



Amendment to EBMUD Retirement System Ordinance (No. 40) – First Reading

Board of Directors
November 12, 2025

Cindy Charan, Director of Human Resources
Valerie Weekly, Human Resources Administrator

Updates to Retirement System Ordinance No. 40

Purpose: To align the District's Retirement System Ordinance with current practices, negotiated changes, and federal requirements.

1. Section 4(a): The Retirement Board recommends a change to the term of service for those elected Retirement Board members from 2 years to 4 years.
2. Section 6: An adjustment to the contributions rates for Legacy Members
3. Section 21: Update to mortality tables
4. Section 21: Retroactive adjustment to 2021, 2023, and 2024
5. Section 36: A new Tier of Retiree Health Insurance Benefit (HIB) was negotiated during the recent labor negotiations authorized by the Board on July 8, 2025.
6. Section 41: The SECURE Act 2.0 created changes to Required Minimum Distributions

Section 4(a) Update: Retirement Board Term Increase

- This change is recommended by the Retirement Board.
- Retirement Board is staffed by the General Manager, two Board of Director members, two employee-elected members, and one retiree-elected non-voting member.
- The current term for the employee and retiree-elected members is two years.
- A four-year term is a better fit to account for training time needed and institutional knowledge gained by serving on the Board.
- Change impacts members elected after January 1, 2026, with staggered transition to the 4-year term.

Section 6 Update: Contribution Rate Changes

- Retirement contribution rates for Members hired before January 1, 2013, shall be **8.66% of Members' Compensation** (prior rate: 8.75%)
- This change more accurately reflects the current pension contribution rate for members in this pension tier and accurately denotes the remaining 0.09% as contribution towards HIB.

Section 21(g) Updates: Mortality Table Changes and Error Correction

Mortality Tables:

- Section 21(g) describes the optional benefit that retirees may elect to leave to a beneficiary. Per IRS guidelines, Ordinance 40 must be amended when mortality tables are adjusted.
- At the November 21, 2024, Retirement Board meeting, District actuaries recommended modifying mortality tables. The Board approved these changes to take effect on July 1, 2025.

Prior Ordinance 40 Version Edits - Mortality Tables:

- The 2021, 2023, and 2024 versions of Ordinance No. 40 contained an error with respect to one section of the mortality table data in section 21(g)(a)(ii), the information was also incorrect in the Ordinance No. 372-21 that the Board of Directors approved.
- No error in benefit calculations was created due to the error in the Retirement Ordinance. The Retirement Board had duly authorized the change, and staff implemented the change correctly.

Updates to Section 36: Health Insurance Benefit

- Amendments to codify changes to the HIB that were agreed upon during the labor negotiations and approved by the Board on July 8, 2025.
- Benefits eligible for active members who retire on or after July 28, 2025
- Key changes include, escalator with limits, flat value whether single or married, and new employee contributions.

IRS Compliance Update: SECURE Act 2.0

- SECURE Act 2.0 created many changes across deferred compensation plans.
- Timing of Required Minimum Distributions (RMD) impact Pension plans and Deferred Compensation Plans.
- Age for first RMD changes from 72 to 73 in 2023, and age 75 in 2033.

Next Steps

- Steps to finalize adoption of Ordinance amendments:
 - Second reading and vote to adopt, November 25, 2025
 - The Ordinance amendments must be placed in newspaper for two successive weeks
 - Adoption of Ordinance amendments will take effect 30 days after the vote to adopt, December 25, 2025

Questions?





