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, February 10, 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.

ANNOUNCEMENT OF CLOSED SESSION AGENDA:

1. Existing litigation pursuant to Government Code section 54956.9(d)(1):

   a. *Maxwell Hampton v. East Bay Municipal Utility District, et al.*
   Calaveras County Superior Court, Case No. 22CV46329

   b. *Manilyn Gollaba v. East Bay Municipal Utility District, et al.*
   Contra Costa County Superior Court, Case No. MSC21-02483

2. Conference with Labor Negotiators Clifford C. Chan, General Manager; Cindy R. Charan, Director of Human Resources; Vincent L. James, Manager of Recruitment and Classification; Adam Smyer, Manager of Employee Relations; Lori L. Worden, Senior Human Resources Analyst; and Adrian J. Pringle, Senior Human Resources Analyst, pursuant to Government Code section 54957.6: American Federation of State, County and Municipal Employees, Local 444, and International Federation of Professional and Technical Engineers, Local 21.

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

REGULAR BUSINESS MEETING
1:15 p.m.

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

ROLL CALL:

BOARD OF DIRECTORS:

- Pledge of Allegiance

ANNOUNCEMENTS FROM CLOSED SESSION:

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

COMMITTEE REPORTS:

- Planning
- Legislative/Human Resources
- Finance/Administration

CONSENT CALENDAR: (Single motion and vote approving 7 recommendations including 1 resolution.)

1. Approve the Special and Regular Meeting Minutes of January 27, 2026.

2. File correspondence with the Board.

3. Authorize an agreement beginning on or after February 10, 2026 with EMSystems LLC/Esi Acquisition, Inc. for five years, with five options to renew for additional one-year periods for a total amount, including option years, not to exceed $620,528 for emergency management software and associated services.

4. Authorize an agreement beginning on or after February 10, 2026 with GA Technical Services, Inc., in an amount not to exceed $166,714 for the procurement and installation of electrical equipment at occupied District facilities.

5. Authorize an agreement beginning on or after February 10, 2026 with Maze & Associates Accountancy Corporation for three years, with two options to renew for additional two-year periods for a total amount, including option years, not to exceed $1,101,600 for professional auditing services.

6. Adopt the Reporting Year 2025 Equal Employment Opportunity Program Report.

CONSENT CALENDAR: (Continued)

7. Adopt a resolution authorizing the District to acquire and hold in perpetuity two conservation easements and three associated access easements of combined area of approximately 56.97 acres on five parcels adjacent to the Mokelumne River along Highways 12 and 88 in San Joaquin County from Old Oak Land Company, LLC for $930,000 plus closing costs, for a total amount not to exceed $965,000, and to execute documents necessary or appropriate to complete that acquisition. (Resolution)

DETERMINATION AND DISCUSSION:

8. 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
   - Education Program Update
   - Monthly Report – January 2026

DIRECTOR COMMENTS:

9. Other Items for Future Consideration.

10. Director Comments.

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, February 24, 2026.

Disability Notice

If you require a disability-related modification or accommodation to participate in an EBMUD public meeting please call the Office of the Secretary (510) 287-0404. We will make reasonable arrangements to ensure accessibility. Some special equipment arrangements may require 48 hours advance notice.

Document Availability

Materials related to an item on this agenda that have been submitted to the EBMUD Board of Directors within 72 hours prior to this meeting are available for public inspection in EBMUD's Office of the Secretary at 375 11th Street, Oakland, California, during normal business hours, and can be viewed on our website at www.ebmud.com.

BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, February 10	**Planning Committee**	9:00 a.m. Boardroom	• Influent Pump Station Resiliency Project • Follow-up Contract Services for Maintenance and Construction
	Legislative/Human Resources Committee	10:30 a.m. Boardroom	• Reporting Year 2025 Equal Employment Opportunity Program Report
	Board of Directors	11:00 a.m. Boardroom 1:15 p.m. Boardroom	
Thursday, February 12	**Lincoln's Birthday**		*Offices closed*
Monday, February 16	**Washington's Birthday**		*Offices closed*
Tuesday, February 24	**Finance/Administration Committee**	TBD Boardroom	
	Mid-Cycle Budget and Finance Workshop	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom 1:15 p.m. Boardroom	
Tuesday, March 10	**Board of Directors Retreat**	TBD	
	Planning Committee	TBD Boardroom	
	Legislative/Human Resources Committee	TBD Boardroom	
	Board of Directors	11:00 a.m. Boardroom 1:15 p.m. Boardroom	

2026 Board Committee Members

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

APPENDIX

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

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

*Online**
https://ebmud.zoom.us/j/97065086667?pwd=eUdZSGh5SG82akZiRDF2UDg2b0IyUT09
Webinar ID: 970 6508 6667
Passcode: 238500

*By Phone**
Telephone: 1 669 900 6833
Webinar ID: 970 6508 6667
Passcode: 238500
International numbers available: https://ebmud.zoom.us/u/adMXn1VnPp

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

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

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

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

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

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

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

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 5, 2026

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager

FROM: Rischa S. Cole, Secretary of the District

SUBJECT: Finance/Administration Committee Minutes – January 27, 2026

Chair Valerie D. Lewis called to order the Finance/Administration Committee meeting at 8:32 a.m. in the Administration Building Boardroom. Director Jim Oddie was present at roll call. Director Andy Katz was absent. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Finance Sophia D. Skoda, Treasury Manager Robert L. Hannay, Controller David Glasser, Director of Customer and Community Services Andrew L. Lee, Manager of Water Conservation Charles M. Bohlig, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled "Customer Association Program Initiatives Update," dated January 27, 2026.

Monthly Investment Transactions Reports. Treasury Manager Robert L. Hannay reviewed the November and December 2025 reports. Mr. Hannay noted the November portfolio decreased from $679.6 million to $594.9 million, and the December portfolio increased from $594.9 million to $629.8 million. The Committee raised no questions. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to accept the reports. Director Katz was absent.

Quarterly Investment, Payroll, Disbursement and Real Estate Summary Reports for the Water and Wastewater Systems for Quarter Ended December 31, 2025. Treasury Manager Robert L. Hannay reviewed the quarterly reports for the period October through December 2025. He noted there were no real estate transactions during the quarter. The Committee raised no questions. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to accept the reports. Director Katz was absent.

External Auditor Recommendation. Controller David Glasser reported the District issued a request for proposals (RFP) 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. Staff reviewed the 9 proposals received and interviewed the top six firms. Based on the reviews staff is recommending Maze and Associates (Maze) to provide auditing services for Fiscal Years (FY) 2026 through 2028 with the option to extend for two additional two-year periods. Mr. Glasser highlighted Maze's qualifications, public-sector audit experience, audit approach, and cost, noting the firm had previously provided auditing services for the District between 2012 and 2019. The Board will be asked to consider approving the contract with Maze at its February 10, 2026 meeting. Mr. Glasser responded to Committee questions regarding the benefits of rotating audit firms, Governmental Accounting

Standards Board (GASB) pronouncements, and Maze's lead audit partner that would be working with the District. Staff was asked to provide periodic updates on new GASB pronouncements that may impact the District and information on Maze's staff makeup and diversity. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to support the staff recommendation. Director Katz was absent.

Customer Assistance Program (CAP) Initiatives Update. Manager of Water Conservation Charles M. Bohlig provided the presentation. At the February 14, 2023 CAP Workshop, staff introduced two new initiatives to support CAP customers while advancing the District's water conservation goals. To evaluate the effectiveness of these initiatives, the District partnered with Richard Heath & Associates (RHA) to pilot a program that provides eligible customers with no-cost installation of water efficient fixtures. RHA conducted outreach to approximately 9,400 CAP customers, prioritizing households with the highest water use in calendar year 2022. Nearly 1,000 customers expressed interested, and to date, the pilot has served 301 participants. Program services included installation of 286 ultra-efficient toilets, 107 faucet aerators, 97 showerheads, and 41 outdoor hose bibs. Few indoor leaks were found during the home assessments, and participating households averaged approximately 135 gallons per day (GPD), compared to the District-wide average of 190 GPD for single-family homes, indicating participants were generally already water efficient. Average water savings were approximately 10.5 gallons per day. While most participants reduced water use, a few increased consumption. Demand for the program was lower than anticipated, in part because many customers had already received similar services through programs like PG&E's Energy Assistance Program. RHA also experienced challenges retaining subcontractors due to limited replacement work. The pilot budget was $400,000, with approximately $225,700 expended to serve 301 participants. Staff recommends discontinuing the pilot and focusing future efforts on customer education and alternative assistance strategies for leak identification and repair. Mr. Bohlig responded to Committee questions regarding outreach methods, including engagement of the top 100 users; outreach through community partners; and available leak assistance for non-CAP customers. He confirmed that the pilot was funded with non-rate revenue. Staff was asked to provide before and after water consumption information for CAP participants in future presentations. It was moved by Director Oddie, seconded by Chair Lewis, and carried (2-0) by voice vote to accept the report. Director Katz was absent.

Adjournment. Chair Lewis adjourned the meeting at 8:56 a.m.

CCC/RSC

Draft Prepared By
RC
Secretary of the District

MINUTES

Tuesday, January 27, 2026

East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California

Special Meeting

President Luz Gómez called to order the Special Meeting of the Board of Directors at 9:16 a.m. in the Administration Building Boardroom. The Board met in workshop session to receive a presentation on updates to the 2025 Urban Water Management Plan (UWMP) and Water Shortage Contingency Plan (WSCP). President Gómez announced that she had notified the General Manager and the Secretary of the District of the need to participate in the meeting from a remote location for just cause due to the need to provide caregiving for her child pursuant to Government Code section 54953.8.3(c)(1). She handed the meeting over to Vice President Valerie D. Lewis to preside. President Gómez was advised of the need to keep the audio open and camera on at all times while appearing remotely. President Gómez confirmed that no one over the age of 18 was present in the room.

ROLL CALL

Directors April Chan, Andy Katz, Valerie D. Lewis, Jim Oddie, Marguerite Young and President Luz Gómez (remote) were present at roll call. Director Joey D. Smith arrived at 9:18 a.m.

Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Water and Natural Resources Alice E. Towey, Manager of Water Resources Planning Bradley M. Ledesma, Manager of Water Conservation Charles M. Bohlig, Senior Civil Engineer Bill E. Maggiore, Senior Civil Engineer Priyanka K. Jain, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled "2025 Urban Water Management Plan/Water Shortage Contingency Plan Workshop," dated January 27, 2026.

DISCUSSION

General Manager Clifford C. Chan introduced the workshop and said staff is seeking feedback on the updates to the UWMP and WSCP. Director of Water and Natural Resources Alice E. Towey reviewed the workshop agenda noting the UWMP is required to be updated every five years and provides an overview of the District's water resources planning, including updates on projects, studies, and recycled water and conservation programs undertaken since the last update in 2020.

Manager of Water Resources Planning Bradley M. Ledesma reviewed the history and purpose of the UWMP, a legally required document updated every five years pursuant to the Urban Water Management Planning Act. The UWMP serves as the District's long-term water supply planning document and incorporates the WSCP to evaluate water supply reliability, provide a framework and response to emergencies, and act as a reference for the public and the District. It is administered by

the California Department of Water Resources, which manages the California Water Plan. Mr. Ledesma outlined the content and structure of the UWMP and the District's multi-pronged water supply strategy. He discussed the WSCP, a component of the UWMP that details the District's response strategies for water shortages, including drought conditions or emergencies. The WSCP establishes stages of action, demand reduction measures, and communication protocols to ensure service reliability during shortages.

Manager of Water Conservation Charles M. Bohlig reviewed the history of the Water Conservation Program and the water conservation forecast since 1995. Mr. Bohlig reported the District's conservation savings target has increased over time and is now projected at 70 million gallons per day (MGD) by 2050. Recent state legislation, including Assembly Bill 1668 and Senate Bill 606, established the long-term framework for making conservation a California way of life and the District is actively participating in achieving the requirements of the bills' four components (residential indoor and outdoor use, dedicated irrigation meters, and utility system water loss) which apply to all California water utilities. The District is on track to meet both its internal conservation goals and state requirements. He described how previous conservation progress was measured and noted that due to changes in conservation programs and regulations, staff is developing an econometric water savings model that measures community-wide water savings and supports tracking progress toward the long-term framework conservation target. He reviewed customer water demand and accounts, conservation messaging using online tools and social media platforms, and highlighted the regulations that govern District water service.

- Director Chan left the meeting at 9:51 a.m. and returned at 9:54 a.m.

Senior Civil Engineer Bill E. Maggiore presented the water demand forecast update prepared for the 2025 UWMP, which supports water conservation, recycled water planning, water supply planning, and facility and pipeline sizing, and described the new econometric methodology being developed to track water savings at the community level. The econometric model is trained on historical metered consumption and external factors including economic conditions, weather, and drought response, allowing staff to distinguish long-term demand trends from short-term variability. To avoid capturing temporary effects, the econometric model and per-unit demand assumptions are not updated for mid-cycle but are only updated during the ten-year in-depth demand studies. For this update, staff confirmed current driver units using state and regional agency data and surveyed all local land-use agencies to validate future growth through 2050, including increased multi-family and accessory dwelling units that use less water per unit. Adjustments were made to subtract future conservation savings and recycled water that reliably offsets potable demand, incorporate projected demand from large water users, add climate-change-related demand increases, and include long-term average water loss. The forecast is conservative by design to ensure the District has sufficient supply for customers, address long-term uncertainty and support infrastructure planning beyond 2050. The next in-depth econometric demand study extending the forecast to 2060 will begin in 2027.

- Director Oddie left the meeting at 10:40 a.m. and returned at 10:43 a.m.

Senior Civil Engineer Priyanka K. Jain reviewed key planning analyses supporting the UWMP, including the Drought Planning Sequence (DPS), need-for-water scenarios, upcountry diversions, water transfers, and climate change modeling. The DPS evaluates system reliability under a severe multi-year drought based on historical and modeled hydrology. Ms. Jain discussed the current Drought Management Program and presented proposed program updates, including consideration of

adjusting the Stage 1 drought trigger threshold to 500 thousand acre-feet. She summarized the supply-demand assessment need for water scenarios and results, noting that most scenarios showed no water supply shortage, with a potential shortage identified only under reduced Central Valley Project (CVP) reliability at future levels of demand and concluded with an overview of the framework used to evaluate climate change risks and vulnerabilities which help inform water management decisions.

Manager of Water Resources Planning Bradley M. Ledesma reviewed the schedule and key milestones for completing the 2025 UWMP and WSCP. A draft UWMP is scheduled for release for a five-week public review period, followed by a virtual public comment meeting in April, and a public hearing during the Board's Regular meeting on May 12. The Board is scheduled to consider adoption of the updated UWMP and WSCP at its Regular meeting on June 9. The UWMP will be submitted to the Department of Water Resources in July 2026.

Staff responded to Board questions regarding the current gallons per person per day compared to the 42 gallons per capita per day target; how future water savings measurements may impact customer incentives; flow monitor devices factoring into conservation savings and projections; the econometric model; gaps between historical demand and forecasted demand; how demand forecasts relate to budgeting and revenue; decreases in water loss and whether water loss data reflects customer-side losses; the recycled water forecast; drivers for projected industrial growth; impacts from potential refinery closures or transitions; planning for a high-demand scenario; alternative scenarios depicting reduced CVP reliability and increased environmental flow requirements; and adjusting the Stage 1 drought trigger. The Board supported the staff recommendation to adjust the Stage 1 drought trigger threshold to 500 thousand acre-feet. Staff was asked to remove the potable reuse project option listed in the Recycled Water demand forecast table on slide 22; add a new scenario combining reduced CVP reliability with Healthy Rivers and Landscapes requirements; and additional information on industrial subsectors driving growth. Staff confirmed the Board will receive the draft UWMP before it is released to the public.

ADJOURNMENT

Vice President Lewis adjourned the Special Meeting at 11:01 a.m.

SUBMITTED BY:

_____
Rischa S. Cole, Secretary of the District

APPROVED: February 10, 2026

_____
Valerie D. Lewis, Vice President of the Board

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Draft Prepared By
RC
Secretary of the District

MINUTES

Tuesday, January 27, 2026
East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California

Regular Closed Session Meeting

Vice President Valerie D. Lewis called to order the Regular Closed Session Meeting of the Board of Directors at 11:08 a.m. in the Administration Building Boardroom. She announced that President Luz Gómez notified the General Manager and the Secretary of the District of the need to participate in the meeting from a remote location for just cause due to the need to provide caregiving for her child pursuant to Government Code section 54953.8.3(c)(1); and that President Gómez would join the meeting from the remote location in Conference Room 8.

ROLL CALL

Directors April Chan, Andy Katz, Jim Oddie, Joey D. Smith, Marguerite Young, and Vice-President Valerie D. Lewis were present at roll call. President Luz Gómez joined the meeting in Conference Room 8 from a remote location at 11:10 a.m.

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

PUBLIC COMMENT

There was no public comment.

ANNOUNCEMENT OF CLOSED SESSION AGENDA

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

Regular Business Meeting

President Luz Gómez called to order the Regular Meeting of the Board of Directors at 1:19 p.m. in the Administration Building Boardroom. President Gómez announced that she notified the General Manager and the Secretary of the District of the need to participate in the meeting from a remote location for just cause due to the need to provide caregiving for her child pursuant to Government Code section 54953.8.3(c)(1). She handed the meeting over to Vice President Valerie D. Lewis to preside. President Gómez was advised of the need to keep the audio open and camera on at all times while appearing remotely. President Gómez confirmed that no one over the age of 18 was present in the room.

ROLL CALL

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

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

BOARD OF DIRECTORS

Vice President Lewis led the Pledge of Allegiance.

2026 Board Assignment Preferences for Committees, Joint Powers Authorities and Associations

Vice President Lewis announced the proposed 2026 Committee, Joint Powers Authorities, and Association assignments were included in the agenda materials and called for questions or comments from the Board. There were no questions or comments.

- Motion by Director Katz, seconded by Director Young, to approve the 2026 Assignments for Committees, Joint Powers Authorities, and Associations carried (6-0) by the following roll call vote: AYES (Katz, Gómez, Oddie, Smith, Young, Katz, and Lewis); NOES (None); ABSTAIN (Chan); ABSENT (None).

Motion No. 015-26 – Approved the 2026 Assignments for Committees, Joint Powers Authorities, and Associations.

Planning Director Lewis, Chair President Gómez Director Young	***2nd Tuesday of the month at 9:00 a.m.*** Administration Building
Legislative/Human Resources Director Smith, Chair Director Chan Director Oddie	***2nd Tuesday of the month at 10:00 a.m.*** Administration Building
Finance/Administration Director Oddie, Chair Director Katz Director Lewis	***4th Tuesday of the month at 10:00 a.m.*** Administration Building
Sustainability Director Young, Chair Director Katz Director Smith	***4th Tuesday, quarterly, time to be determined*** Administration Building
DSRSD/EBMUD Recycled Water Authority (DERWA) Director Chan President Gómez Director Smith, Alternate	***1st Monday in Feb.;*** ***4th Monday in April and Sept.*** ***2nd Monday in Dec.;*** ***meets at 6:00 p.m.***

Freeport Regional Water Authority
Director Lewis
Director Oddie
Director Katz, Alternate

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

Retirement Board
Director Oddie
Director Young

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

Upper Mokelumne River Watershed Authority
Director Smith
Director Young, Alternate
Director Katz, Alternate
Director Oddie, 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 Katz
Director Smith
Director Oddie, Alternate

Meeting dates, times, and location to be determined

Business Forum (Ad Hoc)
Director Lewis

Meeting dates, times, and location to be determined
Board Representatives to be determined as needed

Oakland Chamber of Commerce
Director Young
Director Lewis, Alternate
President Oddie, 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 Young, Alternate
President Gómez, Alternate

PRESENTATIONS

Employee Service Awards October – December 2025

Senior Human Resources Analyst Chad R. Thigpen highlighted the employees that reached service award milestones ranging from 5 to 35 years during this period. These employees were also recognized by their organizational leadership through the Employee Recognition and Service Award Program and received a service award on behalf of the District. Mr. Thigpen read the names of the recipients including the following in attendance: Senior Public Information Representative Andrea Pook; Senior Administrative Clerk Tonya Bowman; Paving Crew Foreman John Briceno; Manager of Maintenance and Construction/Water Operations Roberto Cortez; Assistant to the General Manager Janetta Johnson; Senior Electrical Engineer Christopher Farajian; Senior Software Engineer Navneet Virk; Associate Civil Engineer I-Pei Hsiu; Senior Civil Engineer Roberts McMullin; Senior Civil Engineer Lilian Leung; Senior Software Engineer Brenda Nickelson; Network Analyst III Arnulfo Orogo; Manager of Planning & Analysis Gordon Williams; and Senior Software Engineer Joshua Eisenberg.

Recognizing Black History Month and the District's Black Employee Network Affinity Group

Director Joey D. Smith announced EBMUD is recognizing Black History Month and the District's Black Employee Network (BEN) Affinity Group. BEN, formerly known as the Black History Committee, was established in 1994. BEN's mission is to celebrate African American heritage, foster inclusion and visibility, and support the advancement of employees who identify as Black, African American, or are of African descent. Director Smith highlighted upcoming events centered around the 2026 National Black History Month Theme, "A Century of Black History Commemorations" which are scheduled to kick off on February 3. On behalf of the Board, Director Smith extended gratitude to BEN and encouraged support and participation in the celebration of Black History Month at the District.

EBMUD Art Committee Artist Exhibit – African American Quilt Guild of Oakland (AAQGO)

Vice President Lewis announced the District's Art Committee was established in 1993 and hosts six to seven exhibitions per year, featuring works by local emerging to mid-career artists. EBMUD showcases works by artists in the 2nd floor art gallery. She introduced AAQGO member Ora Clay to highlight the current exhibit, "AAQGO 25th Year Anniversary" which is on display through early March. Ms. Clay highlighted the history of the AAQGO and said this show honors the guild's 25-year milestone. Quilters were challenged to create quilts that measure 25 inches by 25 inches and incorporate anniversary symbols such as silver or the iris, and a piece of unity cloth. An artist reception will be held on Wednesday, February 11, 2026 in the 2nd floor lobby starting at 11:30 a.m.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board was Michelle from Fairview who commented on a claim filed with the District to repair damage resulting from a hydrant on Uvas Court that has been hit multiple times. She asked for Board assistance and was referred to the Office of the Secretary for follow up.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the January 13, 2026 Planning Committee and Legislative/Human Resources Committee Meetings.

- Vice President Lewis reported the Finance/Administration Committee met this morning and received updates on the Monthly Investment Transactions Reports, Quarterly Financial Reports, External Auditor Recommendation and Customer Assistance Program Initiatives.

- Vice President Lewis also reported the Board met this morning for the Urban Water Management Plan (UWMP) and Water Shortage Contingency Plan Workshop where staff presented on the District's water resources planning, including updates on projects, studies, and recycled water and conservation programs undertaken since the last UWMP update in 2020.

Vice President Lewis read the 2026 Committee, Joint Powers Authorities, and Association assignments approved by the Board.

CONSENT CALENDAR

- Motion by Director Young, seconded by Director Smith, to approve the recommended actions for Items 1-13 on the Consent Calendar carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Oddie, Smith, Young, and Lewis); NOES (None); ABSTAIN (None); ABSENT (None).

1. **Motion No. 016-26** – Approved the Regular meeting minutes of January 13, 2026.

2. The following correspondence was filed with the Board: **1)** Presentation entitled, "Service Award Recipients October – December 2025," dated January 27, 2026; and **2)** Presentation entitled, "Water Supply Update," dated January 27, 2026.

3. **Motion No. 017-26** – Authorized an agreement beginning on or after January 27, 2026 with Strada U.S. Professional Services, LLC, for $2,948,842 for five years, with five options to renew for additional one-year periods for a total amount, including option years, not to exceed $4,766,584 for implementation, training, support, and software licensing for Workday's Payroll System (including Lite Human Capital Management, Absence and Payroll).

4. **Motion No. 018-26** – Authorized an agreement on or after January 27, 2026, with the United States Geological Survey in an amount not to exceed $588,317 to plan, develop, and analyze a long-term research project investigating the influence of Delta hydrodynamics on key factors affecting out-migrating juvenile Chinook salmon (*Oncorhynchus tshawytscha*) in the Mokelumne River.

5.1. – 5.2. **Motion No. 019-26** – Authorized the District to become a participating agency of the Sacramento Water Forum; and authorized staff to enter into the following related agreements: 1) the Water Forum 2050 Agreement and Memorandum of Understanding (MOU); 2) the Third Interagency Agreement for the Administration and Management of the Water Forum, and 3) annual funding agreements providing for the District's contribution of its negotiated 2 percent cost share of the Water Forum budget.

6.1. – 6.2. **Motion No. 020-26** – Authorized agreements beginning on or after January 27, 2026 with ASK Equipment Rentals; Cal-West Rentals, Inc.; Coast Counties Peterbilt PacLease; Darrah Trucking & Excavating, Inc.; Doc Bailey Construction Equipment Inc.; Escano & Associates, Inc.; Harris Blade Rental; Herc Rentals Inc.; Ibarra Team Construction Services, Inc.; Inder Trucking, Inc.; Jack Doheny Companies, Inc.; JS Cole Company; Monticello Trucking LLC; Nor Cal Rental Group dba Cresco Equipment Rentals; Owen Equipment Sales; Pape Machinery Inc.; S&L Transport, LLC; Saba Holding Company LLC dba Volvo Construction Equipment and Services; Sky Rock Inc.; Tri Valley Water Trucks, Inc.; and Western Pacific Crane & Equipment LLC for three years with two options to renew for additional one-year periods, in an aggregate amount, including option years, not to exceed $35,000,000 for equipment rentals; and authorized additional agreements for equipment rentals on an as-needed basis and subject to the total aggregate amount authorized by the Board for such services on January 27, 2026, with service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the service providers above to increase flexibility and ensure service provider availability. The Board of Directors will be notified of additional qualified service providers by means of the General Manager's monthly report.

7.1. – 7.2. **Motion No. 021-26** – Ratified the extension of the agreement with Everbridge Inc. authorized under Board Motion No. 199-15 to January 26, 2026 and the total payment of $82,492 to Everbridge for supplying emergency notification services rendered between January 19, 2023 to January 26, 2026; and authorized an amendment to the agreement originally authorized under Board Motion No. 199-15 with Everbridge to increase the agreement amount by $114,219, which incorporates the ratified amount from the action above, to a total amount not to exceed $311,219 and extend the agreement term to January 18, 2027 for supplying emergency notification services.

8. **Motion No. 022-26** – Authorized an amendment to the agreement originally authorized under Board Motion No. 206-22 with Schneider Electric Systems USA Inc., to increase the agreement amount by $79,999 to a total amount not to exceed $639,984 and extend the agreement term to October 31, 2026 for technical support services for the District's Supervisory Control and Data Acquisition system.

9.1. – 9.2. **Motion No. 023-26** – Authorized amendments to the agreements originally authorized under Board Motion No. 022-21, with D.P. Nicoli, Inc. and National Trench Safety, Inc., to extend the terms of the agreements to January 26, 2030 for shoring and trench plate rental services; and authorized additional agreements for shoring and trench plate rental services, on an as needed basis and subject to the total aggregate amount authorized by the Board for such services on January 26, 2021, with the service providers that meet District standards and offer pricing at or below the range in the proposed agreements with the service providers above to increase flexibility and ensure service provider availability. The Board of Directors will be notified of additional qualified service providers by means of the General Manager's monthly report.

10. **Motion No. 024-26** – Authorized the Office of General Counsel to continue the employment of the firm of Best Best & Krieger LLP for specialized legal services related to federal and state water law, rates, charges, taxes, liens, real estate, bankruptcy and progressive design-build procurements, and litigation involving such matters in an additional amount not to exceed $150,000.

11. **Motion No. 025-26** – Approved the November and December 2025 Monthly Investment Transactions Reports.

12. **Resolution No. 35473-26** – Appointing Representative And Reaffirming Alternate Representative to the Association Of California Water Agencies Joint Powers Insurance Authority Board Of Directors.

13. **Resolution No. 35474-26** – Confirming Appointment Of Standby Officers For The East Bay Municipal Utility District Board Of Directors Under The Emergency Succession Plan For The Board Of Directors.

DETERMINATION AND DISCUSSION

14.1.-14.2. **Adopt the EBMUD Facility and Program Naming Guidelines as the District's process for considering proposals to name or rename District facilities and programs and reaffirm renaming the EBMUD Boardroom in honor of former Director William "Bill" Patterson as approved by the Board of Directors on December 9, 2025 under Motion No. 259-25.**

General Manager Clifford C. Chan reported the Ad Hoc Committee, comprised of Directors Lewis, Oddie, and Smith met with staff to draft the naming guidelines and consider additional options to honor former Director Patterson. Special Assistant to the General Manager Derry L. Moten reviewed key elements in the draft guidelines noting they were developed to ensure decisions reflect the District's mission, values, history, and long-term interests, while maintaining transparency, fairness, and trust. There was considerable Board discussion regarding the draft guidelines and concerns expressed about scoring proposals and requiring proposals to be unanimously approved by the Board. Staff was asked to amend the guidelines to clarify that proposals will be reviewed by an Ad Hoc Committee and not a standing Board Committee; change the review timing from a fixed interval to "as needed"; replace the term "scored" with "evaluated" and remove numeric scoring references; change posthumous recognition language from "recommended" to "suggested" regarding the waiting period, in all applicable sections; and remove reference to unanimous Board approval and retain general "Board approval" language.

Next, there was considerable Board discussion on whether reaffirmation was needed for the prior action renaming the Boardroom in honor of former Director Patterson. The Board had already approved the action in December and directed staff to proceed. Several Directors expressed concern that a reaffirmation could set an unnecessary precedent by requiring the Board to revisit decisions already taken, while acknowledging continued support for the original action. Board members clarified there is no additional recognition being considered at this time. The Board concurred that no further action was required.

- Motion by Director Young, seconded by President Gómez, to approve the recommended actions for Item 14.1. as amended, carried (7-0) by the following roll call vote: AYES (Chan, Gómez, Katz, Oddie, Smith, Young, and Lewis); NOES (None); ABSTAIN (None); ABSENT (None).

  Motion No. 026-26 – Adopted the EBMUD Facility and Program Naming Guidelines as the District's process for considering proposals to name or rename District facilities and programs *(as amended)*.

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

Water Supply Update

Manager of Maintenance and Construction/Water Operations Roberto C. Cortez presented the update on Water Year 2026 and the following data as of January 21, 2026: gross water production; precipitation in the East Bay (12.12 inches) and in the Mokelumne (25.29 inches); snow conditions at Caples Lake, including snow depth (38 inches) and snow water content (10.1 inches); and the District's total system storage (604,280 acre-feet, representing 107% of average and 78% of capacity). He reviewed snowpack levels and snow water equivalent in the Sierras, the seasonal precipitation outlook for February through April 2026, projected Mokelumne precipitation rainfall for Rainfall Year 2026, and 2026 total system storage projections. Mr. Cortez responded to Board questions regarding water supply conditions and projections. The Board requested that future graphs for Mokelumne precipitation rainfall and end of season storage include a 95th percentile.

Speakers Bureau Topics for 2026 and Fiscal Years 2024 and 2025 Biennial Report

General Manager Clifford C. Chan announced the memos regarding these topics were provided in the agenda materials. He reviewed 2025 Speaker Bureau community outreach efforts and noted that 2026 outreach will focus on infrastructure investment, emergency preparedness, and high-quality drinking water. Staff is seeking Board feedback on the 2026 plan by February 10. Community Affairs Representatives will coordinate with Board members scheduled to host ward events, and Senior Community Affairs Representative Mona L. Favorite-Hill responded to questions regarding Board member participation in events in areas with overlapping representation. Mr. Chan also provided an overview of the 2025 Biennial Report, "Rooted in Community," a digital story map highlighting District accomplishments across four service pillars: investment in infrastructure, innovation, sustainability, and community. A new feature includes a map showing significant capital investments over the past two fiscal years. The report will be distributed electronically to customers, key stakeholders, and officials and shared on social media. He acknowledged key contributors from the Budget and Performance Division, Graphic Design, Engineering Administration, Pipeline Infrastructure, and Public Affairs.

DIRECTOR COMMENTS

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

None.

17. **Director Comments.**

- Director Lewis reported attending the reopening of the Henry J. Kaiser Center in Oakland on January 24.

- Director Smith reported attending the Upper Mokelumne River Watershed Authority Board meeting at Pardee on January 23.

- Director Young reported attending the Siesta Valley Foundation Board meeting in Orinda on January 14. She commented on providing updates regarding the monthly meetings going forward.

- President Gómez reported attending the Leadership San Ramon Valley session and presenting at the American Association of the University Women's San Ramon Chapter on January 15.

- Directors Chan, Katz and Oddie had no reports.

ADJOURNMENT

Vice President Lewis adjourned the Regular Business Meeting at 2:43 p.m.

SUBMITTED BY:

_____
Rischa S. Cole, Secretary of the District

APPROVED: February 10, 2026

_____
Valerie D. Lewis, Vice President of the Board

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EBMUD

BOARD ACTION

Agenda Number:	3.	Meeting Date:	February 10, 2026

TITLE **EMERGENCY MANAGEMENT SOFTWARE AND ASSOCIATED SERVICES**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION

Authorize an agreement beginning on or after February 10, 2026 with EMSystems LLC/ESi Acquisition, Inc. (ESi) for five years, with five options to renew for additional one-year periods for a total amount, including option years, not to exceed $620,528 for emergency management software and associated services.

SUMMARY

Emergency management software improves the District's ability to communicate with employees, respond to disasters, and coordinate with other agencies. The scope of work of the agreement includes software and professional services for implementation, technical support, and training.

DISCUSSION

The District's existing emergency management software and emergency employee notification system will be replaced with a modern platform called WebEOC. Benefits of WebEOC include reliable employee notification, assignment tracking, management of damage reports, and integration with geographic information systems to support the emergency operations team and coordination with external emergency managers. Once functional, WebEOC will replace two existing software platforms, Marconi and Everbridge, with a modern and higher-functioning product.

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

CONSULTANT SELECTION

A project-specific request for proposals for emergency operations software was sent to three firms, and three proposals were received. ESi was selected based on its experience, proven performance with real-world incidents, and lower cost.

SUSTAINABILITY

Economic

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

Social

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

Originating Department: Operations and Maintenance	**Department Director:** David A. Briggs	**CEP Forms?** Yes	**Board Action Type:** Professional Services
Funds Available: FY2026/2027	**Budget Coding:** 11.792.8572500.52430		**Approved:**
Attachment(s): P-035; P-061			

Title:	Emergency Management Software and Associated Services	Meeting Date:	February 10, 2026

Environmental
Effective emergency management promotes compliance with environmental laws and regulations.

ALTERNATIVES

Do not procure new software. This alternative is not recommended because existing applications lack modern features and Marconi is an unsupported platform.

Develop in-house software. This alternative is not recommended because developing in-house software is not sustainable or economical.

