



**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, November 25, 2025

11:00 a.m.

Boardroom

375 11th Street

Oakland, CA 94607

*Director Jim Oddie will participate via teleconference from
Holiday Inn Express Waikiki, 2058 Kuhio Avenue, Honolulu, HI 96815*

*****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. Conference with Labor Negotiators Clifford C. Chan, General Manager; Cindy R. Charan, Director of Human Resources; Adam Smyer, Manager of Employee Relations; Vincent L. James, Manager of Recruitment and Classification; Lori L. Worden, Senior Human Resources Analyst; Andrew T. Dadko, Senior Human Resources Analyst; and Adrian J. Pringle, Senior Human Resources Analyst, pursuant to Government Code section 54957.6: American Federation of State, County and Municipal Employees, Locals 444 and 2019, and International Federation of Professional and Technical Engineers, Local 21.
2. Conference with Real Property Negotiators pursuant to Government Code section 54956.8 regarding price and terms of payment for potential purchase of conserved water available under Amador Water Agency's Amador Water System entitlement. East Bay Municipal Utility District Negotiators: Clifford C. Chan, General Manager; Jon Salmon, Assistant General Counsel; Alice E. Towey, Director of Water & Natural Resources; and Bradley M. Ledesma, Engineering Manager. Negotiating parties: East Bay Municipal Utility District and Amador Water Agency.

(The Board will discuss Closed Session agenda items in Conference Room 8)

REGULAR BUSINESS MEETING

1:15 p.m.

*Director Jim Oddie will participate via teleconference from
Holiday Inn Express Waikiki, 2058 Kuhio Avenue, Honolulu, HI 96815*

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

ROLL CALL:

BOARD OF DIRECTORS:

- Pledge of Allegiance
- 2025 Board Committee Assignments

PRESENTATIONS:

- Government Finance Officers Association Fiscal Year 2024 Certificate of Achievement for Excellence in Financial Reporting
- EBMUD Art Committee Artist Exhibit - Rosesharon Oates - "Ile"

ANNOUNCEMENTS FROM CLOSED SESSION:

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

COMMITTEE REPORTS:

- Planning
- Legislative/Human Resources
- Finance/Administration
- Sustainability

CONSENT CALENDAR: (Single motion and vote approving 13 recommendations including 1 resolution.)

1. File Correspondence with the Board.
2. Award a sole source contract beginning on or after November 25, 2025 to Contour-Sierra Aebi LLC to supply one Aebi TT211 tractor with Alamo 88-inch front mounted flail mower for a total cost, after the addition of taxes, not to exceed \$218,052.
3. Award a contract to the lowest responsive/responsible bidder, Mountain Cascade, Inc., in an amount not to exceed \$14,490,490 for construction of the Lafayette Reservoir Tower Safety Upgrade, under Specification 2175.

CONSENT CALENDAR: (Continued)

4. Award a contract beginning on or after November 25, 2025 to the lowest responsive/responsible bidder, Ricoh USA, Inc. for the purchase and one year of maintenance of a heavy-duty toner-based color production press system with inline finishing and multiple-color fifth station for the District's Print Shop for a total cost, after the addition of taxes, not to exceed \$231,919 under Request for Quotation No. 2605.
5. Authorize an agreement beginning on or after November 25, 2025 with ARUP US, Inc. for an amount not to exceed \$81,000 to provide design services for security upgrades at the Lafayette Water Treatment Plant.
6. Authorize an agreement beginning on or after November 25, 2025, with Kahua, Inc. in an amount not to exceed \$200,000 to provide managed services consultant support services for Kahua's construction management software.
7. Authorize an amendment to the agreement originally authorized under Board Motion No. 136-16, with Wells Fargo Bank, N.A. to increase the agreement amount by \$1,250,000 to a total amount not to exceed \$3,900,000 and extend the agreement term for five years with three options to renew for additional one-year periods for depository/disbursement combined banking services and lockbox services for mailed-in payment processing.
8. Take actions related to the Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements Projects.
 - 8.1. Authorize an amendment to the agreement originally authorized under Board Motion No. 030-22 with Arcadis U.S., Inc. to increase the agreement amount by \$4,500,000 to a total amount not to exceed \$14,500,000 and extend the agreement term to January 31, 2028 for continued as-needed construction management and inspection services for the Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements Projects.
 - 8.2. Authorize an amendment to the agreement originally authorized under Board Motion No. 032-22 with Stantec Consulting Services, Inc. to increase the agreement amount by \$2,644,518 to a total amount not to exceed \$6,195,766 for additional engineering services during construction for the chemical systems safety improvements portion of the Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements Projects.
9. Authorize additional funding for the purchase made under Board Motion No. 114-23 with ConvergeOne, Inc. for supplying Juniper Network networking hardware and support services through September 15, 2026 for a total cost, after the addition of taxes, not to exceed \$863,000. These purchases will be made under State of California contracts available for use by local governments.