Siesta Valley Foundation Lease Agreement

Board of Directors
November 12, 2025

Andrew Lee, Director of Customer and Community Services

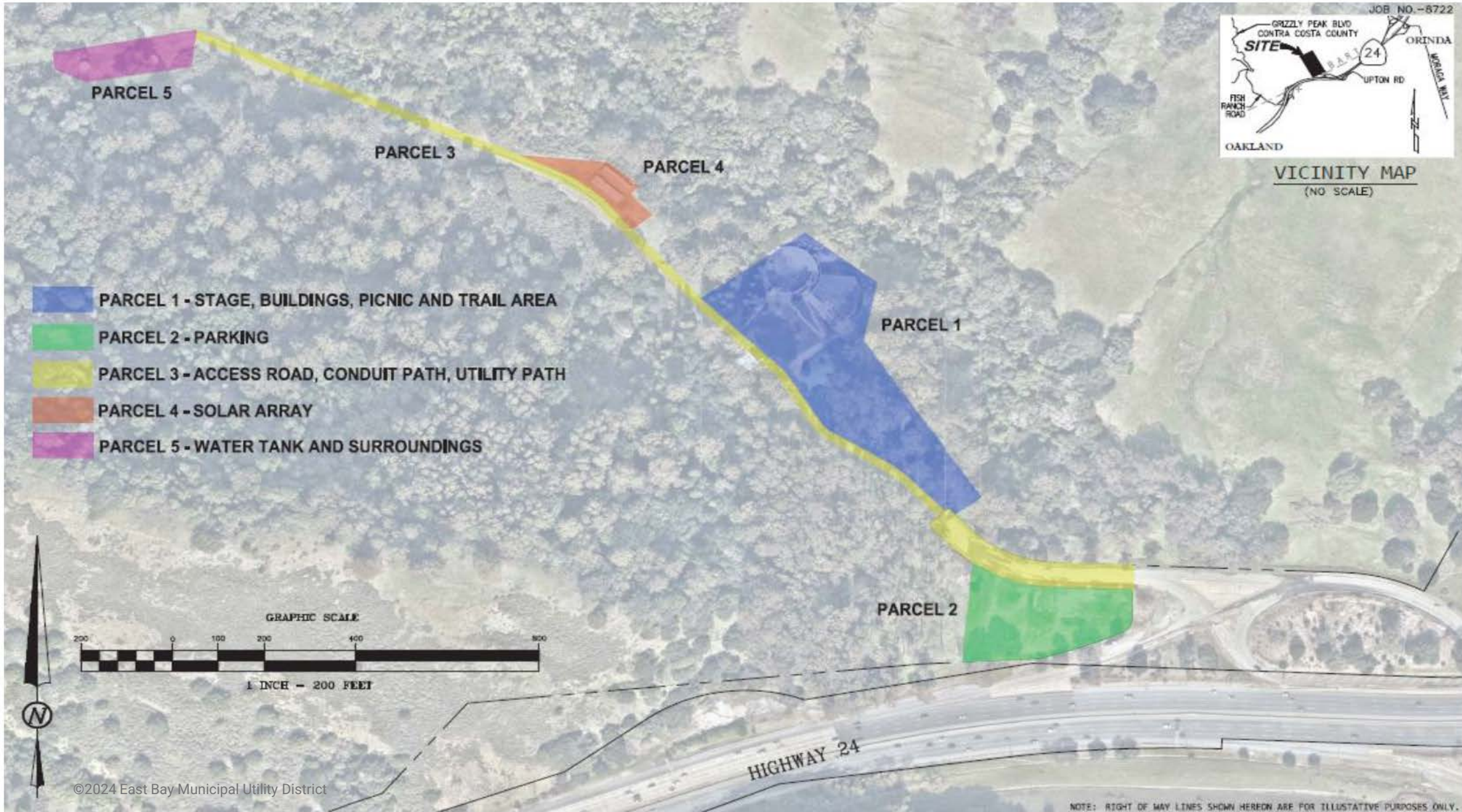
Agenda

- Background
- Request for Proposals
- Lease and Operating Structure
- Programming
- Recommendation



Photo of Theatre Stage

Siesta Valley Site Map



Background

- Since 1988, District watershed land venue has been leased by Cal Shakes
- Cal Shakes abandoned the venue in summer 2024
- The facility has been unused and unattended since