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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 Emergency Management Software and Associated Services	February 4, 2026

CONTRACTOR:	PERCENTAGE OF CONTRACT DOLLARS		
EMSystems LLC / ESi Acquisition, Inc. Atlanta, GA	**Availability Group**	**Contracting Objectives**	**Participation**

BID/PROPOSER'S PRICE:	FIRM'S OWNERSHIP				
	Ethnicity	Gender	White Men	25%	0.0%
$620,528 *	-	-	White Women	6%	0.0%
			Ethnic Minorities	25%	0.0%

CONTRACT EQUITY PARTICIPATION

COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: EMSystems LLC / ESi Acquisition, Inc.	$620,528	Unclassified						100.0%			
SUBS: None											
TOTAL	$620,528				0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)

	White Men	White Women	Ethnic Minorities	Total Employees
No. of Employees:	125	34	65	224
Percent of Total Employees:	55.8%	15.2%	29.0%	
MSA Labor Market %:	39.0%	33.7%	27.3%	
MSA Labor Market Location:	USA			

COMMENTS

Contract Equity Participation: 0% Contract Equity participation. Firm is unclassified.
Contract Duration: Five years, with five options to renew for additional one-year periods.
Note: The vendor name differs from the BD-1 because all employees are under EMSystems, but the software purchase is through Esi Acquisition, Inc.
*Total not to exceed: $620,528

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: **Emergency Management Software and Associated Services**

Professional Services Agreement

DATE: 2/4/2026

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
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	Company Name, Owner/Contact Person, Address, and Phone Number	Number of Ethnic Minority Employees						
			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	Unclassified	Company Wide	9	21	23	1	54	24.1%	27.3%
		Manager/Prof	9	20	21	1	51	24.6%	
		Technical/Sales	0	1	2	0	3	21.4%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	1	0	1	100.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	USA		# Employees-Co. Wide:		224	Bay Area:	1
P	WM	Company Wide	25	42	84	1	152	20.7%	27.3%
		Manager/Prof	17	32	80	1	130	23.7%	
		Technical/Sales	7	8	4	0	19	11.3%	
		Clerical/Skilled	1	2	0	0	3	17.6%	
		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:		734	Bay Area:	0
P	Unclassified	Company Wide	INFORMATION NOT PROVIDED						
		Manager/Prof							
		Technical/Sales							
		Clerical/Skilled							
		Semi/Unskilled							
		Bay Area							
		Co. Wide MSA:							

Veoci Inc.
Volkan Gok
195 Church St, 14th Floor
New Haven, CT 06510

(203) 204-7444

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)

EBMUD

BOARD ACTION

Agenda Number:	4.	Meeting Date:	February 10, 2026

TITLE **MULTIPLE SMALL ELECTRICAL INSTALLATIONS**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION

Authorize an agreement beginning on or after February 10, 2026 with GA Technical Services, Inc., in an amount not to exceed $166,714 for the procurement and installation of electrical equipment at occupied District facilities.

SUMMARY

This agreement will provide the procurement and installation of electrical wiring and associated equipment required to support workspace reconfigurations, new public display cases, and accessibility upgrades at the District's main Administration Building and other District occupied facilities.

DISCUSSION

Multiple electrical installations are required as part of planned improvements at the District's main Administration Building to support operational needs, enhance public information, and improve accessibility. These improvements include reconfiguring workspaces to support staffing, accessibility upgrades for doors to the Boardroom, and other similar work in shared spaces.

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

This project supports the District's Long-Term Infrastructure Investment and Workforce Planning and Development Strategic Plan goals.

SERVICE PROVIDER SELECTION

A project-specific request for proposals for the procurement and installation of electrical equipment was sent to two service providers and two proposals were received. GA Technical Services, Inc. was the lowest responsive/responsible bidder.

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. The lowest responsive/responsible proposer, GA Technical Services, Inc., is licensed to perform work in California, and is not on the DIR debarment list. GA Technical Services, Inc. is properly registered with the State DIR.

Originating Department: Engineering and Construction	**Department Director or Manager:** Serge V. Terentieff	**CEP Forms?** Yes	**Board Action Type:** General Services
Funds Available: FY2026/2027; Award# 7000126; Page 8	**Budget Coding:** 11.566.2011984.53110; 11.566.3100020.53110; 11.566.3100022.53110		**Approved:**
Attachment(s): P-035; P-061			

Title:	Multiple Small Electrical Installations	Meeting Date:	February 10, 2026

SUSTAINABILITY

Economic

Funding for this purpose is available in the Fiscal Year 2026 adopted capital budget for the Building Facilities Improvements.

Social

Local 444 was notified of this agreement on June 3, 2025 and did not raise any specific issues related to this agreement.

The project will improve employee working conditions, enhance information available to the public, improve accessibility, and support the District's continued and reliable operations, resulting in long-term benefits to both employees and the community.

Environmental

The project is exempt from the requirements of the California Environmental Quality Act (CEQA) under CEQA Guidelines Section 15301 – Existing Facilities, and Section 15061.b.3 – Common Sense Exemption.

ALTERNATIVES

Utilize District forces to perform this work. This alternative is not recommended because District forces are committed to other higher priority work at District treatment and distribution facilities.

Select a different service provider to do the work. This alternative is not recommended because GA Technical Services, Inc. meets all licensing and DIR registration requirements and was determined through a competitive process to be the lowest responsive and responsible bidder.

Do not complete the installations. This alternative is not recommended because this work is required to enable timely occupied facility and accessibility improvements that support efficient and effective District operations.

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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 Multiple Small Electrical Installations	January 21, 2026

CONTRACTOR:		PERCENTAGE OF CONTRACT DOLLARS		
GA Technical Services, Inc. Glendora, CA	Small Business	**Availability Group**	**Contracting Objectives**	**Participation**
BID/PROPOSER'S PRICE:	**FIRM'S OWNERSHIP**	**White Men**	**25%**	**0.0%**
	Ethnicity / **Gender**	**White Women**	**6%**	**0.0%**
$166,714 *	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	Foreign
PRIME: GA Technical Services, Inc.	$166,714	Hispanic	X				100.0%				
SUBS: None											
TOTAL	$166,714				0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%

CONTRACTOR'S WORKFORCES PROFILE (From P-025 Form)

	White Men	White Women	Ethnic Minorities	Total Employees
No. of Employees:	0	0	17	17
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-Long Beach			

COMMENTS

Contract Equity Participation - 100% Ethnic Minority participation.
Contract Duration: NA

*Total not to exceed $166,714

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: **Multiple Small Electrical Installations**

General Services Agreement DATE: 1/21/2026

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
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	Company Name, Owner/Contact Person, Address, and Phone Number		Number of Ethnic Minority Employees						
				B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	EMM-H: SBE	GA Technical Services, Inc. Adriana Cervantes 1157 E Arrow Hwy, Suite 2 Glendora, CA 91740 909-981-8600 ext.223	Company Wide	0	16	1	0	17	100.0%	63.5%
			Manager/Prof	0	5	1	0	6	100.0%	
			Technical/Sales	0	7	0	0	7	100.0%	
			Clerical/Skilled	0	2	0	0	2	100.0%	
			Semi/Unskilled	0	2	0	0	2	100.0%	
			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:	Los Angeles-Long Beach		# Employees-Co. Wide:		17	Bay Area:	0
P	Unclassified	Wittmers Electric, Inc. 21740 Granada Ave. Cupertino, CA 95014 408-257-0365	Company Wide	INFORMATION NOT PROVIDED						
			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)

EBMUD

BOARD ACTION

Agenda Number:	5.	Meeting Date:	February 10, 2026

TITLE **PROFESSIONAL AUDITING SERVICES**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION

Authorize an agreement beginning on or after February 10, 2026 with Maze & Associates Accountancy Corporation (Maze) for three years, with two options to renew for additional two-year periods for a total amount, including option years, not to exceed $1,101,600 for professional auditing services.

SUMMARY

In accordance with Section 11889 of the California Municipal Utility District Act (MUD Act), the District is required to employ an external auditor to examine and report, at least annually, upon the system of accounts kept by the District. Maze will conduct an independent audit of the District's financial internal controls, transactions and fund balance for the periods. The audit conducted in accordance with Government Auditing Standards attests to the fair presentation of the District's financial position and assures the accuracy of the District's financial statements. Maze will provide an independent auditor's report detailing its opinion and results of the audit at the conclusion of each aforementioned fiscal year audits. On January 27, 2026, the Finance/Administration Committee supported the staff recommendation.

DISCUSSION

The District is required to have its financial records audited at the end of each fiscal year. Individual audit reports must be prepared for the following activities:

Combined Statements for the Water System, Wastewater System, and the EBMUD Employees' Retirement System

- EBMUD Employees' Retirement System
- Bay Area Clean Water Agencies
- Freeport Regional Water Authority
- Dublin-San Ramon Services District/East Bay Municipal Utility District Recycled Water Authority
- Upper Mokelumne River Water Authority
- Federal grants in compliance with the Single Audit Act of 1984
- Joint Power Authorities' financial statements as required
- Joint Power Authorities' federal grants in compliance with the Single Audit Act of 1984

Originating Department: Finance	**Department Director or Manager:** Sophia D. Skoda	**CEP Forms?** Yes	**Board Action Type:** Professional Services
Funds Available: FY2026/2027	**Budget Coding:** 11.220.8851100.52310		**Approved:**
Attachment(s): P-035; P-061			

Title:	Professional Auditing Services	Meeting Date:	February 10, 2026

The District received auditing services from Lance, Soll, Lunghard, LLP (LSL) from fiscal year (FY) 2019 through FY 2025. Due to the expiration of the agreement, and in keeping with best practices, staff prepared a request for proposals (RFP) to solicit audit services commencing FY 2026, which began on July 1, 2025.

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

CONSULTANT SELECTION

A project-specific RFP for auditing services was sent to interested Certified Public Accounting (CPA) firms and was published on the District's website and the California Society of Municipal Financial Officer's (CSMFO) website. A pre-bid meeting was held on September 15, 2025. Nine firms submitted proposals and six firms meet the RFP criteria. Maze was selected based on qualifications to meet the District's needs and has been in business for over 40 years over that time Maze has achieved national recognition with the consistently high quality of their work and leadership on new Governmental Accounting Standards Board (GASB) Statements.

SUSTAINABILITY

Economic

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

ALTERNATIVE

Select another consultant to perform professional auditing services. This alternative is not recommended because Maze was determined to be the best qualified to perform the annual audits for the District.

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE	DATE:
Professional Services Agreement - RFQ No. 2025-01 Professional Auditing Services	February 2, 2026

CONTRACTOR:		BID/PROPOSER'S PRICE:	FIRM'S OWNERSHIP	
Maze & Associates Accountancy Corporation Pleasant Hill, CA	Local / Small Business		Ethnicity	Gender
		$1,101,600 *	White	Men

PERCENTAGE OF CONTRACT DOLLARS

Availability Group	Contracting Objectives	Participation
White Men	25%	100.0%
White Women	6%	0.0%
Ethnic Minorities	25%	0.0%

CONTRACT EQUITY PARTICIPATION

COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION						
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign
PRIME: Maze & Associates Accountancy Corporation	$1,101,600	White	X		100.0%						
SUBS: None											
TOTAL	$1,101,600				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)

	White Men	White Women	Ethnic Minorities	Total Employees
No. of Employees:	9	6	24	39
Percent of Total Employees:	23.1%	15.4%	61.5%	
MSA Labor Market %:	33.3%	28.2%	38.5%	
MSA Labor Market Location:	Contra Costa			

COMMENTS

Contract Equity Participation: 100% White Men participation.
Contract Duration: Three years, with two options to renew for additional two-year periods.

*Total not to exceed: $1,101,600

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

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title:			Ethnic Minority Percentages From U.S. Census Data				
Professional Auditing Services			B	H	A/PI	AI/AN	TOTAL
		National	10.5	10.7	3.7	0.7	27.3
Professional Services Agreement - RFQ No. 2025-01	DATE: 2/2/2026	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	Company Name, Owner/Contact Person, Address, and Phone Number		Number of Ethnic Minority Employees						
				B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: L/SBE	Maze & Associates Accountancy Corporation Chris Hunt 3478 Buskirk Ave., Suite 217 Pleasant Hill, CA 94523 925-228-2800	Company Wide	0	4	20	0	24	61.5%	38.5%
			Manager/Prof	0	4	20	0	24	66.7%	
			Technical/Sales	0	0	0	0	0	0.0%	
			Clerical/Skilled	0	0	0	0	0	0.0%	
			Semi/Unskilled	0	0	0	0	0	0.0%	
			Bay Area	0	4	20	0	24	61.5%	39.9%
			AA Plan on File:	NA		Date of last contract with District:		3/27/2012		
			Co. Wide MSA:	Contra Costa		# Employees-Co. Wide:		39	Bay Area:	39
P	L/SBE	Badawi & Associates Ahmed Badawi 5901 Christie Ave. Emeryville, CA 94608 510-768-8244	Company Wide	1	0	11	0	12	44.4%	53.9%
			Manager/Prof	1	0	11	0	12	54.5%	
			Technical/Sales	0	0	0	0	0	0.0%	
			Clerical/Skilled	0	0	0	0	0	0.0%	
			Semi/Unskilled	0	0	0	0	0	0.0%	
			Bay Area	0	0	0	0	0	0.0%	39.9%
			Co. Wide MSA:	Alameda		# Employees-Co. Wide:		27	Bay Area:	16
P	WW: SBE	Davis Farr LLP Kristene Lindert 118201 Von Karman Ave., Suite 1100 Irvine, CA 92612 949-474-2020	Company Wide	3	15	10	0	28	49.1%	27.3%
			Manager/Prof	3	13	10	0	26	50.0%	
			Technical/Sales	0	0	0	0	0	0.0%	
			Clerical/Skilled	0	2	0	0	2	40.0%	
			Semi/Unskilled	0	0	0	0	0	0.0%	
			Bay Area	0	0	0	0	0	0.0%	39.9%
			Co. Wide MSA:	USA		# Employees-Co. Wide:		57	Bay Area:	0
P	Unclassified	Eadie & Payne LLP, CPAs Eden Casareno 3880 Lemon St., Suite 300 Riverside, CA 92501 951-241-7805	Company Wide	INFORMATION NOT PROVIDED						
			Manager/Prof							
			Technical/Sales							
			Clerical/Skilled							
			Semi/Unskilled							
			Bay Area							
			Co. Wide MSA:							
P	WM	Eide Bailly LLP Lisa Fitzgerald 4040 Campbell Ave. #200 Menlo Park, CA 94025 701-476-8454	Company Wide	79	268	250	36	633	18.3%	27.3%
			Manager/Prof	63	202	216	34	515	18.0%	
			Technical/Sales	1	0	0	0	1	25.0%	
			Clerical/Skilled	15	66	34	2	117	19.9%	
			Semi/Unskilled	0	0	0	0	0	0.0%	
			Bay Area	0	7	16	0	23	59.0%	39.9%
			Co. Wide MSA:	USA		# Employees-Co. Wide:		3,450	Bay Area:	39

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: **Professional Auditing Services**		Ethnic Minority Percentages From U.S. Census Data					
			B	H	A/PI	AI/AN	TOTAL
		National	10.5	10.7	3.7	0.7	27.3
Professional Services Agreement - RFQ No. 2025-01	DATE: 2/2/2026	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 %
P	**Unclassified**	**Company Wide**							
	Harshwal Company LLP	Manager/Prof							
		Technical/Sales							
	11405 W. Bernardo Court, Suite A	Clerical/Skilled	INFORMATION NOT PROVIDED						
	San Diego, CA 92127	Semi/Unskilled							
		Bay Area							
	858-784-1622	Co. Wide MSA:							
P	**WM: LBE**	**Company Wide**	1	31	33	1	66	44.3%	27.3%
	Lance, Soll & Lunghard. LLP	Manager/Prof	1	26	27	0	54	41.5%	
	Brandon Young	Technical/Sales	0	0	2	0	2	100.0%	
	2151 River Plaza Dr., Suite 150	Clerical/Skilled	0	5	4	1	10	58.8%	
	Sacramento, CA 95833	Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
	916-503-9691	Co. Wide MSA:	**USA**		# Employees-Co. Wide:		**149**	Bay Area:	**0**
P	**SBE**	**Company Wide**							
	The Pun Group	Manager/Prof							
	Frances Kuo	Technical/Sales							
	200 E. Sandpointe Ave., Suite 600	Clerical/Skilled	INFORMATION NOT PROVIDED						
	Santa Ana, CA 92707	Semi/Unskilled							
		Bay Area							
	949-777-8805	Co. Wide MSA:							
P	**EMW-A/PI**	**Company Wide**	0	10	176	0	186	97.4%	63.5%
	Vasquez & Company LLP	Manager/Prof	0	7	150	0	157	97.5%	
	Linda Narciso	Technical/Sales	0	0	0	0	0	0.0%	
	655 N Central Ave., Suite 1550	Clerical/Skilled	0	3	26	0	29	96.7%	
	Glendale, CA 91203	Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
	213-873-1726	Co. Wide MSA:	**Los Angeles**		# Employees-Co. Wide:		**191**	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)

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EBMUD

BOARD ACTION

Agenda Number:	6.	Meeting Date:	February 10, 2026

TITLE **ADOPT THE REPORTING YEAR 2025 EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION

Adopt the Reporting Year 2025 (RY 2025) Equal Employment Opportunity Program (EEOP) Report.

SUMMARY

As a federal contractor, the District is required by federal regulations to annually adopt a written EEOP in compliance with the Vietnam Era Veterans Readjustment Assistance Act and Section 503 of the Rehabilitation Act of 1973. The RY 2025 EEOP Report was presented at the February 10, 2026 Legislative/Human Resources Committee meeting.

DISCUSSION

The District prepares and adopts an annual EEOP Report to assess employment data and evaluate the effectiveness of equal employment practices. In accordance with federal requirements, the District compares its hiring outcomes against a customized benchmark of 3.2 percent for Protected Veterans, and a workforce representation by job group against the national utilization goal of 7 percent for qualified individuals with disabilities. The District makes good faith efforts to meet these goals through inclusive outreach and positive recruitment strategies.

The RY 2025 EEOP Report provides a summary of workforce data and program performance for RY 2025, along with planned outreach and recruitment initiatives for RY 2026. These merit-based efforts support the District's approach to cultivating a diverse, qualified workforce per the District's Workforce Planning and Development Strategic Plan goal, and the Diversity, Equity, and Inclusion Strategic Plan.

SUSTAINABILITY

Social

The EEOP supports the District's commitment to fair, inclusive, and merit-based employment practices for the District's current and future generation of employees, communities, and customers.

ALTERNATIVE

Do not adopt the RY 2025 EEOP Report. This alternative is not recommended because adopting the report is required for the District to remain in compliance with federal regulations.

I:Sec\2026 Board Related Items\02102026 Board Agenda Items\ODEC – RY2025 EEOP Report.docx

Originating Department: Office of Diversity, Equity, and Culture	**Department Director or Manager:** Derry L. Moten	**CEP Forms?** N/A	**Board Action Type:** Administrative
Funds Available: N/A	**Budget Coding:** N/A		**Approved:**
Attachment(s): RY 2025 EEOP Report			

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Equal Employment Opportunity Program

REPORTING YEAR 2025 REPORT
PERIOD COVERING JULY 1, 2024 – JUNE 30, 2025

RY 2025 EEOP

EAST BAY MUNICIPAL UTILITY DISTRICT

EAST BAY MUNICIPAL UTILITY DISTRICT (DISTRICT OR EBMUD)

375 11th Street

Oakland, CA 94607

Dun's #: 05-190-4423
Water EIN (tax) #: 94-6000590

EEO-4 #: 06505230

NAICS: 2213 Water, Sewage and Other Systems

MSA: 41860 San Francisco-Oakland-Fremont, CA

VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT (VEVRAA) AND SECTION 503 OF THE REHABILITATION ACT EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

Reporting Year: July 1, 2024 – June 30, 2025

Contractor Facility

Equal Employment Opportunity Program (EEOP):

Derry Moten
Special Assistant to the General Manager for Diversity, Equity and Culture
East Bay Municipal Utility District
PO Box 24055, MS 601
Oakland, CA 94623-9979
Attn: Diversity and Inclusion Office
(510) 287-0710

Executive Summary

East Bay Municipal Utility District (EBMUD or District) is an Equal Employment Opportunity (EEO) employer committed to fair, inclusive, and merit-based employment practices.

As a California employer, the District complies with Proposition 209, which prohibits considering race, sex, color, ethnicity or national origin in employment decisions. That means the District does not use quotas, preferences, or any form of race- or gender-based employment decision-making. As a civil service employer, all employment decisions are based solely on job-related qualifications, performance and organizational needs.

While the District values a diverse and inclusive workforce, it aims to achieve that through broad outreach and equal access, not through preferential treatment. The District's goal is to create opportunities for all qualified individuals, without bias or exception. We remain committed to upholding the highest standards of equity, integrity, and compliance with both state and federal laws.

As required by the new Executive Order 14173 effective January 21, 2025, the District is required to maintain an Equal Employment Opportunity Program (EEOP) for Protected Veterans (Veterans), and individuals with disabilities (IWDs).

This EEOP analyzes outcomes for Veterans and IWDs for Reporting Year 2025 (RY 2025), covering July 1, 2024 through June 30, 2025. It evaluates the District's progress and the effectiveness of outreach efforts in meeting Veteran hiring benchmarks and IWD utilization goals. The RY2025 summary of outcomes for Veterans and IWDs is shown below in **Table 1**.

Table 1. RY2025 EEOP Summary for Veterans and IWDs

EEOP Category	Goal Type	Goal	Actual	Outcome
Protected Veterans	Hiring Benchmark	3.20%	5.02%	**Exceeded**
Individuals with Disabilities	Utilization Goal	7.00%	9.66%	**Exceeded**

Background

EBMUD is a publicly-owned utility formed under the Municipal Utility District Act (MUD Act). The MUD Act, as codified by the Public Utilities Code of the State of California, authorizes the formation and governance of the District. The District has adopted a Civil Service system in accordance with the requirements of the MUD Act, Cal. Pub. Util. Code §12051. Under §12101, all employment appointments made under the civil service system at the District "*shall be made from lists of eligibles prepared by the general manager."* This list of eligibles constitutes the pool from which the District can hire for a particular classification during the life of the list. Cal. Pub. Util. Code §12052 of the MUD Act requires the General Manager to adopt rules and regulations to carry out the provisions of the Civil Service system, which the District has done. The Civil Service rules constitute these rules and regulations and are supplemented by portions of the memoranda of understanding (MOUs) with the unions formally recognized by the District.

As required by the new Executive Order 14173, the District will continue to maintain an EEOP for Protected Veterans (Veterans) and individuals with disabilities (IWDs). The District's EEOP was developed in accordance with, and in reliance on, the Equal Employment Opportunity Commission's (EEOC) Guidelines on Affirmative Action (Title 29, Code of Federal Regulations, Part 1608), and the non-discrimination and affirmative provisions of the Vietnam Era Veterans' Readjustment Act of 1974 (VEVRAA), and Section 503 of the Rehabilitation Act of 1973 (Section 503), among other laws.

The EEOP, as defined under Executive Order 14173, complies with California's Proposition 209, which prohibits preferential treatment in public employment based on race, sex, color, ethnicity, or national origin. Moreover, the District affirms that its program does not violate Title VII of the Civil Rights Act of 1964.

A. Policy Statement: 41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of the District that equal employment opportunity (EEO) be provided in the employment and advancement for all persons regardless of race (i.e. racial characteristics including hair style/texture), color, religion, creed, sex, gender, gender identity (including transgender status), gender expression, marital or registered domestic partnership status, age for individuals forty or older, national origin, ancestry, disability (mental or physical), medical condition (cancer and genetic characteristics), genetic information, sexual orientation, military and/or veteran status, family or medical leave status, pregnancy (including childbirth, lactation or related medical condition), pregnancy disability leave status, domestic violence victim status, political affiliation, or any other status protected by federal, state and/or local laws, at all levels of employment, including the executive level. The District does not and will not discriminate against any applicant or employee on the bases of any of the aforementioned protected categories, in regard to any position for which the applicant or employee is qualified.

In addition, the District is committed to a policy of taking affirmative action to employ and advance in employment qualified employees/applicants who are Protected Veterans (Veterans) and/or individuals with disabilities (IWDs). Such affirmative action shall apply to all employment practices, including, but not limited to hiring, promotion, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training.

Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. The District will make every effort to provide reasonable accommodations to any physical and mental limitations of IWDs and to disabled Veterans.

Employees and applicants shall not be subjected to workplace harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans (Veterans) or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;

- Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state, or local law requiring equal opportunity for Protected Veterans or Section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

The District obligations in this area stem from not only adherence to various state and federal regulations, but also from its commitment as an employer in this community to provide job opportunities to all persons regardless of the protected categories. The District's EEO policies and EEO (affirmative action [AA]) obligations include the full support from EBMUD's General Manager and are set forth in Policy 2.02, Accommodations for Individuals with Disabilities in the Workplace; Policy 6.06, Equal Employment Opportunity; and Policy 6.07, Prevention of Workplace Harassment.

The District will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the VEVRAA and Section 503, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in District-sponsored activities were extended to all employees and applicants.

The District is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. The District's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer; or (c) consistent with the District's legal duty to furnish the information.

For questions regarding the District's EEO policies (6.06, 6.07), complaint procedure (Procedure 614), or the EEOP, contact the Diversity and Inclusion Office (DIO). For questions about policy (Policy 2.02) and procedure (Procedure 201) for Accommodations for Individuals with Disabilities, please contact Human Resources.

B. Responsibility for Implementation: 41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure EEO to Veterans and IWDs, the District has designated specific responsibilities to various staff to ensure the EEOP focuses on all components of the employment system. To that end, the General Manager, ODEC Special Assistant to the General Manager, Manager of Diversity and Inclusion, Director of HR, HR Regulatory Administrator, Manager of Risk Management, and those employed as supervisors and managers have undertaken the responsibilities described below.

1. Board of Directors (Board)

The seven-member Board, publicly elected pursuant to the MUD Act, is the legislative body of the District and determines all questions of policy. The Board is also responsible for fair and equal treatment at the District. Specifically, Board Members promote diversity and equality in personnel matters consistent with state and federal laws and assist in achieving the equal employment opportunity objectives of EBMUD (District Policy 6.04, Ethics of the EBMUD Board of Directors). The Board adopts the VEVRAA and Section 503 annually and EEO Policy, 2.02, Accommodations for Individuals with Disabilities in the Workplace, EEO Policy 6.06, and Policy 6.07 are updated and presented for adoption by the Board on a prescribed schedule.

2. General Manager (GM)

The Board appoints a GM to conduct the business affairs of the District, including the administration of the Civil Service system. Accordingly, the District's GM has the overall responsibility to implement the District EEOP and EEO policies. The GM has delegated the Civil Service system responsibilities to the Director of Human Resources. The GM has delegated the direct responsibility to implement and administer the EEOP and EEO policies to the Office of Diversity, Equity, and Culture (ODEC) Special Assistant to the GM for Diversity, Equity, and Culture. The Director of Human Resources and the ODEC Special Assistant to the General Manager have the full support of and access to senior management officials.

3. ODEC Special Assistant to the GM

The ODEC Special Assistant to the GM is responsible for overall supervision of the EEOP and EEO policies. The ODEC Special Assistant to the GM has delegated the EEOP and EEO policies to the Manager of Diversity and Inclusion. The ODEC Special Assistant to the GM ensures, through the Manager of Diversity and Inclusion and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of the EEOP and EEO policies is one of the elements considered in evaluating the ODEC Special Assistant to the GM's effective work performance.

4. Manager of Diversity and Inclusion

The Manager of Diversity and Inclusion provides leadership and direction in the development, implementation, and evaluation of an effective EEOP. The Manager of Diversity and Inclusion has the full support of and access to senior management officials. Successful implementation of the EEOP and EEO policies and procedure are a basis for evaluating the Manager of Diversity and Inclusion's effective work performance. The Manager of Diversity and Inclusion's responsibilities include, but are not limited to, the following:

- Develop and revise EEO policies and procedure to enhance EEO and in accordance with federal and state laws. Prepare annual EEOP and present findings and recommendations to the Board.
- Identify problem areas and barriers to EEO and develop strategies and programs with management to address these problems.
- Develop, implement, and maintain audit and reporting systems to measure effectiveness of the EEOP, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
- Conduct periodic audits to ensure that all required posters and the EEO policies and EEOP are displayed properly.
- Conduct audits to ensure that the Invitation to Self-Identify (pre- and post-offer) for Veterans and IWDs, the District's EEO, and EEOP policies are being utilized appropriately and thoroughly communicated.
- Ensure that employees are re-surveyed regarding their disability status every five years and send out reminders to employees, at least once during the five-year intervals, that they may voluntarily update their disability status at any time.
- Serve as a liaison between the District and enforcement agencies.
- Provide oversight and direction to District-sponsored Affinity Groups, and Diversity Committee, which support the DEISP initiatives.
- Keep managers informed of the latest developments in the EEO area.

5. Director of Human Resources

The Director of Human Resources provides oversight to the divisions under their direction (Recruitment and Classification, Employee Relations, and Employee Services) and their compliance with the Civil Service system. The Director of Human Resources is responsible for ensuring resources are applied to diversifying the talent pools of all recruitments with intentional strategic effort applied to those positions identified in the EEOP.

6. Human Resources Administrator and Manager of Risk Management

The HR Regulatory (HRA) acts as the District's Americans with Disabilities Act (ADA) Compliance Officer. The HRA responds to requests for reasonable accommodation of physical or mental disabilities covered under ADA and Fair Employment and Housing Act (FEHA). The Manager of Risk Management responds to requests for reasonable accommodation for physical or mental disabilities covered under ADA and FEHA when a claim originates with a worker compensation claim.

7. Managers and Supervisors

Supervisors at all levels act on behalf of the District. Accordingly, all managers and supervisors have the following EEOP responsibilities:

- Be familiar with District's policy (Policy 2.02) and procedure (Procedure 201) for Accommodations for Individuals with Disabilities in the Workplace and be ready to assist employees who may need reasonable accommodations.
- Monitor their work unit for discriminatory or harassing behavior and take appropriate steps to stop and correct behavior that violates District EEO policies.
- Familiarize themselves with the District's policies on discrimination and harassment (Policies 6.06 and 6.07), incorporate them into their own behavior, and inform employees in the work unit to do the same.
- Enforce District EEO policies and procedure, as well as adhere to it.
- Be familiar with the District's Procedure 614 on Equal Employment Opportunity (EEO) Discrimination, Harassment and Retaliation Complaints, Investigations and Appeals and be ready to assist employees (including those who do not report directly to them) who raise EEO-related complaints.
- Regard all complaints of EEO discrimination or harassment seriously. Managers/ supervisors should not ignore or minimize such complaints or otherwise discourage employees from reporting them.

- Participate in and support staff's involvement with EEOP and diversity programs and recruitment activities.
- Work with the Manager of Diversity and Inclusion to enhance the effectiveness of the EEOP and make good faith efforts by considering alternative methods to fill vacant positions in order to create a diverse and qualified candidate pool.
- Consider all qualified candidates for promotion/hire and ensure that all selections are made for valid job-related reasons and without discrimination.

8. All District Employees

Employees at all levels are responsible for supporting the District's EEOP, as may be appropriate in the performance of their official duties, by assuring equal treatment, and equal access to service for all persons with whom they deal.

All District employees are required to adhere to the District's EEO policies and encouraged to make positive contributions to creating an inclusive work environment. Employees are expected to demonstrate the District's Values of Stewardship, Integrity, Respect, and Teamwork in all aspects of their role at the District. Finally, all District employees are expected to adhere to Policy 6.15, Workforce Communications, particularly in exercising appropriate behavior in their communication with co-workers, taking the initiative to understand others and be understood, and embracing diversity of thought and ideas.

9. District EEO Policies

Policy 6.06, Equal Employment Opportunity, provides for EEO in all employment practices, including recruitment, hiring, placement, transfers, promotions, and training consistent with the principles of the District and in order to promote the full realization of EEO. It prohibits discrimination and workplace harassment based on race (i.e. racial characteristics including hair style/texture), color, religion, creed, sex, gender, gender identity (including transgender status), gender expression, marital or registered domestic partnership status, age for individuals age forty or older, national origin, ancestry, disability (mental or physical), medical condition (cancer and genetic characteristics), genetic information, sexual orientation, military and/or veteran status, family or medical leave status, pregnancy (including childbirth, lactation or related medical condition) pregnancy disability leave status, domestic violence victim status, political affiliation, or any other status protected by federal, state and/or local laws.

In addition, the policy prohibits retaliation against employees alleging discrimination and harassment based on an EEO-protected class and/or activity or involved as witnesses in an EEO

discrimination or harassment investigation. Employees who oppose and/or refuse to participate in illegal discrimination or harassment are also protected against retaliation. Finally, it requires the development and maintenance of an EEOP consistent with applicable laws, including any recruitment and placement methods that will enhance District efforts to achieve a workforce composition reflective of the qualified relevant labor.

Policy 6.07, Prevention of Workplace Harassment, provides for a workplace for all employees that is free from any form of workplace harassment, defined as unwelcome conduct that is based on an EEO-protected group status, including sexual harassment. It affirmatively states that workplace harassment based on an EEO-protected group status, including sexual harassment, will not be condoned or tolerated. In addition, it prohibits retaliation against employees alleging workplace harassment based on an EEO-protected group status or involved as witnesses in a workplace harassment investigation. Employees who oppose and/or refuse to participate in workplace harassment based on an EEO-protected group status are also protected against retaliation.

C. Review of Personnel Processes: 41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes EEO for all known Veterans and employees and applicants with disabilities, reviews are periodically made of the District's examination and selection methods to identify barriers to employment, training, and promotion.

1. The District reviews its recruitment processes before it announces an examination to establish an open and/or internal eligible list for a classification. It ensures there are no barriers to the consideration of Veterans and IWDs. To determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known Veterans and IWDs, both applicants and employees. In determining the qualifications of a Protected Veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
2. The District ensures that its personnel processes do not stereotype IWDs or Veterans in a manner which limits their access to jobs for which they are qualified.
3. The District ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies. The District uses an online application system to accept applications for employment and potential applicants with disabilities can either use the

system or can apply in a timely manner through alternative means such as a paper application.

4. The District provides reasonable accommodation to applicants and employees with disabilities to ensure that EEO is extended in the operation of its personnel processes unless such accommodation causes undue hardship to the District.

D. Audit and Reporting System: 41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

In partnership with Human Resources, Information Systems, and Employee and Organizational Development, the Manager of Diversity and Inclusion is responsible for implementing the auditing and reporting system. The District has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of the District's overall EEOP and whether the District is in compliance with specific obligations.
2. Indicates the need for remedial action. Any corrective actions will be the responsibility of the subject matter manager with oversight by the Manager of Diversity and Inclusion and the Director of HR.
3. Measures the degree to which the District's objectives are being met.
4. Considers whether there are any undue hurdles for Veterans and IWDs regarding District-sponsored educational, training, recreational, and social activities. This will also include, but not be limited to, the review of the online and electronic application system to determine its accessibility and ensure that procedures to request accommodation are displayed and that IWDs can readily obtain reasonable accommodation.

