



**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, January 13, 2026
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.

BROWN ACT BRIEFING:

- Presentation on the Ethics Policy of the EBMUD Board of Directors and Updates to the Brown Act and Ethics Laws

ANNOUNCEMENT OF CLOSED SESSION AGENDA:

1. Existing litigation pursuant to Government Code section 54956.9(d)(1):
 - a. *Leann Tobor v. East Bay Municipal Utility District, et al.*
Alameda County Superior Court, Case No. 25CV146061
 - b. *Deonn Morgan v. East Bay Municipal Utility District, et al.*
Contra Costa County Superior Court, Case No. C25-01289
 - c. *Deonn Morgan v. Patricia Bonheyo*
Santa Clara County Superior Court, Case No. 25CV474680
 - d. *Deonn Morgan v. Superior Court of Contra Costa County (East Bay Municipal Utility District, Real Party in Interest)*
California Court of Appeal, First Appellate District, Case No. A174772
Supreme Court of California, Case No. S294110

(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
- Election of Officers
- 2026 Board Assignment Preferences for Committees, Joint Powers Authorities and Associations

ANNOUNCEMENTS FROM CLOSED SESSION:

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

COMMITTEE REPORTS:

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

CONSENT CALENDAR: (Single motion and vote approving 9 recommendations.)

1. Approve the Regular Meeting Minutes of December 9, 2025.
2. File correspondence with the Board.
3. Award a contract beginning on or after January 13, 2026 to the lowest responsive/responsible bidder, Underground Republic Water Works, for supplying fire hydrants 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 \$6,638,355 under Request for Quotation No. 2609.
4. Award a contract beginning on or after January 13, 2026 to the lowest responsive/responsible bidder, Lhoist North America of Arizona Inc., for supplying bulk liquid lime for the Pardee Chemical Plant for two years, with three options to renew for additional one-year periods for a total cost, after the addition of taxes, including option years, not to exceed \$5,000,077 under Request for Quotation No. 2611.
5. Authorize an agreement beginning on or after January 13, 2026 with S.R. Bray, LLC dba Power Plus in an amount not to exceed \$104,500 for the rental, installation and maintenance of a portable generator at Arroyo Pumping Plant in the Town of Moraga.

CONSENT CALENDAR: (Continued)

6. Authorize an agreement beginning on or after January 13, 2026, with Solid Solutions Construction Services, Inc., in an amount not to exceed \$299,418 for the replacement of the Camanche Powerhouse roof.
7. Authorize an amendment to the contract originally awarded under Board Motion No. 017-24 with Carbon Supply Inc. to increase the agreement amount by \$1,409,389 to a total amount not to exceed \$1,979,140 and to add two additional one-year renewal options resulting in a maximum contract period of five years, for supplying activated carbon for the Main Wastewater Treatment Plant.
8. Authorize the purchase of Microsoft products, including Microsoft Office 365, Enterprise Mobility and Security, Endpoint Operating Systems, other Microsoft productivity software, and management software beginning on or after January 13, 2026, from SHI International Corp., for three years for a total amount not to exceed \$4,085,569.26. This purchase will be made under State of California contracts available for use by local governments.
9. Authorize the Office of General Counsel to continue the employment of the firm of Barboza & Associates for specialized investigative services and mediation and facilitation services relating to Equal Employment Opportunity workplace investigations in an additional amount not to exceed \$75,000.

DETERMINATION AND DISCUSSION:

10. Legislative Update:
 - Federal Priorities for 2026
 - Update on Legislative Issues of Interest to EBMUD
11. Consider and approve an increase to the Board of Directors' salary by an amount not to exceed five percent annually effective February 1, 2026.
12. General Manager's Report.
 - Water Supply Update – Previous water year and water production; precipitation to date; reservoir storage; and forecasted supply conditions for the remainder of water year 2026
 - Monthly Report – December 2025
 - 2025 Interdepartmental Committees Annual Reports

DIRECTOR COMMENTS:

13. Other Items for Future Consideration.
14. Director Comments.

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, January 27, 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.

W:\Board of Directors - Meeting Related Docs\Agendas 2026\01132026_regular agenda.docx

BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, January 13	Planning Committee	9:30 a.m. Boardroom	Central Contra Costa Sanitary District and Dublin San Ramon Services District - East Bay Municipal Utility District Recycled Water Authority Wastewater Diversion Project
	Legislative/Human Resources Committee	10:00 a.m. Boardroom	- EBMUD Administrative Code - Internal/External Recruitments
	Board of Directors	11:00 a.m. Boardroom	Closed Session
		1:15 p.m. Boardroom	Regular Meeting
Monday, January 19	Martin Luther King Jr. Holiday		<i>Offices closed</i>
Tuesday, January 27	Finance/Administration Committee	TBD Boardroom	
	Sustainability Committee	TBD Boardroom	
	Urban Water Management Plan/Long Term Water Supply Workshop	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom 1:15 p.m. Boardroom	
Tuesday, February 10	Planning Committee	TBD Boardroom	
	Legislative/Human Resources Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom	
		1:15 p.m. Boardroom	
Thursday, February 12	Lincoln's Birthday		<i>Offices closed</i>
Monday, February 16	Washington's Birthday		<i>Offices closed</i>

2025 Board Committee Members

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/>

EAST BAY MUNICIPAL UTILITY DISTRICT
Office of the General Counsel

DATE: January 8, 2026

MEMO TO: Board of Directors

FROM: Derek McDonald, General Counsel



SUBJECT: Reference Documents for the Annual Ethics Policy Review and Brown Act Update Presentation

Before adjourning for closed session at the January 13, 2026 Board meeting, the Office of General Counsel will provide the Board with a presentation of its annual Review of Board Ethics Policy 6.04 and Updates to the Brown Act. The attached packet of documents is provided for reference during this presentation.

1. PowerPoint Presentation – Annual Review of Ethics Policy and Changes in Governance Laws
2. Policy 6.04 – Ethics of the EBMUD Board of Directors
3. Senate Bill 707's Revisions to the Brown Act

DM:ctd
Attachments

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Annual Review of Ethics Policy and Changes in Governance Laws

Board of Directors
January 13, 2026

Agenda

- Review 2025 Revisions to Board Ethics Policy 6.04
- Revisions to the Brown Act: Senate Bill 707
 - Overview
 - Revisions that Facilitate Improved Public Access
 - Board Member Remote Access to Meetings
 - Board Member Use of Social Media
 - Board Action on Executive Compensation

Review of Board Ethics Policy 6.04

Overview

- **Purpose:** “This policy promotes awareness of ethics, integrity and fidelity as critical elements in Board members’ conduct and in achievement of the EBMUD mission.”
- **Source:**
 - Based on numerous relevant laws, including the California Constitution, the Political Reform Act, Government Code § 1090, the Penal Code, the Elections Code and the MUD Act.
 - Also based on policy decisions of the Board in furthering ethics and transparency.

Revisions Adopted in 2025: Overview

- Purpose and Scope
- Responsibilities of Public Office
- Fair and Open Processes Involving the Public
- Fair and Equal Treatment
- Proper Use and Safeguarding of EBMUD Property and Resources
- Use of Confidential Information
- Conflicts of Interest
- Soliciting Political Contributions
- Incompatible Offices
- ~~Board Member - General Manager Relationship~~
- Exercise Responsible Financial Management
- ~~Improper Activities and the Reporting of Such Activities; Protection of Whistleblowers~~
- ~~Directors' Compensation and Expense Reimbursement~~
- Candidate's Statement
- Violation of Ethics Policy

Key: Modified | Removed

Revisions Adopted in 2025

Fair and Open Processes Involving the Public

“Contractors” added to the list of entities about which Board members must disclose *ex parte* communications relating to Board matters in which the Board is performing an adjudicatory or quasi-judicial role.

Fair and Equal Treatment

Added requirement that Board members immediately report an alleged violation of the EEO Policy to the General Manager or, if the complaint is against the General Manager, to the General Counsel.

Revisions Adopted in 2025

Use of Confidential Information

Clarifies that Board members must maintain the confidentiality of both written and oral information received at closed session.

Exercise Responsible Fiscal Management

Revises the role of the Finance/Administration Committee in selecting an external independent auditor.

- The Committee will not participate in interviews of vendor candidates for the auditor contract.
- The Committee will review staff recommendations for an independent auditor and recommend the approval of the auditor to the full Board.

Revisions Adopted in 2025

Violation of Ethics Policy

Language has been added to clarify that any Board member has the right to request that a perceived violation of Policy 6.04 be placed on the regular Board meeting agenda for determination and discussion.

Ralph M. Brown Act 2026 Revisions Under Senate Bill (SB) 707



Overview of SB 707 Revisions

Can be grouped into four categories:

- Significant new requirements to encourage and accommodate public participation at meetings
- Rules regarding remote board member attendance at meetings expanded, clarified and refined
- Board member social media use prohibitions are now permanent
- Expansion of open session reporting requirements for executive compensation actions

Many of the new requirements apply only to “eligible legislative bodies,” and the Board of Directors is an eligible legislative body

Remote Public Access to Meetings

Requirements

- Public must be provided access to all public meetings via “two-way telephonic service or a two-way audiovisual platform”
- Upon disruption of meeting due to loss of telephonic or internet service, Board:
 - Must recess, and may not reconvene, for at least one hour
 - Must make a good faith attempt to restore service
 - May meet in closed session (though not EBMUD Board)
 - If, after an hour, service cannot be restored, must vote to continue the meeting in the interests of the public
- Board must adopt a written policy regarding service disruptions that includes the requirements above
- Effective July 1, 2026

Remote Public Access to Meetings

Exceptions

- If adequate telephonic or internet service is not operational (does not exist) at the meeting location
- To attend a judicial or administrative proceeding in which the District is a party
- To inspect real or personal property, provided agenda is limited to inspection
- To meet with federal or state officials to discuss legislation or regulations within the jurisdiction of the officials
- To meet at a District facility for the purpose of touring the facility
- Emergency meetings authorized by the Brown Act on less than 24 hours' notice

Remote Public Access to Meetings

Public Disruptions of a Meeting

- Brown Act was amended in 2022 to authorize removal of a “disruptive” member of the public from a meeting
- SB 707 extends that authority to apply to members of the public appearing at meeting via a remote platform
- This means:
 - If disruption is visual, camera may be disabled
 - If disruption is audio, microphone may be disabled

Public Access to Meetings

SB 707 Outreach and Translation Requirements

SB 707 includes provisions requiring “eligible legislative bodies” to:

- Conduct outreach to encourage participation by non-English speaking communities in public meetings
- Provide reasonable assistance in the translation of meetings
- Provide translated agendas

Effective July 1, 2026

Public Access to Meetings

SB 707 Outreach Requirements

An eligible legislative body **shall take the following actions** to encourage residents, including those in underrepresented communities and non-English speaking communities, to participate in public meetings:

Public Access to Meetings

SB 707 Outreach Requirements

- Have in place a system for electronically accepting and fulfilling requests for meeting agendas and documents, pursuant to Section 54954.1 through email or through an integrated agenda management platform.
 - Information about how to make a request using this system shall be accessible through a prominent direct link posted on the primary internet website home page of the eligible legislative body.

Public Access to Meetings

SB 707 Outreach Requirements

- Create and maintain an accessible internet webpage dedicated to public meetings that includes, or provides a link to, all of the following information:
 1. A general explanation of the public meeting process for the eligible legislative body.
 2. An explanation of the procedures for a member of the public to provide in-person or remote oral public comment during a public meeting or to submit written public comments.
 3. A calendar of all public meeting dates with calendar listings that include the date, time, and location of each public meeting.
 4. The agenda posted online.

Public Access to Meetings

SB 707 Outreach Requirements

- Make reasonable efforts, as determined by the legislative body, to invite groups that do not traditionally participate in public meetings to attend those meetings, which may include, but are not limited to, all of the following:
 - Media organizations that provide news coverage in the jurisdiction of the legislative body, including those that serve non-English speaking communities
 - Good government, civil rights, civic engagement, neighborhood, and community group organizations, or similar organizations in the agency's jurisdiction, including non-English speaking communities

Public Access to Meetings

SB 707 Outreach Requirements

- Eligible legislative bodies shall have broad discretion in the choice of reasonable efforts they may undertake.
- No action shall be commenced or maintained against an eligible legislative body arising from failing to provide public information meeting to any specific group pursuant to this section.

Public Access to Meetings

SB 707 Translation and Interpretation Requirements

Meetings

An eligible legislative body shall reasonably assist members of the public who wish to translate a public meeting into any language or wish to receive interpretation provided by another member of the public, so long as the interpretation is not disrupting to the meeting.

Public Access to Meetings

SB 707 Translation and Interpretation Requirements

- The eligible legislative body shall publicize instructions on how to request assistance under this subdivision. Assistance may include any of the following, as determined by the eligible legislative body:
 - (i) Arranging space for one or more interpreters at the meeting location
 - (ii) Allowing extra time during the meeting for interpretation to occur
 - (iii) Ensuring participants may utilize their personal equipment or reasonably access facilities for participants to access commercially available interpretation services

Public Access to Meetings

SB 707 Translation and Interpretation Requirements

- **These provisions do not require an eligible legislative body to provide interpretation of any public meeting**, however, it may elect to provide interpretation of any public meeting
- The eligible legislative body is not responsible for the content or accuracy of any interpretation facilitated, assisted with, or provided.
- No action may be commenced or maintained against an eligible legislative body arising from the content of any interpretation facilitated, assisted with, or provided.

Public Access to Meetings

SB 707 Translation and Interpretation Requirements

Agendas

- The agenda for each meeting **shall be translated** into all applicable languages, and each translation shall be posted in accordance with Section 54954.2.
 - Each translation shall include instructions in the applicable language describing how to join the meeting by telephonic or internet-based service option, including any requirements for registration of public comment.
 - Shall be accessible through a prominent direct link posted on the home page of the legislative body.

Public Access to Meetings

SB 707 Translation and Interpretation Requirements

- An eligible legislative body shall make available a physical location that is freely accessible to the public in reasonable proximity to the physical location in which the agenda and translations are posted and shall allow members of the public to post additional translations of the agenda in that location.
- An eligible legislative body shall not be responsible for the content or accuracy of any translation provided.
- No action shall be commenced or maintained arising from the content, accuracy, posting or removal of any translation.
- “Agenda” does not include the agenda packet.

Public Access to Meetings

SB 707 Translation and Interpretation Requirements

- “Applicable languages” means languages, according to data from the most recent American Community Survey, spoken jointly by 20 percent or more of the applicable population, provided that 20 percent or more of the population that speaks that language in that city or county speaks English less than “very well.”
- For purposes of a special district, the applicable population shall be either of the following, at the discretion of the board of directors of the special district:
 1. the population of the county with the greatest population within the boundaries of the special district or
 2. The population of the service area of the special district, if the special district has the data to determine what languages are spoken by the population within its service area.
- If more than 3 languages meet the criteria for applicable languages, “applicable language” shall be the three languages spoken by the largest percentage of the population

Board Member Remote Access to Meetings

“Traditional” Remote Access

Any Board member may appear at any Board meeting via a remote platform if:

- At least a quorum of the Board participates from a location within the service area (even if remotely)
- Each remote meeting location is made accessible to the public
- Each remote location is included on the meeting notice
- The meeting notice is published at each remote location in accordance with the Brown Act
- All votes taken during the meeting are by roll call

Board Member Remote Access to Meetings

SB 707: “Just Cause” Remote Access

- 1) Care of a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires them to participate remotely.
- 2) A contagious illness that prevents a member from attending in person.
- 3) A need related to a physical or mental condition.
- 4) Travel while on official business of the legislative body or another state or local agency.
- 5) An immunocompromised child, parent, grandparent, grandchild, sibling, spouse, or domestic partner of the member that requires the member to participate remotely.
- 6) A physical or family medical emergency that prevents a member from attending in person.
- 7) Military service obligations that result in a member being unable to attend in person and that requires the member to be at least 50 miles outside the boundaries of the local agency.

Board Member Remote Access to Meetings

SB 707: Use of “Just Cause” Remote Access

- Board member must notify Board at earliest opportunity, including at start of meeting, and provide general description of circumstances requiring remote appearance
- Board member must appear on camera
- At least a quorum of the Board must participate from a singular physical location within the service area
- No Board vote required to amend agenda or authorize attendance
- Limited to five meetings per year (1 “meeting” = all meetings in 1 day)
- Meeting minutes must identify provision of Government Code Section 54953.8.3(c)(1) – (7) relied on by the Board member

Board Member Remote Access to Meetings

SB 707: Remote Access During State or Local Emergency

- Board may meet entirely remotely during a:
 - State of emergency (proclaimed by the Governor)
 - Local emergency (proclaimed by city, county, or city and county)
- No physical meeting location need be provided
- At first remote meeting, Board must vote to make finding that, “as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.”
- Board must then vote to make this finding no later than every 45 days.
- Remote access may be limited to two-way telephonic (non-internet) service

Board Member Remote Access to Meetings

SB 707: Board Member Remote Access as Disability Accommodation

Nothing in this statute shall be construed to prohibit a member of a legislative body with a disability from participating in any meeting of the legislative body by remote participation as a reasonable accommodation pursuant to any applicable law.

Board Member Remote Access to Meetings

SB 707: Board Member Remote Access as Disability Accommodation

A member participating in a meeting remotely as a reasonable accommodation shall do both of the following:

1. Shall participate through both audio and visual technology, except that any member with a disability defined under Section 12102 of Title 42 of the US Code may participate through audio only if a physical condition related to their disability results in a need to participate off camera.
2. The member shall disclose at the meeting before any action is taken, whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and the nature of the member's relationship with any of those individuals.

Board Member Remote Access to Meetings

SB 707: Board Member Remote Access as Disability Accommodation

Remote participation as a reasonable accommodation for a member's disability shall be treated as in-person attendance at the physical meeting location for all purposes including a requirement that a quorum of the legislative body participate from any particular location.

Board Member Remote Access to Meetings

SB 707: Common Board Member Remote Access Requirements

- Remote attendance must be noted in meeting minutes
- Board member must note presence of any person 18 years or older in the room and their relationship to the Board member
- District must provide full public access via a remote option:
 - A two-way audiovisual platform or
 - A two-way telephonic service and a live webcasting of the meeting.
- Board may take no action during disruption of the public remote service
- All votes must be via roll call

Board Action on Executive Compensation

Prior to taking final action, the legislative body shall orally report a summary of a recommendation for final action on the salaries, salary schedules, or compensation in the form of fringe benefits of either of the following during the open meeting in which the final action is to be taken:

- (i) A local agency executive, as defined by subdivision (d) of Section 3511.1
- (ii) A department head or other administrative officer of the local agency. Govt. Code 54953(d)(3)(A).

Board Member Use of Social Media

- The social media provisions of the Brown Act were set to expire on January 1, 2026.
- SB 707 removed the sunset clause and now Brown Act provisions related to social media apply indefinitely.
- No other substantive changes to the provisions regarding engagement of board members on social media.

Social Media Use and the Brown Act

Social Media Use

- General Rule:

A majority of the members of a legislative body shall not, outside a meeting authorized under the Brown Act, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter jurisdiction of the legislative body. (Govt. Code § 54952.2(b)(1)).

Social Media Use

Limited Permissible Use

The Brown Act does not prevent a member of a legislative body from engaging in separate conversations or communications on social media to:

1. Answer questions;
2. Provide information to the public; or
3. Solicit information from the public

With regards to a matter that is within the subject matter jurisdiction of the legislative body, ***provided that...***

Social Media Use

Limited Permissible Use

A **majority** of the members do not use social media to **discuss among themselves** business of a **specific nature** that is within the subject matter jurisdiction of the legislative body.

“Discuss among themselves” means communications made, posted or shared on social media between members, including **comments** or **use of digital icons** that express reactions to communications made by other members.   

Social Media Use

Prohibited Use

A member shall not ***respond directly*** to any communication on social media regarding a matter within the subject matter jurisdiction of the legislative body that is ***made, posted or shared by any other member***.

Questions?





Policy 6.04

EFFECTIVE 26 AUG 25

ETHICS OF THE EBMUD BOARD OF DIRECTORS

SUPERSEDES 26 SEP 23

IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT BOARD OF DIRECTORS TO:

Promote ethical behavior in the conduct of District business.

Purpose and Scope	The proper operation of EBMUD requires that Board members remain objective and responsive to the needs of the public, make decisions within the proper channels of governmental structure, and not use public office for personal gain. To further these objectives, certain ethical principles govern the conduct of each member of the EBMUD Board of Directors. This policy promotes awareness of ethics, integrity and fidelity as critical elements in Board members' conduct and in achievement of the EBMUD mission. It references relevant policies, practices, and procedures that provide the legal framework and operational guidelines for addressing ethical issues.
Responsibilities of Public Office	EBMUD Board members are dedicated to the concepts of effective and democratic government by responsible elected officials. Board members: • Uphold the Constitution of the United States and the Constitution of the State of California, and carry out the laws of the nation, the state and local governmental agencies; • Comply with applicable laws regulating their conduct, including open government, conflict of interest, and financial disclosure laws; • Fulfill all applicable training requirements, including attending two (2) hours of ethics training (AB 1234) and two (2) hours of sexual harassment prevention training and education (AB 1661) every two (2) years; and • Work in full cooperation with other public officials, unless they are legally prohibited from doing so. <i>[California Government Code Section 1360; California Government Code 53235; California Government Code Section 87200; California Government Code Section 53237; Article 20, Section 3 of the California Constitution.]</i>
Fair and Open Processes Involving the Public	EBMUD Board members promote fair and open public processes. Board members, and persons elected but who have not yet assumed office as members of the Board, must comply with California's open meeting law for public agencies (the Brown Act). Disclosure of Communications • Board members shall publicly disclose any oral or written communications they have had with persons, including, but not limited to, employees, legislators, legislative staff, public officials, developers, contractors, vendors and consultants, that relate to matters at a Board meeting or Committee meeting in which the Board is performing an adjudicatory or quasi-judicial function.

- The disclosure may be made orally or in writing and may be made at the start of the meeting or may be made prior to consideration of the agenda item at the meeting.
- The Board shall make a good faith effort to comply with these Disclosure provisions of this Policy. A good faith failure to comply with these provisions shall not be construed to be a violation of this Policy.

[California Government Code Section 54950 and following; California Government Code Section 54952.1; California Government Code Section 54959.]

Fair and Equal Treatment

EBMUD Board members promote diversity, equity, inclusion, and equality in personnel matters and in contracting, consistent with state and federal laws.

- Board members, in performance of their official duties and responsibilities, will not discriminate against or harass any person on the basis of race, color, religion, creed, sex, gender (including breastfeeding), gender identity (including transgender status), gender expression, marital or registered domestic partnership status, age for individuals forty or older, national origin, ancestry, disability (mental and physical), medical condition (cancer and genetic characteristics), genetic information, sexual orientation, military and veterans status, family or medical leave status, pregnancy (including childbirth or related medical condition), pregnancy disability leave status, or any other status protected by federal, state and/or local laws.
- Board members will immediately report any alleged violation of District Policy 6.06, Equal Employment Opportunity (EEO), to the General Manager. If a complaint is made against the General Manager, the Board member will report the violation to the General Counsel.
- Board members will not grant any special consideration, treatment, or advantage to any person or group beyond that available to every other person or group in similar circumstances.
- Board members will cooperate in achieving the equal opportunity objectives of EBMUD.

[See, e.g., Article 1, Section 31 of the California Constitution; Age Discrimination in Employment Act of 1967; Americans with Disabilities Act Amendments Act of 2008; Fair Employment and Housing Act; Rehabilitation Act of 1973; Title VII of the Civil Rights Act of 1964; California Labor Code Section 1102. See also EBMUD's Policy 6.06, Equal Employment Opportunity (EEO); Policy 6.08, Contract Equity Program; Policy 6.07, Prevention of Workplace Harassment; and Policy 2.02, Accommodation for Individuals with Disabilities in the Workplace.]

Proper Use and Safeguarding of EBMUD Property and Resources

EBMUD Board members exercise responsible management of District property and resources in the conduct of District business.

- Board members will safeguard EBMUD property, equipment, moneys, and assets against unauthorized use or removal, as well as from loss including criminal acts or breach of trust.
- A Board member will not ask or require an EBMUD employee to perform services for the personal benefit or profit of a Board member or employee.

- Each Board member will protect and properly use any EBMUD asset within his or her control, including information recorded on paper or in electronic form.
- Board members will maintain written records, including expense accounts, in sufficient detail to reflect accurately and completely all transactions and expenditures made on EBMUD's behalf.
- Board members will adhere to District policies.

[Article 16, Section 6 of the California Constitution; Penal Code Section 424. See also EBMUD Policy 7.04, Access to District Property for Tours; Policy 7.06, Pardee Conference and Lodging Facility Use; Policy 7.11, Use of District Bay Area Facilities; Policy 4.14, Reimbursement of Director Expenses; Policy 4.20, Use of District Technology Resources]

Use of Confidential Information

Board members will safeguard confidential information.

Board members will not disclose information that legally qualifies as confidential to unauthorized persons without approval of a quorum of the Board. This includes information that:

- (1) has been received for, or during, a closed session Board meeting, either in writing or as part of a discussion,
- (2) is protected from disclosure under the attorney/client or other evidentiary privilege, or
- (3) is not disclosable under the California Public Records Act.

A Board member may make a confidential inquiry or complaint to a district attorney or grand jury concerning a perceived violation of law, including disclosing facts to a district attorney or grand jury necessary to establish the alleged illegality of a District action. Prior to disclosing confidential information, however, a Board member will first bring the matter to the attention of either the President of the Board or the full Board, in a lawful and appropriate manner, to provide an opportunity to cure an alleged violation.

[California Government Code Section 54963; California Government Code Section 1098]

Conflicts of Interest

Board members avoid both actual conflicts of interest and the appearance of conflicts of interest with the District.

- A Board member will not have a financial interest in a contract with the District, or be a purchaser at a sale by the District or a vendor at a purchase made by the District, unless his or her participation is legally authorized.
- A Board member will not participate in the discussion, deliberation or vote on a matter before the Board, or in any way attempt to use his or her official position to influence a decision of the Board, if he or she has a prohibited interest with respect to the matter under California law.
- A Board member will not accept any honoraria.

- A Board member will not accept gifts that exceed the limitations specified in California law. Board members will report all gifts, campaign contributions, income and financial information as required under the District's Conflict of Interest Code and the provisions of the Fair Political Practices Act and Regulations.
- A Board member will not recommend the employment of a relative to the District or to any person known by the Board member to be bidding for or negotiating a contract with the District.

[California Government Code Section 87100 and following; California Government Code Section 1090 and following; California Government Code Section 81000 and following; California Government Code Section 87105; California Government Code Section 89502; Penal Code Sections 68 and 70, and EBMUD Conflict of Interest Code.]

Soliciting Political Contributions

Board members will not solicit political funds or contributions of in-kind services at EBMUD facilities or use EBMUD equipment.

- A Board member will not solicit or direct a political contribution or in-kind services from District officers, employees, consultants or contractors, or from vendors or consultants that have a material financial interest in a contract or other matter while that matter is pending before EBMUD.
- A Board member will not use EBMUD's seal, trademark, stationary, or other indicia of EBMUD's identity or facsimile thereof in any solicitation for political contributions.

[California Government Code Section 3205 and EBMUD Campaign Finance Reform Ordinance.]

Incompatible Offices

Except as expressly permitted by law, Board members appointed or elected to another public office, the duties of which may legally require action contradictory or inconsistent with the interests of the first entity, will resign from the first entity.

(See, generally, California Government Code Section 1099. See also California Government Code Section 53227, under which a special district employee may not be sworn into office as an elected or appointed member of the same special district unless he or she resigns as an employee.)

Exercise Responsible Financial Management

The Board ensures the District exercises responsible financial management.

- The Board ensures that EBMUD maintains a system of auditing and accounting that completely and at all times shows the financial condition of the District in accordance with generally accepted accounting principles and legal requirements.
- The Finance/Administration Committee will review the staff recommendation for an independent auditor to conduct an annual audit of the District's books, records, financial affairs, and periodic single audits of federal funds received by the District and forward the recommendation to the full Board for approval.
- The independent auditor will provide reports and present the results of their audits, including recommendations made to the Board's Finance/Administration Committee. Reports from the auditor will be provided to the Board upon completion as part of the next Board mailing.

- Staff will respond to audit recommendations and provide periodic updates to the Board on the status of the responses to the recommendations.

[MUD Act Section 11889.]

Candidate's Statement

A Board member will not include false or misleading information in a candidate's statement for a general District election filed pursuant to Section 13307 of the Elections Code.

[Elections Code Sections 13307 and 13313; EBMUD Campaign Finance Reform Ordinance.]

Violation of Ethics Policy

A perceived violation of EBMUD's ethics policy by a Board member should be referred to the Board President for investigation and consideration of any appropriate action warranted. In the case of a perceived violation by the Board President, the matter should be referred to the Board Vice President. Nothing in this policy shall be construed to limit the right of any Board member to request that the perceived violation be placed on the agenda for determination and discussion. A violation of this policy may be addressed by remedies available by law, including but not limited to:

- Adopting a resolution expressing disapproval of the conduct of the Board member who has violated this policy,
- Injunctive relief, or
- Referral of the violation to the California Fair Political Practices Commission, District Attorney and/or the Grand Jury.

Authority

Resolution No. 33414-04, March 23, 2004.
 As amended by Motion No. 041-05, March 8, 2005
 As amended by Resolution No. 33577-07, January 9, 2007
 As amended by Resolution No. 33883-12, June 26, 2012
 As amended by Resolution No. 35008-16, October 25, 2016
 As amended by Resolution No. 35132-19, February 26, 2019
 As amended by Resolution No. 35221-21, April 27, 2021
 As amended by Resolution No. 35302-22, July 12, 2022
 As amended by Resolution No. 35364-23, September 26, 2023
 As amended by Resolution No. 35461-25, August 26, 2025

References

References are stated in each section above.



SB-707 Open meetings: meeting and teleconference requirements. (2025-2026)

As Amends the Law Today

[As Amends the Law on Nov 18, 2025](#)

SECTION 1. Section 54952.2 of the Government Code, as amended by Section 1 of Chapter 89 of the Statutes of 2020, is amended to read:

54952.2. (a) As used in this chapter, "meeting" means any congregation of a majority of the members of a legislative body at the same time and location, including teleconference location as permitted by Section 54953, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the legislative body.

(b) (1) A majority of the members of a legislative body shall not, outside a meeting authorized by this chapter, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter jurisdiction of the legislative body.

(2) Paragraph (1) shall not be construed as preventing an employee or official of a local agency, from engaging in separate conversations or communications outside of a meeting authorized by this chapter with members of a legislative body in order to answer questions or provide information regarding a matter that is within the subject matter jurisdiction of the local agency, if that person does not communicate to members of the legislative body the comments or position of any other member or members of the legislative body.

(3) (A) Paragraph (1) shall not be construed as preventing a member of the legislative body from engaging in separate conversations or communications on an internet-based social media platform to answer questions, provide information to the public, or to solicit information from the public regarding a matter that is within the subject matter jurisdiction of the legislative body provided that a majority of the members of the legislative body do not use the internet-based social media platform to discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body. A member of the legislative body shall not respond directly to any communication on an internet-based social media platform regarding a matter that is within the subject matter jurisdiction of the legislative body that is made, posted, or shared by any other member of the legislative body.

(B) For purposes of this paragraph, all of the following definitions shall apply:

(i) "Discuss among themselves" means communications made, posted, or shared on an internet-based social media platform between members of a legislative body, including comments or use of digital icons that express reactions to communications made by other members of the legislative body.

(ii) "Internet-based social media platform" means an online service that is open and accessible to the public.

(iii) "Open and accessible to the public" means that members of the general public have the ability to access and participate, free of charge, in the social media platform without the approval by the social media platform or a person or entity other than the social media platform, including any forum and chatroom, and cannot be blocked from doing so, except when the internet-based social media platform determines that an individual violated its protocols or rules.

(c) Nothing in this section shall impose the requirements of this chapter upon any of the following:

(1) Individual contacts or conversations between a member of a legislative body and any other person that do not violate subdivision (b).

(2) The attendance of a majority of the members of a legislative body at a conference or similar gathering open to the public that involves a discussion of issues of general interest to the public or to public agencies of the type represented by the legislative body, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specified nature that is within the subject matter jurisdiction of the local agency. Nothing in this paragraph is intended to allow members of the public free admission to a conference or similar gathering at which the organizers have required other participants or registrants to pay fees or charges as a condition of attendance.

(3) The attendance of a majority of the members of a legislative body at an open and publicized meeting organized to address a topic of local community concern by a person or organization other than the local agency, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.

(4) The attendance of a majority of the members of a legislative body at an open and noticed meeting of another body of the local agency, or at an open and noticed meeting of a legislative body of another local agency, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled meeting, business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.

(5) The attendance of a majority of the members of a legislative body at a purely social or ceremonial occasion, provided that a majority of the members do not discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.

(6) The attendance of a majority of the members of a legislative body at an open and noticed meeting of a standing committee of that body, provided that the members of the legislative body who are not members of the standing committee attend only as observers.

SEC. 2. Section 54952.2 of the Government Code, as added by Section 2 of Chapter 89 of the Statutes of 2020, is repealed.

~~54952.2. (a) As used in this chapter, "meeting" means any congregation of a majority of the members of a legislative body at the same time and location, including teleconference location as permitted by Section 54953, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the legislative body.~~

~~(b) (1) A majority of the members of a legislative body shall not, outside a meeting authorized by this chapter, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter jurisdiction of the legislative body.~~

~~(2) Paragraph (1) shall not be construed as preventing an employee or official of a local agency, from engaging in separate conversations or communications outside of a meeting authorized by this chapter with members of a legislative body in order to answer questions or provide information regarding a matter that is within the subject matter jurisdiction of the local agency, if that person does not communicate to members of the legislative body the comments or position of any other member or members of the legislative body.~~

~~(3) (A) Paragraph (1) shall not be construed as preventing a member of the legislative body from engaging in separate conversations or communications on an internet-based social media platform to answer questions, provide information to the public, or to solicit information from the public regarding a matter that is within the subject matter jurisdiction of the legislative body provided that a majority of the members of the legislative body do not use the internet-based social media platform to discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body. A member of the legislative body shall not respond directly to any communication on an internet-based social media platform regarding a matter that is within the subject matter jurisdiction of the legislative body that is made, posted, or shared by any other member of the legislative body.~~

~~(B) For purposes of this paragraph, all of the following definitions shall apply:~~

~~(i) "Discuss among themselves" means communications made, posted, or shared on an internet-based social media platform between members of a legislative body, including comments or use of digital icons that express reactions to communications made by other members of the legislative body.~~

~~(ii) "Internet-based social media platform" means an online service that is open and accessible to the public.~~

~~(iii) "Open and accessible to the public" means that members of the general public have the ability to access and participate, free of charge, in the social media platform without the approval by the social media platform or a person or entity other than the social media platform, including any forum and chatroom, and cannot be blocked from doing so, except when the internet-based social media platform determines that an individual violated its protocols or rules.~~

~~(c) Nothing in this section shall impose the requirements of this chapter upon any of the following:~~

~~(1) Individual contacts or conversations between a member of a legislative body and any other person that do not violate subdivision (b).~~

~~(2) The attendance of a majority of the members of a legislative body at a conference or similar gathering open to the public that involves a discussion of issues of general interest to the public or to public agencies of the type represented by the legislative body, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specified nature that is within the subject matter jurisdiction of the local agency. Nothing in this paragraph is intended to allow members of the public free admission to a conference or similar gathering at which the organizers have required other participants or registrants to pay fees or charges as a condition of attendance.~~

~~(3) The attendance of a majority of the members of a legislative body at an open and publicized meeting organized to address a topic of local community concern by a person or organization other than the local agency, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.~~

~~(4) The attendance of a majority of the members of a legislative body at an open and noticed meeting of another body of the local agency, or at an open and noticed meeting of a legislative body of another local agency, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled meeting, business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.~~

~~(5) The attendance of a majority of the members of a legislative body at a purely social or ceremonial occasion, provided that a majority of the members do not discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.~~

~~(6) The attendance of a majority of the members of a legislative body at an open and noticed meeting of a standing committee of that body, provided that the members of the legislative body who are not members of the standing committee attend only as observers.~~

SEC. 3. Section 54952.7 of the Government Code is amended to read:

54952.7. A local agency shall provide a copy of this chapter to any person elected or appointed to serve as a member of a legislative body of the local agency.

SEC. 4. Section 54953 of the Government Code, as amended by Section 2 of Chapter 534 of the Statutes of 2023, is amended to read:

54953. (a) All meetings of the legislative body of a local agency shall be open and public, and all persons shall be permitted to attend any meeting of the legislative body of a local agency, except as otherwise provided in this chapter.

(b) (1) Notwithstanding any other provision of law, the legislative body of a local agency may use teleconferencing for the benefit of the public and the legislative body of a local agency in connection with any meeting or proceeding authorized by law. The teleconferenced meeting or proceeding shall comply with all otherwise applicable requirements of this chapter and all otherwise applicable provisions of law relating to a specific type of meeting or proceeding.

