



**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, December 9, 2025

11:00 a.m.

Boardroom

375 11th Street

Oakland, CA 94607

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

ROLL CALL:

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

ANNOUNCEMENT OF CLOSED SESSION AGENDA:

1. Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2):
 - a. Cresco Equipment Rentals
Claim No.: 2025-L-017
2. Threat to public services or facilities pursuant to Government Code section 54957(a):
Conference with David A. Briggs, Director of Operations and Maintenance; Amit Mutsuddy, Director of Wastewater; Roberto Cortez, Manager of Maintenance and Construction/Water Operations; and Sharon Hu, Manager of Facilities Maintenance and Construction.
3. Conference with Labor Negotiators Clifford C. Chan, General Manager; Cindy R. Charan, Director of Human Resources; 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, Local 444, and International Federation of Professional and Technical Engineers, Local 21.

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

REGULAR BUSINESS MEETING
1:15 p.m.

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

ROLL CALL:

BOARD OF DIRECTORS:

- Pledge of Allegiance

PRESENTATION:

- Association of California Water Agencies' Huell Howser Excellence in Communication Award for the H2Flow Campaign

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
- Sustainability
- Finance/Administration

CONSENT CALENDAR: (Single motion and vote approving 13 recommendations including 2 resolutions.)

1. Approve the Regular meeting minutes of November 12, 2025 and November 25, 2025.
2. File correspondence with the Board.
3. Award a contract to the lowest responsive/responsible bidder, Bockmon & Woody Electric Co., Inc., in an amount not to exceed \$1,822,190 for the construction of the Walnut Creek Water Treatment Plant Control Systems Refresh Project, under Specification 2202.
4. Authorize an agreement beginning on or after November 12, 2025 with Hakari Enterprises, Inc. in an amount not to exceed \$116,511 for replacing and upgrading the global positioning system radio endpoint surveillance monuments and remote monitoring system at Camanche Reservoir.
5. Authorize an agreement beginning on or after December 9, 2025, with Hot Line Construction, Inc., in an amount not to exceed \$160,778 for improvements and evaluation of Pardee's seven-kilovolt power distribution system serving Pardee Center.

CONSENT CALENDAR: (Continued)

6. Authorize an agreement beginning on or after December 9, 2025 with Origami Risk LLC for \$240,088 for three years, with two options to renew for additional two-year periods for a total amount, including option years, not to exceed \$517,288 for replacement of the liability and claims database with Origami Risk, a modern risk management information system.
7. Authorize an amendment to the agreement originally authorized under Board Motion No. 195-14 with TELUS Health (formerly Morneau Shepell Limited) to increase the agreement amount by \$3,400,000 to a total amount not to exceed \$8,400,000 and extend the agreement term to December 31, 2027, with three options to renew for additional one-year periods for consulting services related to health and welfare benefits administration.
8. Authorize an amendment to the agreement originally authorized under Board Motion No. 097-15 with Alliant Insurance Services, Inc. to increase the agreement amount by \$676,322 to a total amount not to exceed \$1,756,322 and extend the agreement term to December 31, 2027 with three options to renew for additional one-year periods to provide employee benefits consulting services.
9. Authorize an amendment to the agreement originally authorized under the General Manager's authority with Shermco Industries, Inc. to increase the agreement amount by \$26,000, to a total amount not to exceed \$87,000 for grid modeling and testing for the Pardee Powerhouse as required by California Independent System Operator Corporation and the Pacific Gas and Electric Company.
10. Authorize additional funding for the purchase made under Board Motion No. 114-23 with ConvergeOne, Inc. for supplying Juniper Network hardware and support services through September 15, 2026 for a total cost, after the addition of taxes, not to exceed \$863,000. This purchase will be made under State of California contracts available for use by local governments.
11. Authorize the Office of General Counsel to continue the employment of the law firm of Spiegel & McDiarmid, LLP, for specialized legal services related to the relicensing of the Lower Mokelumne River Project, Federal Energy Regulatory Commission License No. 2916 and other federal energy law matters, in an additional amount not to exceed \$125,000.
12. Authorize actions related to the formation of a single parent East Bay Municipal Utility District Captive Insurance Company. (Resolution)
 - 12.1. Authorize the formation of a single parent East Bay Municipal Utility District Captive Insurance Company domiciled in Utah and commit initial funding.
 - 12.2. Additionally authorize the General Manager to designate four District representatives to serve on the Captive's Board of Directors, anticipated to be the Director of Finance, Manager of Risk Management, Treasury Manager, and Manager of Budget and to identify and designate one Utah resident director as required by Utah state regulation.
 - 12.3. Additionally, authorize the General Manager, or designee, to submit the captive business plan and license application to the Utah Department of Insurance and to report back to the Finance/Administration Committee upon approval and at appropriate intervals thereafter.

CONSENT CALENDAR: (Continued)

13. Adopt a resolution to approve the equity adjustment increases for classifications represented by American Federation of State, County and Municipal Employees, Local 444 (Local 444): Electrical Technician (2.5%); Instrument Technician (5.0%); and Facility Specialist II (5.0%) (Resolution)

DETERMINATION AND DISCUSSION:

14. Legislative Update.
 - State Legislative Priorities for 2026 Legislative Year
15. Consider Appointing an Ad Hoc Committee to Develop Guidelines for Naming or Renaming District Facilities, Programs, Awards, and Other District Assets and a Proposal to Honor Former Director William “Bill” Patterson.
16. General Manager’s Report.
 - Six-Month Forecast of Board Committee and Workshop Agenda Topics for 2026 and Summary of 2025 Committee and Workshop Topics
 - Monthly Report – November 2025
17. Other Items for Future Consideration.
18. Director Comments.

ADJOURNMENT:

The Board of Directors will adjourn the Regular Business meeting at the conclusion of Item 18 – Director Comments and will reconvene at 3:15 p.m. to continue the Regular Business Meeting in the Administration Building Large Training Resource Center, 375 11th Street, 2nd Floor, Oakland, CA 94607. This portion of the Regular Business meeting will be conducted in-person only. A Zoom webinar will not be available.

REGULAR BUSINESS MEETING (Continued)
Large Training Resource Center
375 11th Street
Oakland, CA 94607
3:15 p.m.

***This portion of the Regular meeting will be conducted in-person only.
A Zoom webinar will not be available.***

ROLL CALL:

DETERMINATION AND DISCUSSION:

19. Board members will receive crisis communications training developed by staff to explain the District's emergency response plans and scenarios, staff and Board roles and responsibilities in a major incident, and best practices around public communications and media relations.

PUBLIC COMMENT: Members of the public shall have the opportunity to provide public comment on Agenda Item 19.

ADJOURNMENT:

The Board will be on vacation from December 10, 2025 to January 12, 2026. The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, January 13, 2026.

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, December 9, 2025	Planning Committee	9:00 a.m. Boardroom	- Wastewater Interceptor Master Plan - Records Retention Schedule Update
	Special Finance/Administration Committee	10:00 a.m. Boardroom	Strategic Insurance Program Initiative – Proposed EBMUD Captive Insurance Company
	Legislative/Human Resources Committee	11:00 a.m. Boardroom	<i>Canceled</i>
	Board of Directors	1:15 p.m. Boardroom	- Closed Session - Regular Meeting
Tuesday, December 23, 2025	Finance/Administration Committee Board of Directors		<i>Canceled</i> <i>Canceled</i>
Thursday, December 25 & Friday December 26	Christmas Holiday		<i>Offices closed</i>
Thursday, January 1, 2026	New Year's Holiday		<i>Offices closed</i>
Tuesday, January 13, 2026	Planning Committee	TBD Boardroom	
	Legislative/Human Resources Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom 1:15 p.m. Boardroom	- Closed Session - Regular Meeting
<u>2025 Board Committee Members</u>			
Finance/Administration		Lewis {Chair}, Katz, Oddie	
Legislative/Human Resources		Gómez {Chair}, Oddie, Smith	
Planning		Lewis {Chair}, Chan, Gómez	
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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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 4, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Rischa S. Cole, Secretary of the District 

SUBJECT: Sustainability Committee Minutes – November 25, 2025

Chair Joey D. Smith called to order the Sustainability Committee meeting at 10:15 a.m. in the Administration Building Boardroom. Director Luz Gómez was present at roll call. Director Andy Katz arrived at 10:22 a.m. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Operations and Maintenance David A. Briggs, Senior Environmental Health and Safety Specialist Chris Dembiczak, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, “EBMUD 2024 Greenhouse Gas Inventory,” dated November 25, 2025.

Calendar Year 2024 Greenhouse Gas (GHG) Inventory. Senior Environmental Health and Safety Specialist Chris Dembiczak provided the presentation with an overview of the District’s 2024 GHG inventory results, GHG reduction plan, process emissions, proposed updates to District policies and options for using offsets to achieve the District’s carbon neutrality goal by 2030. The District’s GHG inventory is comprised of direct and indirect emissions and is based on the Water Energy Nexus (WEN) 2.0 protocol developed by The Climate Registry. In 2024, District emissions totaled 15,583 MT CO₂e, which is about 10 percent below the 18,459 MT CO₂e target. Primary emissions sources were electricity use, fleet operations, wastewater processes, natural gas, and refrigerants. Pursuant to WEN 2.0, the District estimates and tracks process emissions of methane and nitrous oxide related to the treatment and discharge of wastewater. Process emissions from these activities, total about 49,547 MT CO₂e, but in accordance with Policy 7.07 - Energy, are not included in the District’s current GHG goal. He highlighted ongoing progress to transition the fleet to zero-emission vehicles (ZEVs), noting approximately 30 percent of gas-powered vehicles, particularly larger and specialized units, do not yet have ZEV replacements. Next, he discussed the current and accelerated GHG reduction plans for each emissions source. The current plans use offsets and renewable energy certificates (RECs). Accelerated plans would include more electricity alternatives and reduce emissions substantially, but would be more expensive and require equipment upgrades. Offsets will still be required under either plan. Under the current plan, the District would continue using Western Area Power Administration (WAPA) power, RECs, and offsets at about \$190,000 annually, while the accelerated plan would transition all electricity accounts to low- or zero-emission power for an estimated \$7 million per year, with higher costs in drought years. Current plans for fleet, wastewater, natural gas, and refrigerants total approximately \$387,500 annually, whereas the accelerated approach - expanding ZEV replacements, electrifying equipment where possible, upgrading engines and flares, and increasing offset purchases - would cost an estimated \$19.6 million per year. Mr. Dembiczak reviewed additional information about wastewater process emissions requested during the June 24, 2025 Sustainability Committee meeting. Upcoming changes to remove nutrients at the Main Wastewater Treatment Plant through biological nutrient removal are expected to increase nitrous oxide emissions. The science of measuring and reducing process emissions—particularly nitrous oxide—remains limited and highly variable, though methane measurement is well understood. If the District includes these process emissions in its 2030 carbon neutrality goal, estimated

annual costs for offsets would be approximately \$1.5 million. Revisions to Policy 7.15 - Climate Action, Policy 7.07 - Energy, and Policy 7.05 - Sustainability and Resilience to capture GHG policy updates are scheduled for Committee review in 2026. A new GHG inventory and management procedure is also planned. Staff recommends continued active management of electricity procurement, maintaining the current pace of ZEV fleet conversion, participating in regional research on wastewater process emissions, and monitoring emerging local offset opportunities for future use offset quality standards are met. However, staff is also seeking Committee input on the approach to meet the carbon neutrality goal by 2030. There was considerable Committee discussion and questions about the quality of RECs; the pros and cons of the accelerated plans; balancing costs to achieve the carbon neutrality goal; being an early participant in medium- and heavy-duty ZEV investments; uncalculated savings on maintenance costs for ZEVs; and carbon credits. The Committee requested information on replacing and recycling electric vehicle batteries; vehicle replacement criteria, how replacements are budgeted, the current and accelerated replacement rates, and how maintenance costs factor into the financial evaluation; the life cycle for RECs and the standards used to evaluate purchasing RECs and carbon offsets; how the District assesses carbon offset quality given the differences in pricing; balance the cost per MT by project category; phasing out WAPA power over time and information on what entity would purchase WAPA power no longer used by the District; purchasing more hybrid vehicles instead of ZEVs; accelerating the conversion to 100% green energy for some electricity accounts; working with CALSTART to support transitioning to cleaner medium- and heavy-duty vehicles and considering how the District's participation may accelerate market transformation.

Adjournment. Chair Smith adjourned the meeting at 11:06 a.m.

CCC/RSC

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 4, 2025

MEMO TO: Board of Directors

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

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

SUBJECT: Special Finance/Administration Committee Minutes – December 1, 2025

Chair Valerie D. Lewis called to order the Special Finance/Administration Committee meeting at 2:30 p.m. in the Administration Building Boardroom. Director Jim Oddie was present at roll call. Director Andy Katz arrived at 2:35 p.m. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Finance Sophia D. Skoda, Controller David Glasser, Internal Auditor Supervisor Barry N. Gardin, Manager of Risk Management Vladimir Bessarabov, Manager of Maintenance and Construction/Water Operations Crystal J. Yezman, and Secretary of the District Rischa S. Cole. Additional participants included Steven Warnick, CPA and Senior Manager with Lance, Soll and Lunghard, LLP.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled “Proposed EBMUD Captive Insurance Company,” dated December 1, 2025; and 2) Presentation entitled “Fleet Vehicle Equipment Telematics,” dated December 1, 2025.

Employee Reimbursements of at Least \$100 (AB 1542) – June 30, 2025. Controller David Glasser provided the report which was prepared in accordance with California Government Code section 53065.5. The code requires special districts, as defined by subdivision (a) of Section 56036, to at least annually, disclose any reimbursement paid by the special district within the immediately preceding fiscal year of at least \$100 for each individual charge for services or products received. The report also includes reimbursements for the Board of Directors. The Committee raised no questions. It was moved by Director Oddie, seconded by Director Lewis, and carried (2-0) by voice vote to accept the report. Director Katz was absent.

Fiscal Year 2025 Audited Financial Statements. Controller David Glasser introduced Steven Warnick, CPA and Senior Manager with Lance, Soll & Lunghard, LLP (LSL) who provided an overview of the scope and timing of the audit as well as the auditor’s responsibilities in auditing the District’s financial statements, significant transactions, and internal controls. The audit was conducted under generally accepted auditing standards in the United States, Government Auditing Standards issued by the Comptroller General, and California’s Minimum Audit Standards for special districts. Mr. Warnick reported the audit received an unqualified or “clean” opinion and expressed appreciation for staff’s professionalism and assistance. In 2025, the District adopted new accounting guidance, Governmental Accounting Standards Board (GASB) Statement No. 101, *Compensated Absences*. The auditor’s opinion was not modified with respect to this matter. Mr. Glasser and Mr. Warnick responded to Committee questions about trends or areas of sensitivity identified, highlighted the standards

followed to conduct the audit, new regulations that were implemented this year, and any significant assumptions during the audit. The Committee asked and Mr. Warnick confirmed that the District's Internal Audit Program was not reviewed. It was moved by Director Oddie, seconded by Director Katz, and carried (3-0) by voice vote to accept the report.

External Auditor Selection Update. Controller David Glasser reported the current agreement with Lance, Soll & Lunghard, LLP (LSL) expires after the Fiscal Year 2025 audit. In accordance with Policy 6.04 - Ethics of the Board of Directors, the District issued a request for proposals (RFP) for a new agreement. The District engages external auditors to review internal controls, ensure accounting methods are in line with applicable accounting standards, and prepare annual financial statements, which allows them to assess overall financial performance. He outlined RFP outreach and noted staff is currently evaluating nine proposals. Staff will conduct interviews and reference checks and expects to provide a recommendation to the Finance/Administration Committee and Board for consideration in January 2026. Staff was asked to include information on the auditor selection criteria and process in the staff report for the recommended auditor. It was moved by Director Katz, seconded by Director Oddie and carried (3-0) by voice vote to accept the report.

Annual Internal Audit Report. Internal Auditor Supervisor Barry N. Gardin reviewed the status of projects in the Fiscal Year (FY) 2025 Internal Audit Plan, including the commuter subsidy program; material accountability and inventory control; asset, inventory, and material disposal and salvage; accounts payable and miscellaneous payments; water consumption accountability and invoicing; and Information Technology (IT) (Cybersecurity) safeguard implementation. During this reporting period, no material findings, control weaknesses, risks, or other issues requiring immediate Board action were identified. The commuter subsidy review confirmed program compliance, with corrective actions underway to address excessive card balances. Reviews of inventory disposal and auction processes confirmed proper authorization and accounting, with opportunities identified to strengthen controls over copper utilization and salvage. Mr. Gardin also reviewed vendor billing concerns and confirmed approximately \$50,000 in overcharges over a four-year period, with final remedy pending. An allegation of vendor impropriety remains under evaluation. The report also previewed proposed FY 2026 audits, such as inventory and invoicing accountability; recreation concessionaire agreements; IT security control implementation; capital budgeting expenditure and controls; fleet administration (take home vehicles); and follow-up resolution compliance. Mr. Gardin responded to Committee questions on whether prior audits are reviewed to confirm recommendations are being followed and General Manager Clifford C. Chan provided background on take home vehicles noting the audit will review compliance with existing District procedures. Director Oddie requested a copy of the audits regarding the vendor overcharges and commuter subsidies. It was moved by Director Katz, seconded by Director Oddie and carried (3-0) by voice vote to accept the report.

Strategic Insurance Program Initiative – Proposed EBMUD Captive Insurance Company.

Manager of Risk Management Vladimir Bessarabov presented an evaluation of establishing an EBMUD-owned captive insurance company to address continued volatility in the insurance market and ensure long-term stability. The proposed captive, domiciled in Utah, would provide greater control over coverage, claim handling, and risk-management decisions; reduce reliance on the public-sector insurance market; provide access to the wholesale reinsurance market; and help stabilize insurance

costs over time. Captives have been used by both private and public entities for decades, with more than 6,000 active captives nationwide and 464 licensed in Utah as of year-end 2024. He explained that while the District's layered insurance model has generally worked, rising costs, reduced market competition, and expanding exclusions now create significant budget uncertainty. Options for addressing current insurance market challenges include keeping the existing program, raising self-insured retention levels, going bare with no insurance, or creating a single-parent captive. He reviewed how a captive functions; funding options and estimated costs; and the proposed governance structure with a five-member board (four District representatives and one Utah resident, potentially from a peer Utah water agency). Staff is recommending a phased implementation with minimal upfront funding with no disruption to existing coverages at an estimated first-year cost of \$1.39 million and \$1.07 million in annual ongoing funding through FY 2031. Based on actuarial modeling, the captive is projected to build approximately \$6.6 million in reserves by year ten under conservative assumptions. Surplus reserves would be able to fund expanded coverage, innovation to reduce claims, or be returned to EBMUD. The Utah Department of Insurance would regulate the captive, with District oversight through annual actuarial reviews, external audits, and reports to the Finance/Administration Committee. If the Committee is supportive, staff will ask the Board to consider establishing the captive at its December 9, 2025 meeting. There was significant Committee discussion, and Mr. Bessarabov and General Manager Clifford C. Chan responded to Committee questions on captive benefits; inverse condemnation risks; operation of reinsurance; compensation for the Utah representative; the captive's governance and administrative structure; decision-making authority between the District's Board and the captive's Board; Board versus General Manager authority to designate District representatives; how California law and regulatory requirements interact with the Utah-domiciled captive; the District's current layered insurance approach and a potential bare approach; quantification of captive costs and benefits; whether claims handled in California still implicate California Department of Insurance requirements; timelines and sequencing for adding additional coverages and layers; evidence of increased claims or higher costs in existing layers; coverage gaps if the District cannot secure the \$10–\$15 million layer and impacts on higher layers; feasibility of self-insuring additional layers while maintaining excess coverage; and risks from volatility in the California liability market and rising actuarial estimates. There was additional discussion about meeting the March 31, 2026 renewal deadline and whether implementation decisions can be phased; cost impacts of delayed action; and starting portions of the Utah application process while governance questions are resolved. The Committee expressed support for forming the captive and asked staff to schedule a Special Finance/Administration Committee meeting on December 9 to receive additional information on compensation for the Utah Board representative; whether Utah or California law would govern the captive; how the captive would affect and integrate with the District's insurance layers; potential Board delegation of authority to the General Manager to form the captive; how and when reinsurance is activated; the captive's governance structure; and a graphic explaining the District's insurance layers, as well as a confidential privileged memo on inverse condemnation risks.

Provide Direction on Policy 4.29 – Use of Artificial Intelligence (AI). Internal Auditor Supervisor Barry N. Gardin reported the new policy will provide high level considerations and guidance to staff about the appropriate use of AI within District administration and operations. The draft policy was provided to the unions beginning July 15, 2025, with updated language provided on November 3, 2025. Staff met with Local 2019 and continues to receive feedback from Locals 21 and 444; no comments

were received from Local 39. Staff will revise the policy based on the Committee's feedback and will bring the draft policy back to the January 27, 2026 Finance/Administration Committee meeting for review and recommendation for Board approval. Mr. Gardin and General Manager Clifford C. Chan responded to Committee questions on how the policy addresses internal transparency, AI policies at other agencies, and the District procedure that will be developed to provide guidance on internal processes and transparency. The Committee asked staff to update the policy to identify vulnerabilities and clarify staff requirements in alignment with vendor and consultant requirements; consider a review cycle more frequently than the District's current biannual schedule; and to provide updates to the Committee on development of the AI use procedure.

Fleet Vehicle and Equipment Telematics. Manager of Maintenance and Construction/Water Operations Crystal J. Yezman presented an overview of the District's use of telematics for fleet vehicles and equipment. Staff presented a contract with Geotab USA, Inc. (Geotab) for fleet vehicle and equipment telematics for the Board's consideration on November 12, 2025 meeting but the Board pulled the item and asked staff to discuss it with the Finance/Administration Committee. The District has used telematics since 2006 and began piloting Geotab devices in January 2024 with approximately 300 vehicles. Telematics provide vehicle information via cellular service to improve fleet management, maintenance, and driver safety including location, trip duration, route mapping, fault codes, idling time, fuel consumption, vehicle speed, seat belt use, battery and engine function, and driving behaviors. Benefits include increased productivity, fleet optimization, compliance reporting, sustainability, safety, predictive maintenance, remote diagnostics, emergency response, and stolen vehicle tracking. Procedure 709 – Fleet Management guides use of the District's vehicle fleet and equipment. Procedure 709 describes telematics data use and notes it may be used to help ensure the safety of solo workers, support investigations of property damage claims against the District as well as assist in any other formal investigations. The existing procedure states that telematics data may also be used in support of disciplinary action but will not be the sole basis for such action. Access to telematics data is governed under District Policy 4.20 - Use of District Technology Resources. The unions have expressed concerns with proposed revisions to Procedure 709 and how telematics data would be used to monitor driver behavior. Ms. Yezman summarized discussions with the unions regarding Procedure 709 at meetings between September 5 and November 4, 2025 and stated the District will maintain the existing telematics language in Procedure 709 until the meet and confer process is concluded. The Geotab contract is scheduled for Board consideration on December 9, 2025. Meetings with the unions will continue. Addressing the Committee was Chas Whites, President, IFPTE Local 21 who commented the union has ongoing concerns about the use of telematics and the pilot program and requested that the item be tabled while meet and confer continues. Ms. Yezman and General Manager Clifford C. Chan responded to Committee questions regarding Procedure 709; meetings with the unions since November 4; the accuracy of telematics data during the pilot; and explained how telematics data has been used at the District for the last 20 years, reiterating that existing Procedure 709 language will remain unchanged until the meet and confer process concludes. Committee members expressed concern about telematics data being used as a disciplinary tool and requested more information on the status of meet and confer discussions, highlighting the need to address employee protection and appropriate supervisory training. Staff was asked to prioritize resolving the unions' concerns before presenting the contract to the Board.

Members noted they understand the financial benefits and clarified accepting the report is not a recommendation to proceed with the purchase. It was moved by Director Katz, seconded by Director Lewis and carried (2-0) by voice vote to accept the report. Director Oddie abstained.

Adjournment. Chair Lewis adjourned the Special meeting at 4:55 p.m.

CCC/RSC

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MINUTES

**Wednesday, November 12, 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 11:01 a.m. in the Administration Building Boardroom.

ROLL CALL

Directors April Chan, Luz Gómez, Andy Katz (remote), 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 and General Counsel Derek T. McDonald.

PUBLIC COMMENT

There was no public comment.

ANNOUNCEMENT OF CLOSED SESSION AGENDA

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

Regular Business Meeting

ROLL CALL

President Marguerite Young called to order the Regular Meeting of the Board of Directors at 1:16 p.m. in the Administration Building Boardroom.

Directors April Chan, Luz Gómez, Andy Katz (remote), 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

EBMUD Service Award Recipients for the period July through September 2025

Senior Human Resources Analyst Siobhan M. Tuvo delivered the presentation highlighting 72 employees who reached service award milestones ranging from five to 45 years of service. These employees were also recognized by their organizational leadership through the Employee Recognition and Service Award Program and received a service award on behalf of the District. Ms. Tuvo read the names of the recipients including the following in attendance: Information Systems Specialist III Regina Ware; Senior Customer Services Representative Anita Dickey; Senior IT Engineer David Valenzuela; Associate Civil Engineer Edward Chang; Associate Architect Agnes Wan; Senior Civil Engineer Angela El-Telbany; Associate Civil Engineer Chien Wang; Associate Civil Engineer Tracy Heidersbach; and Human Resources Administrator Valerie Weekly.

Annual Presentation Honoring EBMUD Veterans

Senior Human Resources Analyst Katherine Tate delivered the presentation in recognition of Veteran's Day, which included the names and photos of some of the 80 active District employees who identify as U.S. veterans.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board was Mathias Gibson, Oakland resident and EBMUD customer, who commented on his EBMUD bill and rates and charges. He asked the Board to consider revising the District's current billing model.

President Young thanked Mr. Gibson and asked him to provide contact information to the Secretary of the District for follow up.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the October 28, 2025 Finance/Administration Committee meetings.
- Chair Chan reported the Planning Committee met earlier and received updates on the Long-Term Water Transfer Option and Sharing Agreements; Wastewater Electrical Resiliency Master Plan; and Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements Project Status Update and Agreement Amendments.
- Chair Gómez reported the Legislative/Human Resources Committee met earlier and received a follow-up to the Diversity, Equity, and Inclusion Strategic Plan Update and a presentation on Employee Benefits Strategy.

CONSENT CALENDAR

- Agenda Item 8 was pulled from the Consent Calendar.
 - Motion by Director Oddie, seconded by Director Gómez, to approve the recommended actions for Items 1-7, and 9 on the Consent Calendar carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).
1. **Motion No. 218-25** – Approved the Special and Regular Meeting Minutes of October 28, 2025.
 2. The following correspondence was filed with the Board: **1)** Presentation entitled, “Service Award Recipients July – September 2025,” dated November 12, 2025; **2)** Presentation entitled, “Honoring U.S. Veterans Among Our Workforce,” dated November 12, 2025; **3)** Presentation entitled, “Amendment to EBMUD Retirement Ordinance (No. 40) – First Reading,” dated November 12, 2025; **4)** Presentation entitled, “Golden Mussel Update Recreational Reopening Plans” dated November 12, 2025; **5)** Presentation entitled, “Siesta Valley Foundation Lease Agreement,” dated November 12, 2025; **6)** Speakers’ Bureau and Outreach Record CY25, dated November 12, 2025; and **7)** Staff report for Agenda Items 14.1-14.3 titled “Consider and Take Actions in Response to Findings of Investigations of Conduct of Director April Chan”.
 3. **Motion No. 219-25** – Awarded a contract beginning on or after November 12, 2025 to the lowest responsive/responsible bidder Arkance USA, LLC for the purchase and renewal of Bluebeam software licenses and support for three years, with two options to renew for additional one-year periods for a total cost, after the addition of taxes, including option years, not to exceed \$761,190 under Request for Quotation No. 2601.
 4. **Motion No. 220-25** – Awarded a sole source contract beginning on or after November 12, 2025 to Solar Turbines, Incorporated for supplying eight replacement fuel injectors at the Main Wastewater Treatment Plant for a total cost, after the addition of taxes, not to exceed \$425,000.
 5. **Motion No. 221-25** – Authorized an agreement beginning on or after November 12, 2025 with Sure Secure Solutions, LLC in an amount not to exceed \$160,000 to conduct a vulnerability assessment of the District’s business information technology systems and conduct optional follow-up testing and evaluation.
 6. **Motion No. 222-25** – Authorized an agreement beginning on or after November 12, 2025 with Plummerbuilt, Inc. in an amount not to exceed \$138,140 for the installation of a tension fabric structure at the Walnut Creek Water Treatment Plant.
 7. **Motion No. 223-25** – Authorized an amendment to the agreement originally authorized under the General Manager’s authority with Trussell Technologies, Inc. to increase the agreement amount by \$85,520 to a total amount not to exceed \$185,520 for the completion of a chlorine contact basin tracer study at the North Richmond Water Recycling Plant.

8. **Authorize the purchase of telematics-related software, hardware, service, training, and support beginning on or after November 12, 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.**

Director Oddie requested this item be tabled to allow for additional meet and confer discussions with the unions. He requested that the item be discussed at an upcoming Finance/Administration Committee meeting before staff presents it again for Board consideration. The Board concurred with pulling the item from the agenda.