E. Physical and Mental Qualifications: 41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements of job classifications are job-related and promote EEO for all known Veterans and employees and applicants with qualified disabilities, the District reviews the knowledge, skills, and abilities of a classification to ensure they are critical and essential before it announces an examination to establish an open and/or internal eligible list for a classification.

The District's physical and mental job classification requirements are reviewed by the Manager of Recruitment and Classification (R&C), the hiring manager, and the unions to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.) and/or if a class study is requested.

F. Reasonable Accommodation of Physical and Mental Limitations: 41 C.F.R §§ 60-300.44(d); 60-741.44(d)

The District will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities, or those who are disabled veterans. Such reasonable accommodations are explained and documented in the District's Procedure 201. The District ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the on-line job application system, are provided equal opportunities to apply and be considered for all jobs.

The District will confidentially review issues of employees to determine whether a reasonable accommodation is needed when:

1. The employee is having significant difficulty with job performance, and
2. It is reasonable to conclude that the problem is related to the known disability.

Employees may also contact the following person at any time to formally request a reasonable accommodation:

Name: Winnie Anderson

Title: HR Administrator

Phone: (510) 287-0380

Email: winnie.anderson@ebmud.com

The District also provides leave and workplace protections in accordance with federal and state laws for employees with military or veteran status, including military leave under USERRA (reemployment rights and benefits to employees returning from military service) and California law (30 calendar days of paid military leave in a fiscal year if called to active duty). The District also supports flexibility for veterans to attend medical appointments, participate in Veterans Day observance, or serve in military honor guards, where applicable.

G. Data Collection Analysis: 41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

1. Protected Veterans

A veteran is a "Protected Veteran" under VEVRAA if they served on active duty in the U.S. Military; and were discharged or released from service under conditions other than dishonorable; and falls into one or more of the following categories:

- Disabled veteran
- Recently separated veteran (within the last three years)
- Active-duty wartime or campaign badge veteran
- Armed Forces service medal veteran

During RY 2025 EEOP period, 14 Veterans out of a total of 279 successful candidates were hired at a hiring rate of 5.02%. The RY 2025 rate increased from RY 2024 hiring rate of 3.8%.

i) EBMUD Protected Veteran Incumbency, Hiring Benchmarks, Applicant Rates, & Hiring Rates

Figure 1: EBMUD Veteran Incumbency, Hiring Benchmarks, Applicant Rates, & Hiring Rates

Reporting Year	Protected Veteran Incumbency	Protected Veteran Hiring Benchmark	Protected Veteran Applicant Rate (%)	Actual Veteran Hiring Rate (%)
RY 2025	67/2,059=**3.25%**	**3.2%**	609/11,667=**5.22%**	14/279=**5.02%**
RY 2024	63/2,033=**3.14%**	**3.2%**	504/9,439=**5.3%**	12/316=**3.8%**
RY 2023	77/1,994=**3.9%**	**2.5%**	486/8,810=**5.5%**	7/221=**3.2%**
RY 2022	58/1,949=**3.0%**	**3.0%**	389/7,616=**5.1%**	11/269=**4.1%**
RY 2021	55/1,931=**2.8%**	**2.5%**	288/5,575=**5.2%**	8/258=**3.1%**
RY 2020	55/1,938=**2.8%**	**2.9%**	313/9,280=**4.0%**	6/332=**1.8%**

Goals and/or benchmarks do not require that the District hire, promote, train, and/or retain a specified number of IWDs and/or Protected Veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met but are instead targets. The District has collected the required data and conducted studies to identify areas of opportunity in the employment of Protected Veterans and IWDs. The District updates its Protected Veteran hiring benchmark annually.

The District established an individualized hiring benchmark of 3.2% for its EEOP for Veterans for RY 2025. The District utilized OFCCP's five-factor methodology to establish its own benchmark[1], In establishing that hiring benchmark, the District considered the following data and factors:

[1] Per the Department of Labor Title 41 Part 60-300, Subpart C Affirmative Action § 60-300.45 Benchmarks for hiring.

1. The average percentage of veterans in the civilian labor force in California for the previous three years: 2022 (3.0%), 2023 (3.2%) and 2024 (2.9%).[2]
2. The number of veterans who participated in the employment service delivery system in California[3] over the previous four (4) quarters: 29,734.
3. The District's applicant ratio (5.3%; 504 veterans/9,439 total applicants) and hiring ratio for the prior year[4] (3.8%; 12 veterans hires/316 total hires).
4. The relative effectiveness of the District's most recent outreach and recruitment efforts.
    - The District continues to conduct outreach to attract more qualified Veteran applicants. In RY 2025, there were 609 applicants who self-identified as Veterans (5.22% of all applicants), as compared to 504 applicants who self-identified as Veterans in RY 2024 (5.3% of all applicants).

Outreach/recruitment Activities	Date of Activity	Description	Protected Veteran data from activity
Compliance with 41 CFR 60-300.5(a). Mandatory Job Listing	Ongoing	Listed all District job openings with CALJOBS, California's state workforce agency job bank, as well as local and nationwide employment service delivery system (ESDS).	Resulted in 14 hires of qualified candidates who self-identified as having Protected Veteran status
Job Fair Participation	October 17, 2024	Swords to Plowshare Job Fair	
Meetings with local veterans' support organizations	Ongoing	Briefing sessions with representatives from Veteran recruiting sources include explanation of the District's civil service exam process and discussions about exploratory partnerships focused on qualified candidates with Protected Veteran status.	
District staff participation at webinars/meetings focused on enhancing Veterans outreach	Ongoing	Learning opportunities and collaborative efforts from various agencies (CA-NV AWWA, BAYWORK, San Diego County, EPA) to recruit, train and hire veterans and transitioning military.	

5. Other factors that may affect the availability of qualified veterans.
    - The District is located more than 52 miles from the nearest military base (Travis Air Force Base in Fairfield, CA), and more than 112 miles from the next closest base (Presidio of Monterey, CA). The District's distance from these military installations generally results in limited numbers of veterans who apply for open positions at the District.

[2] Per the OFCCP's website: https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark.
[3] As published by Department of Labor: https://www.dol.gov/agencies/ofccp/vevraa/hiring-benchmark for the period January 1, 2024 – December 31, 2024.
[4] For the period July 1, 2023 to June 30, 2024.

While the District's current RY 2025 hiring rate of 5.02% and previous year's hiring ratio of 3.8% (factor 3) shows we have increased our Veteran hires, after reviewing all factors above, the District has taken into account CA's statewide availability of Veterans, which has decreased to 2.9% in RY 2024 from 3.2% in RY 2023 (factor 1). **Therefore, the District will maintain the hiring Veteran benchmark of 3.2% for RY 2026 (period covering July 1, 2025 through June 30, 2026)**.

2. Individuals with Disabilities (IWDs)

Per the U.S. DOL, an "individual with disabilities" is "*someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment.*" For District employees and applicants this status is self-reported.

The District has adopted the current national utilization goal of 7.0% for qualified IWDs. The 7.0% utilization goal is applied to each job group within the District. Although this number has remained constant in recent years, the District will update its utilization goal as new data becomes available, updated, and published.

Summary findings are as follows (refer to **Figure 2** below):

- Employees who self-identified as having a disability increased from 7.72% to 9.66% in RY 2025 (see column IWD Incumbency).
- The percentage of applicants who self-identified as an IWD dropped slightly below in RY 2025 to 5.16% from 5.3% in RY 2024 (see column IWD Applicant Rate).
- The District's hiring rate for IWD in RY 2025 dropped slightly to 7.16% from 7.3% in RY 2024 (see column Actual IWD Hiring Rate).

To comply with the Department of Labor's OFCCP regulations in implementing Section 503, the District will re-survey its employees to update their disability status in 2028, five years after the last District-wide survey conducted in fall 2023.

ii) Individuals with Disabilities (IWD) EBMUD Incumbency, Utilization Goals, Applicant Rates, & Hiring Rates

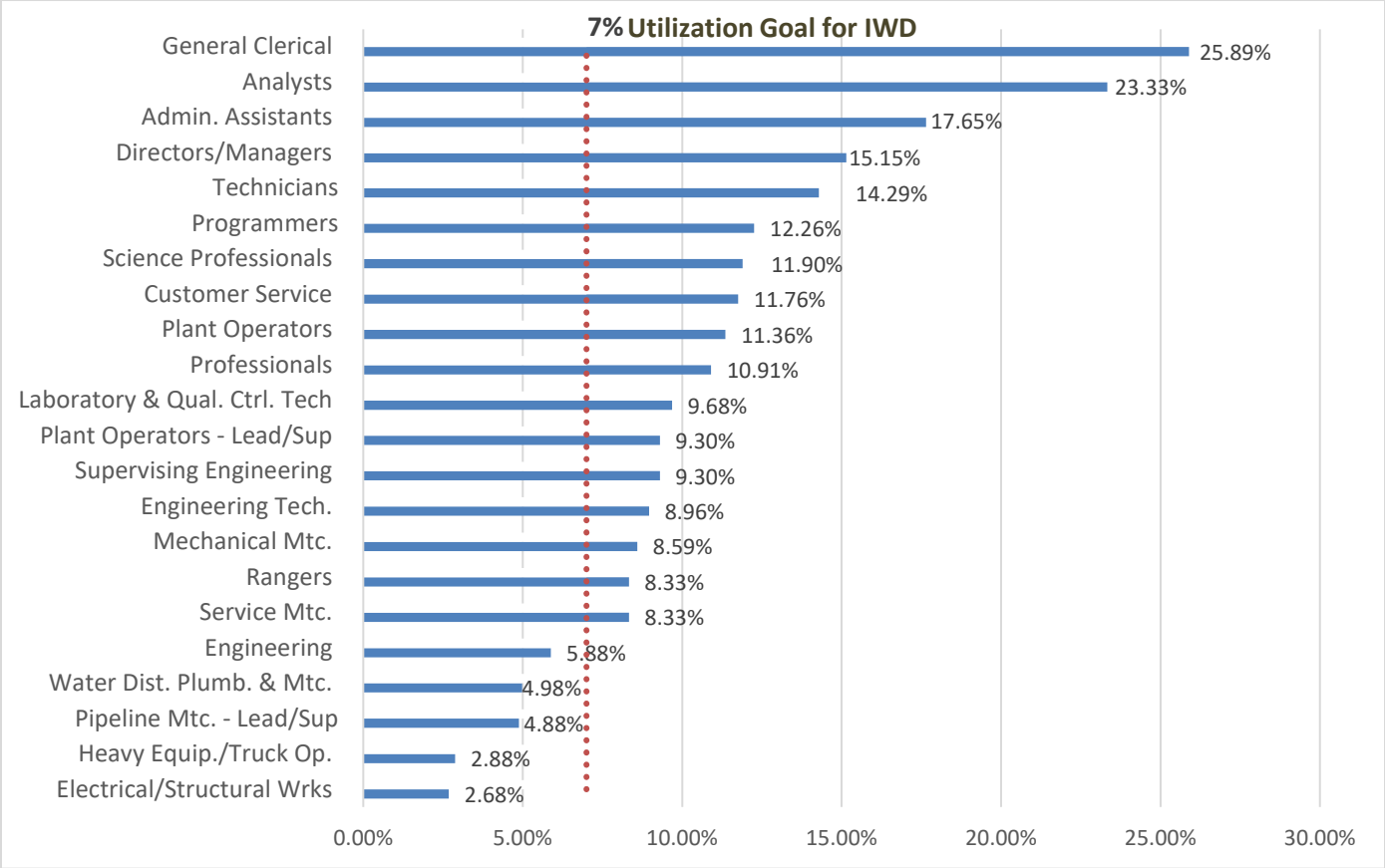
Figure 2: IWD EBMUD Incumbency, Utilization Goals, Applicant Rates, & Hiring Rates

Reporting Year	IWD Incumbency (%)	IWD Utilization Goal (%)	IWD Applicant Rate (%)	Actual IWD Hiring Rate (%)
RY 2025	**9.66%** (n=199)	**7.0%**	602/11,667=5.16%	20/279=**7.16%**
RY 2024	**7.72%** (n=157)	**7.0%**	502/9,439=**5.3%**	23/316=**7.3%**
RY 2023	**10.2%** (n=203)	**7.0%**	411/8,810=**4.7%**	18/221=**8.1%**
RY 2022	**5.3%** (n=104)	**7.0%**	365/7,616=**4.8%**	18/269=**6.7%**
RY 2021	**4.5%** (n=88)	**7.0%**	186/5,575=**3.3%**	4/258=**1.6%**
RY 2020	**4.8%** (n=94)	**7.0%**	374/9,280=**4.0%**	21/332=**6.3%**

iii) Analysis of IWD by Job Group:

Figure 3 below shows the District's IWD incumbency rate (i.e., the percentage of employees in each job group who self-identify as having a disability). Rates are calculated by dividing the number of IWD employees by the total number of employees in each job group, based on the snapshot date of June 20, 2025. Job groups are displayed in descending order. Job groups to the right of the dotted line exceed the 7.0% utilization goal, while those to the left of the line do not meet the goal.

Figure 3: IWD Utilization Rates: Job Groups in Descending Order of Incumbency



The vast majority (17 out of 22) of job groups exceeded the 7.0% utilization goal. The five job groups that did not meet the 7.0% utilization goal are Engineering, Water Distribution Plumbing & Maintenance, Pipeline Maintenance Leads/Supervisors, Heavy Equipment/Truck Operators, and Electrical/Structural workers.

Each EEOP year, the District continues to monitor the outreach and positive recruitment plans for the aforementioned job groups that have smaller IWD applicant pools and/or lower success rates. The District will identify measures, and where practicable, mitigate the underutilization in those job groups.

In each case where the hiring benchmark for Veterans and/or the utilization goal for IWDs are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Section H of this report.

H. External Dissemination of Policy, Outreach, and Positive Recruitment: 41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

1. Evaluation of RY 2025 EEOP Outreach Activities

Below is the District's evaluation of ongoing outreach activities set forth in the RY 2025 EEOP Report:

Figure 4: Evaluation of RY 2025 EEOP Outreach and Positive Recruitment Activities

Activity & Description	Evaluation of Each Activity
Explore External Partnerships: Identify and develop partnerships to attract more qualified Protected Veteran and IWD applicants.	• Partnered with industry employers to promote the BAYWORK resource webpage, which provides a comprehensive list of SF Bay Area community college programs for mission-critical technical trades, to support transitioning military personnel and veterans. • Participated in an ongoing working group for veterans through CA-NV American Water Works Association (AWWA). Through this working group, District staff actively learn and contribute to developing and implementing industry outreach specifically targeted to veterans.
Internal Efforts: Implement strategies to retain and support qualified Protected Veteran and IWD applicants.	• The Disability Advocacy and Rights Team (DART), a District Affinity Group that formed in February 2022, continued to provide resources to staff and develop a pilot program which aims to recruit more IWDs for employment at the District. • There is currently no affinity group specifically for Veterans; however, staff leverages Affinity Group members and employees who have Veteran status to enhance targeted outreach efforts to military veterans.
Test Prep Services/Support: Develop partnerships for test preparation, application, and interview workshops.	District efforts in this area have been with community partners representing diverse populations in general, including organizations that support career the advancement of Veterans and/or IWDs.
Data: Extract and analyze Veteran and IWD data from applicant tracking system. Generate reports at each step of the recruitment process to identify barriers to hiring.	The District plans to issue an RFP for an upgraded Human Capital Management (HCM) System. The new system will allow staff to create customized applicant flow reports for IWD and Veterans.
EBMUD-Toolworks Internship Program: Continue to implement the internship program as operational needs and safety protocols allow.	District staff began partnering with Toolworks, a human service agency, in 2018. For RY 24/25, the District increased the number of IWD intern placements to eight (8). District staff also implemented the Toolworks/Pathways to Success Project (PSP) Internship Pilot, which expanded the areas of possible internship placements to Engineering, Janitorial,

	Administrative/Clerical, and Information Technology (IT), thereby increasing work-based learning opportunities for IWDs. The DART Affinity Group helped to identify placement opportunities and provides support for Toolworks and Toolworks/PSP interns.

2. RY 2026 Outreach and Positive Recruitment Activities

During RY 2026, the District will continue exploring partnerships with Veteran and Disability organizations to expand applicant pools to include qualified Veteran and IWD applicants.

Moving forward, the District will look at investing in targeted social media efforts to reach out to military veterans and IWDs. The District will also coordinate with community partners to develop application, interview, and test preparation workshops. While the District will continue the EBMUD-Toolworks Internship Program in RY 2026, with up to 8 internship placements, the Toolworks/PSP Internship Program Pilot is paused due to constraints with Toolworks funding.

Based upon the District's review of its personnel processes as described in Section C, the following activities will be continued to further enhance the District's EEO efforts. All activities are the responsibility of the Manager of Diversity and Inclusion, Manager of R&C, and the Contract Equity Administrator.

1. The District initiates and maintains communication with organizations having special interests in the recruitment of and job accommodations for Veterans and IWDs.
2. The District provides information emphasizing job opportunities for Veterans and IWDs to local educational institutions, public and private.
3. The District informs all recruiting sources of the District's EEO policy for Veterans and IWDs.
4. The District lists with the California State Employment Development Department (EDD) all suitable job openings. The exemptions for posting jobs are when positions are:
    a. Executive and top management positions,
    b. Positions that will be filled from within the contractor's organization, and
    c. Positions lasting three days or less.
5. As an ongoing activity, a listing of job opportunities reported to the local State Employment Service Delivery System is kept current.
6. The District notifies all subcontractors, vendors, and suppliers in writing regarding the District's EEO policies and requests appropriate action on their part.

7. The District arranges for referral of applicants with organizations having special interests in the recruitment of and job accommodations for Veterans and IWDs.
8. The District participates in outreach activities, including job fairs that include veterans and IWDs.

I. Internal Dissemination of Policy: 41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

To gain positive support and understanding for the EEOP for Veterans and IWDs, the District will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Manager of Diversity and Inclusion and Manager of Employee Relations. The following policies, procedures, and actions are designed to foster support and understanding from the District's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid the District in meeting its obligations.

1. Discuss Policies 2.02, 6.06, and 6.07 and the EEOP in both employee orientation and management training programs.
2. Inform Union officials of Policies 2.02, 6.06, and 6.07, and the EEOP, and request their cooperation.
3. Include non-discrimination clauses in all union agreements and review all contractual provisions to ensure they are non-discriminatory.
4. Post Policies 2.02, 6.06, and 6.07 on District bulletin boards, which includes the District's harassment policy that incorporates protection from workplace harassment on the basis of disability.
5. All employees are required to complete a minimum of one hour of training and supervisors a minimum of two hours training on a two-year cycle on preventing workplace harassment.
6. All employees are re-surveyed regarding their disability status every five years and reminders are sent out to employees at least once during the five-year interval that they may voluntarily update their disability status at any time.

J. Training: 41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

The District trains all employees involved in any way with the recruitment, selection, promotion, training, and related processes regarding IWDs or Veterans to ensure commitment to the District's stated EEOP goals.

Exhibits

J. Job Group Summary[5]

1. By Job Group

Directors/Managers	
Assistant General Counsel	Manager of Maintenance Support
Chief Information Officer	Manager of Operations & Maintenance Planning
Chief Trial Attorney	Manager of Natural Resources
Controller	Manager of Pipeline Construction & Equipment
Customer Services Manager	Manager of Planning & Analysis for Water Quality
Director of Customer & Community Services	Manager of Process Engineering & Asset Mgmt
Director of Human Resources	Manager of Purchasing
Director of Operations & Maintenance	Manager of Real Estate Services
Director, Administration	Manager of Recruitment and Classification
Director, Engineering & Construction	Manager of Regulatory Compliance
Director, Finance	Manager of Risk Management
Director, Wastewater	Manager of Security & Emergency Preparedness
Director, Water & Natural Resources	Manager of Wastewater Engineering
Engineering Manager	Manager of Wastewater Environmental Services
Environmental Affairs Officer	Manager of Wastewater Treatment
General Counsel	Manager of Water Conservation
General Manager	Manager of Water Quality
Information Systems Division Manager	Manager of Water Supply/Treatment/Distribution
Manager of Budget	Manager of Water Supply Improvements
Manager of Dist Mntnc & Construction	Manager of Watershed & Recreation
Manager of Diversity & Inclusion	Manager of Workplace Health & Safety
Manager of Employee & Org Develpmnt	Secretary of the District
Manager of Employee Relations	Special Assistant I
Manager of Employee Services	Special Assistant II
Manager of Environmental Compliance	Special Assistant III
Manager of Facilities Mntnc & Construction	Special Assistant IV
Manager of Fisheries & Wildlife	Special Assistant V
Manager of Fleet & Construction Support	Treasury Manager
Manager of Laboratory Services	
Manager of Maintenance and Construction/Water Operations	

[5] The *Job Group Summary* includes job classifications by job group as of the snapshot date of June 30, 2025. Note that some of the classifications listed did not have incumbency on the snapshot date of June 30, 2025 and/or may have been retitled, reclassified, or abolished since the snapshot date.

Programmers	
HRIS Analyst I	Information Technology Intern II
HRIS Analyst II	Network Analyst I
Information Services Supervisor	Network Analyst II
Information Systems Administrator	Network Analyst III
Information Systems Administrator II	Senior HRIS Analyst
Information Systems Support Analyst I	Senior Information Technology Engineer
Information Systems Support Analyst II	Senior Software Engineer
Information Technology Engineer I	Software Engineer I
Information Technology Engineer II	Software Engineer II
Information Technology Intern I	Supervising Systems Programmer

Analysts	
Community Affairs Representative I	Public Information Representative I
Community Affairs Representative II	Public Information Representative II
Human Resources Administrator	Public Information Representative III
Human Resources Analyst I	Senior Community Affairs Representative
Human Resources Analyst II	Senior Human Resources Analyst
Management Analyst I	Senior Public Information Representative
Management Analyst II	Technical Training & Writing Administrator
Principal Management Analyst	Technical Training Analyst

Professionals	
Accountant I	Internal Auditor Supervisor
Accountant II	Junior Water Resources Specialist
Accountant III	Law Clerk
Accounting & Financial Systems Analyst	Purchasing Contract Supervisor
Accounting Systems Supervisor	Real Estate Representative I
Assistant Water Resources Specialist	Real Estate Representative II
Associate Architect	Risk Management Analyst
Associate Water Resources Specialist	Security & Emergency Preparedness Specialist
Attorney I	Security Shift Supervisor
Attorney II	Senior Accounting and Financial Systems Analyst
Attorney III	Senior Real Estate Representative
Building Tenant Services Supervisor	Supervising Accountant
Business Development Representative	Supervisor of Purchasing
Buyer I	Supervisor of Water Conservation
Buyer II	Water Conservation Representative
Contract Equity Administrator	Workers' Compensation Manager & Risk Specialist
Internal Auditor	

Science Professionals	
Chemist I	Microbiologist II
Chemist II	Quality Assurance Officer
Environmental Health & Safety Specialist I	Research Chemist
Environmental Health & Safety Specialist II	Research Microbiologist
Fisheries & Wildlife Biologist I	Senior Chemist
Fisheries & Wildlife Biologist II	Senior Environmental Health & Safety Specialist
Laboratory Supervisor	Senior Microbiologist
Microbiologist I	Supervising Fisheries/Wildlife Biologist

Administrative Assistants	
Administrative Assistant	Legal Office Administrator
Administrative Secretary I	Legal Assistant I
Administrative Secretary II	Legal Assistant II
Administrative Secretary II, Confidential	Litigation Assistant
Administrative Services Supervisor	Office Assistant, General Manager's Office
Assistant To The General Manager	Paralegal
Executive Assistant I	Public Affairs Specialist
Executive Assistant II	Senior Legal Secretary
Human Resources Intern I	Student Intern
Human Resources Intern II	

General Clerical	
Account Clerk II	Relief Clerk
Account Clerk III	Senior Administrative Clerk
Administrative Clerk	Senior Administrative Clerk, Confidential
Administrative Clerk, Confidential	Senior Messenger/Mail Clerk
Messenger/Mail Clerk	

Customer Service	
Customer Services Representative I	Meter Reader
Customer Services Representative II	New Business Coordinator I
Customer Services Representative III	New Business Coordinator II
Customer Services Supervisor	Senior Customer Services Representative
Dispatch Center Representative	Senior Dispatch Center Representative
Dispatch Center Supervisor	Senior Field Services Representative
Field Services Representative I	Senior New Business Coordinator
Field Services Representative II	Water Conservation Technician

Technicians	
Accounting Technician	Materials Testing Supervisor
Computer Operations Technician	Materials Testing Technician I
Corrosion Control Technician	Materials Testing Technician II
Field Biologist	Printing Technician I
Human Resources Technician	Printing Technician II
Information Systems Specialist I	Real Estate Technician
Information Systems Specialist II	Risk Management Adjuster
Information Systems Specialist III	Senior Printing Technician

Plant Operators	
Hydroelectric Power Plant Operator I	Wastewater Plant Operator II
Hydroelectric Power Plant Operator II	Wastewater Plant Operator Trainee
Power Plant Mechanic/Operator	Water Distribution Operator
Senior Water Distribution Operator	Water Reclamation Operator
Senior Water Treatment Operator	Water Treatment Operator
Treatment Plant Specialist	Water Treatment/Distribution Operator Trainee
Wastewater Plant Operator I	

Plant Operators Lead/Sup	
Assistant Superintendent, Aqueduct/Pardee	Superintendent of Pardee Section
Assistant Wastewater Shift Supervisor	Superintendent of Water
Hydroelectric Power Plant Supervisor	Treatment/Distribution/System Water Quality
Pardee Water/Wastewater Supervisor	Wastewater Operations Coordinator
Power Plant Supervisor	Wastewater Shift Supervisor
Power, Treatment & Transmission	Wastewater Treatment Supt
Maintenance Supervisor	Water Distribution Supervisor
Superintendent of Aqueduct Section	Water Treatment Supervisor

Laboratory & Quality Control Technicians	
Laboratory Technician I	Wastewater Control Inspector II
Laboratory Technician II	Wastewater Control Representative
Laboratory Technician III	Water Sampler
Senior Wastewater Control Inspector	Water System Inspector I
Supervising WW Control Representative	Water System Inspector II
Wastewater Control Inspector I	

Rangers	
Ranger/Naturalist I	Ranger Supervisor
Ranger/Naturalist II	Senior Ranger/Naturalist

Engineering	
Assistant Corrosion Control Specialist	Associate Corrosion Control Specialist
Assistant Engineer	Associate Electrical Engineer
Associate Civil Engineer	Associate Mechanical Engineer
Associate Control Systems Engineer	Junior Engineer

Supervising Engineering	
Senior Civil Engineer	Senior Electrical Engineer
Senior Control System Engineer	Senior Mechanical Engineer
Senior Corrosion Control Engineer	Supervising Administrative Engineer

Engineering Technicians	
Assistant Land Surveyor Supervisor	Hydrographer II
Chief of Party	Hydrographer III
Construction Inspector	Land Surveyor Supervisor
Drafter I	Plant Inspector
Drafter II	Senior Construction Inspector
Drafter III	Senior Drafter
Drafting Supervisor	Senior Engineering Designer
Engineering Aide	Senior Geographic Information System Specialist
Engineering Designer I	Senior Graphic Designer
Engineering Designer II	Supervising Construction Inspector
Geographic Information Systems Specialist	Supervising Hydrographer
Graphic Design Supervisor	Supervising Plant Inspector
Graphic Designer I	Survey Technician I
Graphic Designer II	Survey Technician II
Hydrographer I	

Water Distribution Plumbing & Maintenance	
Concrete Finisher I	Pipeline Welder II
Concrete Finisher II	Pipeline Welder III
Paving Raker A	Water Distribution Plumber I
Paving Raker B	Water Distribution Plumber II
Paving Raker C	Water Distribution Plumber III
Pipeline Welder I	Water Distribution Plumber IV

Heavy Equipment/Truck Operators	
Crane Operator	Heavy Transport Operator
Heavy Equipment Operator	Truck Driver II
Heavy Equipment Operator Trainee	Truck Driver II Trainee
Heavy Forklift Operator	

Pipeline Maintenance Lead/Super	
Assistant Const & Maintenance Superintendent	Paving Crew Foreman
Construction and Maintenance Scheduler	Pipeline Welding Supervisor
Construction and Maintenance Superintendent	Senior Supervisor of Maintenance Shift Ops
General Pipe Shift Supervisor	Water Distribution Crew Foreman
Maintenance Shift Supervisor	

Electrical/Structural Workers	
Carpenter	Facility Technician
Carpenter Supervisor	Instrument Maintenance Supervisor
Carpentry Worker I	Instrument Supervisor
Carpentry Worker II	Instrument Technician
Carpentry Worker III	Instrument Worker I
Electrical Supervisor	Instrument Worker II
Electrical Technician	Instrument Worker III
Electrical Worker I	Painter
Electrical Worker II	Painter Foreman
Electrical Worker III	Painting Worker I
Electronic Technician	Painting Worker II
Facility Foreman	Painting Worker III
Facility Specialist I	Plant Electrical Maintenance Supervisor
Facility Specialist II	Plant Structures Maintenance Supervisor
Facility Supervisor	

Mechanical Maintenance	
Automotive Maintenance Worker I	Maintenance Specialist II
Automotive Maintenance Worker II	Maintenance Specialist III
Automotive Maintenance Worker III	Maintenance Superintendent
Automotive Mechanic A	Mechanical Supervisor
Automotive Mechanic B	Meter Mechanic I
Cross-Connection Specialist	Meter Mechanic II
Equipment Superintendent	Meter Reader/Mechanic
Equipment Supervisor	Meter Reader/Mechanic Foreman
General Equipment Mechanic	Meter Reading & Maintenance Supervisor
Heavy Equipment Maintenance Worker I	Meter Repair and Testing Supervisor
Heavy Equipment Maintenance Worker II	Plant Maintenance Mechanic
Heavy Equipment Maintenance Worker III	Plant Maintenance Superintendent
Heavy Equipment Mechanic	Plant Maintenance Worker I
Hydroelectric Power Plant Mechanic	Plant Maintenance Worker II
Machining & Maintenance Worker I	Plant Maintenance Worker III
Machining & Maintenance Worker II	Plant Mechanical Maintenance Supervisor
Machining & Maintenance Worker III	Senior Cross Connection Specialist
Maintenance Machinist	Senior Mechanic
Maintenance Specialist I	

Service Maintenance	
Automotive Services Attendant I	LT Special Employment Program Trainee
Automotive Services Attendant II	Material Storage Foreman
Distribution Maintenance Worker	Material Storage Supervisor
Grounds Maintenance Foreman	Materials Specialist
Grounds Maintenance Specialist I	Recreation Area Attendant
Grounds Maintenance Specialist II	Storekeeper I
Housekeeper	Storekeeper II
Janitor	Stores Supervisor
Janitor Foreman	Utility Laborer
Janitor Supervisor	

2. By Job Title

Job Title	Job Group Name
Account Clerk II	General Clerical
Account Clerk III	General Clerical
Accountant I	Professionals
Accountant II	Professionals
Accountant III	Professionals
Accounting & Financial Systems Analyst	Professionals
Accounting Systems Supervisor	Professionals
Accounting Technician	Technicians
Administrative Assistant	Administrative Assistants
Administrative Clerk	General Clerical
Administrative Clerk, Confidential	General Clerical
Administrative Secretary I	Administrative Assistants
Administrative Secretary II	Administrative Assistants
Administrative Secretary II, Confidential	Administrative Assistants
Administrative Services Supervisor	Administrative Assistants
Assistant Construction & Maintenance Superintendent	Pipeline Mtce Lead/Super
Assistant Corrosion Control Specialist	Engineering
Assistant Engineer	Engineering
Assistant General Counsel	Directors/Managers
Assistant Superintendent Aqueduct/Pardee	Plant Operators Lead/Sup
Assistant Land Surveyor Supervisor	Engineering Technicians
Assistant To The General Manager	Administrative Assistants
Assistant Wastewater Shift Supervisor	Plant Operators Lead/Sup
Assistant Water Resources Specialist	Professionals
Associate Architect	Professionals
Associate Civil Engineer	Engineering
Associate Control Systems Engineer	Engineering
Associate Corrosion Control Specialist	Engineering
Associate Electrical Engineer	Engineering
Associate Mechanical Engineer	Engineering
Associate Water Resource Specialist	Professionals
Attorney I	Professionals
Attorney II	Professionals
Attorney III	Professionals
Automotive Maintenance Worker I	Mechanical Maintenance
Automotive Maintenance Worker II	Mechanical Maintenance

Job Title	Job Group Name
Automotive Maintenance Worker III	Mechanical Maintenance
Automotive Mechanic A	Mechanical Maintenance
Automotive Mechanic B	Mechanical Maintenance
Automotive Services Attendant I	Service Maintenance
Automotive Services Attendant II	Service Maintenance
Building Tenant Services Supervisor	Professionals
Business Development Representative	Professionals
Buyer I	Professionals
Buyer II	Professionals
Carpenter	Electrical/Structural Workers
Carpenter Supervisor	Electrical/Structural Workers
Carpentry Worker I	Electrical/Structural Workers
Carpentry Worker II	Electrical/Structural Workers
Carpentry Worker III	Electrical/Structural Workers
Chemist I	Science Professionals
Chemist II	Science Professionals
Chief Information Officer	Directors/Managers
Chief of Party	Engineering Technicians
Chief Trial Attorney	Directors/Managers
Community Affairs Representative I	Analysts
Community Affairs Representative II	Analysts
Computer Operations Technician	Technicians
Concrete Finisher I	Water Distribution Plumb & Mtc
Concrete Finisher II	Water Distribution Plumb & Mtc
Construction and Maintenance Scheduler	Pipeline Mtce Lead/Super
Construction and Maintenance Superintendent	Pipeline Mtce Lead/Super
Construction Inspector	Engineering Technicians
Contract Equity Administrator	Professionals
Controller	Directors/Managers
Corrosion Control Technician	Technicians
Crane Operator	Heavy Equipment/Truck Operators
Cross Connection Specialist	Mechanical Maintenance
Customer Services Manager	Directors/Managers
Customer Services Representative I	Customer Service
Customer Services Representative II	Customer Service
Customer Services Representative III	Customer Service
Customer Services Supervisor	Customer Service
Director of Customer & Community Services	Directors/Managers
Director of Human Resources	Directors/Managers