(2) Teleconferencing, as authorized by this section, may be used for all purposes in connection with any meeting within the subject matter jurisdiction of the legislative body. If the legislative body of a local agency elects to use teleconferencing, the legislative body of a local agency shall comply with all of the following:

(A) All votes taken during a teleconferenced meeting shall be by rollcall.

(B) The teleconferenced meetings shall be conducted in a manner that protects the statutory and constitutional rights of the parties or the public appearing before the legislative body of a local agency.

(C) The legislative body shall give notice of the meeting and post agendas as otherwise required by this chapter.

(D) The legislative body shall allow members of the public to access the meeting and the agenda shall provide an opportunity for members of the public to address the legislative body directly pursuant to Section 54954.3.

(3) If the legislative body of a local agency elects to use teleconferencing, it shall post agendas at all teleconference locations. Each teleconference location shall be identified in the notice and agenda of the meeting or proceeding, and each teleconference location shall be accessible to the public. During the teleconference, at least a quorum of the members of the legislative body shall participate from locations within the boundaries of the territory over which the local agency exercises jurisdiction, except as expressly provided in this chapter.

(4) The teleconferencing requirements of this subdivision shall not apply to remote participation described in subdivision (c).

(c) (1) Nothing in this chapter shall be construed to prohibit a member of a legislative body with a disability from participating in any meeting of the legislative body by remote participation as a reasonable accommodation pursuant to any applicable law.

(2) A member of a legislative body participating in a meeting by remote participation pursuant to this subdivision shall do both of the following:

(A) The member shall participate through both audio and visual technology, except that any member with a disability, as defined in Section 12102 of Title 42 of the United States Code, may participate only through audio technology if a physical condition related to their disability results in a need to participate off camera.

(B) The member shall disclose at the meeting before any action is taken, whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and the general nature of the member's relationship with any of those individuals.

(3) Remote participation under this subdivision shall be treated as in-person attendance at the physical meeting location for all purposes, including any requirement that a quorum of the legislative body participate from any particular location. The provisions of subdivision (b) and Sections 54953.8 to 54953.8.7, inclusive, shall not apply to remote participation under this subdivision.

(d) (1) No legislative body shall take action by secret ballot, whether preliminary or final.

(2) The legislative body of a local agency shall publicly report any action taken and the vote or abstention on that action of each member present for the action.

(3) (A) Prior to taking final action, the legislative body shall orally report a summary of a recommendation for a final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of either of the following during the open meeting in which the final action is to be taken:

(i) A local agency executive, as defined in subdivision (d) of Section 3511.1.

(ii) A department head or other similar administrative officer of the local agency.

(B) This paragraph shall not affect the public's right under the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1) to inspect or copy records created or received in the process of developing the recommendation.

(e) For purposes of this section, both of the following definitions apply:

(1) "Disability" means a physical disability or a mental disability as those terms are defined in Section 12926 and used in Section 12926.1, or a disability as defined in Section 12102 of Title 42 of the United States Code.

(2) (A) "Teleconference" means a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both.

(B) Notwithstanding subparagraph (A), "teleconference" does not include one or more members watching or listening to a meeting via webcasting or any other similar electronic medium that does not permit members to interactively speak, discuss, or deliberate on matters.

(3) "Remote participation" means participation in a meeting by teleconference at a location other than any physical meeting location designated in the notice of the meeting.

SEC. 5. *Section 54953.4 is added to the Government Code, to read:*

54953.4. *(a) The Legislature finds and declares that public access, including through translation of agendas as required by this section, is necessary for an informed populace. The Legislature encourages local agencies to adopt public access requirements that exceed the requirements of this chapter by translating additional languages, employing human translators, and conducting additional outreach.*

(b) (1) In addition to any other applicable requirements of this chapter, a meeting held by a eligible legislative body pursuant to this chapter shall comply with both of the following requirements:

(A) (i) (I) (ia) All open and public meetings shall include an opportunity for members of the public to attend via a two-way telephonic service or a two-way audiovisual platform, except if adequate telephonic or internet service is not operational at the meeting location. If adequate telephonic or internet service is operational at the meeting location during only a portion of the meeting, the legislative body shall include an opportunity for members of the public to attend via a two-way telephonic service or a two-way audiovisual platform during that portion of the meeting.

(ib) (Ia) On or before July 1, 2026, an eligible legislative body shall approve at a noticed public meeting in open session, not on the consent calendar, a policy regarding disruption of telephonic or internet service occurring during meetings subject to this sub-subclause. The policy shall address the procedures for recessing and reconvening a meeting in the event of disruption and the efforts that the eligible legislative body shall make to attempt to restore the service.

(Ib) If a disruption of telephonic or internet service that prevents members of the public from attending or observing the meeting via the two-way telephonic service or two-way audiovisual platform occurs during the meeting, the eligible legislative body shall recess the open session of the meeting for at least one hour and make a good faith attempt to restore the service. The eligible legislative body may meet in closed session during this period. The eligible legislative body shall not reconvene the open session of the meeting until at least one hour following the disruption, or until telephonic or internet service is restored, whichever is earlier.

(Ic) Upon reconvening the open session, if telephonic or internet service has not been restored, the eligible legislative body shall adopt a finding by rollcall vote that good faith efforts to restore the telephonic or internet service have been made in accordance with the policy adopted pursuant to sub-sub-subclause (Ia) and that the public interest in continuing the meeting outweighs the public interest in remote public access.

(II) Subclause (I) does not apply to a meeting that is held to do any of the following:

(ia) Attend a judicial or administrative proceeding to which the local agency is a party.

(ib) Inspect real or personal property provided that the topic of the meeting is limited to items directly related to the real or personal property.

(ic) Meet with elected or appointed officials of the United States or the State of California, solely to discuss a legislative or regulatory issue affecting the local agency and over which the federal or state officials have jurisdiction.

(id) Meet in or nearby a facility owned by the agency, provided that the topic of the meeting is limited to items directly related to the facility.

(ie) Meet in an emergency situation pursuant to Section 54956.5.

(ii) If an eligible legislative body elects to provide a two-way audiovisual platform, the eligible legislative body shall publicly post and provide a call-in option, and activate any automatic captioning function during the meeting if an automatic captioning function is included with the two-way audiovisual platform. If an eligible

legislative body does not elect to provide a two-way audiovisual platform, the eligible legislative body shall provide a two-way telephonic service for the public to participate in the meeting, pursuant to subclause (I).

(B) (i) All open and public meetings for which attendance via a two-way telephonic service or a two-way audiovisual platform is provided in accordance with paragraph (1) shall provide the public with an opportunity to provide public comment in accordance with Section 54954.3 via the two-way telephonic or two-way audiovisual platform, and ensure the opportunity for the members of the public participating via a two-way telephonic or two-way audiovisual platform to provide public comment with the same time allotment as a person attending a meeting in person.

(2) (A) An eligible legislative body shall reasonably assist members of the public who wish to translate a public meeting into any language or wish to receive interpretation provided by another member of the public, so long as the interpretation is not disrupting to the meeting, as defined in Section 54957.95. The eligible legislative body shall publicize instructions on how to request assistance under this subdivision. Assistance may include any of the following, as determined by the eligible legislative body:

(i) Arranging space for one or more interpreters at the meeting location.

(ii) Allowing extra time during the meeting for interpretation to occur.

(iii) Ensuring participants may utilize their personal equipment or reasonably access facilities for participants to access commercially available interpretation services.

(B) This section does not require an eligible legislative body to provide interpretation of any public meeting, however, an eligible legislative body may elect to provide interpretation of any public meeting.

(C) The eligible legislative body is not responsible for the content or accuracy of any interpretation facilitated, assisted with, or provided under this subdivision. An action shall not be commenced or maintained against the eligible legislative body arising from the content or accuracy of any interpretation facilitated, assisted with, or provided under this subdivision.

(3) An eligible legislative body shall take the following actions to encourage residents, including those in underrepresented communities and non-English-speaking communities, to participate in public meetings:

(A) Have in place a system for electronically accepting and fulfilling requests for meeting agendas and documents pursuant to Section 54954.1 through email or through an integrated agenda management platform. Information about how to make a request using this system shall be accessible through a prominent direct link posted on the primary internet website home page of the eligible legislative body.

(B) (i) Create and maintain an accessible internet webpage dedicated to public meetings that includes, or provides a link to, all of the following information:

(I) A general explanation of the public meeting process for the eligible legislative body.

(II) An explanation of the procedures for a member of the public to provide in-person or remote oral public comment during a public meeting or to submit written public comment.

(III) A calendar of all public meeting dates with calendar listings that include the date, time, and location of each public meeting.

(IV) The agenda posted online pursuant to paragraph (2) of subdivision (a) of Section 54954.2.

(ii) The eligible legislative body shall include a link to the webpage required by subparagraph (A) on the home page of the eligible legislative body's internet website.

(C) (i) Make reasonable efforts, as determined by the legislative body, to invite groups that do not traditionally participate in public meetings to attend those meetings, which may include, but are not limited to, all the following:

(I) Media organizations that provide news coverage in the jurisdiction of the eligible legislative body, including media organizations that serve non-English-speaking communities.

(II) Good government, civil rights, civic engagement, neighborhood, and community group organizations, or similar organizations that are active in the jurisdiction of the eligible legislative body, including organizations

active in non-English-speaking communities.

(ii) Legislative bodies shall have broad discretion in the choice of reasonable efforts they make under this subparagraph. No action shall be commenced or maintained against an eligible legislative body arising from failing to provide public meeting information to any specific group pursuant to this subparagraph.

(c) (1) (A) The agenda for each meeting of an eligible legislative body shall be translated into all applicable languages, and each translation shall be posted in accordance with Section 54954.2. Each translation shall include instructions in the applicable language describing how to join the meeting by the telephonic or internet-based service option, including any requirements for registration for public comment.

(B) The accessible internet webpage provided under subparagraph (B) of paragraph (3) of subdivision (b) shall be translated into all applicable languages, and each translation shall be accessible through a prominent direct link posted on the primary internet website home page of the eligible legislative body.

(2) A translation made using a digital translation service shall satisfy the requirements of paragraph (1).

(3) The eligible legislative body shall make available a physical location that is freely accessible to the public in reasonable proximity to the physical location in which the agenda and translations are posted as described in paragraph (1), and shall allow members of the public to post additional translations of the agenda in that location.

(4) The eligible legislative body is not responsible for the content or accuracy of any translation provided pursuant to this subdivision. No action shall be commenced or maintained against an eligible legislative body arising from the content, accuracy, posting, or removal of any translation provided by the eligible legislative body or posted by any person pursuant to this subdivision.

(5) For the purposes of this section, the agenda does not include the entire agenda packet.

(d) This section shall not be construed to affect or supersede any other applicable civil rights, nondiscrimination, or public access laws.

(e) For purposes of this section, all of the following definitions apply:

(1) (A) "Applicable languages" means languages, according to data from the most recent American Community Survey, spoken jointly by 20 percent or more of the applicable population, provided that 20 percent or more of the population that speaks that language in that city or county speaks English less than "very well."

(B) For the purposes of subparagraph (A), the applicable population shall be determined as follows:

(i) For an eligible legislative body that is a city council or county board of supervisors, the applicable population shall be the population of the city or county.

(ii) For an eligible legislative body of a special district, the applicable population shall be either of the following, at the discretion of the board of directors of the special district:

(I) The population of the county with the greatest population within the boundaries of the special district.

(II) The population of the service area of the special district, if the special district has the data to determine what languages spoken by the population within its service area meet the requirements of paragraph (A).

(C) If more than three languages meet the criteria set forth in subparagraph (A), "applicable languages" shall mean the three languages described in subparagraph (A) that are spoken by the largest percentage of the population.

(D) An eligible legislative body may elect to determine the applicable languages based upon a source other than the most recent American Community Survey if it makes a finding, based upon substantial evidence, that the other source provides equally or more reliable data for the territory over which the eligible legislative body exercises jurisdiction.

(2) "Eligible legislative body" means any of the following:

(A) A city council of a city with a population of 30,000 or more.

(B) A county board of supervisors of a county, or city and county, with a population of 30,000 or more.

(C) A city council of a city located in a county with a population of 600,000 or more.

(D) The board of directors of a special district that has an internet website and meets any of the following conditions:

(i) The boundaries of the special district include the entirety of a county with a population of 600,000 or more, and the special district has over 200 full-time equivalent employees.

(ii) The special district has over 1,000 full-time equivalent employees.

(iii) The special district has annual revenues, based on the most recent Financial Transaction Report data published by the California State Controller, that exceed four hundred million dollars (\$400,000,000), adjusted annually for inflation commencing January 1, 2027, as measured by the percentage change in the California Consumer Price Index from January 1 of the prior year to January 1 of the current year, and the special district employs over 200 full-time equivalent employees.

(3) "Two-way audiovisual platform" means an online platform that provides participants with the ability to participate in a meeting via both an interactive video conference and a two-way telephonic service.

(4) "Two-way telephonic service" means a telephone service that does not require internet access and allows participants to dial a telephone number to listen and verbally participate.

(f) This section shall become operative on July 1, 2026.

(g) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 6. Section 54953.5 of the Government Code is amended to read:

54953.5. (a) Any person attending an open and public meeting of a legislative body of a local agency shall have the right to record the proceedings in the absence of a reasonable finding by the legislative body of the local agency that the recording cannot continue without noise, illumination, or obstruction of view that constitutes, or would constitute, a persistent disruption of the proceedings.

(b) Any recording of an open and public meeting made for whatever purpose by or at the direction of the local agency shall be subject to inspection pursuant to the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1), but, notwithstanding Section 34090, may be erased or destroyed 30 days after the recording. Any inspection of an audio or video recording shall be provided without charge on equipment made available by the local agency.

SEC. 7. Section 54953.7 of the Government Code is amended to read:

54953.7. Notwithstanding any other provision of law, legislative bodies of local agencies may impose requirements upon themselves which allow greater access to their meetings than prescribed by the minimal standards set forth in this chapter. In addition thereto, an elected legislative body of a local agency may impose those requirements on appointed legislative bodies of the local agency.

SEC. 8. Section 54953.8 is added to the Government Code, to read:

54953.8. (a) *The legislative body of a local agency may use teleconferencing as authorized by subdivision (b) of Section 54953 without complying with the requirements of paragraph (3) of subdivision (b) of Section 54953 in any of the circumstances described in Sections 54953.8.1 to 54953.8.7, inclusive.*

(b) A legislative body that holds a teleconference meeting pursuant to this section shall, in addition to any other applicable requirements of this chapter, comply with all of the following:

(1) The legislative body shall provide at least one of the following as a means by which the public may remotely hear and visually observe the meeting, and remotely address the legislative body:

(A) A two-way audiovisual platform.

(B) A two-way telephonic service and a live webcasting of the meeting.

(2) In each instance in which notice of the time of the teleconference meeting held pursuant to this section is otherwise given or the agenda for the meeting is otherwise posted, the legislative body shall also give notice of

the means by which members of the public may access the meeting and offer public comment. The agenda shall identify and include an opportunity for all persons to attend via a call-in option or an internet-based service option.

(3) In the event of a disruption that prevents the legislative body from broadcasting the meeting to members of the public using the call-in option or internet-based service option, or in the event of a disruption within the local agency's control that prevents members of the public from offering public comments using the call-in option or internet-based service option, the legislative body shall take no further action on items appearing on the meeting agenda until public access to the meeting via the call-in option or internet-based service option is restored. Actions taken on agenda items during a disruption that prevents the legislative body from broadcasting the meeting may be challenged pursuant to Section 54960.1.

(4) The legislative body shall not require public comments to be submitted in advance of the meeting and must provide an opportunity for the public to address the legislative body and offer comment in real time.

(5) Notwithstanding Section 54953.3, an individual desiring to provide public comment through the use of an internet website, or other online platform, not under the control of the local legislative body, that requires registration to log in to a teleconference may be required to register as required by the third-party internet website or online platform to participate.

(6) (A) A legislative body that provides a timed public comment period for each agenda item shall not close the public comment period for the agenda item, or the opportunity to register, pursuant to paragraph (5), to provide public comment until that timed public comment period has elapsed.

(B) A legislative body that does not provide a timed public comment period, but takes public comment separately on each agenda item, shall allow a reasonable amount of time per agenda item to allow public members the opportunity to provide public comment, including time for members of the public to register pursuant to paragraph (5), or otherwise be recognized for the purpose of providing public comment.

(C) A legislative body that provides a timed general public comment period that does not correspond to a specific agenda item shall not close the public comment period or the opportunity to register, pursuant to paragraph (5), until the timed general public comment period has elapsed.

(7) Any member of the legislative body who participates in a teleconference meeting from a remote location pursuant to this section and the specific provision of law that the member relied upon to permit their participation by teleconferencing shall be listed in the minutes of the meeting.

(8) The legislative body shall have and implement a procedure for receiving and swiftly resolving requests for reasonable accommodation for individuals with disabilities, consistent with the federal Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and resolving any doubt in favor of accessibility. In each instance in which notice of the time of the meeting is otherwise given or the agenda for the meeting is otherwise posted, the legislative body shall also give notice of the procedure for receiving and resolving requests for accommodation.

(9) The legislative body shall conduct meetings subject to this chapter consistent with applicable civil rights and nondiscrimination laws.

(c) A local agency shall identify and make available to legislative bodies a list of one or more meeting locations that may be available for use by the legislative bodies to conduct their meetings.

(d) (1) Nothing in this section shall prohibit a legislative body from providing the public with additional teleconference locations.

(2) Nothing in this section shall prohibit a legislative body from providing the public with additional physical locations in which the public may observe and address the legislative body by electronic means.

(e) A member of a legislative body who participates in a teleconference meeting from a remote location pursuant to this section shall publicly disclose at the meeting before any action is taken whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and the general nature of the member's relationship with those individuals.

(f) The teleconferencing provisions described in Section 54953 and Sections 54953.8.1 to 54953.8.7, inclusive, are cumulative. A legislative body may elect to use any teleconferencing provisions that are applicable to a meeting, regardless of whether any other teleconferencing provisions would also be applicable to that meeting.

(g) For purposes of this section, the following definitions apply:

(1) "Remote location" means a location from which a member of a legislative body participates in a meeting pursuant to paragraph (7) of subdivision (b), other than any physical meeting location designated in the notice of the meeting. Remote locations need not be accessible to the public.

(2) "Teleconference" means a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both.

(3) "Two-way audiovisual platform" means an online platform that provides participants with the ability to participate in a meeting via both an interactive video conference and a two-way telephonic service. A two-way audiovisual platform may be structured to disable the use of video for the public participants.

(4) "Two-way telephonic service" means a telephone service that does not require internet access and allows participants to dial a telephone number to listen and verbally participate.

(5) "Webcasting" means a streaming video broadcast online or on television, using streaming media technology to distribute a single content source to many simultaneous listeners and viewers.

SEC. 9. *Section 54953.8.1 is added to the Government Code, to read:*

54953.8.1. *(a) A health authority may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section.*

(b) Nothing in this section or Section 54953.8 shall be construed as discouraging health authority members from regularly meeting at a common physical site within the jurisdiction of the authority or from using teleconference locations within or near the jurisdiction of the authority.

(c) For purposes of this section, a health authority means any entity created pursuant to Sections 14018.7, 14087.31, 14087.35, 14087.36, 14087.38, and 14087.9605 of the Welfare and Institutions Code, any joint powers authority created pursuant to Article 1 (commencing with Section 6500) of Chapter 5 of Division 7 for the purpose of contracting pursuant to Section 14087.3 of the Welfare and Institutions Code, and any advisory committee to a county-sponsored health plan licensed pursuant to Chapter 2.2 (commencing with Section 1340) of Division 2 of the Health and Safety Code if the advisory committee has 12 or more members.

SEC. 10. *Section 54953.8.2 is added to the Government Code, to read:*

54953.8.2. *(a) A legislative body of a local agency may conduct a teleconference meeting pursuant to Section 54953.8 during a proclaimed state of emergency or local emergency, provided that it complies with the requirements of that section and the teleconferencing is used in either of the following circumstances:*

(1) For the purpose of determining, by majority vote, whether as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.

(2) After a determination described in paragraph (1) is made that, as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.

(b) If the state of emergency or local emergency remains active, in order to continue to teleconference pursuant to this section, the legislative body shall, no later than 45 days after teleconferencing for the first time pursuant to this section, and every 45 days thereafter, make the following findings by majority vote:

(1) The legislative body has reconsidered the circumstances of the state of emergency or local emergency.

(2) The state of emergency or local emergency continues to directly impact the ability of the members to meet safely in person.

(c) This section shall not be construed to require the legislative body to provide a physical location from which the public may attend or comment.

(d) Notwithstanding paragraph (1) of subdivision (b) of Section 54953.8, a legislative body conducting a teleconference meeting pursuant to this section may elect to use a two-way telephonic service without a live webcasting of the meeting.

(e) For purposes of this section, the following definitions apply:

(1) "Local emergency" means a condition of extreme peril to persons or property proclaimed by the governing body of the local agency affected, in accordance with Section 8630 of the California Emergency Services Act (Chapter 7 (commencing with Section 8550) of Division 1 of Title 2), as defined in Section 8680.9, or a local health emergency declared pursuant to Section 101080 of the Health and Safety Code. Local emergency, as used in this section, refers only to local emergencies in the boundaries of the territory over which the local agency exercises jurisdiction.

(2) "State of emergency" means state of emergency proclaimed pursuant to Section 8625 of the California Emergency Services Act (Chapter 7 (commencing with Section 8550) of Division 1 of Title 2).

SEC. 11. Section 54953.8.3 is added to the Government Code, to read:

54953.8.3. (a) A legislative body of a local agency may conduct a teleconference meeting pursuant to Section 54953.8 if, during the teleconference meeting, at least a quorum of the members of the legislative body participates in person from a singular physical location clearly identified on the agenda, which location shall be open to the public and situated within the boundaries of the territory over which the local agency exercises jurisdiction, provided that the legislative body complies with the requirements of Section 54953.8 and all of the following additional requirements:

(1) A member of the legislative body notifies the legislative body at the earliest opportunity possible, including at the start of a regular meeting, of their need to participate remotely for just cause, including a general description of the circumstances relating to their need to appear remotely at the given meeting.

(2) The member shall participate through both audio and visual technology.

(3) (A) The provisions of this subdivision shall not serve as a means for any member of a legislative body to participate in meetings of the legislative body solely by teleconference from a remote location for just cause for more than the following number of meetings, as applicable:

(i) Two meetings per year, if the legislative body regularly meets once per month or less.

(ii) Five meetings per year, if the legislative body regularly meets twice per month.

(iii) Seven meetings per year, if the legislative body regularly meets three or more times per month.

(B) For the purpose of counting meetings attended by teleconference under this paragraph, a "meeting" shall be defined as any number of meetings of the legislative body of a local agency that begin on the same calendar day.

(b) The minutes for the meeting shall identify the specific provision in subdivision (c) that each member relied upon to participate remotely. This subdivision shall not be construed to require the member to disclose any medical diagnosis or disability, or any personal medical information that is otherwise exempt under existing law, including, but not limited to, the Confidentiality of Medical Information Act (Chapter 1 (commencing with Section 56) of Part 2.6 of Division 1 of the Civil Code).

(c) For purposes of this section, "just cause" means any of the following:

(1) Childcare or caregiving need of a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires them to participate remotely. "Child," "parent," "grandparent," "grandchild," and "sibling" have the same meaning as those terms do in Section 12945.2.

(2) A contagious illness that prevents a member from attending in person.

(3) A need related to a physical or mental condition that is not subject to subdivision (c) of Section 54953.

(4) Travel while on official business of the legislative body or another state or local agency.

(5) An immunocompromised child, parent, grandparent, grandchild, sibling, spouse, or domestic partner of the member that requires the member to participate remotely.

(6) A physical or family medical emergency that prevents a member from attending in person.

(7) Military service obligations that result in a member being unable to attend in person because they are serving under official written orders for active duty, drill, annual training, or any other duty required as a

member of the California National Guard or a United States Military Reserve organization that requires the member to be at least 50 miles outside the boundaries of the local agency.

(d) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 12. Section 54953.8.4 is added to the Government Code, to read:

54953.8.4. (a) An eligible neighborhood council may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following have occurred:

(1) (A) The city council for a city described in paragraph (2) of subdivision (b) considers whether to adopt a resolution to authorize eligible neighborhood councils to use teleconferencing as described in this section at an open and regular meeting.

(B) If the city council adopts a resolution described in subparagraph (A), an eligible neighborhood council may elect to use teleconferencing pursuant to this section if a majority of the eligible neighborhood council votes to do so. The eligible neighborhood council shall notify the city council if it elects to use teleconferencing pursuant to this section and its justification for doing so.

(C) Upon receiving notification from an eligible neighborhood council described in subparagraph (B), the city council may adopt a resolution to prohibit the eligible neighborhood council from using teleconferencing pursuant to this section.

(2) After completing the requirements of subparagraph (A) of paragraph (1), an eligible neighborhood council that holds a meeting pursuant to this subdivision shall do all of the following:

(A) At least a quorum of the members of the eligible neighborhood council shall participate from locations within the boundaries of the city in which the eligible neighborhood council is established.

(B) At least once per year, at least a quorum of the members of the eligible neighborhood council shall participate in person from a singular physical location that is open to the public and within the boundaries of the eligible neighborhood council.

(3) If the meeting is during regular business hours of the offices of the city council member that represents the area that includes the eligible neighborhood council, the eligible neighborhood council shall provide a publicly accessible physical location from which the public may attend or comment, which shall be the offices of the city council member who represents the area where the eligible neighborhood council is located, unless the eligible neighborhood council identifies an alternative location.

(4) If the meeting is outside regular business hours, the eligible neighborhood council shall make reasonable efforts to accommodate any member of the public that requests an accommodation to participate in the meeting.

(b) For purposes of this section, the following definitions apply:

(1) "Accommodation" means providing a publicly accessible physical location for the member of the public to participate from, providing access to technology necessary to participate in the meeting, or identifying locations or resources available that could provide the member of the public with an opportunity to participate in the meeting.

(2) "Eligible neighborhood council" means a neighborhood council that is an advisory body with the purpose to promote more citizen participation in government and make government more responsive to local needs that is established pursuant to the charter of a city with a population of more than 3,000,000 people that is subject to this chapter.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 13. Section 54953.8.5 is added to the Government Code, to read:

54953.8.5. (a) An eligible community college student organization may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following additional requirements:

(1) An eligible community college student organization may only use teleconferencing as described in Section 54953.8 after all the following have occurred:

(A) The board of trustees for a community college district considers whether to adopt a resolution to authorize eligible community college student organizations to use teleconferencing as described in this section at an open and regular meeting.

(B) If the board of trustees for a community college district adopts a resolution described in subparagraph (A), an eligible community college student organization may elect to use teleconferencing pursuant to this section if a majority of the eligible community college student organization votes to do so. The eligible community college student organization shall notify the board of trustees if it elects to use teleconferencing pursuant to this section and its justification for doing so.

(C) Upon receiving notification from an eligible community college student organization as described in subparagraph (B), the board of trustees may adopt a resolution to prohibit the eligible community college student organization from using teleconferencing pursuant to this section.

(D) (i) Except as specified in clause (ii), at least a quorum of the members of the eligible community college student organization shall participate from a singular physical location that is accessible to the public and is within the community college district in which the eligible community college student organization is established.

(ii) The requirements described in clause (i) shall not apply to the California Online Community College.

(iii) Notwithstanding the requirements of clause (i), a person may count toward the establishment of a quorum pursuant to clause (i) regardless of whether the person is participating at the in-person location of the meeting or remotely if the person meets any of the following criteria:

(I) The person is under 18 years of age.

(II) The person is incarcerated.

(III) The person is unable to disclose the location that they are participating from because of either of the following circumstances:

(ia) The person has been issued a protective court order, including, but not limited to, a domestic violence restraining order.

(ib) The person is participating in a program that has to remain confidential, including, but not limited to, an independent living program.

(IV) The person provides childcare or caregiving to a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires them to participate remotely. For purposes of this subclause, "child," "parent," "grandparent," "grandchild," and "sibling" have the same meaning as those terms are defined in Section 12945.2.

(2) An eligible community college student organization that holds a meeting by teleconference as described in Section 54953.8 shall do the following, as applicable:

(A) (i) Except as specified in subparagraph (B), if the meeting is during regular business hours of the offices of the board of trustees of the community college district, the eligible community college student organization shall provide a publicly accessible physical location from which the public may attend or comment, which shall be the offices of the board of trustees of the community college district, unless the eligible community college student organization identifies an alternative location.

(ii) Except as specified in subparagraph (B), if the meeting is outside regular business hours, the eligible community college student organization shall make reasonable efforts to accommodate any member of the public that requests an accommodation to participate in the meeting. For the purposes of this subparagraph, "accommodation" means providing a publicly accessible physical location for the member of the public to participate from, providing access to technology necessary to participate in the meeting, or identifying locations or resources available that could provide the member of the public with an opportunity to participate in the meeting.

(B) The requirements described in subparagraph (A) shall not apply to the California Online Community College.

(b) For purposes of this section, "eligible community college student organization" means a student body association organized pursuant to Section 76060 of the Education Code, or any other student-run community

college organization that is required to comply with the meeting requirements of this chapter, that is in any community college recognized within the California Community Colleges system and includes the Student Senate for California Community Colleges.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 14. Section 54953.8.6 is added to the Government Code, to read:

54953.8.6. *(a) An eligible subsidiary body may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following additional requirements:*

(1) The eligible subsidiary body shall designate one physical meeting location within the boundaries of the legislative body that created the eligible subsidiary body where members of the subsidiary body who are not participating remotely shall be present and members of the public may physically attend, observe, hear, and participate in the meeting. At least one staff member of the eligible subsidiary body or the legislative body that created the eligible subsidiary body shall be present at the physical meeting location during the meeting. The eligible subsidiary body shall post the agenda at the physical meeting location, but need not post the agenda at a remote location.

(2) (A) A member of the eligible subsidiary body shall visibly appear on camera during the open portion of a meeting that is publicly accessible via the internet or other online platform, except if the member has a physical or mental condition not subject to subdivision (c) of Section 54953 that results in a need to participate off camera.

(B) The visual appearance of a member of the eligible subsidiary body on camera may cease only when the appearance would be technologically infeasible, including, but not limited to, when the member experiences a lack of reliable broadband or internet connectivity that would be remedied by joining without video.

(C) If a member of the eligible subsidiary body does not appear on camera due to challenges with internet connectivity, the member shall announce the reason for their nonappearance prior to turning off their camera.

(3) An elected official serving as a member of an eligible subsidiary body in their official capacity shall not participate in a meeting of the eligible subsidiary body by teleconferencing pursuant to this section unless the use of teleconferencing complies with the requirements of paragraph (3) of subdivision (b) of Section 54953.

(4) (A) In order to use teleconferencing pursuant to this section, the legislative body that established the eligible subsidiary body by charter, ordinance, resolution, or other formal action shall make the following findings by majority vote before the eligible subsidiary body uses teleconferencing pursuant to this section for the first time, and every six months thereafter:

(i) The legislative body has considered the circumstances of the eligible subsidiary body.

(ii) Teleconference meetings of the eligible subsidiary body would enhance public access to meetings of the eligible subsidiary body, and the public has been made aware of the type of remote participation, including audio-visual or telephonic, that will be made available at a regularly scheduled meeting and has been provided the opportunity to comment at an in-person meeting of the legislative body authorizing the subsidiary body to meet entirely remotely.

(iii) Teleconference meetings of the eligible subsidiary body would promote the attraction, retention, and diversity of eligible subsidiary body members.

(B) (i) An eligible subsidiary body authorized to use teleconferencing pursuant to this section may request to present any recommendations it develops to the legislative body that created it.

(ii) Upon receiving a request described in clause (i), the legislative body that created the subsidiary body shall hold a discussion at a regular meeting held within 60 days after the legislative body receives the request, or if the legislative body does not have another regular meeting scheduled within 60 days after the legislative body receives the request, at the next regular meeting after the request is received.

(iii) The discussion required by clause (ii) shall not be placed on a consent calendar, but may be combined with the legislative body's subsequent consideration of the findings described in subparagraph (A) for the following 12 months.

(iv) The legislative body shall not take any action on any recommendations included in the report of a subsidiary body until the next regular meeting of the legislative body following the discussion described in clause (ii).

(C) After the legislative body makes the findings described in subparagraph (A), the eligible subsidiary body shall approve the use of teleconferencing by majority vote before using teleconference pursuant to this section.

(D) The legislative body that created the eligible subsidiary body may elect to prohibit the eligible subsidiary body from using teleconferencing pursuant to this section at any time.

(b) (1) For purposes of this section, "eligible subsidiary body" means a legislative body that meets all of the following:

(A) Is described in subdivision (b) of Section 54952.

(B) Serves exclusively in an advisory capacity.

(C) Is not authorized to take final action on legislation, regulations, contracts, licenses, permits, or any other entitlements, grants, or allocations of funds.

(D) Does not have primary subject matter jurisdiction, as defined by the charter, an ordinance, a resolution, or any formal action of the legislative body that created the subsidiary body, that focuses on elections, budgets, police oversight, privacy, removing from, or restricting access to, materials available in public libraries, or taxes or related spending proposals.

(2) An eligible subsidiary body may include members who are elected officials, members who are not elected officials, or any combination thereof.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 15. *Section 54953.8.7 is added to the Government Code, to read:*

54953.8.7. *(a) An eligible multijurisdictional body may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following additional requirements:*

(1) The eligible multijurisdictional body has adopted a resolution that authorizes the eligible multijurisdictional body to use teleconferencing pursuant to this section at a regular meeting in open session.

(2) At least a quorum of the members of the eligible multijurisdictional body shall participate from one or more physical locations that are open to the public and within the boundaries of the territory over which the local agency exercises jurisdiction.

(3) A member of the eligible multijurisdictional body who receives compensation for their service on the eligible multijurisdictional body shall participate from a physical location that is open to the public. For purposes of this paragraph, "compensation" does not include reimbursement for actual and necessary expenses.

(4) A member of the eligible multijurisdictional body may participate from a remote location provided that:

(A) The eligible multijurisdictional body identifies each member of the eligible multijurisdictional body who plans to participate remotely in the agenda.

(B) The member shall participate through both audio and visual technology.

(5) A member of the eligible multijurisdictional body shall not participate in a meeting remotely pursuant to this section, unless the location from which the member participates is more than 20 miles each way from any physical location of the meeting described in paragraph (2).

(6) The provisions of this section shall not serve as a means for any member of a legislative body to participate in meetings of the legislative body solely by teleconference from a remote location for more than the following number of meetings, as applicable:

(A) Two meetings per year, if the legislative body regularly meets once per month or less.

(B) Five meetings per year, if the legislative body regularly meets twice per month.

(C) Seven meetings per year, if the legislative body regularly meets three or more times per month.

(D) For the purpose of counting meetings attended by teleconference under this paragraph, a "meeting" shall be defined as any number of meetings of the legislative body of a local agency that begin on the same calendar day.

(b) For the purposes of this section, both of the following definitions apply:

(1) "Eligible multijurisdictional body" means a multijurisdictional board, commission, or advisory body of a multijurisdictional, cross-county agency, the membership of which board, commission, or advisory body is appointed, and the board, commission, or advisory body is otherwise subject to this chapter.

(2) "Multijurisdictional" means either of the following:

(A) A legislative body that includes representatives from more than one county, city, city and county, or special district.

(B) A legislative body of a joint powers entity formed pursuant to an agreement entered into in accordance with Article 1 (commencing with Section 6500) of Chapter 5 of Division 7 of Title 1.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 16. Section 54954.2 of the Government Code, as amended by Section 92 of Chapter 131 of the Statutes of 2023, is amended to read:

54954.2. (a) (1) At least 72 hours before a regular meeting, the legislative body of the local agency, or its designee, shall post an agenda that meets all of the following requirements:

(A) The agenda shall contain a brief general description of each item of business to be transacted or discussed at the meeting, including items to be discussed in closed session. A brief general description of an item generally need not exceed 20 words.

(B) The agenda shall specify the time and location of the regular meeting and shall be posted in a location that is freely accessible to members of the public and on the local agency's internet website, if the local agency has one.

(C) (i) If requested, the agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof.

(ii) The agenda shall include information regarding how, to whom, and when a request for disability-related modification or accommodation, including auxiliary aids or services, may be made by a person with a disability who requires a modification or accommodation in order to participate in the public meeting.

(2) For a meeting occurring on and after January 1, 2019, of a legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state that has an internet website, the following provisions shall apply:

(A) An online posting of an agenda shall be posted on the primary internet website home page of a city, county, city and county, special district, school district, or political subdivision established by the state that is accessible through a prominent, direct link to the current agenda. The direct link to the agenda shall not be in a contextual menu; however, a link in addition to the direct link to the agenda may be accessible through a contextual menu.

(B) An online posting of an agenda, including, but not limited to, an agenda posted in an integrated agenda management platform, shall be posted in an open format that meets all of the following requirements:

(i) Retrievable, downloadable, indexable, and electronically searchable by commonly used internet search applications.

(ii) Platform independent and machine readable.

(iii) Available to the public free of charge and without any restriction that would impede the reuse or redistribution of the agenda.