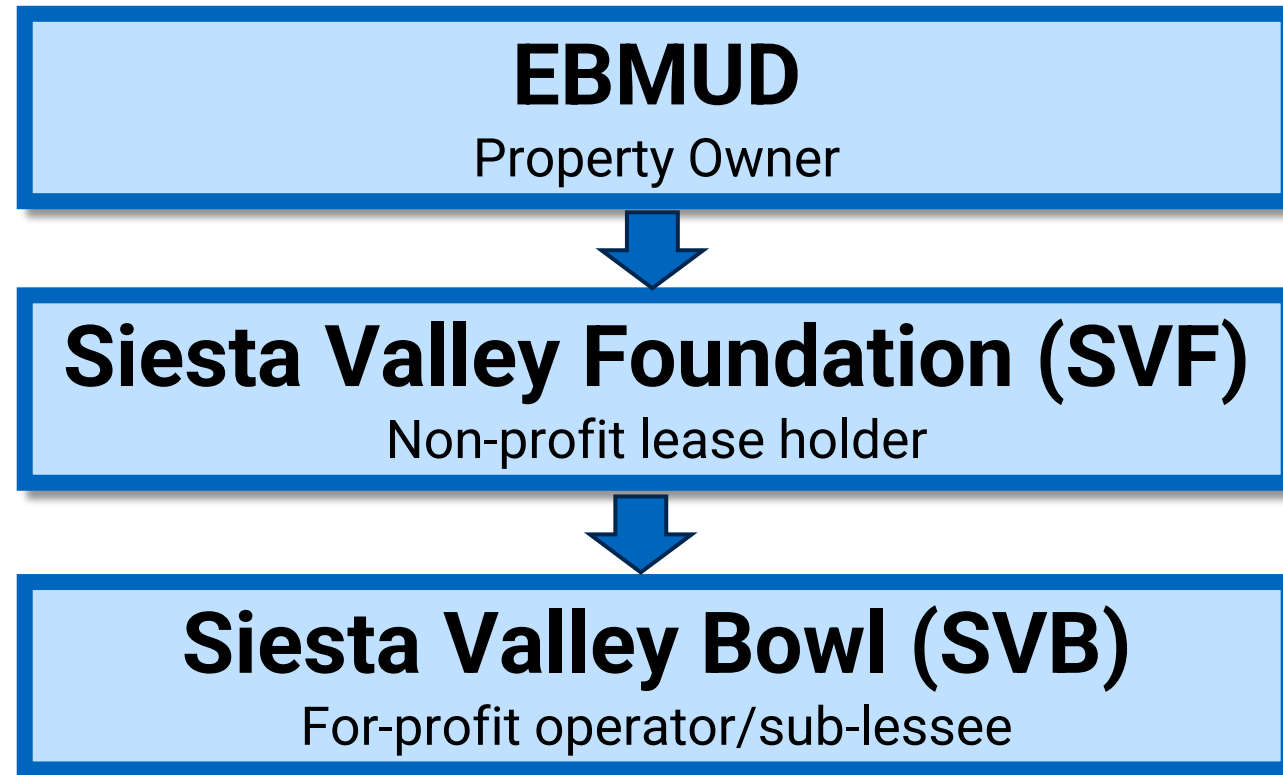


Photo of Theatre Structure

Request for Proposals (RFP)

- In March 2025, the District issued an RFP to find an entity to restore, manage and operate the facility
- Siesta Valley Entertainment, LLC (SVE) submitted the highest-rated proposal
- SVE's proposal met all five RFP criteria
 - Security plan and public safety
 - Long-term financial stability for 15-year lease
 - Watershed Stewardship and Water Education
 - Performances that reflect the diversity of EBMUD communities
 - Programming and performances that will enrich EBMUD communities

Lease and Operating Structure



The lease allows SVF to sub-lease through a separate operating agreement, with SVB as the for-profit operating company

SVF (Non-Profit Entity)

- SVF is the District's lease-holding tenant
- SVF will
 - Carry out community-related activities
 - Develop and operate a community watershed education center and a native plant botanical garden
 - Fund major maintenance repairs, and improvements within the premises
 - Perform initial repairs and preparation for the inaugural season of performances starting June 2026
- Funded by donations, grants, \$3 from every ticket sold, and 10 percent of SVB's before tax profits
- The District has one voting seat on the SVF Board

SVB (For-Profit Entity)

- SVB will be the sub-lessee
 - SVB's principals are local residences
- SVB will be responsible for
 - All operating funds and initial start-up cost
 - Staging performances
 - Security
 - Food and beverage
 - Performing routine maintenance
- Funding for SVB will be investors' equity driven with a for-profit structure that is separate and distinct from SVF

Rent Considerations

Year	Annual Base Rent	Per Ticket Sold
1 to 5	\$12,000	\$2
6 to 10	\$15,000	\$3
11 to 15	\$20,000	\$4
16 to 20	<i>Prior year rent plus CPI</i>	\$5
21 to 25	<i>Prior year rent plus CPI</i>	\$5

- Base Rent has annual escalation of approximately three percent
- Ticket sale share capped at \$5 per ticket sold
 - Estimated to be ~\$100,000 per year for the first five years

Programming

- Approximately 40 to 60 live music performances annually from April through November
- Film screenings that provide a family-friendly and low-cost community entertainment
- At least five theatrical productions
- Year-round educational programming for local youth, with a focus on environmental stewardship and the performing arts



Photo of theatre seating area

Recommendation

- Approve the lease agreement between the District and SVF

Questions?