Job Title	Job Group Name
Director of Operations & Maintenance	Directors/Managers
Director, Administration	Directors/Managers
Director, Engineering & Construction	Directors/Managers
Director, Finance	Directors/Managers
Director, Wastewater	Directors/Managers
Director, Water & Natural Resources	Directors/Managers
Dispatch Center Representative	Customer Service
Dispatch Center Supervisor	Customer Service
Distribution Maintenance Worker	Service Maintenance
Drafter I	Engineering Technicians
Drafter II	Engineering Technicians
Drafter III	Engineering Technicians
Drafting Supervisor	Engineering Technicians
Electrical Supervisor	Electrical/Structural Workers
Electrical Technician	Electrical/Structural Workers
Electrical Worker I	Electrical/Structural Workers
Electrical Worker II	Electrical/Structural Workers
Electrical Worker III	Electrical/Structural Workers
Electronic Technician	Electrical/Structural Workers
Engineering Aide	Engineering Technicians
Engineering Designer I	Engineering Technicians
Engineering Designer II	Engineering Technicians
Engineering Manager	Directors/Managers
Environmental Affairs Officer	Directors/Managers
Environmental Health & Safety Specialist I	Science Professionals
Environmental Health & Safety Specialist II	Science Professionals
Equipment Superintendent	Mechanical Maintenance
Equipment Supervisor	Mechanical Maintenance
Executive Assistant I	Administrative Assistants
Executive Assistant II	Administrative Assistants
Facility Foreman	Electrical/Structural Workers
Facility Specialist I	Electrical/Structural Workers
Facility Specialist II	Electrical/Structural Workers
Facility Supervisor	Electrical/Structural Workers
Facility Technician	Electrical/Structural Workers
Field Biologist	Technicians
Field Services Representative I	Customer Service
Field Services Representative II	Customer Service

Job Title	Job Group Name
Fisheries/Wildlife Biologist I	Science Professionals
Fisheries/Wildlife Biologist II	Science Professionals
General Counsel	Directors/Managers
General Equipment Mechanic	Mechanical Maintenance
General Manager	Directors/Managers
General Pipe Supervisor	Pipeline Mtce Lead/Super
Geographic Information System Specialist	Engineering Technicians
Graphic Design Supervisor	Engineering Technicians
Graphic Designer I	Engineering Technicians
Graphic Designer II	Engineering Technicians
Grounds Maintenance Foreman	Service Maintenance
Grounds Maintenance Specialist I	Service Maintenance
Grounds Maintenance Specialist II	Service Maintenance
Heavy Equipment Maintenance Worker I	Mechanical Maintenance
Heavy Equipment Maintenance Worker II	Mechanical Maintenance
Heavy Equipment Maintenance Worker III	Mechanical Maintenance
Heavy Equipment Mechanic	Mechanical Maintenance
Heavy Equipment Operator	Heavy Equipment/Truck Operators
Heavy Equipment Operator Trainee	Heavy Equipment/Truck Operators
Heavy Forklift Operator	Heavy Equipment/Truck Operators
Heavy Transport Operator	Heavy Equipment/Truck Operators
Housekeeper	Service Maintenance
HRIS Analyst I	Programmers
HRIS Analyst II	Programmers
Human Resources Analyst I	Analysts
Human Resources Analyst II	Analysts
Human Resources Intern I	Administrative Assistants
Human Resources Intern II	Administrative Assistants
Human Resources Administrator	Analysts
Human Resources Technician	Technicians
Hydroelectric Power Plant Mechanic	Mechanical Maintenance
Hydroelectric Power Plant Operator I	Plant Operators
Hydroelectric Power Plant Operator II	Plant Operators
Hydroelectric Power Plant Supervisor	Plant Operators Lead/Sup
Hydrographer I	Engineering Technicians
Hydrographer II	Engineering Technicians
Hydrographer III	Engineering Technicians
Information Services Supervisor	Programmers

Job Title	Job Group Name
Information Systems Administrator	Programmers
Information Systems Administrator II	Programmers
Information Systems Division Manager	Directors/Managers
Information Systems Specialist I	Technicians
Information Systems Specialist II	Technicians
Information Systems Specialist III	Technicians
Information Systems Support Analyst I	Programmers
Information Systems Support Analyst II	Programmers
Information Technology Engineer I	Programmers
Information Technology Engineer II	Programmers
Information Technology Intern I	Programmers
Information Technology Intern II	Programmers
Instrument Maintenance Supervisor	Electrical/Structural Workers
Instrument Supervisor	Electrical/Structural Workers
Instrument Technician	Electrical/Structural Workers
Instrument Worker I	Electrical/Structural Workers
Instrument Worker II	Electrical/Structural Workers
Instrument Worker III	Electrical/Structural Workers
Internal Auditor	Professionals
Internal Auditor Supervisor	Professionals
Janitor	Service Maintenance
Janitor Foreman	Service Maintenance
Janitor Supervisor	Service Maintenance
Junior Engineer	Engineering
Junior Water Resources Specialist	Professionals
Laboratory Supervisor	Science Professionals
Laboratory Technician I	Laboratory & Qual Control Tech
Laboratory Technician II	Laboratory & Qual Control Tech
Laboratory Technician III	Laboratory & Qual Control Tech
Law Clerk	Professionals
Legal Assistant I	Administrative Assistants
Legal Assistant II	Administrative Assistants
Legal Office Administrator	Administrative Assistants
Litigation Assistant	Administrative Assistants
LT Special Employment Program Trainee	Service Maintenance
Machining & Maintenance Worker I	Mechanical Maintenance
Machining & Maintenance Worker II	Mechanical Maintenance
Machining & Maintenance Worker III	Mechanical Maintenance
Maintenance Machinist	Mechanical Maintenance

Job Title	Job Group Name
Maintenance Shift Supervisor	Pipeline Mtce Lead/Super
Maintenance Specialist I	Mechanical Maintenance
Maintenance Specialist II	Mechanical Maintenance
Maintenance Specialist III	Mechanical Maintenance
Maintenance Superintendent	Mechanical Maintenance
Management Analyst I	Analysts
Management Analyst II	Analysts
Manager of Budget	Directors/Managers
Manager of Business Continuity	Directors/Managers
Manager of Distribution Maintenance & Construction	Directors/Managers
Manager of Employee & Organizational Development	Directors/Managers
Diversity & Inclusion Officer	Directors/Managers
Manager of Employee Relations	Directors/Managers
Manager of Employee Services	Directors/Managers
Manager of Environmental Compliance	Directors/Managers
Manager of Facilities Maintenance & Construction	Directors/Managers
Manager of Fisheries & Wildlife	Directors/Managers
Manager of Fleet & Construction Support	Directors/Managers
Manager of Laboratory Services	Directors/Managers
Manager of Maintenance and Construction/Water Operations	Directors/Managers
Manager of Maintenance Support	Directors/Managers
Manager of Natural Resources	Directors/Managers
Manager of Operations & Maintenance Planning	Directors/Managers
Manager of Pipeline Construction & Equipment	Directors/Managers
Manager of Planning and Analysis for Water Quality	Directors/Managers
Manager of Purchasing	Directors/Managers
Manager of Real Estate Services	Directors/Managers
Manager of Recruitment and Classification	Directors/Managers
Manager of Regulatory Compliance	Directors/Managers
Manager of Risk Management	Directors/Managers
Manager of Security & Emergency Preparedness	Directors/Managers
Manager of Wastewater Engineering	Directors/Managers
Manager of Wastewater Environmental Services	Directors/Managers
Manager of Wastewater Process Engineering and Asset Management	Directors/Managers
Manager of Wastewater Treatment	Directors/Managers
Manager of Water Conservation	Directors/Managers
Manager of Water Quality	Directors/Managers
Manager of Water Supply	Directors/Managers
Manager of Water Supply Improvements	Directors/Managers

Job Title	Job Group Name
Manager of Workplace Health & Safety	Directors/Managers
Manager, Watershed & Recreation	Directors/Managers
Material Storage Foreman	Service Maintenance
Material Storage Supervisor	Service Maintenance
Materials Specialist	Service Maintenance
Materials Testing Supervisor	Technicians
Materials Testing Technician I	Technicians
Materials Testing Technician II	Technicians
Mechanical Supervisor	Mechanical Maintenance
Messenger/Mail Clerk	General Clerical
Meter Mechanic I	Mechanical Maintenance
Meter Mechanic II	Mechanical Maintenance
Meter Reader	Customer Service
Meter Reader/Mechanic	Mechanical Maintenance
Meter Reader/Mechanic Foreman	Mechanical Maintenance
Meter Reading & Maintenance Supervisor	Mechanical Maintenance
Meter Repair and Testing Supervisor	Mechanical Maintenance
Microbiologist I	Science Professionals
Microbiologist II	Science Professionals
Network Analyst I	Programmers
Network Analyst II	Programmers
Network Analyst III	Programmers
New Business Coordinator I	Customer Service
New Business Coordinator II	Customer Service
Office Assistant, General Manager's Office	Administrative Assistants
Painter	Electrical/Structural Workers
Painter Foreman	Electrical/Structural Workers
Painting Worker I	Electrical/Structural Workers
Painting Worker II	Electrical/Structural Workers
Painting Worker III	Electrical/Structural Workers
Paralegal	Administrative Assistants
Pardee Water/Wastewater Supervisor	Plant Operators Lead/Sup
Paving Crew Foreman	Pipeline Mtce Lead/Super
Paving Raker A	Water Distribution Plumb & Mtc
Paving Raker B	Water Distribution Plumb & Mtc
Paving Raker C	Water Distribution Plumb & Mtc
Pipeline Welder I	Water Distribution Plumb & Mtc
Pipeline Welder II	Water Distribution Plumb & Mtc
Pipeline Welder III	Water Distribution Plumb & Mtc

Job Title	Job Group Name
Pipeline Welding Supervisor	Pipeline Mtce Lead/Super
Plant Electrical Maintenance Supervisor	Electrical/Structural Workers
Plant Inspector	Engineering Technicians
Plant Maintenance Mechanic	Mechanical Maintenance
Plant Maintenance Superintendent	Mechanical Maintenance
Plant Maintenance Worker I	Mechanical Maintenance
Plant Maintenance Worker II	Mechanical Maintenance
Plant Maintenance Worker III	Mechanical Maintenance
Plant Mechanical Maintenance Supervisor	Mechanical Maintenance
Plant Structures Maintenance Supervisor	Electrical/Structural Workers
Power Plant Mechanic/Operator	Plant Operators
Power Plant Supervisor	Plant Operators Lead/Sup
Power, Treatment & Transmission Maintenance Supervisor	Plant Operators Lead/Sup
Principal Management Analyst	Analysts
Printing Technician I	Technicians
Printing Technician II	Technicians
Public Affairs Specialist	Administrative Assistants
Public Information Representative I	Analysts
Public Information Representative II	Analysts
Public Information Representative III	Analysts
Purchasing Contract Supervisor	Professionals
Quality Assurance Officer	Science Professionals
Ranger Naturalist I	Rangers
Ranger Naturalist II	Rangers
Ranger Supervisor	Rangers
Real Estate Representative I	Professionals
Real Estate Representative II	Professionals
Real Estate Technician	Technicians
Recreation Area Attendant	Service Maintenance
Relief Clerk	General Clerical
Research Chemist	Science Professionals
Research Microbiologist	Science Professionals
Risk Management Analyst	Professionals
Risk Management Adjuster	Technicians
Secretary of the District	Directors/Managers
Security & Emergency Preparedness Specialist	Professionals
Security Shift Supervisor	Professionals
Senior Accounting and Financial Systems Analyst	Professionals
Senior Administrative Clerk	General Clerical

Job Title	Job Group Name
Senior Administrative Clerk, Confidential	General Clerical
Senior Chemist	Science Professionals
Senior Civil Engineer	Supervising Engineering
Senior Community Affairs Representative	Analysts
Senior Construction Inspector	Engineering Technicians
Senior Control System Engineer	Supervising Engineering
Senior Corrosion Control Engineer	Supervising Engineering
Senior Cross Connection Specialist	Mechanical Maintenance
Senior Customer Services Representative	Customer Service
Senior Dispatch Center Representative	Customer Service
Senior Drafter	Engineering Technicians
Senior Electrical Engineer	Supervising Engineering
Senior Engineering Designer	Engineering Technicians
Senior Environmental Heath & Safety Specialist	Science Professionals
Senior Field Services Representative	Customer Service
Senior Geographic Information System Specialist	Engineering Technicians
Senior Graphic Designer	Engineering Technicians
Senior HRIS Analyst	Programmers
Senior Human Resources Analyst	Analysts
Senior Information Technology Engineer	Programmers
Senior Legal Secretary	Administrative Assistants
Senior Mechanic	Mechanical Maintenance
Senior Mechanical Engineer	Supervising Engineering
Senior Messenger/Mail Clerk	General Clerical
Senior Microbiologist	Science Professionals
Senior New Business Coordinator	Customer Service
Senior Printing Technician	Technicians
Senior Public Information Representative	Analysts
Senior Ranger/Naturalist	Rangers
Senior Real Estate Representative	Professionals
Senior Software Engineer	Programmers
Senior Supervisor of Maintenance Shift Operations	Pipeline Mtce Lead/Super
Senior Wastewater Control Inspector	Laboratory & Qual Control Tech
Senior Water Distribution Operator	Plant Operators
Senior Water Treatment Operator	Plant Operators
Software Engineer I	Programmers
Software Engineer II	Programmers
Special Assistant I	Directors/Managers
Special Assistant II	Directors/Managers

Job Title	Job Group Name
Special Assistant III	Directors/Managers
Special Assistant IV	Directors/Managers
Special Assistant V	Directors/Managers
Storekeeper I	Service Maintenance
Storekeeper II	Service Maintenance
Stores Supervisor	Service Maintenance
Student Intern	Administrative Assistants
Superintendent of Aqueduct Section	Plant Operators Lead/Sup
Superintendent of Pardee Section	Plant Operators Lead/Sup
Superintendent of Water Treatment/Distribution/System Water Quality	Plant Operators Lead/Sup
Supervising Accountant	Professionals
Supervising Administrative Engineer	Supervising Engineering
Supervising Construction Inspector	Engineering Technicians
Supervising Fisheries/WildLife Biologist	Science Professionals
Supervising Hydrographer	Engineering Technicians
Supervising Plant Inspector	Engineering Technicians
Supervising Systems Programmer	Programmers
Supervising Wastewater Control Inspector	Laboratory & Qual Control Tech
Supervising Wastewater Control Representative	Laboratory & Qual Control Tech
Supervisor of Purchasing	Professionals
Supervisor of Water Conservation	Professionals
Survey Technician I	Engineering Technicians
Survey Technician II	Engineering Technicians
Land Surveyor Supervisor	Engineering Technicians
Technical Training & Writing Administrator	Analysts
Technical Training Analyst	Analysts
Treasury Manager	Directors/Managers
Treatment Plant Specialist	Plant Operators
Truck Driver II	Heavy Equipment/Truck Operators
Truck Driver II Trainee	Heavy Equipment/Truck Operators
Utility Laborer	Service Maintenance
Wastewater Control Inspector I	Laboratory & Qual Control Tech
Wastewater Control Inspector II	Laboratory & Qual Control Tech
Wastewater Control Representative	Laboratory & Qual Control Tech
Wastewater Operations Coordinator	Plant Operators Lead/Sup
Wastewater Plant Operator I	Plant Operators
Wastewater Plant Operator II	Plant Operators
Wastewater Plant Operator Trainee	Plant Operators
Wastewater Shift Supervisor	Plant Operators Lead/Sup

Job Title	Job Group Name
Wastewater Treatment Superintendent	Plant Operators Lead/Sup
Water Conservation Representative	Professionals
Water Conservation Administrator	Professionals
Water Conservation Technician	Customer Service
Water Distribution Crew Foreman	Pipeline Mtce Lead/Super
Water Distribution Operator	Plant Operators
Water Distribution Plumber I	Water Distribution Plumb & Mtc
Water Distribution Plumber II	Water Distribution Plumb & Mtc
Water Distribution Plumber III	Water Distribution Plumb & Mtc
Water Distribution Plumber IV	Water Distribution Plumb & Mtc
Water Distribution Supervisor	Plant Operators Lead/Sup
Water Sampler	Laboratory & Qual Control Tech
Water System Inspector I	Laboratory & Qual Control Tech
Water System Inspector II	Laboratory & Qual Control Tech
Water Treatment Operator	Plant Operators
Water Treatment Supervisor	Plant Operators Lead/Sup
Water Treatment/Distribution Operator Trainee	Plant Operators
Workers Compensation Manager & Risk Specialist	Professionals

EBMUD

BOARD ACTION

Agenda Number:	7.	Meeting Date:	February 10, 2026

TITLE **ACQUISITION OF CONSERVATION EASEMENT ADJACENT TO MOKELUMNE RIVER**

ACTION ☐ Motion: ☒ Resolution: ☐ Ordinance:

RECOMMENDED ACTION

Adopt a resolution authorizing the District to acquire and hold in perpetuity two conservation easements and three associated access easements of combined area of approximately 56.97 acres on five parcels adjacent to the Mokelumne River along Highways 12 and 88 in San Joaquin County (Conservation Easements) from Old Oak Land Company, LLC (Old Oak) for $930,000 plus closing costs, for a total amount not to exceed $965,000, and to execute documents necessary or appropriate to complete that acquisition.

SUMMARY

District staff have negotiated a purchase agreement with Old Oak to acquire a Conservation Easement along the bank of the Mokelumne River. The Conservation Easement, which consists of two noncontiguous conservation areas plus associated access easements, will encumber a portion of the Old Oak's larger approximate 232-acre property located at 24150 and 24160 North State Highway Route 88, 21511 and 21563 East State Highway Route 12, Clements, CA 95227. The Old Oak parcels are to the west of Camanche Reservoir and are immediately adjacent to the Mokelumne River.

The Conservation Easement will be used to meet habitat restoration requirements under the Healthy Rivers and Landscapes program (HRL) by developing a floodplain project that will inundate the easement area. The floodplain will create rearing habitat benefiting fall-run Chinook salmon and Federally-listed California Central Valley (CCV) steelhead trout, , while protecting and maintaining open space, wildlife and botanical habitats, and the scenic qualities of the easement area.

The District previously entered into a funding agreement with the Department of Water Resources (DWR Agreement) for an amount up to $7,700,000 to support habitat enhancements under the HRL program with one goal of implementing a large-scale floodplain restoration project that will enhance the rearing habitat for juvenile salmonids in the Mokelumne River. The District's acquisition cost of the Conservation Easement and the cost of the floodplain restoration will be reimbursable under the DWR Agreement.

DISCUSSION

The Mokelumne River supports both a population of fall-run Chinook salmon and CCV steelhead. The CCV steelhead population was listed in 1998 by National Marine Fisheries Service as threatened under ESA. Both the hatchery- and natural-origin populations of steelhead in the Mokelumne River are protected by the ESA listing, with the hatchery population being added to the listing in 2020. The floodplain restoration is intended to provide

Originating Department: Customer and Community Services	**Department Director or Manager:** Andrew L. Lee	**CEP Forms?** N/A	**Board Action Type:** Real Estate
Funds Available: FY 2026/2027; Award #7000070; Vol 2. Page 28	**Budget Coding:** 11-481-3100152-55020		**Approved:**
Attachment(s): Conservation Easement Adjacent to Mokelumne River Map; Resolution			

Title:	Acquisition of Conservation Easement Adjacent to Mokelumne River	Meeting Date:	February 10, 2026

benefits to Chinook salmon, CCV steelhead, and other native species in the Lower Mokelumne River through improvements in floodplain rearing, and migration success, along with appropriate flows to activate and support the scope of habitat projects.

The District and DWR entered into a funding agreement with the intent to support major restoration projects, including floodplain restoration. The main goal of these projects is to design and implement large-scale floodplain restoration projects that will enhance the rearing habitat for juvenile salmonids in the Mokelumne River, which research has demonstrated is currently constraining the population. Current models show the existing habitat available to Chinook salmon in the Mokelumne River can only support approximately 3.1 million fry. However, those models have demonstrated that increasing the floodplain by 54.7 acres would enable the Mokelumne River to support 7.4 million fry, which is the amount needed to support the Chinook salmon adult escapement doubling goal for instream natural production.

Restoration of floodplain habitat will be a requirement for the District under the HRL program, should the State Water Resources Control Board approve that program as part of its Bay Delta Water Quality Control Plan update. In its HRL proposal, the District committed to providing 25 acres of floodplain habitat, and this Conservation Easement and associated restoration work will support meeting that goal. The restoration work will be implemented by EBMUD and is reimbursable by DWR. If HRL is not adopted by the State Water Resources Control Board, under the terms of the agreement, the project will still be eligible for reimbursement.

The District has been working with landowners on the Lower Mokelumne River to identify potential floodplain restoration projects. Through these efforts, the Old Oak property was identified as an ideal restoration site with the potential to meet the 25-acre goal of habitat restored. The cost of acquiring the conservation easement and restoring the floodplain is eligible for full reimbursement under the DWR Agreement.

The District, in collaboration with local, state, and federal stakeholders has been working to improve Chinook salmon spawning grounds and increase the number of fish returning to the shallow gravel beds where they hatched. The acquisition of the Conservation Easement will improve and preserve valuable watershed and floodplain habitat in perpetuity. The restoration of the floodplain will dramatically increase suitable rearing habitat areas for threatened species.

The Conservation Easement precludes developing any structures, extraction of soil or minerals; prohibits dumping; prohibits unapproved industrial/commercial/agricultural activities that would impair the values of the Conservation Easement, use of fertilizers/pesticides/biocides/herbicides, removal of vegetation, introducing any non-native plants or animals; and prohibits the manipulation or change of the water course by the landowner.

The Conservation Easement contains a mutual indemnification clause that requires that the District indemnify Old Oak in select circumstances, and the purchase and sale agreement contains an indemnification clause related to certain specific actions. The General Manager has reviewed these clauses with input from Risk Management and the Office of General Counsel and recommends the Board authorize the Conservation Easement.

Title:	Acquisition of Conservation Easement Adjacent to Mokelumne River	Meeting Date:	February 10, 2026

SUSTAINABILITY

Economic

Funding for the Conservation Easement is available in the FY 2026 adopted capital budget for River and Watershed.

The purchase is reimbursable from DWR grant funds under the terms of a funding agreement between the District and DWR.

Environmental

This acquisition will create floodplain habitat that will be used as rearing habitat for fall run Chinook salmon and the ESA listed CCV steelhead trout.

The action is exempt from the requirements of the California Environmental Quality Act (CEQA) under CEQA section 21080.28 because it involves the acquisition of an interest in land for the purpose of preserving and restoring the natural conditions and floodplain habitat. CEQA Guidelines section 15325 also exempts transfers of ownership of interests in land in order to preserve habitat resources and allow restoration of natural conditions.

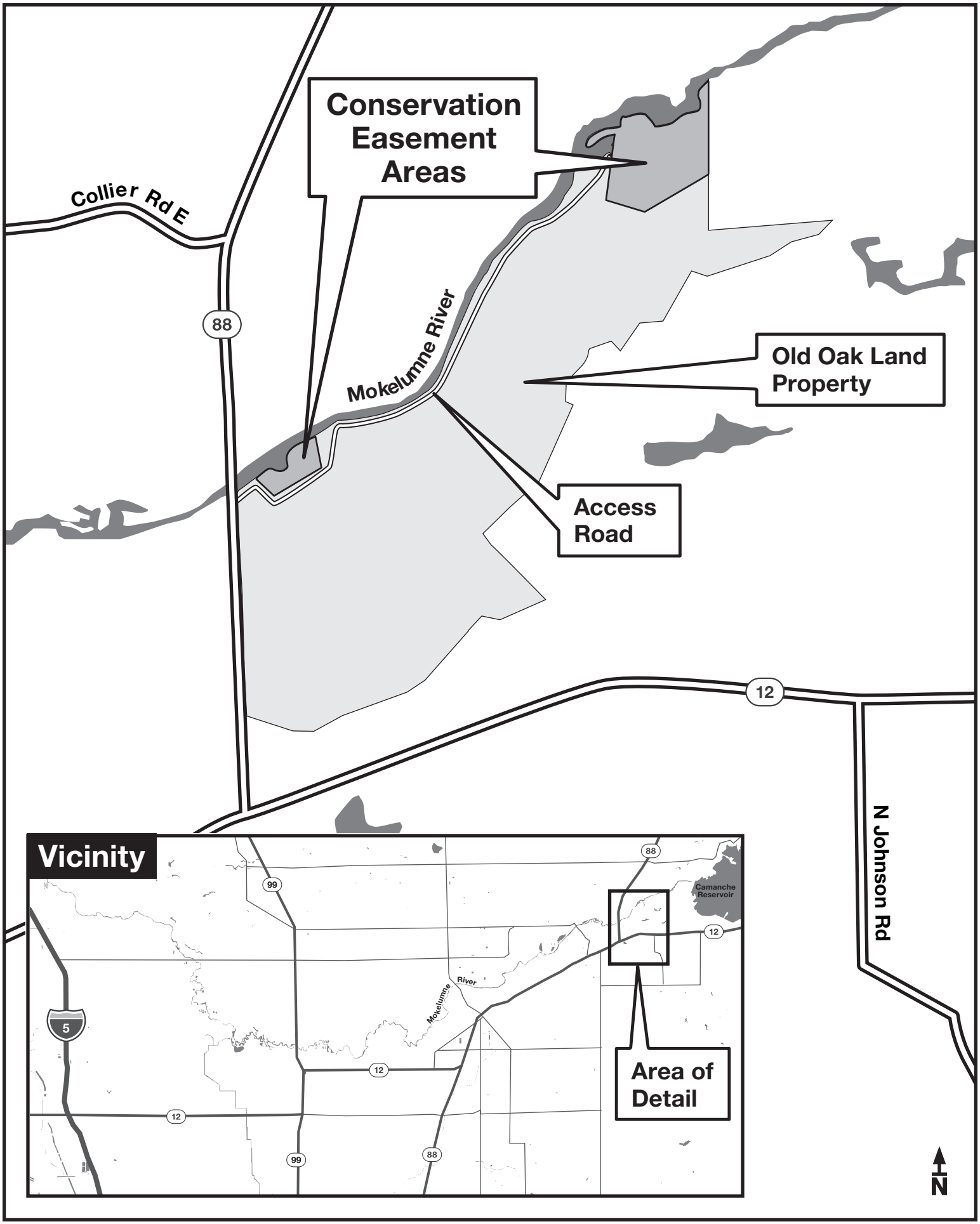
ALTERNATIVE

Do not proceed with the acquisition of the Conservation Easement. This alternative is not recommended because the District has a commitment to meet an HRL target of 25 acres of habitat restoration in the 8-year term of the HRL and would miss an opportunity to acquire and restore valuable salmon and steelhead rearing habitat at a cost that will be reimbursed under the DWR Agreement.

I:\Sec\2026 Board Related Items\02102026 Board Agenda Items\CCS – Acquisition of Conservation Easement -- Adjacent to Mokelumne River.docx

Conservation Easement

Attachment



Map No. 178 • 08/2025

Not to Scale

Draft Prepared By

Office of General Counsel

RESOLUTION NO. _____

AUTHORIZING THE DISTRICT TO ACQUIRE AND HOLD CERTAIN CONSERVATION EASEMENTS AND RELATED ACCESS EASEMENTS ON THE OLD OAK PROPERTY IN SAN JOAQUIN COUNTY, CALIFORNIA

Introduced by Director ; Seconded by Director

WHEREAS, Old Oak Land Company, LLC, a California general partnership, owns the real property in San Joaquin County, California known as Assessor Parcel Numbers 023-110-28, 023-110-30, 023-110-34, 023-110-35, and 023-110-36 located at 24150 and 24160 North State Highway Route 88, 21511 and 21563 East State Highway Route 12 (collectively, the "Old Oak Property"); and

WHEREAS, the Old Oak Property is west of Camanche Dam and Reservoir owned by East Bay Municipal Utility District (the "District") and immediately adjacent to the Lower Mokelumne River; and

WHEREAS, the District intends to acquire and hold five easements upon a portion of the Old Oak Property with a combined area of approximately 56.97 acres (collectively, the "Conservation Easements"): a conservation easement of approximately 46.3 acres, a second conservation easement of approximately 8.4 acres, and three related access easements of approximately 2.27 acres combined; and

WHEREAS, Old Oak Land Company, LLC has agreed to voluntarily convey said easements to the District on the terms and conditions set forth in that certain "Agreement for Purchase and Sale of Conservation Easement and Escrow Instructions" and "Grant of Conservation Easement and Agreement Concerning Easement Rights" (respectively, the "Purchase and Sale Agreement" and the "Grant Document"); and

WHEREAS, the Conservation Easements are described and depicted in Exhibit A, Exhibit B, and Exhibit C, attached hereto and incorporated herein by reference; and

WHEREAS, the District is a participant in the Healthy Rivers and Landscapes Program ("HRL Program"), a comprehensive approach to managing habitat, flow, and other factors to protect native fish and wildlife species within the watershed of the Bay-Delta and its tributaries, while concurrently protecting water supply reliability, consistent with the legal requirement of providing reasonable protection for all beneficial uses; and

WHEREAS, the District has submitted a proposal to the State Water Resources Control Board which describes certain actions the District will take in support of the HRL Program including a project to develop at least 25 acres of new floodplain habitat (the "Restoration Project"); and

WHEREAS, the Old Oak Property has been identified as an ideal site for the Restoration Project; and

WHEREAS, the Restoration Project proposed for construction on the Old Oak Property is designed to significantly increase the Mokelumne River's capacity to support salmonid rearing by providing for inundation of large portions of the Conservation Easements area to benefit fall-run Chinook salmon and California Central Valley steelhead trout, while protecting and maintaining open space, wildlife and botanical habitats, and the scenic qualities of the easement area; and

WHEREAS, the Restoration Project's construction will fulfill a proposed HRL Program commitment of the District and will help achieve an existing Chinook salmon adult escapement doubling goal for instream natural production; and

WHEREAS, the District will acquire and hold the Conservation Easements for the purposes of preserving and maintaining water quality and watershed lands, creating and maintaining the Restoration Project, and providing for other uses compatible with the aforementioned purposes to the extent expressly authorized by the terms of the grant of the Conservation Easements; and

WHEREAS, creating the Conservation Easements on the Old Oak Property will protect the Restoration Project area in perpetuity; and

WHEREAS, the District is legally authorized to acquire and hold conservation easements pursuant to California Civil Code section 815.3 and California Public Utilities Code section 12771; and

WHEREAS, the District and the California Department of Water Resources ("DWR") are party to an agreement, dated January 18, 2024 and subsequently amended, in which DWR agreed to reimburse the District for certain costs to be incurred by the District for early implementation of HRL Program actions (the "Funding Agreement"); and

WHEREAS, the Funding Agreement provides for DWR to reimburse the District's cost of acquiring the Conservation Easements on the Old Oak Property for Restoration Project purposes, on the conditions set forth in the Funding Agreement; and

WHEREAS, the District's acquisition of the Conservation Easements is exempt from the requirements of the California Environmental Quality Act (CEQA) under California Public Resources Code section 21080.28 and CEQA Guidelines section 15325 because it involves the acquisition of an interest in land for the purpose of preserving and restoring natural conditions and floodplain habitat;

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

1. The District shall acquire and hold the Conservation Easements on the Old Oak Property. The Purchase and Sale Agreement and the Grant Document are hereby approved, subject to the General Counsel's approval as to form, and the District shall monitor and enforce their terms. The General Manager, or the General Manager's designee, is authorized to execute

any and all documents necessary or appropriate to acquire and hold the Conservation Easements, prior to, during, or after escrow, in a form approved by the General Counsel.

2. In consideration of the conveyance of the Conservation Easements, the proper officials of the District are hereby authorized to issue payment to the Old Oak Land Company, LLC in the amount of $930,000 plus closing costs, for a total amount not to exceed $965,000.

3. The Secretary of the District shall file a notice with the Office of Planning and Research and the San Joaquin County Clerk pursuant to subdivision (c) of section 21080.28 of the California Public Resources Code.

ADOPTED this 10th day of February, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

_____
President

ATTEST:

_____
Secretary

APPROVED AS TO FORM AND PROCEDURE:

_____
General Counsel

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EXHIBIT A

LEGAL DESCRIPTION OF CONSERVATION EASEMENT AREA AND ACCESS EASEMENTS AREAS

EXHIBIT "A"

LEGAL DESCRIPTION

AFFECTING ASSESSOR'S PARCEL NUMBERS

023-110-28, 023-110-30, 023-110-34, 023-110-35, 023-110-36

Real property situated in an unincorporated area of the County of San Joaquin, State of California, being a portion of Sections 11, 12, and 14 Township 4 North, Range 8 East, Mount Diablo Base & Meridian, with the hereinafter described parcels being shown on the map entitled "Record of Survey a Portion of Sections 13 and 14 T. 4 N., R. 8 E., M.D.B. & M., San Joaquin County, California", filed May 28, 2009, in Book 37 of Surveys, at Page 42 (R.S. 37 – 42), and recorded as document number 2009-080024 on May 28, 2009, in the office of the San Joaquin County Recorder, described as follows:

ACCESS EASEMENT NUMBER 1:

All that real property being a portion of that parcel of land described as Parcel Two in the Grant Deed from Joseph M. Surprenant and Kathy Surprenant, as Co-Trustees of The Surprenant 2004 Family Trust to Old Oak Land Company, a California General Partnership, recorded June 18, 2010, as instrument number 2010-080601, Official Records of San Joaquin County, more particularly described as follows:

COMMENCING at the intersection of the northerly line said Parcel Two and the east line of State Highway Route 88 as described in the deed recorded November 19, 1953 in Book 1578 of Official Records, Page 568, San Joaquin County Records, with said Parcel Two shown as the 48.8 +/- acre parcel on Sheet 1 of said map (R.S. 37 – 42); thence southerly along the westerly line of said Parcel Two the following 2 (two) courses:

1. South 03°03'03" East 333.06 feet,
2. South 00°33'45" East 205.67 feet to the **POINT OF BEGINNING** of this description;

Thence leaving said westerly line, North 86°19'58" East 139.58 feet to the beginning of a curve concave to the north, having a radius of 190.00 feet; thence easterly along said curve, through a central angle of 43°04'10", an arc length of 142.82 feet; thence North 43°15'47" East 13.65 feet, to a point hereinafter referred to as **POINT "A"**; thence continuing along the extensions of the last said course, North 43°15'47" East 33.89 feet; thence North 24°00'27" East 27.31 feet; thence North 69°20'08" East 120.97 feet; thence South 20°39'52" East 67.51 feet; thence South 69°20'08" West 168.32 feet to the beginning of a curve, concave to the south, having a radius of 92.00 feet; thence westerly along said curve, through a central angle of 18°41'33", an arc length of 30.01 feet, to the beginning of a reverse curve, concave to the north, having a radius of 214.00 feet; thence westerly along said curve, through a central angle of 35°41'23", an arc length of 133.30 feet; thence South 86°19'58" West 140.88 feet to the westerly line of said Parcel Two; thence northerly, along said westerly line, North 00°33'45" West 24.04 feet to the **POINT OF BEGINNING** of this description.

Containing 0.4 acres, more or less.