(C) A legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state that has an internet website and an integrated agenda management platform shall not be required to comply with subparagraph (A) if all of the following are met:

(i) A direct link to the integrated agenda management platform shall be posted on the primary internet website home page of a city, county, city and county, special district, school district, or political subdivision established by the state. The direct link to the integrated agenda management platform shall not be in a contextual menu. When a person clicks on the direct link to the integrated agenda management platform, the direct link shall take the person directly to an internet website with the agendas of the legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state.

(ii) The integrated agenda management platform may contain the prior agendas of a legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state for all meetings occurring on or after January 1, 2019.

(iii) The current agenda of the legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state shall be the first agenda available at the top of the integrated agenda management platform.

(iv) All agendas posted in the integrated agenda management platform shall comply with the requirements in clauses (i), (ii), and (iii) of subparagraph (B).

(D) The provisions of this paragraph shall not apply to a political subdivision of a local agency that was established by the legislative body of the city, county, city and county, special district, school district, or political subdivision established by the state.

(E) For purposes of this paragraph, both of the following definitions apply:

(1) "Integrated agenda management platform" means an internet website of a city, county, city and county, special district, school district, or political subdivision established by the state dedicated to providing the entirety of the agenda information for the legislative body of the city, county, city and county, special district, school district, or political subdivision established by the state to the public.

(2) "Legislative body" means a legislative body that meets the definition of subdivision (a) of Section 54952.

(3) No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3. In addition, on their own initiative or in response to questions posed by the public, a member of a legislative body or its staff may ask a question for clarification, make a brief announcement, or make a brief report on their own activities. Furthermore, a member of a legislative body, or the body itself, subject to rules or procedures of the legislative body, may provide a reference to staff or other resources for factual information, request staff to report back to the body at a subsequent meeting concerning any matter, or take action to direct staff to place a matter of business on a future agenda.

(b) Notwithstanding subdivision (a), the legislative body may take action on items of business not appearing on the posted agenda under any of the conditions stated below. Prior to discussing any item pursuant to this subdivision, the legislative body shall publicly identify the item.

(1) Upon a determination by a majority vote of the legislative body that an emergency situation exists, as defined in Section 54956.5.

(2) Upon a determination by a two-thirds vote of the members of the legislative body present at the meeting, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the local agency subsequent to the agenda being posted as specified in subdivision (a).

(3) The item was posted pursuant to subdivision (a) for a prior meeting of the legislative body occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.

(c) This section is necessary to implement and reasonably within the scope of paragraph (1) of subdivision (b) of Section 3 of Article I of the California Constitution.

(d) For purposes of subdivision (a), the requirement that the agenda be posted on the local agency's internet website, if the local agency has one, shall only apply to a legislative body that meets either of the following standards:

(1) A legislative body as that term is defined by subdivision (a) of Section 54952.

(2) A legislative body as that term is defined by subdivision (b) of Section 54952, if the members of the legislative body are compensated for their appearance, and if one or more of the members of the legislative body are also members of a legislative body as that term is defined by subdivision (a) of Section 54952.

SEC. 17. Section 54954.3 of the Government Code is amended to read:

54954.3. (a) (1) Every agenda for regular meetings shall provide an opportunity for members of the public to directly address the legislative body on any item of interest to the public, before or during the legislative body's consideration of the item, that is within the subject matter jurisdiction of the legislative body, provided that no action shall be taken on any item not appearing on the agenda unless the action is otherwise authorized by subdivision (b) of Section 54954.2.

(2) (A) Notwithstanding paragraph (1), the agenda need not provide an opportunity for members of the public to address the legislative body on any item that has already been considered by a committee, composed exclusively of members of the legislative body, at a public meeting wherein all interested members of the public were afforded the opportunity to address the committee on the item, before or during the committee's consideration of the item.

(B) Subparagraph (A) shall not apply if any of the following conditions are met:

(i) The item has been substantially changed since the committee heard the item, as determined by the legislative body.

(ii) When considering the item, a quorum of the committee members did not participate from a singular physical location, that was clearly identified on the agenda, open to the public, and situated within the boundaries of the territory over which the local agency exercises jurisdiction.

(iii) The committee has primary subject matter jurisdiction, as defined by the charter, an ordinance, a resolution, or any formal action of the legislative body that created the subsidiary body, that focuses on elections, budgets, police oversight, privacy, removing from, or restricting access to, materials available in public libraries, or taxes or related spending proposals. This clause shall not apply to an item if the local agency has adopted a law applicable to the meeting of the committee at which the item that was considered prohibits the committee from placing a limit on the total amount of time for public comment on the item.

(3) Every notice for a special meeting shall provide an opportunity for members of the public to directly address the legislative body concerning any item that has been described in the notice for the meeting before or during consideration of that item.

(b) (1) The legislative body of a local agency may adopt reasonable regulations to ensure that the intent of subdivision (a) is carried out, including, but not limited to, regulations limiting the total amount of time allocated for public testimony on particular issues and for each individual speaker.

(2) Notwithstanding paragraph (1), when the legislative body of a local agency limits time for public comment, the legislative body of a local agency shall provide at least twice the allotted time to a member of the public who utilizes a translator to ensure that non-English speakers receive the same opportunity to directly address the legislative body of a local agency.

(3) Paragraph (2) shall not apply if the legislative body of a local agency utilizes simultaneous translation equipment in a manner that allows the legislative body of a local agency to hear the translated public testimony simultaneously.

(c) The legislative body of a local agency shall not prohibit public criticism of the policies, procedures, programs, or services of the agency, or of the acts or omissions of the legislative body. Nothing in this subdivision shall confer any privilege or protection for expression beyond that otherwise provided by law.

SEC. 18. Section 54956 of the Government Code is amended to read:

54956. (a) (1) A special meeting may be called at any time by the presiding officer of the legislative body of a local agency, or by a majority of the members of the legislative body, by delivering written notice to each member of the legislative body and to each local newspaper of general circulation and radio or television station requesting notice in writing and posting a notice on the local agency's internet website, if the local agency has

one. The notice shall be delivered personally or by any other means and shall be received at least 24 hours before the time of the meeting as specified in the notice. The call and notice shall specify the time and place of the special meeting and the business to be transacted or discussed. No other business shall be considered at these meetings by the legislative body. The written notice may be dispensed with as to any member who at or prior to the time the meeting convenes files with the clerk or secretary of the legislative body a written waiver of notice. The waiver may be given by telephone or electronic mail. The written notice may also be dispensed with as to any member who is actually present at the meeting at the time it convenes.

(2) The call and notice shall be posted at least 24 hours prior to the special meeting in a location that is freely accessible to members of the public.

(b) Notwithstanding any other law, a legislative body shall not call a special meeting regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits, of the legislative body or of a local agency executive, as defined in subdivision (d) of Section 3511.1. However, this subdivision does not apply to a local agency calling a special meeting to discuss the local agency's budget.

SEC. 19. Section 54956.5 of the Government Code is amended to read:

54956.5. (a) For purposes of this section, "emergency situation" means both of the following:

(1) An emergency, which shall be defined as a work stoppage, crippling activity, or other activity that severely impairs public health, safety, or both, as determined by a majority of the members of the legislative body.

(2) A dire emergency, which shall be defined as a crippling disaster, mass destruction, terrorist act, or threatened terrorist activity that poses peril so immediate and significant that requiring a legislative body to provide one-hour notice before holding an emergency meeting under this section may endanger the public health, safety, or both, as determined by a majority of the members of the legislative body.

(b) (1) Subject to paragraph (2), in the case of an emergency situation involving matters upon which prompt action is necessary due to the disruption or threatened disruption of public facilities, a legislative body may hold an emergency meeting without complying with either the 24-hour notice requirement or the 24-hour posting requirement of Section 54956 or both of the notice and posting requirements.

(2) Each local newspaper of general circulation and radio or television station that has requested notice of special meetings pursuant to Section 54956 shall be notified by the presiding officer of the legislative body, or designee thereof, one hour prior to the emergency meeting, or, in the case of a dire emergency, at or near the time that the presiding officer or designee notifies the members of the legislative body of the emergency meeting.

(A) Except as provided in subparagraph (B), the notice required by this paragraph shall be given by telephone and all telephone numbers provided in the most recent request of a newspaper or station for notification of special meetings shall be exhausted. In the event that telephone services are not functioning, the notice requirements of this paragraph shall be deemed waived, and the legislative body, or designee of the legislative body, shall notify those newspapers, radio stations, or television stations of the fact of the holding of the emergency meeting, the purpose of the meeting, and any action taken at the meeting as soon after the meeting as possible.

(B) For an emergency meeting held pursuant to this section, the presiding officer of the legislative body, or designee thereof, may send the notifications required by this paragraph by email instead of by telephone, as provided in subparagraph (A), to all local newspapers of general circulation, and radio or television stations, that have requested those notifications by email, and all email addresses provided by representatives of those newspapers or stations shall be exhausted. In the event that internet services and telephone services are not functioning, the notice requirements of this paragraph shall be deemed waived, and the legislative body, or designee of the legislative body, shall notify those newspapers, radio stations, or television stations of the fact of the holding of the emergency meeting, the purpose of the meeting, and any action taken at the meeting as soon after the meeting as possible.

(c) During a meeting held pursuant to this section, the legislative body may meet in closed session pursuant to Section 54957 if agreed to by a two-thirds vote of the members of the legislative body present, or, if less than two-thirds of the members are present, by a unanimous vote of the members present.

(d) All special meeting requirements, as prescribed in Section 54956 shall be applicable to a meeting called pursuant to this section, with the exception of the 24-hour notice requirement.

(e) The minutes of a meeting called pursuant to this section, a list of persons who the presiding officer of the legislative body, or designee of the legislative body, notified or attempted to notify, a copy of the rollcall vote, and any actions taken at the meeting shall be posted for a minimum of 10 days in a public place as soon after the meeting as possible.

SEC. 20. Section 54957.6 of the Government Code is amended to read:

54957.6. (a) Notwithstanding any other provision of law, a legislative body of a local agency may hold closed sessions with the local agency's designated representatives regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits of its represented and unrepresented employees, and, for represented employees, any other matter within the statutorily provided scope of representation, subject to all of the following conditions:

(1) Prior to the closed session, the legislative body of the local agency shall hold an open and public session in which it identifies its designated representatives.

(2) The closed session shall be for the purpose of reviewing its position and instructing the local agency's designated representatives.

(3) The closed session may take place prior to and during consultations and discussions with representatives of employee organizations and unrepresented employees.

(4) Any closed session with the local agency's designated representative regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits may include discussion of an agency's available funds and funding priorities, but only insofar as these discussions relate to providing instructions to the local agency's designated representative.

(5) The closed session shall not include final action on the proposed compensation of one or more unrepresented employees.

(6) For the purposes enumerated in this section, a legislative body of a local agency may also meet with a state conciliator who has intervened in the proceedings.

(b) For the purposes of this section, the term "employee" shall include an officer or an independent contractor who functions as an officer or an employee, but shall not include any elected official, member of a legislative body, or other independent contractors.

SEC. 21. Section 54957.9 of the Government Code is amended to read:

54957.9. In the event that any meeting is willfully interrupted by a group or groups of persons so as to render the orderly conduct of the meeting unfeasible and order cannot be restored by the removal of individuals who are willfully interrupting the meeting, the members of the legislative body conducting the meeting may order the meeting room cleared and continue in session. Only matters appearing on the agenda may be considered in such a session. Representatives of the press or other news media, except those participating in the disturbance, shall be allowed to attend any session held pursuant to this section. Nothing in this section shall prohibit the legislative body from establishing a procedure for readmitting an individual or individuals not responsible for willfully disturbing the orderly conduct of the meeting.

SEC. 22. Section 54957.95 of the Government Code is amended to read:

54957.95. (a) (1) In addition to authority exercised pursuant to Sections 54954.3 and 54957.9, the presiding member of the legislative body conducting a meeting or their designee may remove, or cause the removal of, an individual for disrupting the meeting, including any teleconferenced meeting.

(2) Prior to removing an individual, the presiding member or their designee shall warn the individual that their behavior is disrupting the meeting and that their failure to cease their behavior may result in their removal. The presiding member or their designee may then remove the individual if they do not promptly cease their disruptive behavior. This paragraph does not apply to any behavior described in subparagraph (B) of paragraph (1) of subdivision (b).

(b) As used in this section:

(1) "Disrupting" means engaging in behavior during a meeting of a legislative body that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting and includes, but is not limited to, one of the following:

(A) A failure to comply with reasonable and lawful regulations adopted by a legislative body pursuant to Section 54954.3 or any other law.

(B) Engaging in behavior that constitutes use of force or a true threat of force.

(2) "True threat of force" means a threat that has sufficient indicia of intent and seriousness, that a reasonable observer would perceive it to be an actual threat to use force by the person making the threat.

SEC. 23. *Section 54957.96 is added to the Government Code, to read:*

54957.96. *(a) The existing authority of a legislative body or its presiding officer to remove or limit participation by persons who engage in behavior that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting, including existing limitations upon that authority, shall apply to members of the public participating in a meeting via a two-way telephonic service or a two-way audiovisual platform.*

(b) For purposes of this section, the following definitions apply:

(1) "Two-way audiovisual platform" means an online platform that provides participants with the ability to participate in a meeting via both an interactive video conference and a two-way telephonic service. A two-way audiovisual platform may be structured to disable the use of video for the public participants.

(2) "Two-way telephonic service" means a telephone service that does not require internet access and allows participants to dial a telephone number to listen and verbally participate.

SEC. 24. *The Legislature finds and declares that Section 4 of this act, which amends Section 54953 of, Section 5 of this act, which adds Section 54953.4 to, Sections 8 to 15, inclusive, of this act, which add Sections 54953.8 to 54953.8.7, respectively, to, Section 19 of this act, which amends Section 54956.5 of, Section 22 of this act, which amends Section 54957.95 of, and Section 23 of this act, which adds Section 54957.96 to, the Government Code, impose a limitation on the public's right of access to the meetings of public bodies or the writings of public officials and agencies within the meaning of Section 3 of Article I of the California Constitution. Pursuant to that constitutional provision, the Legislature makes the following findings to demonstrate the interest protected by this limitation and the need for protecting that interest:*

(a) This act is necessary to provide opportunities for public participation in meetings of specified public agencies and to promote the recruitment and retention of members of those agencies.

(b) This act is necessary to ensure minimum standards for public participation and notice requirements allowing for greater public participation in meetings.

(c) This act is necessary to modernize the Ralph M. Brown Act to reflect recent technological changes that can promote greater public access to local officials.

(d) The exclusively virtual nature of the California Online Community College presents unique barriers to the requirements for an in-person quorum, a physical location for public participation, and certain accommodations. Participating students of the online community college come from all across the state and necessitating travel for these requirements would pose a significant and exclusionary barrier.

SEC. 25. *The Legislature finds and declares that Sections 1 and 2 of this act, which amend and repeal Section 54952.2, respectively, of, Section 3 of this act, which amends Section 54952.7 of, Section 4 of this act, which amends Section 54953 of, Section 5 of this act, which adds Section 54953.4 to, Section 6 of this act, which amends Section 54953.5 of, Section 7 of this act, which amends Section 54953.7 of, Sections 8 to 15, inclusive, of this act, which add Sections 54953.8 to 54953.8.7, respectively, to, Section 16 of this act, which amends Section 54954.2 of, Section 17 of this act, which amends Section 54954.3 of, Section 18 of this act, which amends Section 54956 of, Section 19 of this act, which amends Section 54956.5 of, Section 20 of this act, which amends Section 54957.6 of, Section 21 of this act, which amends Section 54957.9 of, Section 22 of this act, which amends Section 54957.95 of, and Section 23 of this act, which adds Section 54957.96 to, the Government Code, further, within the meaning of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the purposes of that constitutional section as it relates to the right of public access to the meetings of local public bodies or the writings of local public officials and local agencies. Pursuant to paragraph (7) of*

subdivision (b) of Section 3 of Article I of the California Constitution, the Legislature makes the following findings:

(a) This act is necessary to provide opportunities for public participation in meetings of specified public agencies and to promote the recruitment and retention of members of those agencies.

(b) This act is necessary to ensure minimum standards for public participation and notice requirements allowing for greater public participation in meetings.

(c) This act is necessary to modernize the Ralph M. Brown Act to reflect recent technological changes that can promote greater public access to local officials.

(d) The exclusively virtual nature of the California Online Community College presents unique barriers to the requirements for an in-person quorum, a physical location for public participation, and certain accommodations. Participating students of the online community college come from all across the state and necessitating travel for these requirements would pose a significant and exclusionary barrier.

SEC. 26. *The Legislature finds and declares that adequate public access to meetings is a matter of statewide concern and is not a municipal affair as that term is used in Section 5 of Article XI of the California Constitution. Therefore, this bill would apply to all cities, including charter cities.*

SEC. 27. *No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because the only costs that may be incurred by a local agency or school district under this act would result from a legislative mandate that is within the scope of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution.*

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 13, 2026

MEMO TO: Board of Directors

FROM: Marguerite Young, President 

SUBJECT: 2026 Assignment Preferences for Committees, Joint Powers Authorities, and Associations

Please review the following list of standing and special committees and joint powers authorities on which EBMUD Board members serve, and associations where Board members serve as EBMUD representatives. Rank your choices using numbers or mark an "X" if you have no preference. Please return this form to Secretary Rischa S. Cole by Friday, January 16, 2026. A copy of the 2025 assignments and a description of the committees, joint powers authorities, and associations are attached for reference. The Board will consider 2026 assignments at its January 27, 2026 meeting.

STANDING AND AD HOC COMMITTEES

_____ Finance/Administration	_____ Sustainability
_____ Legislative/Human Resources	_____ EBMUD/EBRPD Liaison
_____ Planning	_____ EBMUD Business Forum

SPECIAL COMMITTEES, JOINT POWERS AUTHORITIES, AND ASSOCIATIONS

_____ Retirement Board Member

_____ Representative to the Association of California Water Agencies Joint Powers Insurance Authority (ACWA JPIA)

_____ Representative to the Dublin-San Ramon Services District/East Bay Municipal Utility District Recycled Water Authority (DERWA)

_____ Representative to the Freeport Regional Water Authority (FRWA)

_____ Representative to the Upper Mokelumne River Watershed Authority (UMRWA)

_____ Representative to the Oakland Chamber of Commerce

_____ Representative to the Special Districts Association of Alameda County and to the Alameda County Special Districts Selection Committee

_____ Representative to the Special Districts Association of Contra Costa County

Director: _____

RSC/

Attachments: 2025 Assignments; EBMUD Committees, Joint Power Authorities, Liaison, and Associations

ATTACHMENTS

Listed below are the assignments for Board committees, joint powers authorities, and associations for calendar year 2025 as approved by the Board at its November 25, 2025 meeting.

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

EBMUD COMMITTEES, JOINT POWERS AUTHORITIES (JPA), LIAISON, AND ASSOCIATIONS

On an annual basis, the Board President reviews and appoints Directors to serve on EBMUD internal committees and as representatives on JPAs and other associations.

EBMUD Internal Committees/Retirement Board

Finance/Administration Committee

Reviews District investments, debt service, and related policies, fees and charges, internal audits, contracts and grants, and policies for acquisition of equipment or services. *The Committee is comprised of three (3) Board members.*

Planning Committee

Discusses and decides planning of facilities, capital projects, operational standards, and acquisition, development and disposition of real property. *The Committee is comprised of three (3) Board members.*

Legislative/Human Resources Committee

Discusses legislative goals and programs, employee relations-related issues, personnel policies, affirmative action issues, District training and development, and EBMUD's Contract Equity Program. *The Committee is comprised of three (3) Board members.*

Sustainability Committee

Discusses and decides on matters related to energy, sustainability, natural resources and the environment. These meetings are open to the public. *The Committee is comprised of three (3) Board members.*

Business Forum (Ad Hoc)

This Committee was formed to strengthen communication between EBMUD and the business community and strengthen awareness and understanding of issues and concerns that affect local businesses and industries and EBMUD's water/wastewater utility services and programs. Formed in the late 1990s and active through the mid-2000s, the Board has not held a formal Board Business Forum since 2007. *The Committee is comprised of three (3) Board members and one (1) alternate.*

Retirement Board

Consists of three members (*two (2) EBMUD Board members and the General Manager*) appointed by the Board of Directors of the District, two members elected by and from the membership of the Retirement System (current employees), and one non-voting Retired Member elected by retired members. The Retirement Board is publicly charged with responsibility to administer the Retirement System and the Retirement Fund for the benefit of its members, and to secure the payment retirement allowances and other post-retirement benefits authorized by the Retirement Ordinance.

Joint Powers Authorities/Liaison Committee/Associations/Others**Association of California Water Agencies Joint Powers Insurance Authority (ACWA JPIA)**

ACWA JPIA is a partnership of water agencies dedicated to avoiding the high cost of commercial insurance. ACWA JPIA is not an insurance agency or carrier. It is a risk-sharing pool for property, liability, workers' compensation and employee benefits, which allows for more rate stability, broader coverage and expanded benefits and services than private insurance. Representatives attend two meetings throughout the year, usually during the annual ACWA conferences held in the spring and fall. *One (1) EBMUD Board member serves as primary representative and one (1) member (or staff member) serves as an alternate.*

Dublin San Ramon Service District {DSRSD}-EBMUD Recycled Water Authority (DERWA) JPA

DERWA (Dublin San Ramon Service District {DSRSD}-EBMUD Recycled Water Authority) is a JPA formed in 1995 between DSRSD and EBMUD to encourage recycled water development in the San Ramon Valley. *Two (2) EBMUD Board members serve as primary representatives and one (1) member serves as an alternate.*

EBMUD/East Bay Regional Park District Liaison Committee

The Liaison Committee began formally meeting in July 1981 to discuss topics of mutual benefit to both agencies. *Two (2) EBMUD Board members serve as primary representatives and one (1) member serves as an alternate.*

Freeport Regional Water Authority (FRWA) JPA

FRWA (Freeport Regional Water Authority) is a JPA formed in February 2002 between the Sacramento County Water Agency and EBMUD, to guide planning and development of needed regional water supplies. *Two (2) EBMUD Board members serve as primary representatives and one (1) member serves as an alternate.*

Upper Mokelumne River Watershed Authority (UMRWA) JPA

UMRWA is a JPA formed in August 2000 and is comprised of six (6) water agencies (Amador Water Agency, Calaveras County Water District, Calaveras Public Utility District, East Bay Municipal Utility District, Jackson Valley Irrigation District and Alpine County Water Agency) and the counties of Amador, Calaveras and Alpine. UMRWA's goals to enhance water supply, protect water quality and the environment, reduce forest fuels and improve forest health are fulfilled in a variety of ways. An eight-member Board of Directors governs UMRWA. *One (1) EBMUD Board member serves as the primary representative and three (3) members serve as alternates.*

Oakland Chamber of Commerce

EBMUD is a member of the chamber and Board members that represent areas of Oakland are assigned to represent the District at chamber events/activities. *One (1) EBMUD Board member serves as the primary representative and two (2) serve as alternates.*

Special Districts Association of Alameda County/Special Districts Selection Committee

EBMUD is a member of the association and Board members that represent cities in Alameda County are assigned to represent the District at association events/activities. *One (1) EBMUD Board member serves as the primary representative and two (2) serve as alternates.*

Special Districts Association of Contra Costa County

EBMUD is a member of the association and Board members that represent cities in Contra Costa County are assigned to represent the District at association events/activities. *One (1) EBMUD Board member serves as the primary representative and two (2) serve as alternates.*

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 8, 2026

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager CCC

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

SUBJECT: Planning Committee Minutes – December 9, 2025

Chair Valerie D. Lewis called to order the Planning Committee meeting at 9:02 a.m. in the Administration Building Boardroom and announced that in accordance with Government Code section 54953 et seq., Director April Chan notified the General Manager and the Secretary of the District of the need to participate in the Planning Committee Meeting from a remote location due to just cause. In accordance with Government Code section 54953 et seq., Director Chan announced she was appearing remotely due to a medical condition.

Chair Lewis called for a motion to amend the agenda to allow the Committee to vote on Director Chan's request to appear remotely. Motion by Director Gómez, seconded by Director Lewis, to amend the agenda to allow the Committee to vote on Director Chan's request to appear remotely carried (3-0) by the following roll call vote: (Chan, Gómez, Lewis); NOES (None); ABSTAIN (None); ABSENT (None).

Next, Chair Lewis called for a motion to approve Director Chan's request to appear remotely in the Planning Committee Meeting pursuant to Government Code section 54953(f)(2)(A). Motion by Director Gómez, seconded by Director Lewis, to approve Director Chan's request to appear remotely carried (3-0) by the following roll call vote: (Chan, Gómez, Lewis); NOES (None); ABSTAIN (None); ABSENT (None).

Chair Lewis announced that in accordance with Government Code section 54953(f)(2)(C), Director Chan would need to keep her audio open and camera on at all times while appearing remotely. Additionally, in accordance with Government Code section 54953(f)(2)(B), Director Chan would need to disclose whether any individual over the age of 18 is present in the room at any time during the remote meeting and describe the general nature of the relationship with the individual. Director Chan confirmed there was no one in the room with her over the age of 18.

Chair Valerie D. Lewis and Directors April Chan (remote) and Luz Gómez were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Wastewater Amit K. Mutsuddy, Senior Civil Engineer Matthew R. Hoeft, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, "Interceptor Master Plan," dated December 9, 2025; and 2) Presentation entitled, "Records Retention Schedule Update," dated December 9, 2025.

Wastewater Interceptor Master Plan (IMP). Director of Wastewater Amit K. Mutsuddy provided the presentation. The IMP was initiated in 2024 to conduct comprehensive inspections of the Wastewater System's highest risk assets, perform corrosion modeling and risk assessments, and prioritize rehabilitation projects. Mr. Mutsuddy highlighted the Wastewater System infrastructure, recent emergency projects in Oakland and Berkeley, and improvements completed at the South Interceptor and Pump Station M in Alameda. The IMP assessed conditions and risks for each Wastewater System asset and scored them based on Likelihood of Failure (LOF) and Consequence of Failure (COF). Assessment results were used to prioritize capital improvement projects and corrosion modeling was used to identify where corrosive compounds are most likely to form and inform LOF scoring. The IMP identified three projects that are recommended for inclusion in the Wastewater System's 10-year Capital Improvement Program (CIP) beyond the work already planned. These projects include the South Interceptor between Dennison Street and 22nd Avenue (downstream of a previous emergency), the South Interceptor along Coliseum Way and downstream of Kevin Court in Oakland, and the North Interceptor on 2nd Street between Jones Street and Virginia Street in Berkeley. He reviewed the locations of existing high priority projects in the CIP and the work required for the three recommended projects. The IMP also includes a long-term inspection program recommending annual inspection of approximately 10,000 linear feet of interceptor to inform subsequent inspections and prioritize future rehabilitation projects. Mr. Mutsuddy reviewed the status of current and upcoming projects and outlined next steps, including completion of interceptor rehabilitation projects currently underway, initiation of annual inspections to update asset condition information, and commencement of the next round of interceptor rehabilitation projects in FY 2027. Mr. Mutsuddy, General Manager Clifford C. Chan, and Senior Civil Engineer Matthew R. Hoeft addressed Committee questions regarding conditions that could lead to more corrosion; project prioritization and identification of higher risk projects, potential community and railroad impacts, and sinkholes. The Committee asked staff to ensure they coordinate and communicate with Caltrans and the school located near the Dennison Street Project in Oakland. It was moved by Director Chan, seconded by Director Gómez, and carried (3-0) by voice vote to accept the report.

Records Retention Schedule (RRS) Update. Secretary of the District Rischa S. Cole provided the presentation. The RRS is the District's legal authority for managing records, including maintenance, storage and disposition. The Secretary of State recommends that local government agencies review their RRS at least every five years. The Board adopted the RRS in June 2012 and delegated authority to the General Manager to approve future amendments. However, given the scope of the current update, staff will present the updated RRS for Board consideration and adoption. Ms. Cole reviewed the structure and status of the current RRS, noting it contains outdated information, is missing current records, and does not reflect current or proposed retention periods. Staff began reviewing the RRS in 2022 and began working with a consultant on the update in 2023. The updated RRS will align with current business practices, technology systems, and evolving legal requirements. It will be organized by department and include Districtwide administrative categories, detailed citation and legal basis information, and administrative decisions to retain records beyond recommended retention periods. She highlighted work completed by departments to date, noting draft schedules were sent to the consultant in 2024. Extensive revisions have been resubmitted to the consultant, and concurrent meetings with departments to review schedules are underway. A Districtwide records management policy and procedure are being developed to establish a formal framework and provide comprehensive direction for managing District records. Next steps include finalizing a draft RRS for review by departments and the Office of General Counsel. The final RRS will

be presented for Board consideration in spring 2026. The Districtwide records management policy will proceed through the District review process, including review by the Finance/Administration Committee and consideration by the Board in spring 2026. Ms. Cole responded to Committee questions about transitory records and emails and confirmed training will be provided for staff on the updated RRS. The Committee requested training for the Board on the updated RRS.

CCC:RSC

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 8, 2026

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 9, 2025

Chair Valerie D. Lewis called to order the Special Finance/Administration Committee meeting at 10:02 a.m. in the Administration Building Boardroom. Director Jim Oddie was present at roll call. Director Andy Katz arrived at 10:12 a.m. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Finance Sophia D. Skoda, Manager of Risk Management Vladimir Bessarabov, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. None.

Strategic Insurance Program Initiative – Proposed EBMUD Captive Insurance Company. At a Special Finance/Administration Committee meeting on December 1, Manager of Risk Management Vladimir Bessarabov provided a presentation on establishing an EBMUD-owned captive insurance company to address continued volatility in the insurance market and ensure long-term stability. The proposed captive, which would be 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. The Committee expressed support for establishing a captive but requested today's meeting for staff to respond to additional questions on the captive's governance structure; 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; compensation for the Utah Board representative; and a graphical explanation of the District's insurance layers. The Committee also requested a confidential privileged memo on inverse condemnation risks. Chair Lewis highlighted why the District is seeking to establish a captive insurance company. Mr. Bessarabov discussed the captive's governance structure which will have a Board of Directors, corporate officers, and a Utah approved captive manager, as required under Utah's Captive Insurance Companies Act and legal framework. Utah law would govern the captive's licensing, solvency, and regulatory compliance as an insurance company, while California law would continue to govern EBMUD as a public agency, the insurance policy, and the contractual relationship between EBMUD and the captive. The insurance contract issued by the captive to EBMUD would specify California law and courts as the exclusive venue for resolving contractual and coverage matters. He highlighted Utah licensing requirements for captives and discussed the appointment of captive Board members. Best practice is for the EBMUD Board to authorize the General Manager, or a designee, to nominate and appoint the captive's initial five-member Board, as Utah licensing requires identification of directors at the time of application. Utah law also requires at least one Utah resident

Bboard member. Staff noted that resident captive Board members in Utah are typically compensated approximately \$2,000 to \$5,000 annually. Two options for filling the role include engaging a professional with captive board experience or reaching out to sister public agencies, including water agencies, to identify a qualified risk management or finance professional. Financial and operational considerations were discussed, including estimated annual operating costs to cover actuarial, audit, legal, accounting, and captive management services. The captive will provide access to reinsurance carriers, which is currently unavailable to the District (or any single California entity that doesn't operate or is a part of a captive). He described a hypothetical reinsurance structure noting an actual structure can't be confirmed prior to formation of the captive. EBMUD staff would provide periodic updates to the Finance/Administration Committee regarding the captive's financial position, claims experience, operating costs, and overall performance. The Board will be asked to consider approving establishing a captive at its meeting this afternoon. The Committee discussed the information received and Mr. Bessarabov and General Manager Clifford C. Chan responded to questions on potential impacts if the Board delayed taking action until January 2026, captive governance, legal jurisdiction, Board appointments, and potential long-term financial impacts. The Committee requested regular updates as well as an update on cost savings if the Board approves establishing the captive. It was moved by Director Oddie, seconded by Director Katz, and carried (3-0) to support the staff recommendation.

Adjournment. Chair Lewis adjourned the meeting at 10:42 a.m.

CCC/RSC

MINUTES

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

Regular Closed Session Meeting

President Marguerite Young called to order the Regular Closed Session Meeting of the Board of Directors at 11:02 a.m. in the Administration Building Boardroom.

ROLL CALL

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

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

PUBLIC COMMENT

- Addressing the Board was Eric Larsen, President, AFSCME Local 444 who expressed concerns about information in the Meter Reader orientation manual that resulted in a Notice of Intent to terminate two Meter Reader Mechanics for estimating fire service meter reads. He asked the Board to direct staff to address the orientation manual and to provide proper notice to the union.

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

PRESENTATION

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

General Manager Clifford C. Chan announced that this year, EBMUD released *H2Flow* - a musical collaboration with the Grammy- and Emmy-winning Alphet Rockers - to celebrate World Water Day and inspire young audiences to learn how EBMUD delivers safe, reliable water. Last week, *H2Flow* was awarded the Huell Howser Excellence in Communication Award at the ACWA fall conference. The award is a statewide honor recognizing outstanding achievements by public water agencies and highlights projects that innovatively and measurably meet public information, communications, or outreach goals while making effective use of available resources. *H2Flow* also won the California Association of Public Information Officials' Star Award earlier this fall, further underscoring the campaign's impact and success. President Young presented the Huell Howser Excellence in Communication Award to Kathryn Horn, Senior Community Affairs Representative; Christine Byrne, Community Affairs Representative III; and Tracie Morales, Public Information Representative III.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

There was no public comment.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the November 25, 2025 Sustainability Committee and the December 1, 2025 Special Finance/Administration Committee Meetings.
- Chair Lewis reported the Finance/Administration Committee met for a Special Meeting on December 1, 2025 and received updates on Employee Reimbursements of at Least \$100 (AB 1542) – June 30, 2025; Fiscal Year 2025 Audited Financial Statements; External Auditor Selection; Annual Internal Audit Report; Strategic Insurance Program Initiative – Proposed EBMUD Captive Insurance Company; Policy 4.29 – Use of Artificial Intelligence; and Fleet Vehicle and Equipment Telematics. The Committee met earlier for a Special Meeting and received an additional update on the Strategic Insurance Program Initiative – Proposed EBMUD Captive Insurance Company.
- Chair Lewis reported the Planning Committee met earlier and received updates on the Wastewater Interceptor Master Plan and the Records Retention Schedule.

- Director Gómez reported the DERWA Board met on December 8, 2025 and approved the September 22, 2025 Regular Board Meeting Minutes; the Treasurer’s Reports for August 31, September 30, and October 31, 2025; the Quarterly Investment Report for September 30, 2025; and the Amendment of the Fiscal Year 2025-2026 Operating and Capital Budget. The Board also accepted the Independent Auditors’ Report for Fiscal Year Ended June 30, 2025 and received the Authority Manager Update.

CONSENT CALENDAR

- Agenda Item 12 was pulled from the Consent Calendar for separate discussion. General Manager Clifford C. Chan and Secretary of the District Rischa S. Cole noted the draft Regular meeting minutes for November 12, 2025 were updated to correct the vote for Agenda Item 14.3.
 - Motion by Director Gómez, seconded by Director Oddie, to approve the recommended actions for Items 1-11, and 13 on the Consent Calendar carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).
1. **Motion No. 247-25** – Approved the Regular meeting minutes of November 12, 2025 and November 25, 2025.
 2. The following correspondence was filed with the Board: **1)** Presentation entitled, “Proposed EBMUD Captive Insurance Company,” dated December 9, 2025; **2)** Presentation entitled, “Emergency Response and Crisis Communications Training,” dated December 9, 2025; **3)** Speakers’ Bureau and Outreach Record CY25, dated December 9, 2025; **4)** Revised Draft Minutes for the November 12, 2025 Regular Board Meeting; **5)** Email dated December 9, 2025 from Ivette Rivera to Office of the Secretary regarding Please add the following screen shots and youtube (sp) link to correspondence for EACH EBMUD Board Director...; and **6)** Email dated December 9, 2025 from Ivette Rivera to Office of the Secretary regarding Happy Holidays! Re: Pierce/Bland case against EBMUD & Craig Spencer; The 9th Circuit hearing is on February 21, 2026...
 3. **Motion No. 248-25** – Awarded 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. **Motion No. 249-25** – Authorized 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. **Motion No. 250-25** – Authorized 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.

6. **Motion No. 251-25** – Authorized 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. **Motion No. 252-25** – Authorized 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. **Motion No. 253-25** – Authorized 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. **Motion No. 254-25** – Authorized 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. **Motion No. 255-25** – Authorized 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. **Motion No. 256-25** – Authorized 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.
- 12.1.- **Authorize the formation of a single parent East Bay Municipal Utility District Captive Insurance Company and commit initial funding; 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; and 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.**
- 12.3.