9. **Motion No. 224-25** – Approved the assignment of the Camanche Reservoir Recreation Contract previously authorized under Board Motion No. 008-23 with Vista Recreation to Lake Camanche Hospitality, LLC a subsidiary of ExplorUS.

DETERMINATION AND DISCUSSION

10. **Introduction and first reading of an ordinance amending 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.**

Human Resources Administrator Valerie R. Weekly presented the proposed amendments to Ordinance No. 40. Amendments to Sections 4(a), 6, 21, 36, and 41 are needed to implement changes agreed upon during labor negotiations, Internal Revenue Service changes, and recommendations by the Retirement Board. The proposed amendments reflect necessary technical and administrative changes to support accurate benefit calculations, consistent governance, and the implementation of new retiree benefit provisions. She reviewed the amendments which include extending the term for elected Retirement Board members from two to four years (Section 4a); adjusting contribution rates for Classic/1980 tier members by separating pension and health insurance benefit (HIB) contribution rates (Section 6); updating mortality tables, including retroactive corrections to prior ordinance language (Section 21); codifying changes related to the new HIB tier effective July 28, 2025 (Section 36); and implementing required minimum distribution updates mandated by the SECURE Act 2.0 (Section 41). Ms. Weekly noted that the proposed changes had been reviewed by the Retirement Board over the past several months. The second reading and vote to adopt the amendments is scheduled for the November 25, 2025 Board meeting. If adopted, the ordinance amendments (or a summary of the amendments) will be published for two consecutive weeks in a newspaper of general circulation within the District. The ordinance amendments shall become effective and in full force at 12:01 a.m. on the thirty-first day after its passage. President Young, Retirement Board member said the amendments have been reviewed by the Retirement Board and clarified the proposed term limits for Retirement Board members do not apply to EBMUD Board members who are also members of the Retirement Board.

Ordinance No. 378-25 – An Ordinance To Amend Retirement Ordinance No. 40, Which Is The East Bay Municipal Utility District Employees’ Retirement System Ordinance, To: (1) Amend The Term Of Service For Elected Members Of The Retirement Board From Two Years To Four Years; (2) Amend The Employee Contribution Rate For Members In The 1980 Plan; (3) Amend The Mortality Table For Service Retirement Beneficiaries In Section 21; (4) Implement The New Health Insurance Benefit Tier; And (5) Amend The Minimum Required Distribution Provisions Pursuant To The Secure Act 2.0. (*Introduction and First Reading Only*)

11. **Authorize a 15-year lease agreement, with an option for a 10-year renewal, with Siesta Valley Foundation commencing November 13, 2025, to manage and operate the performing arts theatre facility formerly known as The California Shakespeare Theater (Cal Shakes) on approximately 9.3 acres of District land, located at the District’s Siesta Valley watershed in unincorporated Contra Costa County.**

Director of Customer and Community Services Andrew L. Lee provided the presentation. The District owns the watershed land and had leased the property to Cal Shakes since 1988. Cal Shakes abandoned the venue in summer 2024. To restore the theater and maintain the facility as an asset to the District and a community performance venue, the District issued a request for proposals (RFP) and selected Siesta Valley Entertainment (SVE) to manage and operate the theater. Mr. Lee highlighted the RFP process and noted SVE’s proposal met all five RFP criteria. Under the proposed lease structure, the District would lease the property to the Siesta Valley Foundation, which would then enter into an operating agreement with a for-profit entity, Siesta Valley Bowl, who would be responsible for all operating funds and initial start-up costs, staging performances, security, food and beverage, and routine maintenance. The District will hold one voting seat on the Foundation’s Board. The Foundation would manage community-related activities, watershed education programming and a native plant botanical garden, fund major maintenance and capital improvements, and perform initial repairs to prepare for performances starting June 2026. He summarized the rental terms, outlined proposed programming, and concluded by recommending approval of the lease agreement. Board members inquired about expectations and processes for maintenance, repairs, and long-term improvements. Mr. Lee explained that required startup repairs, utility system reactivation, electrical and seismic work, and vegetation management are defined in the lease. Ongoing maintenance obligations, capital commitments (including an initial \$500,000 investment and up to \$5 million over time), and a requirement for a 10-year capital improvement plan were also described. Campbell Foster representing the Foundation introduced business partners in attendance and online and expressed appreciation for Real Estate Services Manager Matt Elawady and Mr. Lee for their work on the lease terms. Mr. Lee and General Manager Clifford C. Chan responded to Board questions regarding the District’s expectations for site maintenance. Mr. Elawady confirmed the lease terms include maintenance requirements. Mr. Foster addressed Board questions and clarified that about 90 percent of scheduling would be available for non-profit programming.

- Addressing the Board was C. Richardson who expressed support for the venue and urged the District to consider ways to inform visitors about protecting the environmentally sensitive area.
- Director Chan left the meeting at 1:53 p.m. and returned at 1:55 p.m.
- Director Lewis left the meeting at 2:07 p.m. and returned at 2:08 p.m.

- Motion by Gómez, seconded by Director Chan, to approve the recommended actions for Item 11 carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 225-25 – Authorized a 15-year lease agreement, with an option for a 10-year renewal, with Siesta Valley Foundation commencing November 13, 2025, to manage and operate the performing arts theatre facility formerly known as The California Shakespeare Theater on approximately 9.3 acres of District land, located at the District’s Siesta Valley watershed in unincorporated Contra Costa County.

12. **Legislative Update.**

Special Assistant Jennifer B. Williams reviewed the status of bills on which EBMUD adopted a formal position during the 2025 State legislative session. Key bill topics included elections and board appointments; employee safety; the golden mussel threat; illegal dumping; PFAS; pollution prevention; validations; water supply and resource management; water theft; the water-energy nexus; and low-income water rate assistance. Next, Manager of Legislative Affairs Kathy Viatella provided an update on state and federal legislative activities. Ms. Viatella recognized the Legislative Affairs staff for their work during this legislative session. The Board asked about the timeline to submit suggested legislative proposals to staff. Ms. Viatella asked that proposals be submitted within the next two weeks.

- Director Chan left the meeting at 2:13 p.m. and returned at 2:14 p.m.
- Director Gómez left the meeting at 2:16 p.m. and returned at 2:18 p.m.
- President Young left the meeting at 2:20 p.m. and returned at 2:21 p.m.

13. **Consider approval of the Recreational Boating Reopening Plan to mitigate the invasive golden mussel.**

Associate Civil Engineer Paul Gilbert-Snyder began the presentation with an update on the lifecycle of the golden mussel, which was first discovered near Stockton in October 2024. The golden mussel is more robust than quagga and zebra mussels and pose greater risks to the ecology and infrastructure. The District closed the boat ramps at all of its reservoirs in December 2024 to mitigate against the golden mussel. Mr. Gilbert-Snyder discussed some locations where golden mussel infestations have been detected and said the goal is to minimize infestations risks. Manager of Watershed and Recreation Charles C. Beckman reviewed District boat launch reopening plans and the vessel inspection process for each District reservoir. Pardee Reservoir will not reopen to public boat launching due to the high risk of infestation. The Pardee Recreation Area concessionaire will continue to offer 16 rental boats for public use during their regular season. Camanche Reservoir will reopen annually from May 1 through October 1 and 30 rental boats will remain available year-round. San Pablo Reservoir will reopen February 8 through October 31 with 53 rental boats being made available. Lafayette and Chabot reservoirs will continue permitting car-top boats, canoes and kayaks and those that cannot be banded will be screened and inspected prior to launching. Trailered boat launches are not permitted at Lafayette Reservoir. The East Bay Regional Park District (EBRPD) will continue to offer 75 rental boats for public use at Chabot. Briones Reservoir will remain limited to special-use permits with inspections and a 30-day quarantine for eligible vessels. No public boat access is permitted on the Upper San Leandro Reservoir. Staff reported ongoing infrastructure protection efforts, noting completion of the

Freeport Project vulnerability assessment and continued system-wide evaluation of District facilities, expected in spring 2026. Potential mitigation tools under review include ultraviolet light, chlorine, and copper-based treatments, though no feasible method exists for supplemental supplies. Staff emphasized the need for continued monitoring and rapid-response readiness. Public outreach and a vessel screening appointment system will be developed prior to implementation. Staff will monitor conditions throughout the recreational season and adjust as needed, including potential re-closures if risks increase. Staff recommends approval of the reopening plans. There was considerable Board discussion and Mr. Beckman and Mr. Gilbert-Snyder responded to questions about the inspection bands; whether EBRPD has developed a policy for Lake Chabot; discussions with PG&E regarding inspections at their reservoirs; enforcement; public awareness; whether boats can be launched on a reservoir afterhours without inspection; assessing the effectiveness of the reopening plan; state funding to assist with prevention and public education; cameras at boat launch areas; consequences if mobilehome park tenants launch an uninspected vessel; and protecting the facilities at Freeport. The Board asked staff to consider legislation for additional boating fees to support the golden mussel program.

- Addressing the Board was Annie Miller who commented on whether inflatables and personal floatation devices would be considered car-top vessels the reopening criteria. Mr. Beckman confirmed these devices would not be classified as car-top vessels and would be allowed on the reservoirs.
- Motion by Director Katz, seconded by Director Smith, to approve the recommended actions for Item 13 carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (None).

Motion No. 226-25 – Approved the Recreational Boating Reopening Plan to mitigate the invasive golden mussel.

14.1 – **Consider and take actions in response to the findings in the Executive Summary of the**
14.3 **independent investigation of the conduct of Director April Chan in her interactions with a member of the public and East Bay Municipal Utility District staff.**

President Young announced that at its October 28, 2025 Regular meeting, the Board discussed the findings of the Executive Summary of an attorney-client privileged report prepared by the independent investigator retained by the District to investigate allegations that, in her interactions with a member of the public and with District staff, Director Chan engaged in racially-motivated misconduct and conduct that violated the Board's principles of conduct. The Board provided direction to staff to prepare action items for consideration and adoption at today's meeting in response to the investigator's findings. She announced the Board will consider each item separately and will receive public comment after Board discussion and consideration.

14.1. **Adopt a resolution of the East Bay Municipal Utility District Board of Directors to censure Director April Chan for conduct unbecoming of an elected official.**

Director Chan requested a correction to the resolution to note the investigations did not find racially motivated conduct on her part. President Young re-read the introduction statement and opened the floor for Board discussion. Board members discussed revisions to the resolution. It was moved by President Young and seconded by Director Lewis to adopt the resolution to censure Director Chan.

Director Gómez requested modifications to the resolution to include language from page 18 of the Executive Summary regarding intimidation and obstruction of the functioning of the workplace. There was discussion about where to insert the additional language. General Counsel Derek T. McDonald read the Executive Summary language under consideration.

President Young and Director Lewis agreed to amend the motion to adopt the resolution to censure Director Chan to include the modification proposed by Director Gómez.

Director Oddie requested additional modifications to the resolution to include language to resolution clause 8 that there were no findings regarding racially motivated conduct. Director Chan requested additional modifications to the resolution to include language from the security investigation report about being targeted and threatened with violence. Director Lewis commented she reviewed the security investigation report and videos. General Counsel McDonald read from the security investigation report. There was additional discussion regarding modifications to the resolution. Director Oddie withdrew his request to modify the resolution. Director Gómez withdrew her request to modify the resolution. Director Chan stated that she would like the record to reflect that she raised the issue of workplace violence prevention, and it was denied. Director Young stated for the record that Director Chan was given ample opportunity but did not provide a written rebuttal or statement about the actions being considered by the Board.

President Young and Director Lewis accepted Director Gómez's and Director Oddie's withdrawals of their requests to modify the resolution.

- Addressing the Board were the following: 1) Eric Larsen, President, AFSCME Local 444 commented the Local 444 Executive Board supports the censure of Director Chan, and commented on the investigation and Local 444 members' interactions with Director Chan. Mr. Larsen thanked the Board for the censure resolution; 2) Edward Escobar, Founder, Coalition for Community Engagement, commented on the investigation against Director Chan, biased behavior, and the Board's credibility and asked the Board to consider what former Director Bill Patterson would do; 3) Tuan Ngo commented on due process and EBMUD's internal investigation, and Director Chan being a victim of workplace violence; 4) Cynthia Richardson read a proclamation in support of Director Chan and commented on the Board's actions against Director Chan; 5) Kat Wellman commented on Director Chan's integrity, advocacy, her commitment to her constituents, and suggested training as opposed to censure; and 6) Frank Mellon, former EBMUD Director commented on the Board's actions, Director Chan's conduct, and his personal experience with Director Chan. He encouraged the Board to censure Director Chan, remove her from positions, and consider sensitivity training.

Board members commented on the public remarks. Director Chan commented on how difficult this situation is for the Board and the EBMUD community, being open to feedback, circling back with Eric Larsen to discuss Local 444 concerns, and apologized for this situation. She acknowledged the support of Ward 7 constituents. General Manager Clifford C. Chan commented on Director Chan's reaction and response when he informed her about an incident between her and a staff member.

- Motion by Director Young, seconded by Lewis, to approve the recommended actions for Item 14.1. carried (6-0) by the following roll call vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (Chan); ABSENT (None).

Resolution No. 35469-25 – Resolution Censuring Director April Chan For Engaging In Conduct Unbecoming Of An Elected Official In Interactions With A Member Of The Public And East Bay Municipal Utility District Employees.

- 14.2. **Consider removing Director Chan as Chair of the Planning Committee but allow Director Chan to remain on the committee and consider removing Director Chan from Board-appointed positions she currently holds on the following committees, authorities and associations: EBMUD Retirement Board member; District representative on the DSRSD/EBMUD Recycled Water Authority (DERWA); primary District representative on the Association of California Water Agencies Joint Powers Insurance Authority Board of Directors; primary District representative for the Special Districts Association of Alameda County/Special Districts Selection Committee; and alternate District representative for the Special Districts Association of Contra Costa County.**

Director Oddie asked the Board to consider each action separately, particularly the action to remove Director Chan as a member on the EBMUD Retirement Board. The Board discussed the proposed actions and considering each item separately. Director Chan stated she would like to remain on the DERWA Board as the Ward 7 representative has traditionally served on this Board. Director Katz commented on ensuring adequate representation on the DERWA Board. President Young offered an amendment to the motion to include a request that Director Chan step down as DERWA Board Chair and that she not be able to seek election as Board Chair. General Counsel Derek T. McDonald provided clarification on the process noting the Board can consider each action under Agenda Item 14.2 separately. Board members agreed to consider each action separately.

- Motion by Director Lewis, seconded by Gómez, to remove Director Chan as Chair of the Planning Committee but allow Director Chan to remain on the Committee 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. 227-25 – Removed Director April Chan as Chair of the Planning Committee and allowed Director Chan to remain on the Committee.

Consider removing Director Chan as a member of the EBMUD Retirement Board.

- Motion by Director Smith, seconded by Director Oddie, to remove Director Chan as a member of the EBMUD Retirement Board carried (6-0) by the following roll call vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (Chan); ABSENT (None).
 - Addressing the Board were the following: 1) Kat Wellman commented on the actions appearing punitive and vindictive, and encouraged training; and 2) Doug Linney, former EBMUD Director commented on watching the October 28 meeting and expressed support for the Board's actions and the censure resolution.

Motion No. 228-25 – Removed Director April Chan as a member of the EBMUD Retirement Board.

Consider Removing Director Chan as District Representative on the DSRSD/EBMUD Recycled Water Authority (DERWA).

Director Chan commented she was elected Board Chair by the DERWA Board. If the EBMUD Board wants to remove Director Chan as DERWA Board Chair, the DERWA Board will have to make that determination. President Young clarified the Board was considering removing Director Chan as District representative on the DERWA Board.

Director Smith put forth a motion to remove Director Chan as District representative on the DERWA Board. *The motion failed due to a lack of a second.*

Consider removing Director Chan as primary District representative on the Association of California Water Agencies Joint Powers Insurance Authority Board of Directors; primary District representative for the Special Districts Association of Alameda County/Special Districts Selection Committee; and Alternate District representative for the Special Districts Association of Contra Costa County.

- Motion by Director Smith, seconded by President Young, to remove Director April Chan as Primary District representative on the Association of California Water Agencies Joint Powers Insurance Authority Board of Directors; Primary District representative for the Special Districts Association of Alameda County/Special Districts Selection Committee; and Alternate District representative for the Special Districts Association of Contra Costa County carried (4-1) by the following roll call vote: AYES (Katz, Lewis, Smith, and Young); NOES (Oddie); ABSTAIN (Chan and Gómez); ABSENT (None).

Motion No. 229-25 – Removed Director April Chan as primary District representative on the Association of California Water Agencies Joint Powers Insurance Authority Board of Directors; primary District representative for the Special Districts Association of Alameda County/Special Districts Selection Committee; and Alternate District representative for the Special Districts Association of Contra Costa County.

Suspend Reimbursement for Certain Expenses and Distribution of Tickets to District-Sponsored Events.

President Young clarified the tickets are for non-required events that the District may sponsor or receive invitations. There was Board discussion, and it was clarified that Director Chan would be reimbursed for attending required events in accordance with District policy (e.g., roundtrip mileage to Board meetings) and events in Ward 7. Director Smith put forth a motion to approve the recommended action. There was additional discussion on amending the recommended action to include a timeframe to either extend or discontinue the suspension of reimbursements and distribution of tickets. President Young stated the proposed recommended action was amended to include an action to review this matter in the first quarter of 2026. Director Smith accepted the amendment.

- Addressing the Board was Kat Wellman, who commented Director Chan should be permitted to attend events outside Ward 7 to stay informed on issues affecting other wards. She expressed concern that the proposed actions appeared punitive and urged the Board to vote “no”.

- Motion by Director Smith, seconded by President Young, to suspend reimbursement for certain expenses and distribution of tickets to District-sponsored events and to review this matter during the first quarter of 2026 carried (5-1) by the following roll call vote: AYES (Gómez, Katz, Lewis, Smith, and Young); NOES (Oddie); ABSTAIN (Chan); ABSENT (None).

Motion No. 230-25 – Suspended reimbursement for Director April Chan for certain expenses and distribution of tickets to District-sponsored events. The Board will review this matter during the first quarter of 2026.

Direct Director April Chan to attend training and obtain coaching.

There was considerable discussion regarding this matter and the timeline for Director Chan to complete training on recognizing unconscious bias, emotional intelligence, and crucial conversations, and receiving executive coaching. Special Assistant to the General Manager Derry L. Moten discussed time commitments and components of the proposed training. Board members and Director Chan discussed the timeline and Director Chan's ability and willingness to start and complete the training by February 2026 while concurrently working with an executive coach. There was additional discussion regarding the timeline and assessing outcomes from the training. Board members agreed to the February 2026 deadline for Director Chan to complete the training while working with an executive coach. President Young announced that prior to the end of February 2026, the Board would have a follow-up retreat with the facilitator that led the Board retreat in February 2025 and requested an amendment to the recommended action for Director Chan to also attend Board retreats. Director Smith accepted the amendment.

- Motion by Director Oddie, seconded by Director Smith to direct Director April Chan to attend training, obtain coaching and to attend Board retreats 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. 231-25 – Directed Director April Chan to attend training and obtain coaching and to also attend any Board retreats during the established timeline.

Direct Director April Chan to participate in facilitated mediation or discussions with EBMUD staff at staff's discretion.

There was considerable discussion on how mediation and discussions between Director Chan and staff would be initiated and facilitated. Director Chan noted that she would not agree to forced mediation. Following additional discussion, President Young directed the General Manager to work with the Senior Management Team and District supervisors to develop a restorative healing process for employees as it relates to their interactions with Director Chan.

– Director Chan left the meeting at 4:57 p.m. and returned at 4:58 p.m.

14.3. Take Actions to Fill the Position of Vice President of the Board.

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." The Board's action on May 13 requires the Board to take further action to either

nominate and elect a new Vice President or vote to have Director Gómez continue serving as Interim Vice President until a new Vice President is elected during the first Regular Board meeting of 2026. General Counsel Derek T. McDonald clarified the Board must first take action to remove Director Chan as Vice President before taking action to either nominate and elect a new Vice President or vote to have Director Gómez continue serving as Interim Vice President. Director Oddie commented on the Vice Presidency and the message the Board would be conveying to employees by voting to keep someone in a leadership position following the investigation's findings.

- Motion by Director Smith, seconded by Director Lewis, to remove Director April Chan as Vice President of the Board of Directors carried (6-0) by the following roll call vote: AYES (Gómez, Katz, Lewis, Smith, and Young); NOES (Oddie); ABSTAIN (Chan); ABSENT (None).

Motion No. 232-25 – Removed Director April Chan as Vice President of the Board of Directors.

Nominate and elect the Vice President of the Board of Directors.

President Young announced the Board could vote to have Director Gómez continue serving as Interim Vice President until a new Vice President is elected during the first Regular Board meeting in 2026. It was clarified that if a Board member other than Director Gómez is elected, that individual would serve as Vice President and not Interim Vice President until the first Regular Board meeting in January 2026. Director Oddie nominated Director Gómez for Vice President of the Board until officer elections at the first Regular Board meeting in 2026. There was discussion regarding Director Gómez continuing to serve as Interim Vice President. Following the discussion, President Young opened nominations for Vice President.

Director Oddie confirmed his motion to nominate and elect Director Gómez as Vice President of the Board until officer elections at the first Regular Board meeting in 2026. Director Katz seconded and clarified the Board does not have a standing position for Interim Vice President. Director Gómez accepted the nomination.

- Addressing the Board was Katie Barnett who commented this item was not on the agenda and taking action could be a possible Brown Act violation.

General Counsel Derek T. McDonald confirmed this action is on the agenda.

- Motion by Director Oddie, seconded by Katz, to nominate and elect Director Gómez as Vice President of the Board of Directors 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. 233-25 – Nominated and elected Director Luz Gómez as Vice President of the Board of Directors, who shall serve for the remaining period until Board Officer elections in January 2026.

15. General Manager's Report.

General Manager Clifford C. Chan announced the October 2025 Monthly report was included in the agenda materials and pointed out water production is down compared to last year and that staff continues to track water sales. The Speakers' Bureau and Outreach Record CY25 were provided at Board places.

DIRECTOR COMMENTS

16. **Other Items for Future Consideration.**

None.

17. **Director Comments.**

- Director Chan reported presenting the District’s proclamation to the Castro Valley Sanitary District on November 4 in acknowledgement of their new Operations and Engineering Building. Director Chan also read a statement regarding the security investigation and the investigation into her conduct.
- Director Katz reported participating in the Berkeley State of the City Address on October 22; the 34th Annual Environmental Law Conference October 16-19 at Yosemite; and currently participating in COP30 in Belém, Brazil.
- Director Oddie reported attending the Zun Zun Watershed Assembly at Grant Elementary in San Lorenzo on October 15; the Alameda County Assessor’s Office ADU Workshop and the Alameda County District 3 Emergency Preparedness Fair in San Leandro on October 18; the Alameda City Council meeting on November 4; and the NAACP Oakland Branch Annual Freedom Gala in Oakland on November 7.
- Directors Gómez, Lewis, Smith, and President Young had no reports.

ADJOURNMENT

President Young adjourned the Regular Meeting at 5:25 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: December 9, 2025

Marguerite Young, President of the Board

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MINUTES

**Tuesday, November 25, 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 11:09 a.m. in the Administration Building Boardroom.

ROLL CALL

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

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, President, AFSCME Local 444 commented on the equity adjustment process and the work performed by District Paving Rakers and Maintenance Specialists; and 2) Michael Morgan, Chief Steward, AFSCME Local 444 commented on the equity adjustment process and comparators used for some of the Local 444 classifications under consideration.

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 1:15 p.m. in the Administration Building Boardroom.

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

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.

2025 Board Committee Assignments

President Young announced the updated 2025 assignments for Board Committees were included in the agenda materials. If approved, Director Valerie D. Lewis will assume the role of Planning Committee Chair effective November 25, 2025. Director Chan requested a roll call vote.

Motion by Director Gómez, seconded by Director Smith, to approve the updated 2025 assignments for Board Committees carried (4-1) by the following roll call vote: AYES (Gómez, Katz, Smith, and Young); NOES (Chan); ABSTAIN (None); ABSENT (Lewis and Oddie).

Motion No. 234-25 – Approved the following 2025 Board Committee assignments.

Planning

Director Lewis, Chair
Director Chan
Director Gómez

2nd Tuesday of the month at 9:00 a.m.
Administration Center Building

Legislative/Human Resources

Director Gómez, Chair
Director Oddie
Director Smith

2nd Tuesday of the month at 10:00 a.m.
Administration Center Building

Finance/Administration

Director Lewis, Chair
Director Katz
Director Oddie

4th Tuesday of the month at 10:00 a.m.
Administration Center Building

Sustainability

Director Smith, Chair
Director Gómez
Director Katz

4th Tuesday, quarterly, time to be determined
Administration Center Building

DSRSD/EBMUD Recycled Water Authority (DERWA)

Director Chan
Director Gómez
Director Smith, Alternate

1st Monday in Feb.;
3rd Monday in May;
4th Monday in March, July, Sept., and
Nov. meets at 6:00 p.m.
Contact: Florence T. Wedington
Tel: 510-287-1625

Freeport Regional Water Authority

Director Gómez
Director Oddie
Director Katz, Alternate

2nd Thursday, quarterly at 10:00 a.m.,
location to be announced

Retirement Board

President Young

*3rd Thursday odd numbered months at
9:00 a.m.*

Administration Center Building Contact:
Valerie Weekly

Tel: 510-287-0760

**Upper Mokelumne River
Watershed Authority**

Director Smith

Director Oddie, Alternate

Director Katz, Alternate

Director Gómez, Alternate

*4th Friday of January, April, and
October; and
third Friday of August, at 10:00 a.m.
McLean Hall, Pardee Center*

EBMUD/EBRPD Liaison

Director Oddie

Director Smith

Director Katz, Alternate

*Meeting dates, times, and location to be
Determined*

Business Forum (Ad Hoc)

*Meeting dates, times, and location to be
determined*

*Board Representatives to be determined as
needed*

Oakland Chamber of Commerce

Director Oddie

Director Lewis, Alternate

President Young, Alternate

**Special Districts Association of Alameda County/Special Districts Selection
Committee**

Director Katz

Director Lewis, Alternate

Special Districts Association of Contra Costa County

Director Smith, Member

Director Gómez, Alternate

PRESENTATIONS

**Government Finance Officers Association (GFOA) Fiscal Year 2024 Certificate of Achievement for
Excellence in Financial Reporting**

General Manager Clifford C. Chan announced that for the 20th consecutive year, the District has received the GFOA Certificate of Achievement for Excellence in Financial Reporting award for its Annual Comprehensive Financial Report (ACFR). The report is evaluated by an impartial panel of judges to ensure it meets the high standards of the program which includes, demonstrating the spirit of transparency and full disclosure to clearly communicate its financial story and motivate potential users and user groups to read the report. The Certificate of Achievement is the highest form of recognition in the area of

governmental accounting and financial reporting, and its attainment represents a significant accomplishment by the District and its management. Director Katz, Finance/Administration Committee member, presented the award to the following staff representing the team responsible for final production of the report: Winsun Hsieh, Accounting Systems Supervisor; Yenny Coburn, Accountant III; Matt Houck, Accountant III; Johnny Wong, Accountant I; and Controller David Glasser.

EBMUD Art Committee Artist Exhibit - Rosesharon Oates - "Ile"

President Young announced the District's Art Committee was established in 1993 and hosts six to seven exhibitions per year, featuring works by local emerging to mid-career artists. EBMUD has the unique opportunity to showcase works by these artists in the 2nd floor art gallery. President introduced Oakland-based artist Rosesharon Oates, whose exhibition "Ile" is currently on display in the gallery through December 17th. Rosesharon thanked the Board and shared information about the current exhibit, mediums used, and shared what motivates and inspires her work. The Board thanked Rosesharon and the Art Committee for their work.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board were the following: 1) Billy Trice Jr., EBMUD customer commented on water rates and charges and expressed concerns about customer hardships from the recent rate increase; and 2) Donnell Ragsdell, Invoice Maps representative introduced the company. Mr. Ragsdell was advised to provide contact information to the Secretary of the District.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the November 11, 2025 Planning and Legislative/Human Resources Committee meetings.
- Chair Smith reported the Sustainability Committee met earlier and received updates on the Calendar Year 2024 Greenhouse Gas Inventory.

President Young announced that due to remote participation issues, the Finance/Administration Committee meeting scheduled for 8:30 a.m. was canceled. A Special Finance/Administration Committee meeting is scheduled for Monday, December 1.

CONSENT CALENDAR

- Agenda Item 9 was pulled from the Consent Calendar.
- Motion by Director Smith, seconded by Director Katz, to approve the recommended actions for Items 1-8, and 10-13 on the Consent Calendar carried (5-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Lewis and Oddie).