ACCESS EASEMENT NUMBER 2:

All that real property being a portion of that parcel of land described as Parcel Two in the Grant Deed from Joseph M. Surprenant and Kathy Surprenant, as Co-Trustees of The Surprenant 2004 Family Trust to Old Oak Land Company, a California General Partnership, recorded June 18, 2010, as instrument number 2010-080601, Official Records of San Joaquin County, together with a portion of those parcels of land described as Parcel One, Three, Four, and Five in the Grant Deed from Barbara S. Craig, Surviving Trustee of the Craig Family Trust, to Old Oak Land Company, a California General Partnership, recorded September 14, 2012, as instrument number 2012-119719, Official Records of San Joaquin County, more particularly described as follows:

A strip of land, 12.00 feet wide, the centerline of which is described as follows:

BEGINNING at the hereinabove described **POINT "A"**; thence South 69°20'05" West 53.15 feet to the beginning of a curve, concave to the north, having a radius of 1109.70 feet; thence westerly along said curve, through a central angle of 03°03'13", an arc length of 59.14 feet to the beginning of a compound curve, concave to the northeast, having a radius of 50.00 feet; thence northwesterly along said compound curve, through a central angle of 94°14'09", an arc length of 82.24 feet; thence North 13°22'34" West 220.11 feet to beginning of a curve concave to the east, having a radius of 80.00 feet; thence northerly along said curve, through a central angle of 53°36'42", an arc length of 74.86 feet; thence North 40°14'09" East 115.47 feet to the beginning of a curve concave to the southeast, having a radius of 50.00 feet; thence northeasterly along said curve, through a central angle of 34°32'03", an arc length of 30.14 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 1067.91 feet; thence easterly along said reverse curve, through a central angle of 20°07'29", an arc length of 375.09 feet, to the beginning of a reverse curve, concave to the south, having a radius of 140.00 feet; thence easterly along said reverse curve, through a central angle of 69°16'10", an arc length of 169.26 feet; thence South 56°05'08" East 89.78 feet to a point hereinafter referred to as **POINT "B"**, with said point also being the beginning of a curve, concave to the north, having a radius of 75.00 feet; thence easterly along said curve, through a central angle of 39°57'12", an arc length of 52.30 feet, to the beginning of a reverse curve, concave to the south, having a radius of 406.84 feet; thence easterly along said reverse curve, through a central angle of 39°10'29", an arc length of 278.17 feet, to the beginning of a reverse curve, concave to the north, having a radius of 40.00 feet; thence easterly along said reverse curve, through a central angle of 89°13'25", an arc length of 62.29 feet, to the beginning of a reverse curve, concave to the north, having a radius of 367.71 feet; thence northeasterly along

said reverse curve, through a central angle of 18°09'51", an arc length of 116.57 feet, to the beginning of a reverse curve, concave to the west, having a radius of 70.00 feet; thence northerly along said reverse curve, through a central angle of 103°23'34", an arc length of 126.32 feet, to the beginning of a reverse curve, concave to the east, having a radius of 68.44 feet; thence northerly along said reverse curve, through a central angle of 118°23'56", an arc length of 141.43 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 700.00 feet; thence northeasterly along said reverse curve, through a central angle of 22°19'53", an arc length of 272.83 feet, to the beginning of a reverse curve, concave to the south, having a radius of 119.14 feet; thence easterly along said reverse curve, through a central angle of 74°50'29", an arc length of 155.62 feet; thence South 60°24'26" East 131.22 feet to the beginning of a non-tangent curve, concave to the northwest, a radial line to the radius of said curve bears North 39°11'03" West; having a radius of 952.29 feet; thence northeasterly along said non-tangent curve, though a central angle of 29°01'33", an arc length of 482.43 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 600.00 feet; thence northeasterly along said reverse curve, through a central angle of 9°57'01", an arc length of 104.20 feet; thence North 32°30'06" East 193.29 feet to the beginning of a curve, concave to the northwest, having a radius of 600.00 feet; thence northeasterly along said curve, through a central angle of 14°59'33", an arc length of 157.00 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 1042.45 feet; thence northeasterly along said reverse curve, through a central angle of 15°56'27", an arc length of 290.03 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 600.00 feet; thence northeasterly along said reverse curve, through a central angle of 11°56'58", an arc length of 125.13 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 457.27 feet; thence northeasterly along said reverse curve, through a central angle of 20°25'16", an arc length of 162.98 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 600.00 feet; thence northeasterly along said reverse curve, through a central angle of 10°47'40", an arc length of 113.04 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 347.99 feet; thence northeasterly along said reverse curve, through a central angle of 18°53'33", an arc length of 114.75 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 200.00 feet; thence northeasterly along said reverse curve, through a central angle of 19°41'52", an arc length of 68.76 feet, to the beginning of a compound curve, concave to the southeast, having a radius of 9053.68 feet; thence northeasterly along said compound curve, through a central angle of 01°02'29", an arc length of 164.58 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 500.00 feet; thence northeasterly along said reverse curve, through a central angle of 22°32'38", an arc length of 196.73 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 587.39 feet; thence northeasterly along said reverse curve, through a central angle of 28°32'18", an arc length of 292.57 feet, to the beginning of a reverse curve, concave to the southeast, having

a radius of 200.00 feet; thence northeasterly along said reverse curve, through a central angle of 35°30'30", an arc length of 123.95 feet; thence North 58°47'40" East 289.87 feet to a point hereinafter referred to as **POINT "C"**, with said point also being the beginning of a curve, concave to the southwest, having a radius of 98.00 feet; thence easterly, southeasterly, and southwesterly along said curve, through a central angle of 155°16'52", an arc length of 265.60 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 475.86 feet; thence southwesterly along said reverse curve, through a central angle of 38°50'05", an arc length of 322.54 feet, to the beginning of a compound curve, concave to the east, having a radius of 50.00 feet; thence southerly along said compound curve, though a central angle of 55°59'52", an arc length of 48.87 feet, to the beginning of a reverse curve, concave to the southwest, having a radius of 427.35 feet; thence southeasterly along said reverse curve, through a central angle of 24°32'17", an arc length of 183.02 feet, to the beginning of a reverse curve, concave to the northeast, having a radius of 100.00 feet; thence southeasterly along said reverse curve, through a central angle of 48°54'30", an arc length of 85.36 feet; thence South 85°07'38" East 75.28 feet to the beginning of a curve, concave to the southwest, having a radius of 500.00 feet; thence southeasterly along said curve, through a central angle of 9°26'13", an arc length of 82.35 feet; thence South 75°41'25" East 24.27 feet to a point lying North 69°59'19" East 3.48 feet from the southerly end of that course shown on said map (R.S. 37 – 42) at the westerly line of that 47.3 ± acre parcel as having a bearing of South 23°57'22" East and a distance of 308.41 feet, with said point also being the **POINT OF TERMINATION** of this description.

The sidelines of the hereinabove described 12.00 foot wide access easement shall be lengthened or shortened so as to begin on the northwesterly lines of the hereinabove described "Access Easement Number 1" and terminate at the southwesterly boundary lines of the hereinafter described "Conservation Easement Number 2".

Containing 1.8 acres, more or less.

ACCESS EASEMENT NUMBER 3:

All that real property being a portion of that parcel of land described as Parcel Four in the Grant Deed from Barbara S. Craig, Surviving Trustee of the Craig Family Trust, to Old Oak Land Company, a California General Partnership, recorded September 14, 2012, as instrument number 2012-119719, Official Records of San Joaquin County, more particularly described as follows:

COMMENCING at the hereinabove described **POINT "C"**; thence North 31°12'20" West 6.00 feet to the northerly side line of the hereinabove described "Access Easement Number 2" and the **POINT OF BEGINNING** of this description; thence leaving said side line, North 32°15'20" East

69.19' feet to the southwesterly line of the hereinafter described parcel referred to as "Conservation Easement Number 2"; thence along said southwesterly line South 57°44'40" East 86.09 feet; thence South 49°57'40" East 34.13 feet; thence leaving said southwesterly line South 40°02'20" West 10.30 feet to a point on said northerly side line, with said point being the beginning of a non-tangent curve, concave to the southwest, a radius of 104.00 feet, a radial line to the radius of said curve bears South 46°26'06" West; thence northwesterly along said northerly side line, through a central angle of 77°38'26", an arc length of 140.93 feet, to the **POINT OF BEGINNING** of this description.

Containing 0.07 acres, more or less.

CONSERVATION EASEMENT NUMBER 1:

All that real property being a portion of that parcel of land described as Parcel Two in the Grant Deed from Joseph M. Surprenant and Kathy Surprenant, as Co-Trustees of The Surprenant 2004 Family Trust to Old Oak Land Company, a California General Partnership, recorded June 18, 2010, as instrument number 2010-080601, Official Records of San Joaquin County, more particularly described as follows:

COMMENCING on the centerline of the hereinabove described "Access Easement Number 2" at said **POINT "B"**; thence North 64°54'52" East 6.00 feet to the northerly side line of said "Access Easement Number 2" and the **POINT OF BEGINNING** of this description; thence northwesterly along said side line North 56°05'08" West 89.78 feet to the beginning of a curve, concave to the south, having a radius of 146.00 feet; thence westerly along said curve, through a central angle of 69°16'10", an arc length of 176.51 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 1061.91 feet; thence southwesterly along said curve, through a central angle of 2°54'29", an arc length of 53.90 feet to a point with a radial line to the radius of said curve bearing North 32°26'49" West; thence leaving said northerly side line, North 36°11'29" West 172.18 feet; thence North 55°07'37" East 380.31 feet; thence North 75°04'12" East 797.69 feet; thence South 14°02'29" East 156.07 feet to a point on said northerly side line, with said point on a non-tangent curve concave to the south, having a radius of 125.14 feet, a radial line to the radius of said curve bears South 17°40'44" East; thence along said northerly side line the following 8 (eight) courses:

1. Southwesterly along said curve, through a central angle of 27°34'12", an arc length of 60.22 feet, to the beginning of a reverse curve, concave to the northwest, having a radius of 694.00 feet; thence

2. Southwesterly along said reverse curve, through a central angle of 22°19'53", an arc length of 270.49 feet, to the beginning of a reverse curve, concave to the east, having a radius of 74.44 feet; thence
3. Southerly along said reverse curve, through a central angle of 118°23'56", an arc length of 153.82 feet, to the beginning of a reverse curve, concave to the west, having a radius of 64.00 feet; thence
4. Southerly along said reverse curve, through a central angle of 103°23'34", an arc length of 115.49 feet, to the beginning of a reverse curve, concave to the southeast, having a radius of 373.71 feet; thence
5. Southwesterly along said reverse curve, through a central angle of 18°09'51", an arc length of 118.48 feet, to the beginning of a reverse curve, concave to the north, having a radius of 34.00 feet; thence
6. Westerly along said reverse curve, through a central angle of 89°13'25", an arc length of 52.95 feet, to the beginning of a reverse curve, concave to the south, having a radius of 412.84 feet; thence
7. Westerly along said reverse curve, through a central angle of 39°10'29", an arc length of 282.27 feet, to the beginning of a reverse curve, concave to the north, having a radius of 69.00 feet; thence
8. Westerly along said reverse curve, through a central angle of 39°57'12", an arc length of 48.11 feet to the **POINT OF BEGINNING** of this description.

Containing 8.4 acres, more or less.

CONSERVATION EASEMENT NUMBER 2:

All that real property being a portion of that parcel of land described as Parcel Three and Four in the Grant Deed from Barbara S. Craig, Surviving Trustee of the Craig Family Trust, to Old Oak Land Company, a California General Partnership, recorded September 14, 2012, as instrument number 2012-119719, Official Records of San Joaquin County, more particularly described as follows:

BEGINNING at the POINT OF TERMINATION of the hereinabove described "Access Easement Number 2"; thence North 00°23'37" West 23.40 feet; thence North 82°16'44" West 196.86 feet; thence North 39°57'54" West 320.20 feet; thence North 05°58'31" East 98.67 feet; thence North 18°46'16" East 35.22 feet; thence North 27°56'49" East 219.07 feet, thence North 49°57'40" West 106.90 feet; thence North 57°44'40" West 144.93 feet; thence North 42°16'00" West 135.12 feet, to the northwesterly boundary line of said Parcel Four, described in said Grant Deed as being "the

centerline of the Mokelumne River", and shown on said record of survey (R.S. 37 – 42) as having a bearing of North 49°19'00" East; thence along the northerly lines of said Parcel Four the following three (3) courses:

1. North 49°19'00" East 50.33 feet; thence
2. North 24°37'00" East 577.00 feet; thence
3. North 58°08'00" East 359.88 feet to the intersection with the westerly line of said Parcel Three as said parcel is described in the last said Grant Deed (2012-119719); thence

Along the exterior boundary lines of said Parcel Three, described in said Grant Deed as being "the centerline of the Mokelumne River", the following seven (7) courses:

1. North 58°08'00" East 237.72 feet; thence
2. South 65°14'00" East 431.00 feet; thence
3. North 50°57'00" East 236.00 feet; thence
4. North 10°54'00" East 200.30 feet; thence
5. North 64°47'00" East 168.28 feet; thence
6. South 00°37'00" West 704.04 feet; thence
7. South 03°22'00" West 898.28 feet to an angle point in said exterior boundary line of said Parcel Three; thence

Leaving said exterior boundary line North 89°23'53" West 184.50 feet; thence South 59°50'18" West 169.72 feet; thence South 45°38'08" West 175.15 feet; thence South 62°45'59" West 370.99 feet; thence South 87°33'13" West 132.30 feet to the intersection with a line bearing South 00°23'37" East from the POINT OF BEGINNING of this description; thence North 00°23'37" West 6.20 feet to the **POINT OF BEGINNING** of this description.

Containing 46.3 acres, more or less.

Bearings and Distances shown herein are based on the map entitled "Record of Survey a Portion of Sections 13 and 14 T.4 N., R.8 E., M.D.B.& M., San Joaquin County, California", filed May 28, 2009, in Book 37 of Surveys at Page 42, Official Records of San Joaquin County.

THIS LEGAL DESCRIPTION WAS PREPARED BY ME, OR UNDER MY DIRECTION, IN CONFORMANCE WITH THE PROFESSIONAL LAND SURVEYORS ACT, IN MARCH 2025.

Michael Wagner 3/27/2025

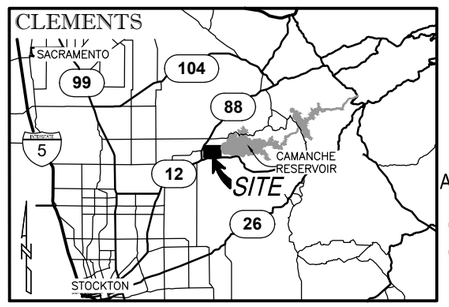
MICHAEL WAGNER, P.L.S. 9151 DATE



EXHIBIT B

PLAT OF
CONSERVATION EASEMENT AREA
AND ACCESS EASEMENTS AREAS

JOB NO. 8721



VICINITY MAP
(NO SCALE)

(S 03°03'03" E 333.06')[3]

(S 00°33'45" E)[3]
205.67'

POINT OF BEGINNING
ACCESS EASEMENT No. 1

(S 00°33'45" E)[3]
(706.16')[1] TOTAL

(S 01°32'57" W)[3]
(500.00')[3]

TO LIBERTY ROAD

POINT OF COMMENCEMENT
ACCESS EASEMENT NO. 1
AT THE INTERSECTION OF THE NORTHERLY LINE OF PARCEL TWO AND THE EAST LINE OF HIGHWAY 88 (1578 OR 568)

ACCESS EASEMENT No. 1
SEE SHEET 2

CONSERVATION EASEMENT No. 1
SEE SHEET 3

MOKELUMNE RIVER

OLD OAK LAND COMPANY
DN 2012-119719
PARCEL 1
APN: 023-110-34
(2.8± ACRES)[3]

ACCESS EASEMENT No. 2

ACCESS EASEMENT No. 3

OLD OAK
LAND COMPANY
DN 2012-119719
PORTION OF
PARCEL 4

OLD OAK
LAND COMPANY
DN 2012-119719
PORTION OF
PARCEL 3

MOKELUMNE RIVER

SEE SHEET 4

(S 40°26'09" W
606.33')(M-M)[3]

OLD OAK LAND COMPANY
DN 2010-080601
PARCEL 2
APN: 023-110-28
(48.8± ACRES)[3]

OLD OAK LAND COMPANY
DN 2012-119719
PARCEL 5
APN: 023-110-35
(82.8± ACRES)[3]

OLD OAK
LAND COMPANY
DN 2012-119719
PARCEL 4
APN: 023-110-36
(41.8± ACRES)[3]

CONSERVATION EASEMENT No. 2
SEE SHEET 4

(S 23°57'22" E 308.41')[3]

(S 66°17'56" E 159.90')[3]

(S33°37'00"W)[3]
(666.00')[3]

POINT OF TERMINATION
ACCESS EASEMENT No. 2
SEE SHEET 4

SEE SHEET 4

(S03°22'00"W)[3]
(898.28')[3]

(N88°32'00"E 1200.42')[3]

OLD OAK
LAND COMPANY
DN 2012-119719
PARCEL 3
APN: 023-110-30
(47.3± ACRES)[3]

OLD OAK LAND COMPANY
DN 2006-141612
PARCEL 1
APN: 023-110-29

RECORD OF SURVEY
R.S. 37-42
R.S. 36-68

PARCEL LINES
PER R.S. 37-42 [3]

HIGHWAY 88
1578 OR 568

TO CLEMENTS

PATRIOT OAKS
RANCHES LLC
DN 2008-052856
APN: 023-030-64

PATRIOT OAKS
RANCHES LLC
DN 2008-052857
APN: 023-030-65

OLD OAK
LAND COMPANY
DN 2008-118636
PARCEL 1
APN: 023-030-62
023-030-63

HIGHWAY 12

PATRIOT OAKS
RANCHES LLC
DN 2008-118636
PARCEL 4
APN: 023-030-66
023-030-67

TO WALLACE

N

LEGEND

	CONSERVATION EASEMENT
	EBMUD RIGHT OF WAY
×	FENCE AS LOCATED ON 10/02/2024
	EXISTING PARCEL LINE
[ ]	REFERENCE (SEE SHEET 1)
●	SURVEY MONUMENT
DN	DOCUMENT NUMBER
NO.	NUMBER
(M-M)	MOMUMENT TO MONUMENT

NOTE:

1. SEE LINE AND CURVE TABLES ON SHEETS 2 AND 3
2. ALL BEARINGS AND DISTANCES SHOWN IN PARENTHESIS ARE FROM RECORD INFORMATION AS SOWN ON RECORD MAP RS 37-42, LISTED UNDER REFERENCES, UNLESS OTHERWISE NOTED.

REFERENCES

[1] RECORD OF SURVEY, R.S. 36-68, 10/24/2006
[2] GRANT DEED, 2010-080601, 6/18,2010
[3] RECORD OF SURVEY, R.S. 37-42, 5/28/2009
[4] GRANT DEED, 2012-119719, 9/14/2012

GRAPHIC SCALE

600 0 300 600 1200 2400

(IN FEET)
1 inch = 600 ft.

LICENSED LAND SURVEYOR
MICHAEL R. WAGNER
No. LS 9151
STATE OF CALIFORNIA

DRAWN BY:	NICK DORING
CHECKED BY:	MICHAEL WAGNER
APPROVED	ASSISTANT LAND SURVEYING SUPERVISOR L.S. NO. 9151

EAST BAY MUNICIPAL UTILITY DISTRICT
OAKLAND, CALIFORNIA

RIGHTS OF WAY

CONSERVATION & ACCESS EASEMENTS 24160 STATE ROUTE 88

AREA OF CLEMENTS, COUNTY OF SAN JOAQUIN

STRUCTURE, PROJ. CODE, OR ZONE DESIGNATION	
SCALE:	1" = 600'
DATE:	MARCH 27, 2025

EXHIBIT B 1/4

H:\00_JOB—2009\8721\RW 5808 COLBURN PROPERTY CONS. ESMT\DWG\5808COLBURN—EXHB—B.DWG

H:\00_JOB-2009\8721\RW 5808 COLBURN PROPERTY CONS. ESMT\DWG\5808COLBURN-EXHB-B.DWG

CURVE TABLE			
CURVE #	RADIUS	DELTA	LENGTH
C1	1109.70'	03°03'13"	59.14'
C2	50.00'	94°14'09"	82.24'
C3	80.00'	53°36'42"	74.86'
C4	50.00'	34°32'03"	30.14'
C5	1067.91'	20°07'29"	375.09'
C6	140.00'	69°16'10"	169.26'
C7	75.00'	39°57'12"	52.30'
C8	406.84'	39°10'29"	278.17'
C9	40.00'	89°13'25"	62.29'
C10	367.71'	18°09'51"	116.57'
C11	70.00'	103°23'34"	126.32'
C12	68.44'	118°23'56"	141.43'
C13	700.00'	22°19'53"	272.83'
C14	119.14'	74°50'29"	155.62'
C15	952.29'	29°01'33"	482.43'
C16	600.00'	09°57'01"	104.20'
C17	600.00'	14°59'33"	157.00'
C18	1042.45'	15°56'27"	290.03'
C19	600.00'	11°56'58"	125.13'
C20	457.27'	20°25'16"	162.98'

GRAPHIC SCALE

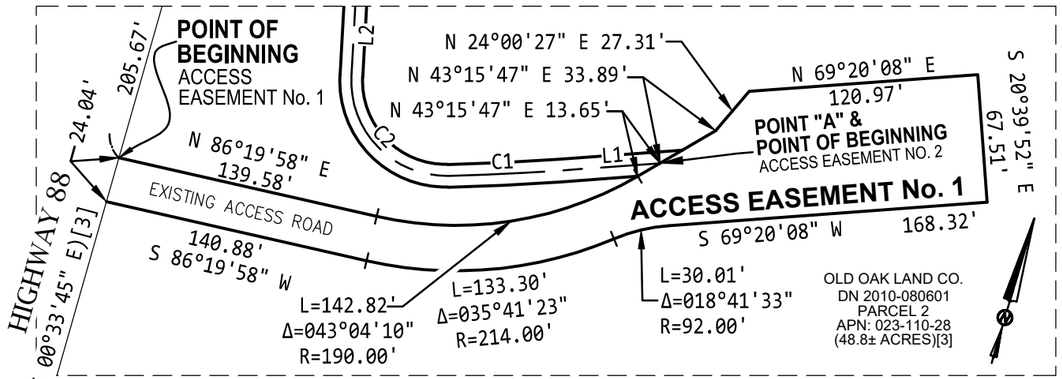
500 0 250 500 1000 2000

(IN FEET)

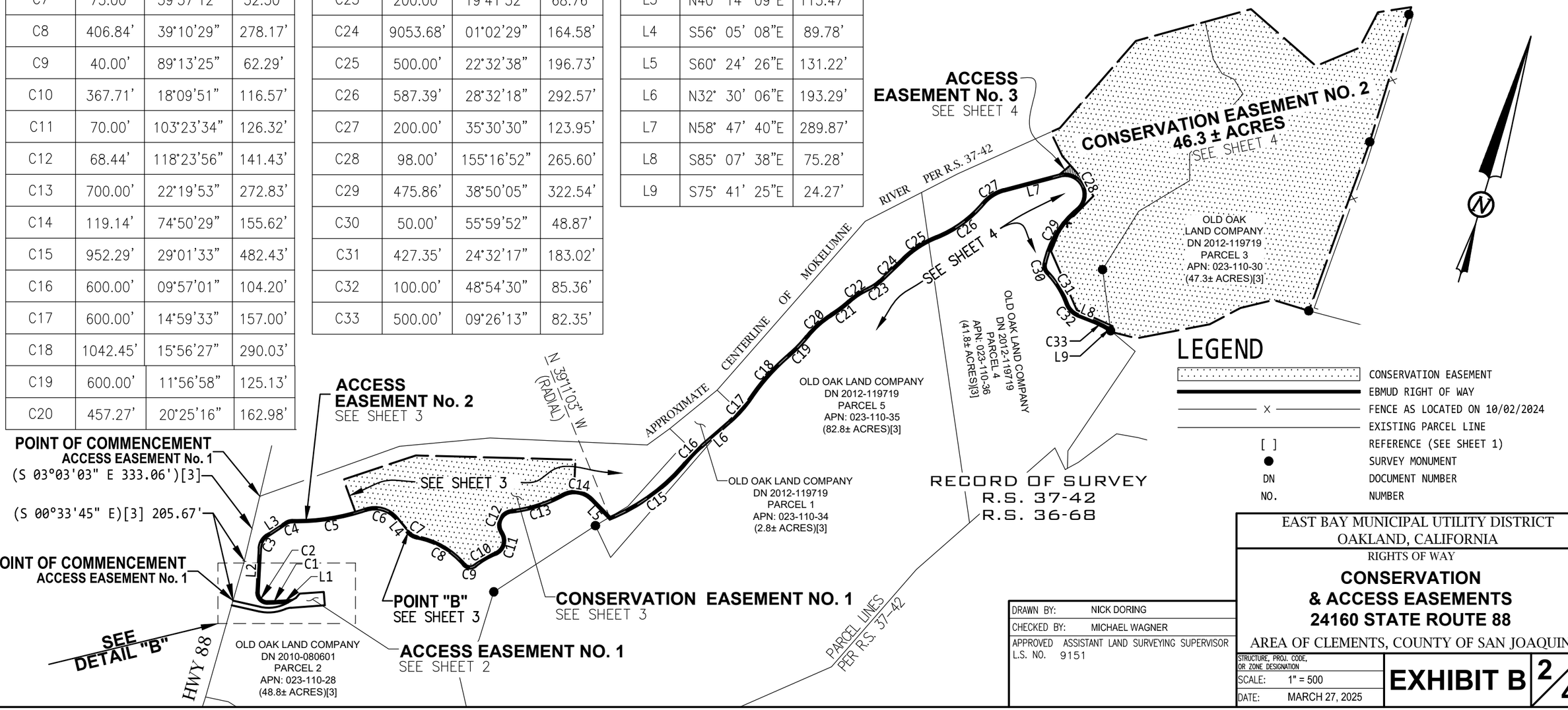
1 inch = 500 ft.

CURVE TABLE			
CURVE #	RADIUS	DELTA	LENGTH
C21	600.00'	10°47'40"	113.04'
C22	347.99'	18°53'33"	114.75'
C23	200.00'	19°41'52"	68.76'
C24	9053.68'	01°02'29"	164.58'
C25	500.00'	22°32'38"	196.73'
C26	587.39'	28°32'18"	292.57'
C27	200.00'	35°30'30"	123.95'
C28	98.00'	155°16'52"	265.60'
C29	475.86'	38°50'05"	322.54'
C30	50.00'	55°59'52"	48.87'
C31	427.35'	24°32'17"	183.02'
C32	100.00'	48°54'30"	85.36'
C33	500.00'	09°26'13"	82.35'

LINE TABLE		
LINE #	DIRECTION	LENGTH
L1	S69° 20' 05"W	53.15'
L2	N13° 22' 34"W	220.11'
L3	N40° 14' 09"E	115.47'
L4	S56° 05' 08"E	89.78'
L5	S60° 24' 26"E	131.22'
L6	N32° 30' 06"E	193.29'
L7	N58° 47' 40"E	289.87'
L8	S85° 07' 38"E	75.28'
L9	S75° 41' 25"E	24.27'



DETAIL "B"



LEGEND

	CONSERVATION EASEMENT
	EBMUD RIGHT OF WAY
×	FENCE AS LOCATED ON 10/02/2024
	EXISTING PARCEL LINE
[ ]	REFERENCE (SEE SHEET 1)
●	SURVEY MONUMENT
DN	DOCUMENT NUMBER
NO.	NUMBER

DRAWN BY:	NICK DORING
CHECKED BY:	MICHAEL WAGNER
APPROVED	ASSISTANT LAND SURVEYING SUPERVISOR
L.S. NO.	9151

EAST BAY MUNICIPAL UTILITY DISTRICT
OAKLAND, CALIFORNIA

RIGHTS OF WAY

CONSERVATION & ACCESS EASEMENTS 24160 STATE ROUTE 88

AREA OF CLEMENTS, COUNTY OF SAN JOAQUIN

STRUCTURE, PROJ. CODE, OR ZONE DESIGNATION	
SCALE:	1" = 500
DATE:	MARCH 27, 2025

EXHIBIT B 2/4

GRAPHIC SCALE

100 0 50 100 200 400

(IN FEET)
1 inch = 100 ft.

LEGEND

- CONSERVATION EASEMENT
- EBMUD RIGHT OF WAY
- CENTERLINE OF RIGHT OF WAY
- FENCE AS LOCATED ON 10/02/2024
- EXISTING PARCEL LINE
- [ ] REFERENCE (SEE SHEET 1)
- ● SURVEY MONUMENT
- DN DOCUMENT NUMBER
- NO. NUMBER
- (R) RADIAL

APPROXIMATE CENTERLINE OF MOKELUMNE RIVER PER R.S. 37-42

(N 53°52'16" E 742.19')[3]

(N 68°18'00" E 453.60')[3]

(N 76°05'00" E 786.80')[3]

N 55°07'37" E 380.31'

N 75°04'12" E 797.69'

OLD OAK LAND COMPANY
DN 2010-080601
PARCEL 2
APN: 023-110-28
(48.8± ACRES)[3]

N 36°11'29" W 172.18'

N 32°26'49" W (R)

L=53.90'
Δ=002°54'29"
R=1061.91'

L=176.51'
Δ=069°16'10"
R=146.00'

← SEE SHEET 2

CONSERVATION EASEMENT No. 1
8.4 ± ACRES

OLD OAK LAND COMPANY
DN 2010-080601
PARCEL 2
APN: 023-110-28
(48.8± ACRES)[3]

S 14°02'29" E 156.07'

L=60.22'
Δ=027°34'12"
R=125.14'

C5 C6 C7 C8 C9 C10 C11 C12 C13 C14 C15

L4 L5 (TOTAL)

ACCESS EASEMENT No. 2

N 56°05'08" W 89.78'

N 33°54'52" E 6.00'

POINT OF BEGINNING
CONSERVATION EASEMENT No. 1

L=48.11'
Δ=039°57'12"
R=69.00'

POINT "B" &
POINT OF COMMENCEMENT
CONSERVATION EASEMENT No. 1
ON THE CENTERLINE OF ACCESS
EASEMENT No. 2

L=282.27'
Δ=039°10'29"
R=412.84'

L=52.95'
Δ=089°13'25"
R=34.00'

L=118.48'
Δ=018°09'51"
R=373.71'

L=115.49'
Δ=103°23'34"
R=64.00'

L=153.82'
Δ=118°23'56"
R=74.44'

L=270.49'
Δ=022°19'53"
R=694.00'

S 17°40'44" E (R)

N 39°11'03" W (R)

SEE SHEETS 2 & 4

OLD OAK LAND COMPANY
DN 2010-080601
PARCEL 2
APN: 023-110-28
(48.8± ACRES)[3]

OLD OAK LAND COMPANY
DN 2012-119719
PARCEL 1
APN: 023-110-34
(2.8± ACRES)[3]

606.33')[3]

(S 40°26'09" W PARCEL LINES PER R.S. 37-42

RECORD OF SURVEY
R.S. 37-42
R.S. 36-68

CURVE TABLE			
CURVE #	RADIUS	DELTA	LENGTH
C5	1067.91'	20°07'29"	375.09'
C6	140.00'	69°16'10"	169.26'
C7	75.00'	39°57'12"	52.30'
C8	406.84'	39°10'29"	278.17'
C9	40.00'	89°13'25"	62.29'
C10	367.71'	18°09'51"	116.57'
C11	70.00'	103°23'34"	126.32'
C12	68.44'	118°23'56"	141.43'
C13	700.00'	22°19'53"	272.83'
C14	119.14'	74°50'29"	155.62'
C15	952.29'	29°01'33"	482.43'

LINE TABLE		
LINE #	DIRECTION	LENGTH
L4	S56° 05' 08"E	89.78'
L5	S60° 24' 26"E	131.22'

EAST BAY MUNICIPAL UTILITY DISTRICT
OAKLAND, CALIFORNIA

RIGHTS OF WAY

CONSERVATION & ACCESS EASEMENTS 24160 STATE ROUTE 88

AREA OF CLEMENTS, COUNTY OF SAN JOAQUIN

DRAWN BY:	NICK DORING
CHECKED BY:	MICHAEL WAGNER
APPROVED	ASSISTANT LAND SURVEYING SUPERVISOR
L.S. NO.	9151

STRUCTURE, PROJ. CODE, OR ZONE DESIGNATION

SCALE: 1" = 100'

DATE: MARCH 27, 2025

EXHIBIT B 3/4

H:\00_JOB-2009\8721\RW 5808 COLBURN PROPERTY CONS. ESMT\DWG\5808COLBURN-EXHB-B.DWG

H:\00_JOB-2009\8721\RW 5808 COLBURN PROPERTY CONS. ESMT\DWG\5808COLBURN-EXHB-B.DWG

NOTE:

1. SEE LINE AND CURVE TABLES ON SHEETS 2 AND 3
2. ALL BEARINGS AND DISTANCES SHOWN IN PARENTHESIS ARE FROM RECORD INFORMATION AS SOWN ON RECORD MAP RS 37-42, LISTED UNDER REFERENCES ON SHEET 1, UNLESS OTHERWISE NOTED.