Manager of Risk Management Vladimir Bessarabov provided the presentation on the proposal to establish an EBMUD Captive Insurance Company. The Finance/Administration Committee met

earlier to receive additional information in response to questions raised on this item during the December 1, 2025 Special Finance/Administration Committee meeting. Finance/Administration Committee Chair Valerie D. Lewis highlighted why the District is seeking to establish a captive insurance company and reported the Committee supports the staff recommendations. The proposed captive, which would be 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; ensure long-term stability; and help stabilize insurance costs over time. Mr. Bessarabov reviewed the District's current insurance structure noting while the District's layered insurance model has generally worked, rising costs, reduced market competition, and expanding exclusions now create significant budget uncertainty. He outlined options for addressing current insurance market challenges, noting 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 reviewed how a captive functions; benefits and possible risks; the District's current layered insurance model compared to the proposed captive model; and annual captive funding requirements. First year costs would be approximately \$1.39 million and future estimated annual costs would be about \$1.07 million. Although formation costs would increase expenditures modestly during the first two years, actuarial projections indicate the captive would accumulate approximately \$6.6 million in reserves by year ten under conservative assumptions. This level of reserves would improve the District's ability to respond to future claims and market changes without unexpected financial burdens. The captive's governance structure would include a Board of Directors comprised of four EBMUD representatives and a Utah resident as required by Utah state regulation. Best practice is for the EBMUD Board to authorize the General Manager, or a designee, to nominate and appoint the captive's initial five-member Board. The captive would operate as a separate legal entity but remain subject to applicable District policies and procedures, and accountability and ethics requirements and EBMUD staff would provide annual actuarial reviews, external audits, and ongoing reports to the Finance/Administration Committee. Mr. Bessarabov addressed Board questions regarding Utah state regulations; recruiting and payment for the Utah resident Board member; and messaging to ratepayers. General Manager Clifford C. Chan noted the Finance/Administration Committee had requested a future update on captive costs and reserves management. The Board reiterated the request for staff to update the Finance/Administration Committee and asked staff to consider a new name for the captive; develop messaging to ratepayers; and develop policy recommendations on managing captive reserves.

- Director Oddie left the meeting at 1:46 p.m. and returned at 1:51 p.m.
 - Director Oddie left the meeting at 1:52 p.m. and did not return for this portion of the meeting.
- Motion by Director Lewis, seconded by Director Katz, to approve the recommended actions for Item 12.1-12.3 carried (6-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Oddie, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan).

Resolution No. 35472-25 – Resolution Authorizing Formation Of East Bay Municipal Utility District Captive Insurance Company.

13. **Resolution No. 35471-25** – 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.

DETERMINATION AND DISCUSSION

14. Legislative Update.

Manager of Legislative Affairs Kathy Viatella reviewed the following State legislative priorities for the 2026 legislative year: 1) Sponsor Legislation to Preserve Water Supply Assessment Law; 2) Housing and Development; 3) Water Affordability; 4) Water Supply Reliability and Environmental Protection; 5) Wildfire Preparedness and Emergency Management; and 6) Workforce Development. The Board asked staff to track Artificial Intelligence bills that could potentially impact the District and to reach out to legislators regarding bills related to wildfires and natural disasters and about potential funding for vegetation management. Ms. Viatella confirmed staff is scheduled to provide an update on federal activities and priorities in January 2026 and that in addition to legislation related to the priorities, staff will continue to monitor other legislation that may impact the District.

– Director Lewis left the meeting at 2:09 p.m. and returned at 2:10 p.m.

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

Motion No. 257-25 – Approved the following State legislative priorities for the 2026 legislative year: 1) Sponsor Legislation to Preserve Water Supply Assessment Law; 2) Housing and Development; 3) Water Affordability; 4) Water Supply Reliability and Environmental Protection; 5) Wildfire Preparedness and Emergency Management; and 6) Workforce Development.

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.

Following the passing of former Director William “Bill” Patterson in October, the Board expressed interest in exploring meaningful ways to honor his legacy. Staff recommends appointing an Ad Hoc Committee to review and recommend guidelines for naming or renaming District facilities, programs, awards, and other District assets in honor of individuals for Board consideration. Special Assistant to the General Manager Derry L. Moten reviewed options to honor former Director Patterson including renaming the Boardroom and Training Resource Center in the Administration Building; renaming the Peralta Cohort Program (a partnership between EBMUD and the Peralta Community College District); and establishing an employee award reflecting the values he championed. If the Board appoints an Ad Hoc Committee, the Committee will review and finalize the guidelines and the proposals to honor former Director Patterson. The Board discussed the options for honoring former Director Patterson. Director Lewis pointed out that discussions about honoring former Director Patterson began shortly after his passing and included discussion of guidelines for clarity going forward. It was expressed that while the proposed options relate to former Director Patterson’s civic contributions, there was a desire to rename the Boardroom in his honor. President Young called for volunteers for the Ad Hoc Committee. Directors Katz, Lewis, and Smith volunteered, with an opportunity reserved for Director Oddie to participate. General Manager Clifford C. Chan clarified the proposals for honoring former Director Patterson. There was additional discussion about establishing guidelines

before renaming the Boardroom. There was additional discussion regarding the significance of renaming the Boardroom to honor former Director Patterson. Director Lewis put forth a motion to rename the Boardroom in honor of former Director Patterson and for the Ad Hoc Committee to identify additional options to honor him.

- Motion by Director Smith, seconded by Director Lewis to appoint Directors Valerie D. Lewis, Jim Oddie, and Joey D. Smith to an Ad Hoc Committee to develop guidelines for naming or renaming District facilities, programs, awards, and other District assets and to identify additional options to honor former Director William “Bill” Patterson carried (5-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan and Oddie).

Motion No. 258-25 – Appointed an Ad Hoc Committee consisting of Directors Valerie D. Lewis, Jim Oddie and Joey D. Smith, to develop guidelines for naming or renaming District facilities, programs, awards, and other District assets and to identify additional options to honor former Director Patterson.

- Motion by Director Lewis, seconded by Director Smith to approve renaming the Administration Building Boardroom the “William B. Patterson Boardroom,” in honor of former Director William “Bill” Patterson and approve the Ad Hoc Committee identifying additional options to honor former Director Patterson carried (5-0) by the following voice vote: AYES (Gómez, Katz, Lewis, Smith, and Young); NOES (None); ABSTAIN (None); ABSENT (Chan and Oddie).

Motion No. 259-25 – Approved renaming the Administration Building Boardroom the “William B. Patterson Boardroom,” in honor of former Director William “Bill” Patterson and approved the Ad Hoc Committee identifying additional options to honor former Director Patterson.

16. **General Manager’s Report.**

General Manager Clifford C. Chan announced the Six-Month Forecast of Board Committee and Workshop Agenda Topics for 2026 and Summary of 2025 Committee and Workshop Topics as well as the November 2025 Monthly Report were provided in the agenda materials. He highlighted workshops scheduled for 2026 and consumption levels, billed consumption, water sales and revenue data in the Monthly Report. He also noted the Speakers’ Bureau and Outreach Record CY25 had been provided at Board places.⁷

DIRECTOR COMMENTS

17. **Other Items for Future Consideration.**

None.

18. **Director Comments.**

- Director Gómez reported attending the DERWA Board meeting in Dublin on December 8; Leadership San Ramon Valley sessions which included being a guest panelist on a Diablo Valley College Business Beyond the Classroom Business and Sustainability Class; the ACWA fall conference in San Diego from December 2-4; and plans to present an EBMUD update at the Pleasant Hill City Council meeting on December 15.

- Director Lewis thanked Board members for the opportunity to serve on the Board.
- Director Smith wished her mother a happy 81st birthday.
- President Young reported on plans to attend the Siesta Valley Foundation open house at the Siesta Valley Bowl (former California Shakespeare Theater site) in Orinda on December 13. President Young thanked the Board for the opportunity to serve as Board President.
- Directors Chan, Katz and Oddie had no reports.

President Young adjourned the Regular Business meeting at 2:45 p.m. and announced the Board would reconvene at 3:15 p.m. to continue the Regular Business meeting in the Administration Building Large Training Resource Center to conduct crisis communications training. President Young announced this portion of the meeting would be conducted in-person only.

Regular Business Meeting (Continued)

President Marguerite Young called to order the continued Regular Business Meeting of the Board of Directors at 3:16 p.m. in the Large Training Resource Center.

ROLL CALL

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

Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Operations and Maintenance David A. Briggs, Special Assistant to the General Manager Kelly A. Zito, and Secretary of the District Rischa S. Cole. Additional participants included Progress Public Affairs consultants Will Reisman and Jason Overman.

DETERMINATION AND DISCUSSION

19. **Receive crisis communications training developed by staff 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.**

General Manager Clifford C. Chan introduced the training, and Director of Operations and Maintenance David A. Briggs highlighted the training objectives. Mr. Briggs reviewed the District's emergency management framework, which is structured and standardized through an Incident Command System (ICS) used by all levels of government, emergency responders, and utilities; District emergency preparedness; mutual aid and assistance; activating the District's Emergency Operations Team; early response priorities; recovery priorities for the Water and Wastewater systems; the basic ICS structure; policy group (Board of Directors, General Manager and General Counsel) responsibilities; responding to multi-jurisdictional emergencies; and the process for declaring a District emergency. General Counsel Derek T. McDonald discussed

Board meeting requirements during emergencies, noting that the Board would continue to meet in accordance with the Brown Act unless modified by gubernatorial executive order. He summarized meeting noticing and quorum requirements, and conditions for remote meetings. Next, he touched on procedures for declaring an emergency and activating Board Standby Officers to serve if a Board member is unavailable in a state or local emergency. General Manager Clifford C. Chan described how the Board would receive information in an emergency, expectations for information sharing, and the Board's role in providing observations as well as feedback from the community and elected officials. Special Assistant to the General Manager Kelly A. Zito reviewed the District's crisis communications framework; the Emergency Operations Plan crisis communications annex; communications team responsibilities; and coordinating messaging during major incidents through unified command and the Joint Information System. She also outlined the Board's role in supporting operational priorities through engagement with constituents, the community and elected official engagement, reiterating the Board will receive regular updates from the General Manager and in some instances, may be asked to provide official comments. Progress Public Affairs consultants Will Reisman and Jason Overman discussed communications best practices in an emergency. They reviewed examples of strong messaging, media engagement, and sample videos of elected officials speaking during an emergency.

Staff conducted an exercise with the Board to test two-way communication between the Board and General Manager; understand guidelines to determine a quorum of the Board and when to activate Standby Officers; test scheduling a special or emergency meeting at an alternative location; and to understand incident timelines and clarify the Board's role throughout an emergency.

- President Young left the meeting at 4:15 p.m. and Vice President Gómez began chairing the meeting.
- Director Lewis left the meeting at 4:15 p.m.

The Board discussed the exercise; transportation considerations to reach alternative meeting locations in an emergency, specifically the Orinda Watershed headquarters; duration of time before the General Manager begins contacting Standby Officers during an emergency; and communication options if cell towers are down. Board members asked if door hangers used during an emergency would be available in non-English languages; expectations for the Main Wastewater Treatment Plant and sanitation; backup staff for the Emergency Operations Director; options to text customers; and messaging priorities. General Manager Clifford C. Chan clarified Board members should notify him and the Secretary when they are traveling outside the service area. Special Assistant to the General Manager Kelly A. Zito provided a recap of the key lessons and next steps. General Manager Clifford C. Chan said feedback would be incorporated into emergency response plans and updates would be presented to the Board. Staff will conduct an annual emergency exercise with the Board and Standby Officers, and provide additional training (e.g., ICS training) and resources for Board members.

ADJOURNMENT

Vice President Gómez adjourned the Regular Business Meeting at 4:57 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: January 13, 2026

Marguerite Young, President of the Board

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BOARD ACTION

Agenda Number:	3.	Meeting Date:	January 13, 2026
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TITLE FIRE HYDRANTS

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Award a contract beginning on or after January 13, 2026 to the lowest responsive/responsible bidder, Underground Republic Water Works, for supplying fire hydrants 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 \$6,638,355 under Request for Quotation No. 2609.

SUMMARY Fire hydrants are used for new and replacement installations throughout the District's water system. Underground Republic Water Works offers the Clow Valve 850 model hydrant, which is one of three pre-approved hydrant models that meet District standards.

DISCUSSION The current contract for fire hydrants will expire on January 31, 2026. To ensure an uninterrupted supply of new hydrants, a replacement contract is necessary to support the District's ongoing requirements for fire hydrants. At present, the District has 31,000 hydrants installed in its service area, with replacements of aging hydrants and installs for new projects totaling approximately 600 units per year. Per District specifications, all hydrants are required to comply with National Fire Protection Association codes and must possess dual outlets allowing for the hookup of both attack hoses and pumper apparatus in sizes and thread dimensions which are standard in the firefighting industry.

Staff evaluated various fire hydrant products produced by multiple manufacturers and identified three hydrants from three different manufacturers as suitable for use in the District's water system.

This item supports the District's Customer and Community Services and Long-Term Infrastructure Investment Strategic Plan goals.

VENDOR SELECTION A request for quotations was posted on the District's website, advertised in the Oakland Tribune, and sent to 18 potential proposers. Five bids were received. Underground Republic Water Works was the lowest responsive/responsible bidder.

Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026/2027	Budget Coding: 11.000.0000.0000000.17750.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Fire Hydrants	Meeting Date:	January 13, 2026
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SUSTAINABILITY**Economic**

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

Environmental

The chosen hydrant manufacturer utilizes coatings that are certified under National Sanitation Foundation Standard 61 for drinking water; utilizes lead-free brass parts and recycled metals; and utilizes performance indicators to control energy, greenhouse gas emissions, water and solid wastes.

ALTERNATIVES

Purchase hydrants on the open market. This alternative is not recommended because the creation of a long-term supply agreement locks in annual pricing and better ensures supply chain availability.

Reject all bids and re-solicit with the hope of obtaining more favorable pricing. This alternative is not recommended as there is no indication pricing would change from what was obtained in this competitive bid. Of the five bids submitted, the suggested awardee was the lowest proposer.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract - RFQ No. 2609 Fire Hydrants					DATE: January 6, 2025						
CONTRACTOR: Underground Republic Water Works Pittsburg, CA					PERCENTAGE OF CONTRACT DOLLARS						
Local Business					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		100.0%		
		Ethnicity	Gender		White Women		2%		0.0%		
		White	Men		Ethnic Minorities		25%		0.0%		
\$6,638,355 *											
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: Underground Republic Water Works		\$6,638,355	White	X		100.0%					
SUBS: None											
TOTAL		\$6,638,355				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:			INFORMATION NOT PROVIDED								
Percent of Total Employees:											
MSA Labor Market %:											
MSA Labor Market Location:											
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: Three years, with two options to renew for an additional one-year period. *Total not to exceed: \$6,638,355											
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: Fire Hydrants			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 - RFQ No. 2609		DATE: 1/6/2025	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	INFORMATION NOT PROVIDED						
Underground Republic Water Works Kurt Vincelette 2025 E. Leland Rd. Pittsburg, CA 94565 <i>(local office)</i> 408-714-0047		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		AA Plan on File:							
		Co. Wide MSA:							
P	PHC	Company Wide	422	5,610	137	45	6,214	59.5%	27.3%
Core and Main Company Carla Harper 3486 Investment Blvd, Suite A Hayward, CA 94545 314-432-4700		Manager/Prof	69	2,100	52	17	2,238	55.6%	
		Technical/Sales	44	1,540	26	9	1,619	55.7%	
		Clerical/Skilled	65	520	14	4	0	65.8%	
		Semi/Unskilled	244	1,450	45	15	1,754	67.4%	
		Bay Area	14	421	19	3	457	74.6%	39.9%
		Co. Wide MSA:	USA	# Employees-Co. Wide:			10,452	Bay Area:	613
P	PHC	Company Wide	3,474	5,409	794	221	9,898	31.4%	27.3%
Ferguson Enterprises Charlotte Murch 751 Lakefront Commons Newport News, VA 23606 757-989-2870		Manager/Prof	680	1,212	200	58	2,150	18.2%	
		Technical/Sales	294	944	137	29	1,404	23.3%	
		Clerical/Skilled	740	1,098	160	42	2,040	40.3%	
		Semi/Unskilled	1,760	2,155	297	92	4,304	49.9%	
		Bay Area	1	5	4	0	10	83.3%	39.9%
		Co. Wide MSA:	USA	# Employees-Co. Wide:			31,510	Bay Area:	12
P	Unclassified	Company Wide	INFORMATION NOT PROVIDED						
Iconix Waterworks US, Inc. Brittany Benckendorf 3750 Bassett St. Santa Clara, CA 95054 425-754-2287		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
Co. Wide MSA:									
P	WM	Company Wide	78	3,462	163	14	3,717	223.9%	27.3%
Pace Supply Corp. Genna Cesaretti 6000 State Farm Dr., Suite 200 Rohnert Park, CA 94928 707-755-2419		Manager/Prof	4	67	15	0	86	31.2%	
		Technical/Sales	13	99	31	2	145	32.2%	
		Clerical/Skilled	6	46	15	4	71	42.3%	
		Semi/Unskilled	55	3,250	102	8	3,415	445.8%	
		Bay Area	26	218	64	2	310	46.5%	39.9%
Co. Wide MSA:	USA	# Employees-Co. Wide:			1,660	Bay Area:	666		

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:	4.	Meeting Date:	January 13, 2026
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TITLE	BULK LIQUID LIME
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Award a contract beginning on or after January 13, 2026 to the lowest responsive/responsible bidder, Lhoist North America of Arizona Inc. (Lhoist), for supplying bulk liquid lime for the Pardee Chemical Plant for two years, with three options to renew for additional one-year periods for a total cost, after the addition of taxes, including option years, not to exceed \$5,000,077 under Request for Quotation No. 2611.
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SUMMARY	This contract will provide liquid lime to provide corrosion control in the Mokelumne Aqueducts.
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DISCUSSION	Liquid lime is added in the Mokelumne Aqueducts at the Pardee Chemical Plant located near Pardee Center. The addition of lime helps control corrosion of the Mokelumne Aqueducts. The District is not committed to purchase the quantities described under this contract; and purchases will be made only to meet actual District needs. If awarded, this contract will result in a 2.183 percent increase per gallon over the expiring contract's pricing. This item supports the District's Water Quality and Environmental Protection Strategic Plan goal.
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VENDOR SELECTION	A request for quotations was posted on the District's website, advertised in the Oakland Tribune, and sent to 19 potential proposers. One responsive bid was received. Lhoist was the lowest responsive/responsible bidder.
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SUSTAINABILITY	Economic The Fiscal Year 2026/2027 adopted operating budget includes funding for the first two years of this multi-year contract. Funding for the additional years will be considered as part of the associated budget development process. Environmental The chosen lime manufacturer utilizes best practices on fuel flexibility and fuel efficiency, with the aim to reduce CO2 emissions beyond current industry benchmarks in all regions. Lhoist is also developing technologies to use renewable fuels, such as biomass and other refuse-derived fuels. Several of their kilns operate on 100 percent biomass.
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026/2027	Budget Coding: 762.1470.8482400.4004824.53610.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Bulk Liquid Lime	Meeting Date:	January 13, 2026
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ALTERNATIVES

Purchase liquid lime on the open market. This alternative is not recommended because a long-term contractual commitment is advantageous for pricing. The contractual requirements also ensure product availability and vendor commitment to that availability, which is important given the Districts need for a routine delivery schedule to a remote location.

Do not purchase the product. This alternative is not recommended because the bulk liquid lime is an essential chemical used to prevent corrosion of the interior lining of the aqueduct.

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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:						
Materials and Supplies Contract - RFQ 2611 Bulk Liquid Lime						December 29, 2025						
CONTRACTOR:					PERCENTAGE OF CONTRACT DOLLARS							
Lhoist North America of Arizona Inc. Sole Bidder Fort Worth, TX					Availability Group		Contracting Objectives		Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP			White Men		25%		78.5%			
		Ethnicity		Gender		White Women		6%		0.0%		
		White		Men		Ethnic Minorities		25%		21.5%		
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: Lhoist North America of Arizona Inc.		\$3,925,077	White	X		78.5%						
SUBS: Pure Chemical Transportation		\$1,075,000	Hispanic		X			21.5%				
TOTAL		\$5,000,077				78.5%	0.0%	21.5%	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		0		16		17				
Percent of Total Employees:		5.9%		0.0%		94.1%						
MSA Labor Market %:		28.0%		23.6%		48.4%						
MSA Labor Market Location:		Los Angeles-Long Beach										
COMMENTS												
Contract Equity Participation: 78.5% White Men and 21.5% Ethnic Minority participation. Contract Duration: Two years, with three options to renew for an additional one-year period. *Total not to exceed: \$5,000,077												
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, **A/PI**=Asian/Pacific Islander, and **AI/AN**=American Indian/Alaskan Native)



BOARD ACTION

Agenda Number:	5.	Meeting Date:	January 13, 2026
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TITLE	ARROYO PUMPING PLANT PORTABLE GENERATOR RENTAL
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after January 13, 2026 with S.R. Bray, LLC dba Power Plus (Power Plus) in an amount not to exceed \$104,500 for the rental, installation and maintenance of a portable generator at Arroyo Pumping Plant in the Town of Moraga.
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SUMMARY	The agreement will provide for the rental, installation, and maintenance of a portable generator to serve as an emergency backup power source to the Arroyo Pumping Plant, ensuring continued water supply to the Carter Pressure Zone during a utility power outage.
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DISCUSSION	The Carter Pressure Zone is supplied by the Carter and Arroyo reservoirs. Arroyo Reservoir is located in the Town of Moraga and will be taken offline in March 2026 and demolished to allow for construction of two smaller replacement tanks. During the reservoir outage, Arroyo Pumping Plant will remain in operation and will be equipped with a portable generator to ensure continued water supply. The portable generator rental shall be provided for a minimum of 20 months beginning in March 2026.
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This project supports the District's Long-Term Infrastructure Investment Strategic Plan goal.

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

SERVICE PROVIDER SELECTION	A request for proposals was posted on the District's website and sent to three potential proposers. Five service providers submitted proposals. Power Plus was selected based on qualifications, experience, understanding of the project, and the quality of their proposal. 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. Power Plus, is licensed to perform work in California, and is not on the State DIR debarment list. Power Plus and its listed subcontractors are properly registered with the State DIR.
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Originating Department: Water Operations	Department Director or Manager: Roberto C. Cortez	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/2027; Award #7000031; Page 115	Budget Coding: 11.776.3100017.53740	Approved: 	
Attachment(s): P-035; P-061			

Title:	Arroyo Pumping Plant Portable Generator Rental	Meeting Date:	January 13, 2026
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SUSTAINABILITY**Economic**

Funding for this purpose is available in the Fiscal Year 2026/2027 adopted capital budget for Reservoir Rehabilitation and Maintenance.

Social

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

Environmental

Portable generator engines supplied by Power Plus are compliant with all local, state, and federal regulations and have current certification from the California Air Resources Board under California's Portable Equipment Registration Program. Use of rental portable generators in an emergency event will allow the District to maintain adequate water supplies for its customers.

The project is exempt from the requirements of the California Environmental Quality Act (CEQA) under CEQA Guidelines section 15303 – New Construction or Conversion of Small Structures and section 15311 – Accessory Structures.

ALTERNATIVES

Do not rent the generator. This alternative is not recommended because it would compromise the District's ability to serve customers in the event of a utility power outage.

Rebid the project. This alternative is not recommended because the District engaged in a fair and competitive solicitation process. Power Plus meets all District requirements and proposed reasonable rental fees for the equipment.



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 Arroyo Pumping Plant Portable Generator Rental						DATE: January 5, 2025					
CONTRACTOR: S.R. Bray, LLC dba Power Plus Anaheim, CA				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%			
\$104,500 *		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: S.R. Bray, LLC dba Power Plus		\$104,500	White	X		100.0%					
SUBS: None											
TOTAL		\$104,500				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:		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 Men participation. Contract Duration: Twenty (20) months. The District reserves the right to extend the rental term by up to three (3) additional months. *Total not to exceed: \$104,500											
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: Arroyo Pumping Plant Portable Generator Rental		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: 1/5/2025	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	27	231	19	0	277	49.5%	48.4%
S.R. Bray, LLC dba Power Plus Sam Cerny 5500 E. La Palma Ave. Anaheim, CA 92807 714-863-3400		Manager/Prof	0	26	3	0	29	37.2%	
		Technical/Sales	17	50	4	0	71	43.6%	
		Clerical/Skilled	5	127	11	0	143	51.3%	
		Semi/Unskilled	5	28	1	0	34	85.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		4/13/2021		
		Co. Wide MSA:	California		# Employees-Co. Wide:		560		
P	WW: LBE	Company Wide	2	14	8	0	24	32.0%	48.4%
Got Power, Inc. dba CD & Power Andrea Sartorio 150 Nardi Lane Martinez, CA 94553 925-229-2700		Manager/Prof	1	0	4	0	5	29.4%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	1	14	3	0	18	50.0%	
		Semi/Unskilled	0	0	1	0	1	33.3%	
		Bay Area	1	7	7	0	15	25.0%	39.9%
		Co. Wide MSA:	California		# Employees-Co. Wide:		75		
P	PHC	Company Wide	416	1,456	150	45	2,067	31.1%	27.3%
Herc Rentals Inc. Jason Oosterbeek 27500 Riverview Center Blvd. Bonita Springs, FL 34134 239-301-1344		Manager/Prof	58	180	60	5	303	22.6%	
		Technical/Sales	46	193	20	8	267	22.2%	
		Clerical/Skilled	132	643	53	20	848	32.0%	
		Semi/Unskilled	180	440	17	12	649	44.9%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA:	USA		# Employees-Co. Wide:		6,639		
P	WM	Company Wide	INFORMATION NOT PROVIDED						
Sunbelt Rentals, Inc. Peggie Sawick 1799 Innovation Point Fort Mill, SC 29715 866-786-2358		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
P	PHC	Company Wide	INFORMATION NOT PROVIDED						
United Rentals (North America), Inc. Trent Briggs 2249 Davis Ct., Suite B Hayward, CA 94545 253-207-7754		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							

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



BOARD ACTION

Agenda Number:	6.	Meeting Date:	January 13, 2026
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TITLE	CAMANCHE POWERHOUSE ROOF REPLACEMENT
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after January 13, 2026, with Solid Solutions Construction Services, Inc. (Solid Solutions), in an amount not to exceed \$299,418 for the replacement of the Camanche Powerhouse roof.
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SUMMARY	This agreement provides for the replacement of the roof on the Camanche Powerhouse including the removal of the existing asphalt paving and roofing material.
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DISCUSSION	The Camanche Powerhouse roof is leaking, and the overall condition of the roof is poor. The scope of work includes the removal of the asphalt and membrane roofing, preparation of the existing concrete roof deck and installation of a new roof. The roof is traffic-rated to accommodate vehicles that access and repair the powerhouse. This project supports the District's Long-Term Infrastructure Investment Strategic Plan goal.
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SERVICE PROVIDER SELECTION	A request for proposals was sent to one resource organization. Two service providers submitted proposals. Solid Solutions was selected based on their experience with similar projects, implementation plan, schedule, and cost. 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. Solid Solutions is licensed to perform work in California and is not on the State DIR debarment list. Solid Solutions and its listed subcontractors are properly registered with the State DIR.
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SUSTAINABILITY	Economic Funding for this purpose is available in the Fiscal Year 2026 adopted capital budget for Powerhouse Improvements. Social Local 444 was notified of this agreement on November 5, 2025, and did not raise any specific issues related to this agreement.
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Originating Department: Water Operations	Department Director or Manager: Roberto C. Cortez	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026; Award #7000117; Page 138	Budget Coding: 11.762.2012222.53120	Approved: 	
Attachment(s): P-035; P-061			

Title:	Camanche Powerhouse Roof Replacement	Meeting Date:	January 13, 2026
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Environmental

Waste and recyclable materials generated by the project will be disposed of per the State Construction Waste Management Requirements and the District's Environmental Requirements Specifications Waste Management Requirements.

The project is exempt from the requirements of the California Environmental Quality Act (CEQA) under CEQA Guidelines section 15301 – Existing Facilities and section 15302 – Replacement or Reconstruction.

ALTERNATIVES

Perform the work with District forces. This alternative is not recommended because staff is already committed to other higher priority work in the service area and cannot complete this work.

Defer the roof replacement. This alternative is not recommended due to the deteriorated condition and leaks, which may cause damage to the equipment in the powerhouse.

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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:					
General Services Agreement Camanche Powerhouse Roof Replacement						November 25, 2025					
CONTRACTOR: Solid Solutions Construction Services, Inc. Modesto, CA				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%			
				Ethnic Minorities		25%		0.0%			
\$299,418 *		White		Men							
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: Solid Solutions Construction Services, Inc.		\$299,418	White	X		100.0%					
SUBS: None											
TOTAL		\$299,418				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:		5		2		6		13			
Percent of Total Employees:		38.5%		15.4%		46.2%					
MSA Labor Market %:		33.0%		28.4%		38.6%					
MSA Labor Market Location:		Modesto									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$299,418											
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 Powerhouse Roof 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	
General Services Agreement		DATE: 11/25/2025	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	1	5	0	0	6	46.2%	38.6%
Solid Solutions Construction Services, Inc. Scott Prouty 1008 Lakewood Ave. Modesto, CA 95355 209-602-3240		Manager/Prof	1	1	0	0	2	50.0%	
		Technical/Sales	0	4	0	0	4	44.4%	
		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%
		AA Plan on File: NA	Date of last contract with District: NA						
Co. Wide MSA: Modesto	# Employees-Co. Wide: 13		Bay Area: 0						
P	WM	Company Wide	0	64	1	0	65	87.8%	53.3%
Fresno Roofing Co. Michael Raypholtz 5950 E. Olive Ave. Fresno, CA 93727 559-255-8377		Manager/Prof	0	3	0	0	3	60.0%	
		Technical/Sales	0	4	0	0	4	100.0%	
		Clerical/Skilled	0	1	0	0	1	20.0%	
		Semi/Unskilled	0	56	1	0	57	95.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		Co. Wide MSA: Fresno	# Employees-Co. Wide: 74		Bay Area: 0				

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



BOARD ACTION

Agenda Number:	7.	Meeting Date:	January 13, 2026
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TITLE	AMEND CONTRACT FOR ACTIVATED CARBON
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an amendment to the contract originally awarded under Board Motion No. 017-24 with Carbon Supply Inc. to increase the agreement amount by \$1,409,389 to a total amount not to exceed \$1,979,140 and to add two additional one-year renewal options resulting in a maximum contract period of five years, for supplying activated carbon for the Main Wastewater Treatment Plant (MWWTP).
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SUMMARY	The existing contract will end on January 31, 2027 when the last renewal option has expired. This amendment will provide funding and renewal options totaling five years to provide for the continuous uninterrupted supply of activated carbon which is used in the wastewater process to remove siloxanes from digester gas during the electricity production process at the MWWTP Power Generation Station (PGS).
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DISCUSSION	The District currently utilizes digester gas, largely methane, produced through the anaerobic digestion of municipal solids and renewable wastes to produce electricity at the PGS facility. The on-site production of electricity is used to operate the MWWTP and offset electrical power purchases from the local energy utility, which significantly reduces greenhouse gas emissions associated with power production. Activated carbon is used to scrub contaminants from the digester gas to reduce fouling and damage in the engines and turbine used for power production.
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Since the initial bid in December 2023, the unit cost for the activated carbon has nearly doubled. Additionally, the MWWTP has increased their activated carbon material changeouts from twice annually, to three times annually to account for a higher throughput of material in the digester systems. The increased funding is necessary to account for increased costs and carbon change out frequency.

The contract supports the District's Long-Term Infrastructure Investment and Water Quality and Environmental Protection Strategic Plan goals.

VENDOR SELECTION	In November 2023, a request for quotations was posted on the District's website, advertised in the Oakland Tribune, and sent to eight potential proposers. Seven bids were received. Carbon Supply Inc. was the lowest responsive/responsible bidder.
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026/2027	Budget Coding: 21.911.2315.9365700.53010.000000		Approved: 
Attachment(s): P-035; P-061			

Title:	Amend Contract for Activated Carbon	Meeting Date:	January 13, 2026
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SUSTAINABILITY

Economic

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

Environmental

Purchase and subsequent usage of activated carbon will allow for on-site production of electricity and offset electrical power purchases significantly reducing greenhouse gas emissions associated with power production.

ALTERNATIVES

Do not authorize the contract amendment. This alternative is not recommended because operation of the PGS equipment without conditioning of the digester gas with activated carbon to remove siloxanes will cause operational issues through accumulation on turbine and internal combustion engine walls leading to abrasion and failure of equipment.

Reject received bid and re-bid. This alternative is not recommended because the District engaged in a fair and competitive bid process. The bid received meets all specifications and is reasonable for the materials being purchased.

I:\Sec\2026 Board Related Items\01132026 Board Agenda Items\FIN - Amend Contract for Activated Carbon.docx



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE						DATE:					
Materials and Supplies Contract - RFQ 2401 - Amendment Amend Contract for Activated Carbon						January 6, 2026					
CONTRACTOR: Carbon Supply Inc. Bell Gardens, CA				Small Business		PERCENTAGE OF CONTRACT DOLLARS					
						Availability Group		Contracting Objectives		Participation	
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP				White Men		25%		0.0%	
		Ethnicity	Gender			White Women		6%		0.0%	
\$1,409,389 *		Hispanic		Men		Ethnic Minorities		25%		100.0%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: Carbon Supply Inc.		\$1,409,389	Hispanic	X				100.0%			
SUBS: None											
TOTAL		\$1,409,389				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:		4		0		44		48			
Percent of Total Employees:		8.3%		0.0%		91.7%					
MSA Labor Market %:		28.0%		23.6%		48.4%					
MSA Labor Market Location:		California									
COMMENTS											
Contract Equity Participation: 100% Ethnic Minority participation. Contract Duration: Amended duration extended with two more options to renew for additional one-year period. *Total not to exceed: \$1,979,140 = \$569,751 (Original) + \$1,409,389 (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 Contract for Activated Carbon		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 - RFQ 2401 - Amendment DATE: 1/6/2026		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	EMM-H: SBE	Company Wide	0	44	0	0	44	91.7%	48.4%
Carbon Supply Inc. Sam Yearby 8429 Eastern Ave. Bell Gardens, CA 90201 510-414-8136		Manager/Prof	0	3	0	0	3	50.0%	
		Technical/Sales	0	21	0	0	21	100.0%	
		Clerical/Skilled	0	12	0	0	12	92.3%	
		Semi/Unskilled	0	8	0	0	8	100.0%	
		Bay Area	0	6	0	0	6	100.0%	
		AA Plan on File: NA	Date of last contract with District: 1/23/2024						
		Co. Wide MSA: California	# Employees-Co. Wide: 48 Bay Area: 6						
P	EMM-A/PI	Company Wide	1	31	32	0	64	88.9%	48.4%
Carbon Activated Corporation Dale Kerr 2250 S. Central Ave. Compton, CA 90020 310-885-4555		Manager/Prof	0	1	13	0	14	87.5%	
		Technical/Sales	0	6	6	0	12	85.7%	
		Clerical/Skilled	0	0	9	0	9	100.0%	
		Semi/Unskilled	1	24	4	0	29	87.9%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: California	# Employees-Co. Wide: 72 Bay Area: 4						
P	EMM-A/PI	Company Wide	0	0	4	0	4	100.0%	34.1%
CarbUSA LLC Eng Sam 140 Metro Park Rochester, NY 14623 585-207-8050		Manager/Prof	0	0	3	0	3	100.0%	
		Technical/Sales	0	0	1	0	1	100.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: New York	# Employees-Co. Wide: 4 Bay Area: 0						
P	EMM-A/PI	Company Wide	5	3	2	0	10	13.9%	13.7%
Jacobi Carbons, Inc. Linda Knepper 432 McCormick Blvd. Columbus, OH 43213 412-260-1012		Manager/Prof	0	2	2	0	4	11.4%	
		Technical/Sales	0	1	0	0	1	4.8%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	5	0	0	0	5	35.7%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: Ohio	# Employees-Co. Wide: 72 Bay Area: 0						
P	EMM-A/PI	Company Wide	1	3	14	0	18	94.7%	48.4%
Karbonous Inc. Dan Indrasena 13095 E. Temple Ave. City of Industry CA 91746 424-245-9099		Manager/Prof	0	0	6	0	6	100.0%	
		Technical/Sales	0	0	2	0	2	100.0%	
		Clerical/Skilled	0	0	1	0	1	50.0%	
		Semi/Unskilled	1	3	5	0	9	100.0%	
		Bay Area	0	0	0	0	0	0.0%	
		Co. Wide MSA: California	# Employees-Co. Wide: 19 Bay Area: 0						

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

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Amend Contract for Activated Carbon			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 - RFQ 2401 - Amendment		DATE:	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
		1/6/2026	Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmnd 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	Company Wide	17	0	5	0	22	27.2%	42.4%
Norit Americas, Inc. Brooke Broadus 3200 University Dr. Marshall, TX 75670		Manager/Prof	3	0	3	0	6	16.2%	
		Technical/Sales	0	0	2	0	2	10.5%	
		Clerical/Skilled	2	0	0	0	2	20.0%	
		Semi/Unskilled	12	0	0	0	12	80.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
903-578-5141		Co. Wide MSA:	Texas		# Employees-Co. Wide:	81	Bay Area:		0
P		Company Wide	INFORMATION NOT PROVIDED						
Pacific Coast Carbon LLC Briana Munoz PO Box 1346 Ridgefield, WA 98642		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
360-857-8191		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 **A/AN**=American Indian/Alaskan Native)

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BOARD ACTION

Agenda Number:	8.	Meeting Date:	January 13, 2026
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TITLE	MICROSOFT PRODUCTIVITY SUITE, CLOUD BASED SERVICES, ENDPOINT OPERATING SYSTEMS AND CONFIGURATION MANAGER
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize the purchase of Microsoft products, including Microsoft Office 365, Enterprise Mobility and Security, Endpoint Operating Systems, other Microsoft productivity software, and management software beginning on or after January 13, 2026, from SHI International Corp., for three years for a total amount not to exceed \$4,085,569.26. This purchase will be made under State of California contracts available for use by local governments.
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SUMMARY	This purchase provides Microsoft Office 365, Enterprise Mobility and Security, Endpoint Operating Systems, other Microsoft Productivity software, and management software to support the District's workstation fleet and productivity needs. The original agreement in 2020 reflects the District's upgrade to Microsoft Office 365 and allows for future license upgrades and additions as required.
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DISCUSSION	These critical software solutions enable the District to maintain a secure, efficient, and collaborative IT environment. Microsoft Office 365 includes essential productivity tools, such as Word, Excel, PowerPoint, Outlook, Teams, and SharePoint, that support communication and teamwork across departments. The Enterprise Mobility and Security software safeguards sensitive data and devices against evolving cyber threats. The Endpoint Operating Systems and Management software ensures reliable operation and centralized control of the District's workstations and mobile devices, helping to minimize downtime and support ongoing technological needs. This purchase is vital for sustaining the District's technology infrastructure and enabling staff to work productively and securely. This item supports the District's Long-Term Financial Stability 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. Although not required, a request for quotations was sent to three companies that held agreements with the State of California. SHI International Corp was the only responsive bidder and holds a State of California, Department of General Services, Participating Addendum (No. 7-24-70-40-19), which enables the District to
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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: FY2026/2027	Budget Coding: 1765.8876500.4008765.52430		
Attachment(s): P-035; P-061			

Title:	Microsoft Productivity Suite, Cloud Based Services, Endpoint Operating Systems and Configuration Manager	Meeting Date:	January 13, 2026
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procure their products and services at competitively negotiated rates and terms, ensuring favorable pricing and streamlined procurement.