1. The following correspondence was filed with the Board: **1)** Presentation entitled, “Amendment to EBMUD Retirement System Ordinance (No. 40) – Second Reading,” dated November 25, 2025; **2)** Speakers’ Bureau and Outreach Record CY25, dated November 25, 2025; **3)** Notarized Affidavit of Posting dated December 4, 2025 regarding the Notice of Intent and Pre-Application Document with the Federal Energy Regulatory Commission for the Lower Mokelumne River Hydroelectric Project (FERC Project No. P-2916) including notice; **4)** Amador Ledger Proof of Publication Notice of Filing of Notice of Intent and Pre-Application Document with the Federal Energy Regulatory Commission for the Lower Mokelumne River Hydroelectric Project (FERC Project No. P-2916) (Ad ID Y554 published October 3, 2025); **5)** Calaveras Enterprise Proof of Publication Notice of Filing of Notice of Intent and Pre-Application Document with the Federal Energy Regulatory Commission for the Lower Mokelumne River Hydroelectric Project (FERC Project No. P-2916) (published October 9, 2025); **6)** Lodi-News Sentinel Proof of Publication Notice of Filing of Notice of Intent and Pre-Application Document with the Federal Energy Regulatory Commission for the Lower Mokelumne River Hydroelectric Project (FERC Project No. P-2916) (Ad ID LNS-a6-100925 published October 9, 2025; **7)** Oakland Tribune Proof of Publication Notice of Filing of Notice of Intent and Pre-Application Document with the Federal Energy Regulatory Commission for the Lower Mokelumne River Hydroelectric Project (FERC Project No. P-2916) (Legal No. 0006925375 published October 10, 2025); and **8)** Public Statement from Board President Marguerite Young dated November 25, 2025.
2. **Motion No. 235-25** – Awarded 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. **Motion No. 236-25** – Awarded 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.
4. **Motion No. 237-25** – Awarded 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. **Motion No. 238-25** – Authorized 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. **Motion No. 239-25** – Authorized 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. **Motion No. 240-25** – Authorized 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.

- 8.1. **Motion No. 241-25** – Authorized 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. **Motion No. 242-25** – Authorized 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.**

General Manager Clifford C. Chan announced this item was pulled from the agenda.

- 10.1. **Motion No. 243-25** – Authorized 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 of transfer water from YWA each year from 2026 through 2050; and authorized 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. **Motion No. 244-25** – Authorized 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. **Motion No. 245-25** – Canceled the December 23, 2025 meetings of the Board of Directors.
12. **Motion No. 246-25** – Approved the October 2025 Monthly Investment Transactions Report.
13. **Resolution No. 35470-25** – Adopting New Policy 6.16, Protection Of Whistleblowers And Revised Policy 5.01, Prohibiting Confidentiality Of Settlement Agreements.

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.**

Human Resource Administrator Valerie Weekly announced this is the second reading of the ordinance to amend Ordinance No. 40. The first reading was conducted at the November 12, 2025 Regular Board meeting. Amendments to Sections 4(a), 6, 21, 36, and 41 are needed to implement changes agreed upon during labor negotiations, Internal Revenue Service changes, and recommendations by the Retirement Board. The proposed amendments reflect necessary technical and administrative changes to support accurate benefit calculations, consistent governance, and the implementation of new retiree benefit provisions. She reviewed the amendments and noted the proposed changes had been reviewed by the Retirement Board over the past several months. If adopted, the ordinance amendments (or a summary of the amendments) will be published for two consecutive weeks in a newspaper of general circulation within the District. The ordinance amendments shall become effective and in full force at 12:01 a.m. on the thirty-first day after its passage, December 25, 2025.

- Motion by Director Katz, seconded by Director Chan, to approve the recommended actions for Item 14 carried (5-0) by the following voice vote: AYES (Chan, Gómez, Katz, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Lewis and Oddie).

Ordinance No. 378-25 – An Ordinance To Amend Retirement Ordinance No. 40, Which Is The East Bay Municipal Utility District Employees' Retirement System Ordinance, To: (1) Amend The Term Of Service For Members Elected To The Retirement Board From Two Years To Four Years; (2) Amend The Employee Contribution Rate For Members In The 1980 Plan; (3) Amend The Mortality Table For Service Retirement Beneficiaries In Section 21; (4) Implement The New Health Insurance Benefit Tier; And (5) Amend The Minimum Required Distribution Provisions Pursuant To The Secure Act 2.0. *(Second Reading and Vote)*

15. **General Manager's Report.**

General Manager Clifford C. Chan noted the Speakers' Bureau and Outreach Record CY25 had been provided at Board places.

DIRECTOR COMMENTS

16. **Other Items for Future Consideration.**

None.

17. Director Comments.

- Director Gómez reported attending the funeral services for former EBMUD Director Bill Patterson in Oakland on November 21; and the Contra Costa Special District Association meeting in Martinez on November 17.
- Director Katz reported attending COP30 in Belém, Brazil from November 10–21.
- Director Smith reported attending the funeral services for former EBMUD Director Bill Patterson in Oakland on November 21.
- President Young reported attending the funeral services for former EBMUD Director Bill Patterson in Oakland on November 21. President Young read a statement related to concerns raised earlier this year regarding her handling of the AAPI Heritage Month announcement during the April 22nd Board meeting, and her departure from the dais during public comment at the May 13th Board meeting. President Young apologized to Director Chan and the AAPI community. Director Chan commented she will provide a written response to President Young's comments.
- Directors Chan, Lewis and Oddie had no reports.

ADJOURNMENT

President Young adjourned the Regular Meeting at 1:54 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: December 9, 2025

Marguerite Young, President of the Board



BOARD ACTION

Agenda Number:	3.	Meeting Date:	December 9, 2025
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TITLE	WALNUT CREEK WATER TREATMENT PLANT CONTROL SYSTEMS REFRESH
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a contract to the lowest responsive/responsible bidder, Bockmon & Woody Electric Co., Inc., in an amount not to exceed \$1,822,190 for the construction of the Walnut Creek Water Treatment Plant (WTP) Control Systems Refresh Project, under Specification 2202.
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SUMMARY	The contractor will install a new distributed control system at Walnut Creek WTP, demolish existing associated control system components and cables, furnish and install a new programmable logic controller (PLC) at Larkey Pumping Plant with connection to the supervisory control and data acquisition (SCADA) network, and perform related required work at the Walnut Creek WTP site located at 2201 Larkey Lane, in Walnut Creek.
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DISCUSSION	Walnut Creek WTP currently utilizes obsolete control system hardware and technology installed in 2001. Replacement parts are becoming increasingly difficult to obtain, resulting in reduced system reliability with potential for high repair costs and long repair and troubleshooting times. This project will improve the operability, reliability, and supportability of Walnut Creek WTP's control system. The new control system hardware and software will match the components installed at the Sobrante, Upper San Leandro, Orinda, and Lafayette WTPs. This project supports the District's Long-Term Infrastructure Investment Strategic Plan goal.
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BID RESULTS	Bid documents were posted on the District's website and issued to 22 resource organizations and 15 prospective bidders. Five bids were received, ranging from \$1,822,190 to \$2,887,007. The bid summary is attached. The engineer's estimate for this work is \$2,907,254. The engineer's estimate was based on costs for past control systems upgrades. Although the highest bid is close to the engineer's estimate, five competitive bids were received, which contributed to lower overall costs. The low bidder indicated taking an efficient approach to the work resulting in efficiencies and reduced costs. The lowest responsive/responsible bidder, Bockmon & Woody Electric Co., Inc., is licensed to perform work in California, and is not on the State Department of Industrial Relations (DIR) debarment list. Bockmon & Woody Electric Co., Inc. and its listed subcontractors are properly registered with the State DIR. Staff reviewed the lowest bid, submitted by Bockmon & Woody Electric Co., Inc. and determined that the bid met the required qualifications, and thus is the
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: Construction
Funds Available: FY2026; Award #7000090; Page 158	Budget Coding: 11-570-3100094-55610		Approved: 
Attachment(s): Bid Summary; Location Map; P-035; P-061			

Title:	Walnut Creek Water Treatment Plant Control Systems Refresh	Meeting Date:	December 9, 2025
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lowest responsive/responsible bidder. Additionally, Bockmon & Woody Electric Co., Inc. reviewed their submitted bid, has affirmed that it has included all scope required in the contract documents, and can complete the required work at the price bid.

In the past five years, Bockmon & Woody Electric Co., Inc. has not filed a Government Code Claim nor initiated any litigation against the District.

SUSTAINABILITY**Economic**

Funding for this work is available in the Fiscal Years 2026/2027 adopted capital budget for the Treatment Plant Upgrades.

Social

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

Local 444 was notified of this contract on July 29, 2024 and did not raise any specific issues related to this contract.

Environmental

A California Environmental Quality Act (CEQA) Notice of Exemption was filed with the Contra Costa County Clerk on January 15, 2024. The project is exempt from the requirements of CEQA under CEQA Guidelines Section 15302 – Replacement or Reconstruction.

ALTERNATIVES

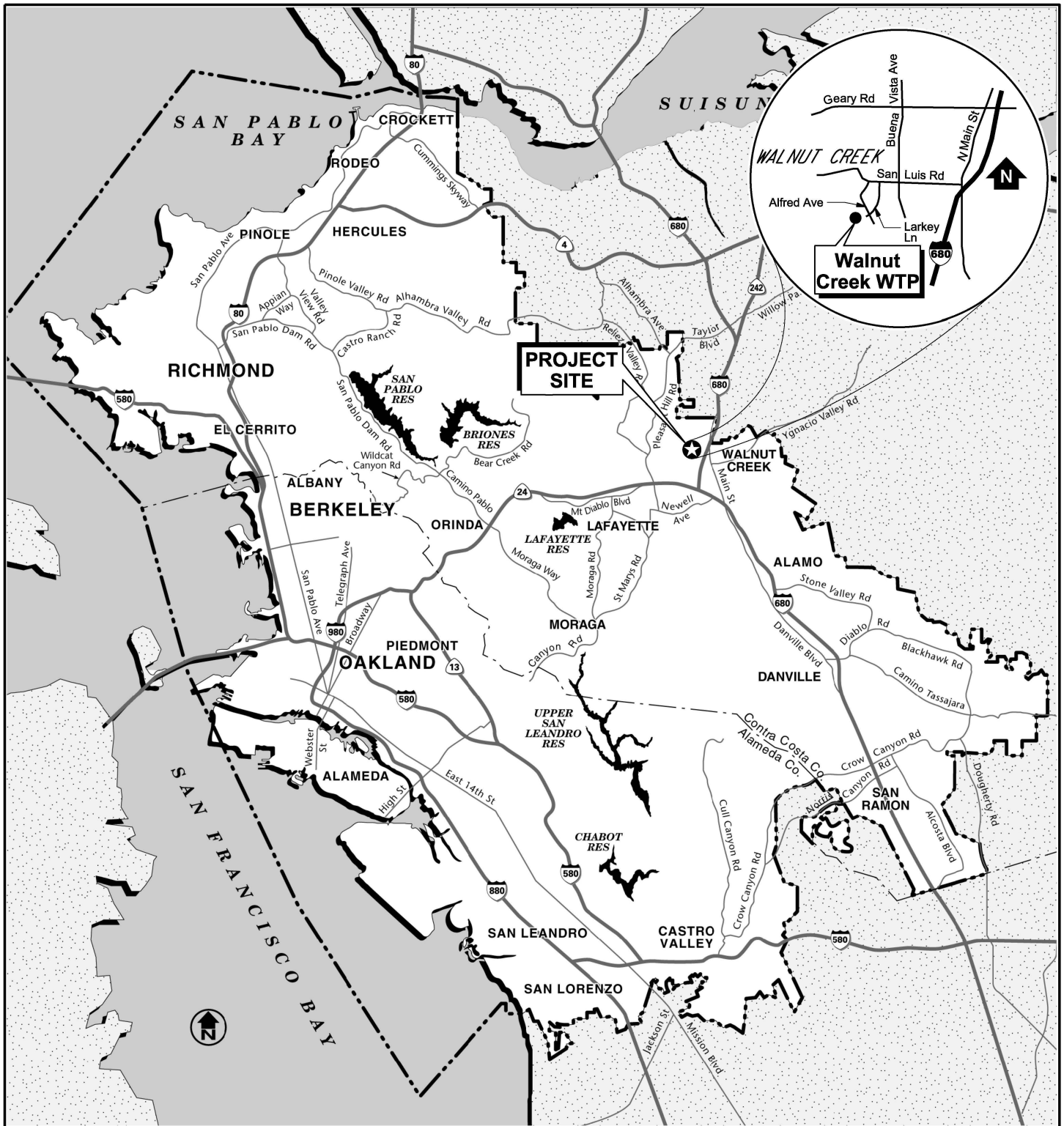
Do not complete the project. This alternative is not recommended because this work will address aging infrastructure, improve the reliability, and reduce the risk of unplanned shutdowns due to control system failures. In addition, three capital improvement projects are underway or scheduled at Walnut Creek WTP, and their designs rely on this project's new control system work being completed.

Perform the work with District forces. This alternative is not recommended because the scope and scale of the required work is beyond District forces' capabilities, and District forces are fully committed to other capital and maintenance work and cannot support the work in the required timeframe.

BID SUMMARY
EAST BAY MUNICIPAL UTILITY DISTRICT
SPECIFICATION 2202
Walnut Creek Water Treatment Plant Control Systems Refresh
Bids Opened November 12, 2025

	BIDDER	TOTAL AMOUNT BID
1.	Bockmon & Woody Electric Co., Inc. 1528 El Pinal Drive Stockton, CA 95205 (209) 464-4878	\$1,822,190
2.	Telstar Instruments 4017 Vista Park Court Sacramento, CA 95834 (916) 646-1999	\$2,165,877
3.	Blocka Construction, Inc. 445 Boulder Court Pleasanton, CA 94566 (510) 657-3686	\$2,247,000
4.	Anvil Power Inc 1550 Park Ave. Emeryville, CA 94608 (415) 285-5000	\$2,251,649
5.	Con J Franke Electric, Inc. 317 N. Grant Street Stockton, CA 95202 (209) 462-0717	\$2,887,007

Engineering Estimate: \$2,907,254



**PROJECT SITE
LOCATION MAP**

NOT TO SCALE

EAST BAY MUNICIPAL UTILITY DISTRICT

**WALNUT CREEK WTP
CONTROL SYSTEMS REFRESH
SPECIFICATION 2202**



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.: 2202 Walnut Creek Water Treatment Plant Control Systems Refresh						DATE: November 19, 2025					
CONTRACTOR: Bockmon & Woody Electric Co., Inc. Local Business Stockton, CA						PERCENTAGE OF CONTRACT DOLLARS					
BID/PROPOSER'S PRICE: \$1,822,190 *		FIRM'S OWNERSHIP		White Men		25%		45.1%			
		Ethnicity	Gender	White Women		9%		0.0%			
		White	Men	Ethnic Minorities		25%		0.0%			
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Bockmon & Woody Electric Co., Inc.	\$807,190	White	X		44.3%			54.9%			
SUBS: Advanced Integration & Controls	\$1,000,000	Unclassified									
Skyline Scaffold Inc.	\$15,000	White	X		0.8%						
TOTAL	\$1,822,190				45.1%	0.0%	0.0%	54.9%	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:	103	13	91	207							
Percent of Total Employees:	49.8%	6.3%	44.0%								
MSA Labor Market %:	24.5%	21.6%	53.9%								
MSA Labor Market Location:	Alameda										
COMMENTS											
Contract Equity Participation: 45.1% White Men participation. Contract Duration: NA *Total not to exceed: \$1,822,190											
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: Walnut Creek Water Treatment Plant Control Systems Refresh		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
Spec. No.: 2202		DATE: 11/19/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: LBE	Company Wide	6	74	5	0	85	37.3%	47.4%
Bockmon & Woody Electric Co., Inc. Katelynn Woody-Barney 1528 El Pinal Dr. Stockton, CA 95202 209-464-4878		Manager/Prof	1	5	0	0	6	17.1%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	5	66	5	0	76	41.8%	
		Semi/Unskilled	0	3	0	0	3	27.3%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File: NA		Date of last contract with District: NA					
Co. Wide MSA: San Joaquin		# Employees-Co. Wide: 228		Bay Area: 0					
S	Unclassified	Company Wide	0	14	26	0	40	56.3%	54.0%
Advanced Integration & Controls Jessical Miller 525 W. Alluvial Ave. Fresno, CA 93711 559-441-1900		Manager/Prof	0	13	23	0	36	54.5%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	1	1	0	2	66.7%	
		Semi/Unskilled	0	0	2	0	2	100.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: Fresno		# Employees-Co. Wide: 71		Bay Area: 0			
S	WM: LBE	Company Wide	INFORMATION NOT PROVIDED						
Skyline Scaffold Inc. Jeff Brewster 3131 52nd Ave. Sacramento, CA 95826 916-391-8929		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
Co. Wide MSA:									
P	WM: LBE	Company Wide	6	21	22	1	50	32.3%	48.4%
Telstar Instruments Mickie Gardiner 4017 Vista Park Court Sacramento, CA 95834 916-646-1999		Manager/Prof	1	4	12	1	18	20.0%	
		Technical/Sales	0	1	0	0	1	5.0%	
		Clerical/Skilled	3	9	10	0	22	35.5%	
		Semi/Unskilled	2	7	0	0	9	56.3%	
		Bay Area	1	6	6	0	13	23.2%	39.9%
		Co. Wide MSA: California		# Employees-Co. Wide: 155		Bay Area: 56			

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			
Walnut Creek Water Treatment Plant Control Systems Refresh		National	10.5	10.7	3.7	0.7	27.3		
Spec. No.: 2202	DATE:	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9		
	11/19/2025	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 %	
P	WM: LBE	Company Wide	3	22	5	0	30	34.9%	48.4%
Blocka Construction, Inc. Brian Causey 445 Boulder Court Pleasanton, CA 94566 510-657-3686		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	3	2	0	5	41.7%	
		Clerical/Skilled	3	18	3	0	24	38.7%	
		Semi/Unskilled	0	1	0	0	1	33.3%	
		Bay Area	2	19	5	0	26	37.7%	39.9%
		Co. Wide MSA:	California		# Employees-Co. Wide:	86	Bay Area:	69	
P	WM: LBE	Company Wide	4	396	10	14	424	76.3%	53.9%
Anvil Power, Inc. Maria Zaval 1550 Park Ave Emeryville, CA 94608 415-285-5000		Manager/Prof	1	21	3	1	26	40.6%	
		Technical/Sales	0	0	0	13	0	0.0%	
		Clerical/Skilled	3	375	7	0	385	78.3%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	4	396	10	14	424	76.3%	39.9%
		Co. Wide MSA:	Alameda		# Employees-Co. Wide:	556	Bay Area:	556	
P	WM: LBE	Company Wide	3	21	6	0	30	37.5%	47.4%
Con J Franke Electric Inc. Shannon Martin 317 N. Grant Street Stockton, CA 95202 209-462-0717		Manager/Prof	0	3	0	0	3	25.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	3	16	6	1	26	42.6%	
		Semi/Unskilled	0	2	0	0	2	28.6%	
		Bay Area	0	5	0	0	5	41.7%	39.9%
		Co. Wide MSA:	San Joaquin		# Employees-Co. Wide:	80	Bay Area:	12	

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)

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BOARD ACTION

Agenda Number:	4.	Meeting Date:	December 9, 2025
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TITLE	CAMANCHE RESERVOIR GLOBAL POSITIONING SYSTEM UPGRADES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after November 12, 2025 with Hakari Enterprises, Inc. (Hakari) in an amount not to exceed \$116,511 for replacing and upgrading the global positioning system (GPS) radio endpoint surveillance monuments and remote monitoring system at Camanche Reservoir.
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SUMMARY	This agreement will provide specialized professional services to upgrade the GPS dam safety surveillance units to bring the dam back online under the Camanche and Pardee Reservoirs Surveillance Improvements Project (Project).
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DISCUSSION	This agreement includes specialized professional services to upgrade and modernize the GPS radio backbone system for automatic data acquisition at Camanche Reservoir. The Project requires working with the District's existing Leica Geosystems-based GPS real-time kinematic (RTK) equipment. Specialized knowledge of Leica Geosystems equipment and data acquisition software is necessary to set up the GPS and dam safety surveillance infrastructure so the District can connect, program, and access dam safety monitoring data. The work requires technical expertise with Leica Geosystems hardware and software to move the data acquisition process to the District's server. This project supports the District's Long-Term Infrastructure Investment Strategic Plan goal to meet operational needs and reliability goals by effectively maintaining the infrastructure through efficient operations and the District's overall Dam Safety Program.
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CONSULTANT SELECTION	A direct award was approved for Hakari to provide the replacement and upgrades for the GPS radio endpoints. They are a designated consultant for servicing and installing Leica Geosystems hardware for GPS units. Hakari previously upgraded three GPS units and is the most cost-effective option to upgrade the remaining 22 units and provide continuity due to their familiarity with the work. The consultant is licensed to perform work in California, and is not on the State Department of Industrial Relations debarment list.
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SUSTAINABILITY	Economic Funding for this purpose is available in the Fiscal Year (FY) 2026/2027 adopted capital budget for Dam Surveillance Improvements.
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Originating Department: Engineering and Construction	Department Director or Manager: Serge V. Terentieff	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY 2026/F027; Award #7000167; CIP#11060; Page #123	Budget Coding: 11.573.3100080.52310	Approved: 	
Attachment(s): P-035; P-061			

Title:	Camanche Reservoir Global Positioning System Upgrades	Meeting Date:	December 9, 2025
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Social

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

The Project increases dam safety surveillance and improves post-earthquake response, enabling the District to take rapid action, improving safety to downstream communities.

Environmental

The Project enables remote monitoring of dam safety information, which reduces vehicular trips to the job site, thereby decreasing greenhouse gas emissions.

ALTERNATIVE

Do not authorize this agreement. This alternative is not recommended because the current GPS surveillance network is over ten years old and is beginning to fail. New radio hardware will allow the continued use of the existing GPS survey monuments and infrastructure already in place. The Project will eliminate the annual third-party purchasing of cloud services (reducing long term costs) and bring all data acquisition in-house to the District's server such that the District has full ownership and control over the Camanche Reservoir GPS surveillance network.

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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						DATE:					
Professional Services Agreement Camanche Reservoir Global Positioning System (GPS) Upgrades Professional Services						October 27, 2025					
CONTRACTOR: Hakari Enterprises, Inc. Sonora, CA				Direct Award		PERCENTAGE OF CONTRACT DOLLARS					
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		Availability Group		Contracting Objectives		Participation			
\$116,511 *		Ethnicity		Gender		White Men		25%		100.0%	
		White		Men		White Women		6%		0.0%	
						Ethnic Minorities		25%		0.0%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: Hakari Enterprises, Inc. SUBS:		\$116,511	White	X		100.0%					
TOTAL		\$116,511				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCES PROFILE (From P-025 Form)											
No. of Employees:		INFORMATION NOT PROVIDED									
Percent of Total Employees:											
MSA Labor Market %:											
MSA Labor Market Location:											
COMMENTS											
Contract Equity Participation - 100% White Men participation. Contract Duration: NA *Total not to exceed: \$116,511											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:	Camanche Reservoir Global Positioning System (GPS) Upgrades Professional Services		Ethnic Minority Percentages From U.S. Census Data						
					B	H	A/PI	AI/AN	TOTAL
			National		10.5	10.7	3.7	0.7	27.3
Professional Services Agreement		DATE: 10/27/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership		Number of Ethnic Minority Employees						
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM		Company Wide	INFORMATION NOT PROVIDED					
Hakari Enterprises, Inc. Shane Ross 18851 Microtronics Way, Suite A-8 Sonora, CA 95370		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
403-333-5674		Bay Area							
		AA Plan on File:							
		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:	December 9, 2025
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TITLE	PARDEE SEVEN-KILOVOLT DISTRIBUTION SYSTEM IMPROVEMENTS
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after December 9, 2025, with Hot Line Construction, Inc. (Hot Line), in an amount not to exceed \$160,778 for improvements and evaluation of Pardee's seven-kilovolt (kV) power distribution system serving Pardee Center.
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SUMMARY	This agreement provides for the replacement of five electrical utility poles and cross arms, removal and reinstallation of electrical transmission cables and communication cables, and replacement of one air switch. In addition, the scope of work includes a condition evaluation of the remaining thirty-five poles that comprise the Pardee seven-kilovolt distribution system.
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DISCUSSION	Five poles and cross arms have deteriorated and pose a significant risk of failure, which could result in the loss of power and communication service at the Pardee Center and Pardee Chemical Plant. This project would eliminate the risk by replacing the affected components and evaluating the remaining poles to identify any underlying issues not evident through visual inspection alone.
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This item supports the District's Long-Term Financial Stability Strategic Plan goal.

SERVICE PROVIDER SELECTION	A request for proposals was sent to 22 resource organizations. One service provider submitted a proposal. Hot Line's proposal was evaluated and determined to meet the District's needs based on their experience with similar projects, implementation plan, schedule, and cost.
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Work under this agreement is subject to the payment of current prevailing wages according to determinations for each craft as established by the Director of the Department of Industrial Relations (DIR) of the State of California. Hot Line is licensed to perform work in California and is not on the State DIR debarment list. Hot Line is properly registered with the State DIR.

SUSTAINABILITY	Economic Funding for this purpose is available in the Fiscal Year 2026 adopted capital budget for Pardee Center Capital Maintenance & Improvements.
	Social This type of work is not performed by District forces and consequently union notification was not required.

Originating Department: Water Operations	Department Director or Manager: Roberto C. Cortez	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026; Award #7000299; Page 156	Budget Coding: 11.762.2014944.53120	Approved: 	
Attachment(s): P-035; P-061			

Title:	Pardee Seven-Kilovolt Distribution System Improvements	Meeting Date:	December 9, 2025
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Environmental

Project generated waste and recyclable materials will be handled per the State Construction Waste Management Requirements and the District's Environmental Requirements and Waste Management Requirements.

The project is exempt from the requirements of the California Environmental Quality Act (CEQA) under CEQA Guidelines Section 15301 – Replacement or Reconstruction.

ALTERNATIVES

Complete the work with District forces. This alternative is not recommended because District staff does not have the expertise and equipment to complete this work.

Do not proceed with this project. This alternative is not recommended because the five poles scheduled for replacement are in poor condition and pose a hazard.

Reject bid and re-bid. This alternative is not recommended because the project was competitively bid and a new solicitation is not expected to result in additional vendors or lower cost.

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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 Pardee Seven Kilovolt Distribution System Improvements						DATE: December 1, 2025						
CONTRACTOR: Hot Line Construction, Inc.				Sole Bidder / Local Business		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		Contracting Objectives		Participation		
		Ethnicity	Gender	White Women		6%		100.0%				
\$160,778 *		White	Women	Ethnic Minorities		25%		0.0%				
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Hot Line Construction, Inc.		\$160,778	White		X		100.0%					
SUBS: None												
TOTAL		\$160,778				0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		218		40		324		582				
Percent of Total Employees:		37.5%		6.9%		55.7%						
MSA Labor Market %:		28.0%		23.6%		48.4%						
MSA Labor Market Location:		California										
COMMENTS												
Contract Equity Participation: 100% White Women participation. Contract Duration: NA *Total not to exceed: \$160,778												
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: Pardee Seven Kilovolt Distribution System Improvements			Ethnic Minority Percentages From U.S. Census Data						
					B	H	A/PI	AI/AN	TOTAL
			National		10.5	10.7	3.7	0.7	27.3
General Services Agreement		DATE: 12/1/2025	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	WW: LBE	Company Wide	17	249	9	0	275	47.3%	48.4%
Hot Line Construction, Inc. Leslie Montgomery 9020 Brentwood Blvd. Suite H Brentwood, CA 94513 925-634-9333		Manager/Prof	0	4	0	0	4	8.5%	
		Technical/Sales	0	0	1	0	1	6.3%	
		Clerical/Skilled	9	138	2	0	149	47.9%	
		Semi/Unskilled	8	107	6	0	121	58.2%	
		Bay Area	3	17	3	0	23	17.6%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	California		# Employees-Co. Wide:		582	Bay Area: 131	

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



BOARD ACTION

Agenda Number:	6.	Meeting Date:	December 9, 2025
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TITLE	REPLACEMENT OF THE RISK MANAGEMENT INFORMATION SYSTEM
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after December 9, 2025 with Origami Risk LLC (Origami) for \$240,088 for three years, with two options to renew for additional two-year periods for a total amount, including option years, not to exceed \$517,288 for replacement of the liability and claims database with Origami Risk, a modern risk management information system (RMIS).
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SUMMARY	This project will allow the District to improve compliance with legal requirements and reduce the financial impact of claims and lawsuits. The objective is to streamline claims processing and enhance data analysis capabilities as well as cost management.
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DISCUSSION	An RMIS is used for tracking general and auto liability, bodily injury, and property damage claims filed against the District and subrogation of claims to recover costs from responsible parties filed by the District, analyzing data, and reducing risks. These functions are limited by Microniche, the current outdated liability and claims database. The replacement RMIS meets the legal requirements under the California Government Code, California Tort Claims Act, and Medicare Secondary Payer Act, ensuring compliance while enhancing efficiency and effectiveness in claims management. This project supports the District's Long-Term Financial Stability Strategic Plan goal.
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SERVICE PROVIDER SELECTION	A request for proposals was posted on the District's website. Five service providers submitted proposals. Origami was selected based on meeting the District's functional and technical requirements, usability of RMIS, integration with existing systems and data, as well as expertise and experience in delivering similar solutions to other public agencies, including Las Vegas Valley Water District and Albuquerque Water Authority.
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SUSTAINABILITY	Economic The Fiscal Year (FY) 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.
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: General Services
Funds Available: F2026/FY2027	Budget Coding: 11.205.1770.8852600.52310.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Replacement of the Risk Management Information System	Meeting Date:	December 9, 2025
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Social

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

ALTERNATIVE

Do not authorize this agreement. This alternative is not recommended because the continued use of an outdated system will lead to operational inefficiencies and potential compliance risks.