ACCESS EASEMENT No. 3
0.07 ± ACRES

S 42°16'00" E
S 57°44'40" E
144.96' (TOTAL)
86.09'
N 32°15'20" E
69.19'
POINT OF BEGINNING
ACCESS EASEMENT No. 3
L7
ACCESS GATE
S 49°57'40" E
34.13'
N 31°12'20" W
6.00'
C28
POINT "C" &
POINT OF COMMENCEMENT
ACCESS EASEMENT No. 3
S 46°26'06" W (R)
S 40°02'20" W
10.30'
L=140.93'
Δ=077°38'26"
R=104.00'
(ACCESS ESMT No. 3 ARC)

DETAIL "C"

(N 49°19'00" E)[3]
50.33'
(N 24°37'00" E
577.00')[3]
(N 58°08'00" E
(359.88')[3]
597.60')[3](T)
(237.72')[3]
(S 65°14'00" E)[3]
(431.00')[3]
(N 10°54'00" E)[3]
(200.30')[3]
(N 64°47'00" E)[3]
(168.28')[3]
(236.00')[3]
(N 50°57'00" E)[3]
704.04')[3] (T)
(38.04')[3]
(S 00°37'00" W
(666.00')[3](M-M)
898.28')(M-M)[3]
(S 03°22'00" W

OLD OAKS LAND COMPANY
DN 2012-119719
PORTION OF
PARCEL 4

N 42°16'00" W
135.12'
N 57°44'40" W
144.93'
N 49°57'40" W
106.90'

CONSERVATION EASEMENT No. 2
46.3 ± ACRES

SEE SHEET 3

CENTERLINE OF MOKELUMNE RIVER PER R.S 37-42

APPROXIMATE

ACCESS EASEMENT No. 2

OLD OAK LAND CO.
DN 2012-119719
PARCEL 5

OLD OAKS
LAND COMPANY
DN 2012-119719
PARCEL 4
APN: 023-110-36
(41.8± ACRES)[3]

C22 C23 C24 C25 C26 C27 L7 C28

SEE DETAIL "C"

N 27°56'49" E
219.07'
N 18°46'16" E
35.22'
N 05°58'31" E
98.67'
N 39°57'54" W
320.20'
N 82°16'44" W
196.86'
C29 C30 C31 C32 C33 L8 L9

OLD OAKS LAND COMPANY
DN 2012-119719
PARCEL 3
APN: 023-110-30
(47.3± ACRES)[3]

RECORDS OF SURVEY
R.S. 36-68
R.S. 37-42

S 87°33'13" W
132.30'
370.99'
S 62°45'59" W
175.15'
S 45°38'08" W
169.72'
S 59°50'18" W
184.50'
N 89°23'53" W

SEE DETAIL "D"

PARCEL LINE RS 37-42

LEGEND

	CONSERVATION EASEMENT
	EBMUD RIGHT OF WAY
— — —	CENTERLINE OF RIGHT OF WAY
— × —	FENCE AS LOCATED ON 10/02/2024
	EXISTING PARCEL LINE
[ ]	REFERENCE (SEE SHEET 1)
●	SURVEY MONUMENT
DN	DOCUMENT NUMBER
(T)	TOTAL
(R)	RADIAL
(M-M)	MONUMENT TO MONUMENT

ACCESS EASEMENT No. 3

POINT OF TERMINATION
ACCESS EASEMENT No. 2
POINT OF BEGINNING
CONSERVATION EASEMENT No. 2

PARCEL 3
DN 2012-119719
APN: 023-110-30

PARCEL LINE (308.41')[3]
(S23°57'22"E)[3]
N 82°16'44" W
196.86'
N 00°23'37" W 23.40'
N 00°23'37" W 6.20'
S 87°33'13" W
ANGLE POINT OF
46.3± ACRE PARCEL
L9
3.48'
N 69°59'19" E

OLD OAKS LAND CO.
DN 2012-119719
PARCEL 4
APN: 023-110-36

OLD OAKS
LAND COMPANY
DN 2012-119719
PARCEL 4
APN: 023-110-36
(41.8± ACRES)[3]

DETAIL "D"

EXTERIOR BOUNDARY
OF CONSERVATION
EASEMENT NO. 2

OLD OAKS LAND COMPANY
DN 2012-119719
PARCEL 3
APN: 023-110-30
(47.3± ACRES)[3]

DRAWN BY:	NICK DORING
CHECKED BY:	MICHAEL WAGNER
APPROVED	ASSISTANT LAND SURVEYING SUPERVISOR
L.S. NO.	9151

EAST BAY MUNICIPAL UTILITY DISTRICT
OAKLAND, CALIFORNIA

RIGHTS OF WAY

CONSERVATION & ACCESS EASEMENTS 24160 STATE ROUTE 88

AREA OF CLEMENTS, COUNTY OF SAN JOAQUIN

STRUCTURE, PROJ. CODE, OR ZONE DESIGNATION
SCALE: 1" = 200'
DATE: MARCH 27, 2025

EXHIBIT B 4/4

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EXHIBIT C

LEGAL DESCRIPTION OF GRANTOR PROPERTY SUBJECT TO EASEMENT

The land referred to is situated in the unincorporated area of the County of San Joaquin, State of California, and is described as follows:

PARCEL ONE:

All that certain real property identified as Parcel 3 in that certain Notice of Lot Line Adjustment issued pursuant to Application No. PA-0600097 recorded May 11, 2006 as Document No. 2006-102815, Official Records, more particularly described as follows:
A portion of Sections 11 and 14, Township 4 North, Range 8 East, Mount Diablo Base and Meridian, as per the Official Map or Plat thereof, and being more particularly described as follows:

Commencing at the Southeast corner of said Section 11; thence North 42° 00' West, 852.75 feet to the most Westerly corner of Parcel 7 of the Craig property as described in San Joaquin County Recorder's Instrument No. 96029769 and the true point of beginning; thence along the Northwesterly line of said Parcel 7, North 42° 54' East, 189.36 feet; thence continue along the Northwesterly line of said Parcel 7 North 25° 28' East 425.86 feet; thence leaving said Northwesterly line, run along the Southwesterly line of said Parcel 7 and its Northwesterly projection, North 62° 49' West, 104.31 feet to the center of Mokelumne River; thence downstream along the centerline of the Mokelumne River the following 4 courses: (1) South 37° 27' West, 139.50, (2) South 76° 05' West, 786.80 feet, (3) South 68° 18' West, 453.60 feet, (4) South 53° 52`' 16” West, 742.18 feet to the East line of State Highway Route 88 as described in Deed recorded November 19, 1953 in Book 1578 of Official Records, Page 568, San Joaquin County Records; thence along said East line the following 4 courses: (1) South 03° 03' 03” East, 333.06 feet, (2) South 00° 33' 45” East, 706.16 feet, (3) South 1° 32' 57” West, 500.00 feet, (4) South 02° 41' 42” West, 135.45 feet to the intersection of the East line of State Highway Route 88, and the North line of Parcel 3 of the Craig property as described in San Joaquin County Recorder's Document No. 96029769; thence along said North line the following 5 courses; (1) South 31° 12' 09” East, 0.37 feet, (2) South 69° 48' 07” East, 110.00 feet, (3) North 79° 53' 53” East, 140.00 feet, (4) North 54° 19' 53” East, 175.00 feet, (5) North 39° 09' 53” East, 83.00 feet to the Northeast corner of Parcel 3; thence along the East line of said Parcel 3, South 00° 15' 45” West, 38.00 feet; thence North 38° 10' East, 242.00 feet; thence North 25° 42' East, 175.80 feet; thence North 26° 55' 48” West, 76.35 feet; thence North 68° 44' 14” East, 788.58 feet to a point which bears the following 4 courses from the most Westerly corner of Parcel 7 of the Craig property as described in San Joaquin County Recorder's Instrument No. 96029769: (1) South 40° 26' 09” West, 606.33 feet; (2) South 00° 41' 48” West, 249.87 feet; (3) South 13° 57' 10” West, 198.00 feet (4) South 29° 09' 43” East, 329.11 feet; thence North 29° 09' 43” West, 329.11 feet; thence North 13° 57' 10” East, 198.00 feet; thence North 00° 41' 48” East, 249.87 feet; thence North 40° 26' 09” East, 606.33 feet to the true point of beginning.

Excepting therefrom the following described Parcel:

A portion of the Northeast quarter of Section 14, Township 4 North, Range 8 East, Mount Diablo Base and Meridian, as per the Official Map or Plat thereof, and being more particularly described as follows:

Beginning at the intersection of the East line of State Highway Route 88 as described in Deed recorded November 19, 1953 in Book, 1578 of Official Records, Page 568, San Joaquin County Records, and the North line of Parcel 3 of the Craig property as described in San Joaquin County Recorder's Document No. 96029769; thence along said North line the following 5 courses: (1) South 31° 12' 09" East, 0.37 feet, (2) South 69° 48' 07" East, 110.00 feet, (3) North 79° 53' 53" East, 140.00 feet, (4) North 54° 19' 53" East, 175.00 feet, (5) North 39° 09' 53" East, 83.00 feet to the Northeast corner of said Parcel 3: thence along the East line of said Parcel 3, South 00° 15' 45" West, 38.00 feet; thence North 38° 10' 00" East, 242.00 feet; thence North 25° 42' 00" East, 175.80 feet; thence North 26° 55' 48" West, 76.35 feet; thence North 35° 14' 00" West, 61.40 feet; thence South 89° 15' 00" West, 230.15 feet; thence North 73° 40' 40" West, 234.10 feet; thence South 85° 29' 16" West, 117.13 feet to East line of said Highway; thence along the East line of said Highway South, 01° 32' 57" West, 500.00 feet; thence continue along the East line of said Highway South 02° 41' 42" West, 135.45 feet to the point of beginning.

Also excepting from a portion of the above described parcels of land all oil, gas and other petroleum products lying beneath the surface of the land as described and reserved in the Deed recorded October 1, 1943 in Book 841 of Official Records, Page 322, San Joaquin County Records.

APN: 023-110-28

PARCEL TWO:

Commencing at the section corner common to Sections 11, 12, 13 and 14, Township 4 North, Range 8 East, Mount Diablo Base and Meridian and running thence North 42° 00' West, 852.75 feet to the point of beginning which is in the center of an old slough and is the Northerly corner of the 28 acre parcel as described in Deed to the Gold Hill Dredging Co., recorded October 1, 1943 in Volume 841 of Official Records, Page 322, San Joaquin County Records; thence running along the center line of the old slough North 62° 64' East, 189.36 feet and North 25° 28' East 425 86 feet to the Southerly bank of the Mokelumne River; thence North 62° 49' West, 40.00 feet to the center line of Mokelumne River; thence along the center line of the Mokelumne River, North 27° 11' East, 300.00 feet; thence leaving the center line of the Mokelumne, South 62° 49' East, 120.03 feet; thence South 24° 28 West, 973.96 feet and thence North 42° 00' West, 176.11 feet to the point of beginning of the herein described parcel of land.

APN: 023-110-34

PARCEL THREE:

A non-exclusive easement for roadway purposes 25 feet wide over the existing roadway

extending from the Northeasterly line of the above described tract and running in a Northerly direction along the Southeasterly line of the Mokelumne River and thence leaving said river Southeasterly to the existing private road extending from the Southerly line of the 10 acre tract described in Deed to L.E. Putnam and wife, recorded September 1. 1953 in Volume 1556 of Official Records, Page 461, San Joaquin County Records; thence continuing in a Southerly direction along said private road to the State Highway No. 12.

PARCEL FOUR:

A portion of Section 12, Township 4 North, Range 8 East, Mount Diablo Base and Meridian, being more particularly described as follows:

Commencing at the most Southerly corner of that property described in San Joaquin County Recorder's Instrument No. 00104830; thence along the boundary of said property North 34° 20' 21" West, 63.30 feet to an angle point in said boundary, said angle point being depicted on that map filed in Book 21 of Parcel Maps, Page 176, San Joaquin County Records as the most Westerly point of the "Designated Remainder"; thence continuing along the boundary of said property North 49° 46' 14" East, 752.41 feet to a point on the Southeasterly line of that property described as Parcel No. Four in San Joaquin County Recorder's Instrument No. 96029769; thence Northeasterly along said Southeasterly line the following two (2) courses: (1) North 24° 40' East, 645.20 feet, (2) North 32° 16' East, 353.90 feet to the true point of beginning; thence continue along said Southeasterly line the following twelve (12) courses: (1) North 32° 16' East, 567.50 feet (2) South 42° 00' East, 120.00 feet, (3) North 44° 50' 38" East, 75.22 feet, (4) North 36° 43' East, 238.40 feet, (5) North 83° 39' East, 108.90 feet, (6) North 88° 13' East, 134.80 feet, (7) North 30° 56' 00" East, 569.90 feet, (8) South 62° 14' East, 161.2 feet, (9) North 74° 34' East, 622.7 feet, (10) North 62° 15' 00" East, 270.80 feet, (11) North 81° 43' East, 279.4 feet, (12) North 49° 20' 30" East, 200.29 feet to a point from which the fence corner marking the corner of the Putnam Ranch at the Northeast corner of the West half of the Southeast quarter of said Section 12 bears North 49° 28' 42" East, 31.82 feet and North 88° 25' East, 200.0 feet, said point being 20 feet, Southerly measured at right angles from a fence line along the North line of the Putnam Ranch; continue along the boundary of said Parcel No. Four the following four (4) courses: (1) South 88° 32' 00" West, 1200.42 feet, (2) North 03° 22' East, 898.28 feet, (3) North 0° 37' East, 566.90 feet to the left bank of the Mokelumne River, (4) North 0° 37' East to the centerline of the Mokelumne River; thence following the centerline of the old channel of said River downstream a distance of 2975 feet, more or less, to a point that bears North 24° 44' 05" West from the true point of beginning; thence South 24° 44' 06" East, 1670 feet, more or less, to the true point of beginning.

EXCEPT THEREFROM a portion of Section 12 Township 4 North, Range 8 East, Mount Diablo Base and Meridian, being more particularly described as follows:

Commencing at the most Southerly corner of that property described in San Joaquin County Recorder's Instrument No. 00104830; thence along the boundary of said property North 34° 20' 21" West, 63.30 feet to an angle point in said boundary, said angle point being depicted on that map filed in Book 21 of Parcel Maps, Page 176, San Joaquin County Records as the most Westerly point of the "Designated Remainder"; thence continuing along the boundary of said

property North 49° 46’ 14” East, 752.41 feet to a point on the Southeast line of that property described as Parcel 4 in San Joaquin County Recorder’s Instrument No. 96029769; thence Northeasterly along said Southeasterly line the following two (2) courses: (1) North 24° 40’ East, 645.20 feet, (2) North 32° 16’ East, 353.90 feet to the true point of beginning; thence continue along said Southeasterly line the following three (3) courses: (1) North 32° 16’ East, 567.50 feet, (2) South 42° 00’ East, 120.00 feet, (3) North 44° 50’ 38” East, 12.50 feet; thence leaving said Southeasterly line, Northerly along the following eleven (11) courses: (1) North 15° 08’ 22” West, 88.08 feet; (2) North 17° 34’ 57” East, 599.90 feet; (3) North 66° 17’ 56” West, 159.90 feet; (4) North 23° 57’ 22” West, 308.41 feet; (5) North 15° 16’ 05” East, 342.59 feet; (6) North 42° 37’ 14” East, 296.98 feet; (7) North 16° 28’ 36” West, 136.08 feet; (8) North 25° 26’ 04” East, 399.19 feet; (9) North 47° 05’ 13” West, 85.47 feet; (10) North 81° 34’ 50” West, 67.02 feet; (11) North 47° 41’ 51” West, 85.97 feet to a point, said point being at or near the left bank of the Mokelumne River; thence North 28° 32’ 46” West to the centerline of the Mokelumne River; thence following the centerline of the old channel of said River downstream a distance of 1700 feet, more or less, to a point that bears North 24° 44’ 06” West from the true point of beginning, thence South 24° 44’ 06” East, 1670 feet, more or less, to the true point of beginning.

APN: 023-110-30

PARCEL FIVE:

All that certain real property identified as Parcel 1 on that certain Notice of Lot Line Adjustment issued pursuant to Application No. PA-0900145 and recorded December 3, 2009 as Document No. 2009-172754, Official Records, more particularly described as follows:
A portion of Section 12 Township 4 North, Range 8 East, Mount Diablo Base and Meridian, being more particularly described as follows:

That certain parcel of land described in Grant Deed recorded April 3, 2008 as Document No. 2008-052859, San Joaquin County Records.

EXCEPT THEREFROM that parcel described as follows:

Beginning at the most Southerly corner of said parcel of land, being marked with a 3/4 inch rebar with cap stamped “RCE 19638”, as shown upon map filed in Book 37 of Surveys, Page 42, San Joaquin County Records; thence North 24° 44’ 06” West along the Southwesterly line of said Record of Survey, 184.94 feet to a 3/4 inch rebar with cap stamped “L.S. 4124”; thence North 43° 00’ 04” East 124.59 feet to an identical rebar; thence North 36° 23’ 03” East 117.57 feet to an identical rebar; thence North 20° 07’ 11” East 47.64 feet to an identical rebar; thence North 68° 44’ 41” East 224.52 feet to a corner of said parcel; thence South 32° 16’ 00” West 567.50 feet to the point of beginning.

ALSO EXCEPT THEREFROM all minerals in and under said lands as reserved by Bank of America National Trust and Savings Association, a national banking association, as grantor, as to that portion described in that certain Deed recorded June 30, 1934, as Document No. 11026, Book 455, Page 408, San Joaquin County Records, which Deed provides as follows: “Together

with the right of grantor, its successors or assigns and legal representatives at all times to enter on the above mentioned lands and take all the usual, necessary or convenient means to make excavations and to remove all minerals found thereon and herein reserved."

ALSO EXCEPT THEREFROM all oil, gas, and minerals therein and thereunder as reserved by Bank of America National Trust and Savings Association, a national banking association, as grantor, as to that portion described in that certain Grant Deed recorded July 31, 1944 as Document No. 14743, Book 895, Page 17, San Joaquin County Records, which Deed provides as follows: "Together with all easements and rights necessary or convenient for the production, storage and transportation thereof and the exploration and testing of the said real property and also the right to drill for, produce and use water from the said real property in connection with its drilling or mining operations."

APN: 023-110-36

PARCEL SIX:

All that certain real property identified as Parcel 2 on that certain Notice of Lot Line Adjustment issued pursuant to Application No. PA-0900145 and recorded December 3, 2009 as Document No. 2009-172754, Official Records, more particularly described as follows:
A portion of Sections 11, 12, 13 and 14, Township 4 North, Range 8 East, Mount Diablo Base and Meridian, being more particularly described as follows:

Parcel 3 as described in that certain Certificate of Compliance recorded July 12, 2006 as Document No. 2006-150280, San Joaquin County Records.

EXCEPT THEREFROM that parcel described as follows:

Beginning at the most Easterly corner of said Parcel 3, being marked with a 3/4 inch rebar with cap stamped "RCE 19638" as shown upon map filed in Book 37 of Surveys, Page 42, San Joaquin County Records; thence North 24° 44' 06" West along the Northeasterly line of said Record of Survey, 184.94 feet to a 3/4 inch rebar with cap stamped "LS. 4124"; thence South 37° 22' 55" West 120.64 feet to an identical rebar; thence South 03° 39' 29" West 154.27 feet to an identical rebar; thence South 60° 25' 12" East 92.10 feet to an identical rebar set on the Southeasterly line of said Parcel 3; thence North 32° 16' 00" East 150.00 feet to the point of beginning.

ALSO EXCEPT THEREFROM all minerals in and under said lands as reserved by Bank of America National Trust and Savings Association, a national banking association, as grantor, as to that portion described in that certain Deed recorded June 30, 1934, as Document No. 11026, Book 455, Page 408, San Joaquin County Records, which Deed provides as follows: "Together with the right of grantor, its successors or assigns and legal representatives at all times to enter on the above mentioned lands and take all the usual, necessary or convenient means to make excavations and to remove all minerals found thereon and herein reserved."

ALSO EXCEPT THEREFROM all oil, gas, and other petroleum products lying beneath the

surface of said land as reserved by Louis A. Rozzoni and Germane Rozzoni, as grantor, as to that portion described in that certain Grant Deed recorded October 1, 1943 as Document No. 18206, Book 841, Page 322, San Joaquin County Records, which Deed provides as follows: “Together with the right to explore and take all such oil, gas, and other petroleum products, and for such purpose to enter upon said land and to do and perform all things necessary or convenient In order to explore for and take all oil, gas, arid other petroleum products.”

ALSO EXCEPTING THEREFROM all oil, gas, and minerals therein and thereunder as reserved by Bank of America National Trust and Savings Association, a national banking association, as grantor, as to that portion described in that certain Grant Deed recorded July 31, 1944 as Document No. 14743, Book 895, Page 17, San Joaquin County Records, which deed provides as follows: “Together with all easements and rights necessary or convenient for the production, storage and transportation thereof and the exploration and testing of the said real property and also the right to drill for, produce and use water from the said real property in connection with its drilling or mining operations.”

APN: 023-110-35

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 10, 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 – February 10, 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 hydrological scenarios. A water supply update will be presented at the February 10, 2026 Board meeting.

CCC:RCC:gb

Attachment: Water Supply Update Presentation

I:\SEC\2026 Board Related Items\02102026 Board\OMD – Water Supply Update.docx

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Water Supply Update

Board of Directors

February 10, 2026

Roberto C. Cortez, Manager of Water Operations

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Pardee Dam, M. Campbell, January 2026

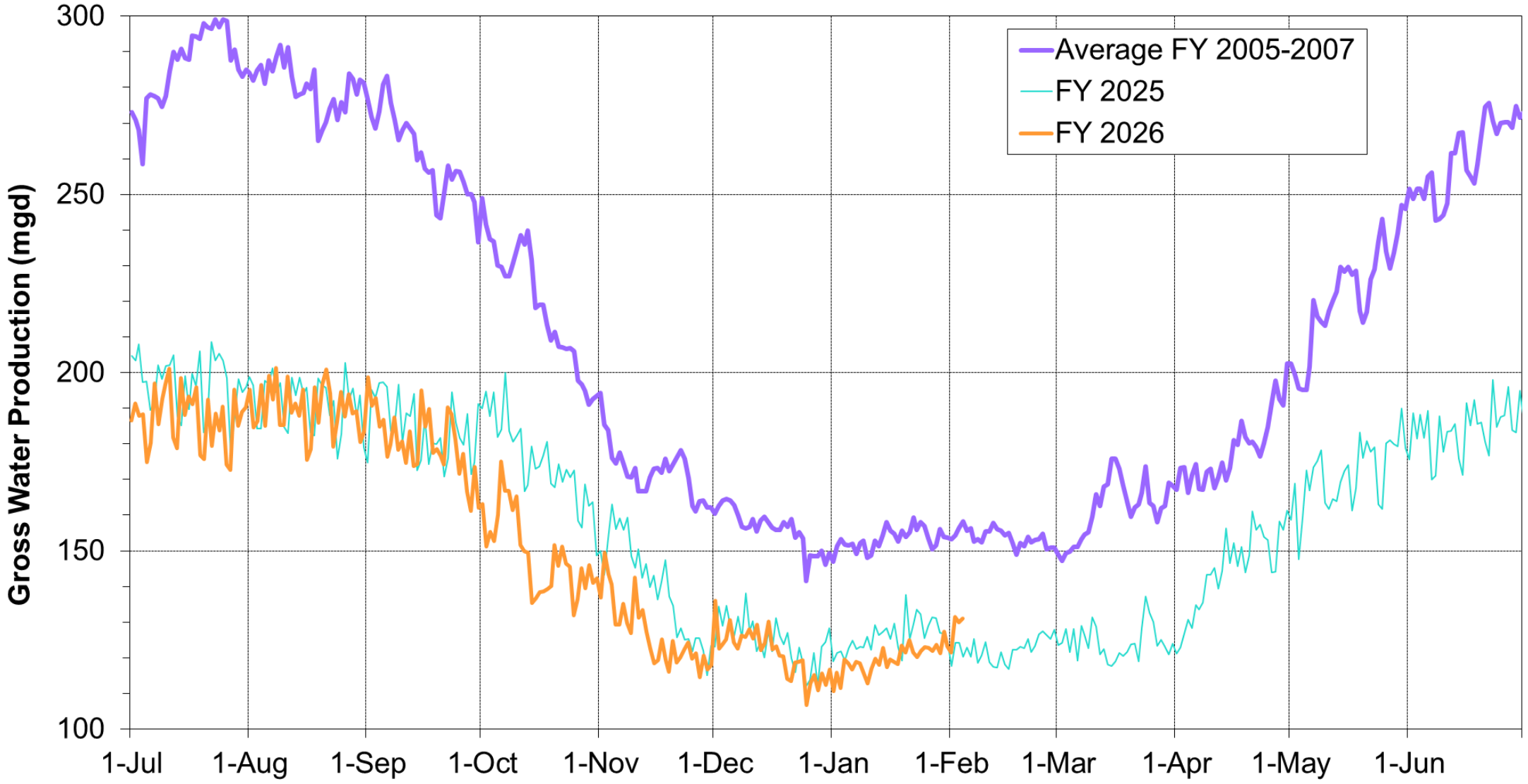
Briefing Topics

- Current Water Supply
- Seasonal Climate Outlook
- Water Supply Projection

Current Water Supply



Gross Water Production



Current Reservoir Storage

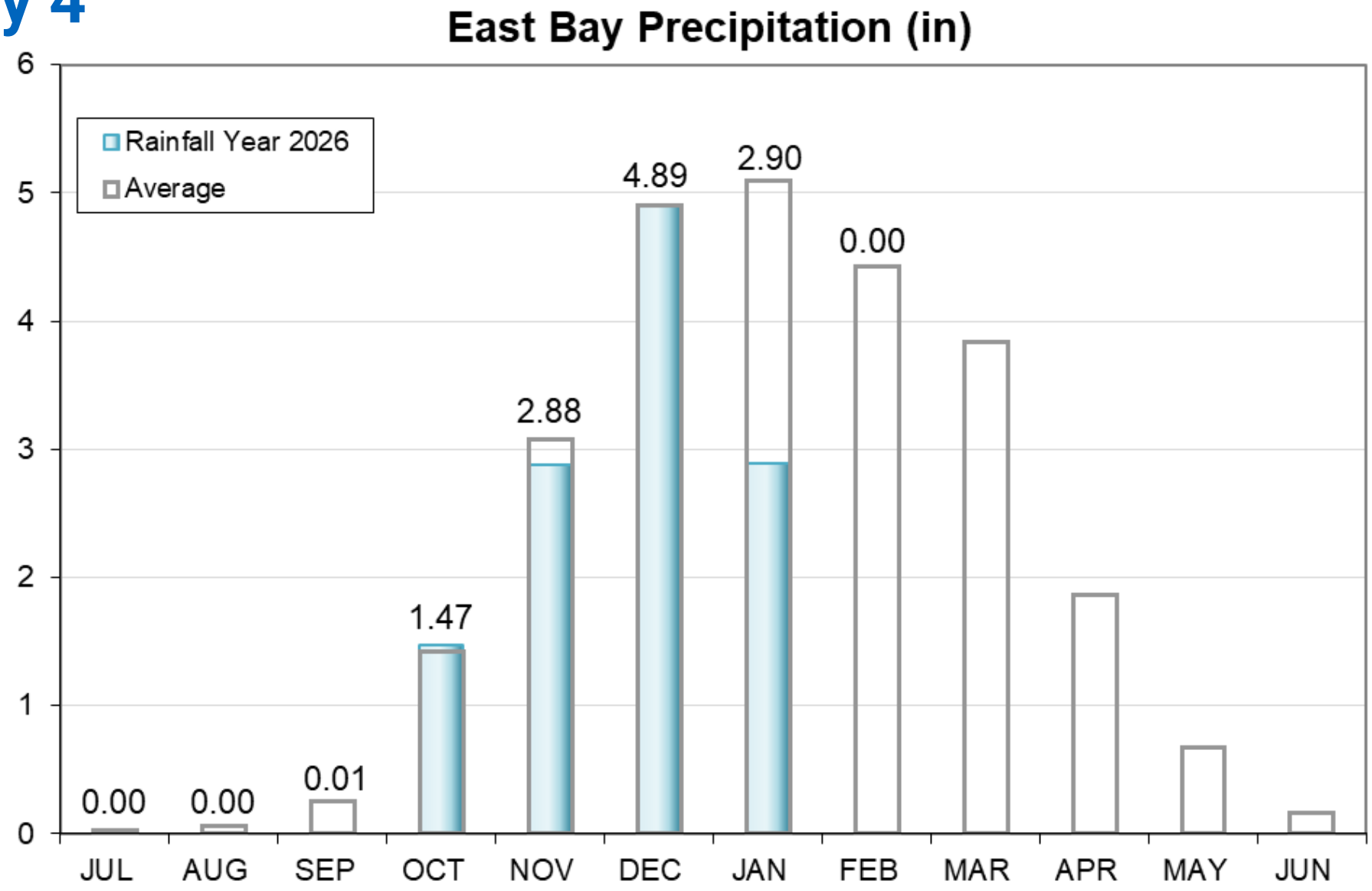
As of 2/4/2026	Current Storage	Percent of Average	Percent of Capacity
Pardee	178,040 AF	99%	87%
Camanche	291,200 AF	111%	70%
East Bay	131,310 AF	103%	87%
Total System	600,550 AF	106%	78%

AF: Acre-Feet

Mokelumne River, M. Campbell, January 2026

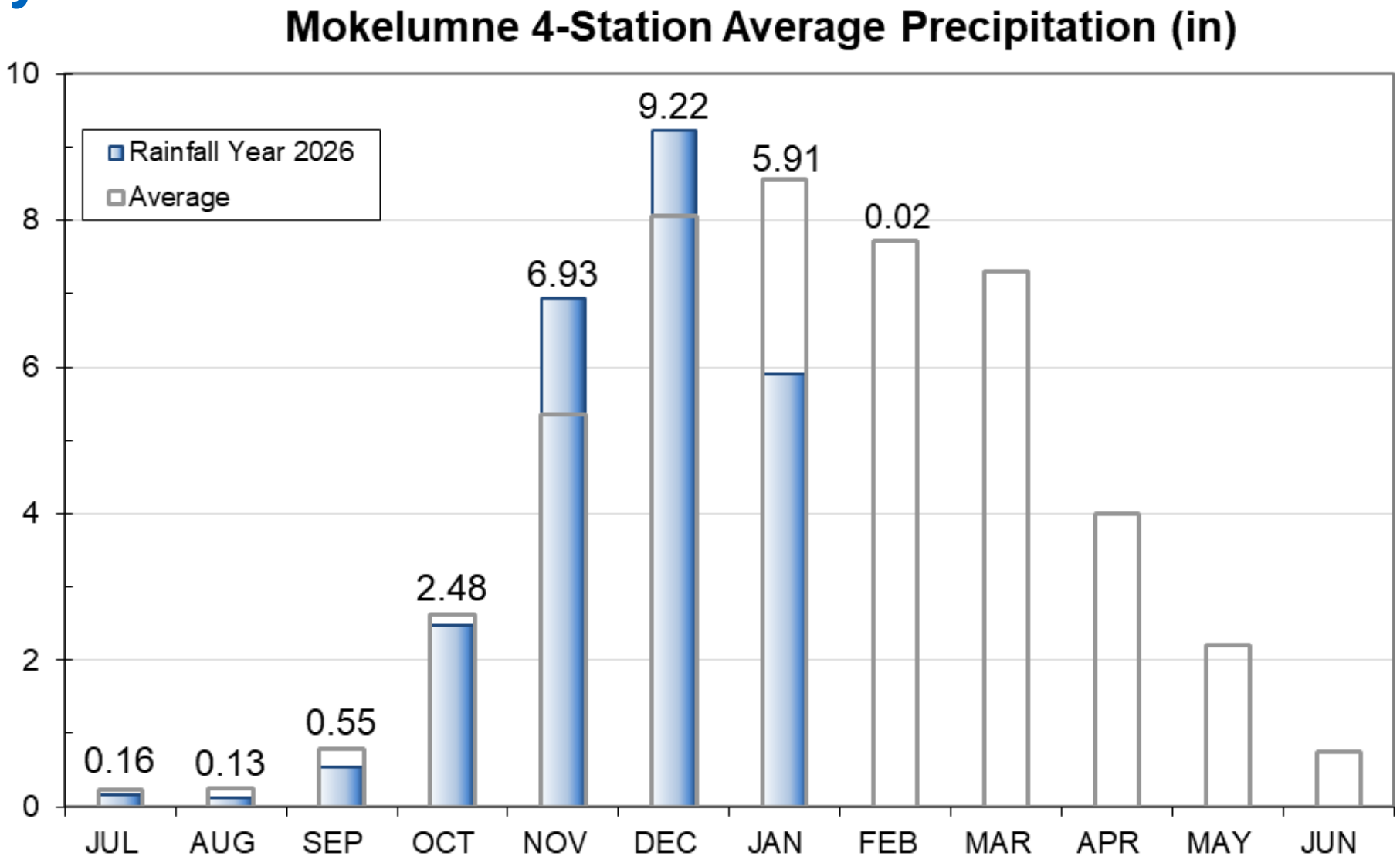
Precipitation as of February 4

East Bay: 12.14”
(76% of average)



Precipitation as of February 4

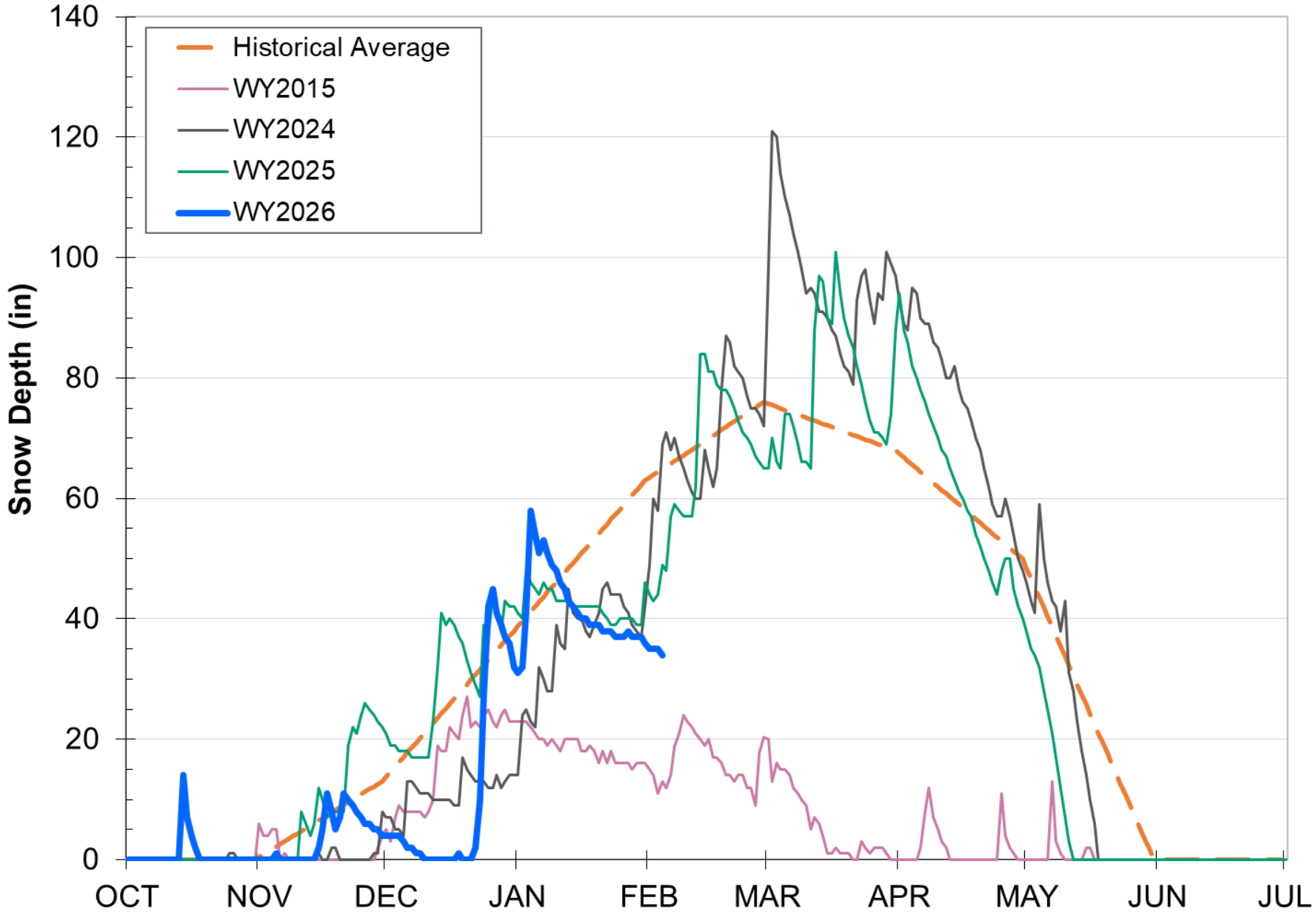
Mokelumne: 25.4”
(93% of average)