SUSTAINABILITY**Economic**

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

ALTERNATIVES

Do not approve the purchase. This alternative is not recommended because Office 365 serves as the District's primary productivity and collaboration platform, while Enterprise Mobility and Security features enhance data protection, availability, and accessibility. Additionally, approving the purchase ensures license compliance, ongoing vendor support, and continued management of Endpoint Operating Systems and software critical for maintaining secure, updated, and centrally managed workstations and devices.

Replace Microsoft Enterprise Agreement with alternative products. This alternative is not recommended because replacing the Microsoft product would disrupt the systems used by District employees, causing costly operational and compatibility issues.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Material and Supplies Contract Enterprise Agreement for Productivity Suite, Cloud Based Services, Endpoint Operating Systems and Configuration Manager						DATE: December 22, 2025					
CONTRACTOR: SHI International Corp. Somerset, NJ					PERCENTAGE OF CONTRACT DOLLARS						
State Contract					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE: \$4,085,569.26 *		FIRM'S OWNERSHIP		White Men		25%		0.0%			
		Ethnicity	Gender	White Women		6%		0.0%			
		Asian	Women	Ethnic Minorities		25%		100.0%			
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: SHI International Corp.		\$4,085,569.26	Asian		X			100.0%			
SUBS: None											
TOTAL		\$4,085,569.26				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:		1,438		671		1,347		3,456			
Percent of Total Employees:		41.6%		19.4%		39.0%					
MSA Labor Market %:		39.0%		33.7%		27.3%					
MSA Labor Market Location:		USA									
COMMENTS											
Contract Equity Participation: 100% Ethnic Minority participation. Contract Duration: Three years. *Total not to exceed: \$4,085,569.26											
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: Enterprise Agreement for Productivity Suite, Cloud Based Services, Endpoint Operating Systems and Configuration Manager		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		
Material and Supplies Contract		DATE:							
		12/22/2025							
		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	EMW-A/PI	Company Wide	355	508	328	8	1,199	34.8%	27.3%
SHI International Corp. Ellen Mass 290 Davidson Ave. Somerset, NJ 08873 732-868-8758		Manager/Prof	187	217	192	4	600	33.3%	
		Technical/Sales	114	232	82	1	429	32.2%	
		Clerical/Skilled	54	59	54	3	170	55.0%	
		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:		6/23/2020		
		Co. Wide MSA:	USA		# Employees-Co. Wide:		3,445		
P	PHC	Company Wide	INFORMATION NOT PROVIDED						
Dell Technologies Gerard Ear 6591 Dumbarton Cir Fremont, CA 94555 512-720-3258		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							
P	Foreign	Company Wide	13	13	11	0	37	23.3%	27.3%
Crayon Software Experts, LLC Betsy Scantlan 12221 Merit Dr., Suite 1400 Dallas, TX 75251 214-335-9046		Manager/Prof	8	9	10	0	27	27.3%	
		Technical/Sales	4	3	0	0	7	15.2%	
		Clerical/Skilled	1	1	1	0	3	21.4%	
		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:		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:	09.	Meeting Date:	January 13, 2026
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TITLE	AUTHORIZE CONTINUED EMPLOYMENT OF BARBOZA & ASSOCIATES FOR EQUAL EMPLOYMENT OPPORTUNITY INVESTIGATION 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 firm of Barboza & Associates for specialized investigative services and mediation and facilitation services relating to Equal Employment Opportunity (EEO) workplace investigations in an additional amount not to exceed \$75,000.
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DISCUSSION	In accordance with its obligations as an EEO employer and in compliance with state and federal laws, the District conducts investigations into complaints of discrimination, harassment, and retaliation to prevent and address potential unlawful employment practices and to promote a fair and inclusive workplace. These investigations are conducted in alignment with District Procedure 614 – Equal Employment Opportunity Discrimination, Harassment and Retaliation Complaints, Investigations and Appeals. The firm Barboza & Associates specializes in complex employment disputes, particularly those involving EEO claims, and is uniquely qualified to conduct independent workplace investigations and to provide mediation and facilitation services with a comprehensive process and commitment to closure. OGC has retained Barboza & Associates to perform services when internal conflicts arise. Additional services are required to support the continued need of EEO investigations and related services. Further details on the nature of services to be provided by Barboza & Associates are set forth in a separate confidential attorney-client privileged memorandum to the Board.
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SUSTAINABILITY	Economic Funding for this purpose is available in the Fiscal Year 2026 adopted operating budget.
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ALTERNATIVE	<u>Do not authorize the continued employment of Barboza & Associates.</u> This alternative is not recommended because the investigation of EEO complaints is a federal requirement. Barboza & Associates has already been approved as a District vendor and is familiar with District policies and procedures related to EEO investigations.
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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 2026	Budget Coding: 11-130-1730-8851100-52310	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						DATE:					
Professional Services Agreement Authorize Continued Employment of Barboza & Associates for Equal Employment Opportunity Investigation Services						December 23, 2025					
CONTRACTOR: Barboza & Associates Los Angeles, CA				PERCENTAGE OF CONTRACT DOLLARS							
				Availability Group		Contracting Objectives		Participation			
BID/PROPOSER'S PRICE:		FIRM'S OWNERSHIP		White Men		25%		0.0%			
		Ethnicity	Gender	White Women		6%		0.0%			
\$75,000 *		Hispanic Woman		Ethnic Minorities		25%		100.0%			
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Barboza & Associates		\$75,000	Hispanic		X			100.0%			
SUBS: None											
TOTAL		\$75,000				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:		0		0		1		1			
Percent of Total Employees:		0.0%		0.0%		100.0%					
MSA Labor Market %:		20.2%		16.4%		63.5%					
MSA Labor Market Location:		Los Angeles									
COMMENTS											
Contract Equity Participation: 100% Ethnic Minority participation. Contract Duration: NA *Total not to exceed: \$75,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 13, 2026

MEMO TO: Board of Directors

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

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

SUBJECT: Federal Priorities for 2026

SUMMARY

Each year the Office of Intergovernmental Affairs develops specific priorities for the upcoming year. The priorities represent important focus areas for EBMUD that are likely to come before Congress. In addition to these specific priorities, staff will assess federal actions throughout the year for a nexus to EBMUD operations and policy objectives and will bring relevant items to the Board for consideration. An overview of the current federal climate and a summary of the three priorities are included. The issues will be brought to the Board for consideration at its January 13, 2026 meeting.

OVERVIEW

The Second Session of the 119th Congress convened on January 3, 2026. Republicans control both houses with slim majorities in the lead-up to the November 2026 midterm elections. The Second Session brings great uncertainty due to unresolved issues such as the continued funding of the federal government, impacts of downsizing the federal government, and shifting congressional priorities, all during a consequential election year.

On November 12, 2025, President Trump signed into law a Continuing Resolution (CR) and funding package to end the shutdown of the federal government that began October 1, 2025. The CR included full year Fiscal Year (FY) 2026 funding for three of the twelve appropriations bills, including the U.S. Department of Agriculture/Rural Development/Food and Drug Administration, Military Construction/Veterans Affairs, and Legislative Branch Appropriations. The CR funds all other federal agencies at FY 2025 levels through January 30, 2026, setting a new deadline for Congress to pass the remaining nine appropriations bills by that date.

President Trump is expected to continue to push his agenda with a focus on further deregulation and budget reductions. It is anticipated that the Republican Congressional majority will consider using a second annual Reconciliation bill to bypass the Senate filibuster to expedite passage of policies tied to the federal budget. The Democratic minority will work to minimize potential

adverse actions to programs that address public health and environmental protection. Because of the major downsizing of the federal workforce in 2025, there is continuing uncertainty about how and when federal agencies will be able to carry out the administration's initiatives, as well as other regulatory responsibilities. The 2025 reductions in force (RIFs) at the U.S. Bureau of Reclamation (USBR) could affect Central Valley Project operations.

On the legislative front, policy areas of interest to EBMUD in 2026 could include changes to the Clean Water Act, National Environmental Policy Act, and the Endangered Species Act. There is a strong potential for a renewed focus on western water policies such as water storage, building new dams, water resources and supply, and efforts to change existing environmental standards that impact water resources. One specific focus may be renewing the Water Infrastructure Improvements for the Nation (WIIN) Act, which recently expired. Reauthorization of the law could impact Delta resources as well as provide funding for large water recycling projects. Congress will consider a 2026 Water Resources Development Act (WRDA) bill, Clean Water Act permitting reforms, and Clean Water Act State Revolving Loan Fund reauthorizations. Overall, such discussions could have important consequences for EBMUD's water supply and commitment to natural resources.

Beyond western water issues, Congress will likely consider other policy areas of interest to EBMUD including water quality and federal funding assistance. In addition to the listed priorities below, staff will continue to actively track other issues of relevance to EBMUD, including cybersecurity and workforce development.

FEDERAL PRIORITIES FOR 2026

For 2026, the Office of Intergovernmental Affairs is proposing three federal priorities, consistent with the priorities the Board of Directors approved for the First Session. The federal priorities have been reviewed and updated for the Second Session based on known congressional areas of interest at this time and are consistent with EBMUD's mission. The federal priorities focus on addressing areas of opportunity, need, and risk for EBMUD within the context of the expected administration and congressional priorities.

1. **Water Supply Reliability and Natural Resources Protection** – Defend and protect EBMUD's water supply interests and the Mokelumne River fishery.
2. **Water Quality** – Monitor the development of relevant water quality and pollution prevention-related legislation and policies at the federal level, and work to ensure EBMUD's interests are effectively communicated, including through appropriate national associations.
3. **Federal Funding Assistance** – Advance EBMUD's funding needs through relevant programmatic funding opportunities and congressionally directed spending, if available.

2026 Federal Priorities

1. Water Supply Reliability and Natural Resources Protection

It is expected that the Trump administration and Congress will continue to focus on western water policy, water resources, and ecosystem protection, especially in light of the administration's interest in California water issues in the prior year. In January 2025, President Trump signed Executive Order (EO) 14181, "Emergency Measures to Provide Water Resources in California and Improve Disaster Response in Certain Areas," that directed federal agencies to take all available measures to maximize water deliveries and hydropower production. A Presidential Memorandum was issued several days prior to the EO entitled "Putting People Over Fish." On December 2, 2025, the U.S. Bureau of Reclamation (USBR) issued a new Record of Decision (ROD) to adopt a revised long-term operations plan for the coordinated operation of the Central Valley Project (CVP) and State Water Project (SWP). This new ROD replaced the previous long-term operations decision signed in December 2024 and responds to EO 14181 to allow the CVP to increase annual water deliveries by up to 85,000 acre-feet and the SWP by up to 129,000 acre-feet, depending on hydrologic conditions. Staff are currently evaluating the potential impacts the new ROD could have on EBMUD's water supply and delivery systems, including availability of CVP supplies or transfers, and the Mokelumne River fishery.

As part of its commitment to the Mokelumne River fishery, which is integral to EBMUD's long-term water supply reliability, EBMUD has invested tens of millions of dollars and undertaken ongoing activities, including habitat restoration projects and the use of pulse flows, to restore and enhance the Mokelumne River ecosystem and its fish hatchery. Initial review of the ROD indicates that protection of Mokelumne fall pulses could be weakened, which could lead to Mokelumne adult chinook straying into the Sacramento River, thus reducing returns to the Mokelumne. Additionally, increased spring deliveries south could impact federally-threatened Central Valley Steelhead outmigration success from the Mokelumne River. It is unclear what other Trump administration actions will occur in 2026 and how they could impact EBMUD operations with respect to the Mokelumne River ecosystem.

The State Water Resources Control Board continues to work on the update of the Bay-Delta Water Quality Control Plan (Bay-Delta Plan). EBMUD supports the Healthy Rivers and Landscapes Restoration (HRL) Program (formerly known as the Voluntary Agreements) as an alternative pathway for updating the Bay-Delta Plan. The December 2025 ROD could be problematic for the forward progress of the HRL Program. Additionally, further federal actions could affect USBR's participation in the HRL Program in 2026.

Congress will likely debate federal policies surrounding water resources, water supplies, and ecosystem needs in California either as standalone legislation or as part of a comprehensive western water initiative. Another specific focus may be renewing the Water Infrastructure Improvements for the Nation Act (WIIN Act), given that the previous WIIN Act has expired. The WIIN Act, signed into law in 2016, authorized a broad range of water resource and water

quality infrastructure projects. Efforts to reauthorize the WIIN Act could impact Delta resources as well as provide funding for large water recycling projects. Other issues of interest to EBMUD could include a 2026 Water Resources Development Act (WRDA) bill that provides for the conservation and development of water-related resources and authorizes the U.S. Army Corps of Engineers (USACE) to conduct studies, construct projects and research activities that can lead to the improvement of rivers and harbors of the United States. A WRDA bill is authorization legislation, and does not include funding, which is a separate process through the Congressional appropriations process.

In summary, issues of direct relevance to EBMUD that Congress may discuss in 2026 could include the following: CVP operations; CVP allocations; water supply reliability and resiliency including future drought response; fishery and habitat restoration and protection; and actions related to the state's implementation of the Bay-Delta Plan.

Staff will work to defend and protect EBMUD's water supplies interests and the Mokelumne River fishery including the following:

1. Protect EBMUD's Mokelumne River water supplies and preserve EBMUD's access to water transfers and its CVP contract supplies.
2. Protect the Mokelumne River fishery. Work to ensure that any policy or program revision, or project or project-related activity that is likely to affect the Mokelumne River fishery includes mitigation for the impacts by the responsible parties.
3. Work with other Municipal and Industrial (M&I) CVP contractors to safeguard CVP policies that support M&I contractors, including access to adequate water supplies.
4. Protect EBMUD's regional water supply programs and projects, including the Freeport Regional Water Project.
5. Monitor the development of any Delta-related legislation and administration policies and communicate EBMUD's needs and perspective on such efforts.

2. Water Quality

Congress and the Trump administration will continue to discuss water quality issues. Discussions will include topics such as perfluoroalkyl or polyfluoroalkyl substances (PFAS) in drinking water supplies, wastewater discharges, and biosolids. Discussions may also include contaminants of emerging concern, such as microplastics, as well as pollution prevention measures.

The U.S. Environmental Protection Agency (U.S. EPA) under President Trump has essentially followed the Biden administration's approach to PFAS by seeking to maintain drinking water standards (or maximum contaminant levels) and the designation of PFAS as a hazardous substance under the Comprehensive Environmental Response, Compensation, and Liability Act

(CERCLA, which is also known as Superfund) set under the Biden administration. However, under the Trump administration, U.S. EPA is likely to work with Congress on approaches to provide Superfund liability protections for the water sector.

Administrative and legislative discussions regarding PFAS, contaminants of emerging concern, and other pollution prevention measures have the potential to affect EBMUD's water and wastewater operations. For example, the designation of PFAS as hazardous substances potentially impacts wastewater treatment facilities, such as EBMUD's, by requiring that biosolids containing PFAS be considered a hazardous substance and disposed of as such. The hazardous designation would also potentially subject wastewater treatment facilities to liability for PFAS present in biosolids. While U.S. EPA has enforcement discretion under Superfund and has indicated that enforcement will not be focused on passive receivers, such as water utilities, this does not guarantee liability protection from U.S. EPA or other entities.

Staff will monitor the development of water quality-related legislation and policies at the federal level and work to ensure EBMUD's interests are effectively communicated, including through appropriate national associations. These include the following:

1. Continue to work through relevant water and wastewater industry associations to ensure appropriate standards are established under the Safe Drinking Water Act; Clean Water Act; and Superfund; and to support source control to eliminate the use of PFAS, establish manufacturer and producer responsibility, maintain the Superfund "polluter pays principle" for PFAS clean-up responsibilities, and seek expanded federal assistance for PFAS treatment in the water and wastewater sectors, as appropriate.
2. Pursue opportunities to advance EBMUD's interests in water quality and contaminants of emerging concern-related discussions, as appropriate.

3. Federal Funding Assistance

The likelihood for federal funding assistance for California water agencies is uncertain because of the Trump Administration's priority to adopt "Federal Cooperativism" that would shift funding burdens to the states. The Trump administration is anticipated to submit its FY 2027 budget request to Congress in February or March. Because this will occur during the midterm election season, it is expected that final congressional passage of a budget will be delayed until after November 2026. Reduced federal spending will likely continue to be an administration priority, given last year's attempts to eliminate programs like the State Revolving Loan Fund (SRF) and cut other water assistance programs. However, Congress has consistently rejected wholesale program cuts.

The Bipartisan Infrastructure Law (BIL) provided historic levels of water infrastructure investment and is set to expire in 2026. Congress continues to support infrastructure funding through congressionally directed spending (previously known as earmarks) and will continue this practice in 2026, but likely at decreased funding levels from prior years.

In prior years, EBMUD proactively sought and secured \$4.2 million as part of the FY 2023 spending bill and \$2.525 million in FY 2024 for the East Bayshore Recycled Water Project through the USACE, from an existing \$25 million water recycling authorization from 2007. EBMUD, through its congressional delegation, secured a \$20 million increase, to \$45 million total, for EBMUD's recycled water authorization as part of the Water Resources Development Act of 2024 to ensure sufficient funding to support EBMUD's collaboration with the USACE in future years. EBMUD and USACE signed a Project Partnership Agreement in January 2024 to begin planning and design work on the Oakland-Alameda Estuary Crossing Pipeline Project to bring recycled water to Alameda.

In October 2025, EBMUD received notice from USACE that the pipeline project was being put on pause due to the government shutdown. As reported in the media, the Trump administration paused \$11 billion in USACE projects in a dozen states, including California. To date, EBMUD has not received notice of intent for USACE to resume the project. Staff are continuing to outreach to USACE to find resolution.

In Congress, there may be bipartisan interest in establishing a permanent rate assistance program for low-income water and wastewater customers, as Senator Alex Padilla continues to support the effort in the Senate. In the First Session, H.R. 4733 was introduced to establish a permanent program that could serve as a vehicle to secure passage. EBMUD will continue to engage in and monitor these efforts.

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 early 2026. Staff will continue to monitor federal legislation regarding forest health and any funding opportunities that could benefit UMRWA's efforts.

Staff will advance EBMUD's funding needs through relevant programmatic funding opportunities and congressionally directed spending, if available. This includes the following:

1. Continue to advance EBMUD's comprehensive water and wastewater infrastructure funding needs via federal funding opportunities, including programmatic funding and congressionally directed spending, if available.
2. Actively monitor discussions to establish a federally funded permanent low-income ratepayer assistance program and bring relevant legislative proposals to the Board for discussion and consideration, as appropriate.

3. Identify potential opportunities to advance EBMUD's interests in efforts to address forest and watershed health and wildfire prevention and response and identify potential opportunities for EBMUD to engage through its role in UMRWA, if available.

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BOARD ACTION

Agenda Number:	11.	Meeting Date:	January 13, 2026
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TITLE	ANNUAL REVIEW OF BOARD OF DIRECTORS' COMPENSATION
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Consider and approve an increase to the Board of Directors' salary by an amount not to exceed five percent annually effective February 1, 2026.
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SUMMARY	As part of the actions approved under Board Motion No. 011-14, the Board of Directors voted to conduct an annual review of its compensation at the first Board meeting of the calendar year using the staff salary adjustment information from the prior year as the basis for discussion. The Board will consider an increase to its salary at its January 13, 2026 meeting.
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DISCUSSION	The Municipal Utility District Act (MUD Act) authorizes an annual increase to the Directors' salary of not more than five percent for each calendar year following the effective date of the last adjustment. The Board last approved an increase to its monthly salary on January 9, 2024 by five percent (a monthly increase of \$76.50 from \$1,530 to \$1,606.50). This increase took effect on February 1, 2024. The Board did not approve a salary increase in January 2025. The general salary increase (GSI) received by District staff was 3.4 percent in April 2024 and 3.7 percent in April 2025. The Board did not increase their salary in calendar year 2025. Options available to the Board today are summarized below. Any approved increase would take effect prospectively, and the Board would not receive any retroactive pay. A. Approve a 5 percent increase for 2025 and an additional 5 percent increase for 2026, resulting in a compounded total increase of 10.25 percent. B. Approve a 5 percent increase for 2026, forgoing any increase for 2025. C. Approve a 3.4 percent increase for 2025 and an additional 3.7 percent increase in 2026, resulting in a compounded total increase of 7.23 percent. D. Approve a different increase, no greater than 5 percent each calendar year.
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SUSTAINABILITY	Economic If the Board votes to increase its salary by the maximum value of 10.25 percent for 2026, the total cost for Fiscal Year 2026 would be \$5,763.45. The Fiscal Year 2026/2027 adopted operating budget does not include funding for this unplanned expense. The fiscal impact associated with this action would be absorbed within the existing budget appropriation.
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Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? N/A	Board Action Type: Administrative
Funds Available: N/A	Budget Coding: N/A	Approved: 	
Attachment(s): N/A			

Title:	Annual Review of Board of Directors' Compensation	Meeting Date:	January 13, 2026
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ALTERNATIVE

Do not increase the Board of Directors' monthly compensation. If the Board takes no action, the monthly compensation for each Board member will remain at \$1,606.50.

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 13, 2026

MEMO TO: Board of Directors

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

FROM: Roberto C. Cortez, Manager of Water Operations *RCC*

SUBJECT: Water Supply Update – January 13, 2026

The attached presentation summarizes the previous water year and outlines water production, precipitation to date, reservoir storage, and forecasted supply conditions for the remainder of water year 2026 under various hydrology scenarios. A water supply update will be presented at the January 13, 2026 Board meeting.

CCC:RCC:gb

Attachment: Water Supply Update Presentation

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Water Supply Update

Board of Directors
January 13, 2026

Roberto C. Cortez, Manager of Water Operations

An aerial photograph of the Terminal Reservoirs in the San Francisco Bay Area. The image shows a winding reservoir system surrounded by rolling hills and dense vegetation. In the background, the San Francisco Bay and the Golden Gate Bridge are visible under a warm, orange-hued sunset sky.

Briefing Topics

- Water Year 2025 Review
- Current Water Supply
- Water Supply Projection

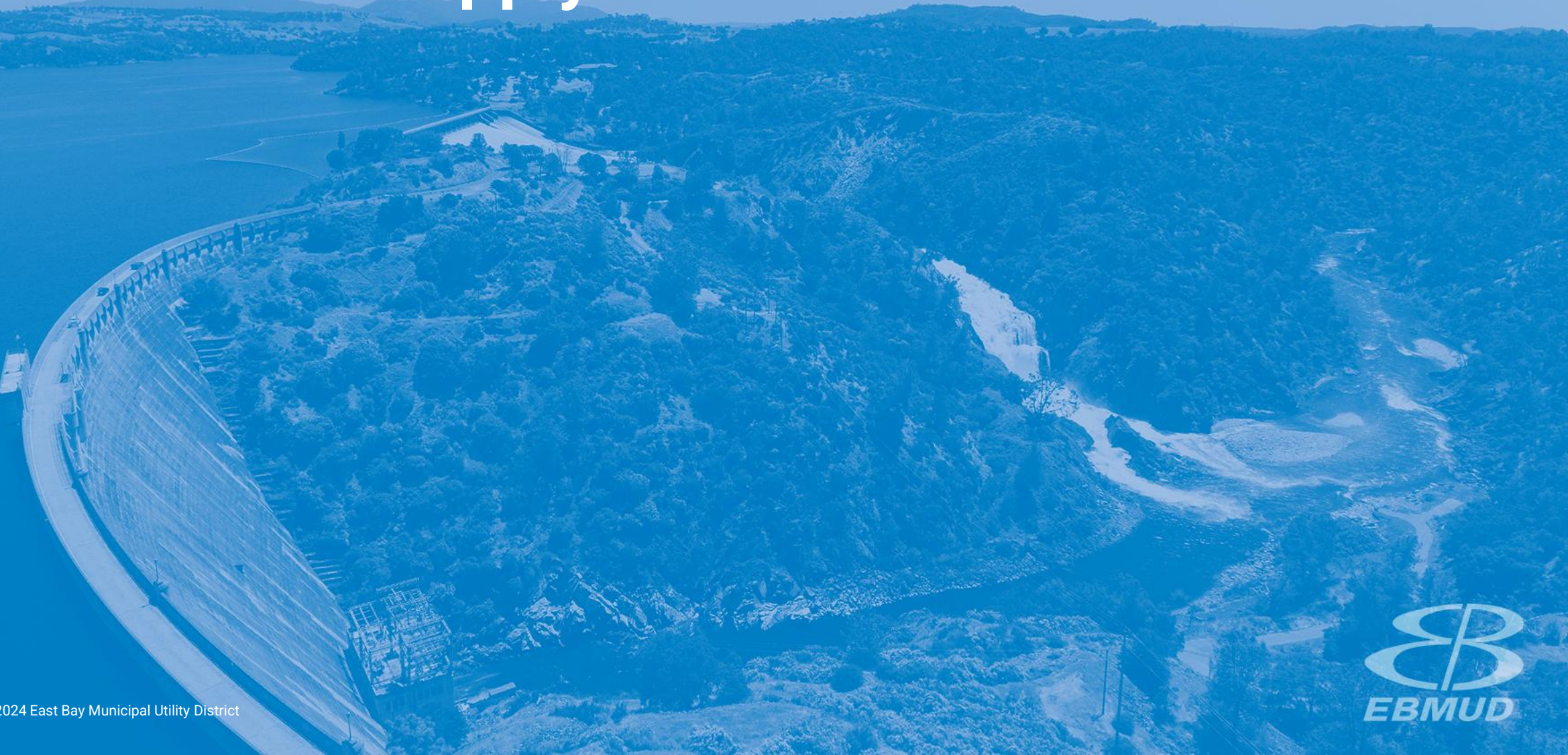
Water Year 2025 In Review

Water Year 2025 Review

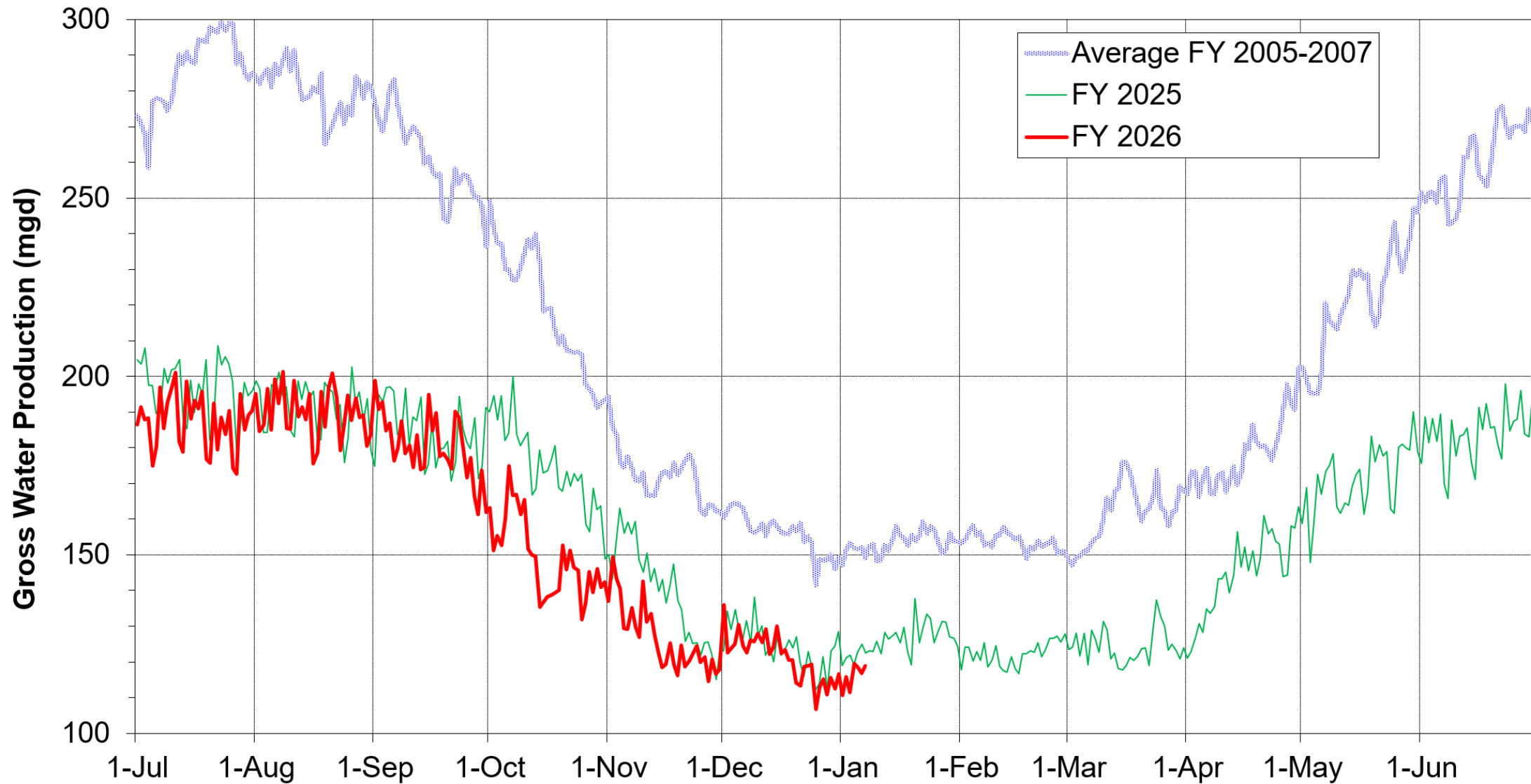
- Upper Mokelumne Precipitation: 36.1" (47.9" avg)
- Snowpack Water Content (Max): 24.2" (33.0" avg)
- East Bay Precipitation: 17.1" (25.9" avg)
- Total Unimpaired Runoff: 456 TAF (740 TAF avg)
- End of Water Year Storage: 625 TAF

TAF: Thousand Acre-Feet

Current Water Supply



Gross Water Production



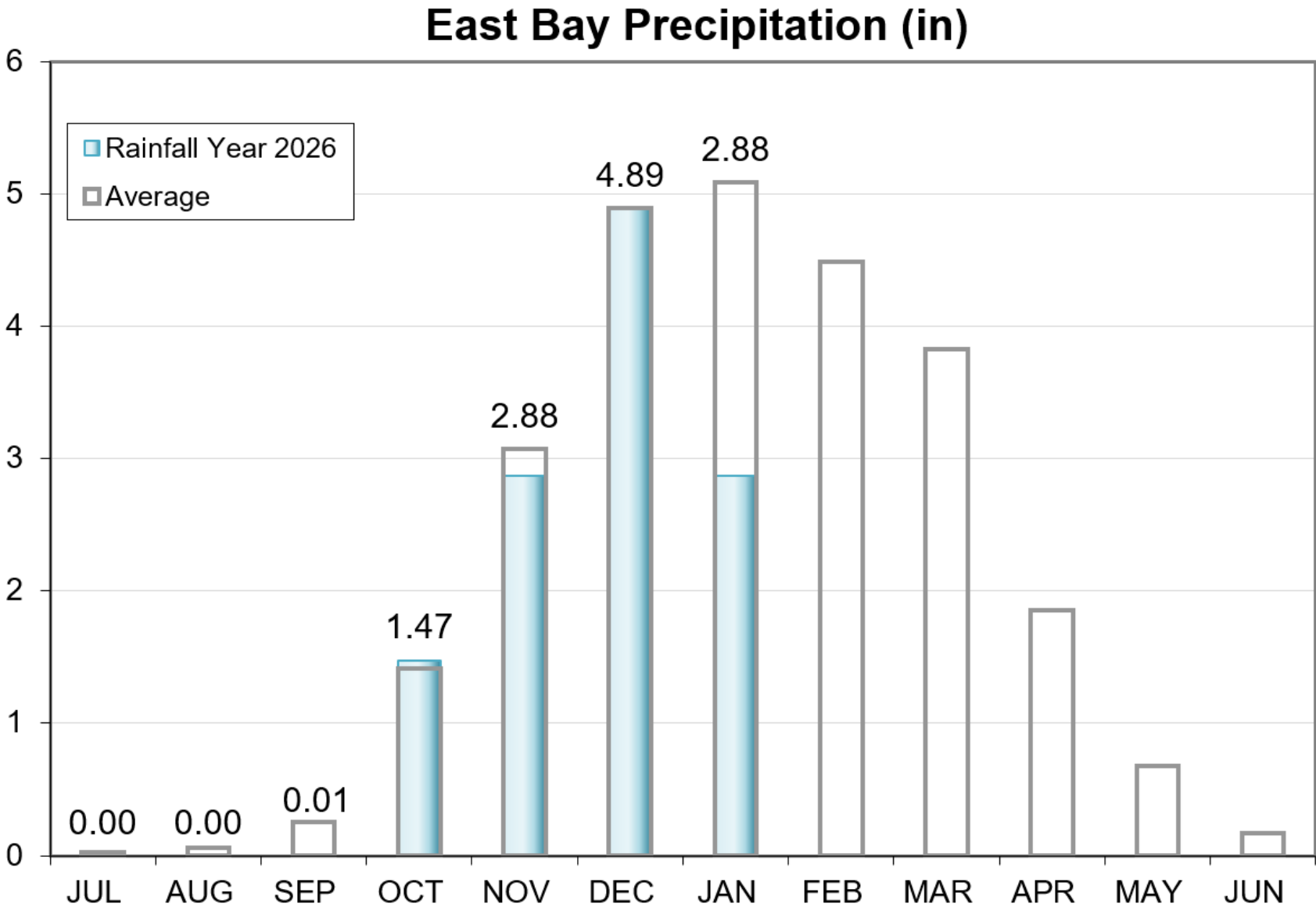
Current Reservoir Storage

As of 1/7/2026	Current Storage	Percent of Average	Percent of Capacity
Pardee	194,840 AF	109%	96%
Camanche	308,940 AF	120%	74%
East Bay	133,380 AF	110%	89%
Total System	637,160 AF	114%	83%