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 Replacement of the Risk Management Information System						DATE: December 1, 2025						
CONTRACTOR: Origami Risk LLC Chicago, IL					PERCENTAGE OF CONTRACT DOLLARS							
BID/PROPOSER'S PRICE: \$517,288 *					FIRM'S OWNERSHIP		White Men		25%		0.0%	
					Ethnicity	Gender	White Women		6%		0.0%	
					-	-	Ethnic Minorities		25%		0.0%	
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Origami Risk LLC		\$517,288	Unclassified						100.0%			
SUBS: None												
TOTAL		\$517,288				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
			White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:			415		252		220		887			
Percent of Total Employees:			46.8%		28.4%		24.8%					
MSA Labor Market %:			39.0%		33.7%		27.3%					
MSA Labor Market Location:			USA									
COMMENTS												
Contract Equity Participation: 0% Contract Equity participation. Firm is unclassified. Contract Duration: Three years, with two options to renew for additional two-year periods. *Total not to exceed: \$517,288												
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 of the Risk Management Information System		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
General Services Agreement		DATE: 12/1/2025	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	Unclassified	Company Wide	36	45	115	0	196	22.1%	27.3%
Origami Risk LLC Nikki Facchini 222 N LaSalle St., Suite 2100 Chicago, IL 60601 312-546-6515		Manager/Prof	27	43	101	0	171	31.4%	
		Technical/Sales	6	2	8	0	16	18.4%	
		Clerical/Skilled	3	0	6	0	9	112.5%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	USA		# Employees-Co. Wide:		887	Bay Area:	0
P	WM	Company Wide	0	1	0	0	1	16.7%	19.8%
App Technologies LLC Paul McLaughlin 50 Washington St., Suite 303E Norwalk, Connecticut 06854 203-803-1538 x120		Manager/Prof	0	1	0	0	1	20.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	Connecticut		# Employees-Co. Wide:		6	Bay Area:	0
P	EMM-A/PI	Company Wide	1	0	32	0	33	75.0%	27.3%
Klear.ai Sunhindra R. Kowligi 5252 Orange Ave., Suite 208 Cypress, CA 90630 562-269-7082		Manager/Prof	1	0	32	0	33	75.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	USA		# Employees-Co. Wide:		44	Bay Area:	0
P	Unclassified	Company Wide	INFORMATION NOT PROVIDED						
Riskconnect, Inc. 380 Interstate North Pkwy SE, Suite 400 Atlanta, GA 30339 770-790-4700		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
P	Unclassified	Company Wide	0	2	6	0	8	38.1%	27.3%
SPEAR Technologies dba Spear Technologies TJ Galletta 1600 Stout St., Suite 1600 Denver, CO 80202 833-564-5211		Manager/Prof	0	2	4	0	6	40.0%	
		Technical/Sales	0	0	2	0	2	33.3%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	1	0	1	33.3%	39.9%
		Co. Wide MSA:	USA		# Employees-Co. Wide:		21	Bay Area:	3

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



BOARD ACTION

Agenda Number:	7.	Meeting Date:	December 9, 2025
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TITLE	AMEND AGREEMENT FOR BENEFIT ADMINISTRATION SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an amendment to the agreement originally authorized under Board Motion No. 195-14 with TELUS Health (TELUS) (formerly Morneau Shepell Limited) to increase the agreement amount by \$3,400,000 to a total amount not to exceed \$8,400,000 and extend the agreement term to December 31, 2027, with three options to renew for additional one-year periods for consulting services related to health and welfare benefits administration.
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SUMMARY	The District is seeking to continue using TELUS, a benefit administration firm, to enable the District to fulfill its responsibility to enroll, process life events, and term employee and retiree health insurance including dental, vision, Flexible Savings Accounts, and Health Savings Accounts. TELUS acquired Morneau Shepell Limited in 2022.
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DISCUSSION	The District uses a health and welfare benefits administration firm to provide specialized support for employee and retiree eligibility management and health care enrollment processing, including carrier notifications, carrier billing assistance, and payroll-related processing. These services were originally procured when the benefits administration functions transitioned out of PeopleSoft. Through a series of mergers and acquisitions, TELUS has expanded its capabilities to include a full suite of administrative services, such as carrier billing review and payment, beneficiary verification and ongoing audits, production of annual benefit statements, call center operations supported by shared-customer relationship management technology, and leave administration. As part of the Employee Benefits Strategy under the Human Resources Strategic Plan, staff evaluated these enhanced service offerings to identify opportunities to transition additional administrative functions to qualified vendor partners to improve efficiency, strengthen compliance, and enhance the overall employee experience. As the District advances both the large-scale PeopleSoft replacement initiative and broader Human Resources strategic priorities, transitioning appropriate administrative functions to TELUS will reduce time-intensive manual workload for existing staff. This shift will allow staff to focus on strategic planning, policy development, and critical project work. The expanded TELUS services would be implemented in phases over the five-year agreement term, and the associated funding request reflects the planned, gradual onboarding of these functions. In 2015, the Board authorized under Motion No. 195-14 a six-year agreement with Morneau Shepell Limited in an amount not to exceed \$2,900,000. In January 2021, the Board authorized
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Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY 2026/2027	Budget Coding: 11.365.1770.8859600.5231	Approved: 	
Attachment(s): P-035; P-061			

Title:	Amend Agreement for Benefit Administration Services	Meeting Date:	December 9, 2025
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an amendment under Motion No. 024-21 to increase the agreement by \$2,100,000 to an amount not to exceed \$5,000,000 and extend the agreement term through December 31, 2025. Procedural contingency spend approval was granted to ensure continuity of health and welfare benefits administration services while options were evaluated, prior to bringing this item to the Board for consideration. The increase amount requested includes the contingency spend authorization.

**CONSULTANT
SELECTION**

A direct award approved TELUS to provide the provision of health and welfare benefit administration and consulting services. TELUS is an individual benefit administration platform not tied to a large Human Capital Management system. They have proven flexible to handle many of the District's non-standard benefits and continue to provide important support through the ongoing Human Resources Department technology upgrade projects.

SUSTAINABILITY**Economic**

The Fiscal Year (FY) 2026 and FY 2027 adopted operating budget includes funding for the first 18 months of this multi-year agreement amendment. Additional years will be considered as part of the associated budget development process.

ALTERNATIVE

Do not amend the agreement. This alternative is not recommended because this service is needed to ensure employee and retiree enrollments in benefit plans are managed seamlessly without interruption.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement - Amendment Amend Agreement for Benefit Administration Services					DATE: December 4, 2025							
CONTRACTOR: TELUS Health Canton, MA					PERCENTAGE OF CONTRACT DOLLARS							
					Availability Group		Contracting Objectives		Participation			
BID/PROPOSER'S PRICE: \$3,400,000 *		FIRM'S OWNERSHIP			White Men		25%		0.0%			
		Ethnicity		Gender	White Women		6%		0.0%			
					Ethnic Minorities		25%		0.0%			
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: TELUS Health		\$3,400,000	Foreign								100.0%	
SUBS: None												
TOTAL		\$3,400,000					0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CONTRACTOR'S WORKFORCES PROFILE (From P-025 Form)												
		White Men		White Women		Ethnic Minorities		Total Employees				
No. of Employees:		245		355		314		914				
Percent of Total Employees:		26.8%		38.8%		34.4%						
MSA Labor Market %:		39.0%		33.7%		27.3%						
MSA Labor Market Location:		USA										
COMMENTS												
Contract Equity Participation: Zero Contract Equity participation since firm is foreign owned. Contract Duration: Extend the agreement to December 31, 2027, with three options to renew for additional one-year periods. Note: Telus Health acquired Morneau Shepell, Limited in 2022. *Total not to exceed: \$8,400,000 = \$2,900,000 (Original) + \$2,100,000 (Amendment) + \$3,400,000 (Amendment)												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amend Agreement for Benefit Administration Services		Ethnic Minority Percentages From U.S. Census Data								
			B	H	A/PI	AI/AN	TOTAL			
		National	10.5	10.7	3.7	0.7	27.3			
Professional Services Agreement - Amendment		DATE: 12/4/2025	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	Foreign	Company Wide	174	72	38	5	289	31.6%	27.3%	
TELUS Health Bradley Fusco 250 Royall Street, Suite 210W Canton, MA 02021 412-919-4816		Manager/Prof	161	62	37	4	264	31.5%		
		Technical/Sales	4	5	1	0	10	22.2%		
		Clerical/Skilled	9	5	0	1	15	48.4%		
		Semi/Unskilled	0	0	0	0	0	0.0%		
		Bay Area	0	0	0	0	0	0.0%	39.9%	
		AA Plan on File: NA		Date of last contract with District: 1/26/2021						
		Co. Wide MSA: USA		# Employees-Co. Wide: 914		Bay Area: 0				
P	PHC	Company Wide	INFORMATION NOT PROVIDED							
Benefitfocus 100 Benefitfocus Way Charleston, SC 29492 415-320-4307		Manager/Prof								
		Technical/Sales								
		Clerical/Skilled								
		Semi/Unskilled								
		Bay Area								
		Co. Wide MSA:								
P	WW: LBE	Company Wide	10	9	15	0	34	48.6%	39.9%	
Employee Benefit Specialists, Inc. 5934 Gibraltar Drive, Suite 206 Pleasanton, CA 94588 925-460-3910		Manager/Prof	10	8	14	0	32	49.2%		
		Technical/Sales	0	0	1	0	1	25.0%		
		Clerical/Skilled	0	0	0	0	0	0.0%		
		Semi/Unskilled	0	1	0	0	1	100.0%		
		Bay Area	0	0	0	0	0	0.0%	39.9%	
		Co. Wide MSA: 9 Bay Area Counties	# Employees-Co. Wide: 70		Bay Area: 69					

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:	8.	Meeting Date:	December 9, 2025
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TITLE	AMEND AGREEMENT FOR BENEFIT BROKERAGE CONSULTING SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an amendment to the agreement originally authorized under Board Motion No. 097-15 with Alliant Insurance Services, Inc. (Alliant) to increase the agreement amount by \$676,322 to a total amount not to exceed \$1,756,322 and extend the agreement term to December 31, 2027 with three options to renew for additional one-year periods to provide employee benefits consulting services.
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SUMMARY	The District seeks to continue its partnership with Alliant, a benefits brokerage and consulting firm, to support the District's annual review and renewal of its employee health benefit plans, and dental, vision, life, and long-term disability insurance. Alliant provides critical market expertise, rate forecasting, vendor negotiations, and compliance support that enable the District to maintain competitive benefits while managing costs. Given the complexity of the District's benefit plans and ongoing work related to labor-negotiated benefit changes, continuity of Alliant's services is essential.
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DISCUSSION	The District uses a benefits consulting firm to provide expert consulting services in the employee and retiree group benefits area. Services include assisting with negotiating group plan renewals, providing legislative updates, assisting with required regulation compliance, and conducting market searches for new benefit providers for both current and new benefit offerings. Over the past two years, Alliant conducted a comprehensive employee and retiree benefit survey, completed the Health Insurance Benefit Study, and engaged Delta Dental to determine potential alternatives for dental insurance. In 2015, the Board authorized a five-year agreement with Alliant under Motion No. 097-15 in an amount not to exceed \$540,000. In April 2020, the Board authorized an amendment under Motion No. 076-20, increasing the agreement by \$540,000 for a total amount not to exceed \$1,080,000 and extending the agreement term by five years. Procedural approval was granted for an extension of time and funding to ensure continuity of benefits consulting services while service provider options were evaluated, prior to bringing this item to the Board. The increase amount requested herein includes the contingency spend authorization.
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CONSULTANT SELECTION	A direct award was approved for Alliant to provide the benefit brokerage and consulting services. Alliant works with many public agencies in the Bay Area. They understand
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Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY 2026/2027	Budget Coding: 11.365.1770.8859600.5231	Approved: 	
Attachment(s): P-035; P-061			

Title:	Amend Agreement for Benefit Brokerage Consulting Services	Meeting Date:	December 9, 2025
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the needs of our workforce and help support District values through both managing risk, partnering with the District, and providing high levels of customer service in support of District employees and retirees.

SUSTAINABILITY

Economic

The Fiscal Year (FY) 2026 and FY 2027 adopted operating budget includes funding for the first 18 months of this multi-year agreement amendment. Additional years will be considered as part of the associated budget development process.

ALTERNATIVE

Do not amend the agreement. This alternative is not recommended because this service is needed to ensure employee benefit plans are negotiated and confirmed each year with the best rates available for the District.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE General Services Agreement - Amendment Amend Agreement for Benefit Brokerage Consulting Services						DATE: December 4, 2025					
CONTRACTOR: Alliant Insurance Services, Inc. Local Business Walnut Creek, CA					PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$676,322 *		FIRM'S OWNERSHIP			White Men		25%		100.0%		
		Ethnicity	Gender		White Women		6%		0.0%		
		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
PRIME: Alliant Insurance Services, Inc.		\$676,322	White	X		100.0%					
SUBS: None											
TOTAL		\$676,322				100.0%	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:		1,103		1,480		843		3,426			
Percent of Total Employees:		32.2%		43.2%		24.6%					
MSA Labor Market %:		28.0%		23.6%		48.4%					
MSA Labor Market Location:		California									
COMMENTS											
Contract Equity Participation - 100% White Men participation. Contract Duration: Extend the agreement to December 31, 2027, with three options to renew for additional one-year periods. *Total not to exceed: \$1,756,322 = \$498,000 (Original) + \$582,000 (Amendment 1) + \$676,322 (Amendment 2)											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amend Agreement for Benefit Brokerage Consulting Services		Ethnic Minority Percentages From U.S. Census Data							
			B	H	A/PI	AI/AN	TOTAL		
		National	10.5	10.7	3.7	0.7	27.3		
General Services Agreement - Amendment		DATE: 12/4/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: LBE	Company Wide	161	367	225	11	764	22.3%	48.4%
Alliant Insurance Services, Inc. Lilian Vanvieldt 2185 N. California Blvd., Suite 400 Walnut Creek, CA 94596 (local office) 949-660-8116		Manager/Prof	62	142	116	6	326	20.6%	
		Technical/Sales	7	21	10	5	43	7.4%	
		Clerical/Skilled	92	204	99	0	395	31.4%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	9	21	39	1	70	35.2%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	California		# Employees-Co. Wide:		3,426 Bay Area: 199		
P	PHC	Company Wide	1,045	2,127	723	37	3,932	23.8%	27.3%
Gallagher Benefit Services, Inc. Pam Wilfong 1255 Battery St., Suite 450 San Francisco, CA 94111 630-285-3472		Manager/Prof	718	1,218	513	22	2,471	23.4%	
		Technical/Sales	101	591	99	12	803	18.8%	
		Clerical/Skilled	226	316	110	3	655	38.8%	
		Semi/Unskilled	0	2	1	0	3	75.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	Total USA		# Employees-Co. Wide:		16,511 Bay Area: 0		
P	WM	Company Wide	2	1	20	0	23	38.3%	39.9%
Segal Consulting (Western States), Inc. J. Patrick Knuff 330 N. Brand Blvd., Suite 1100 Glendale, CA 91203 212-251-5410		Manager/Prof	0	1	17	0	18	36.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	2	0	3	0	5	50.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	2	1	20	0	23	38.3%	39.9%
		Co. Wide MSA:	9 Bay Area Counties		# Employees-Co. Wide:		60 Bay Area: 60		
P	WM	Company Wide	106	169	99	5	379	50.6%	48.4%
Keenan & Associates Suzanne Miles- Smith 2355 Crenshaw Blvd., Suite 200 Torrance, CA 90501 310-212-0363		Manager/Prof	68	79	55	1	203	45.2%	
		Technical/Sales	4	5	5	2	16	34.8%	
		Clerical/Skilled	34	85	39	2	160	63.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	22	20	17	0	59	51.8%	39.9%
		Co. Wide MSA:	California		# Employees-Co. Wide:		749 Bay Area: 114		

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



BOARD ACTION

Agenda Number:	9.	Meeting Date:	December 9, 2025
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TITLE **AMEND AGREEMENT FOR GRID MODELING AND TESTING FOR PARDEE AND CAMANCHE POWERHOUSES**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Authorize an amendment to the agreement originally authorized under the General Manager's authority with Shermco Industries, Inc. (Shermco) to increase the agreement amount by \$26,000, to a total amount not to exceed \$87,000 for grid modeling and testing for the Pardee Powerhouse as required by California Independent System Operator Corporation (CAISO) and the Pacific Gas and Electric Company (PG&E).

SUMMARY An amendment to the agreement is needed to complete additional assessments of the generators at the Pardee Powerhouse and comply with CAISO and PG&E requirements.

DISCUSSION The District sells hydroelectricity from the Pardee and Camanche powerhouses to buyers connected to the electrical grid managed by CAISO. Market participation requires generator owners to comply with CAISO and PG&E requirements, such as documenting the mechanical and electrical characteristics of the generators. CAISO uses the information from the generator owners for modeling and reliable operation of the electrical grid. On January 27, 2021, the District received a joint request from CAISO and the transmission operator, PG&E, to provide updated generator data for CAISO's dynamic grid stability models. District staff provided much of this data and requested clarification on other items. After receiving clarification from CAISO, it was determined that District staff do not have the expertise and software to comply with CAISO's requirements at Pardee Powerhouse. Camanche Powerhouse does not require additional assessments. Shermco has the expertise to meet CAISO's request.

The original agreement with Shermco was authorized on January 4, 2023, under the General Manager's authority for \$61,000. During Shermco's performance of the services, additional assessments of the generators at the Pardee Powerhouse were identified. This action would authorize an amendment to the agreement for the additional assessments of the generators at the Pardee Powerhouse. Shermco will consult with District staff during performance of the services.

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

Originating Department: Water Operations	Department Director or Manager: Roberto C. Cortez	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY2026	Budget Coding: 11.773.8362100.53110		Approved: 
Attachment(s): P-035; P-061			

Title:	Amend Agreement for Grid Modeling and Testing for Pardee and Camanche Powerhouses	Meeting Date:	December 9, 2025
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**CONSULTANT
SELECTION**

A request for proposals was sent to five firms. Three firms submitted proposals. Shermco was selected based on cost, testing availability, comprehensive scope submittal, and experience modeling generators within CAISO's service area.

SUSTAINABILITY**Economic**

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

Social

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

Environmental

The District's participation in California's energy market supports the state's goal for zero-carbon electricity by 2045.

ALTERNATIVES

Do not authorize the amendment. This alternative is not recommended because the tasks are necessary for CAISO and PG&E compliance and continued participation in California's energy market.

Rebid the services. This alternative is not recommended because the District engaged in a fair and competitive process resulting in reasonable pricing.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement - Amendment Amend Agreement for Grid Modeling and Testing for Pardee and Camanche Powerhouses					DATE: November 19, 2025						
CONTRACTOR: Shermco Industries, Inc. Irving, TX					PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		100.0%		
		Ethnicity	Gender		White Women		6%		0.0%		
		White	Men		Ethnic Minorities		25%		0.0%		
\$26,000 *											
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: Shermco Industries, Inc.	\$26,000	White	X		100.0%						
SUBS: None											
TOTAL		\$26,000			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:	664		86		378		1,128				
Percent of Total Employees:	58.9%		7.6%		33.5%						
MSA Labor Market %:	39.0%		33.7%		27.3%						
MSA Labor Market Location:	USA										
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: NA Total not to exceed: \$87,000 = \$61,000 (Original) + \$26,000 (Amendment)											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							



AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amend Agreement for Grid Modeling and Testing for Pardee and Camanche Powerhouses			Ethnic Minority Percentages From U.S. Census Data						
				B	H	A/PI	AI/AN	TOTAL	
			National	10.5	10.7	3.7	0.7	27.3	
Professional Services Agreement - Amendment		DATE: 11/19/2025	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership		Number of Ethnic Minority Employees						
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM	Company Wide	44	192	34	14	284	25.2%	27.3%
Shermco Industries, Inc. Kristi Strickland 2425 E. Pioneer Drive Irving, TX 75061 832-966-1266		Manager/Prof	13	39	27	1	80	19.5%	
		Technical/Sales	21	95	7	13	136	23.1%	
		Clerical/Skilled	10	56	0	0	66	53.7%	
		Semi/Unskilled	0	2	0	0	2	50.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File: NA	Date of last contract with District: 1/4/2023						
		Co. Wide MSA: USA	# Employees-Co. Wide: 1,128 Bay Area: 0						
P	WM	Company Wide	INFORMATION NOT PROVIDED						
Kestrel Power Brigham Joffs 28100 Torch Parkway, Suite 400 Warrenville, IL 60555 702-808-9207		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
P	WM	Company Wide	INFORMATION NOT PROVIDED						
Z Global Brian Rahman 604 Sutter Street, Suite 250 Folsom, CA 95630 916-985-9461		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:	10.	Meeting Date:	December 9, 2025
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TITLE	ADDITIONAL FUNDS TO PURCHASE NETWORK SWITCHES AND EQUIPMENT REPLACEMENT
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize additional funding for the purchase made under Board Motion No. 114-23 with ConvergeOne, Inc. for supplying Juniper Network hardware and support services through September 15, 2026 for a total cost, after the addition of taxes, not to exceed \$863,000 . This purchase will be made under State of California contracts available for use by local governments.
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SUMMARY	This action is for additional funds to purchase and deliver Juniper Networks networking hardware, licensing and support for additional wireless service availability at District facilities.
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DISCUSSION	The District is replacing end-of-life network equipment (routers and switches) used to connect computers and phones with the Juniper Networks' switching platform and Wi-Fi access points utilizing the Juniper Mist Cloud services. In addition, the District is adding wireless service and network switches to District locations where equipment is not installed. This purchase will provide additional network switches, licensing, and hardware/software support. This action supports the District's Long-Term Infrastructure Investment Strategic Plan goal.
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VENDOR SELECTION	Public Contract Code, Section 10298, allows agencies such as EBMUD to purchase directly through State of California contracts or through State-authorized participating agreements without pursuing separate competitive bidding. The State of California, Department of General Services (DGS), holds contracts for Network Switches and Equipment under California State Contract Addendum 7-17-70-40-05 with ConvergeOne, Inc., as the authorized reseller to furnish the District with the required Juniper EX Series cloud-ready network switches and the subscription for the Wired Assurance, Virtual Network Assistant, licensing, and Juniper Care Services.
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SUSTAINABILITY	Economic Funding for this purpose is available in the Fiscal Year 2026/2027 adopted capital budget for Information Technology.
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Originating Department: Information Systems	Department Director or Manager: Orlando W. Leon	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026/2027; Award #7100012; Page 68	Budget Coding: 11.252.0000.3100141.52470.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Additional Funds to Purchase Network Switches and Equipment Replacement	Meeting Date:	December 9, 2025
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ALTERNATIVES

Do not authorize additional funds. This alternative is not recommended because the existing network switches have reached the end of their product lifecycle and may potentially create cybersecurity risks to the District.

Replace equipment on an as-needed basis. This alternative is not recommended as it involves replacing large number of devices, and discounts will not be available for equipment purchased individually.

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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 Additional Funds to Purchase Network Switches and Equipment Replacement						DATE: November 18, 2025					
CONTRACTOR: ConvergeOne, Inc. Bloomington, MN 55437				State Contract				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%			
\$413,000 *		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
PRIME: ConvergeOne, Inc.		\$413,000	White	X		100.0%					
SUBS: None											
TOTAL		\$413,000				100.0%	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:		1,279		506		438		2,223			
Percent of Total Employees:		57.5%		22.8%		19.7%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: July 11, 2023 through September 15, 2026. *Total not to exceed: \$863,000 = \$450,000 (Original) + \$413,000 (Amendment)											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Additional Funds to Purchase Network Switches and Equipment Replacement		Ethnic Minority Percentages From U.S. Census Data							
				B	H	A/PI	AI/AN	TOTAL	
		National		10.5	10.7	3.7	0.7	27.3	
Materials and Supplies Contract		DATE: 11/18/2025	9 Bay Area Counties		5.5	16.2	14.2	0.4	39.9
			Alameda/CC Counties		10.7	15.6	15.4	0.5	46.2
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM	Company Wide	110	167	121	6	404	18.2%	27.3%
ConvergeOne, Inc. Shane Harper 10900 Nesbitt Avenue South Bloomington, MN 55437 651-994-6800		Manager/Prof	34	45	29	4	112	13.2%	
		Technical/Sales	58	83	76	2	219	18.0%	
		Clerical/Skilled	17	34	10	0	61	43.3%	
		Semi/Unskilled	1	5	6	0	12	57.1%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		6/29/2021		
		Co. Wide MSA:	USA		# Employees-Co. Wide:		2,223	Bay Area:	0

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



BOARD ACTION

Agenda Number:	11.	Meeting Date:	December 9, 2025
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TITLE	AUTHORIZE CONTINUED EMPLOYMENT OF SPIEGEL & MCDIARMID, LLP, FOR SPECIALIZED LEGAL SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize the Office of General Counsel (OGC) to continue the employment of the law firm of Spiegel & McDiarmid, LLP, for specialized legal services related to the relicensing of the Lower Mokelumne River Project, Federal Energy Regulatory Commission (FERC) License No. 2916 and other federal energy law matters, in an additional amount not to exceed \$125,000.
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DISCUSSION	Spiegel & McDiarmid, LLP, specializes in assisting municipal and other non-profit utilities in proceedings before FERC, providing legal assistance on every aspect of FERC regulation of hydropower facilities and every stage of licensing and relicensing. OGC is requesting authorization for additional funds for specialized legal services related to the relicensing of the Lower Mokelumne River Project. Further details on the legal services provided by Spiegel & McDiarmid, LLP, are set forth in a separate confidential attorney-client privileged memorandum to the Board.
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SUSTAINABILITY	Economic Funding for this item is included in the Fiscal Year 2026 adopted operating budget.
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Originating Department: Office of General Counsel	Department Director or Manager: Derek McDonald	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: FY 2025/FY 2026	Budget Coding: 11-130-8851100-52310-000000	Approved: 	
Attachment(s): P-035; P-061			

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement Authorize Continued Employment of Spiegel & McDiarmid, LLP, for Specialized Legal Services						DATE: November 24, 2025						
CONTRACTOR: Spiegel & McDiarmid, LLP Washington, DC					PERCENTAGE OF CONTRACT DOLLARS							
Small Business					Availability Group		Contracting Objectives		Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		100.0%			
		Ethnicity	Gender		White Women		6%		0.0%			
\$125,000 *		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: Spiegel & McDiarmid, LLP SUBS: None		\$125,000	White	X		100.0%						
TOTAL		\$125,000				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:			13		9		4		26			
Percent of Total Employees:			50.0%		34.6%		15.4%					
MSA Labor Market %:			19.2%		18.0%		62.8%					
MSA Labor Market Location:			District of Columbia									
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$125,000												
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.

[illegible]

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



BOARD ACTION

Agenda Number:	12.1. – 12.3.	Meeting Date:	December 9, 2025
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TITLE	AUTHORIZE FORMATION OF EBMUD CAPTIVE INSURANCE COMPANY
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ACTION	☐ Motion:	☒ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	• Authorize the formation of a single parent East Bay Municipal Utility District Captive Insurance Company domiciled in Utah and commit initial funding. • Additionally authorize the General Manager to designate four District representatives to serve on the Captive’s Board of Directors, anticipated to be the Director of Finance, Manager of Risk Management, Treasury Manager, and Manager of Budget and to identify; and designate one Utah resident director as required by Utah state regulation. • Additionally, authorize the General Manager, or designee, to submit the captive business plan and license application to the Utah Department of Insurance and to report back to the Finance/Administration Committee upon approval and at appropriate intervals thereafter.
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SUMMARY	Due to the increasingly challenging commercial insurance market, the District has experienced a significant rise in premiums and coverage exclusions. To address these issues, staff propose forming a single-parent captive insurance company, domiciled in Utah, which will initially insure specific District risks, such as general and automobile, employment practices and public officials liability above the District's \$10 million self-insured retention. This strategy is designed to stabilize premiums, build reserves, and reduce dependency on commercial insurance. Formation of the captive was discussed at the December 1 and December 9, 2025 Special Finance/Administration Committee meetings.
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DISCUSSION	Despite the District’s strong safety record and the fact that it has not drawn upon external insurance coverage in decades, market forces, particularly reduced competition and capacity, have resulted in higher costs and decreased predictability. To mitigate these challenges, staff evaluated multiple options and identified the captive insurance alternative as the best option to address the underlying issue of the District’s inability to influence pricing or coverage. The captive alternative is a long-term strategic solution, allowing the District to underwrite its own risk, retain underwriting profits, and gain direct access to reinsurance markets. Key recommendations for implementation include: • Domicile: Utah – a mature and cost-effective regulatory environment (464 captives licensed at year-end 2024).
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? N/A	Board Action Type: Financial
Funds Available: FY 2026 & FY 2027	Budget Coding: 11.896.1815.8892300.54010.000000 21.996.2816.9892300.54010.000000		Approved: 
Attachment(s): Resolution			

Title:	Authorize Formation of EBMUD Captive Insurance Company	Meeting Date:	December 9, 2025
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- Governance: Five-member board consisting of four District representatives and one Utah resident as required by Utah state regulation.
- Oversight: Annual actuarial reviews, external audits, and ongoing reporting to the Finance/Administration Committee.
- Transparency: The captive will operate as a separate legal entity but remain subject to applicable District policies and procedures, and accountability and ethics requirements.