CONSENT CALENDAR: (Continued)

10. Take actions related to the Water Transfer Option Agreement.
 - 10.1. Authorize an amendment to the water transfer agreement previously authorized under Board Motion No. 213-22 with Yuba Water Agency (YWA), Contra Costa Water District (CCWD), and East Bay Municipal Utility District (EBMUD), to include an option to purchase up to 25 thousand acre-feet (TAF) of transfer water from YWA each year from 2026 through 2050; and authorize expenditures for the preparation of permits and environmental analysis needed to exercise the option for potential water transfers in an amount not to exceed \$100,000.
 - 10.2. Authorize a Water Sharing Agreement between CCWD and EBMUD to share any water that is offered by YWA and purchased under the Water Transfer Option Agreement.
11. Cancel the December 23, 2025 meetings of the Board of Directors.
12. Approve the October 2025 Monthly Investment Transactions Report.
13. Adopt new Policy 6.16 – Protection of Whistleblowers and approve revisions to Policy 5.01 – Prohibiting Confidentiality of Settlement Agreements. (Resolution)

DETERMINATION AND DISCUSSION:

14. Second reading and vote to amend the EBMUD Employees’ Retirement System Ordinance No. 40 (Ordinance No. 40), Sections 4(a), 6, 21, 36, and 41 as follows: Section 4(a) to update the term of service for those elected Retirement Board members; Section 6 to update the contribution rates for Members who became members of the Retirement System prior to January 1, 2013 or have been eligible for membership prior to January 1, 2013; Section 21 updating mortality tables effective July 1, 2025 and providing correct mortality table data effective July 1, 2021; Section 36 and related sections to implement the new Health Insurance Benefit Tier; and Section 41 to update age dates for Minimum Required Distributions in line with SECURE Act 2.0. The first reading of Ordinance No. 40 occurred at the EBMUD Board of Directors meeting on November 12, 2025.
(Second Reading and Vote – Ordinance No. 378-25)
15. General Manager’s Report.

DIRECTOR COMMENTS:

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

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, December 9, 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.

W:\Board of Directors - Meeting Related Docs\Agendas 2025\11252025_regular agenda.docx

BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, November 25, 2025	Finance/Administration Committee	8:30 a.m. Boardroom	<ul style="list-style-type: none"> • Monthly Investment Transactions Report • Employee Reimbursements of at Least \$100 (AB 1542) – June 30, 2025 • Fiscal Year 2025 Audited Financial Statements • External Auditor Selection Update • Annual Internal Audit Report • Strategic Insurance Program Initiative – Proposed EBMUD Captive Insurance Company • Adopt a New Policy and Approve Revisions to an Existing District Policy • Provide Direction on Policy 4.29 – Use of Artificial Intelligence • Fleet Vehicle and Equipment Telematics
	Sustainability Committee	10:15 a.m. Boardroom	
	Board of Directors	11:00 a.m. Boardroom	
		1:15 p.m. Boardroom	
Thursday, November 27, 2025	Thanksgiving Holiday	<i>Office Closed</i>	
Friday, November 28, 2025	Day after Thanksgiving Holiday	<i>Office Closed</i>	
Tuesday, December 9, 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	

2025 Board Committee Members

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



APPENDIX

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

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

Online*

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

Webinar ID: 970 6508 6667

Passcode: 238500

By Phone*

Telephone: 1 669 900 6833

Webinar ID: 970 6508 6667

Passcode: 238500

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

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

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

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

In person

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

Via Zoom

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

Submitting written comments or materials

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

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

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