AF: Acre-Feet

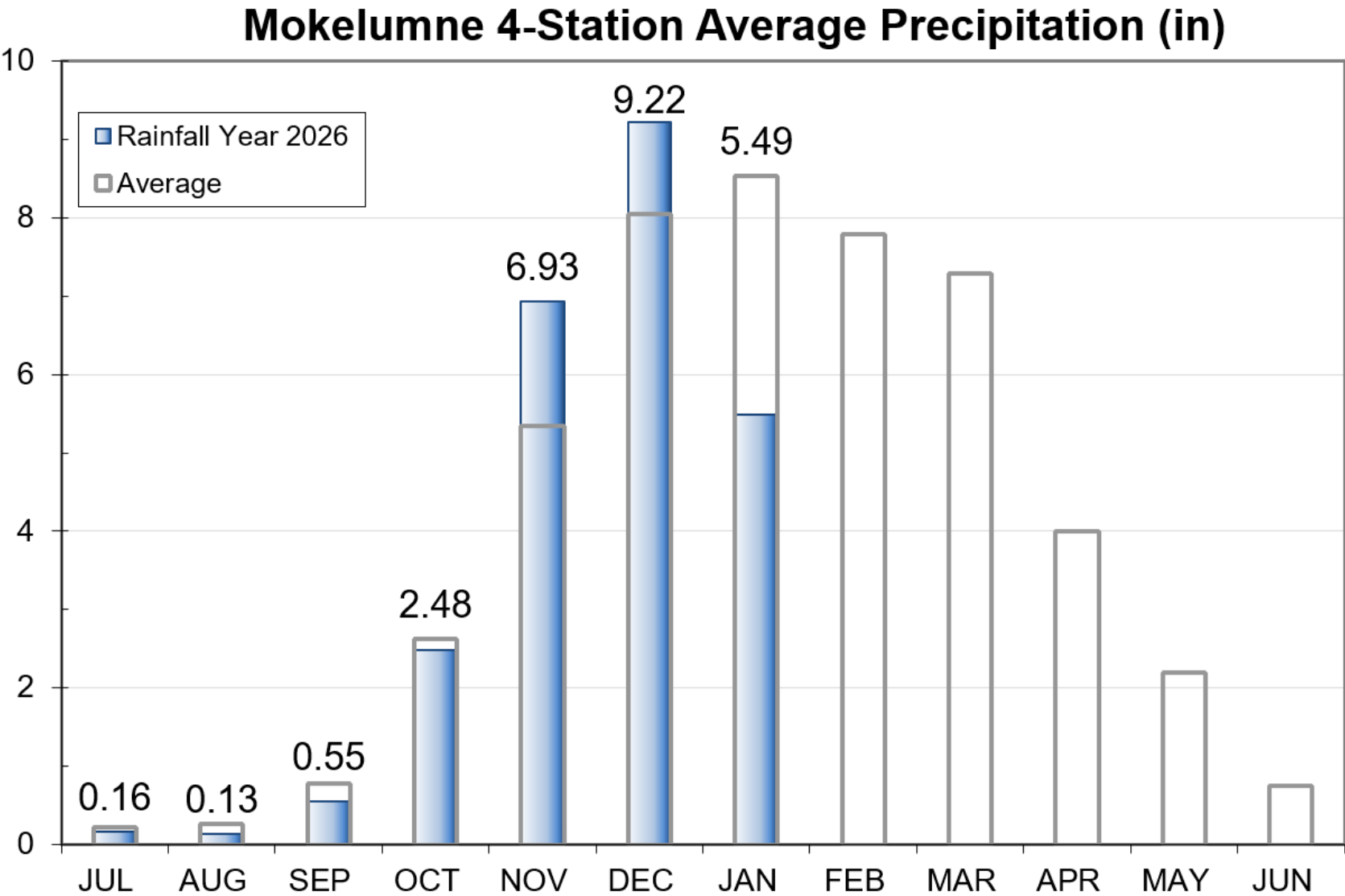
Precipitation as of January 7

East Bay: 12.12"
(109% of average)



Precipitation as of January 7

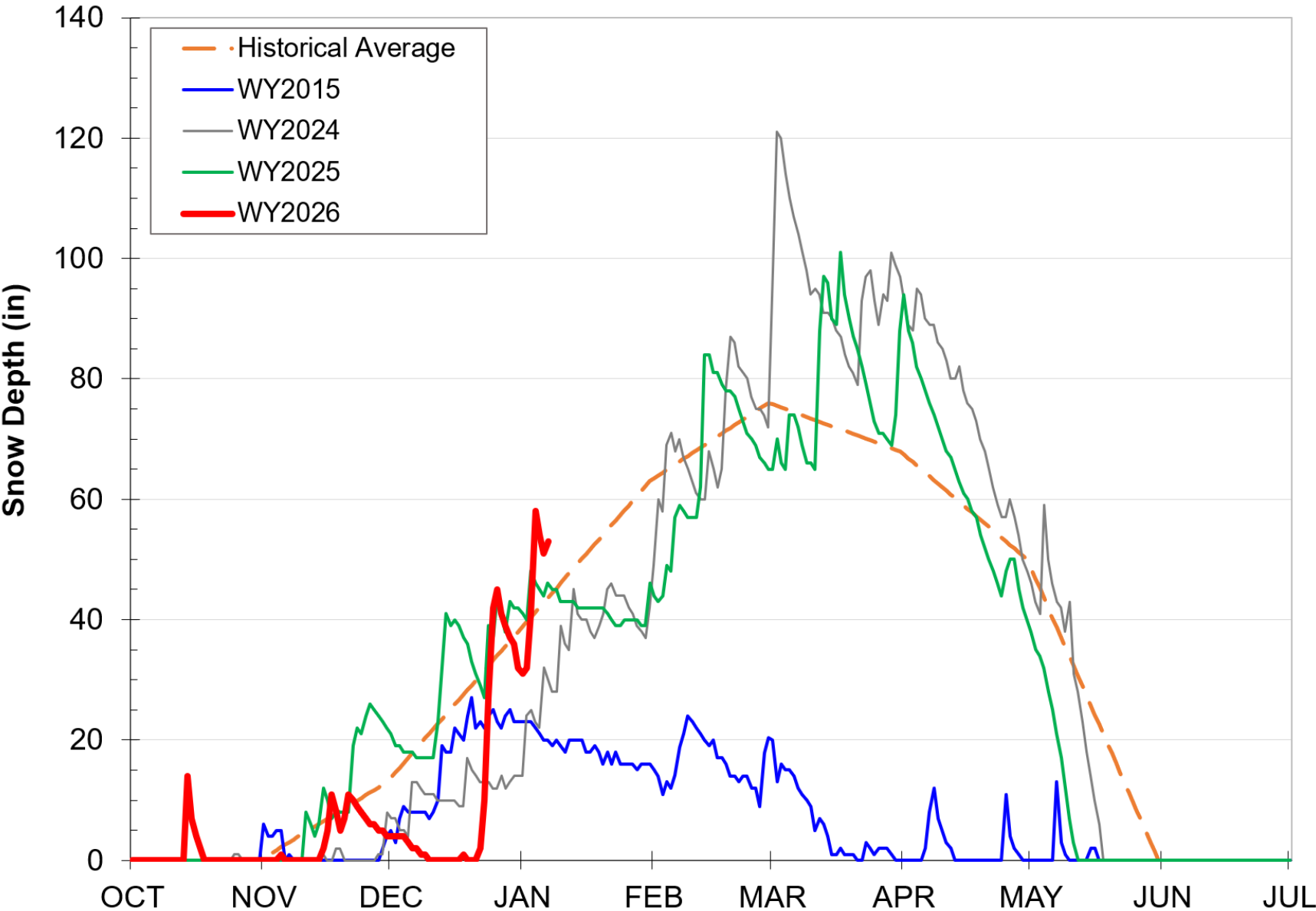
Mokelumne: 24.96"
(129% of average)



Caples Lake Snow as of January 7

Snow Depth – 53.0”
(121% of average)

Snow Water
Content – 11.1”
(86% of average)



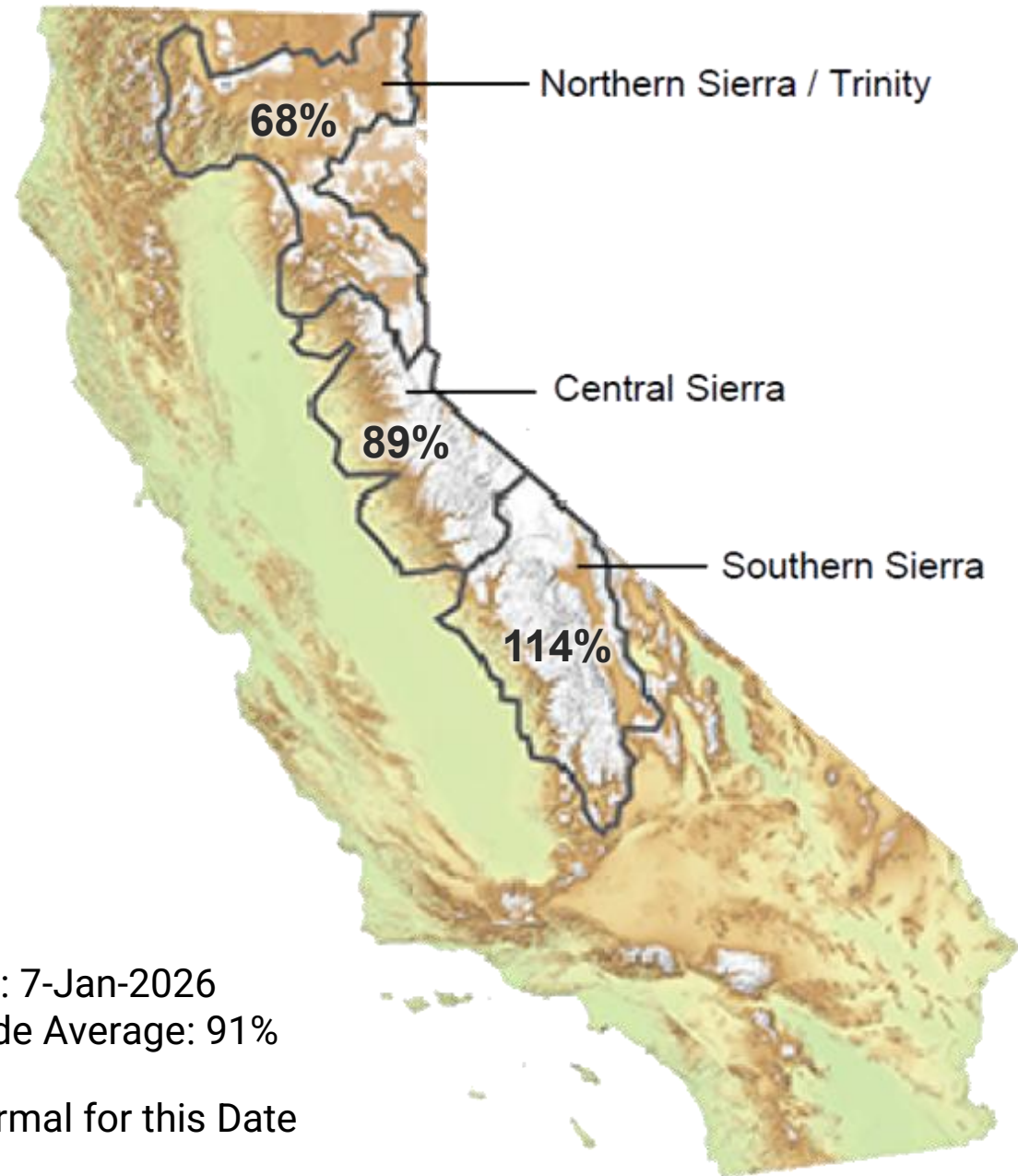


Snowpack as of January 7

Snow Water Equivalent:
89% of Normal in Central Sierra



Data for: 7-Jan-2026
Statewide Average: 91%
% of Normal for this Date



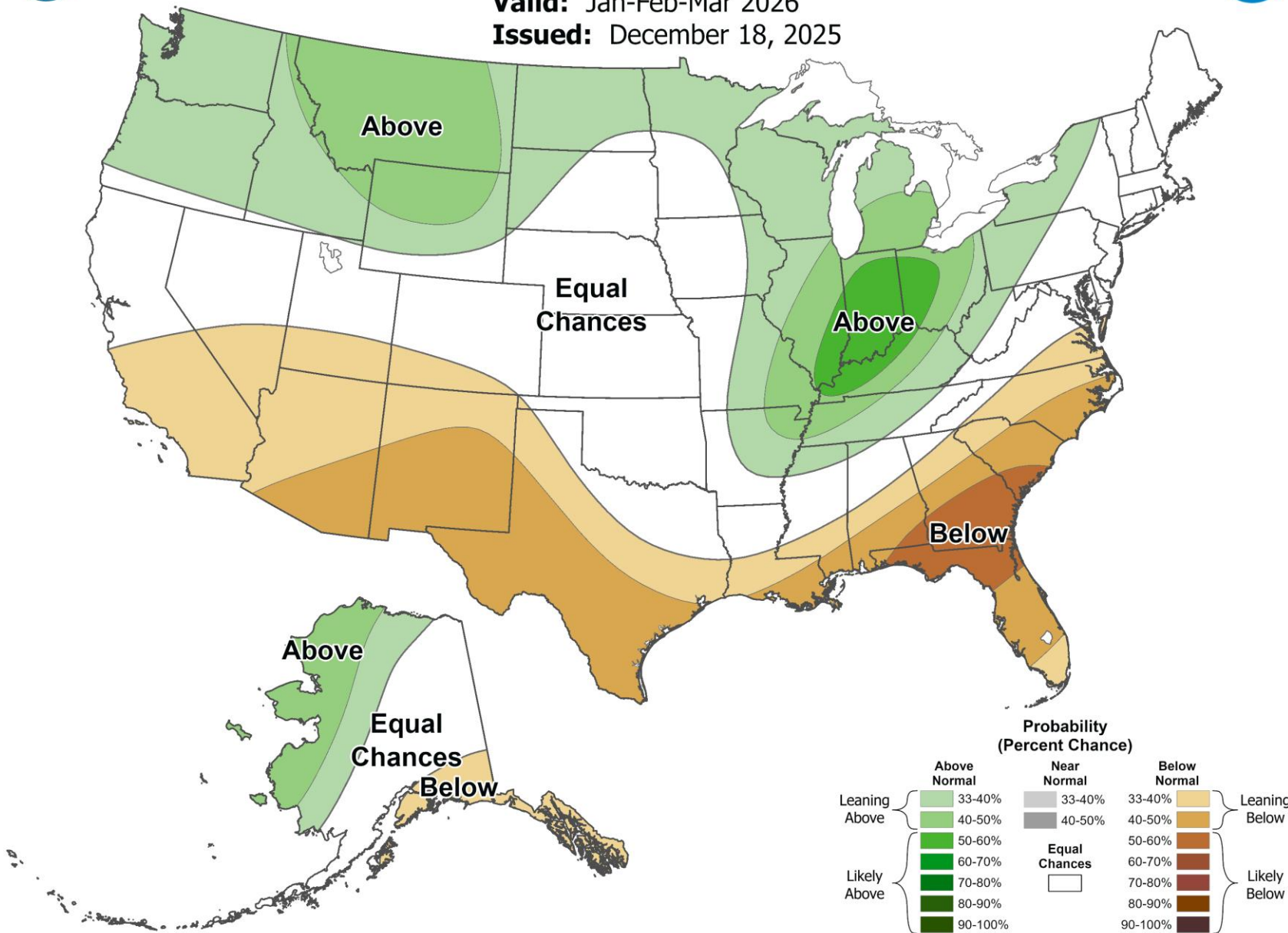
Seasonal Climate Outlook

Precipitation Outlook: Jan - Mar



Seasonal Precipitation Outlook

Valid: Jan-Feb-Mar 2026
Issued: December 18, 2025

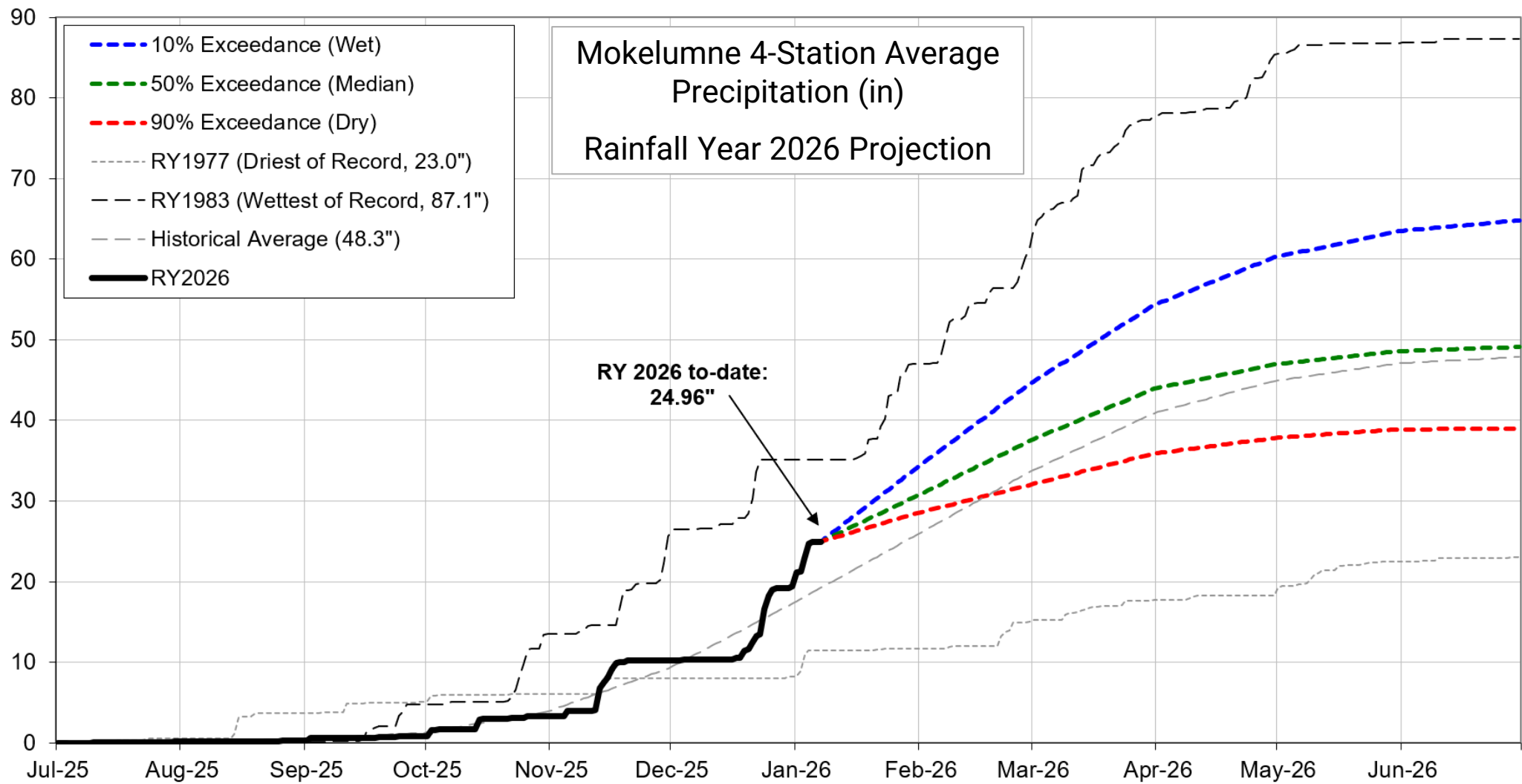


Water Supply Projection

A blue-tinted photograph of a river flowing over rocks, with dense trees in the background. The river is in the foreground, with many rocks visible beneath the water. The background is filled with a dense forest of trees. The overall tone is blue, giving it a cool, aquatic feel.

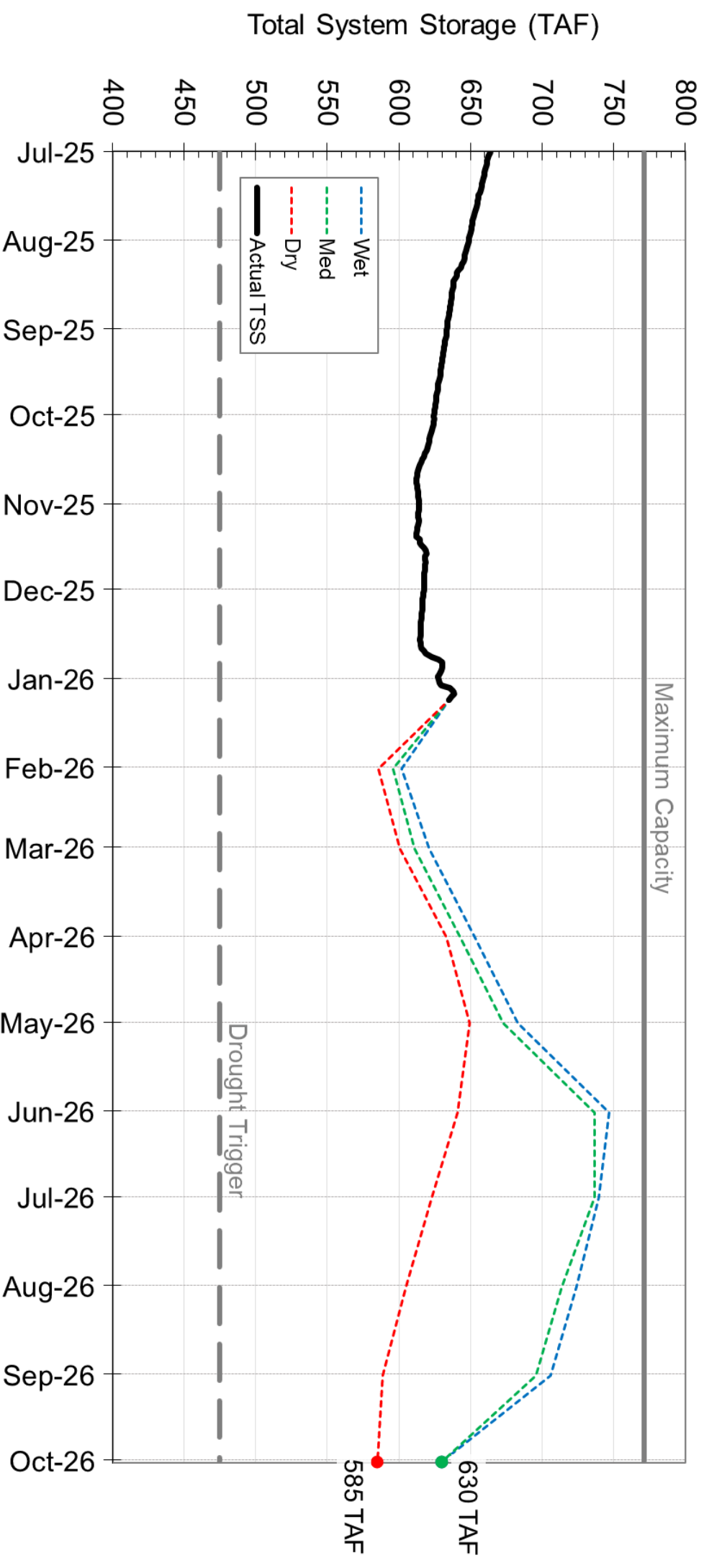
Projected Precipitation

Mokelumne Precipitation Rainfall Year 2026



End of Season Storage

2026 Total System Storage Projections





Questions?



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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 13, 2026

MEMO TO: Board of Directors

FROM: Clifford C. Chan, General Manager 

SUBJECT: Monthly Report – December 2025

HIGHLIGHT

In December, the Oursan Ridge Conservation Bank reached a milestone as the Bank transitioned into the Long-Term Management Period. Three years after the Endowment Fund was fully funded in December 2022, the fund is now available to reimburse the District for long-term costs of monitoring and maintenance of the Bank's lands and resources. Revenue generated from sales of conservation credits for California red-legged frog and Alameda whipsnake are deposited into a watershed lands fund, per Policy 4.21 – Land and Conservation/Mitigation Credit Sales – Use of Funds, for the purchase of additional watershed lands.

WATER SUPPLY

Bayside Groundwater Well Demolition Project – Phase I update. On December 1, Oro Loma Sanitary District (OLSD) released a request for proposal (RFP) for the Phase I and received six bids. OLSD selected the lowest bidder, Penkor Wrecking. An RFP for Phase II covering the well destruction portion will be completed by OLSD at a later date, after review by the District.

On December 10, the District submitted the Water Loss Audit for calendar year 2024 to the Department of Water Resources. The submittal included the American Water Works Association v6.0 spreadsheet, validator certification report, and the signed utility certification report. The audit is done annually and complies with Water Code Section 10608.34 (tied to Senate Bill 555). There were no significant changes from previous year's report.

On December 19, staff, the City of Hayward, met with the Department of Water Resources (DWR) to discuss the corrective action related to sustainable management criteria and monitoring for management of seawater intrusion in the East Bay Plain Subbasin Groundwater Sustainability Plan (GSP). Background was provided on the GSP, historical chloride concentration data throughout the Subbasin was presented, and the proposed approach to address the corrective action by monitoring for chloride in sentinel wells was outlined. If DWR finds the revised approach acceptable the GSP will be amended.

Precipitation. The East Bay precipitation for December was 4.89 inches (101 percent of average) and the season total was 9.25 inches (93 percent of average). The Mokelumne precipitation for December was 9.22 inches (116 percent of average) and the season total was 19.47 inches (113 percent of average).

Water Releases

Camanche Reservoir. The average rate of Camanche release for December was 460 cfs (382 cfs generation, 56 cfs sluice, and 22 cfs through the hatchery), and the average flow below Woodbridge Dam was 374 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 (USL) in December to maintain the reservoir within the winter operating storage ranges and averaged 10 cfs for the month. No other releases were made from the East Bay reservoirs.

Water Storage

Mokelumne reservoirs storage is 114 percent of average. As of December 31, 2025, Pardee was at 557.6 feet or 102 percent of average, and Camanche was at 221.2 feet or 123 percent of average. Combined Pardee and Camanche reservoir storage was 498,000 acre-feet compared to 485,000 acre-feet last year.

East Bay reservoirs storage is 107 percent of average. As of December 31, 2025, USL was at 454.0 feet or 126 percent of average, San Pablo was at 298.8 feet or 96 percent of average, and Briones was at 570.8 feet or 103 percent of average. Total terminal reservoir storage was 129,000 acre-feet compared to 123,000 acre-feet last year.

Mokelumne Aqueducts and Raw Water Pumping Plants. The average rate of Mokelumne Aqueduct draft for December 2025 was 109 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 December:

	December 2025	December 2024	December 2020	Average of FY 2005-2007
East of Hills	25 MGD	25 MGD	31 MGD	30 MGD
West of Hills	96 MGD	100 MGD	104 MGD	126 MGD
Total	121 MGD	125 MGD	135 MGD	156 MGD
Max Day Production	136 MGD (12/1/2025)	138 MGD (12/9/2024)	155 MGD (12/7/2020)	

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

WATER QUALITY AND ENVIRONMENTAL PROTECTION

Tomato Stand Fish Passage Project update. On December 1, staff submitted the Tomato Stand Fish Passage Project construction completion report to the California Department of Fish and Wildlife. The construction completion report is required and closes the construction phase of the permitting process and allows the project to enter the monitoring phase. The construction completion report was submitted to the Army Corps of Engineers and to the State Water Quality Control Board. Project monitoring including creek channel monitoring and mitigation tree monitoring will start in 2026 and is required for a 10-year period.

In December, staff conducted multiple biological assessments for dam safety work as identified by the Federal Energy Regulatory Commission (FERC). During the October FERC safety inspection several sites were identified at Camanche and Pardee dams that needed biological assessments. The assessments were completed, and no biological concerns were identified.

In December, seasonal salmonid field monitoring was conducted in the Mokelumne River. As of December 16, a total of 10,463 Chinook salmon have been observed passing the Woodbridge Irrigation District Dam. Staff continued to conduct weekly redd surveys, with a cumulative total of 1,322 Chinook salmon redds observed as of December 10. In addition, weekly carcass surveys continue to be conducted. Through December 10, a total of 1,156 Chinook salmon carcasses have been encountered and 146 heads collected. The upstream rotary screw trap was set for the first time on December 15, and three juvenile salmon were captured in the first week of operation.

On December 11, staff met with Contra Costa County Public Works regarding their project to replace a failed culvert on San Pablo Dam Road in the San Pablo Reservoir watershed. Required easements for EBMUD lands, potential staging areas, and biological measures for the project were discussed. The county agreed to keep EBMUD apprised of project timelines and changes. One potential staging area for the project was identified, and species protection measures were discussed. The project construction is expected to start in fall 2026.

On December 17, a total of 0.3 acres of Himalayan Blackberries were burned within the Pardee watershed. The treatment is part of a multi-year habitat enhancement project focusing on the removal of invasive plant species within a tertiary drainage.

All authorized discharges from the Main Wastewater Treatment Plant (MWWTP) were in compliance with the permit limits for the month of December. This is the 316th consecutive month that the MWWTP experienced no exceedances.

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

INFRASTRUCTURE INVESTMENT

Central Reservoir Replacement Project update. In December, staff met with 15 firms interested in the water system's first design-build project. Firms presented their qualifications discussed prior experience with collaborative delivery methods. This engagement helped build industry awareness, strengthened relationships, and supported the goal of securing strong, competitive proposals for both the owner's advisor and design-builder contracts. The owner's advisor request for proposals is expected to be posted on the District's website in March 2026.

Lafayette Reservoir Tower Safety Upgrade Project update. On December 1, the District received a letter from the California Division of Safety of Dams (DSOD) approving the repair permit for the \$14 million Lafayette Reservoir Tower Safety Upgrade under Specifications 2175. DSOD had previously approved the analyses and design approach for the project. DSOD will review key construction submittals and inspect elements of the work during construction, expected to being in spring of 2026.

Mokelumne Aqueduct No. 2 (MOK2) Relining Project update. In December, staff inspected the cement mortar lining (CML) installed two years ago under the first phase of the project and confirmed it remains in excellent condition. The low point in the MOK2 alignment south of Campo Seco (Calaveras County) was also inspected and found to be free of sand or debris that could accumulate due to its proximity to Pardee Reservoir, confirming that the known reduced flow rate in MOK2 is not being caused by restrictions at the low point in the alignment.

In December, staff completed a pipeline replacement project in the Foothill Boulevard area in Oakland. This project replaced cast iron pipe with approximately 4,550 feet of 6- and 8-inch mortar-lined zinc coated ductile iron pipe.

In December, staff completed a pipeline replacement project in the Dolores Way area in Orinda. This project replaced cast iron pipe with 1,780 feet of mortar-lined zinc coated ductile iron pipe.

In December, staff competed a pipeline replacement project in the Morrow Drive area in San Pablo. This project replaced mortar-lined and coated steel pipe with 1,785 feet of 6- and 8-inch earthquake-resistant ductile iron pipe.

In December, staff began a pipeline replacement project in the Parnassus Road area in Berkeley. This project will replace cast iron pipe with approximately 970 feet of 6-inch earthquake-resistant ductile iron pipe. This project is scheduled to be completed in March 2026.

In December, staff began two pipeline replacement projects in Oakland. The Embarcadero area project will replace cast iron pipe with approximately 2,495 feet of 8- and 12-inch mortar-lined zinc coated ductile iron pipe. This project is scheduled to be completed in April 2026. The Baldwin Street area project will replace cast iron pipe with approximately 2,385 feet of 8-inch mortar-lined zinc coated ductile iron pipe. This project is scheduled to be completed in April 2026.

In December, staff began and completed a pipeline installation project on Olympic Boulevard in Walnut Creek. This project installed approximately 570 feet of 6-inch structurally enhanced polyvinyl chloride pipe.

Construction of the Happy Valley and Sunnyside Pumping Plants, and Happy Valley Pipeline Phase 2 Improvements Project was completed under Specification 2120. This \$19,168,890 project included the construction of two new pumping plants: The 4.0 million gallons per day (MGD) Happy Valley Pumping Plant in the City of Lafayette and the 1.5 MGD Sunnyside Pumping Plant in the City of Orinda. Approximately 3,000 feet of 16-inch steel pipeline was also installed along Miner Road and traversed Lauterwasser Creek within the City of Orinda. These projects improve distribution system capacity and reliability.

Mains repaired in December totaled 107. The attached table lists the main repairs by staff in December, 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 December, staff conducted six environmental education field trips for approximately 305 attendees as follows:

- December 2, a total of 60 students from San Leandro's James Madison Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- December 2 a total of 65 students from Ione Elementary toured the Mokelumne River fish hatchery and habitat.
- December 4, a total of 90 students from San Leandro's Washington Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- December 9, a total of 30 students from San Leandro's James Madison Elementary toured the Lafayette Reservoir and Walnut Creek Water Treatment Plant.
- December 9, a total of 30 students from West Point's Elementary toured the Mokelumne River fish hatchery and habitat.
- December 16, a total of 30 students from Sutter Creek's Elementary toured the Mokelumne River fish hatchery and habitat.

In December, staff participated in three assemblies for approximately 60 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.

- December 2, a total of 30 students at Oakland's Joaquin Miller Elementary School
- December 11, a total of 30 students at Lodi's Vinewood Elementary School

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

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

On December 3, staff presented at the Association of California Water Agencies conference. The presentation highlighted the H2Flow song and music video campaign's methods, audience, metrics, and budget. Approximately 100 people attended.

On December 3, staff met with the Operational Area Quarterly Meeting with San Joaquin Office of Emergency Services for a tabletop exercise on emergency communication in the event of a flood. The agencies shared information on current and upcoming work.

On December 3, staff met with the City of Oakland for the Monthly Utilities Coordination meeting. The two agencies shared information on current and upcoming work.

On December 4, staff presented at the Association of California Water Agencies annual meeting. The presentation highlighted financial resilience. Approximately 75 people attended.

On December 4, staff presented at the Contra Costa Mayor's Conference in Pinole. The presentation highlighted the Siesta Valley partnership. Approximately 40 people attended.

On December 7, staff conducted a tour of the Tomato Stand Fish Passage Project for the Friends of Pinole Creek. Staff shared the project's benefits to steelhead and rainbow trout. The recently completed fish passage project is the third and last project that EBMUD has supported to provide steelhead access to EBMUD's upper Pinole Creek watershed. Approximately 30 people attended.

On December 8, staff conducted a tour of the Mokelumne River Fish Hatchery for the new Executive Director of Golden Gate Salmon Association (GSSA). Staff highlighted the importance of the Mokelumne River fisheries programs in meeting both regional and state salmon goals and strengthened the ongoing partnership with GGSA.

On December 8, 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. Discussions included community emissions reduction, and an upcoming request for proposals, and grand guidelines focused on cities of Richmond, North Richmond, and San Pablo.

On December 8, staff attended the Castro Valley Municipal Advisory Council Land Use meeting to learn more about community issues.

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

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

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

On December 10, staff attended the Richmond Chamber of Commerce meeting to learn more about community issues.

On December 10, staff attended the West Oakland Business Meeting to learn more about the safety concerns of business owners around encampments.

On December 11, staff met with the City of Hercules to coordinate construction activities. The two agencies shared information on current and upcoming work.

On December 11, staff attended the West County Wastewater District meeting to coordinate construction activities. The two agencies and shared information on current and upcoming work.

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

On December 11, staff presented at the Vinewood Elementary School in Lodi. The presentation highlighted multiple surveys conducted on the Mokelumne River watershed and how ArcGIS is used within those surveys. Approximately 30 people attended.

On December 12, staff conducted a tour of the Mokelumne River Fish Hatchery (MRFH) and Mokelumne River Day Use Area for U.S. Fish and Wildlife Service. Staff provided information on salmonid monitoring activities and habitat improvement and rehabilitation projects. In addition, the tour of the MRFH providing information on hatchery operations was provided. Approximately 10 people attended.

On December 12, new security cameras were installed at the South Area Service Center in San Lorenzo. The camera system is monitored 24 hours a day 7 days a week through Bay Alarm and provides the Security Operations Control Center the ability to view real time footage through a web-based application. South Yard has a recent history of theft.

On December 12, staff attended the Richmond Rotary meeting to learn more about community issues.

On December 12, staff attended the Lower Mokelumne River Watershed Stewardship Committee meeting. The committee assists residents of the Lower Mokelumne River watershed with habitat restoration and non-point source pollution reduction.

On December 13, staff and volunteers pruned limbs and brush that encroached on a half mile segment of the Mokelumne Coast to Crest Trail near Pardee Reservoir. Approximately five people attended.

On December 13, staff attended the Oakland Chinatown Community Improvement Council District Identity Committee meeting to learn about upcoming events and planning.

On December 13, staff attended the Siesta Valley Foundation Open House in unincorporated Contra Costa County to learn about plans for the Siesta Valley Bowl.

On December 15, staff attended the North San Joaquin Water Conservation District Board meeting to learn more about regional issues and to network with stakeholders.

On December 15, staff presented at the Pleasant Hill City Council meeting. The presentation highlighted EBMUD's water sources, current water supply conditions, projects underway in Ward 2, and how the District prepares for fires and other emergencies. Approximately 40 people attended.

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

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

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

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

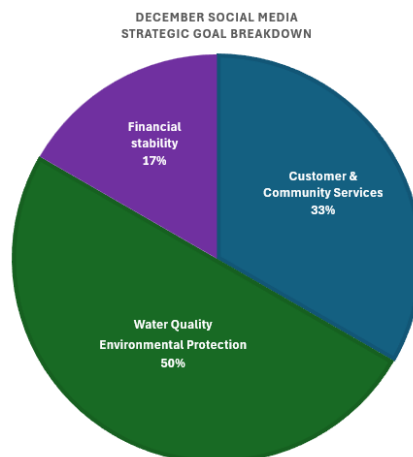
On December 23, the District submitted the updated Lower Mokelumne River Emergency Action Plan (EAP) to the Federal Energy Regulatory Commission (FERC). The EAP is a formal document that outlines procedures for responding to emergency situations at Pardee and Camanche dams and hydropower facilities. FERC requires annual review and updates to the EAP under federal dam safety regulations. This year's update included changes to personnel and clarification in notification procedures.