Financial modeling and actuarial analysis indicate that while formation costs will slightly increase expenditures during the first two years, long-term projections show premium stabilization, reserve accumulation, and reduced exposure to commercial market volatility. By year 10, the captive is projected to hold approximately \$6.6 million in reserves under conservative assumptions.

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

SUSTAINABILITY

Economic

The Fiscal Year (FY) 2026 and FY 2027 adopted operating budgets do not include funding for this unplanned expense. The fiscal impact associated with this action will be absorbed within the existing budget appropriation.

An EBMUD Captive Insurance Company is intended to stabilize long term insurance costs, reduce exposure to the volatile commercial insurance market, and retain underwriting profits within the District. Although formation costs will increase expenditures modestly during the first two years, actuarial projections indicate that the captive will accumulate approximately \$6.6 million in reserves by year 10 under conservative assumptions, improving the District's ability to respond to future claims and market changes without unexpected financial burdens.

Social

Improved control over coverage and the ability to respond to emerging risks will help safeguard public health, safety, and community confidence in the District's ability to manage its operations responsibly during changing market conditions.

ALTERNATIVES

Maintain the current commercial insurance program. This alternative is not recommended because it would leave the District exposed to ongoing premium volatility, potential reductions in coverage availability, and limited ability to influence underwriting decisions or retain underwriting profits.

Increase the self-insured retention without forming a captive. This alternative is not recommended because, while it could reduce premiums in the short term, it would increase the District's direct exposure to large losses without providing the structural benefits of a captive, such as reserve accumulation, direct access to reinsurance markets, and long-term premium stabilization.

Title:	Authorize Formation of EBMUD Captive Insurance Company	Meeting Date:	December 9, 2025
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Reduce reliance on commercial markets by lowering purchased limits or narrowing coverage without forming a captive. This alternative is not recommended because the District would take on greater risk and potentially lower limits of protection.

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RESOLUTION NO. _____

RESOLUTION AUTHORIZING FORMATION OF EAST BAY MUNICIPAL UTILITY
DISTRICT CAPTIVE INSURANCE COMPANY

Introduced by Director ; Seconded by Director

WHEREAS, the East Bay Municipal Utility District (EBMUD) has experienced a significant rise in insurance premiums and coverage exclusions due to the increasingly challenging commercial insurance market; and

WHEREAS, despite EBMUD's strong safety record and the fact that it has not drawn upon external insurance coverage in decades, market forces, particularly reduced competition and capacity, have resulted in higher costs and decreased predictability; and

WHEREAS, to mitigate these challenges, EBMUD staff identified the captive insurance alternative as the best option to address the underlying issue of EBMUD's inability to influence pricing or coverage; and

WHEREAS, the captive alternative offers a long-term strategic solution, allowing EBMUD to underwrite its own risk, retain any underwriting profits, and gain direct access to reinsurance markets; and

WHEREAS, financial modeling and actuarial analysis indicate that while formation costs will slightly increase anticipated expenditures during the first two years, long-term projections show premium stabilization, reserve accumulation, and reduced exposure to commercial market volatility; and

WHEREAS, the State of Utah is a mature and cost-effective captive regulatory environment with 464 captives licensed at year-end 2024; and

WHEREAS, at the Special Finance/Administration Committee meeting on December 1 and the Finance/Administration Committee on December 9, 2025, staff presented the Committee with information on the proposed EBMUD Captive Insurance Company (Captive); and

WHEREAS, the Finance/Administration Committee presented its committee report to the Board of Directors (Board) at the December 9, 2025 regular business meeting; and

WHEREAS, the Captive will operate as a separate legal entity from EBMUD but remain subject to applicable EBMUD Policies and Procedures, and accountability and ethics requirements;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the East Bay Municipal Utility District does hereby authorize the formation of a single-parent EBMUD Captive Insurance Company domiciled in Utah to insure specific EBMUD risks, to initially include general and automobile, employment practices, and public officials liability above the EBMUD'S \$10 million self-insured retention.

BE IT FURTHER RESOLVED that the Board does hereby establish a five-member board of directors consisting of four EBMUD representatives and at least one Utah resident member as required by Utah state law.

BE IT FURTHER RESOLVED that the Board hereby authorizes the General Manager, or his designee to:

1. Designate four EBMUD representatives to serve on the Captive's board of directors;
2. Identify and designate at least one Utah resident member director as required by Utah state law to serve on the Captive's board of directors;
3. Prepare and submit the Captive's business plan and license application to the Utah Department of Insurance;
4. Report back to the Finance/Administration Committee upon approval of the Captive but the Utah Department of Insurance; and
5. Review annual actuarial reviews and external audits, and establish ongoing reporting to the Finance/Administration Committee.

BE IT FURTHER RESOLVED THAT THE fiscal impact associated with this action will be absorbed within the existing budget appropriation.

ADOPTED this 9th day of December, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

President

Secretary

APPROVED AS TO FORM AND PROCEDURE:

General Counsel



BOARD ACTION

Agenda Number:	13.	Meeting Date:	December 9, 2025
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TITLE EQUITY ADJUSTMENTS FOR LOCAL 444 CLASSIFICATIONS

ACTION ☐ Motion: ☒ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Adopt a resolution to approve the equity adjustment increases for classifications represented by American Federation of State, County and Municipal Employees, Local 444 (Local 444): Electrical Technician (2.5%); Instrument Technician (5.0%); and Facility Specialist II (5.0%).

SUMMARY The District concluded negotiations with Local 444 resulting in a three-year Memoranda of Understanding effective April 21, 2025 through April 16, 2028. At the conclusion of the negotiations, the District entered into a side letter agreement with Local 444 to meet to discuss equity adjustment proposals received from the union for specific classifications. This side letter established a process for reviewing equity adjustments.

DISCUSSION Based on the discussions with Local 444 and a review of additional information received from the union, the District seeks approval to grant an equity adjustment for the following classifications:

Local 444:

- Electrical Technician – Increase of 2.5 percent from salary grade 67 to 68 (from top step \$12,495/month to \$12,812/month)
- Instrument Technician – Increase of 5.0 percent from salary grade 66 to 68 (from top step \$12,193/month to \$12,812/month)
- Facility Specialist II – Increase of 5.0 percent from salary grade 61 to 63 (from top step \$10,780/month to \$11,327/month)

The proposed equity adjustments were reviewed with Local 444 on November 18, 2025. Memos were sent to Local 444 on November 19, 2025 detailing the District's recommendation, pending the Board of Directors' approval.

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.

Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? N/A	Board Action Type: Personnel
Funds Available: FY 2026/2027	Budget Coding: N/A	Approved: 	
Attachment(s): Resolution			

Title:	Equity Adjustments for Local 444 Classifications	Meeting Date:	December 9, 2025
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ALTERNATIVE **Do not approve equity adjustments.** This alternative is not recommended because it would disregard the side letter of agreement between the union and the District.

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RESOLUTION NO. _____

AUTHORIZE EQUITY ADJUSTMENT INCREASES FOR THE FOLLOWING
CLASSIFICATIONS REPRESENTED BY THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 444: ELECTRICAL TECHNICIAN,
INSTRUMENT TECHNICIAN, AND FACILITY SPECIALIST II

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 American Federation of State, County and Municipal Employees, Local 444 (AFSCME Local 444) have engaged in labor negotiations regarding the salary, salary range, and wage of the Electrical Technician, Instrument Technician, and Facility Specialist II classifications; and

WHEREAS, the District and AFSCME Local 444 have agreed to increase the salary, salary range, and wage of the Electrical Technician classification by 2.5 percent, thereby increasing the salary grade of 67 to 68; and

WHEREAS, the District and AFSCME Local 444 have agreed to increase the salary, salary range, and wage of the Instrument Technician classification by 5.0 percent, thereby increasing the salary grade from 66 to 68; and

WHEREAS, the District and AFSCME Local 444 have agreed to increase the salary, salary range, and wage of the Facility Specialist II classification by 5.0 percent, thereby increasing the salary grade from 61 to 63; and

WHEREAS, the General Manager recommends the increase in salary, salary range, and wage in the three classifications represented by AFSCME Local 444;

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 Electrical Technician 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 December 9, 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 444 Salary Schedule, which is included as Appendix A of the 2025-2028 Memorandum of Understanding between the District and AFSCME Local 444, shall be updated to reflect the increase.

2. The salary, salary range, and wage of the Instrument Technician classification shall be increased by 5.0 percent, thereby increasing the salary grade of 66 to 68. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on December 9, 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 444 Salary Schedule, which is included as Appendix A of the 2025-2028 Memorandum of Understanding between the District and AFSCME Local 444, shall be updated to reflect the increase.
3. The salary, salary range, and wage of the Facility Specialist II classification shall be increased by 5.0 percent, thereby increasing the salary grade of 61 to 63. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on December 9, 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 444 Salary Schedule, which is included as Appendix A of the 2025-2028 Memorandum of Understanding between the District and AFSCME Local 444, 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 9th day of December, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

President

ATTEST:

Secretary

APPROVED AS TO FORM AND PROCEDURE:

General Counsel

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 9, 2025

MEMO TO: Board of Directors

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

FROM: Kathy Viatella, Manager of Legislative Affairs *KW*

SUBJECT: State Legislative Priorities for 2026 Legislative Year

SUMMARY

Each year, the Office of Intergovernmental Affairs (OIGA), in consultation with the Senior Management Team, develops state legislative priorities for the coming year. The priorities represent focus areas for EBMUD that are likely to come before the California legislature and may include specific proposals for EBMUD-sponsored legislation, as well as high-priority policy areas. In addition to these specific priorities, OIGA staff assess all legislation throughout the year for a nexus to EBMUD operations and policy objectives and route relevant bills to designated staff for feedback.

For 2026, the OIGA is proposing the following state legislative priorities which will be brought to the Board for consideration at its December 9, 2025 meeting. The state legislative priorities reflect EBMUD's mission, areas for opportunity, need, and risk, and where these may overlap significantly with legislative trends.

1. **Sponsor Legislation to Preserve Water Supply Assessment Law.** Pursue a sponsored bill to ensure that regardless of whether a development project is subject to California Environmental Quality Act (CEQA) review, any large residential, commercial, or mixed-use project that meets the definition of "project" contained in Water Supply Assessment law shall trigger the requirement for a water supply assessment.
2. **Housing and Development.** Continue to seek constructive ways to protect and advance EBMUD's interests as the legislature prioritizes housing affordability and considers limiting development-related fees, time limits on processing of applications for utility service and service connections, and changes to local land use and permitting rules that have implications for special districts.
3. **Water Affordability.** Protect and advance EBMUD's interests as the legislature considers ways to provide assistance to water and wastewater customers to address affordability.

- 4. Water Supply Reliability and Environmental Protection.** Protect and advance EBMUD's interests in water supply reliability and environmental protection.
- 5. Wildfire Preparedness and Emergency Management.** Protect and advance EBMUD's interests in wildfire and emergency preparedness.
- 6. Workforce Development.** Look for opportunities to advance EBMUD's interests in workforce development.

STATE LEGISLATIVE PRIORITIES FOR 2026

1. Sponsor Legislation to Preserve Water Supply Assessment Law

A Water Supply Assessment (WSA) is required for certain types of larger residential, commercial, and mixed-use projects to assess the water demand impacts of the project. Under current law, a city or county, upon determining that a project is subject to CEQA, shall request a WSA from a water supplier if the development meets the definition of "project" specified in WSA law (Water Code 10912 (a)). While the Water Code defines which projects need a WSA, the trigger for requiring the WSA was when the city or county determined that the project was subject to CEQA review.

In recent years, because of the legislature and governor's focus on removing impediments to housing, there have been a growing number of bills that "streamline" housing development by eliminating CEQA analysis, as well as legislation that establishes statutory CEQA exemptions for certain types of affordable and infill housing. Those successful legislative efforts have meant that a WSA is no longer required for projects that still meet the Water Code criteria but are no longer subject to CEQA. In summer of 2025, a statutory CEQA exemption for certain types of housing projects of less than 20 acres was enacted through AB 130 (Committee on Budget, 2025 – Section 59). SB 131 (Committee on Budget & Fiscal Review, 2025) contained an exemption from CEQA for a "project that consists exclusively of a facility for advanced manufacturing." Although the impact to the WSA law was likely an unintended consequence of prior legislation and recent budget trailer bills, it is anticipated that the legislature will continue efforts to streamline housing and other development projects in 2026.

EBMUD sponsored SB 901 (1995) and SB 610 (2001), also referred to as "Show Me the Water" legislation, requiring WSAs for certain large development projects to improve the link between land use planning and water supply planning. These laws are contained in Water Code Sections 10910 – 10915 and were enacted to ensure that water supply impacts of larger developments are reviewed and analyzed and then provided to the planning entity responsible for permitting the project.

A WSA presents an opportunity for early coordination between a water supplier and a developer to help ensure a reliable, long-term water supply and the construction of the necessary infrastructure to support new developments. As climate change continues to challenge the

reliability of future water supplies, the WSA process allows water suppliers to provide important information to developers regarding reliability during future droughts, information on necessary infrastructure upgrades and costs, water conservation measures in place, and potential availability of recycled water to serve a project. This early coordination between the water supplier and developer can minimize surprises that could otherwise occur further along in the development process, thus ensuring smoother project implementation.

EBMUD has completed over 100 WSAs in the last 25 years: 28 of those were less than 20 acres in size. Of those 28, 17 were housing developments or mixed-use projects. Those 17 projects increased water demand by over one billion gallons of water per year.

In 2026, staff will seek to sponsor legislation to preserve EBMUD's "Show Me the Water" law for larger projects. The proposal would require any project that meets the definition in Water Code 10912 (a) be subject to WSA law, regardless of whether the project needs CEQA review. The proposal does not seek to rescind the recent CEQA exemptions but rather to ensure WSAs will still be needed by making the "trigger" for a WSA that the project meets the current definition in Water Code 10912 (a). The focus of sponsoring legislation will be on the importance of the WSA as statewide policy to ensure long-term water supply for projects and support early coordination with developers, rather than hindering development.

2. Housing and Development: Seek Constructive Ways to Protect and Advance EBMUD's Interests as the Legislature Prioritizes Housing Affordability and Considers Limits on Development-related Fees, Time Limits on Processing of Applications for Utility Service and Service Connections, and Changes to Local Land Use and Permitting Rules that Have Implications for Special Districts

Increasing housing supply and reducing the cost and the time it takes to permit and build housing to address overall housing affordability remain key issues for the legislature and administration. In this regard, the legislature's attention in recent years has turned to fees charged by local agencies to mitigate the effects of housing developments on communities. These fees, known as impact fees, are governed by the Mitigation Fee Act that dictates how the fees may be imposed and how funds from these fees can be spent.

Water and wastewater capacity charges and connection fees are considered fees for service and, under the Mitigation Fee Act, are treated differently from other development-related or impact fees. In addition, water and wastewater capacity charges and connection fees are subject to existing law and state constitutional provisions that require the fees to be related to, and not exceed, the reasonable cost of providing the service. Legislation to address the need for housing and overall housing affordability in recent years has included efforts to limit the fees charged to developers and delay when developers must pay the fees. There has also been legislative interest in the timeframe for reviewing and approving building permits and utility service applications, as well as for connecting and starting service for new housing.

In addition to the CEQA exemption granted to certain housing projects in legislation this year, mentioned in the previous priority, there were legislative discussions in 2025 focused on ways to streamline local land-use planning, permitting rules, and processes to reduce the time it takes to approve and build housing projects, often without the legislature fully understanding that the role of, and impacts to, special districts is different from cities and counties that have land-use authority.

Discussions on housing issues are expected to continue in 2026 and could include proposed changes to existing law that would impact EBMUD such as capping or limiting capacity charges and connection fees, and imposing requirements regarding the manner and timeframe in which applications for water and wastewater service are reviewed and approved.

Staff will continue to seek constructive ways to protect and advance EBMUD's interests as the legislature may consider various topics such as: development-related fees, including water and wastewater capacity charges and connections fees; imposing or changing requirements related to approving projects or applications for service, such as applications for water and wastewater service; and, other changes to local land use planning or permitting rules and processes that have the potential to impact EBMUD.

3. Water Affordability: Protect and Advance EBMUD's Interests as the Legislature Considers Ways to Provide Assistance to Water and Wastewater Customers to Address Affordability

Due to the rising cost of living in California, the legislature and administration have focused on the affordability of customer utility bills, especially for low-income households. One proposed solution is to create a permanent low-income rate assistance program for water and wastewater customers who need help paying their bills.

Past legislative efforts to establish a permanent rate assistance program for low-income water and wastewater customers have been unsuccessful due to the difficulty of either finding a permanent state funding source or identifying local funding that does not violate constitutional requirements. Proposition 218 (Prop. 218), passed by voters in 1996, restricts local governments' ability to impose assessments and property-related fees, and requires elections to approve many local government revenue-raising methods. Prop. 218 limits how a public agency can set retail water rates and requires that rates be set proportionally and be no higher than what it costs to provide the service. This effectively prohibits the funding of a water rate assistance program for low-income customers through a public water utility's normal rates and charges.

EBMUD's Customer Assistance Program (CAP) was established by a special change to the MUD Act in 1986 and is funded by non-rate revenue. CAP customers, including residents and homeless shelters, receive up to 50 percent credit on their bills for drinking water service and a 35 percent credit on their bills for wastewater treatment service, one of the most generous benefits in the state.

In 2025, two bills were introduced in the Legislature, including AB 532 (Ransom) and SB 350 (Durazo), although neither made it successfully through the legislative process. AB 532 would have granted express authority to public urban retail water suppliers to establish and fund low-income water rate assistance programs encompassing rate assistance, arrearage assistance, and crisis assistance for drinking water customers. The bill would have required water suppliers to report information to the State Water Resources Control Board on local water rate assistance programs and whether barriers exist to the establishment of such programs. A different approach through SB 350 would have established a statewide rate assistance program for low-income residential water and wastewater customers. SB 350 would have placed requirements on water systems to provide assistance to eligible customers through auto-enrollment, among other requirements. No funding source was identified.

Despite these failed efforts in the legislature, EBMUD and other water agencies are working collaboratively with environmental justice groups to continue efforts to establish a statewide low-income rate assistance program. It is unclear what bills may emerge on this topic in 2026, but continued interest is likely.

As legislative discussions on establishing and funding a statewide low-income water rate assistance program progress in 2026, staff will share information on its success in administering EBMUD's long-standing CAP to help shape future legislative efforts to protect and grow the program for EBMUD customers.

4. Water Supply Reliability and Environmental Protection: Protect and Advance EBMUD's Interests in Water Supply Reliability and Environmental Protection

Water supply reliability, and related topics of environmental protection and Bay-Delta issues, will likely continue to be key focus areas for the administration and legislature in 2026. Interest in the following areas with a nexus to EBMUD's mission and operations are likely, including water supply reliability and resiliency, habitat restoration in the context of Healthy Rivers and Landscapes, water quality and environmental protection, and water supply management.

Healthy Rivers and Landscapes

The State Water Resources Control Board's update of the Bay-Delta Water Quality Control Plan (Bay-Delta Plan) has the potential to impact EBMUD's water supply reliability and the Mokelumne River fishery. EBMUD continues to engage in discussions on the Healthy Rivers and Landscapes (HRL) Program (formerly known as the Voluntary Agreements) as an alternative pathway for updating the Bay-Delta Plan.

In 2025, there were attempts to pass legislation that would have impacted the Bay-Delta Plan and HRL including efforts by the administration to pursue streamlined environmental permitting for water quality control plan updates and efforts by legislators to reduce funding in the budget that supports habitat restoration. These attempts were not successful. These issues could be the subject of conversations again in 2026. Any legislation in this area has the potential to affect

access to water supplies, the Mokelumne River fishery, habitat restoration efforts including projects undertaken by EBMUD, and may have implications for water rights.

Golden Mussel

In 2025, EBMUD joined a coalition of water agencies to successfully advocate for updates to California law aimed at preventing the spread of golden mussels, an invasive freshwater species first detected in California in October 2024. The coalition's proposed language was included in the budget trailer bill, AB 149 (Committee on Budget), which was signed into law and took immediate effect. The new provisions grant the California Department of Fish and Wildlife (CDFW) the same authority over golden mussels that it currently has for quagga and zebra mussels, require water agencies that detect golden mussels in their system to implement a control or eradication plan, and provide liability protection for agencies that comply with their plans. In addition, the law updates an EBMUD-sponsored statute to require reservoir operators that have not detected golden mussels to develop and implement a control and eradication plan in advance of detection.

AB 149 also increased the invasive mussel infestation prevention fee that freshwater recreational boaters must pay to support the state's mussel prevention efforts and appropriated \$20 million to CDFW to support invasive mussel prevention projects. There may be legislative discussions in 2026 regarding these fees as well as efforts by the boating community to have one standard approach apply statewide to how and when quarantines and reservoir closures are imposed. Any such legislation could have implications for EBMUD and other water agencies taking actions deemed necessary to protect water supplies and infrastructure.

Water Supply Management

In 2025, as California continued to experience climate variability and extreme weather events, the legislature's focus on water supply management centered on improving forecasting, planning for uncertainty, water supply availability, and water demand of emerging industries. The legislature passed and the governor signed legislation to facilitate more uses of non-potable recycled water. There was also interest in better understanding the growing water usage of data centers by requiring companies to report their use to local water suppliers. The bill was vetoed by Governor Newsom who cited his reluctance to impose rigid reporting requirements without understanding the full impact the reporting would have on businesses and their customers. These topics may continue to garner legislative attention in 2026.

Staff will continue to protect and advance EBMUD's interests in water supply reliability and environmental protection discussions, including in the context of the update to the Bay-Delta Plan and HRL and protection of the Mokelumne River fishery, as well as any legislative efforts that could impact EBMUD operations, water quality, and water supply management.

5. Wildfire and Emergency Preparedness: Protect and Advance EBMUD's Interests in Wildfire and Emergency Preparedness

The legislature and governor, after the devastating January 2025 Los Angeles-region wildfires, focused much of their attention on wildfire preparedness, emergency management, and post-disaster recovery through both policy bills and budget actions. The legislature also focused on the role of utilities in wildfire management, although mainly on the energy side. In 2026, interest in these areas is expected to continue.

One bill in particular, AB 367 (Bennett), Chapter 690, Statutes of 2025, focused on the role and operation of water utilities in fire suppression efforts. AB 367 places a number of prescriptive requirements on water suppliers in Ventura County to have access to backup power or alternative water sources for fire suppression, requires annual inspection of critical fire suppression infrastructure and backup energy sources, and establishes notification requirements for the water suppliers in the event of significant water delivery reductions. Although the bill was limited in scope to Ventura County, the author previously announced plans to work on the issue statewide and may introduce legislation in 2026 that continues to look at the role of water utilities in wildfire preparedness and emergency management.

In terms of preparing for major fires and reducing fire risk, EBMUD employs a comprehensive, multi-pronged approach, encompassing vegetation management, infrastructure investments, emergency preparedness, mutual assistance, staff training, research and community coordination to build a resilient water and wastewater system capable of withstanding fire threats and protecting public safety. Even with major preparation efforts, however, no urban water system is built to respond to wildfires such as the catastrophic firestorm events experienced in early 2025.

Emergency Response and Infrastructure Investments

During wildfires, EBMUD coordinates with local fire districts and CAL FIRE, and can provide water from EBMUD's five local raw water storage reservoirs for aerial firefighting efforts. On Red Flag days, local water storage tanks are topped off to maximize water availability for firefighting. EBMUD also conducts regular drills and staff training to further enhance EBMUD's readiness for emergencies.

EBMUD has permanent generators at critical facilities and can deploy a fleet of portable backup generators and pumps to maintain water delivery during power shutoffs. In addition, regular hydrant maintenance and inspection and coordination with fire agencies keep the water system ready for emergencies.

Given legislative attention on the January 2025 wildfires, it is expected that interest in emergency preparedness efforts by water utilities will continue in 2026.

Vegetation Management

EBMUD manages nearly 60,000 acres of watershed in the East Bay and Sierra Nevada Foothills to protect water supply and quality, and undertakes annual fuels reduction and wildfire mitigation efforts in its service area, including collaboration with partners like the East Bay Regional Park District (EBRPD), local fire districts, and CAL FIRE. EBMUD is an active participant in regional collaborations like the East Bay Hills Emergency Forum. EBMUD invests \$2.5 million each year in projects to reduce wildfire risks including building fuel breaks, cattle and goat grazing, removing dead or dying trees, maintaining fire roads, and using prescribed fire to treat the land.

As an example, in January 2025, EBMUD completed work on the Grizzly Peak shaded fuel break project. This collaborative effort with EBRPD, City of Berkeley, and U.C. Berkeley created three miles of shaded fuel break in the East Bay Hills and provides critical access for fire suppression and evacuation during a wildfire. The project was funded by a grant from CAL FIRE.

EBMUD continues to work through the Upper Mokelumne River Watershed Authority (UMRWA) on forest health in the Mokelumne River watershed. In 2023, UMRWA launched its Forest Projects Plan Phase 1, which will conduct forest treatments on 26,000 acres in the Eldorado National Forest. UMRWA plans to complete the work by 2031. UMRWA is also planning for Phase 2, which would cover a 225,000-acre landscape in the Stanislaus and Eldorado National Forests. The Draft Environmental Impact Statement for Phase 2 is expected to be completed in late fall 2025. There may be future funding opportunities from Proposition 4, the Safe Drinking Water, Wildfire Prevention, Drought Preparedness, and Clean Air Bond Act of 2024, (Prop. 4) in terms of forest health and local fire prevention grants through CAL FIRE. The Fiscal Year (FY) 2025-2026 state budget allocated about \$600 million of \$1.5 billion dedicated to wildfire and forest resilience in Prop. 4.

Staff will continue to protect and advance EBMUD's interests in wildfire preparedness and emergency management and monitor and engage in discussions on these issues in the legislature, including sharing EBMUD's efforts in capital investments and maintenance, emergency preparedness, and vegetation management. EBMUD will continue to work through UMRWA on forest health resilience in the Mokelumne River watershed.

6. Workforce Development: Look for Opportunities to Advance EBMUD's Interests in Workforce Development

Workforce development continues to be a topic of interest for EBMUD. In the past, administrative and legislative discussions and investments in workforce development have included support for displaced oil and gas workers as part of a broader issue of a green or clean economy workforce. The legislature's and administration's attention and efforts in workforce development have shifted over time.

The state's FY 2022-2023 budget included \$175 million over three years for the Apprenticeship Innovation Fund to invest in and expand non-traditional apprenticeships, approximately \$1.5 billion one-time general fund money over three years for healthcare workforce investments, and a \$315 million one-time general fund investment in climate and clean energy-related workforce development. The climate and clean energy-related funding included \$40 million for a pilot program to address the needs of oil and gas workers facing displacement as well as \$45 million to restart the California Workforce Development Board's Low Carbon Economy Workforce grant program.

While the Contra Costa Workforce Development Board was awarded a \$3.8 million grant in 2024 to support displaced oil and gas workers in Contra Costa County, the state has reduced overall funding support for workforce development since the FY 2022-2023 state budget. In 2024, the state reduced funding for the Apprenticeship Innovation Fund by \$40 million, reduced the healthcare workforce funding by nearly half, reduced the displaced oil and gas worker fund from \$40 million to \$30 million, and reduced the Low Carbon Economy Workforce grant program by \$15 million. In 2025, the administration was focused on career pathways for high school and college students, as well as providing funding through the budget for existing state apprenticeship programs, and workforce development in Los Angeles and Ventura counties to support fire recovery in those counties, rather than on displaced oil and gas workers.

EBMUD engages in and supports a range of collaborative efforts to strengthen the pipeline of qualified workers in the water and wastewater industries. For example, EBMUD is a founding member of BAYWORK (a collaboration of Bay Area water and wastewater agencies), which promotes workforce development in the water and wastewater industries. BAYWORK strengthens regional capacity, avoids duplication of efforts, and helps ensure a diverse and well-prepared workforce.

In 2023, the California Municipal Utilities Association (CMUA) launched a new statewide workforce development initiative in the water, wastewater, and public power sector. CMUA's initiative is supported by a \$4 million High Road Training Partnership grant through the California Workforce Development Board to address workforce gaps by creating a pipeline for unrepresented populations, developing statewide best practices, and establishing a regional partnership and training program in Southern California modeled after the High Road Training Partnership Program between BAYWORK and Jewish Vocational Services in the Bay Area. Workforce development continues to be a priority for CMUA as public utilities face large portions of employees retiring and difficulty in attracting employees. CMUA is committed to continuing to explore ways to help member utilities, including EBMUD, address these problems and work with its membership to leverage existing regional partnerships and collaborate with other potential community partners to find solutions.

It is unclear at this time what direction any administrative and legislative discussions on the topic of workforce development will take in 2026. EBMUD will continue to look for opportunities to advance EBMUD's interests in workforce development, such as highlighting the water and

wastewater industry as a viable career pathway as part of oil and gas workforce transition discussions the administration and legislature may engage in.