Flowing
into the
Future



Golden Mussel Update Recreational Reopening Plans

Board of Directors
November 12, 2025

Chuck Beckman, Manager of Watershed & Recreation

Paul Gilbert-Snyder, Associate Civil Engineer

Background

- First discovered in Stockton, October 2024
- Golden mussel more robust than quagga and zebra mussels – tolerates low calcium levels
- EBMUD closed boat ramps at all reservoirs in December 2024
- A boat infested with golden mussel was reported in Lake McCloud in September 2025



Mussel Population is Thriving

- Increased maintenance of submerged equipment.
- DWR is investing \$2.5 million for a redundant fish screen at the Skinner Fish Facility.
- DWR and MWD purchasing medium pressure ultraviolet lamp systems to protect small diameter pipes.
- No tools to protect interconnected waterways from downstream migration or water transfers.
- Dams effectively stop upstream migration.

DWR = Department of Water Resources | MWD = Metropolitan Water District



Photos of
instrumentation provided by
DWR

Reopening Access & Minimizing Risks

RISK = Likelihood (chance) x Consequence (severity)

Goal is to minimize risk by reducing the likelihood and/or the consequence.

- Each reservoir presents unique consequences.
- Different situations present different likelihood of infestation.
 - Likelihood associated with trailered boats vs car top boats is different
 - Likelihood can be reduced with inspections and quarantines
 - Accepted approach is clean, drain, dry (CDD) plus 30-day quarantine
 - **Proper** implementation of CDD + 30 days = very low likelihood of introduction

Boat Launch Reopening Plan – Mokelumne Area

Camanche Reservoir

- Seasonal Opening (May 1 – Sep 31)
- Limited to Camanche South Shore
- Inspection + 30-day quarantine
- Car-top, canoe, kayak, etc. – inspection before launch
- Banding to enforce quarantine and control access
- Concessionaire has 30 boat rentals available year-round

Pardee Reservoir

- No public boat launching
- Concessionaire has 16 boat rentals available during regular season

Boat Launch Reopening Plan – East Bay

San Pablo Reservoir

- Seasonal Opening (Feb 8 - Oct 31)
- Inspection + 30-day quarantine
- Car-top, canoe, kayak, etc. – inspection before launch
- Banding to enforce quarantine and control access
- Concessionaire has 53 boat rentals seasonally

Briones Reservoir

- No public boat launching
- Access by special use permit only (no trailered boats)
- Permitted users subject to inspections and quarantines

Boat Launch Reopening Plan – East Bay

Lafayette Reservoir

- Year-round access for car-top boats only – inspection prior to launch
- No trailered boats

Upper San Leandro Reservoir

- No public boat access

Lake Chabot (managed by EBRPD)

- Year-round access for car-top boats only – inspection prior to launch
- No trailered boats
- EBRPD offers 75 rental boats

Boat Launch Reopening Plan

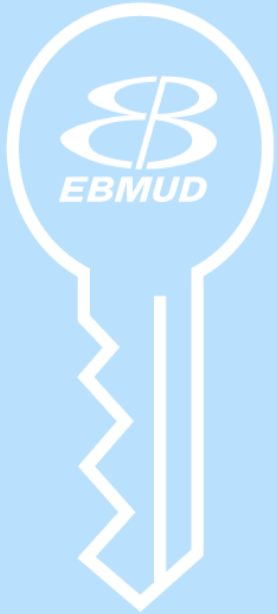
- ALL Reopening Plans will be reevaluated immediately if new information indicates changed conditions or increased risks.

What If?

Preparing for the worst

- Vulnerability Assessment of the Freeport Project is complete
- Assessment of the District's facilities is underway – spring 2026 completion
- Treatment alternatives include UV light, chlorine, and copper-based products
- No feasible method to treat supplemental water supplies





Key Takeaways

- Golden mussels are thriving in California and proving to be destructive
- With careful implementation, the District can minimize risks while reopening some facilities
- District is preparing for a worst-case scenario by evaluating existing infrastructure to identify vulnerabilities and response alternatives
- District will continue to monitor the situation closely and is prepared to respond quickly if necessary

Next Steps

- Camanche Reservoir will reopen to trailered boats beginning May 1, 2026.
- San Pablo Reservoir will reopen to trailered boats beginning February 14, 2026.
- Pardee Reservoir will remain closed to boat launching.
- No changes to Lafayette, Chabot, Briones and Upper San Leandro reservoirs.
- ***Staff seeking Board feedback and support of reopening plan.***

Questions?