On December 30, the District submitted the 2025 Annual Security Certification to the Federal Energy Regulatory Commission (FERC). The annual security certification documents the District's compliance with FERC's security regulations that require maintaining adequate physical and cyber security measures to protect critical infrastructure.

Media. The upgrades to Orinda Water Treatment Plant received national coverage (ASCE Journal) and locally (Richmondside and Richmond Standard). Association of California Water Agencies issued a press release announcing EBMUD's win for Excellence in Communication and the news was carried widely in traditional media as well as social media (ACWA). Rain prompted a story on water supply (KPIX). The Mokelumne salmon run was included in interviews with EBMUD and California Department of Fish and Wildlife (Lodi News Sentinel). Dublin San Ramon Services District was acknowledged for a national award for reuse efforts in partnership with EBMUD (The Independent). A profile of Ruth Bancroft Garden included acknowledgement of EBMUD's partnership on the Waterwise Garden Tour (Contra Costa). The challenges of obtaining permits in the City of Oakland mentioned coordination with EBMUD for Private Sewer Lateral (PSL) certification (Oaklandside). An article on Oakland's budget for roads, parks, and housing included mention of EBMUD as a local infrastructure partner (Oaklandside). An article alleged confusion resulted from the use of EBMUD's logo to promote Service Line Warranties of America (SLWA) private service lateral insurance (Castro Valley Forum).

Social Media:

- **Platforms:** Facebook, Instagram, LinkedIn, X, YouTube, Nextdoor
- **Topics included:** Water Lifeline, budget and rates financial stability, holiday observance, watershed improvements at Tomato Stand Fish Passage, salmon returns, 24/7 emergency repairs, H2 Flow and ACWA Huell Howser award, sustainability and innovation at EBMUD
- **Collaborations:** Sustainability and innovation at EBMUD with American Water Works Association; 24/7 emergency repairs with EBMUD customer; Water Lifeline with Richmond Community Foundation; H2Flow Huell Howser award with Association of California Water Agencies
- **Most impressions photo post:** 24/7 emergency repairs with 628 impressions and 56 reactions on Facebook
- **Most viewed video:** Watershed improvements at Tomato Stand Fish Passage with 8,888 views and 298 reactions on Facebook, Instagram and LinkedIn



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

- Carter and Arroyo Reservoir Rehabilitation and Demolition (Moraga)
- Dolores Way Pipeline Replacement (Orinda)
- East of Hills Facilities Demolition and Improvements (San Ramon, Danville, Alamo)
- Lafayette Reservoir Tower Seismic Upgrade (Lafayette)
- Lafayette Water Treatment Plant Maintenance (Lafayette)
- Lilac Drive Cluster Pipeline Replacement (Walnut Creek)
- Oak Park Blvd. Cluster Pipeline Replacement (Pleasant Hill)
- Orinda Water Treatment Plant Disinfection Improvements (Orinda)
- Reliez Valley Road Pipeline Replacement (Lafayette)
- Stone Valley Way Pipeline Replacement (Alamo)
- St David Drive Cluster Pipeline Replacement (Danville)
- Tice Valley Pipeline Replacement (Walnut Creek)
- 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:

- December 9 – Bay Area Contractors & Partners Professionals Meetup Mixer – 75 attendees
- December 17 – Cypress Mandela Training Center BBQ & Open House – 100 attendees
- December 18 – Oakland Latino Chamber of Commerce (OLCC) Monthly Board Meeting – 12 attendees
- December 18 – Hispanic Community Affairs Council Scholarship Recipients Celebration – 250 attendees

Water Conservation

In December, the District hosted two virtual California Water Efficiency Partnership Tree Health Subcommittee meetings. Topic included how to support tree health through lawn conversion projects. Approximately 20 people attended.

On Dec 8, staff attended the U.C. Master Gardeners of Contra Costa County Program Volunteer Recognition event in Pleasant Hill. The event celebrated the District's and other organizations' partnership with U.C. Master Gardeners of Contra Costa County.

On December 10, staff attended the California Water Efficiency Partnership Board meeting in Sacramento. Topics covered in the meeting include Calendar-Year 2026 budget approval, year-end organization highlights, and Board elections. Staff was re-elected as the Board Chair for a third year.

On December 11, staff participated on panel regarding applying Measurement and Evaluation (M&E) to water utility incentives programs at the California Water Efficiency Partnership (CalWEP) Winter Plenary in Sacramento. Meeting topics also included a presentation by the California Data Collaborative on research with U.C. Agriculture and Natural Resources using data-driven water management practices for a climate-resilient future with an emphasis on agriculture, and a discussion on the publication of the CalWEP M&E of Water Savings Programs. Approximately 180 people attended.

On December 15, the District hosted the Landscape Advisory Committee at its Administration Building. The meeting included a tree health and irrigation focus group discussion on how to irrigate and protect mature trees through lawn conversion projects. Approximately 20 people attended.

On December 17, staff conducted a New Designer Orientation training as part of the Landscape Design Assistance Program. The training was provided to new designers in the Landscape Design Assistance Program. Approximately five people attended.

WORKFORCE PLANNING AND DEVELOPMENT

On December 12, staff attended the Northern California WaterReuse Chapter Meeting at in San Francisco. The meeting included a presentation on current San Francisco Public Utility Commission water recycling projects, a panel discussion regarding the Bay Area One Water Network, regulatory and legislative matters, and an update on the statewide framework for Potable Reuse Validation.

Staff participated in event/activity 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 December 9, staff participated in Oakland Unified School District’s Cypress Mandela Skilled Trades Fair.** Staff provided information on District careers, recruitments, and the application process, and provided a hands-on activity to highlight skilled trades careers to high school students and pre-apprentices. Approximately 300 people attended.

Tuition Reimbursement

	December 2025	FY 2026 Total
# of Employees	8	72
# of Classes	11	118
Total Reimbursed	\$5,242.84	\$84,860.47

Employment Information

	December 2025	FY 2026 Total
Retirements – Regular	1	30
Retirements – Vested	0	3
Hires/Rehires	11	74
Other Separations	5	51

FINANCIAL STABILITY

The construction contract with Flatiron Dragados for the Upper San Leandro (USL) Water Treatment Plant (WTP) Maintenance and Reliability and USL and Sobrante WTPs Chemical System Safety Improvements Project under Specification 2128 requires an increase in the change order contingency. Costs increased due to several changes, including mechanical/electrical/safety/piping scope changes, differing site conditions involving leaking infrastructure, and a change in the shoring system support for the chlorine contact basin demolition work. It is estimated that the change order contingency will need to be raised to \$30,853,252 or 13 percent of the original contract amount of \$237,332,710.

The construction contract with Anvil Builders, Inc. for the Westside Pumping Plant Relocation, Encinal Regulator Installation, and Encinal Reservoir and Pumping Plant Demolition under Specification 2168 requires an increase in the change order contingency. Cost increased due to the relocation of the electrical transformer to comply with PG&E requirements, construction of a new retaining wall, revised access road, pipe realignment, installation of temporary generator and pump, tree removal, and encroachment permits. It is estimated that the change order contingency will need to be raised to \$ 3,429,000 or 24 percent of the original contract amount of \$14,290,000.

The estimated revenue earned from the Main Wastewater Treatment Plant Power Generation Station's surplus power sales for December is \$151,350. The District sold renewable power and related Renewable Energy Certificates (RECs) to the Port of Oakland. The sale of RECs generated \$71,460 from the Port of Oakland. Earned revenue for Fiscal Year (FY) 2026 to date is estimated at \$561,085 or 80 percent of the total FY 2026 budget of \$700,000.

The estimated earned revenue from Mokelumne power sales for December is \$1,181,467. The District sold renewable power and related Renewable Energy Certificates (RECs) to Silicon Valley Clean Energy (SVCE). Sales of RECs generated \$361,710 from SVCE. Resource Adequacy capacity sales to NRG Business Marketing LLC earned \$63,960. Estimated earned revenue to date through December is \$6,898,412 or 75 percent of the budgeted revenue for FY 2026 (\$9,200,000). The forecasted revenue for FY 2026 is \$15,174,839.

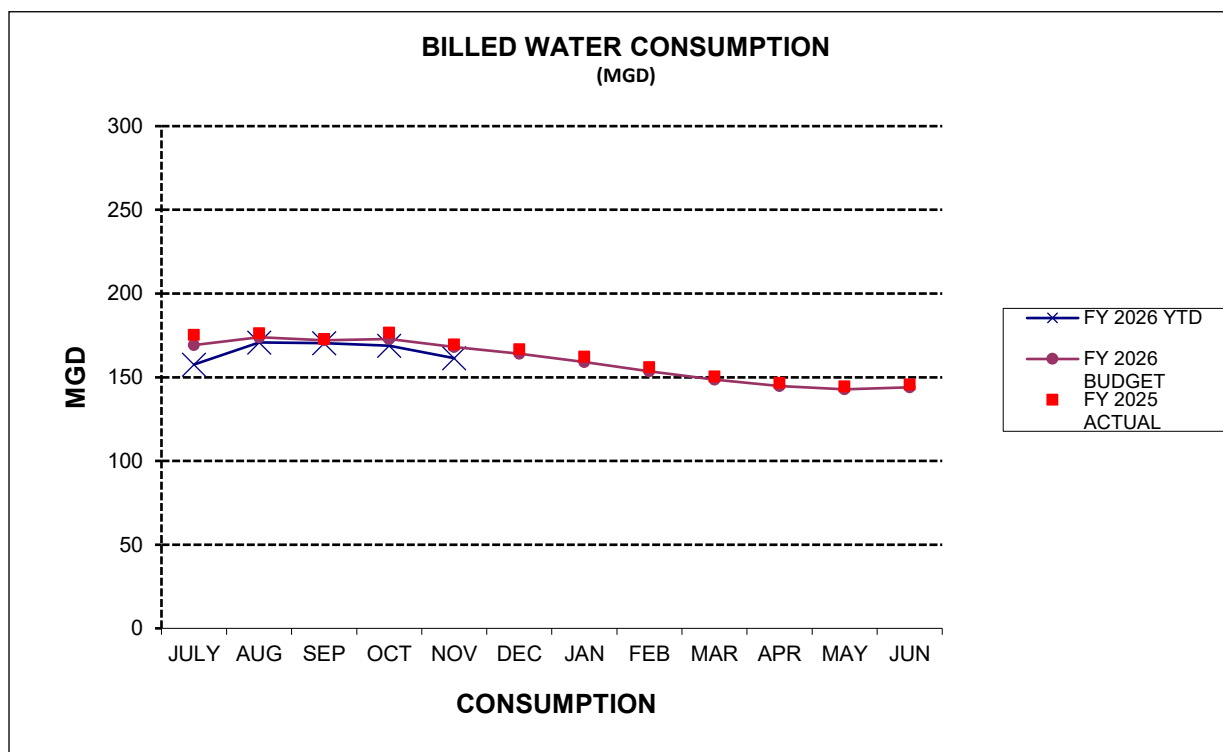
There was one material, supply, or construction contracts from \$80,001 to \$100,000 and two general and professional service agreements from \$30,001 up to \$80,000 approved by the General Manager in December 2025.

VENDOR NAME	DATE AWARDED	CEP STATUS	ITEM (S) PURCHASED	PROJECT	CONTRACT TERM	VALUE
Geotab USA, Inc.	12/17/2025	Foreign	Amendment to existing contract to increase by \$20,000 for related hardware support fees for utilizing Geotab telematics systems in 300 of the District's approximately 1,300 vehicles	N/A	N/A	\$100,000
Sue Townsend Wildlife Ecology and Consulting	12/29/2025	White Women	Amendment to existing contract to increase by \$26,550 for camera trap wildlife monitoring services for the Upper San Leandro watershed.	N/A	Extended term to December 2027	\$45,260
Weglot SAS	12/30/2025	Foreign	Website translation services in compliance with District's Title VI Language Access Plan and federal civil rights requirement	N/A	2 years beginning on or after December 29, 2025	\$70,000

Water Sales (Billed Consumption)

The following consumption information is the average water consumption in millions of gallons per day (MGD) for the first five 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.

Fiscal Year-to-Date Billed Water Consumption			
Usage Type	FY 2026 (MGD)	FY 2025 (MGD)	Year-over-Year (% change)
Residential	81.3	85.0	-4.4%
Commercial	54.0	57.5	-6.1%
Industrial	18.1	19.3	-6.2%
Public Authority	8.0	7.9	1.3%
Total Billed Water Consumption	161.4	169.7	-4.9%

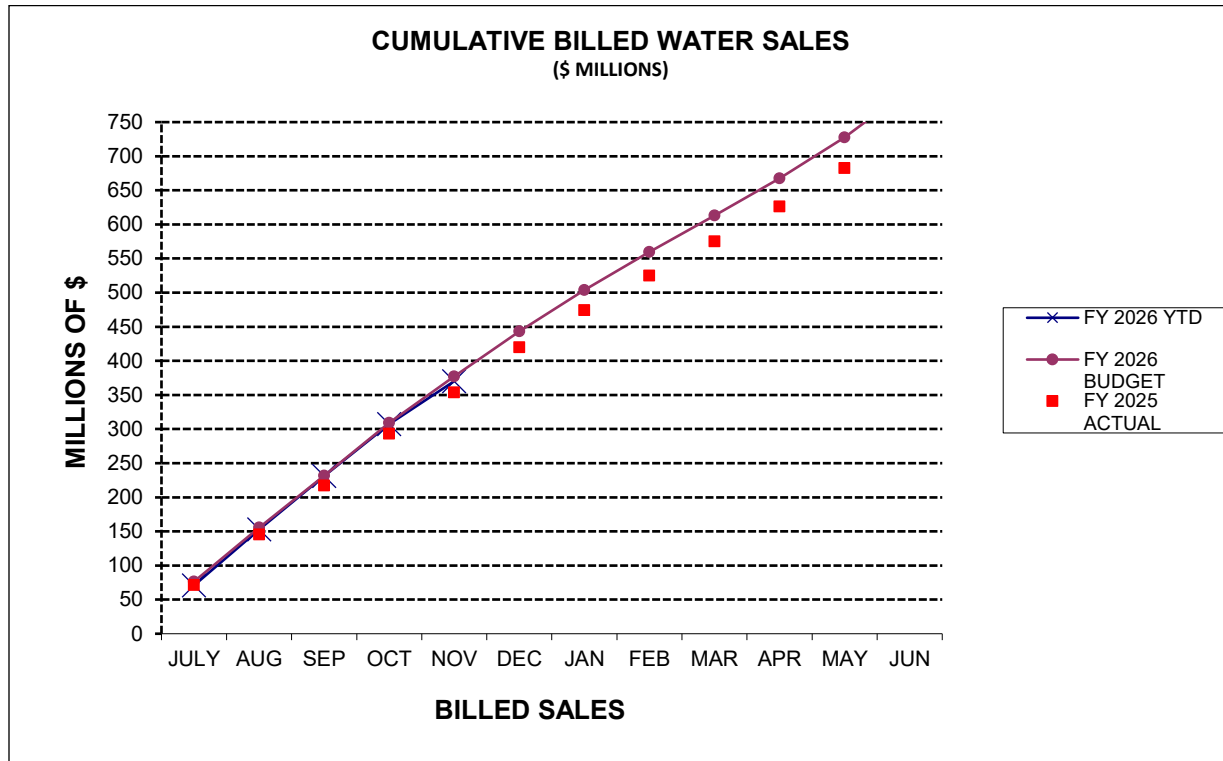


Source: Customer Information System

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 November were \$370.3 million² or 4.7% more than the FY 2025 revenue for the same period of \$353.6 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 November are \$6.8 million (1.8%) less than the budgeted water revenue of \$377.1 million.



Source: Customer Information System

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

		December 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		BROADWAY		5	CAST IRON	6	1959	1,800	12/29/2025	12/29/2025	Y
ALAMEDA		BRUNSWICK	RD	5	ASBESTOS CEMENT	6	1979	90,000	12/30/2025	12/30/2025	Y
ALAMEDA		COURT	ST	5	ASBESTOS CEMENT	6	1960	8,640	12/23/2025	12/24/2025	Y
ALAMEDA		FLOWER	LN	5	CAST IRON	4	1933	8,640	12/10/2025	12/15/2025	Y
ALAMEDA		MARINA	DR	5	ASBESTOS CEMENT	8	1940	18,000	12/13/2025	12/13/2025	Y
ALAMEDA		OTIS	DR	5	STEEL	16	1959	1,800	12/13/2025	12/14/2025	Y
ALAMEDA		POST	ST	5	ASBESTOS CEMENT	4	1948	21,600	12/19/2025	12/23/2025	Y
ALAMO		HIGH EAGLE	RD	2	ASBESTOS CEMENT	6	1961	2,700	12/5/2025	12/5/2025	Y
ALAMO		JACKSON	WAY	2	CAST IRON	10	1931	0	11/18/2025	12/2/2025	Y
ALAMO		MORNINGSIDE	PL	2	STEEL	6	1961	0	11/26/2025	12/2/2025	Y
ALAMO		RIDGEWOOD	RD	2	CAST IRON	8	1961	0	12/1/2025	12/4/2025	Y
ALBANY		JACKSON	ST	4	CAST IRON	6	1927	4,500	12/13/2025	12/14/2025	Y
ALBANY		POMONA	AVE	4	CAST IRON	4	1915	9,000	12/12/2025	12/12/2025	Y
ALBANY		POSEN	AVE	4	CAST IRON	6	1932	0	12/4/2025	12/9/2025	Y
BERKELEY		AVENIDA	DR	4	CAST IRON	6	1930	3,600	12/2/2025	12/2/2025	Y
BERKELEY		M L KING JR	WAY	4	CAST IRON	6	1904	2,250	12/27/2025	12/28/2025	Y
BERKELEY		MILLER	AVE	4	CAST IRON	4	1946	57,600	11/24/2025	12/1/2025	Y
BERKELEY		SACRAMENTO	ST	4	CAST IRON	6	1930	45,000	12/7/2025	12/7/2025	Y
BERKELEY		SAN MATEO	RD	4	CAST IRON	4	1911	9,000	12/26/2025	12/26/2025	Y
BERKELEY		SOLANO	AVE	4	CAST IRON	6	1911	0	12/4/2025	12/11/2025	Y
BERKELEY		TELEGRAPH	AVE	4	CAST IRON	10	1925	0	12/15/2025	12/29/2025	Y
BERKELEY		WEBSTER	ST	4	CAST IRON	6	1927	2,700	12/3/2025	12/4/2025	Y
CASTRO VALLEY		SAN MIGUEL	AVE	7	CAST IRON	6	1949	900	12/3/2025	12/3/2025	Y
CROCKETT		LORING	AVE	1	STEEL	6	1972	135,000	12/6/2025	12/7/2025	Y
DANVILLE		DIABLO	RD	2	CAST IRON	10	1931	0	12/23/2025	12/23/2025	Y
DANVILLE		MONTANA	DR	2	ASBESTOS CEMENT	6	1961	0	12/1/2025	12/8/2025	Y
EL CERRITO	S	56TH	ST	4	CAST IRON	4	1933	13,500	12/14/2025	12/15/2025	Y
EL CERRITO		COLUSA	AVE	4	CAST IRON	6	1941	21,600	12/13/2025	12/17/2025	Y
EL CERRITO		MANILA	AVE	4	CAST IRON	4	1948	4,320	12/14/2025	12/16/2025	Y
EL CERRITO		NORVELL	ST	4	CAST IRON	4	1952	8,640	12/28/2025	12/29/2025	Y

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

		December 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?
EL CERRITO		RICHMOND	ST	4	CAST IRON	6	1925	23,040	12/14/2025	12/29/2025	Y
EL CERRITO		WESLEY	AVE	4	CAST IRON	6	1953	900	12/10/2025	12/10/2025	Y
HAYWARD		BARTLETT	AVE	5	ASBESTOS CEMENT	6	1958	1,350	12/16/2025	12/16/2025	Y
HAYWARD		BARTLETT	AVE	5	ASBESTOS CEMENT	6	1958	0	12/17/2025	12/22/2025	Y
KENSINGTON		COVENTRY	RD	4	CAST IRON	12	1920	0	12/1/2025	12/1/2025	Y
KENSINGTON		RINCON	RD	4	CAST IRON	6	1920	9,000	12/6/2025	12/6/2025	Y
LAFAYETTE		BERTA	LN	2	ASBESTOS CEMENT	6	1956	18,000	12/11/2025	12/12/2025	Y
LAFAYETTE		DEL REY	ST	2	STEEL	6	1961	0	12/16/2025	12/18/2025	Y
LAFAYETTE		LAS TRAMPAS	RD	2	CAST IRON	4	1948	4,500	12/17/2025	12/17/2025	Y
LAFAYETTE		LINDSEY	CT	2	ASBESTOS CEMENT	6	1953	7,200	12/25/2025	12/25/2025	Y
LAFAYETTE		SILVER CREST	CT	2	ASBESTOS CEMENT	6	1980	4,320	12/8/2025	12/10/2025	Y
OAKLAND		7TH	ST	6	CAST IRON	16	1945	0	12/21/2025	12/30/2025	Y
OAKLAND	E	21ST	ST	6	STEEL	6	1925	34,560	12/2/2025	12/9/2025	Y
OAKLAND	E	22ND	ST	6	CAST IRON	6	1928	20,160	12/16/2025	12/29/2025	Y
OAKLAND		29TH	ST	3	CAST IRON	6	1897	22,500	12/22/2025	12/22/2025	Y
OAKLAND		34TH	AVE	5	CAST IRON	6	1940	900	12/3/2025	12/3/2025	Y
OAKLAND		39TH	AVE	5	CAST IRON	6	1929	4,500	12/8/2025	12/8/2025	Y
OAKLAND		40TH	AVE	6	CAST IRON	6	1925	27,000	12/5/2025	12/5/2025	Y
OAKLAND		40TH	AVE	6	CAST IRON	6	1925	2,250	12/19/2025	12/19/2025	Y
OAKLAND		54TH	ST	4	CAST IRON	4	1910	4,500	12/9/2025	12/10/2025	Y
OAKLAND		57TH	AVE	6	ASBESTOS CEMENT	6	1938	27,000	12/13/2025	12/14/2025	Y
OAKLAND		57TH	AVE	6	CAST IRON	6	1938	18,000	12/14/2025	12/14/2025	Y
OAKLAND		69TH	AVE	6	CAST IRON	6	1926	13,500	12/19/2025	12/19/2025	Y
OAKLAND		80TH	AVE	6	CAST IRON	6	1926	14,400	12/4/2025	12/5/2025	Y
OAKLAND		84TH	AVE	6	CAST IRON	4	1934	18,000	12/5/2025	12/5/2025	Y
OAKLAND		86TH	AVE	6	CAST IRON	4	1934	6,750	12/4/2025	12/5/2025	Y
OAKLAND		91ST	AVE	6	CAST IRON	4	1934	9,000	12/26/2025	12/26/2025	Y
OAKLAND		BROADWAY			CAST IRON	6	1928	2,700	12/14/2025	12/15/2025	Y
OAKLAND		CHELTON	DR	3	CAST IRON	8	1934	5,400	12/11/2025	12/12/2025	Y
OAKLAND		COLLEGE	AVE	4	CAST IRON	10	1931	0	12/16/2025	12/22/2025	Y

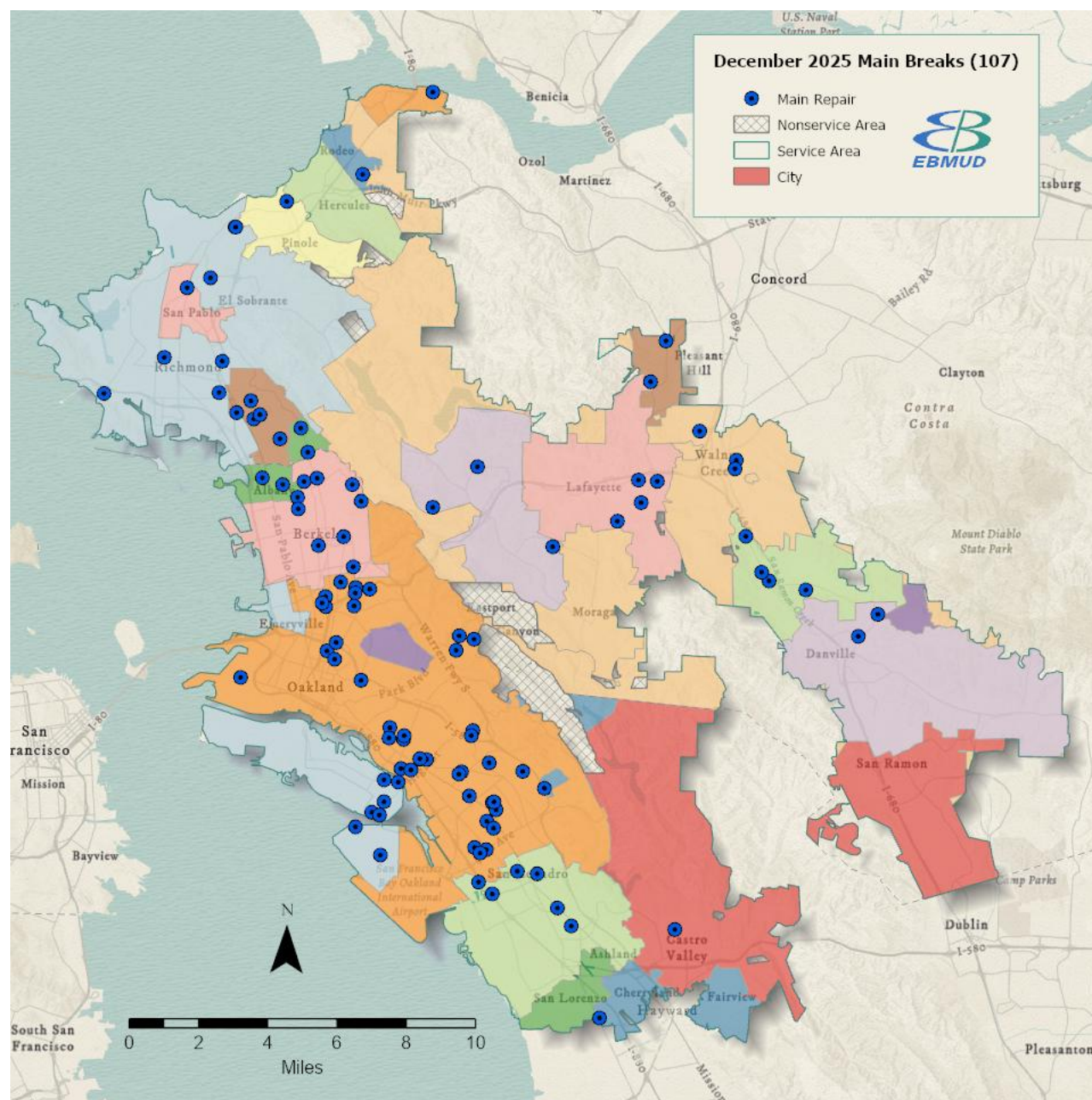
**KPI = turn around time to repair the leak*

		December 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		COLLEGE	AVE	4	CAST IRON	12	1931	45,000	12/23/2025	12/23/2025	Y
OAKLAND		DOVER	ST	4	CAST IRON	6	1938	28,800	12/15/2025	12/18/2025	Y
OAKLAND		FOOTHILL	BL	6	CAST IRON	4	1936	4,500	12/5/2025	12/5/2025	Y
OAKLAND		FOOTHILL	BL	6	CAST IRON	6	1927	18,000	12/6/2025	12/6/2025	Y
OAKLAND		FOOTHILL	BL	6	CAST IRON	6	1937	7,200	12/17/2025	12/17/2025	Y
OAKLAND		GREENLY	DR	6	CAST IRON	8	1946	900	12/16/2025	12/16/2025	Y
OAKLAND		HUNTINGTON	ST	3	CAST IRON	6	1925	1,350	12/14/2025	12/14/2025	Y
OAKLAND		JAMES	AVE	3	CAST IRON	6	1934	9,000	12/26/2025	12/26/2025	Y
OAKLAND		LAKESHORE	AVE	6	CAST IRON	6	1908	0	12/3/2025	12/10/2025	Y
OAKLAND		LOUISIANA	ST	5	CAST IRON	6	1947	18,000	12/6/2025	12/6/2025	Y
OAKLAND		M L KING JR	WAY	4	ASBESTOS CEMENT	12	1966	1,800	12/16/2025	12/16/2025	Y
OAKLAND		MONADNOCK	WAY	6	CAST IRON	4	1917	2,700	12/20/2025	12/20/2025	Y
OAKLAND		MOUNTAIN	BL	6	CAST IRON	8	1927	900	12/3/2025	12/4/2025	Y
OAKLAND		NEVADA	ST	5	ASBESTOS CEMENT	6	1962	20,160	12/11/2025	12/17/2025	Y
OAKLAND		NORTH	ST	4	ASBESTOS CEMENT	6	1963	2,700	12/4/2025	12/4/2025	Y
OAKLAND		PLYMOUTH	ST	6	CAST IRON	6	1926	1,350	12/12/2025	12/12/2025	Y
OAKLAND		SAN LEANDRO	ST	5	CAST IRON	12	1941	23,040	12/8/2025	12/11/2025	Y
OAKLAND		SKYLINE	BL	3	CAST IRON	6	1948	21,600	12/13/2025	12/17/2025	Y
OAKLAND		TELEGRAPH	AVE	3	CAST IRON	8	1954	51,840	11/20/2025	12/1/2025	Y
OAKLAND		THACKERAY	DR	3	CAST IRON	4	1947	900	12/7/2025	12/7/2025	Y
OAKLAND		TULIP	AVE	3	CAST IRON	4	1927	8,640	12/24/2025	12/29/2025	Y
OAKLAND		WEBSTER	ST	3	CAST IRON	12	1954	0	12/1/2025	12/9/2025	Y
ORINDA		ALTA VISTA		3	CAST IRON	6	1948	4,500	12/18/2025	12/18/2025	Y
ORINDA		CALVIN	CT	3	CAST IRON	6	1963	2,700	12/5/2025	12/6/2025	Y
ORINDA		CAMINO SOBRANTE		3	CAST IRON	6	1934	0	12/9/2025	12/18/2025	Y
PINOLE		LA SALLE	CT	1	ASBESTOS CEMENT	4	1954	5,400	12/19/2025	12/20/2025	Y
PLEASANT HILL		DOBBS	DR	2	ASBESTOS CEMENT	8	1965	5,760	12/16/2025	12/19/2025	Y
PLEASANT HILL		DOBBS	DR	2	ASBESTOS CEMENT	6/8 Cross	1965	14,400	12/22/2025	12/31/2025	Y
RICHMOND	S	46TH	ST	1	CAST IRON	8	1940	0	12/9/2025	12/18/2025	Y
RICHMOND		CLINTON	AVE	1	CAST IRON	12	1955	0	12/16/2025	12/30/2025	Y

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

		December 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?
RICHMOND		GILMA	DR	1	ASBESTOS CEMENT	6	1957	4,500	12/3/2025	12/3/2025	Y
RICHMOND		OHARTE	RD	1	CAST IRON	6	1952	1,440	12/4/2025	12/4/2025	Y
RICHMOND		OHARTE	RD	1	CAST IRON	6	1952	0	12/4/2025	12/4/2025	Y
RICHMOND		PENNSYLVANIA	AVE	1	CAST IRON	4	1935	9,000	12/26/2025	12/27/2025	Y
RICHMOND	W	RICHMOND	AVE	1	ASBESTOS CEMENT	6	1962	0	11/25/2025	12/3/2025	Y
RODEO		BODEGA	WAY	1	ASBESTOS CEMENT	6	1978	18,000	12/20/2025	12/21/2025	Y
SAN LEANDRO	E	14TH	ST	7	CAST IRON	6	1949	900	12/20/2025	12/21/2025	Y
SAN LEANDRO		148TH	AVE	7	CAST IRON	4	1942	21,600	12/6/2025	12/10/2025	Y
SAN LEANDRO		MARTIN	BL	7	CAST IRON	6	1942	23,040	12/8/2025	12/11/2025	Y
SAN LEANDRO		PERSHING	DR	7	CAST IRON	6	1926	1,350	12/7/2025	12/7/2025	Y
SAN LEANDRO		TUDOR	RD	5	CAST IRON	6	1947	0	12/18/2025	12/22/2025	Y
SAN LEANDRO		WOODLAND PARK		7	CAST IRON	2	1938	14,400	12/2/2025	12/3/2025	Y
SAN PABLO		21ST	ST	1	CAST IRON	4	1944	1,800	12/7/2025	12/8/2025	Y
WALNUT CREEK		DECCA	LN	2	ASBESTOS CEMENT	6	1960	9,000	12/1/2025	12/1/2025	Y
WALNUT CREEK		WALKER	AVE	2	ASBESTOS CEMENT	6	1962	0	12/10/2025	12/15/2025	Y
WALNUT CREEK		WALNUT	BL	2	ASBESTOS CEMENT	6	1956	0	12/9/2025	12/16/2025	Y
							Total	1,177,740			
Non-surfacing leaks discovered by leak detection technologies								15			
Breaks caused by contractors or other agencies								0			
Other main breaks								92			
Total water main repairs								107			

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



Board of Directors
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Customer Account Delinquency Information December 2025															
(Data collection began September 1, 2017 - CAP applications processed through December 31, 2025)															
CUSTOMER ASSIST. PROGRAM (CAP) ENROLLMENT	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25 ⁶⁶	Totals (since 9/1/2017)								
New CAP Participants	270	297	302	310	233	246	19,182								
CAP Renewals	270	215	212	209	131	221	19,015								
CAP Departures	571	535	471	408	371	362	28,379								
Total Active CAP Participants w/Active Accounts	11,005	11,108	11,128	11,257	11,320	11,418	-								
PAYMENT PLANS	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 9/1/2017)								
Approved Payment Plans	3,256	3,289	3,276	3,528	2,837	3,631	286,134								
SERVICE INTERRUPTIONS - RESIDENTIAL	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 9/1/2017)								
15-day Final Collection Notices ⁵¹	15,291	16,481	16,767	17,000	13,633	19,560	1,609,470								
48-hr Service Interruptions Notices ^{51,52}	10,629	10,702	9,506	10,863	9,774	12,168	974,480								
TENANT OCCUPIED - FLOW RESTRICTORS	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 9/1/2024)								
Service Interruption Orders/Door Hangers Generated	317	1	462	20	174	324	4,145								
Service Interruptions Completed (Flow Restrictor Installed)	205	155	111	144	64	106	2,536								
Number of Flow Restrictors Removed/Service Restored	158	133	122	127	68	120	2,045								
Flow Restrictors Remain Installed as of End of Month	471	456	445	462	458	444	-								
OWNER OCCUPIED - SINGLE-FAMILY LIENS	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 11/1/2024)								
Liens Filed	166	-	-	498	-	78	1,859								
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	-	78	2,707								
FLOW RESTRICTOR TAMPERING	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals								
Flow Restrictor Tamped	7	5	4	7	3	1	68								
WATER THEFT	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 9/1/2017)								
No. of Incidents	31	32	33	39	52	43	895								
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 ¹	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 9/1/2017)								
Liens Filed	38	44	-	-	-	29	7,873								
Released	41	1	3	39	-	331	7,002								
Transferred to Alameda Cty.	-	478	-	-	-	114	3,010								
Transferred to Contra Costa Cty.	-	63	-	-	-	217	724								
Total Transactions/Month	79	45	3	39	-	360	17,737								
BAD DEBT - WRITE OFFS ²	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Totals (since 9/1/2017)								
Total Referred to Collection Agency	\$534,657	\$502,440	\$532,316	\$688,230	\$438,528	\$823,240	\$ 27,934,638.00								
Write-Off % to Billed Revenue	0.76%	0.55%	0.61%	0.79%	0.55%	TBD	-								
¹ Liens filed monthly represent delinquent accounts 4-6 months in arrears.															
² Feb 25 collection agency totals will be updated in Mar 25. Write-off revenue for Feb 25 will be finalized when the final revenue reports are posted by Accounting.															
³ 48-hour notices were generated, but not mailed to customers since 03-23-20. Customers are receiving payment reminders in-lieu of 48-hours notices.															
⁵¹ Total Final Collection Notices sent to all Single Family Residence Accounts (Renter and Owner occupied).															
⁵² Total Interruption/Lien Notices sent to all Single Family Residence Accounts (Renter and Owner occupied).															
⁶⁶ Report as of 1/6/26. Pending: Bad Debt Write Off Percentage for December. Updated CAP totals for November and the Bad Debt Write-off % for October and November.															
*Notes: - Effective March 12, 2020, the District suspended "Disconnections 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	11	1	5	53	8	3	4	5	4	3	12	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	12	2	5	57	8	3	5	5	4	3	13	8	4		
Water Theft Type/City	Moraga	Oakland	Orinda	Piedmont	Pineole	Pleasant Hill	Richmond	Rodeo	San Lorenzo	San Leandro	San Pablo	San Ramon	Walnut Creek	Total as of 9/1/2017	
Meter	2	556	1	2	9	1	119	9	2	19	9	5	8	863	
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	571	2	2	9	1	123	10	2	20	9	6	9	895	

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: January 13, 2026

MEMO TO: Board of Directors

FROM: Clifford C. Chan, General Manager 

SUBJECT: 2025 Interdepartmental Committees Annual Reports

SUMMARY

EBMUD Interdepartmental Committees oversee, review, and coordinate issues related to various District functions. As part of their ongoing duties, these committees report their activities annually to the General Manager. Below is a list of the 2025 committees and their chair(s).