NEXT STEPS

The Office of Intergovernmental Affairs recommends the Board approve the State Legislative Priorities for 2026 as described above. Staff will continue to review and assess all legislation throughout the year, with a focus on the issue areas described above, and bring relevant legislation to the Board for consideration, as needed.

CCC:KCV:dm/jw

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 9, 2025

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Derry L. Moten, Special Assistant to the General Manager 

SUBJECT: Consider Appointing an Ad Hoc Committee to Develop Guidelines for Naming or Renaming District Facilities, Programs, Awards, and Other District Assets and a Proposal to Honor Former Director William “Bill” Patterson

SUMMARY

Following the passing of former Director William “Bill” Patterson, the Board of Directors expressed interest in exploring meaningful ways to honor his legacy. Staff recommends the Board appoint an Ad Hoc Committee to review guidelines for naming or renaming District facilities, programs, awards, and other District assets in honor of individuals. Staff will also recommend options to honor former Director Patterson. These topics will be discussed with the Board at its December 9, 2025 meeting.

DISCUSSION

Staff recommends developing guidelines for naming or renaming District facilities, programs, awards, and other District assets in honor of individuals. To support this effort, staff recommends the Board appoint an Ad Hoc Committee to review and recommend guidelines to the Board.

Based on draft guidelines developed by staff but not yet reviewed by the Ad Hoc Committee, staff believes that former Director Patterson would meet the guidelines that the Board would ultimately adopt. Former Director Patterson served the District for over 27 years and was a respected leader at the District and in the community. His legacy spans civil rights, public service, mentorship, community advocacy, and workforce opportunity including deep engagement with Oakland Parks & Recreation, the Oakland Zoo, and McClymonds High School.

Below are options for the Board to consider that would honor former Director Patterson’s legacy. The ideas identified include feedback from staff, employee groups, and some Board members.

Facility Naming Opportunity

Renaming the Board and Training Resource Center (TRC) in the Administration Building will provide a lasting and visible recognition to honor former Director Patterson. The TRC is a centrally used facility supporting employee training and development. Renaming the TRC reflects former Director Patterson's dedication to career pathways and workforce advancement. A potential name would be the "William "Bill" Patterson Board and Training Resource Center". Possible enhancements include commemorative signage at the entrance including a short biography highlighting his service to EBMUD and the community.

Workforce Development

Former Director Patterson was a lifelong advocate for creating pathways into stable, rewarding careers, especially for youth, underrepresented communities, and the City of Oakland. Naming workforce programs, trainee pathways, and employee recognition initiatives after him provides a living legacy tied directly to the development, celebration, and advancement of employees. The Peralta Cohort Program is a partnership between EBMUD and the Peralta Community College District, offering an on-site Utility Leadership certificate for employees. Former Director Patterson was a founding director of the Peralta Colleges Foundation, and renaming the program to the "William "Bill" Patterson Peralta Cohort Program" would align with his commitment to education, leadership development, and creating advancement pathways within the District. Possible enhancements include a dedication ceremony with Peralta faculty and EBMUD participants, legacy summary in program orientation materials, and a commemorative display in the training space used for instruction.

Employee Recognition for Community Engagement

Former Director Patterson committed his life to community engagement. The District could consider creating a "William "Bill" Patterson Employee Excellence Award" to highlight employees who embody the values he championed throughout his service. This award would recognize employees who demonstrate dedication to outreach or community engagement, exceptional volunteerism in underserved communities, and outstanding examples of living out the District's Values. This would be an annual recognition presented at the Board meeting.

NEXT STEPS

If the Board appoints an Ad Hoc Committee, the Committee will review and finalize the guidelines for renaming facilities, programs, awards, and District assets in honor of individuals for Board consideration. Based on feedback regarding the proposals to honor former Director Patterson, staff will implement the changes approved by the Board.

CCC:DLM:yhd

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 9, 2025

TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

FROM: Janetta M. Johnson, Assistant to the General Manager 

SUBJECT: Six-Month Forecast of Board Committee and Workshop Agenda Topics for 2026 and Summary of 2025 Committee and Workshop Topics

The attachments provide a prospective and a retrospective look at Board committees, workshops, and events. The first attachment provides a forecast for January 2026 through June 2026, identifying items staff proposes to bring before committees, as well as upcoming workshops and events. The second attachment lists items presented to Board committees, as well as workshops and events held between July 2025 and December 2025.

During the December 9, 2025 Board meeting, staff will provide an overview of the items, workshops, and events proposed for January 2026 through June 2026 and will seek Board input on including additional items for discussion.

CCC:JMJ

Attachments: 1. Forecast January-June 2026
2. Summary July-December 2025

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2026 BOARD COMMITTEES AND WORKSHOPS
Six-Month Forecast
(January - June 2026)

January-February 2026

	Planning 2nd Tuesdays	Leg/HR 2nd Tuesdays	Finance/Administration 4th Tuesdays	Sustainability Quarterly	Workshops/Events
January	• Contracting Out/FM&O • Contra Costa County Sanitary District Long-Term Diversion Agreement	• Administrative Code • Recruitment Process Update • Legislative Update	• Water Conservation Initiatives Progress Update • Quarterly Investment Report • Quarterly Payroll/Disbursement/Real Estate Report • Monthly Investment Transactions Reports • External Auditor Selection • Draft Policy 4.29 Use of AI	• Agenda Topics TBD	• FRWA (1/8) • UMRWA (1/23) • Retirement Board Meeting (1/23) • Urban Water Management Plan /Long-Term Water Supply Workshop (1/27)
February	• MWWTP Influent Pump Station Resilience Project Update	• Employee Relations Realignment & Process Improvement • Diversity, Equity, and Inclusion Strategic Plan Update • Legislative Update	• Monthly Investment Transactions Report • Annual Update on Employee Retirement System • Adopt the Actuarial Valuations of the Retirement System & Set Contribution Rates • Authorize Issuance of Water Revenue Bonds • Authorize Issuance of Wastewater Revenue Bonds	• No Meeting	• DERWA (2/2) • FY 2026 Budget Performance and Mid-Cycle Budget Workshop (2/24)

March-April 2026

	Planning 2nd Tuesdays	Leg/HR 2nd Tuesdays	Finance 4th Tuesdays	Sustainability Quarterly	Workshops/Events
March	• Purified Water Education Plan • Wet Weather Consent Decree Update • Annual Water Quality Program Update • Semi-Annual Regulatory Compliance Report • As-Needed Construction Management & Inspection Services	• Legislative Update	• Monthly Investment Transactions Report	• No Meeting	• Retirement Board Meeting (3/20) • Customer Assistance Program Workshop (3/24)
April	• DREAM BGR Update • Annual Watershed and Recreation Report • Fishery Update	• Diversity, Equity, and Inclusion Strategic Plan Update • Legislative Update	• Quarterly Investment Report • Quarterly Report Payroll/Disbursement/Real Estate Summary • Monthly Investment Transactions Report • Annual Investment Policy Review • Single Audit Reporting • Semi-Annual Internal Audit Report	• Resource Recovery Program Update • Greenhouse Gas Inventory Update	• FRWA (4/9) • UMRWA (4/24) • DERWA (4/27)

May-June 2026

	Planning 2nd Tuesdays	Leg/HR 2nd Tuesdays	Finance 4th Tuesdays	Sustainability Quarterly	Workshops/Events
May	• Agenda Topics TBD	• Equal Employment Opportunity Program Report • Legislative Update	• Monthly Investment Transactions Report • Draft Policy – Records Retention Schedule	• No Meeting	• Retirement Board Meeting (5/22) • Mid-Cycle Budget Update/Key Performance Indicators for FY 2027 & FY 2028/ FY 2027 Non-Prop 218 Rates and Charges Workshop (5/26)
June	• Agenda Topics TBD	• Diversity, Equity, and Inclusion Strategic Plan Update • Legislative Update	• Monthly Investment Transactions Report	• No Meeting	• Public Hearing on FY 2027 Proposed Rates and Charges (6/9)

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2025 BOARD COMMITTEES AND WORKSHOPS

Six-Month Summary (July - December 2025)

July-August 2025

	Planning 2nd Tuesdays	Legislative/Human Resource 2nd Tuesdays	Finance/Administration 4th Tuesdays	Sustainability Quarterly	Workshops/Events
July	• Fiscal Year 2025 Pipeline Rebuild Program Update • Center for Smart Infrastructure Update • Water Forum 2050 Update • Presentation on Erosion Threat to the Mokelumne Wild and Scenic River after a Wildfire	• Modernization of Recruitment and Classification Division	• Cancelled	• No Meeting	• FRWA (7/10) • Retirement Board (7/10) • MWWTP Tour (7/15) • UMRWA (7/25)
August	• Dam Safety Program Annual Report • Regulatory Compliance Semi-Annual Report	• Workforce Development Program Update • Board Appointed Position Process	• Fiscal Year 2026 Insurance Summary • Monthly Investment Transaction Reports • Quarterly Financial Reports • Proposed Fiscal Year 2026 Financing Plan • Revisions to District Policies • Revisions to Policy 6.04, Ethics of the EBMUD Board of Directors	• No Meeting	

September-October 2025

	Planning 2nd Tuesdays	Legislative/Human Resources 2nd Tuesdays	Finance/Administration 4th Tuesdays	Sustainability Quarterly	Workshops/Events
September	• Water Quality Program Semi-Annual Update • Mokelumne Aqueduct Improvements and Failure Response • Update on Phased Approach to Design Consultant Management • Miller Road Trench Soil Management Project Update and Final Mitigated Negative Declaration	• Human Resources (HR) Technology, Innovation and Core HR System Replacement	• Monthly Investment Transactions Report • Fiscal Year 2025 Annual Budget Performance Report • Adopt a New Policy and Approve Revisions to Existing District Policies • Fiscal Year 2025 Annual Hydropower Revenue Report	• No Meeting	• Retirement Board (9/18) • DERWA (9/22)
October	• Fiscal Year 2025 Annual Readiness Report • Joint Study Agreement for Fisheries	• Diversity, Equity and Inclusion Strategic Plan Update – Inclusive Culture	• Monthly Investment Transactions Report • Quarterly Financial Reports • Restatement of Monthly and Quarterly Investment Reports • Fiscal Year 2025 Key Performance Indicators Report	• No Meeting	• UMRWA (10/3) • Special Board (10/7) • FRWA (10/9) • Infrastructure Tour (10/22) • Infrastructure Workshop (10/28)

November-December 2025

	Planning 2nd Tuesdays	Legislative/Human Resources 2nd Tuesdays	Finance/Administration 4th Tuesdays	Sustainability Quarterly	Workshops/Events
November	• Long-Term Water Transfer Option and Sharing Agreements • Wastewater Electrical Resiliency Master Plan • Orinda Water Treatment Plant Disinfection and Chemical Systems Safety Improvements Project Status Update and Agreement Amendments	• Follow-up to Diversity, Equity and Inclusion Strategic Plan Update • Employee Benefits Strategy	• Cancelled	• 2024 Greenhouse Gas Inventory	• Retirement Board (11/20)
December	• Interceptor Master Plan Update • Records Retention Schedule Update	• Cancelled	• Cancelled	• No Meeting	• Special Finance/Administration Committee (12/1) • DERWA (12/8) • Special Finance/Administration Committee (12/9)

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 9, 2025

MEMO TO: Board of Directors

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

SUBJECT: Monthly Report – November 2025

HIGHLIGHT

On November 12, staff met with DSRSD-EBMUD Recycled Water Authority (DERWA), Dublin San Ramon Services District, and Central Contra Costa Sanitary District (Central San) to continue to discuss the proposed long-term Central San wastewater diversion agreement to obtain supplemental supply to facilitate future expansion of the non-potable reuse project in San Ramon Valley. Final agreement is anticipated to be considered by DERWA in February 2026.

WATER SUPPLY

Bayside Groundwater Well Demolition Project update. On November 19, the District received a draft request for proposals (RFP) from the Oro Loma Sanitary District (OLSD) for the project. Staff reviewed the RFP covering the site demolition work and provided comments. Another RFP covering well destruction will be completed by OLSD at a later date. OLSD will provide an updated schedule as their initial completion date of December 2025 will not be met.

On November 18, staff met with North San Joaquin Water Conservation District (NSJWCD) and Stockton East Water District (SEWD) to develop a full-scale San Joaquin groundwater banking project concept. Staff discussed the draft memorandum of understanding and draft project description. The next coordination meeting with NSJWCD & SEWD is scheduled for December 4.

Precipitation. The East Bay precipitation for November was 2.88 inches (89 percent of average) and the season total was 4.36 inches (86 percent of average). The Mokelumne precipitation for November was 6.93 inches (128 percent of average) and the season total was 10.25 inches (110 percent of average).

Water Releases

Camanche Reservoir. The average rate of Camanche release for November was 330 cfs (159 cfs generation, 150 cfs sluice, and 21 cfs through the hatchery), and the average flow below Woodbridge Dam was 283 cfs, both in accordance with the Joint Settlement Agreement "Normal & Above" water year criteria.

East Bay Reservoirs. Releases were made from the Upper San Leandro Reservoir in November to maintain the reservoir within the winter operating storage ranges and averaged 14 cfs for the month. No other releases were made from the East Bay reservoirs.

Water Storage

Mokelumne reservoirs storage is 115 percent of average. As of November 30, 2025, Pardee was at 563.6 feet or 113 percent of average, and Camanche was at 218.1 feet or 117 percent of average. Combined Pardee and Camanche reservoir storage was 491,000 acre-feet compared to 481,000 acre-feet last year.

East Bay reservoirs storage is 111 percent of average. As of November 30, 2025, USL was at 454.4 feet or 135 percent of average, San Pablo was at 296.1 feet or 97 percent of average, and Briones was at 570.5 feet or 109 percent of average. Total terminal reservoir storage was 126,000 acre-feet compared to 122,000 acre-feet last year.

Mokelumne Aqueducts and Raw Water Pumping Plants. The average rate of Mokelumne Aqueduct draft for November 2025 was 134 MGD. Walnut Creek, Moraga and Briones Raw Water Pumping Plants remained out of service for the month.

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

	November 2025	November 2024	November 2020	Average of FY 2005-2007
East of Hills	28 MGD	33 MGD	41 MGD	39 MGD
West of Hills	100 MGD	107 MGD	112 MGD	133 MGD
Total	128 MGD	140 MGD	153 MGD	172 MGD
Max Day Production	149 MGD (11/2/2025)	163 MGD (11/4/2024)	183 MGD (11/2/2020)	

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

WATER QUALITY AND ENVIRONMENTAL PROTECTION

Lafayette Water Treatment Plant update. On November 4, staff met with a biological consultant regarding a bald eagle nest adjacent to the planned project. Bald eagles have built a nest in a Caltrans right-of-way adjacent to the treatment plant and Highway 24. Staff discussed options for nest buffers and consultation with the regulatory agencies as bald eagle nests are protected by the state and federal governments. Staff decided to monitor noise levels at the plant

during construction activities, to limit use of a staging area adjacent to the nest and to monitor the nest to see if there are any impacts to nesting going forward. On November 5, staff discussed areas to locate pits required for the slip lining work to reduce environmental permitting requirements. Pit locations were chosen to avoid impacts to the adjacent Lafayette Creek and riparian area so a California Department of Fish and Wildlife Streambed Alteration Agreement would not be required for the project. Staff will determine if a State Water Board permit is required once the design is finalized.

In November, one industrial customer in the wastewater service area was issued a Notice of Violation (NOV). The NOV was issued to a cheese manufacturing facility located in Berkeley for exceeding the District's local limit for oil and grease. The industrial customer submitted a written technical report and corrective action plan and is required to pay fees to cover the District's inspection and administrative costs.

In November, seasonal salmonid field monitoring was conducted in the Mokelumne River. As of November 18, a total of 9,784 Chinook salmon have been observed passing the Woodbridge Irrigation District Dam. Staff continued to conduct weekly redd surveys, with a cumulative total of 836 Chinook salmon redds observed as of November 18. In addition, weekly carcass surveys continue to be conducted. As of November 12, a total of 63 Chinook salmon carcasses have been encountered and 6 heads collected.

On November 3, the District began working with Civicorps on fuel break maintenance in Orinda. Civicorps was awarded a \$75,000 grant by the California Conservation Corps and is collaborating with EBMUD to complete annual maintenance on established fuel breaks on EBMUD watershed in the community of Orinda.

On November 6, staff completed the annual security inspections for Pardee and Camanche dams. The inspections are a requirement of the District's hydropower license with the Federal Energy and Regulatory Commission. No significant concerns were identified during the inspection, and the results of the inspection will be used to complete the Annual Certification of Compliance with Hydro Security Program due by December 31, 2025.

On November 14, staff conducted a biological survey for the Camanche Southshore Trout Pond Vegetation Removal Project. The survey was conducted to provide the necessary information for the submittal of a Verification Request Form for the California Department of Fish and Wildlife Lake and Streambed Alteration Routine Maintenance Agreement. No potential impacts were identified.

All authorized discharges from the Main Wastewater Treatment Plant (MWWTP) were in compliance with the permit limits for the month of November. This is the 315th consecutive month that the MWWTP experienced no exceedances.

The District received no odor reports from the public in November.

INFRASTRUCTURE INVESTMENT

Mokelumne Aqueduct Relining Project update. On November 3, the 77-year-old Mokelumne Aqueduct No. 2 was removed from service and will remain out of service until March 2026. The contractor established construction access and began removal of the failing mortar lining.

In November, staff completed a pipeline replacement project in the Lester Avenue area in Oakland. This project replaced cast iron pipe with approximately 8,785 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe.

In November, staff completed a pipeline replacement project in the Oak Park Boulevard area in Pleasant Hill. This project replaced cast iron pipe with approximately 8,720 feet of 6-, 8-, and 12-inch mortar-lined zinc coated ductile iron pipe.

In November, staff completed a pipeline replacement project on Oak Ridge Lane in Orinda. This project replaced mortar-lined coated steel pipe with approximately 440 feet of 6-inch mortar-lined zinc coated ductile iron pipe.

In November, staff completed two pipeline replacement projects in Lafayette. Phase 1 of the Reliez Valley Road area project replaced cast iron pipe and mortar-lined coated steel pipe with approximately 7,360 feet of 6-, 8-, and 12-inch mortar-lined zinc coated ductile iron pipe. The Old Hawthorne Road area project replaced cast iron pipe with approximately 1,375 feet of 6-inch mortar-lined zinc coated ductile iron pipe.

In November, staff began two pipeline replacement projects in Oakland. The Outlook Avenue North area will replace cast iron pipe with approximately 4,290 feet of 6-inch mortar-lined zinc coated ductile iron pipe and approximately 2,585 feet of 6- and 8-inch earthquake-resistant ductile iron pipe. This project is scheduled to be completed in June 2026. The Home Place West area will replace cast iron pipe with approximately 1,330 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe. This project is scheduled to be completed in December 2025.

In November, staff began a pipeline replacement project in the St. David Drive area in Danville. This project will replace asbestos cement pipe with approximately 4,480 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe. This project is scheduled to be completed in June 2026.

In November, staff began a pipeline replacement project in the Alamo Ranch Road area in Alamo. This project will replace asbestos cement pipe with approximately 915 feet of 8-inch earthquake-resistant ductile iron pipe. This project is scheduled to be completed in December 2025.

On November 18, the Los Angeles Department of Water and Power (LADWP) Board of Water and Power Commissioners approved a collaboration agreement with U.C. Berkeley's Center for Smart Infrastructure (CSI). While LADWP is already partnering with CSI and the District through the Water Research Foundation on a Distribution System Likelihood of Failure (LOF) and Consequence of Failure (COF) Model, this new agreement will expand CSI's testing capabilities and support additional joint research initiatives. One of the first projects under this partnership is the Updating Empirical Pipeline Fragility Curves for Seismic Resilience Improvement of Water Systems. This three-year study will produce a geographic information system-based tool that will assign risk of failure associated with various levels of ground movements. The results of this study will directly benefit the District by enhancing the understanding of how the District's pipelines perform under seismic conditions.

Construction of the Happy Valley and Sunnyside Pumping Plants, and Happy Valley Pipeline Phase 2 Improvements Project was completed under Specification 2120. This \$19.1 million project included the construction of two new pumping plants, the 4.0-million gallons per day (MGD) Happy Valley Pumping Plant and the 1.5-MGD Sunnyside Pumping Plant, in the cities of Orinda and Lafayette, respectively. Additionally, approximately 3,000 feet of 16-inch steel pipeline was installed along Miner Road, and traversing Lauterwasser Creek within the City of Orinda. These projects improve distribution system capacity and reliability in the Las Aromas pressure zone.

Construction of the Power Generation Station (PGS) Reliability Improvements, Phase 3 project was completed under SD-413. This \$7.5 million project included seismic upgrades to the PGS building and turbine stack framing, control system upgrades for the PGS engine generators, and gas conditioning system control panel modifications. Other work included rebuilding heat exchangers, replacing the compressed air system, boiler stack and canopy modifications, upgrading the pilot ignition system for the flares, and replacing heat recovery unit pumps.

Mains repaired in November totaled 54. The attached table lists the main repairs by staff in November, sorted by city and street. The table indicates the source of the leaks in three categories: non-surfacing leaks discovered by leak detection technologies, breaks caused by contractors or other agencies, and all other main breaks. The associated map shows the location of the main repairs.

CUSTOMER AND COMMUNITY SERVICES

In November, staff conducted 13 environmental education field trips for approximately 673 attendees as follows:

- November 3, a total of 63 students from Jackson Elementary toured the Mokelumne fish hatchery and habitat.
- November 6, a total of 90 students from Galt's River Oaks Elementary toured the Mokelumne fish hatchery and habitat.

- November 6, a total of 30 students from Oakland's Joaquin Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- November 9, a total of 20 students from U.C. Berkeley toured the Walnut Creek Water Treatment Plant.
- November 10, a total of 20 students from a Walnut Creek Boy Scout Troop toured the Mokelumne fish hatchery and habitat.
- November 12, a total of 30 students from Oakland's Joaquin Elementary and Northern Lights Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- November 13, a total of 40 students from Tuolumne's Soulsbyville Middle School toured the Mokelumne fish hatchery and habitat.
- November 14, a total of 15 students from Stockton's University of the Pacific Methods in Field Biology class toured the Mokelumne River Day Use Area.
- November 17, a total of 120 students from Lodi's Millswood Middle School toured the Mokelumne fish hatchery and habitat.
- November 18, a total of 30 students from Oakland's Emerson Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- November 19, a total of 40 students from Stockton's Bear Creek High School toured the Mokelumne fish hatchery and began their conservation project in the Mokelumne River Day Use Area restoring flood plains.
- November 20, a total of 40 students from San Lorenzo's Grant Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- November 24, a total of 30 people from the Rose Foundation New Voices Are Rising Program toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- November 24, a total of 120 students from Lodi Middle School toured the Mokelumne fish hatchery and habitat.

In November, staff participated in three assemblies for approximately 75 students as follows:

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

- November 4, a total of 30 students at Oakland's Joaquin Miller Elementary School
- November 5, a total of 15 students at Oakland's Technical High School
- November 13, a total of 30 students at Oakland's Emerson Elementary School

On November 2, staff participated in The Unity Council's 30th Annual Dias De Los Muertos Festival in Oakland. Staff provided information on water conservation, drink tap messaging, the Customer Assistance Program, emergency preparedness, and District careers. The Water on Wheels trailer was present. Approximately 100,000 people attended.

On November 2, staff met with the City of Albany to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 4, staff attended the North Richmond Municipal Advisory Council meeting to learn more about community issues.

On November 4, staff presented an EBMUD Board Proclamation to the Castro Valley Sanitation District Board of Directors commemorating the completion of their new Operations and Engineering building.

On November 5, staff attended the San Joaquin Farm Bureau Water Committee meeting to learn more about regional issues and to network with stakeholders.

On November 5, staff participated in the 2025 Federal Energy Regulatory Commission (FERC) Emergency Action Plan Annual Seminar to review all emergency protocols in the watershed and network with stakeholder agencies.

On November 5, staff attended the Alameda City Council meeting to answer questions about the San Leandro Crossing Project. Approximately 20 people attended.

On November 6, the District hosted a teacher training for the Lodi Unified and the San Joaquin County Office of Education. The training explored hatchery operations and invasive species management within the Mokelumne River ecosystem. Approximately 15 people attended.

On November 6, staff participated in the City of Oakland monthly utility coordination meeting to discuss construction activities.

On November 6, staff conducted a Water Walk tour of the Mokelumne River Fish Hatchery in Clements. Staff provided information on the hatchery operations and history of the Camanche dam. Approximately 45 people attended.

On November 6, staff attended the Fairview Municipal Advisory Council Land Use meeting to learn more about community issues.

On November 6, staff presented at the Kiwanis Club of Moraga Valley. The presentation highlighted EBMUD's water source and current water supply conditions, projects underway, and how the District prepares for fires and other emergencies. Staff responded to questions about wastewater disease monitoring, governance and oversight, and fuel management near EBMUD property lines. Approximately 40 people attended.

On November 6, staff presented at the Lawrence Hall of Science's Champagne Supernova fundraising gala. The presentation highlighted the importance of drinking water for public health. Approximately 200 people attended.

On November 7, staff attended the 2025 Ethnic Media Expo and Awards in Oakland to strengthen culturally responsive outreach.

On November 7, staff attended the NAACP Annual Gala in Oakland where the late Director Bill Patterson was honored.

Between November 8-9, the District conducted raptor tours on Pardee Reservoir for participants of the Lodi Sandhill Crane Festival. Approximately 40 people attended.

On November 12, staff met with the City of Emeryville to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 12, staff attended the Alameda County Special District Association's quarterly meeting to learn more about regional issues and to network with stakeholders.

On November 12, staff met with the City of El Cerrito to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 12, staff participated in a site visit at the Bay Area Rescue Mission (BARM) in Richmond. The tour included their facilities and program information. BARM was the first homeless shelter to be enrolled in Customer Assistance Program.

On November 13, staff met with the City of Berkeley to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 13, staff met with the City of Emeryville to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 13, staff attended the West County Forum monthly luncheon to learn more about community issues.

On November 13, staff conducted a tour of the Piedmont Reservoir, Estates Pumping Plant and Estates Reservoir for members of the Western Urban Water Coalition. Approximately 25 people attended.

On November 13, staff attended the Eden Area Municipal Advisory Council meeting in San Lorenzo to learn more about community issues.

On November 13, staff presented at the Woodbridge Irrigation District's Board Meeting. The presentation highlighted hydrography. Approximately 20 people attended.

On November 14, staff attended the Lower Mokelumne River Stewardship Steering Committee meeting. The committee is a volunteer-based workgroup that assists residents of the Lower Mokelumne River watershed with habitat restoration and reducing non-point source pollution.

On November 17, staff attended the Contra Costa Special Districts Association meeting to learn more about regional issues and to network with stakeholders.

On November 17, staff attended the North San Joaquin Water Conservation District Board meeting to learn about regional issues and to network with stakeholders.

On November 17, staff attended the Castro Valley Municipal Advisory Council General Purpose meeting to learn more about community issues.

On November 17, staff presented to the California Urban Water Agencies Affordability and Revenue Committee meeting. The presentation focused on long-term financial sustainability. Approximately 10 people attended.

Between November 17–21, staff presented at the 13th Water System Seismic Conference held in Taipei, Taiwan. The presentation highlighted the District’s approach for developing a seismically resilient pipeline network, describing how high-reliability pipelines are identified and prioritized to connect major facilities, serve critical customers, and form an arterial grid designed to maintain water delivery during and after a major earthquake. Other topics presented included real-world earthquake performance, emergency response and restoration experiences, utility resilience and improvement plans, seismic design and engineering methods, and new modeling, hazard analysis, and research studies. The next conference is scheduled to take place in approximately two years and the District will sponsor the event in Oakland. Approximately 125 people attended.

On November 18, the District hosted a Resource Fair Utilities Assistance Day in East Oakland with PG&E and East Oakland Collective. Staff provided on-site enrollment into Customer Assistance Program, payment plans, and customer billing questions. Approximately 150 people attended.

On November 18, staff attended the Oakland Chinatown Chamber of Commerce Board meeting to learn more about community issues.

On November 18, staff attended the Oakland Chinatown Community Improvement Council Civil Sidewalks Committee meeting to learn more about sidewalk obstruction and cleanliness issues in Chinatown.

On November 19, the District hosted a Water Wednesday Webinar. The presentation highlighted the Mokelumne Fish Hatchery, including operations and new innovations. Approximately 100 people attended.

On November 19, staff attended the Richmond Chamber of Commerce meeting to learn more about community issues.

On November 19, staff met with the City of Piedmont to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 19, staff met with the City of Oakland’s Encampment Management staff and neighbors in close proximity to the proposed New Central Area Service Center Project. The project is located in West Oakland at 2430 Willow Street. Encampment Management staff outlined plans for deep cleaning of the encampments in the area planned for the first two weeks of December. Existing encampments are impeding the District and neighboring property owners, who plan to install k-rail barriers in select areas to preserve access. Daily coordination meetings are scheduled during the cleaning period.