Caples Lake Snow as of February 4

Snow Depth – 34.0”
(52% of average)

Snow Water Content – 8.75”
(41% of average)



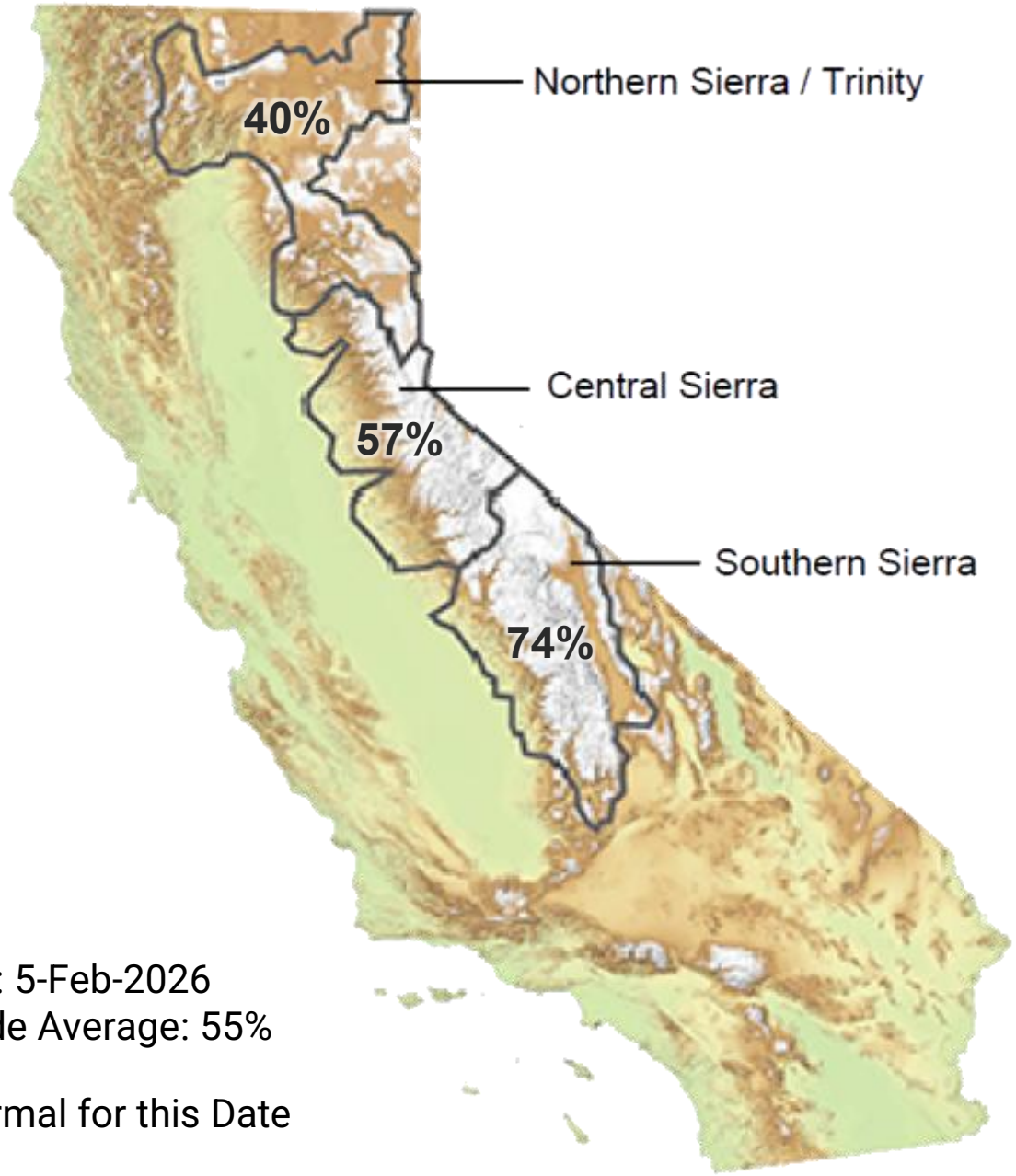


Mokelumne Watershed, C. Sarkis March 2014

Snowpack as of February 5

Snow Water Equivalent:

57% of Normal in Central Sierra



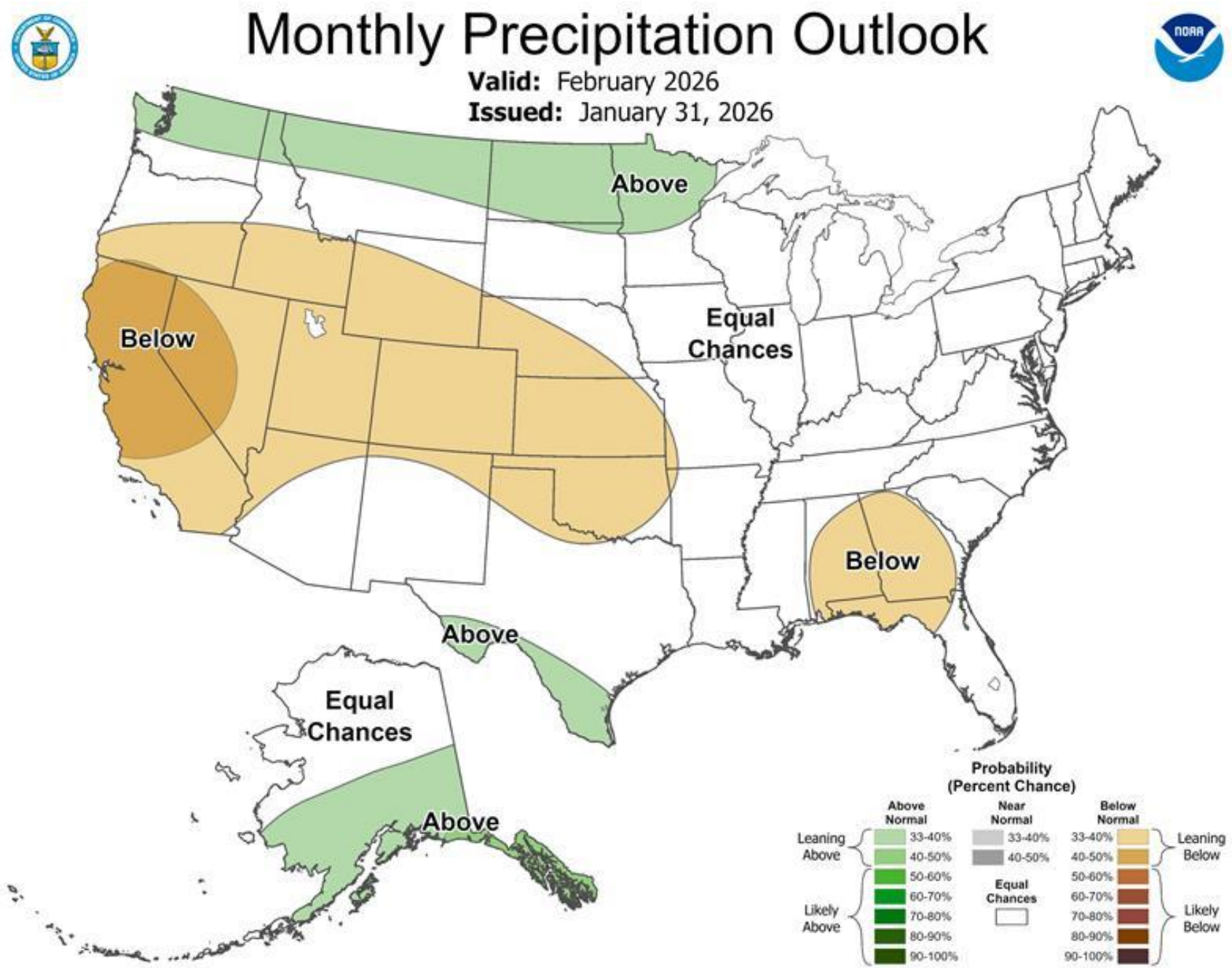
Data for: 5-Feb-2026
Statewide Average: 55%

% of Normal for this Date

Seasonal Climate Outlook



Seasonal Precipitation Outlook

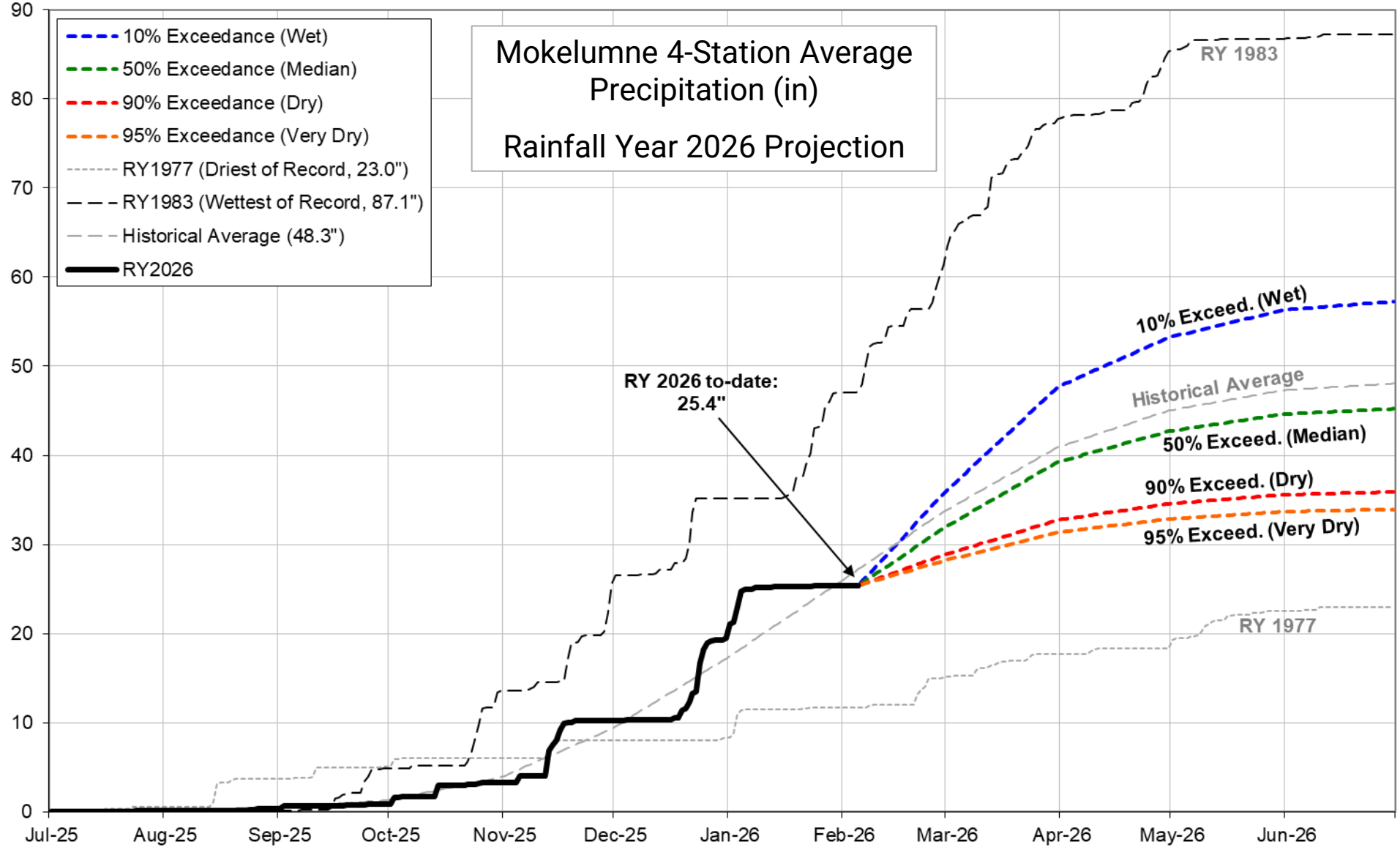


Water Supply Projection



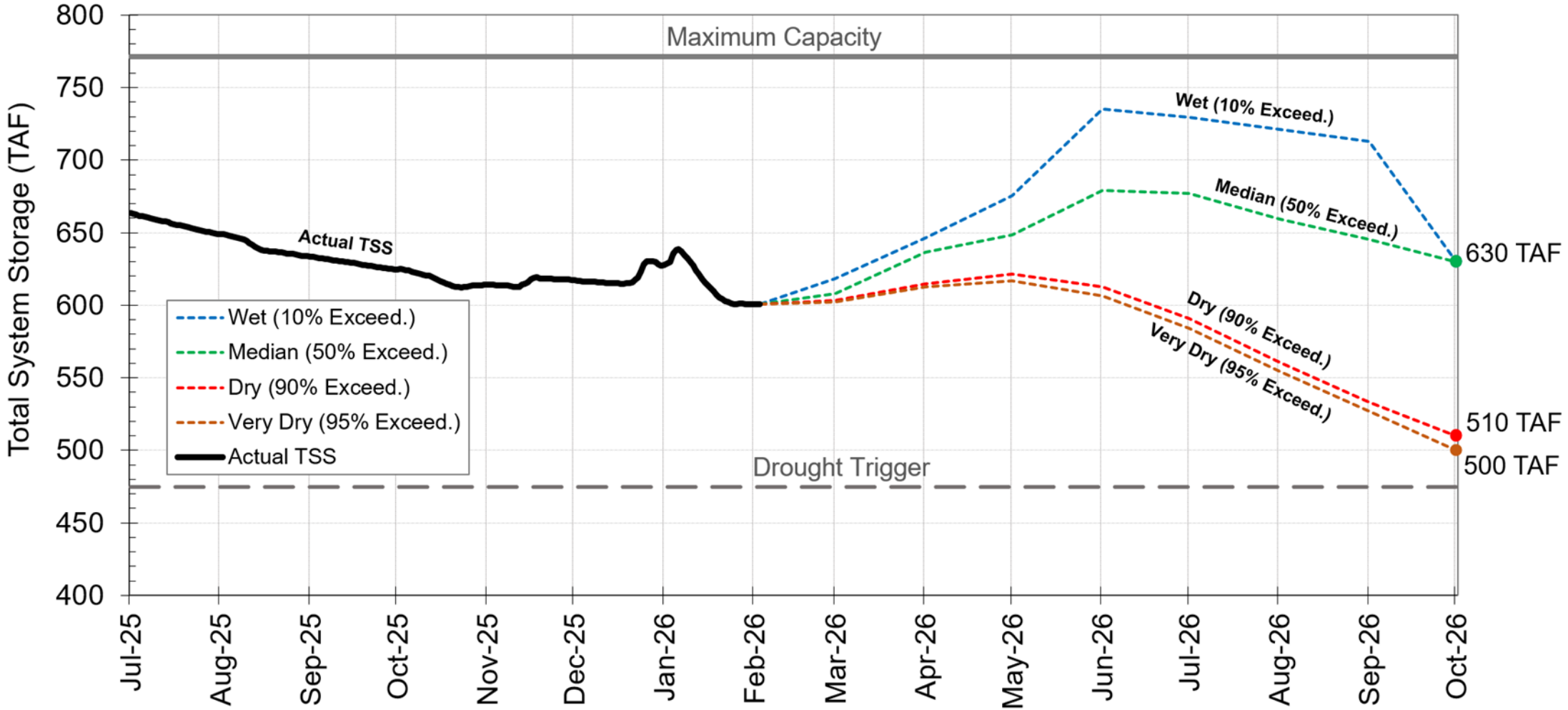
Projected Precipitation

Mokelumne Precipitation Rainfall Year 2026



End of Season Storage

2026 Total System Storage Projections



TAF: Thousands of Acre-Feet

Questions?



Pardee Reservoir, J. Urness, January 2025

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 10, 2026

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager CCC

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

SUBJECT: Education Program Update

SUMMARY

EBMUD's education program aims to increase public understanding of the District's water, wastewater, and watershed systems and long-term stewardship responsibilities, while expanding equitable access to high-quality water education with a focus on Title I schools and underserved communities. Through interactive, culturally relevant, and place-based learning experiences, these programs engage students, families, and community members, develop informed community leaders and ambassadors, and inspire interest in water-related careers by connecting participants to real-world infrastructure, environmental stewardship, and professional pathways. Partnerships with educational, cultural, and community-based organizations remain central to broadening reach and deepening impact. The education efforts in calendar year 2025 and planned activities for 2026 will be discussed at the February 10, 2026 Board Meeting.

DISCUSSION

In 2025, two part-time Outreach and Education Specialists were hired to support the expansion of EBMUD's youth programming, doubling the number of 5th-grade water field trips to over 40 per school year, with a strong focus on Title I schools. Additionally, over a dozen high school wastewater field trips continue to introduce students to real-world infrastructure and career pathways. School assemblies and Science, Technology, Engineering, Art and Math (STEAM) Family Nights and Fairs further extend engagement to entire student bodies and families.

The "H2Flow" song and music video continue to be promoted throughout schools across the service area as a modern, engaging water education tool. This work was recognized in 2025 with two major communications honors: the California Public Information Officials (CAPIO) Star Award for Videography and the Association of California Water Agencies (ACWA) Huell Howser Excellence in Communication Award, underscoring the program's effectiveness in connecting with diverse audiences and elevating public understanding of the District's water system.

Upcountry education efforts remain focused on salmon and watershed stewardship. Over the past year, 34 classrooms participated in Salmon in the Classroom. Field trips at Camanche and Pardee Reservoirs, supported by the City of Lodi Outdoor Equity Grant, expanded access to outdoor learning. At the Mokelumne River Fish Hatchery, Hatchery Water Walks allowed groups to observe salmon spawning firsthand, strengthening connections between water management and stewardship.

The program's East Bay Water Walks continue to emphasize infrastructure investment and watershed stewardship. Highlights included a Halloween-themed Wastewater Treatment Plant tour, the District's first Spanish-language tour at Sobrante Water Treatment Plant, and a guided hike at Lafayette Reservoir with community partner, Outdoor Afro. Upcoming birding tours at San Pablo Reservoir and guided watershed hikes will continue to connect the public directly to EBMUD's land and operations.

Water Wednesday webinars continue to generate positive feedback, typically attracting approximately 100 live viewers and 300 or more views on YouTube. These webinars focus on timely and emerging topics and feature prominent guest speakers, increasing both exposure and engagement.

The spring 2026 Community Water Academy will host about 35 community leaders from local government, nonprofit, and education sectors. The five-session program includes a full-day tour of Pardee Reservoir and the Mokelumne River Fish Hatchery. Applications are being accepted from January 12 through February 20, 2026. The program's goal is to develop informed community ambassadors who understand EBMUD's systems, challenges, and long-term stewardship role.

An interpretive display highlighting the origins of EBMUD's water and wastewater systems is planned for installation in the Administration Building lobby in May 2026. The exhibit will feature more than a dozen historical artifacts and will focus on the early development of the District's water and wastewater operations.

NEXT STEPS

In 2026, the education and outreach efforts will continue to expand with a strong focus on accessibility, partnerships, and community connection. A key initiative is the launch of "H2Flow" in Spanish in March 2026, in collaboration with a local artist, building on the success of the original song and expanding culturally relevant water education.

The District will continue to offer 5th grade water field trips and increase in-classroom lessons and hands-on demonstrations, bringing interactive water education directly to students. Partnerships will remain key to the education program, with planned collaborations with the Oakland Zoo and the Lawrence Hall of Science, as well as continued collaboration with the Oakland Ballers and the Oakland Roots.

To support educators, EBMUD will roll out water conservation STEAM kits with water-focused lessons aligned with classroom needs and real-world learning. A hands-on water filtration model is being used in classrooms to demonstrate treatment processes and enhance students' understanding of how drinking water is cleaned and made safe. The District will also continue Water Wednesday webinars and Water Walk tours, offering both virtual and in-person opportunities for the public to learn about EBMUD's water system and long-term stewardship responsibilities.

CCC:KAZ:kah

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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 10, 2026

MEMO TO: Board of Directors

FROM: Clifford C. Chan, General Manager CCC

SUBJECT: Monthly Report – January 2026

HIGHLIGHT

In January, staff conducted annual bald eagle surveys at District reservoirs. In the East Bay, three bald eagles were observed at Upper San Leandro Reservoir. The bald eagle survey results indicate a growing number of bald eagles inhabiting the District's East Bay reservoirs in the past few years. Upcountry, 9 adult and 5 juvenile bald eagles were observed – 7 adults at Camanche Reservoir and two adults at Pardee Reservoir. Survey results are reported to U.S. Fish and Wildlife Service.

WATER SUPPLY

On January 12, staff met with the City of Hayward and Alameda County Water District for a Sustainable Groundwater Management Act Interbasin Working Group meeting. The agencies provided status updates on their Groundwater Sustainability Plan Periodic Evaluations, coordinated groundwater management activities, and discussed the Department of Water Resources' comments on the interbasin coordination. The next meeting will be scheduled in spring 2026.

On January 19, staff received a Notice-to-Proceed from Oro Loma Sanitary District (OLSD) for the Bayside Groundwater Well Demolition Project – Phase I. OLSD selected the lowest bidder, Penkor Wrecking, to complete the site demolition work for $144,000. On January 29, staff submitted comments on the draft plans, specifications, and a request for proposals (RFP) for Phase II covering the well destruction. The RFP is expected to be released in February 2026.

On January 21, staff met with the Bay Area Regional Reliability (BARR) partners. Discussions included population forecasting for Urban Water Management Plan preparation, archiving the multi-agency desalination website, and providing updates to Drought Mitigation Measures from the BARR Drought Contingency Plan 2017. BARR partners include Alameda County Water District (ACWD), Bay Area Water Supply and Conservation District, Contra Costa Water District, EBMUD, Marin Municipal Water District, San Francisco Public Utilities Commission, Santa Clara Valley Water District, and Zone 7 Water Agency. EBMUD provided a

summary of population forecasting efforts and ACWD shared their methodology for group discussion. The next BARR partners meeting is scheduled for March 18.

Precipitation. The East Bay precipitation for January was 2.89 inches (54 percent of average) and the season total was 12.14 inches (80 percent of average). The Mokelumne precipitation for January was 5.91 inches (68 percent of average) and the season total was 25.38 inches (97 percent of average).

Water Releases

Camanche Reservoir. The average rate of Camanche release for January was 1,381 cfs (766 cfs generation, 587 cfs sluice, and 28 cfs through the hatchery), and the average flow below Woodbridge Dam was 1,309 cfs, both in accordance with the Joint Settlement Agreement "Normal & Above" water year criteria.

East Bay Reservoirs. Releases were made from Upper San Leandro and Chabot reservoirs in January to maintain the reservoirs within the winter operating storage ranges and averaged 15 cfs and 29 cfs, respectively, for the month. No other releases were made from the East Bay reservoirs.

Water Storage

Mokelumne reservoirs storage is 107 percent of average. As of January 31, 2026, Pardee was at 556.3 feet or 100 percent of average, and Camanche was at 217.1 feet or 112 percent of average. Combined Pardee and Camanche reservoir storage was 469,000 acre-feet compared to 475,000 acre-feet last year.

East Bay reservoirs storage is 104 percent of average. As of January 31, 2026, Upper San Leandro was at 453.4 feet or 117 percent of average, San Pablo was at 303.0 feet or 99 percent of average, and Briones was at 571.4 feet or 102 percent of average. Total terminal reservoir storage was 131,000 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 January 2026 was 111 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 January:

	January 2026	January 2025	January 2020	Average of FY 2005-2007
East of Hills	24 MGD	26 MGD	25 MGD	28 MGD
West of Hills	96 MGD	100 MGD	98 MGD	125 MGD
Total	**120 MGD**	**126 MGD**	**123 MGD**	**153 MGD**
Max Day Production	127 MGD (1/30/2026)	138 MGD (1/20/2025)	133 MGD (1/15/2020)	

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

WATER QUALITY AND ENVIRONMENTAL PROTECTION

In January, seasonal salmonid field monitoring was conducted in the Mokelumne River. As of January 8, a total of 10,542 Chinook salmon has been observed passing the Woodbridge Irrigation District Dam. Weekly redd surveys were conducted, with a cumulative total of 1,359 Chinook salmon redds observed as of January 12. Weekly carcass surveys have concluded for the season with a total of 1,214 Chinook salmon carcasses and 149 heads collected. The upstream rotary screw trap was installed on December 15 and the downstream rotary screw trap was installed on January 5. Through January 14, a total of 6,945 naturally produced juvenile Chinook salmon were counted in the upstream trap (including weekend estimates) and 882 naturally produced juvenile Chinook salmon have been captured in the downstream trap (including weekend estimates). In addition to trap checks, rotary screw trap calibrations (also called efficiency tests) were conducted to provide an estimate of the proportion of natural-origin juvenile Chinook salmon captured. As a result, the current production estimate of juvenile Chinook salmon at the upstream trap is 304,291, while the outmigration estimate of juvenile Chinook salmon at the downstream trap is 27,238.

In January, District staff and the California Department of Fish and Wildlife applied maxillary clips to approximately 80,000 yearling steelhead for a Steelhead Release Timing Study at the Mokelumne River Fish Hatchery (MRFH). The clipping of the maxillary, which is in the upper jaw of a fish, was applied to yearling steelhead for identification upon return to the MRFH in subsequent years. Steelhead will be released in three groups in February, March, and April.

In January, the District hosted two scoping meetings and a site visit as part of the process to renew the District's license to operate the hydropower facilities at Pardee and Camanche dams. On January 28, Federal Energy Regulatory Commission (FERC) held a public meeting to receive comments on documents associated with the District’s FERC relicensing project. On January 29, staff led a site visit of the FERC project facilities. The locations included all facilities within Pardee and Camanche reservoirs and dams systems. The site visit included representatives from FERC, Department of Fish and Wildlife, U.S. Fish and Wildlife Service, State Water Resources Control Board, California Sportsfishing Protection Alliance, Ione Band of Miwok, Hazen and Sawyer, and GEI Consultants. Approximately 45 people attended.

On January 8, staff began deploying acoustic receivers in the Lower Mokelumne River. An array of 52 receivers will be deployed over three weeks in preparation of acoustic tagging of approximately 800 steelhead at the Mokelumne River Fish Hatchery in partnership with the Department of Water Resources. Acoustic-tagged steelhead will be incorporated into the three steelhead release groups in February, March, and April. Mapping of acoustic receivers in the lower Mokelumne River and Delta are used to capture movement, emigration routes, and overall annual survival of tagged juvenile salmon.

On January 12, the District notified the San Francisco Regional Water Quality Control Board of a detectable chlorine residual in the Oakport Wet Weather Facility effluent that occurred during the storm on January 5. The violation occurred when both of the effluent flowmeters failed. While operators were manually operating the dechlorination system and troubleshooting the flowmeters, a failure of the dechlorination control system resulted in a 12-minute loss of dechlorination and discharge of 138,000 gallons of chlorinated effluent. Both flowmeters have been repaired, and the embedded logic has been corrected. A stipulated penalty of $10,000 is expected for this violation.

On January 15, the District notified the San Francisco Regional Water Quality Control Board of a total coliform violation at the Point Isabel Wet Weather Facility that occurred during the storm on January 4. The coliform reading of 350 most probable number (MPN)/100 milliliters (mL) exceeded the permit limit of 240 MPN/10 mL, despite chlorination and dichlorination dosing at proper levels. Dosing of sodium hypochlorite will be temporarily increased from 60 parts per million (ppm) to 70 ppm to ensure stronger disinfection for the rest of the season. Total coliform sampling practices are being improved to remove a tube prior to sampling from tap and to ensure flow and the sample tap are undisturbed for ten minutes prior to sampling. A stipulated penalty of $3,000 is expected for this violation.

On January 20, staff removed bat guano from the Jackson Creek Spillway bat mitigation site. Bat guano is removed annually from the mitigation site located near Pardee Reservoir as routine maintenance. The quantity of guano is used to estimate the number of bats that used the site during the previous year. Staff removed 130 gallons of guano from inside the Stoney Creek Spillway and estimated the bat population to be approximately 4,500.

On January 20, staff met with the Contra Costa Water District (CCWD) to discuss treatment and mitigation for golden mussels. CCWD shared their plans to treat golden mussels in their system, and the meeting helped EBMUD staff gain and share knowledge to assist planning efforts to protect the Folsom South Canal Connection from potential infestation as the golden mussel range expands in the Delta.

On January 21, the District submitted the annual report for the EBMUD Low Effect East Bay Habitat Conservation Plan (HCP) to the U.S. Fish and Wildlife Service. This meets the District's annual report requirement under the HCP. No take of endangered species was reported this year, and implemented HCP species avoidance measures were reported to be effective.

On January 28, staff presented at the State Water Resources Control Board's public hearings to advance the Bay-Delta Water Quality Control Plan Update. Staff presented the progress on early implementation habitat projects under the Healthy Rivers and Landscapes Program and on Mokelumne River successes in EBMUD's fisheries program. Approximately 50 people attended.

On January 30, the District submitted the Emergency Action Plan (EAP) Status Report to the Federal Energy Regulatory Commission. The status report provides a summary of the activities that were held in calendar year 2025 related to emergency preparedness for the Lower Mokelumne River Project No. 2916. The status report includes the annual notification drill, the annual EAP seminar, and any updates made to the EAP itself.

On January 30, the District submitted the annual Scientific Collection Permit report to the California Department of Fish and Wildlife. Annual reporting of all species observations on the watershed is a requirement of this permit which authorizes staff to study and handle wildlife. The permit is required to complete general species monitoring and Habitat Conservation Plan monitoring on the East Bay watershed.

On January 30, the District submitted the 2025 report of conveyances for the Lower Mokelumne River Project, FERC Project No. 2916 to the Federal Energy Regulatory Commission (FERC). The transmittal was prepared pursuant to Article 43(c) of the District's license and consisted of a report of all conveyances of interest of land within the FERC boundary as of December 31, 2025. The report includes a list of all cattle grazing tenants and other conveyances of fee property, easements, permits, rights-of-way, or leases.

All discharges from the Main Wastewater Treatment Plant (MWWTP) complied with the effluent limits in the month of January. This is the 317th consecutive month that the MWWTP experienced no effluent limit exceedances.

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

INFRASTRUCTURE INVESTMENT

In January, staff completed a pipeline replacement project in the Alamo Ranch Road area in Alamo. This project replaced asbestos cement pipe with approximately 915 feet of 8-inch earthquake-resistant ductile iron pipe.

In January, staff began a pipeline replacement project in the Stone Valley Way area in Alamo. This project will replace asbestos cement pipe with approximately1,035 feet of 8-inch mortar-lined zinc coated ductile iron pipe. This project is scheduled to be completed in March.

On January 13, staff began roadwork and trenching for the Lafayette Recreation Area Wastewater Collection Improvements Project. Associated traffic delays and detours in the recreation area are expected through March 2026.

Design of the Orinda Water Treatment Plant (WTP) Lift Station Interim Electrical Improvements was completed. This $1 million project will improve WTP lift station electrical reliability. The scope includes transfer of the four washwater pump loads to a refurbished switchgear, installation of four soft starts for each of the pumps, control system upgrades for the washwater system, and civil site improvements. Work will be performed by District Forces, and construction is expected to be completed by winter 2026.

Mains repaired in January totaled 84. The attached table lists the main repairs by staff in January, 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 January, staff participated in four assemblies for approximately 1,320 students led by Zun Zun, an organization that leads musical assemblies on watersheds, conservation, climate change, and pollution prevention on behalf of sponsoring water agencies.

- January 21, a total of 480 students at Alameda's Maya Lin Elementary School
- January 23, a total of 30 students at Lodi's Vinewood Elementary School
- January 26, a total of 250 students at Oakland's Think College Now Elementary School
- January 27, a total of 5600 students at Oakland's Montclair Elementary School

In January, staff and volunteer docents hosted tours on Camanche and Pardee reservoirs to view eagles and other wildlife. This popular event, which includes two days of morning and afternoon tours on each reservoir, was full within six hours of opening reservations. Approximately 150 people attended.

In January, staff provided recycled water monitoring report training to new recycled water customers' site supervisors. Approximately five people attended.

On January 5, staff met with the City of Pinole to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 6, staff met with PG&E to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 7, staff met with the City of San Ramon to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 7, staff met with the City of Oakland to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 8, staff attended the Contra Costa County Mayors Conference held in Pittsburg to share information about the SLWA insurance program. Approximately 50 people attended.

On January 8, staff attended the West County Forum Monthly Luncheon to learn more about community issues.

On January 8, staff participated in the Salmon in the Classroom Program by delivering salmon eggs from the Mokelumne River Fish Hatchery to 56 classrooms from participating schools in Calaveras and Amador counties through partnership with Stewardship through Education. The salmon eggs will hatch and be raised in a classroom tank and returned to the Mokelumne river in eight weeks.

On January 8, staff presented at the Woodbridge Irrigation District Board meeting. The presentation highlighted a hydrography and salmon update report. Approximately 20 people attended.

On January 12, staff attended the City of Oakland and Alameda County's Town Hall for illegal dumping. The agencies and the public discussed potential solutions to illegal dumping.

On January 13, staff met with the West County Wastewater District to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 13, staff hosted the Student and Landowner Education and Watershed Stewardship program at Mokelumne River Day Use Area to teach students about native plants and worked on restoring flood plain areas. Approximately 20 people attended.

On January 13, staff and students from Lodi's Bear Creek High School planted 73 native trees for Lower Mokelumne River Spawning and Rearing Habitat Improvement Project in the Mokelumne River Day Use Area. Staff and the students participated in a multi-day habitat improvement project in partnership with the Student and Landowner Education and Watershed Stewardship Program administered by the Center for Land Based Learning. Approximately 25 people attended.

On January 14, staff attended the Alameda County Mayors' Conference in Fremont to share information about the SLWA insurance program. Approximately 75 people attended.

On January 15, staff met with the Town of Danville to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 15, staff met with the City of San Pablo to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 15, staff met with the City of San Pablo to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 20, staff attended the Castro Valley Advisory Council General Purpose meeting to learn more about community issues.

On January 20, staff attended the Oakland Chinatown Community Improvement Council civil sidewalks committee meeting to learn more about sidewalk use and cleanliness issues in Chinatown.

On January 21, the District received Environmental Business Journal's 2025 Business Achievement Award in the Project Merit category for the Probabilistic Dam Breach Project at Dike 2 of Camanche Reservoir. Nominations were accepted in 200-word essays in specific categories. The project showcases how probabilistic analysis enhances, rather than replaces, traditional methods, supporting clearer emergency action planning, better-targeted mitigation investments, and more transparent dialogue with regulators. As risk-informed decision-making becomes standard across the industry, this work provides a practical and replicable model for advancing dam safety practice.