- Art Committee, Charmin Baaqee and Anya Kamenskaya, Co-Chairs
- Diversity Committee, Jennella Sambour-Wallace and Sylvia Johnson, Co-Chairs
- Internal Contract Equity Advisory Committee, Beverly Johnson, Chair
- Pipe Committee, Carlton Chan, Chair
 - Materials Review and Planning Committee, Kelley Smith and Jason Boulog, Co-Chairs
- Sustainability Committee, Nadia Borisova and Geneva Gondak, Co-Chairs
- Water Quality Committee, Susan Teefy, Chair

The 2025 reports summarizing the objectives, accomplishments, and future work plans of each committee are attached for your information.

CCC:jmj

Attachments (7)

I:\SEC\2026 Board Related Items\01132026 Board Items\OGM – 2025 Interdepartmental Committees Annual Reports.docx

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ART COMMITTEE ANNUAL REPORT - 2025

The EBMUD Art Committee was formed in 1993 and meets quarterly to coordinate the exhibition of local artists at District's art gallery, located on the second floor of the Administration Building. The committee consists of six members from within the District.

The Art Committee hosts approximately seven exhibits each year. Three of the exhibits are coordinated in conjunction with the month-long celebrations of Hispanic heritage, Black history, Asian American heritage, and the Disability Advocacy and Rights Team. On alternate years, one regular exhibit showcases creations by EBMUD employees through the EBMUD Employee Arts Biennale. Additionally, the Art Committee sponsors an annual one-day Employee Arts and Crafts Fair highlighting crafts produced by EBMUD employees. These two employee events were held in March and December 2025 and were facilitated by employee Danielle Brooke.

Each seven-week art exhibit is coordinated by one or two committee members with support from the full committee. Committee members are responsible for:

- Attending quarterly meetings where artwork is selected and scheduled, ideas for new exhibits are generated, and committee procedures and policies are discussed.
- Seeking out artists, reviewing submitted artwork, and communicating with artists and local art groups.
- Ensuring that guidelines for the exhibits are provided to the artists, arranging legal agreements, and protecting EBMUD from liabilities.
- Coordinating design of invitations, artist statements, exhibit labels, and podium materials. Postcard invitations to exhibits and receptions are provided to the artist and shared electronically on the District's website and social media accounts.
- Coordinating delivery, installation, and removal of art exhibits (sometimes featuring multiple artists).
- Publicizing exhibits in *Splashes*, through District email, on Splashpad, and through the District's Facebook and Instagram accounts.
- Coordinating, hosting, and arranging refreshments for artist receptions.

2025 Accomplishments

In 2025, the Art Committee continued to focus on maintaining relationships with prospective exhibiting artists, increasing committee and volunteer membership, and expanding partnership with local arts organizations. Regular meetings were held, and committee members presented information on membership opportunities during New Employee Orientation sessions and through other outreach efforts.

This year the Art Committee partnered with the General Manager's Office, Public Information Office, and leadership team to expand artist engagement, outreach, and recognition efforts. Enhancements included a standard artist interest form, more consistent posting of exhibition programming on social media, the addition of various local arts organizations to the District's Giving Campaign Donor's

Choose directory, artist introductions at Board meetings, and the inclusion of an artist stipend program in the Art Committee's annual budget.

Additional budget enhancements included an increase consistent with Affinity Group budgets. These funds will allow the Committee to replace existing and purchase new gallery equipment and cover the increasing costs of artist reception food and supplies.

In addition, the Art Committee collaborated with Facilities, Graphic Design, and the Carpentry and Sign Shops to design, layout and identify potential placement of new gallery wayfinding. Much of this work has been completed, while other elements are still underway. This effort is being coordinated with the Secretary's Office and the Office of General Counsel to update existing Art Committee and Exhibition guidelines and establish a draft Art Committee Policy and Procedure. It is anticipated that the draft policy and procedure will be finalized and adopted before the end of the current fiscal year.

Finally, the Art Committee adopted the co-chair governance model and welcomed longtime committee member, Anya Kamenskaya, Water Conservation Representative, to serve as co-chair, alongside resident co-chair, Charmin Baaqee.

As in previous years, the 2025 exhibits provided opportunities to a widely diverse group of artists of different ages, ethnicities and genders, and supported positive community engagement for the District. Below is a summary of the 2025 art exhibits.

February 17 to March 26: Tiffany Conway – “To The Bay, With Love”

Tiffany Conway is a Bay Area painter whose vibrant, imaginative works pay homage to the African Diaspora. Her exhibit, “To The Bay, With Love” was a tribute to the people who shape the Bay Area's rich cultural landscape and a celebration of the connections, histories, and communities that foster togetherness. Conway's collection of works included colorful and festive scenes of kinship, allowing every viewer to connect in a familial way. This exhibit was curated by Charmin Baaqee in partnership with the Black Employees Network.

April 1 to May 7: Ina Evans – “Inventions/Abstractions”

Ina Evans is a longtime Bay Area Artist with deep Berkeley roots. In “Inventions/Abstractions”, she showcased impromptu, improvised markings made with fine-point pens and markers to create abstract images. Evan's work is often described as reflective and meditative, allowing viewers to experience contemplative moments at every turn. This exhibit was curated by Charmin Baaqee.

May-September

Gallery exhibitions paused to allow for expanded artist outreach and implementation of additional program enhancements.

October 1 to 30: Dianne Mao – “Echoes from the Plateau”

District employee artist, Diane Mao, displayed travel photography exploring the expansive and remote landscapes of Tibet through the lens of the adventurer in her exhibit, “Echoes from the Plateau”. The exhibition reflected three months of immersive travel across the Tibetan Plateau, including trekking and camping in high-altitude wilderness. Through large-format landscape photography and environmental

portraiture, Mao captured sweeping valleys, glaciated mountains, starlit skies, and moments of life embedded within these grand scenes reflecting a narrative of solitude, survival, and the quiet spiritual rhythm of a land rarely witnessed so intimately. This exhibit was curated by Andrea Pook.

November 5 – December 17: Rosesharon Oates – “Ile”

Rosesharon Oates is an Oakland-based artist who considers her art practice to be an extension her work as a spiritual activist, culture worker, and community healer. Her exhibition, “Ile” (a Yoruba word meaning home), included pyrography mixed media works meant to evoke a visceral feeling of belonging, both in our community and within ourselves. This exhibit was widely praised by District employees and outside gallery visitors. Rosesharon was also the first artist to be introduced by the Board during the November 25 Board meeting. This exhibit was curated by Charmin Baaqee.

2026 Work Plan

In 2026, the committee will continue focusing on planned exhibitions, increasing access throughout the District, re-envisioning local artist engagement, and onboarding new committee members. The committee will discuss strategies to increase employee engagement through exhibition planning and curation and/or alternative art programming activations at satellite District facilities. The committee is hopeful that an increase in committee participation can help to expand our reach.

The committee will continue to partner with Affinity Groups and the Office of Diversity, Equity, and Culture to ensure that Art Committee programming is inclusive and that District employees are aware of opportunities to engage with and celebrate local artists.

In 2026, the committee also hopes to expand its partnership with District project managers who may have public art opportunities embedded within District projects. One current example is the New Willow Service Center.

Finally, the committee will explore strategies for more streamlined operations, succession planning, and training and development for new and existing members.

Committee Members

Charmin Baaqee, Assistant Engineer, Co-Chair
Rischa Cole, Secretary of the District
Anya Kamenskaya, Water Conservation
Representative, Co-Chair

Andrea Pook, Senior Public Information
Representative
Cade Comer, Senior Administrative Clerk
Thai Hill, Junior Engineer

Adjunct members

Jonathan Salmon, Assistant General Counsel, Legal Advisor
Jackson Pritt, Graphic Design Supervisor

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DIVERSITY COMMITTEE ANNUAL REPORT - 2025

The Diversity Committee (DC) is integral for ensuring continued progress toward implementation of Workforce Diversity and Inclusive Culture Pillars of the District's Diversity, Equity, and Inclusion Strategic Plan (DEISP) and action items in the Equal Employment Opportunity Program (EEOP).

As DEI change agents, the DC is an advisory body to the Diversity and Inclusion Office (DIO) and Senior Management Team (SMT) on matters regarding DEI strategy. The DC fosters an inclusive work environment that values the contributions of all District staff by:

- Actively engaging in enhanced and targeted outreach, workforce development, retention, engagement, and inclusion activities. This includes developing strategies to target underrepresented populations and build relationships with community-based organizations to support DIO's enhanced outreach to diverse, qualified candidates.
- Supporting or collaborating with the Office of Diversity, Equity, and Culture (ODEC) on related equity action plans and initiatives. This includes:
 - Advising on the creation and implementation of best practices and new initiatives that promote DEI at the District.
 - Visibly recognizing and communicating DEI best practices and achievements.
 - Cultivating a framework to identify SMT roles and responsibilities in supporting DEI initiatives led by the DC.
- Developing Affinity Groups (AGs), Values Advocates, and clubs, to bolster their role in creating a more inclusive District culture.

The DC activities are closely aligned with the District's strategic priorities, and the DEISP/EEOP. As plans are implemented, the responsibilities and objectives of the DC may change. In its recommendations, the DC considers the resource implications of these activities.

In 2025, three Affinity Groups had leadership changes which affected the DC roster. Two were unplanned due to employee separations, resulting in the DIO providing extensive guidance for new leaders to adjust to the changes. After discussing concerns and support needs with DC members, DC meetings were temporarily paused to implement improvements aimed at strengthening the group's effectiveness and overall impact.

2025 Accomplishments

- DEISP Pillar 1 – Leadership Commitment
 - Reaffirmed commitment of existing members and realigned expectations and goals of DC for all members.
 - Developed and delivered framework to outline SMT's role in supporting strategic initiatives led by the DC.
 - Developed and delivered training titled "SMT Sponsor Role in AG Success."

- DEISP Pillar 2 – Workforce Diversity
 - DC co-chairs shared upcoming enhanced outreach initiatives with DC Outreach Ambassadors, who were asked to communicate the initiatives with their workgroups, departments, and peers.
 - Discussions on the role of department representatives supporting the District with EEOP goals per their respective departments.
- DEISP Pillar 3 – Inclusive Culture
 - AG leaders shared highlights of their respective heritage months in 2025 for all DC members to share out with their respective workgroups, clubs/committees, etc.

2026 Goals

The DC's goals for 2026 include:

- Lead joint membership recruitment campaign with Values Advocates in January 2026.
- Roll out Equity Change Agent training and discussion series.
- Develop DC new member orientation.
- Generate interest and support those who want to form new Affinity Groups (e.g. Veterans, Native American).

Committee Members

- DC Co-Chairs
 - Jennella Sambour-Wallace, Manager of Diversity and Inclusion
 - Sylvia Johnson, Senior Human Resources Analyst
- Department Representatives
 - Barry Gardin, Finance Department
 - Bradley Ledesma, Water & Natural Resources Department
 - Eric Fukuda, Wastewater Department
 - Jeni McGregor, Engineering & Construction Department
 - Latrice King, Customer & Community Services Department
 - Dede Devasta De'Toles-Dugan, Office of General Counsel
 - Nathalie Bogatirsky, Information Systems Department
 - Vincent James, Human Resources Department
- Affinity Group Representatives
 - Asian Pacific Employees Association: Kevin Jim
 - Fuerza Latina: Jose Lopez
 - Disability Advocacy & Rights Team: Tawney Warren
 - Women's Employee Resource Opportunity and Collaboration Community: Michelle Workman
 - Black Employee Network: Rischa Cole
 - Raining Pride: Cade Comer

- Clubs/Committees Representatives
 - Toastmasters: Angela Curtis
 - Sustainability Committee Representative: Alice Towey
 - Values Advocates Representative: Delorean Johnson
 - Utility District Employees' Association Representative: Sherry Sarcos

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INTERNAL CONTRACT EQUITY ADVISORY COMMITTEE ANNUAL REPORT – 2025

The Internal Contract Equity Advisory Committee was formed in 1990 to increase the effectiveness of the District's contracting diversity program, solicit District-wide input for Contract Equity (CE) Program and reporting enhancements, and assist with monitoring the program's effectiveness.

The committee typically convenes bi-annually to address contracting issues and other contracting diversity and local hire initiatives that could enhance the District's CE Program and the local business community. In 2025, the committee assumed the functions of the Consultant Contract Negotiations Committee (CCNC).

2025 Accomplishments

- Promoted and participated in outreach activities – business forums, Construction Contractors Roundtable, and Construction Contractors Academy.
 - January 13, 2025 – Contract Equity Construction Business Forum
 - February 3, 2025 – Contract Equity Strategic Construction Partners Roundtable
 - September 30, 2025 – Bay Area Metro, “How to do Business with Public Agencies”
 - October 21, 2025 – Women Business Enterprise Council's (WBEC), “Inside Access: Doing Business with EBMUD & DGS”
 - October 22, 2025 – California High-Speed Rail Authority Small Business Diversity and Resource Fair
 - October 29-31, 2025 – Alameda County Construction Contractors Academy
- Promoted management and staff advocacy for the CE Program.

2026 Work Plan/Goals

The committee will continue to review and monitor contract participation and workforce utilization and recommend any newly identified initiatives to:

- Help departments be more proactive in outreach and business development (education) efforts to:
 - Support and expand business diversity through increased utilization of small, local, LGBTQIA+, and disabled/veteran owned businesses.
 - Diversify and expand community outreach and marketing efforts to increase business diversity in the District's database and in actual bidder/proposers.
- Reach the District's goal of 50 percent small business participation for contract awards of \$80,000 or less.
- Promote local hiring on District construction projects while continuing to achieve 50 percent good faith goals on all construction projects over \$500,000 of which 30 percent will be local hires from the county(ies) directly impacted by the project.

In 2026, the committee plans to continue assisting the consultant (Laisar Management Group, LLC) conducting the assessment of the CE program. The assessment reviews the CE Program and will develop recommendations on ways to identify potential new diverse businesses, increase their contracting capacity, and make them more competitive.

The committee plans to launch EBMUD's Monthly "Contracting Equalizer" virtual training in February 2026. The training will include:

- Itemization of an open Request for Quotes (RFQ)
- Itemization of open Construction Projects/Review of General Conditions
- Responding to a Request for Proposal (RFP)
- Overview of Risk Management
- New contractual requirements or procedures.

The committee will also work with Risk Management to assist small businesses in obtaining required insurance and investigate options for levels of insurance coverage.

Committee Members

- Beverly Johnson, Contract Equity Administrator (Chair)
- Carlton Chan, Engineering Manager
- Tim Kline, Attorney II
- Garin Warren, Manager of Wastewater Engineering
- Linda Hu, Manager of Water Supply Improvements
- Rick Hu, Principal Management Analyst
- Devina Ojascastro, Executive Assistant II
- Kelley Smith, Manager of Purchasing
- Serge Terentieff, Director of Engineering & Construction

PIPE COMMITTEE ANNUAL REPORT – 2025

The Pipe Committee was formed to establish and maintain standards, specifications, procedures, and practices related to water and reclaimed water distribution system pipelines and appurtenances.

2025 Accomplishments

Pipe Materials and Appurtenances

Restrained Gasket. Restrained gasket joints were evaluated in areas outside of fault zones with low to medium landslide and liquefaction susceptibility to increase ductile iron pipe (DIP) installation efficiency and reduce material costs associated with DIP and fittings. Tyton joint bell and spigot DIP, fittings, and AWWA C509 push-on valves with Tyton compatible restrained gaskets (e.g., US Pipe Field Lok 350 and McWane Sure Stop 350) were installed in eight locations as part of a pilot to test the installation of a restrained gasket system. A total of 5,145 feet was installed successfully with no leaks. Based on the success of the pilot, the committee approved the use of 4-inch to 12-inch Tyton joint bell and spigot DIP, fittings, and AWWA C509 push-on valves with Tyton compatible restrained gaskets in areas outside of fault zones with low to medium landslide and liquefaction susceptibility. Installation of TR Xtreme, Kubota, or other District-approved Hazard Resilient Ductile Iron Pipe (HRDIP) is still recommended for pipelines 16-inch and larger and for pipelines in fault zones and areas with high to very high susceptibility of landslide and liquefaction per ESP 512.1.

Restrained Valves. The committee approved the use of Alpha Valves as an alternative to the current District flanged gate valve. Alpha Valves are restrained joint end resilient wedge valves (gate valves) 4-inch to 12-inch manufactured by American Cast Iron Pipe Company that comply with AWWA C515. Restrained valves use gaskets with integral stainless-steel wedges, requiring no additional fittings. The Alpha Valve replaces the District's current stock 4-inch to 12-inch gate valves manufactured by Clow that complies with AWWA C509. The Alpha Valve simplifies installation because no additional fittings are needed. The steel wedges engage once the pipe is pressurized and remain engaged when depressurized. This valve can be used in new distribution pipeline installations as in-line, hydrant, or blow off valves. The District has performed over 700 Alpha Valve installations without issue.

Standards and Procedures

ESP 517 Review. Draft revisions to ESP 517, "Pipes in Right of Ways," were made and routed to the Committee for comments. All comments have been incorporated, and ESP 517 was approved December 2024.

ESP 210.1 Review. Draft revisions were made to ESP 210.1, "As-Built Pipeline Drawings," which include updating the procedure for processing pipeline as-builts for District installed and contractor installed (Specification) projects. The ESP will be finalized in 2026.

ESP 513 Revision. Draft revisions were made to ESP 513, “Materials That May Affect Water Quality,” which include ensuring this ESP is consistent with Procedure 714, “Materials That Could Affect Water Quality.” The ESP will be finalized in 2026.

ESP 550 Review. Draft revisions were made to ESP 550.1, “Seismic Design Requirements,” which include moving seismic design criteria for below ground piping to the new ESP 550.2. The new ESP 550.2 includes seismic design requirements for pipelines in geohazard areas, such as fault zones, liquefaction, and landslides. The Center for Smart Infrastructure is developing pipeline fragility curves. This information will be incorporated into ESPs 550.2 The ESP will be finalized in late 2026.

ESP 512.1. Revisions are planned for ESP 512.1, “Water Main Design Criteria,” to address the use of Styrene-Butadiene (SBR) gaskets. Pipeline construction staff is planning to exhumate a section of 1970s installed DIP and evaluate the condition of the SBR gasket. Revisions will also include updates regarding the use of iPVC pipe and restrained gaskets for DIP. The ESP will be finalized in 2026.

ESP 572.1. Revisions are planned for ESP 572.1, “Corrosion Control Pipelines,” to add corrosion protection for DIP and update corrosion protection for steel pipelines. The ESP will be finalized in 2026.

Standard Drawing 186.1-EA. A new standard drawing, “New Development Meter Box Installation,” is being created to address meter locations for new developments. The drawing was routed to the Pipe Committee for comments and was finalized in December 2025.

2026 Work Plan/Goals

The committee will continue to be the primary forum for information distribution and discussion of issues related to matters involving distribution system pipelines and appurtenances. The committee will continue to review and update standards, procedures, specifications, and practices as required.

Pipe Materials and Appurtenances

DIP Field Adaptability. The District currently installs restrained joint DIP using either internally restrained gaskets or locking segmented joints, TR Flex and TR Xtreme manufactured by US Pipe. Locking segmented joints rely on a factory applied weld bead to complete the joint restraint. When a field cut is required, the approved closure methods the District primarily uses are a gripper ring for TR Flex only and multi-bead pieces. Multi-beads and gripper rings are subject to long lead times and occasional quality control issues resulting in installation delays.

Field adaptability refers to the District manufacturing its own closure pieces by grooving the DIP in the field (field grooving) with US Pipe’s HDSS QuikLok Field Restraint. This method has the

potential to increase production efficiency, reduce material and installation cost, avoid supply chain issues, and provide District crews more flexibility.

ERDIP. The District will continue to evaluate seismic pipe alternatives like US Pipe TR Extreme, McWane Seismic Coupling, American Earthquake Joint System, and Kubota Hazard Resilient Ductile Iron Pipe (HRDIP) Systems.

HDPE Pipe. The HDPE Recommendation Memo will be finalized and will include a summary of past uses of HDPE at the District and future recommendations where HDPE should be utilized.

Pilot Projects

- Work with the Center for Smart Infrastructure to test ERDIP Standards and Procedures.
- Procure and install Kubota HRDIP pipe and fittings on an upcoming project in place of the current TR Xtreme stock by US Pipe.

Standards and Procedures

- Revise Standard Drawings 310-EA and 1870-A to reflect the difference in thickness of steel elbows and stock pipe.
- Update Standards Drawing 1995-A Multiple Branch Service Installations $\frac{3}{4}$ -Inch through 2-Inch to add options for vault installation and staggered meter boxes.
- Update Standards Drawings 323, 324, and 325-EA for steel flanges.
- Update Standard Drawings 4508-B, 4569-B, and 220-EA to reflect updated joint bonding procedure.
- Update 286-EA to clarify test station types and installation.
- Update standard specifications and details for iPVC installations.
- Finalize standard drawing for using restrained fittings for thrust restraint.
- Update ESP 450.1 Annually Informing Local Jurisdictions of Upcoming Capital Projects.
- Update ESP 510.1 Pipe and Fittings – Standard Sizes.
- Update ESP 512.2 Pipeline Material Estimate.
- Update ESP 514 Identifying Buried Conflicts.
- Update ESP 550.1 Seismic Design Requirements to remove Below Ground Piping section. Create new ESP 550.2 Below Ground Piping – Seismic Design Requirements to include criteria for pipelines in geohazard areas, such as fault zones, liquefaction, and landslides.

Committee Members

Carlton Chan (Chair)	Manager of Pipeline Infrastructure Division
Jon Lee	Senior Mechanical Engineer
Marisa Boyce	Senior Civil Engineer
Ronald Monteforte	Supervising Plant Inspector
Gistand Williams	Construction Maintenance Superintendent
Dennis Knisley	Construction Maintenance Superintendent
Damon Hom	Superintendent of Water Treatment
Cindy Hunt	Superintendent of Water Treatment

Gina Jenkins	Manager of Meter Reading and Maintenance Support
David Katzev	Manager of Pipeline Construction
Michael Rangel	Manager of Distribution Maintenance and Construction
Marshall McLeod	Senior Civil Engineer
Eng Prachya	Senior Civil Engineer
Dustin La Vallee	Senior Civil Engineer
Roberts McMullin	Senior Civil Engineer
Keith Packard	Associate Corrosion Control Specialist
Doug Hooper	Superintendent of Aqueduct
Erik Dye	Supervising Construction Inspector
Jonathan McCargar	Supervising Construction Inspector
Jose Rios	Senior Civil Engineer (<i>for David Rehnstrom</i>)
Kelley Smith	Manager of Purchasing
Becky Sharpe	Purchasing Contract Supervisor
Jason Bouslog	Purchasing Stores Supervisor
Thomas Reinhart	Materials Storage Supervisor
Nicholas Farrell	Assistant Construction and Maintenance Superintendent
Michael Hartlaub	Engineering Manager

MATERIALS REVIEW AND PLANNING COMMITTEE ANNUAL REPORT – 2025

The Material Review and Planning Committee (MRPC) was formed in March 1990 and is a standing subcommittee of the Pipe Committee. The MRPC coordinates work in the areas of new product evaluation, planning, usage and deployment, with additional focus on existing product issues, and necessary revisions to specifications and engineering drawings.

2025 Accomplishments

Continued Transition to Ductile Iron Pipe

The MRPC spent a significant amount of time working on various aspects of the District's transition to ductile iron (DI) pipe. This included efforts such as materials testing, approval and planning to meet increasing and evolving DI pipe and appurtenance needs. Most notably, the MRPC assisted with the District's move from TR Flex DI to a fully restrained Bell and Spigot DI pipe system. This consisted of testing materials and appurtenances, including researching and evaluation of options for fittings, gaskets, and specialized materials.

Pre-Delivery Supplier Checklists

The MRPC drafted and implemented a pre-delivery checklist format, applicable to large pipeline infrastructure supplies. The checklist will ensure suppliers verify all critical manufacturing, delivery and storage aspects of the materials are verified to be in compliance with District requirements prior to delivery to the District. This will prevent the rejection of materials when they are delivered to the District, which disrupts supply chain and increases the handling costs for both the District and suppliers.

Inspection Practices and Requirements

The MRPC, in conjunction with the Pipe Committee, finalized revisions to Plant inspection planning to reduce cost and increase pipeline infrastructure replacement efficiencies. The teams determined that plant inspection could be discontinued for hydrants and small diameter valves (16" and under) due to the District's transition to C515 valves. Hydrants will still be inspected upon delivery to the District, as will C515 valves, which is standard practice in the water industry. The District still reserves the right, in all materials contracts, to inspect the factory, its processes, or the materials being produced at the discretion of the District. The MRPC will monitor the revised process and make adjustments when/if necessary.

Push-on Gate Valves Approved for Use

After a multi-year effort of testing and approvals, in push-on gate valves were approved for use. The approval identified the Alpha product, which is manufactured in an automated plant with rigorous quality control and testing procedures. The use of push-on valves decreases installation time and expands the number of acceptable products to improve supply-chain stability.

2026 Work Plan/Goals

The MRPC will continue researching products critical to the District's infrastructure to assess availability, lead times, supply chain shortages, and assess alternatives. The intended result is to identify readily obtainable backup/alternate products for difficult-to-obtain materials as well as review new products which may better suit District needs. This will improve planning/flexibility and identify alternate products which may be available in the event of an emergency as supply chains are strained.

The MRPC will continue to coordinate the pilot testing, review and approval/rejection of alternate/backup products that meet District requirements, AWWA/NSF standards, etc. and will utilize the formalized process noted above. If pilots are successful, any suggested alternates will be finalized for approval in coordination with the Pipe Committee.

The following items have been identified as areas of focus going forward:

- Planning for, and adoption of, new materials.
- Discontinuation of the use of obsolete or inefficient materials.
- Identification of equivalent or alternate products.
- Streamlining of materials handling, storage, and inspection.
- Continue to document the process and codify decision-making on all materials adopted, rejected or discontinued.
- Continue to build the multi-point dissemination plan for information on new materials and revised specifications.

Committee Members

- Kelley Smith, Manager of Purchasing (Co-Chair)
- Jason Bouslog, Material Storage Supervisor (Co-Chair)
- Erik Dye, Supervising Construction Inspector
- Roberts McMullin, Senior Civil Engineer
- Michael Rangel, Manager of Distribution Maintenance & Construction
- David Correa, Material Storage Foreman
- Tom Reinhart, Material Storage Supervisor
- Donovan Szarka, Assistant Construction & Maintenance Superintendent
- Gistand Williams, Construction & Maintenance Superintendent
- David Katzev, Manager of Pipeline Construction
- Hank Williams, Associate Civil Engineer
- Marisa Boyce, Senior Civil Engineer
- Pongsiri Prachya, Senior Civil Engineer
- Dustin La Vallee, Senior Civil Engineer
- Laurenio Vieira, Plant Inspector
- Ron Monteforte, Supervising Plant Inspector
- Aida Cheong, Senior Administrative Clerk
- Becky Sharpe, Purchasing Contract Supervisor

- Jesse Carag, Buyer II
- Mel Go, Purchasing Contract Supervisor
- Sharon Sarmenta, Recording Clerk
- Zach McUne, Material Storage Supervisor
- Josh Sullivan, Assistant Construction & Maintenance Superintendent
- Nick Farrell, Assistant Construction & Maintenance Superintendent

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SUSTAINABILITY COMMITTEE ANNUAL REPORT – 2025

The Sustainability Committee was formed in 1992 (originally called the “District Recycling Committee”) and meets bimonthly to advance sustainability practices and policies at the District. The committee’s goals are to:

- Achieve continuous improvement in sustainability practices with a primary focus on waste reduction, energy conservation, and water conservation;
- Engage staff to identify and implement sustainability opportunities and best practices for improving operations guided by the triple bottom line; and
- Ensure that sustainability practices and concepts are embedded via education into the District’s culture.

2025 Accomplishments

The committee continued its efforts to offer a hybrid of in-person and virtual events and information to all District staff. Below is a summary of the accomplishments for 2025.

- Earth Day 2025. The committee successfully brought back the in-person Earth Day Fair with significant staff participation. The fair was held on 2nd floor lobby of the Administration Building. For the first time, the committee invited all work groups to demonstrate the various ways their groups focused on sustainability. This led to increased work group participation compared to pre-pandemic years, with 16 groups tabling. The committee chose to not invite outside organizations and instead, focus on the District’s sustainability efforts. The event included interactive games, a District clothing swap, and e-waste and eyeglass recycling.
- The committee promoted California Clean Air Day (October 2, 2025) with four specific initiatives in addition to District wide emails.
 - The committee had tables at the AB, SD1, and AMC to encourage employees to sign clean air pledges. 66 pledges were collected, which was the highest number of pledges since the District began taking part in this campaign.
 - The committee, in coordination with Wastewater Grounds Maintenance and Water Conservation, hosted a tree planting lunchtime event at SD-1.
 - The committee and prepared a resolution that was adopted by the Board on September 23, 2025.
 - The Bike Subcommittee lead a social after work bike ride.
- The committee brought back “Green Bag” lunch talks open to all staff members. Topics included the District’s Fleet Electrification Plans (September 3, 2025) and an overview of watershed work in the Upper Mokelumne (December 7, 2025).
- The committee hosted a fall “Crop Swap” event on October 29, 2025, where employees brought in and traded produce and homemade foods from their gardens.
- The committee’s meetings occasionally featured presentations from in-house subject matter experts, including a presentation on the most recent GHG emissions inventory (November 18, 2025).

- The committee is working closely with Janitorial and Graphics to update the District's facilities waste sorting signs.
- committee members presented to the U.C. Berkely Civil Engineering 112 course for the Fall 2025 semester on topics related to sustainability, resilience, and climate change.
- Green Business Certifications: Walnut Creek Water Treatment Plant was recertified, and the Administration Building at the Adeline Maintenance Center campus was newly certified this year. Currently twelve facilities are certified.

In addition, the Bicycle subcommittee continued to meet monthly to advocate for and advance alternative commuting initiatives. The group worked on the following events and initiatives:

- Social bike rides – Led evening social rides on June 26, 2024 (to Alameda using the Alameda water ferry), April 30, 2025 (as part of Earth Day celebrations) and on October 2, 2025 (in partnership with OakDOT to promote California Clean Air Day).
- Bike to Work Day – Promoted event along with District alternative commute resources, and held Bike to Work Day picnic on May 15, 2025.
- Ongoing work with staff to improve bicycle parking at SD-1, including an SD-1 staff bike commute survey to solicit feedback.
- Promoted the bicycle loan program and the updated bike/walk alternative commute subsidy program. Saw 16 participants engage with the new bicycle loan program in 2025.

2026 Work Plan/Goals

- Continue to celebrate Earth Day with the in-person Earth Day Fair. Will work to encourage and support Earth Day related events at facilities beyond the Administration Building.
- Continue successful “green bag” speaker series, aiming to host one talk per quarter.
- Continue to promote CA Clean Air Day with educational events and outreach.
- Plan additional events such as crop swap, tree plantings, and educational lunchtime movies that focus on sustainability and bring staff together.
- Work with janitorial staff on additional outreach and training for District staff related to proper waste sorting (i.e., trash, recycling, compost).
- Continue to promote eco-friendly commute alternatives for employees, including the Alternate Commute Subsidy, the Bike Loan, the Carpool list and other resources for low emissions commuting.
- Support Green Business Certification efforts at District facilities where appropriate.
- Support District-wide Climate Resiliency activities.
- Continue to advance a “culture of sustainability” at all levels and in all workgroups.

In 2026, Alice Towey, Director of Natural Resources, will be stepping down as co-chair after many years and becoming one of the two SMT sponsors for the committee. Nadia Borisova will be stepping in as co-chair alongside Geneva Gondak.

Committee Members

- Nadia Borisova, Environmental Health & Safety Specialist II, Co-Chair
- Geneva Gondak, Supervisor of Water Conservation, Co-Chair
- William Baker, Janitor Supervisor
- Deborah Bialik, Information Systems Support Analyst II
- Greg Benson, Senior Administrative Clerk
- Nathalie Bogatirsky, Information Services Supervisor
- Allison Brede, Water Treatment Operator
- Dana Y. Burrell, Community Affairs Representative II
- Adam Edgell, Sr. Administrative Clerk
- Hoyt Fay, Grounds Maintenance Specialist II
- Chandra Johannesson, Manager of Environmental Compliance
- Dennis Karaim, Drafting Supervisor
- Steven Kekki, Building Tenant Services Supervisor
- Tina Kwan, Senior Administrative Clerk
- Debbie Michel, Special Assistant I
- Dana Mims, Administrative Services Supervisor
- Jose Perez, Engineering Designer I
- Quindy Sammler, Recreation Area Attendant
- Carolyn Shadan, Assistant Engineer
- Kelley Smith, Manager of Purchasing
- Shamar Theus, Wastewater Treatment Plan Operator
- Agnes Wan, Associate Architect

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WATER QUALITY COMMITTEE ANNUAL REPORT – 2025

The Water Quality Committee oversees and coordinates the District’s drinking water quality program. Its responsibilities are to ensure the efficient collection, management, and use of water quality information; promote distribution of water quality information throughout the District; track, review, and comment on legislation and regulations affecting drinking water quality; and recommend appropriate actions as needed to respond to drinking water quality issues.

2025 Accomplishments

- Reviewed water quality data at each meeting and trends or changes in various water quality parameters were discussed during each meeting.
- Tracked nitrification in the distribution system, discussed factors that influence its occurrence, and reviewed treatment and operational actions that might be considered for control, as well as potential capital projects. Monitored disinfection byproducts levels, taste and odor, filter plant performance, and algal-related issues.
- Reviewed and tracked proposed legislation and draft regulatory changes. Provided comments when appropriate.
- Prepared and reviewed two water quality reports for the Planning Committee summarizing the status of the District’s compliance with regulatory requirements as well as with the District’s water quality goals.
- Provided input for the District’s annual Consumer Confidence Report, the mid-year update, and the “all parameters table.”
- Reviewed design and construction progress and provided input on capital projects at the water treatment plants and distribution system facilities that impact water quality.
- Reviewed results of ongoing research projects and discussed potential applications to the District. Reviewed activities of industry organizations and shared relevant water quality information and updates with the group.

2026 Work Plan/Goals

In 2026, the committee will continue to meet monthly to review, coordinate, and oversee the District’s Water Quality program. Specifically, the Committee plans to:

- Review and modify, as necessary, the District’s water quality goals and ensure they incorporate all relevant contaminants and are appropriately set to incorporate the latest technical information and regulatory requirements.
- Review and comment on upcoming legislative and regulatory changes. Advocate for sound science in the development of legislation and regulation.
- Improve the display and dissemination of water quality data, particularly by using new tools such as mapping and web-based applications.
- Participate in water industry organizations and exchange water quality information and research results with other water utilities and organizations.

- Ensure that water quality issues are considered and addressed in all District projects that may impact water quality.

Committee Members

- Susan Teefy, Manager of Water Quality (Chair)
- Mitch Allan, Water Distribution Supervisor
- Ardy Assadi-Rad, Associate Civil Engineer
- Dustin Battaion, Water Treatment Supervisor
- Charles Beckman, Manager of Watershed & Recreation
- Yuriy Bondarenko, Chemist II
- Allison Brede, Water Treatment Supervisor
- Justin Casey, Water Treatment Supervisor
- Carlton Chan, Engineering Manager
- Denise Cicala, Engineering Manager
- Roberto Cortez, Manager of Water Operations
- Andrew Enos, Associate Civil Engineer
- Paul Gilbert Snyder, Associate Civil Engineer
- David Gluchowski, Superintendent of Water Treatment
- Scott Hill, Manager of Watershed & Recreation
- Damon Hom, Superintendent of Water Distribution
- Linda Hu, Manager of Water Supply Improvements
- Cindy Hunt, Superintendent of System Water Quality
- Chandra Johannesson, Manager of Environmental Compliance
- Brett Kawakami, Engineering Manager
- Drew Lerer, Senior Environmental Health & Safety Specialist
- Jason Littlefield, Water Treatment Supervisor
- David McGeorge, Assistance Superintendent of Aqueduct
- Bryan Miller, Water Treatment Supervisor
- Jason Mitchell, Laboratory Supervisor
- Clarence Peralta, Superintendent of Water Treatment
- Javier Ramos, Water Distribution Supervisor
- David Rehnstrom, Engineering Manager
- Kristi Schwab, Senior Chemist
- Yuyun Shang, Manager of Laboratory and Technical Services
- Gordon Williams, Manager of Planning & Analysis
- David Woodard, Manager of Regulatory Compliance
- Lori Work Kazimi, Senior Civil Engineer