On November 20, staff presented an overview of the New Central Area Service Center Project to the West Oakland Neighbors’ Group. Staff presented the project design, informed by public outreach and the City of Oakland’s Planning Commission Process, including a public hearing on March 14, 2024. The project includes aesthetic treatments, new sidewalks, landscaping, public art areas, and a security perimeter wall. Participants expressed concerns with graffiti maintenance, debris management, requested additional lighting, and expressed an interest in revisiting aspects of the design. Staff will continue to engage with the community as the project is submitted for permits and moves into construction when budget becomes available. Approximately 35 people attended.

On November 20, the District hosted the Camanche Regional Park Advisory Board meeting at McLean Hall in Valley Springs. Staff shared information on the plan to reopen Camanche to public boat launching and reviewed the mobile home park rent cap proposal. Approximately 40 people attended.

On November 20, staff met with the Port of Oakland to coordinate construction activities. The two agencies shared information on current and upcoming work.

On November 22, staff conducted a tour of the Lafayette Reservoir for the Rose Foundation New Voices Are Rising Program, a group that engages youth throughout the Bay Area in civic engagement and environmental justice. The tour highlighted information about the District’s system, water quality, and water conservation. Approximately 20 people attended.

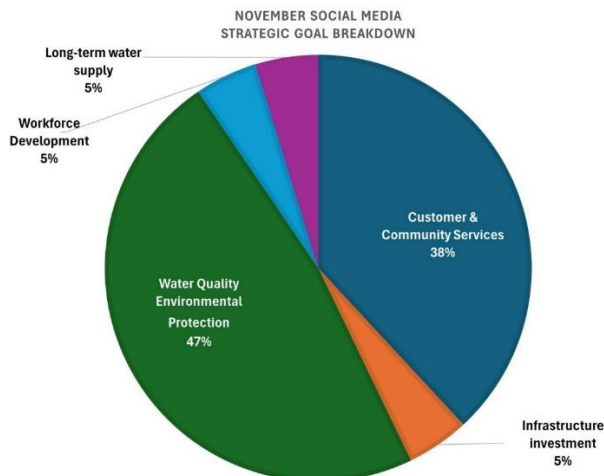
On November 24, staff attended the Clean Air Community Emissions Reduction Plan Committee Meeting in Richmond to learn more about the implementation of the Path To Clean Air Plan.

On November 25, staff attended the Oakland Chinatown Community Improvement Council Board meeting to receive updates on Community Benefit District issues.

Media. A press release was issued on November 12 announcing the lease agreement for Siesta Valley, resulting in follow up stories (KGO-7, KPIX-5, SF Gate, East Bay Times, Danville San Ramon/Bay City News, Local News Matters, KCBS). A media advisory was issued on November 13 to share information about an upcoming resource fair for customers on November 18. A news release was issued on November 20 announcing actions to update boat launch access at Upcountry and East Bay reservoirs. The most recent Board meeting vote on censure was covered twice (East Bay Insiders). Changes in operations resulted in changes in water taste (Green Matters, SF Gate). The sale of Dingee Reservoir prompted a revisiting of the history of the reservoir and its owner (SF Gate). A reporter was given a tour of the Wastewater Treatment Plant for a story on storm preparations and wastewater operations (KGO-7). There was an update on construction activities at Lafayette Reservoir (Bay Area Telegraph). EBMUD trails in the Lamorinda area were highlighted (Yahoo!Life). Questions about changes in the taste of EBMUD water were brought up on social media and covered by a few outlets (SF Gate, Newsbreak, Green Matters.) There were status updates and explanations of construction upgrades in Rossmoor (Rossmoor News).

Social Media:

- Platforms: Facebook, Instagram, LinkedIn, X, YouTube, Nextdoor
- Topics included: Salmon return, watershed improvements and natural predation on the Mokelumne River, large valve replacement in Oakland, new lease agreement for Siesta Valley, Resource Fair/ Bill Assistance Day, Chinook salmon return, World Toilet Day, pool leaks, safe fats/oils/grease disposal, artist reception and outdoor recreation
- Collaborations: TechBoogie on Roots recycled water, artist reception, Ledger Dispatch eagle tours, Association of California Water Agencies Huell Howser finalist announcement for H2Flow
- Most impressions photo post: Water Wednesday post on hatchery operations with 972 impressions on Instagram, Facebook, X and LinkedIn
- Most viewed video: Large valve replacement in Oakland with 244,006 views on Instagram and Facebook
- Total followers: 24,093 (+1,110)



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

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

Contract Equity

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

- November 13 – Asian Business League of San Francisco’s 45th Anniversary Gala – 95 attendees
- November 14 – Women’s Business Enterprise Council Pacific’s 25th Anniversary – 100 attendees
- November 20 – Oakland Latino Chamber of Commerce Monthly Board Meeting – 10 attendees
- November 21 – Women Business Enterprise Council Pacific Q3 Board Meeting – 12 attendees

Water Conservation

On November 3, the District hosted the Leak Elite Plumbing Training workshop at the Administration Building in Oakland. The workshop was presented by the International Association of Plumbing and Mechanical Officials and the California Water Efficiency Partnership. The training focused on technical water conservation interventions and technologies for certified plumbers operating in the District’s service area. Approximately 35 people attended.

On November 6, the District hosted the virtual Pruning and Garden Maintenance for Water-Wise Gardens webinar. Landscape Architect and Educator Dave Phelps covered basic fall pruning and maintenance tips. Staff provided information water conservation resources and rebates. Approximately 180 people attended.

On November 13, the District hosted U.C Berkeley’s Master Gardener Program’s virtual How is Your Water-Wise Garden Going? Topics included addressing attendees’ questions regarding gardening and irrigation methods for a water-wise garden. Approximately 50 people attended.

On November 18, the District hosted the virtual California Water Efficiency Partnership Landscape Task Force meeting. The meeting covered the Non-Functional Turf Watering Ban (AB 1572) tool kit webinar summary, a review of an online resource on how to support tree health during lawn conversion projects. Approximately 30 people attended.

WORKFORCE PLANNING AND DEVELOPMENT

On November 12, Cal/OSHA issued a Notice of Intent (NOI) to issue a citation classified as Serious regarding an incident where an employee was injured on October 21. The District submitted a response to the Notice of Intent on November 26, 2025 and will await a decision from Cal/OSHA.

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

- **On November 5, staff participated in Oakland Technical High School’s Career Awareness Fair.** Staff provided information on District careers and internships to 9th graders. Approximately 400 people attended.
- **On November 13, staff participated in Treasure Island Job Corp’s Center Workforce Council.** Staff provided information about District careers, internships, and the application process. Approximately 40 people attended.
- **On November 14, staff participated in California Urban Water Agencies and California State University’s (CSU) virtual webinar “Make a Splash in Your Water Career: Webinar to Connect Agencies & Students.”** The webinar was an opportunity for CSU students to hear directly from water agency leaders about career and internship opportunities in water management, sustainability, and infrastructure. Staff provided information on District careers, recruitments, and the application process. Approximately 90 people attended.
- **On November 20, staff participated in the Oakland Housing Authority’s Employer Spotlight.** Staff provided information on District careers, recruitments, and the application process. Approximately 10 people attended.

Tuition Reimbursement

	November 2025	FY 2026 Total
# of Employees	17	64
# of Classes	24	107
Total Reimbursed	\$15,773.10	\$79,617.63

Employment Information

	November 2025	FY 2026 Total
Retirements – Regular	7	29
Retirements – Vested	0	3
Hires/Rehires	6	63
Other Separations	7	46

FINANCIAL STABILITY

In November, an additional qualified service provider was added to the agreements for vehicle/equipment repair and other related services. Jack Doheny Companies, Inc. meets District standards and has been added to increase flexibility and ensure service provider availability.

In November, an additional qualified service provider was added to the agreements for sweeping services. Tri Valley Water Trucks Inc. meets District standards and has been added to increase flexibility and ensure service provider availability.

The estimated earned revenue from the Main Wastewater Treatment Plant Power Generation Station’s surplus power sales for November is \$112,469. The District sold renewable power and related Renewable Energy Certificates (RECs) to the Port of Oakland. The sale of RECs generated \$45,756 from the Port of Oakland. Earned revenue for FY 2026 is estimated at \$409,645 or 59 percent of the total FY 2026 budget of \$700,000.

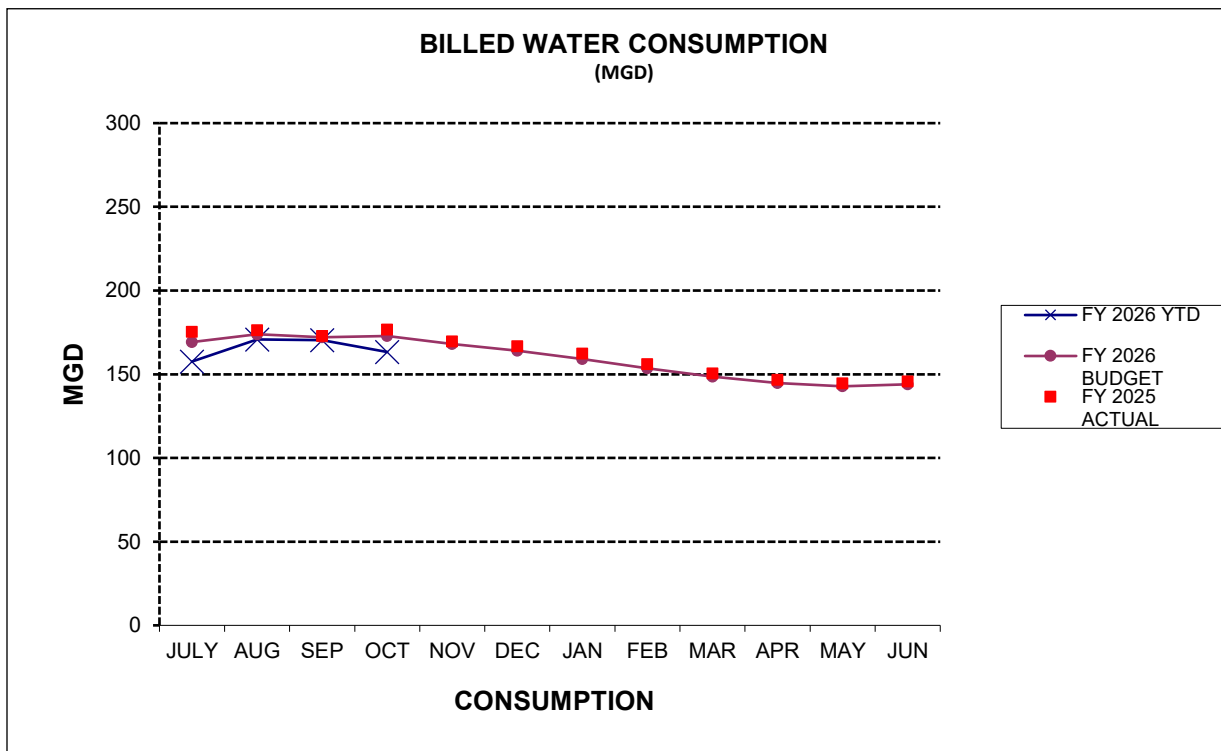
The estimated earned revenue from Mokelumne power sales for November is \$314,895. The District sold renewable power and related Renewable Energy Certificates (RECs) to Silicon Valley Clean Energy (SVCE). Sales of RECs generated \$82,050 from SVCE. Resource Adequacy capacity sales to NRG Business Marketing LLC earned \$64,913. Estimated earned revenue to date through November is \$5,589,984 or 61 percent of the budgeted revenue for FY 2026 (\$9,200,000). The forecasted revenue for FY 2026 is \$13,955,125.

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

Water Sales (Billed Consumption)

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

Fiscal Year-to-Date Billed Water Consumption			
Usage Type	FY 2026 (MGD)	FY 2025 (MGD)	Year-over-Year (% change)
Residential	85.1	88.7	-4.1%
Commercial	56.5	60.9	-7.2%
Industrial	18.9	19.0	-0.6%
Public Authority	8.4	8.1	3.7%
Total Billed Water Consumption	168.9	176.7	-4.4%

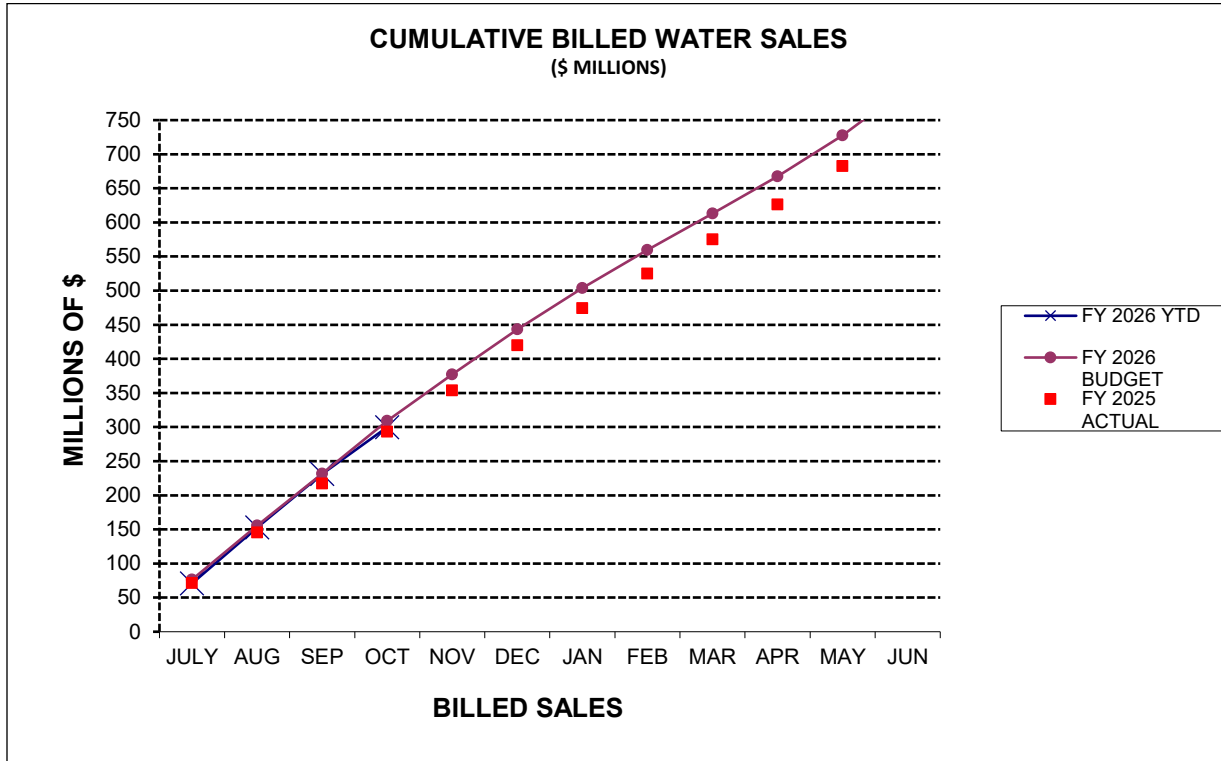


Source: Customer Information System

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

Water Sales (Expected Revenue)

Water revenues billed through the end of October were \$299.9 million² or 2.4% more than the FY 2025 revenue for the same period of \$293.0 million. This increase in water revenues is a result of a 6.5% average rate increase (effective July 1, 2025), partially offset by lower consumption. Total FY 2026 water revenues through October are \$9.4 million (3.0%) less than the budgeted water revenue of \$309.3 million.



Source: Customer Information System

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

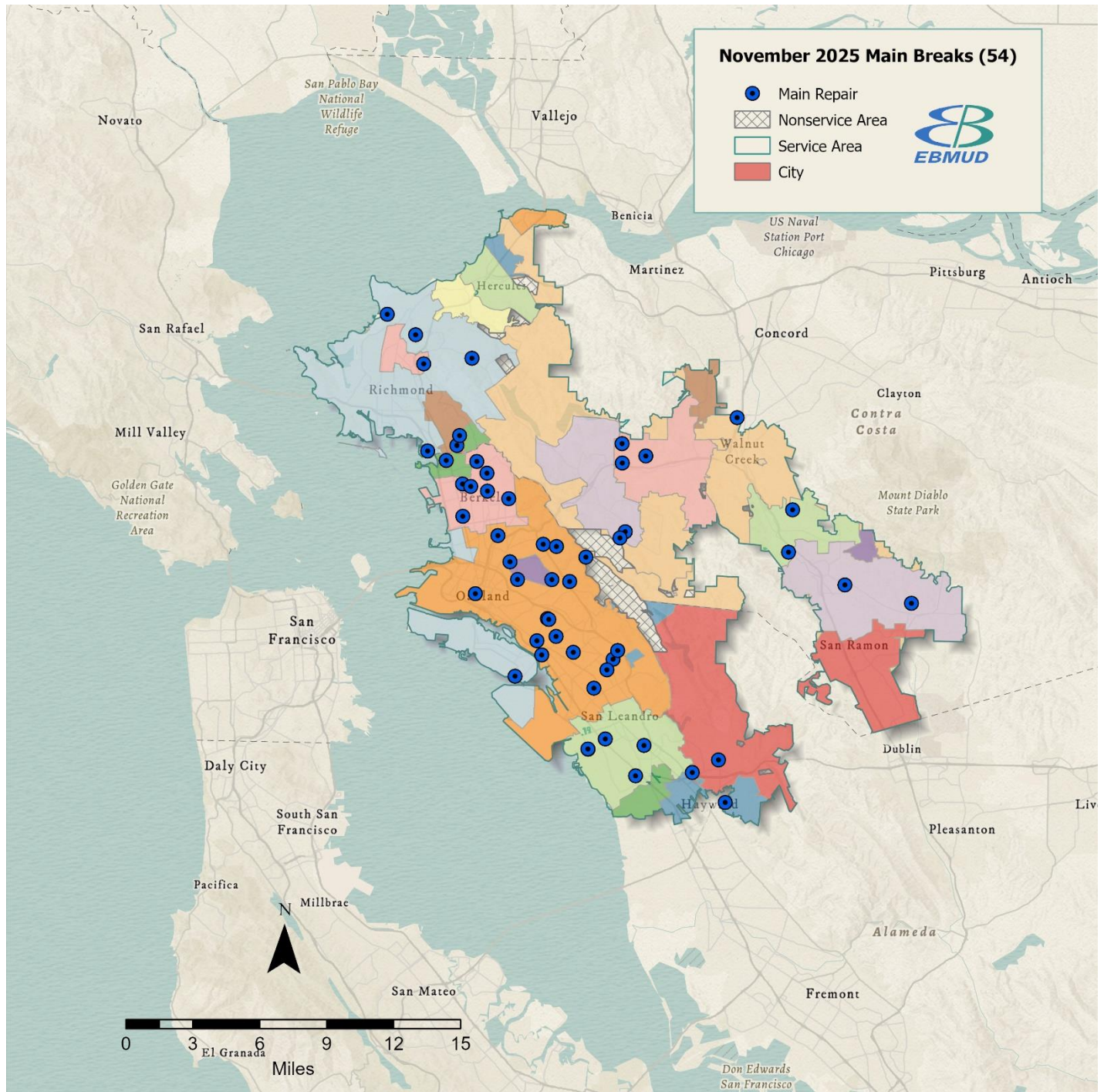
		November 2025 MAIN BREAK REPAIRS									
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
ALAMEDA		VERSAILLES	AVE	5	ASBESTOS CEMENT	6	1940	7,200	11/6/2025	11/10/2025	Y
ALAMO		CAMILLE	PL	2	CAST IRON	10	1931	0	11/26/2025	11/26/2025	Y
ALAMO		MIRANDA	AVE	2	ASBESTOS CEMENT	6	1953	27,000	11/22/2025	11/22/2025	Y
ALBANY		JACKSON	ST	4	CAST IRON	6	1927	2,250	11/23/2025	11/24/2025	Y
BERKELEY		CATALINA	AVE	4	CAST IRON	4	1950	10,080	11/19/2025	11/25/2025	Y
BERKELEY		CEDAR	ST	4	CAST IRON	6	1964	1,080	11/27/2025	11/27/2025	Y
BERKELEY		EUNICE	ST	4	STEEL	2	1926	7,200	11/10/2025	11/14/2025	Y
BERKELEY		PERALTA	AVE	4	CAST IRON	4	1950	0	11/20/2025	11/20/2025	Y
BERKELEY		SAN PABLO	AVE	4	CAST IRON	4	1930	9,000	11/29/2025	11/29/2025	Y
BERKELEY		SHATTUCK	AVE	4	CAST IRON	10	1925	0	11/10/2025	11/11/2025	Y
BERKELEY		WARRING	ST	4	CAST IRON	6	1957	10,080	11/7/2025	11/13/2025	Y
CASTRO VALLEY		174TH	AVE	7	CAST IRON	12	1939	0	11/5/2025	11/12/2025	Y
CASTRO VALLEY		SOMERSET	AVE	7	CAST IRON	12	1955	0	11/4/2025	11/4/2025	Y
DANVILLE		CASTLEFORD	CIR	2	ASBESTOS CEMENT	6	1973	11,520	11/14/2025	11/15/2025	Y
DANVILLE		SUGAR MAPLE	DR	2	ASBESTOS CEMENT	6	1979	23,040	11/11/2025	11/12/2025	Y
EL CERRITO		ASHBURY	AVE	4	CAST IRON	6	1964	0	11/10/2025	11/18/2025	Y
EL CERRITO		BALRA	DR	4	STEEL	6	1972	0	11/18/2025	11/25/2025	Y
HAYWARD		E	ST	7	CAST IRON	4	1933	17,280	11/7/2025	11/18/2025	Y
LAFAYETTE		CRICKET HILL	RD	2	STEEL	6	1962	0	11/10/2025	11/17/2025	Y
LAFAYETTE		QUAIL RIDGE	RD	2	ASBESTOS CEMENT	6	1965	900	11/29/2025	11/29/2025	Y
LAFAYETTE		SUNNYHILL	RD	2	CAST IRON	6	1948	1,800	11/16/2025	11/17/2025	Y
OAKLAND		57TH	AVE	6	CAST IRON	6	1938	18,000	11/4/2025	11/5/2025	Y
OAKLAND		59TH	ST	4	CAST IRON	4	1936	45,000	11/10/2025	11/12/2025	N
OAKLAND		59TH	ST	4	CAST IRON	4	1936	450	11/12/2025	11/12/2025	Y
OAKLAND		91ST	AVE	6	CAST IRON	4	1934	9,000	11/3/2025	11/3/2025	Y
OAKLAND		ALAMEDA	AVE	5	CAST IRON	12	1949	45,000	11/7/2025	11/8/2025	Y
OAKLAND		BONA	ST	6	CAST IRON	6	1936	18,000	11/16/2025	11/16/2025	Y
OAKLAND		BONA	ST	6	CAST IRON	6	1936	3,600	11/16/2025	11/17/2025	Y
OAKLAND		BROADWAY	TER	3	CAST IRON	10	1950	0	11/3/2025	11/6/2025	Y
OAKLAND		CAMINO LENADA		3	CAST IRON	6	1925	1,800	11/1/2025	11/2/2025	Y

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

		November 2025 MAIN BREAK REPAIRS									
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
OAKLAND		CASTRO	ST	5	STEEL	8	1979	36,000	11/15/2025	11/19/2025	Y
OAKLAND		DOWLING	ST	6	CAST IRON	6	1931	14,400	11/10/2025	11/19/2025	Y
OAKLAND		EXETER	DR	3	ASBESTOS CEMENT	6	1964	0	10/31/2025	11/10/2025	Y
OAKLAND		FAIRBANKS	AVE	3	CAST IRON	4	1909	900	11/15/2025	11/16/2025	Y
OAKLAND		GREENLY	DR	6	CAST IRON	8	1946	0	11/17/2025	11/17/2025	Y
OAKLAND		INTERNATIONAL	BL	5	ASBESTOS CEMENT	8	1959	3,600	11/6/2025	11/6/2025	Y
OAKLAND		MERRIEWOOD	DR	3	CAST IRON	8	1933	9,000	11/30/2025	11/30/2025	Y
OAKLAND		PIEDMONT	AVE	3	CAST IRON	6	1938	21,600	11/1/2025	11/5/2025	Y
OAKLAND		ROSEDALE	AVE	6	CAST IRON	4	1929	3,600	11/30/2025	11/30/2025	Y
OAKLAND		TULLY	PL	6	CAST IRON	6	1927	15,840	10/31/2025	11/10/2025	Y
ORINDA		DOLORES	WAY	3	CAST IRON	6	1952	11,520	11/18/2025	11/21/2025	Y
ORINDA		LA CRESTA	RD	3	CAST IRON	6	1947	0	10/31/2025	11/6/2025	Y
PIEDMONT		INVERLEITH	TER	3	CAST IRON	6	1929	14,400	11/24/2025	11/25/2025	Y
RICHMOND	N	ARLINGTON	BL	1	CAST IRON	6	1947	2,700	11/29/2025	11/29/2025	Y
RICHMOND		CENTRAL	AVE	1	STEEL	8	1964	1,800	11/12/2025	11/13/2025	Y
RICHMOND		GROOM	DR	1	ASBESTOS CEMENT	12	1955	9,000	11/9/2025	11/9/2025	Y
RICHMOND		MCGLOTHEN	WAY	1	STEEL	16	1968	0	11/17/2025	11/20/2025	Y
RICHMOND		VALLEY VIEW	RD	3	STEEL	8	1977	900	11/19/2025	11/19/2025	Y
SAN LEANDRO	E	14TH	ST	7	ASBESTOS CEMENT	4	1960	17,280	11/18/2025	11/21/2025	Y
SAN LEANDRO		DOOLITTLE	DR	5	CAST IRON	12	1954	0	10/28/2025	11/3/2025	Y
SAN LEANDRO		DOOLITTLE	DR	5	CAST IRON	12	1954	0	11/10/2025	11/24/2025	Y
SAN LEANDRO		SWENSON	ST	5	CAST IRON	4	1947	18,720	11/5/2025	11/17/2025	Y
SAN LEANDRO		WILLIAMS	ST	7	ASBESTOS CEMENT	12	1955	0	10/29/2025	11/6/2025	Y
WALNUT CREEK		GOBEL	WAY	2	ASBESTOS CEMENT	4	1955	14,400	11/12/2025	11/13/2025	Y

	Non-surfacing leaks discovered by leak detection technologies	12
	Breaks caused by contractors or other agencies	1
	Other main breaks	41
	Total water main repairs	54

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



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Customer Account Delinquency Information November 2025 (Data collection began September 1, 2017 - CAP applications processed through November 19, 2025)															
CUSTOMER ASSIST. PROGRAM (CAP) ENROLLMENT	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25 ⁶⁵	Totals (since 9/1/2017)								
New CAP Participants	255	270	297	302	310	187	18,890								
CAP Renewals	275	270	215	212	209	94	18,757								
CAP Departures	561	571	535	471	408	371	28,017								
Total Active CAP Participants w/Active Accounts	11,015	11,005	11,108	11,128	11,257	11,320	-								
PAYMENT PLANS	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 9/1/2017)								
Approved Payment Plans	2,937	3,256	3,289	3,276	3,528	2,837	282,503								
SERVICE INTERRUPTIONS - RESIDENTIAL	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 9/1/2017)								
15-day Final Collection Notices ⁵¹	17,737	15,291	16,481	16,767	17,000	13,633	1,589,910								
48-hr Service Interruptions Notices ^{5,52}	10,998	10,629	10,702	9,506	10,863	9,774	962,312								
TENANT OCCUPIED - FLOW RESTRICTORS	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 9/1/2024)								
Service Interruption Orders/Door Hangers Generated	231	317	1	462	20	174	3,821								
Service Interruptions Completed (Flow Restrictor Installed)	83	205	155	111	144	64	2,430								
Number of Flow Restrictors Removed/Service Restored	90	158	133	122	127	68	1,925								
Flow Restrictors Remain Installed as of End of Month	434	471	456	445	462	458	-								
OWNER OCCUPIED - SINGLE-FAMILY LIENS	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 11/1/2024)								
Liens Filed	-	166	-	-	498	-	1,781								
Released	-	28	75	-	513	-	848								
Transferred to Alameda Cty.	-	-	329	-	-	-	329								
Transferred to Contra Costa Cty.	-	-	194	-	-	-	194								
Total Transactions/Month	-	194	75	-	1,011	-	2,629								
FLOW RESTRICTOR TAMPERING	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals								
Flow Restrictor Tampered	1	7	5	4	7	3	67								
WATER THEFT	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 9/1/2017)								
No. of Incidents	6	31	32	33	39	52	852								
No. of 2nd or 3rd Occurrences	-	-	-	-	-	-	41								
No. Water Theft Penalties Issued	-	-	-	-	-	-	228								
No. of Appeals Received	-	-	-	-	-	-	10								
No. of 1st Appeals Approved	-	-	-	-	-	-	5								
No. of 1st Appeals Denied	-	-	-	-	-	-	8								
MULTI-FAMILY LIENS ⁵³	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 9/1/2017)								
Liens Filed	4	38	44	-	-	-	44								
Released	49	41	1	3	39	-	43								
Transferred to Alameda Cty.	-	-	478	-	-	-	478								
Transferred to Contra Costa Cty.	-	-	63	-	-	-	63								
Total Transactions/Month	53	79	45	3	39	-	87								
BAD DEBT - WRITE OFFS ⁵⁴	Jun 25	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Totals (since 9/1/2017)								
Total Referred to Collection Agency	\$550,997	\$534,657	\$502,440	\$532,316	\$688,230	TBD	\$ 26,672,870.00								
Write-Off % to Billed Revenue	0.72%	0.76%	0.55%	0.61%	TBD	TBD									
⁵¹ Liens filed monthly represent delinquent accounts 4-6 months in arrears. ⁵² Feb 25 collection agency totals will be updated in Mar 25. Write-off revenue for Feb 25 will be finalized when the final revenue reports are posted by Accounting. ⁵³ 48-hour notices were generated, but not mailed to customers since 03-23-20. Customers are receiving payment reminders in-lieu of 48-hours notices. ⁵⁴ Total Final Collection Notices sent to all Single Family Residence Accounts (Renter and Owner occupied). ⁵⁵ Total Interruption/Lien Notices sent to all Single Family Residence Accounts (Renter and Owner occupied). ⁶⁵ Report as of 12/1/25. Pending: Final CAP data pending (data processed through 11/19/25). Updated CAP totals for October and the Bad Debt Write-off % for July, August and September. M/F and S/F Liens Transferred to Alameda and Contra Costa Counties added to the August 2025 table.															
*Notes: Effective March 12, 2020, the District suspended "Disconnects Due to Non-Payment" (DNP) to residential customers, withheld mailing 48-hr notices to customers, and began restoring service to all customers shutoff as of January 2020. The DNP information will be omitted from this table until the District resumes DNP activities.															
Water Theft															
Water Theft Type/City	Alameda	Alamo	Albany	Berkeley	Castro Valley	Crockett	Danville	El Cerrito	El Sobrante	Emeryville	Hayward	Hercules	Lafayette		
Meter	10	1	5	48	7	3	4	3	4	3	11	8	4		
Illegal Connection	0	1	0	4	0	0	1	0	0	0	0	0	0		
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0		
Other	1	0	0	0	0	0	0	0	0	0	1	0	0		
Total	11	2	5	52	7	3	5	3	4	3	12	8	4		
Water Theft Type/City	Moraga	Oakland	Orinda	Piedmont	Pinole	Pleasant Hill	Richmond	Rodeo	San Lorenzo	San Leandro	San Pablo	San Ramon	Walnut Creek	Total as of 9/1/2017	
Meter	2	531	1	2	9	1	116	8	2	16	9	5	7	820	
Illegal Connection	0	11	1	0	0	0	1	1	0	0	0	1	1	22	
Hydrant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	4	0	0	0	0	3	0	0	1	0	0	0	10	
Total	2	546	2	2	9	1	120	9	2	17	9	6	8	852	

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: December 9, 2025

MEMO TO: Board of Directors

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

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

SUBJECT: Board Crisis Communications Training

At the May 27, 2025 Board meeting, several Board members requested training in crisis communications. In response, staff developed a training designed to explain the District's emergency operations plans, staff and Board roles and responsibilities in a major incident, and best practices around public communications and media relations. These topics and others will be discussed at the December 9, 2025 regular Board meeting.

