian colleague remains unsettled within the API community. In previous years, I read that statement as the only API member of the Board. How we treat one another — especially during moments meant to celebrate inclusion — reflects the integrity and values of our leadership. This behavior affects the community, not just me as an individual and this must be addressed.

Attachment 5

April 9, 2025 Email from President Young to EBMUD employees
re: Allegations Raised by T. Conway regarding Director Chan

Cole, Rischa

From: April Chan [REDACTED] >
Sent: Friday, October 24, 2025 1:10 PM
To: Cole, Rischa

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Secured by Check Point

From: Cole, Rischa <rischa.cole@ebmud.com>
Sent: Wednesday, April 9, 2025 3:49:56 PM
To: AllEmployees@ebmud.com <AllEmployees@ebmud.com>
Subject: Please read: Message from EBMUD Board President Young

This message is being sent on behalf of EBMUD Board President Marguerite Young

Please share and post for employees who may not have access MS Outlook

Dear EBMUD employees,

As Board President, I want to share with you information about the allegations raised by Ms. Tiffany Conway regarding her recent interaction with Board Director April Chan, and the steps being taken to address the situation.

Ms. Conway is a local artist who generously displayed her art in the Administration Building to help the District celebrate Black History Month. On March 27, while Ms. Conway was removing her paintings from the Administration Building, an interaction occurred between her and Director Chan in the EBMUD parking garage and lobby. While both participants in the incident reported feeling threatened, it is clear from Ms. Conway's public statements that the incident left her feeling disrespected and demeaned, and the incident also raises concerns about Board member conduct.

During Tuesday's Board meeting, the issue was discussed at length among the Board members. Ms. Conway spoke about her experience, Director Chan apologized, and we heard from many public commenters and the Board members. At the Board meeting,

Director Chan volunteered to temporarily step down as Vice President of the Board until the investigations into the incident are completed. No interim Vice President will be named.

EBMUD is grounded in the values of Stewardship, Integrity, Respect, and Teamwork. These are not just words — they are the standards that guide how we serve our community and treat our employees, and colleagues. My expectation is that all individuals who engage with the District or visit our facilities are treated with respect and professionalism by District employees and especially the Board of Directors.

In this instance, a Board member is alleged to have fallen short of those expectations and our values. Please know that I and the Board are taking this matter very seriously and steps are being taken to understand what occurred and how we can prevent such instances in the future.

As discussed at Tuesday's Board meeting, the District is investigating the allegations, including gathering information from all involved, to determine what occurred and whether District policies or standards of conduct may have been violated. I am committed to ensuring that these investigations are conducted promptly, and with fairness and integrity.

Ms. Conway brought beauty and insight to our public space and shared her creative gifts with our staff and visitors. We will learn from this incident, and I will ensure the Board moves forward upholding the values we hold dear as an organization.

With sincere appreciation,

Marguerite Young, President

EBMUD Board of Directors

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ITEM 14

GENERAL MANAGER'S
REPORT

WILL BE PROVIDED
AS AN ORAL REPORT

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