CCC:KAZ:dso

Attachment: Board Crisis Communication Training Presentation

I:\SEC\2025 Board Related Items\12092025 Board Agenda Items\PAO-Board Crisis Communications Training.docx

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Emergency Response and Crisis Communications Training

Board of Directors
December 9, 2025

Presenters



Dave Briggs

O&M Director



Kelly Zito

Public Affairs Manager



Will Reisman

Consultant, Progress PA



Jason Overman

Consultant, Progress PA

Agenda

- Training objectives
- Overview of emergency management structure and preparedness
- Messaging in an emergency
- Case study / exercise
- Discussion

Training Objectives

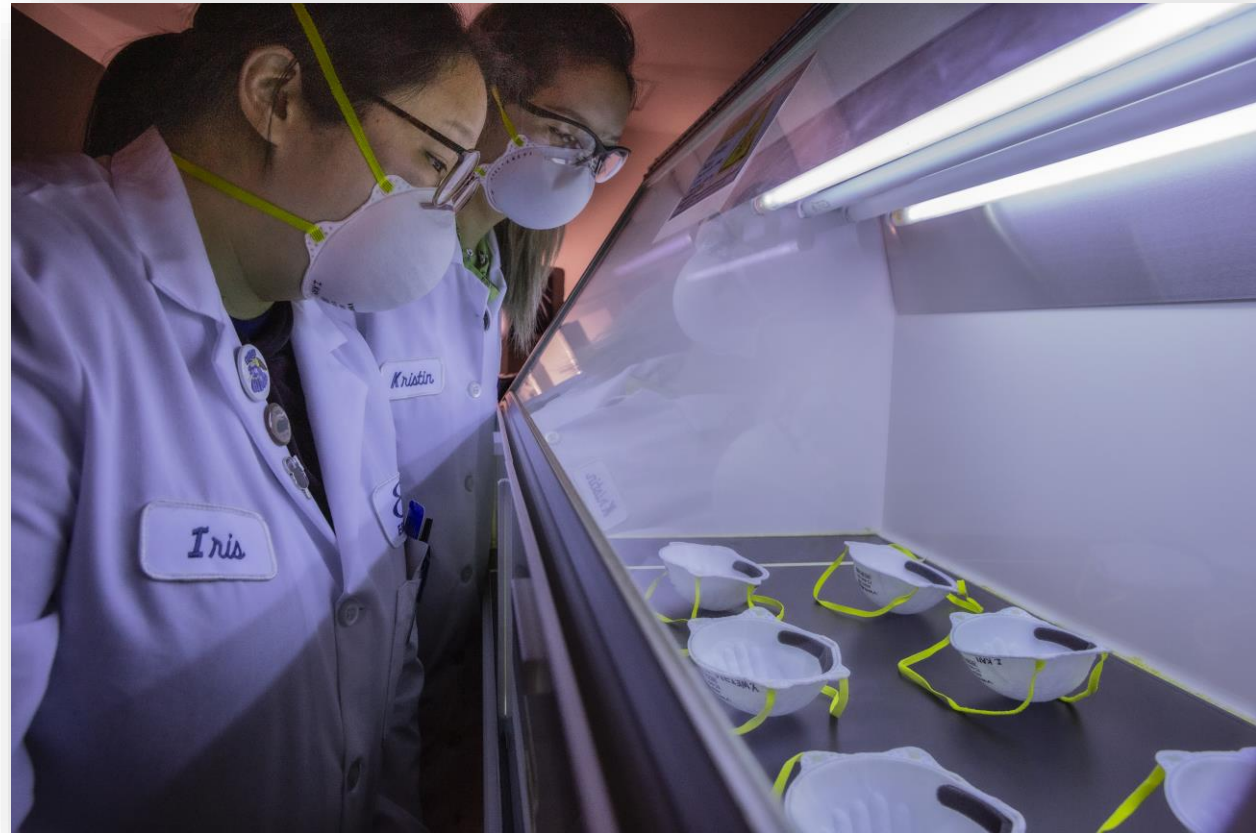
- Understand emergency management structure and District response and recovery plans
- Recognize roles and best practices for communications and outreach during an emergency or crisis
- Gain experience after participating in emergency response exercise

Overview of Emergency Management System



Potential Emergencies Involving EBMUD

- Flood / dam failure
- Earthquake
- Pandemic
- Water quality incident
- Terrorism
- Infrastructure failure
- Wildfire or urban fire
- Cyberattack



Staff sanitizes N95 masks during the COVID-19 pandemic.

Emergency Management System

Emergency management is structured and standardized through **Incident Command System (ICS)**

- Used by all levels of government, emergency responders, utilities
- Scalable and applicable to emergencies or planned events
- Enables coordinated response among jurisdictions and agencies
- Adopted at federal level through **National Incident Management System** and at state level through the State's **Standardized-Emergency Management System**

Emergency Management System (continued)

- **ICS** establishes common processes for responding to an emergency including staff organization, job functions, terminology, and communication
- Establishes priority system:
 - Public safety
 - Incident stabilization
 - Protection of property and the environment



The District's mobile command center trailer is equipped to maintain communications.

District Emergency Preparedness

Emergency Operations Plan (EOP)

Guides response with all hazards plan and functional annexes for various types of emergencies

Emergency Operations Team (EOT)

Staff coordinating incident response and resource support



Staff participate in an EOT exercise.

District Emergency Preparedness (continued)

- **Training:** regular District-wide exercises, business continuity plans and tests
- **Mutual assistance:** partnerships, training, and agreements



Crews practice installing a temporary bypass during an EOT exercise.

Mutual Aid / Assistance

- **Mutual assistance** is a type of mutual aid intended to be reimbursed by the requesting party
 - Repair of water distribution system will greatly depend on mutual assistance
 - Authorized by Emergency Operations Director
 - May be reimbursable by state or federal agencies
- **Emergency Operations Team** regularly works with other agencies (e.g., City & County of San Francisco, Los Angeles Department of Water & Power) and various statewide networks to ensure readiness

EBMUD Activation

In an emergency, EOT will activate immediately to:

- Establish communication
- Conduct inspections, document condition of assets
- Assess workforce availability, determine needed resources



Staff discuss logistics during an EOT exercise.

EBMUD Early Response Priorities



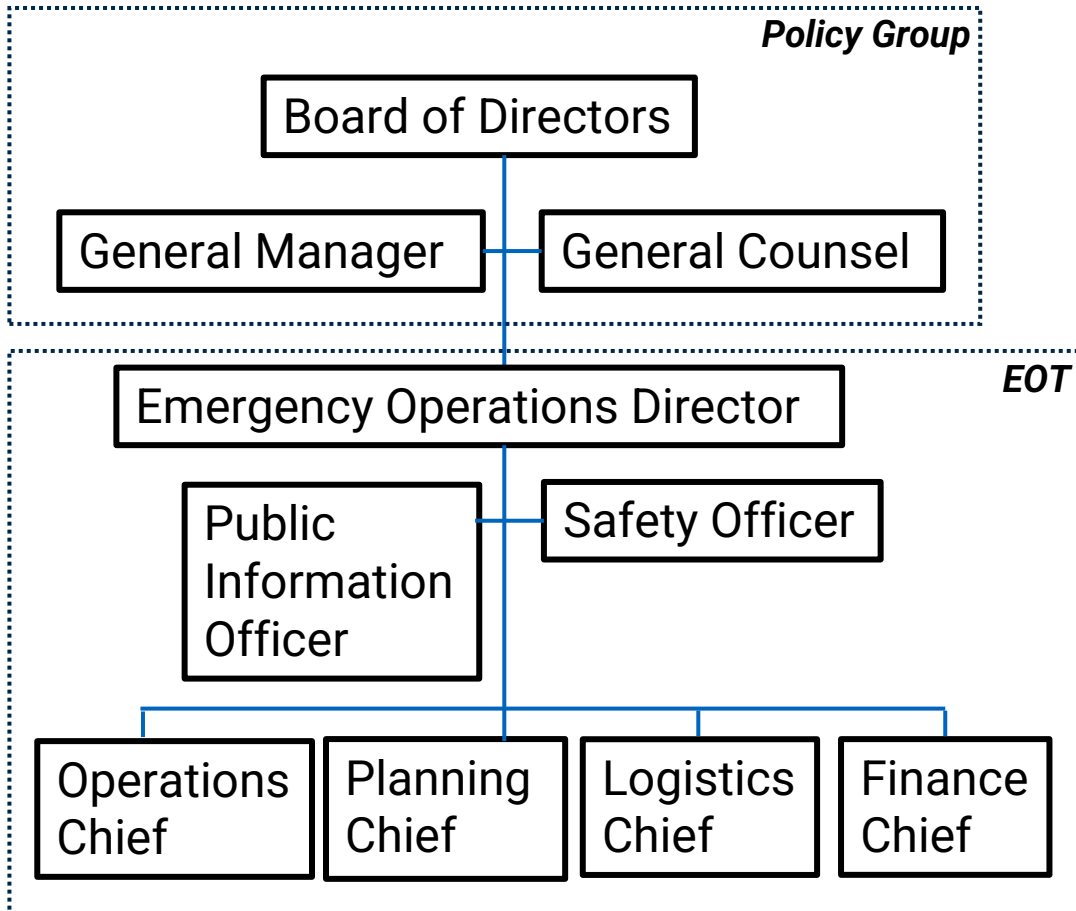
Crews regularly practice and are ready for emergencies.

- Maintain pressure in the distribution system, isolate breaks as needed
- Maintain treatment production of potable water to the extent possible
- Maintain wastewater interceptor conveyance and treatment plant operation

EBMUD Recovery Priorities

- **Water system:**
 - Restore service to critical customers such as hospitals, mass shelters, refineries, etc.
 - Repair largest pipes first, service connections last except as noted above
- **Wastewater system:**
 - Restore conveyance to Main Wastewater Treatment Plant and/or wet-weather facilities
 - Repair primary, then secondary, then tertiary treatment

Basic ICS Structure



- **Emergency Operations Director:** Responsible for overall management of EOT and incident response
- **Safety Officer:** Ensures personnel safety
- **Public Information Officer:** Manages public information and outreach
- **Operations Chief:** Executes plan, manages field resources
- **Planning Chief:** Develops plan, analyzes data, produces status reports
- **Logistics Chief:** Manages/procures supplies and materials, support personnel and mutual assistance resources
- **Finance Chief:** Tracks costs and claims, critical for reimbursement

Policy Group Functions

- Set and review policy
- Ratify emergency declaration, approve contracts
- Communicate District response and recovery plans with other elected officials and constituents
- Provide GM with information from external stakeholders

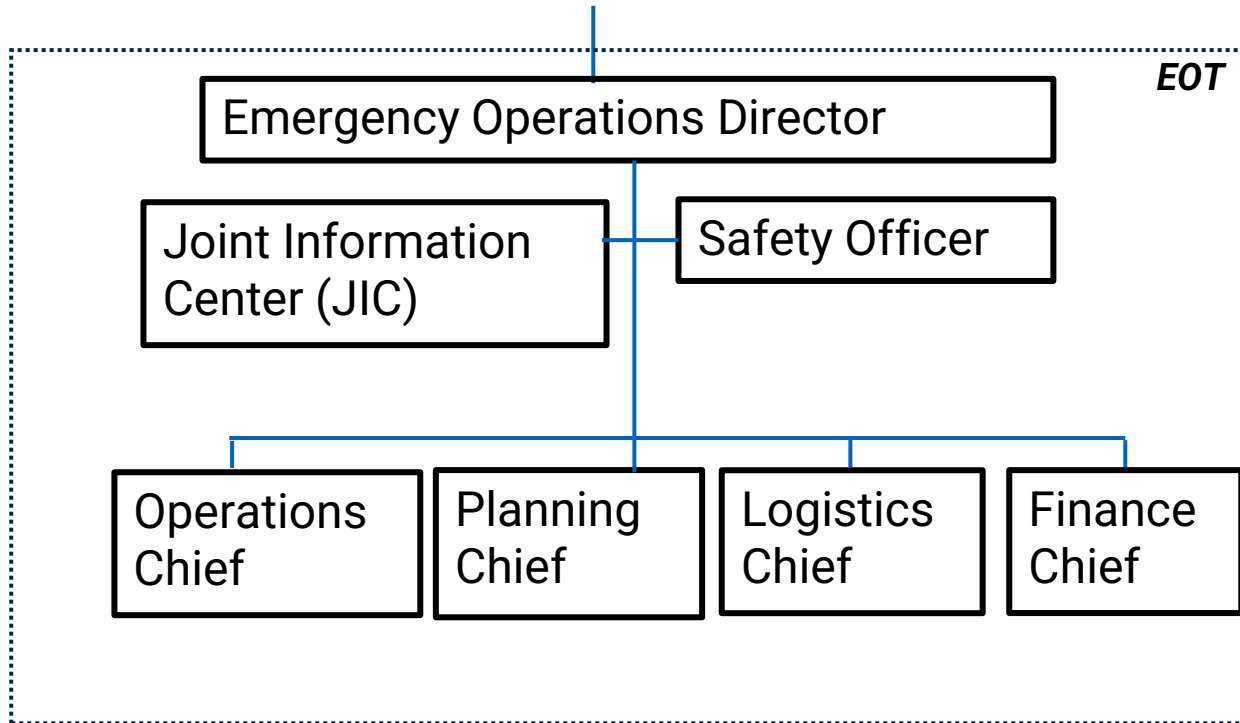
Examples:

- Financial commitments outside of the adopted budget
- Potential support from retirees
- Support for workforce and labor issues related to changed working conditions during recovery phase

Multi-Jurisdictional Emergencies

Unified Command:

Cal Office of Emergency Services (OES), County OES, FEMA, County Sheriff, National Guard, State Division of Drinking Water, Local Government



Unified Command:

- Activated in large scale emergency
- Organizations maintain respective jurisdiction/scope of work
- EBMUD EOT separate and connected through liaison

Joint Information Center (JIC)

- Activated to ensure timely, accurate and consistent public communication
- Staffed by multiple agencies

EBMUD Emergency Operations Team

- Activated for any size emergency when rapid and streamlined decision making is needed
- EOT does not need EBMUD emergency declaration to activate
- Larger events require EBMUD emergency declaration to manage

Example	EOT activated	EBMUD Emergency Declaration	Unified Command
Single Main Break			
Large scale loss of PG&E service	✓		
Major Infrastructure Repair	✓	✓	
Large-scale Water Quality Event	✓	✓	State Division of Drinking Water ✓
Major Earthquake	✓	✓	Multiple state/federal agencies ✓

Emergency Declarations by EBMUD

- Board may declare a District emergency under the MUD Act
- Board has delegated authority to GM or designee, in consultation with Board President or designee, to declare a District emergency
- Used when immediate action is needed to minimize damage, disruption
- Under declaration, GM is authorized to enter into emergency contracts not to exceed \$500,000, per contract, without bids or notice during the emergency response period
- Board shall meet to ratify declaration by GM as soon possible
- Reports must be made to Board regarding contracts/expenditures
- Board shall meet to formally declare an end to emergency

Board Meetings During Emergency

- Board will continue to hold regular, special, or emergency meetings
- Brown Act remains in effect unless modified by Governor through Executive Order under State disaster declaration
- Alternative meeting locations for Board if Administration Building is unavailable:
 - Orinda Watershed Headquarters
 - City Council Chambers or other locations throughout the service area (Castro Valley, Orinda, Richmond, El Cerrito, Pinole, Walnut Creek, San Leandro, San Ramon)
 - Virtual

Brown Act Considerations in Emergency

- CESA requires Board to meet “as soon as possible” after declaration of state or local emergency.
- Board may meet entirely remotely during a state or local emergency if, by a majority vote, they determine meeting in person would present imminent risks to the health or safety of attendees
- New law requiring remote public meeting access does not apply to emergency meetings
- Brown Act prohibitions on extra-meeting Board member communications remain in effect

Board Meeting Considerations

Topic	Regular Meeting	Special Meeting	Emergency Meeting
Purpose	Regular, non-emergency, recurring meeting	Called outside regular meeting schedule to address specific business	For emergencies that threatens public health and safety, or severely impacts service
Authority to call a meeting	Set by Board based on adopted schedule	Board president or majority of the Board	Board president or majority of the Board
Noticing requirement	72 hours in advance	24 hours in advance	At least 1 hour in advance.
Authorized discussion topics	Items listed on the agenda plus limited exceptions	Only the item(s) listed on the agenda	Only the emergency or matters necessary to respond to it
Brown Act Quorum & Location Requirements	4/7 - at least a quorum must participate from locations within the agency's jurisdiction	4/7 - at least a quorum must participate from a single physical location within the agency's jurisdiction	5/7 - quorum must participate from a single physical location within the agency's jurisdiction . Agency must hold meeting to determine there is a state of emergency that poses health or safety risk for in-person meetings.

Activation of Standby Officers

- Standby Officers serve if a Board member is “unavailable” in a state or local emergency
- GM determines if a Board member is unavailable resulting from the emergency
- GM will notify Standby Officers
- At first meeting, Board confirms unavailability of regular members based on the GM’s determination, and will seat Standby Officers

Communication with the Board

- GM communicates response strategy
- Board receives regular updates on public engagement and key messages:
 - Primarily through the GM or designee
 - Backups are: 1) General Counsel and 2) Finance Director
- Share expectations around speed, cadence, and completeness of information
- Board provides GM with observations, community reports, information from elected officials

Questions?





Break

15 minutes

Public Communications in an Emergency



Why Crisis Communications Training?

Preparedness is key for:

- Natural Disasters
- Technological emergencies
- Water/Wastewater system disruptions, accidents
- Legal, human resources issues
- Other critical incidents

EBMUD Incident Communications

- Emergency Operations Plan includes **Crisis Communications annex** that outlines:
 - Media, community and government outreach
 - Messaging for various situations involving EBMUD (earthquakes, boiled water notices, cyberattacks)
 - Key contacts and stakeholders
 - Staffing of various public information roles

EBMUD Incident Communications (continued)



Communications Team Responsibilities

- **Media outreach**
 - Press conferences, news releases
 - Coordination with other agencies
- **Online/social media**
 - FB, X, Nextdoor, Instagram, LinkedIn, homepage



Staff responds to media inquiries.

Communications Team Responsibilities (continued)

- **Community outreach**
 - Meetings, flyers, door-to-door in case of prolonged events
- **Graphics/visualization**
 - Help distill complex information
- **Government affairs**
 - Coordination with local, state, and federal staff; ensures correct information is disseminated



TRAFFIC IMPACT

WEBSTER STREET

Between Atlantic Ave and Lincoln Ave

Strengthening fire readiness



EBMUD conducts log burns to safely reduce watershed wildfire risk.

HIGH FIRE DANGER



FIREWORKS ARE PROHIBITED

Fireworks are illegal within the EBMUD Service Area.



PROPERLY DISPOSE OF CIGARETTES

It only takes a spark to start a wildfire



REPORT ANY SIGNS OF SMOKE OR FIRE IMMEDIATELY

Alert



East Bay Municipal Utility District

EBMUD Public Affairs · 13 Sep

Alert. Hello Everyone,

There is a main break near 45th and Hollis Streets in Emeryville. Water service in the area has been turned off while the repairs are underway. We apologize for the inconvenience.

Posted to **Subscribers of East Bay Municipal Utility District** in 1 neighborhood



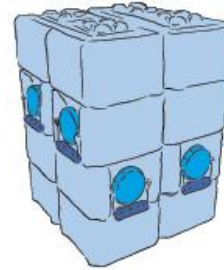
· 290 Impressions



Add a comment...



Barrels



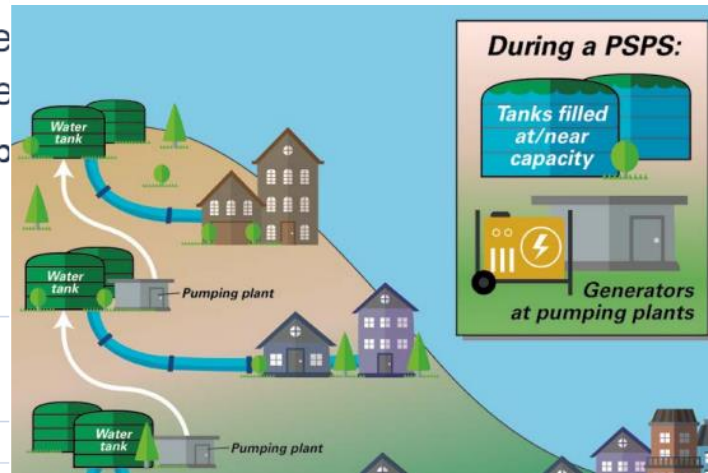
Bricks



Cans



Collapsible



POWER SHUTOFF IN EFFECT

PG&E has shut down power to parts of the East Bay due to extreme fire danger. Please reduce water use to maintain critical water supplies to emergency responders.



Learn more at ebmud.com

If you have lost power, EBMUD asks you to conserve water immediately.



Turn off irrigation



Major Incident Communications

- Large incident will involve multiple jurisdictions/agencies
- Public Affairs Office staffs Public Information section of EBMUD Emergency Operations Team
- In Unified Command, EBMUD is part of a larger multi-agency response:
 - District public communications likely coordinated through **Joint Information System**
 - Standard in large emergencies (typically includes government agencies, utilities, first responders)

Joint Information System

- **Coordinated messaging:** Unified messages across different responding agencies/jurisdictions
- **Public Information Plans:** Comprehensive outreach plans for emergency situations
- **Public Trust:** Ensures single, authoritative source of information
- **Rumor Management:** Addresses inaccurate information that could undermine public confidence
- **Location:** Virtual or physical location

Board Communications

- Support operational priorities by amplifying messages through engagement with:
 - Constituents
 - Community members
 - Elected officials
- Will receive regular updates on key messages and share information with GM
- May be asked for official comment

Messaging Best Practices in Emergencies

- Clear, consistent, concise, timely, and accurate information
- **Components:**
 - Empathy
 - Responsibility/accountability
 - Transparency
 - Path to resolution
 - Potential calls to action

Examples of Strong Messages - Earthquake

EBMUD:

- Activated its emergency operations team
- Staff are assessing critical infrastructure
- Is committed to ensuring the safety of our community and quickly restoring services
- Is working around the clock, coordinating with partner agencies, and will provide updates

Examples of Strong Messages - Boil Water

Due to major damage to our system, a boil water notice is issued for this area.

- This precaution is necessary to ensure your safety while we work to restore water service
- Boil water for 1 minute past a rolling boil before using it for drinking, cooking or brushing teeth
- Thank you for your patience as we work to restore your water service and quality

Media Engagement Best Practices

Do:

- If media calls, get relevant information (deadline, topic, outlet) and share with GM
- It's OK to say "I'll get back to you"
- Keep messages at a high level
 - Display empathy, responsibility, transparency, and commitment to resolution

Media Engagement Best Practices (continued)

Don't:

- Be pushed into an interview/answers you're not comfortable with
- Say 'No Comment'
- Assume anything is off the record
- Guess, speculate, and, of course, never lie

Examples

- **Gary Southern, Freedom Industries:**
<https://www.youtube.com/watch?v=hAGixCOj8bg>
- [Gavin Newsom Holds First COVID-19 Focused Event In Nearly A Month](#) (0:10-2:45)
- ***What worked and didn't in these examples?***

Questions?



Exercise: 6.0 Earthquake on Hayward Fault

First ~72 hours (Response Phase):

- GM contacts Board to confirm status, provide update and recommend special or emergency meeting and disaster declaration to broaden resources
- Emergency medical services, fire/police active, EBMUD and utility operations secondary unless directly tied to EMS objective
- Cities, counties likely to immediately declare emergency followed by state of California, federal declarations
- California Office of Emergency Services (Cal OES) activates regional EOC or statewide operations center

Exercise: EOT Response Plan

Earthquake occurs at time zero (T)

Time Period	EOT Group	Functions
T + minutes	EOD	EOD contacts GM
T + 2 hours	EOT Command Staff	Organize EOT, establish internal communication, compile system status reports, assess staff availability
T + 2 to 8 hours	Field staff / EOT Operations Staff	Inspect, assess, and transmit status report to EOT for compilation and analysis
T + 2 to 8 hours	EOT Liaisons	Establish communication with neighboring jurisdictions and agencies
T + 8 hours	EOT Planning Group	Complete initial damage/condition assessment documents, establish response priorities, determine mutual aid needs – document in IAP

Exercise: EOT Response Plan (continued)

Damage Assessment: T + 1 Day

EOT Group	Function
Water Distribution Operators	Continue to verify water system pressures, reservoir storage, power, and communication systems
Water Distribution – Service Yards	Inspect large diameter pipelines
Engineering staff	Continue to inspect dam monitoring equipment and dam integrity – priorities are set by earthquake magnitude and distance to dam
Water Treatment staff	Continue to inspect water treatment plants using checklists
Business groups	Each major business group (e.g., customer service) follows sequenced steps in their respective Business Continuity Plan to recovery operations

Exercise Goals – Day 0 through Day 3

- Test two-way communication between Board and GM
- Understand guidelines to determine a quorum and discuss activation of Standby Officers
- Test ability to schedule and agendize special/emergency meeting at alternative location
- Understand incident timeline and Board's role throughout

Exercise: Day 0 through Day 3

General Manager:

- Contacts Board President and discusses emergency declaration, status of District, and special meeting parameters
- Contacts Board members to schedule special Board meeting

Factors potentially affecting ability to perform as Board member:

- Ability to communicate
- Personal/family health
- Status of housing
- Location of Board meetings, ability to travel

Exercise: Day 0 through Day 3 (continued)

- Test communication from GM
- Declare emergency
- Determine timing and location for special/emergency meeting and availability of Board
- Confirm quorum – consider Directors who may be remote
- Develop agenda for special/emergency meeting

End of exercise

Exercise: 6.0 Earthquake on Hayward Fault

Discussion:

- Duration of time before GM contacts a Standby Officer
- Need for Standby Officer(s) if quorum already achieved
- Alternate meeting locations
- Talking points for Board for external communication

Recap and Next Steps



Recap of Key Lessons

- Emergency response structure and role of Board
- District priorities for response and recovery
- Coordination with other government agencies for recovery and reimbursement
- Brown Act considerations and use of Standby Officers
- Messaging best practices
- Exercise testing communication and availability

Next Steps

- Incorporate feedback into emergency response plans and bring updates back to the Board
- Conduct annual exercise with Board
- Provide additional training and resources
 - ICS training
 - AWWA Communications Toolkit

Questions?



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