Between January 21-22, staff presented virtually and in-person on the topic of salmonid acoustic telemetry monitoring in the Mokelumne River to City of Lodi staff and students from Lodi's Vinewood Elementary School. The presentations highlighted how staff use acoustic receivers in the Lower Mokelumne River and Delta to track emigration routes and estimate annual survival of tagged juvenile salmon. Teachers plan to incorporate the telemetry component of EBMUD's fisheries monitoring program into their Salmon in the Classroom curriculum. Approximately 70 people attended.

On January 24, staff conducted a Water Walk tour of Sobrante Water Treatment Plant in Spanish. Staff provided information on the District's water system, stewardship, water treatment and careers. Approximately 20 people attended.

On January 26, staff attended the Contra Costa County Special Districts Association meeting to hear agency updates.

On January 26, staff met with the City of Richmond to coordinate construction activities. The two agencies shared information on current and upcoming work.

On January 26, staff attended the Clean Air Community Emissions Reduction Plan Committee Meeting in Richmond to learn more about the implementation of the Path To Clean Air Plan.

On January 26, staff attended the Castro Valley Municipal Advisory Council Land Use meeting to learn more about community issues.

On January 26, staff attended the North San Joaquin Water Conservation District Board meeting to learn more about regional issues and to network with stakeholders.

On January 27, staff attended the Oakland Chinatown Community Improvement Council Board meeting to network and learn about community issues.

On January 27, staff participated in Sheldon Elementary School's Family STEAM night in Richmond. This event was organized by Scientific Adventures for Girls, a nonprofit that provides hands-on after-school and out-of-school STEM education to young girls to inspire curiosity and confidence in science, technology, engineering, and math. Staff provided information on the District's water system, stewardship, water treatment, and careers. Approximately 70 people attended.

On January 28, staff participated in Claremont Middle School's Reverse Science Fair in Oakland. This event was organized by Community Resources for Science, a nonprofit that empowers teachers and STEM professionals to bring hands-on, inquiry-driven science learning to K-8 students. Staff provided information on the District's water system, stewardship, water treatment, and careers. Approximately 150 people attended.

On January 29, staff provided online teacher training to Lodi and Stockton Unified teachers as part of Salmon in the Classroom. Staff presented on acoustic telemetry and how fish biologists use technology to learn about salmon. Approximately 30 people attended.

On January 29, staff hosted a community meeting for the Sanders Homeowners Association in Moraga to discuss the upcoming Arroyo Reservoir Improvements Project. Approximately 20 people attended.

On January 29, staff presented at the California Debt and Investments Advisory Committee's annual seminar on public funds investing. The session focused on how three different agencies, a city, a county, and a special utility district, manage investing public funds highlighting each agency's needs, tools and strategies. Approximately 55 people attended.

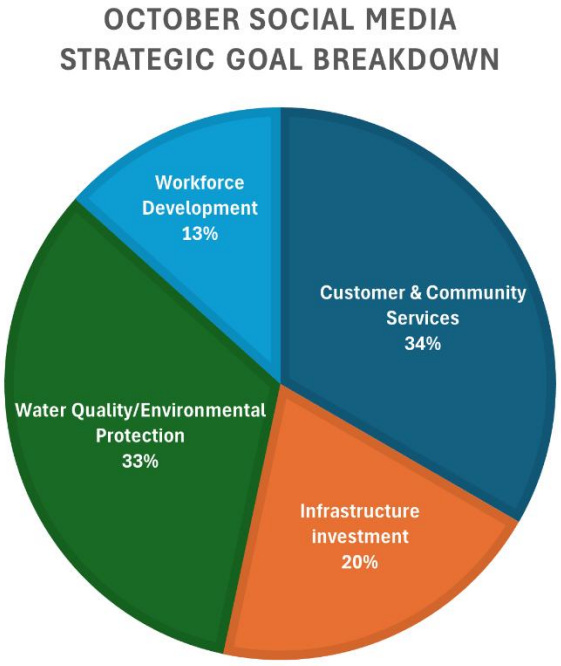
On January 31, staff participated in the Oakland Chinatown Chamber of Commerce's Lunar New Year Bazaar. Staff provided information on water conservation, rebates, and the Customer Assistance Program. Approximately 20,000 people attended.

Media. A main break in Walnut Creek at a busy intersection on Ygnacio Boulevard drew significant media attention. EBMUD conducted interviews on scene and issued a media advisory. Coverage included KRON, KTVU, KPIX, ABC7, KCBS radio, East Bay Times, Today24Pro, Danville San Ramon, Claycord, Yahoo News, Jornal em destaque (Portugese publication). A January 24 press release announcing changes in Board of Directors leadership roles resulted in coverage (ACWA, DanvilleSanRamon). A January 27 press release on salmon returns resulted in coverage (KCRA, KCBS, Lodi News Sentinel). Water supply and drought questions continue to get coverage (KCBS, East Bay Times, NBC11). Eagle viewing opportunity noted (Ledger Dispatch). Salmon in the classroom highlighted (Lodi News Sentinel and Yahoo News). Siesta Valley/Bruns Amphitheatre status updated (East Bay Times). Vegetation management impacts were noted (Ledger Dispatch, MyMotherLode). Fun facts about Lafayette Reservoir were shared (Bay Area Telegraph). In-depth piece on invasive mussel challenges

covered (AgAlert). Pardee Dam Road closure announcement reported (Ledger Dispatch, KVGC Radio).

Social Media (Facebook, Instagram, LinkedIn, X, YouTube, Nextdoor)

Topics included: Watershed grazing, boat inspections and launch opening update, main break traffic impacts, water releases from Camanche Reservoir, Community Water Academy recruitment, death of Grateful Dead frontman Bob Weir, Olive street valve replacement, salmon egg delivery to Lodi schools, how to check a water heater for leaks, how a meter works, boat inspections open, new Treebate option, Upper Mokelumne Forest Resilience Bond, and basic wastewater information
Collaborations: Basic wastewater information (Baywise), Upper Mokelumne Forest Resilience Bond (Amador Water Agency)
Most impressions photo post: Boat launch inspection update with 17,327 views on Facebook and Instagram
Most viewed video: Salmon fry transfer with 18,746 views on Facebook and Instagram followed by a main break repair in Walnut Creek with 18,549 views on Facebook and Instagram



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)
- Fay Hill, Rheem, Ridgewood, and Scenic East Pumping Plants and Pipeline Improvements (Moraga/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

On January 30, staff participated in Alameda County Public Works Agency's "Upcoming Construction Contracting Opportunities 2026" in Hayward. Staff provided information on upcoming District construction projects and contracting opportunities. Approximately 125 people attended.

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

- January 14 – Women Construction Owners & Executives California Membership Meeting - 18 attendees
- January 22 – Oakland Latino Chamber of Commerce Monthly Board Meeting - 13 Attendees
- January 23 – Official Street Renaming - Turner Group Drive Celebration - 200 Attendees

Water Conservation

On January 12, staff hosted the virtual California Water Efficiency Partnership's Tree Health subcommittee meeting. Discussion included a review of various tree irrigation scheduling approaches. Approximately 15 people attended.

On January 14, the District hosted the East Bay Public Gardens Open House's virtual planning meeting. The meeting was for garden managers to plan for a multi-site garden open house scheduled for June 6, 2026. Approximately 20 people attended.

On January 21, the District hosted the virtual and in-person annual mandatory Landscape Design Assistance Program Designer Training at the District's Administration Building. The training included updates on the District's rebate programs and water conservation resources. Approximately 20 people attended.

WORKFORCE PLANNING AND DEVELOPMENT

On January 9, the District received two citations from Cal/OSHA following an employee injury on October 21. The employee severely injured his finger while operating an electric saw. The District was cited for failure to implement an effective Injury and Illness Prevention Plan (IIPP) and failure to ensure the equipment was operated per the manufacturer's recommendation; each carries a penalty of $8,435. On January 21, the District conferred with Cal/OSHA and successfully argued to get the first citation rescinded as the citation was duplicative and there was an IIPP in place. Safety improvements and training actions for the second citation are in process.

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

- **On January 8, staff attended Alameda County Social Services Agency's Job Club.** Staff provided information on District career pathways, recruitments, and the application process. Staff also highlighted the Janitor recruitment. Approximately 25 people attended.
- **On January 9, staff presented to Berkeley Adult School's Janitor/Custodian Program.** Staff provided information on District career pathways, recruitments, and the application process. Staff also highlighted the Janitor recruitment. Approximately 15 people attended.
- **On January 15, staff attended Vets Hired's 2026 California Veterans Networking & Virtual Career Fair.** Staff provided information on District careers, recruitments, and the application process to military veteran job seekers and job developers who support veterans and individuals transitioning from military to civilian life. Approximately 50 people attended.
- **On January 29, staff participated in El Cerrito High School's Trades Career Presentation.** Staff provided information on mission-critical, technical trades career pathways at the District that do not require a 4-year college degree. Approximately 75 people attended.

Tuition Reimbursement

	January 2026	FY26 Total
# of Employees	13	85
# of Classes	15	133
Total Reimbursed	$9,579.98	$94,440.45

Employment Information

	January 2026	FY26 Total
Retirements – Regular	8	38
Retirements – Vested	0	3
Hires/Rehires	12	86
Other Separations	16	67

FINANCIAL STABILITY

The estimated earned revenue from the Main Wastewater Treatment Plant Power Generation Station's surplus power sales for January is $112,744. The District sold renewable power and related Renewable Energy Certificates (RECs) to the Port of Oakland. The sale of RECs generated $56,124 from the Port of Oakland. Earned revenue for FY 2026 is estimated at $673,828 or 96 percent of the total FY 2026 budget of $700,000.

The estimated earned revenue from Mokelumne power sales for January is $1,108,488. The District sold renewable power and related Renewable Energy Certificates (RECs) to Silicon Valley Clean Energy (SVCE). Sales of RECs generated $466,974 from SVCE. Resource Adequacy (RA) capacity sales to Shell Energy North America (US), L.P. earned $40,340. Estimated earned revenue to date through January is $7,780,731 or 85 percent of the budgeted revenue for FY 2026 ($9,200,000). The forecasted revenue for FY 2026 is $13,245,728.

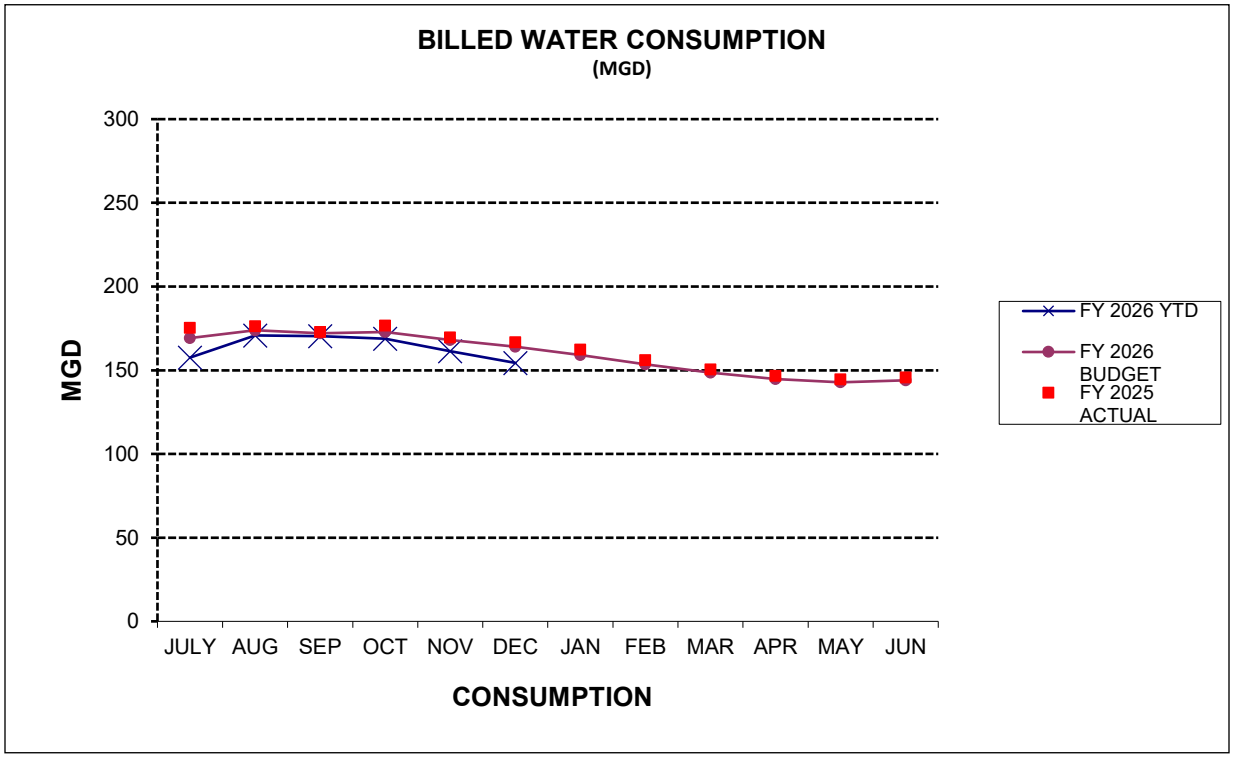
There was one material, supply, or construction contract from $80,001 to $100,000 and one general and professional service agreement from $30,001 up to $80,000 approved by the General Manager in January 2026.

VENDOR NAME	DATE AWARDED	CEP STATUS	ITEM (S) PURCHASED	PROJECT	CONTRACT TERM	VALUE
Aaron Solutions Inc.	1/9/2026	Hispanic Men	Supply environmental exclusion measures for Lafayette Reservoir Tower	N/A	N/A	$79,980
Jackson & Son Plumbing, Inc.	1/13/2026	White Men	Installation of one private water service pipeline at 21314 San Ramon Valley Blvd. in San Ramon	N/A	N/Aa	$97,804

Water Sales (Consumption)

The following consumption information is the average water consumption in millions of gallons per day (MGD) for the first six months of FY 2026[1]. Budgeted average daily water consumption for FY 2026 is 143.9 MGD, noting that summer month consumption is generally higher due to outdoor watering. The table below shows the average billed water consumption information by customer class with a comparison to FY 2025 data for the same period of time.

Fiscal Year-to-Date Billed Water Consumption			
Usage Type	**FY 2026 (MGD)**	**FY 2025 (MGD)**	**Year-over-Year (% change)**
Residential	77.5	83.5	-7.2%
Commercial	51.3	55.6	-7.7%
Industrial	18.1	19.9	-9.0%
Public Authority	7.5	7.8	-3.8%
Total Billed Water Consumption	**154.4**	**166.8**	**-7.4%**

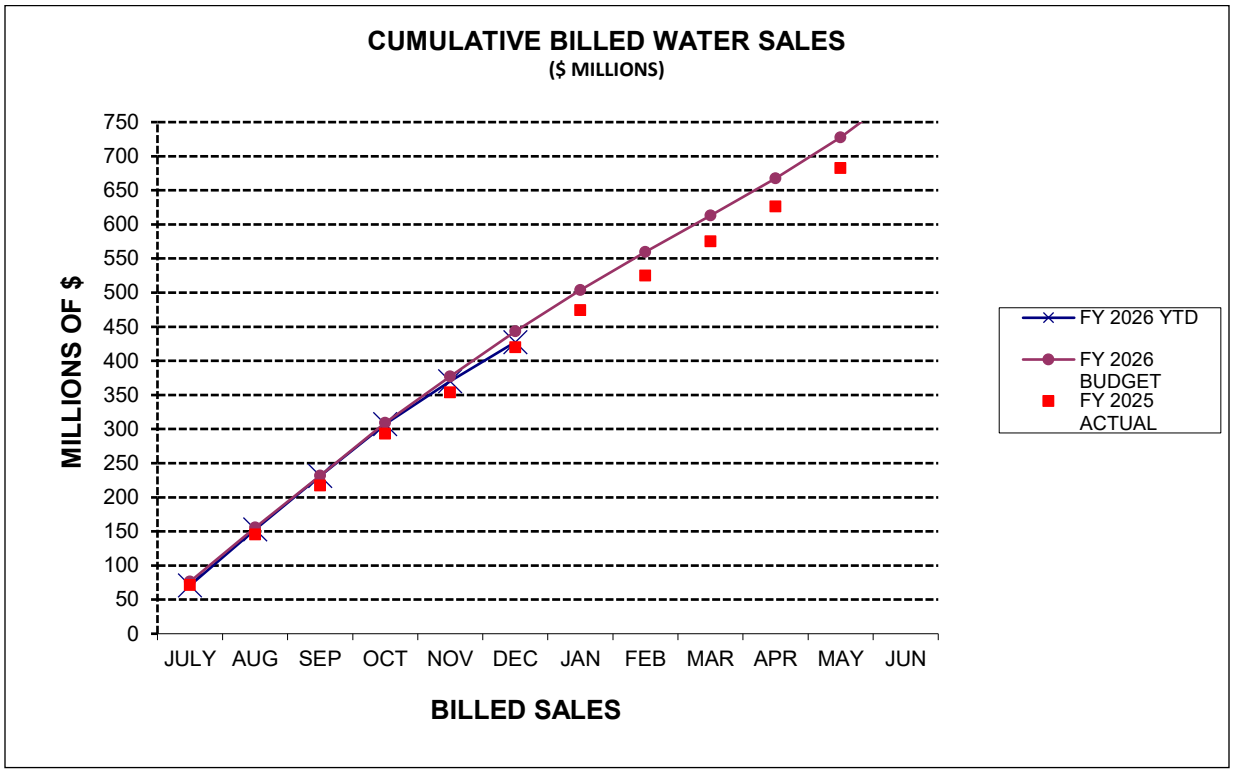


Source: Customer Information System

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

Water Sales (Revenue)

Water revenues billed through the end of December were $427.5 million[2] or 1.8% more than the FY 2025 revenue for the same period of $420.0 million. This increase in water revenues is a result of a 6.5% average rate increase (effective July 1, 2025), partially offset by lower consumption. Total FY 2026 water revenues through December are $15.6 million (3.5%) less than the budgeted water revenue of $443.1 million.



Source: Customer Information System

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

January 2026 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	1925	1,440	1/12/2026	1/12/2026	Y
ALAMO		IRONGATE	CT	2	ASBESTOS CEMENT	6	1963	9,000	1/6/2026	1/6/2026	Y
ALAMO		LA SONOMA	CT	2	ASBESTOS CEMENT	4	1954	6,750	1/24/2026	1/25/2026	Y
ALBANY		RAMONA	AVE	4	CAST IRON	6	1927	9,000	1/30/2026	1/30/2026	Y
BERKELEY		ACTON	ST	4	ASBESTOS CEMENT	6	1959	900	1/2/2026	1/2/2026	Y
BERKELEY		FULTON	ST	4	CAST IRON	6	1927	22,500	12/31/2025	1/1/2026	Y
BERKELEY		GILMAN	ST	4	CAST IRON	6	1933	18,720	1/15/2026	1/27/2026	Y
BERKELEY		MARYLAND	AVE	3	CAST IRON	6	1927	450	1/27/2026	1/29/2026	N
BERKELEY		UNIVERSITY	AVE	4	ASBESTOS CEMENT	6	1959	4,500	1/23/2026	1/23/2026	Y
BERKELEY		WILDCAT CANYON	RD	4	STEEL	6	1966	0	1/16/2026	1/16/2026	Y
CASTRO VALLEY		CARLWYN	DR	7	CAST IRON	8	1953	90,000	1/29/2026	1/29/2026	Y
CASTRO VALLEY		SARGENT	AVE	7	CAST IRON	4	1940	900	1/19/2026	1/19/2026	Y
DANVILLE		DIABLO	RD	2	CAST IRON	12	1931	0	1/14/2026	1/14/2026	Y
EL CERRITO		COLUSA	AVE	4	CAST IRON	6	1951	36,000	1/18/2026	1/18/2026	Y
EL CERRITO		CONTRA COSTA	DR	4	CAST IRON	6	1948	3,600	1/8/2026	1/8/2026	Y
EL CERRITO		CONTRA COSTA	DR	4	CAST IRON	6	1953	4,500	1/14/2026	1/14/2026	Y
EL CERRITO		JORDAN	AVE	4	CAST IRON	6	1950	14,400	1/28/2026	1/29/2026	Y
EL CERRITO		POINSETT	AVE	4	CAST IRON	4	1927	1,800	1/13/2026	1/14/2026	Y
EL CERRITO		ROGER	CT	4	ASBESTOS CEMENT	6	1955	27,000	1/4/2026	1/4/2026	Y
EL CERRITO		SAN PABLO	AVE	4	STEEL	12	1925	0	12/22/2025	1/12/2026	Y
EL CERRITO		SAN PABLO	AVE	4	CAST IRON	8	1950	18,000	1/5/2026	1/5/2026	Y
EL CERRITO		SCHMIDT	LN	4	CAST IRON	6	1925	13,500	1/14/2026	1/14/2026	Y
EL CERRITO		STOCKTON	AVE	4	CAST IRON	6	1926	7,200	1/1/2026	1/1/2026	Y
EL CERRITO		WALDO	AVE	4	CAST IRON	6	1938	900	1/1/2026	1/2/2026	Y
KENSINGTON		BERKELEY PARK	BL	4	CAST IRON	6	1928	10,080	1/20/2026	1/26/2026	Y
LAFAYETTE		2ND	ST	2	ASBESTOS CEMENT	6	1973	0	1/16/2026	1/20/2026	Y
LAFAYETTE		BYRDEE	WAY	2	ASBESTOS CEMENT	8	1967	0	1/16/2026	1/23/2026	Y
LAFAYETTE		MT DIABLO	BL	2	CAST IRON	8	1955	0	1/21/2026	1/27/2026	Y
LAFAYETTE		WESTWIND	RD	2	CAST IRON	4	1941	1,800	1/2/2026	1/3/2026	Y
MORAGA		CYPRESS POINT	WAY	3	ASBESTOS CEMENT	6	1975	18,000	1/1/2026	1/2/2026	Y

KPI = turn around time to repair the leak

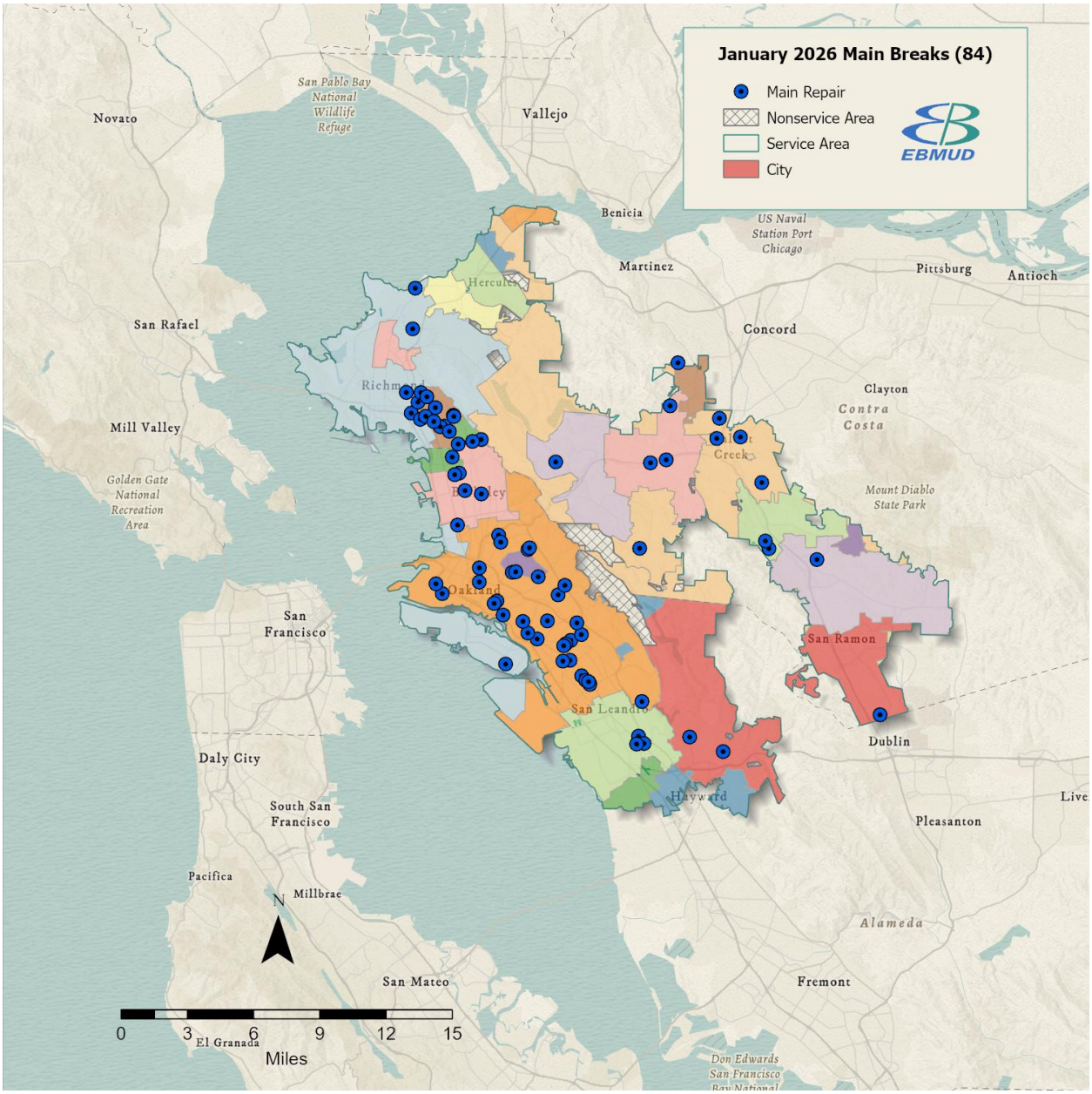
January 2026 MAIN BREAK REPAIRS											
City	Pre	Street	Suf	Ward	Pipe Material	Pipe Diameter	Year Installed	Est Water Loss (Gal)	Identified On	Completed On	KPI Met?
OAKLAND		4TH	AVE	6	CAST IRON	6	1936	4,500	1/6/2026	1/6/2026	Y
OAKLAND		4TH	AVE	6	CAST IRON	6	1936	16,200	1/7/2026	1/8/2026	Y
OAKLAND		4TH	AVE	6	CAST IRON	6	1936	17,280	1/21/2026	1/26/2026	Y
OAKLAND		40TH	AVE	6	CAST IRON	6	1954	8,640	1/10/2026	1/11/2026	Y
OAKLAND		57TH	AVE	6	CAST IRON	6	1938	34,560	1/2/2026	1/4/2026	Y
OAKLAND		57TH	AVE	6	CAST IRON	6	1938	8,640	1/8/2026	1/13/2026	Y
OAKLAND		57TH	AVE	6	CAST IRON	6	1938	5,760	1/20/2026	1/21/2026	Y
OAKLAND		57TH	AVE	6	CAST IRON	6	1938	7,200	1/21/2026	1/21/2026	Y
OAKLAND		66TH	AVE	5	CAST IRON	4	1944	67,500	1/10/2026	1/10/2026	Y
OAKLAND		86TH	AVE	6	CAST IRON	4	1934	9,000	1/2/2026	1/2/2026	Y
OAKLAND		91ST	AVE	6	CAST IRON	4	1934	900	1/9/2026	1/9/2026	Y
OAKLAND		95TH	AVE	6	CAST IRON	6	1911	4,500	1/5/2026	1/5/2026	Y
OAKLAND		A	ST	6	CAST IRON	6	1935	3,600	1/5/2026	1/5/2026	Y
OAKLAND		A	ST	6	CAST IRON	6	1935	13,500	1/5/2026	1/5/2026	Y
OAKLAND		A	ST	6	CAST IRON	6	1935	12,960	1/14/2026	1/16/2026	Y
OAKLAND		A	ST	6	CAST IRON	4	1927	18,000	1/26/2026	1/26/2026	Y
OAKLAND		AMY	DR	3	CAST IRON	6	1924	4,500	1/3/2026	1/4/2026	Y
OAKLAND		BROADWAY	TER	3	CAST IRON	6	1951	900	1/10/2026	1/11/2026	Y
OAKLAND		BROADWAY		3	CAST IRON	12	1926	0	1/2/2026	1/8/2026	Y
OAKLAND		BURDECK	DR	3	WROUGHT IRON	2	1921	8,640	1/17/2026	1/22/2026	Y
OAKLAND		CHASE	ST	5	STEEL	2	1895	0	1/26/2026	1/30/2026	Y
OAKLAND		CHESTER	ST	5	CAST IRON	6	1950	11,520	1/6/2026	1/9/2026	Y
OAKLAND		COLLEGE	AVE	3	CAST IRON	10	1932	6,750	1/7/2026	1/7/2026	Y
OAKLAND		CRANFORD	WAY	6	ASBESTOS CEMENT	8	1959	900	1/6/2026	1/6/2026	Y
OAKLAND		FARNAM	ST	6	CAST IRON	6	1937	36,000	1/16/2026	1/20/2026	Y
OAKLAND		INTERNATIONAL	BL	5	CAST IRON	6	1912	18,000	1/2/2026	1/2/2026	Y
OAKLAND		INTERNATIONAL	BL	6	CAST IRON	4	1934	3,600	1/17/2026	1/18/2026	Y
OAKLAND		IRVING	AVE	6	CAST IRON	4	1940	43,200	1/21/2026	1/26/2026	Y
OAKLAND		LAIRD	AVE	6	CAST IRON	6	1917	9,000	1/8/2026	1/8/2026	Y
OAKLAND		MAXWELTON	RD	3	CAST IRON	6	1924	18,000	1/2/2026	1/3/2026	Y

KPI = turn around time to repair the leak

January 2026 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		MORSE	DR	6	CAST IRON	6	1934	12,960	12/31/2025	1/8/2026	Y
OAKLAND		NEVIL	ST	6	CAST IRON	6	1952	900	1/29/2026	1/30/2026	Y
OAKLAND		SAN PABLO	AVE	4	CAST IRON	6	1935	9,000	1/10/2026	1/10/2026	Y
OAKLAND		TELEGRAPH	AVE	3	CAST IRON	8	1954	0	12/16/2025	1/7/2026	Y
OAKLAND		TOMPKINS	AVE	3	CAST IRON	6	1927	1,350	1/18/2026	1/19/2026	Y
OAKLAND		WARFIELD	AVE	3	CAST IRON	6	1925	13,500	1/2/2026	1/2/2026	Y
OAKLAND		WILSHIRE	BL	3	ASBESTOS CEMENT	6	1963	21,600	1/12/2026	1/14/2026	Y
ORINDA		BERKELEY	AVE	3	CAST IRON	4	1945	1,800	1/19/2026	1/19/2026	Y
PIEDMONT		CAMBRIAN	AVE	3	CAST IRON	6	1927	28,800	1/11/2026	1/14/2026	Y
PIEDMONT		RANLEIGH	WAY	3	CAST IRON	6	1930	27,000	1/7/2026	1/8/2026	Y
PIEDMONT		RANLEIGH	WAY	3	CAST IRON	6	1930	0	1/15/2026	1/21/2026	Y
RICHMOND	S	55TH	ST	1	STEEL	6	1955	1,800	1/1/2026	1/1/2026	Y
RICHMOND		ARNO	CT	1	CAST IRON	6	1916	0	12/16/2025	1/6/2026	Y
RICHMOND		HENDERSON	DR	1	ASBESTOS CEMENT	6	1955	0	12/11/2025	1/9/2026	Y
RICHMOND		NEVIN	AVE	1	CAST IRON	4	1942	18,000	1/15/2026	1/15/2026	Y
RICHMOND		SOUTHWOOD	DR	1	ASBESTOS CEMENT	6	1967	9,000	1/23/2026	1/23/2026	Y
SAN LEANDRO		146TH	AVE	7	CAST IRON	6	1945	2,700	1/8/2026	1/8/2026	Y
SAN LEANDRO		150TH	AVE	7	CAST IRON	6	1938	17,280	1/9/2026	1/14/2026	Y
SAN LEANDRO		MARGERY	AVE	7	CAST IRON	4	1946	12,960	1/18/2026	1/20/2026	Y
SAN RAMON		ELMWOOD	DR	2	NON METALLIC / PLASTIC	12	1995	0	1/14/2026	1/22/2026	Y
WALNUT CREEK		OVERLOOK	DR	2	ASBESTOS CEMENT	6	1959	1,800	1/7/2026	1/8/2026	Y
WALNUT CREEK		RAHN	CT	2	ASBESTOS CEMENT	6	1955	1,350	1/11/2026	1/11/2026	Y
WALNUT CREEK		RUDGEAR	RD	2	ASBESTOS CEMENT	6	1961	8,640	1/21/2026	1/26/2026	Y
WALNUT CREEK		YGNACIO VALLEY	RD	2	STEEL	16	1955	9,000	1/8/2026	1/10/2026	Y
							Total	**914,130**			

Non-surfacing leaks discovered by leak detection technologies	8
Breaks caused by contractors or other agencies	0
Other main breaks	76
Total water main repairs	84

KPI = turn around time to repair the leak


January 2026 Main Breaks (84)
Main Repair
Nonservice Area
Service Area
City
EBMUD
Novato
San Pablo Bay National Wildlife Refuge
Vallejo
Benicia
US Naval Station Port Chicago
Martinez
Pittsburg
Antioch
Concord
San Rafael
Mill Valley
Golden Gate National Recreation Area
Clayton
Contra Costa
Mount Diablo State Park
San Ramon
Dublin
San Francisco
Daly City
South San Francisco
Pacifica
Millbrae
San Mateo
El Granada
Pleasanton
Alameda
Fremont
Hayward
N
0 3 6 9 12 15
Miles

Customer Account Delinquency Information
January 2026

(Data collection began September 1, 2017 - CAP applications processed through January 30, 2026)

CUSTOMER ASSIST. PROGRAM (CAP) ENROLLMENT	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Jan 26 [67]	Totals (since 9/1/2017)
New CAP Participants	297	302	310	233	246	221	19,403
CAP Renewals	215	212	209	131	221	245	19,260
CAP Departures	535	471	408	371	362	476	28,855
Total Active CAP Participants w/Active Accounts	11,108	11,128	11,257	11,320	11,418	11,381	-
PAYMENT PLANS	**Aug 25**	**Sep 25**	**Oct 25**	**Nov 25**	**Dec 25**	**Jan 26**	**Totals** (since 9/1/2017)
Approved Payment Plans	3,289	3,276	3,528	2,837	3,631	3,795	289,929
Approved Payment Plans resulting from Flow Restrictor	-	-	-	-	-	-	
15-day Final Collection Notices [51]	16,481	16,767	17,000	13,633	19,560	14,464	1,623,934
15-day Final Collection Notices (Tenant Occupied) [51]	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	-
48-hr Service Interruptions Notices (Tenant Occupied) [3,52]	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	-
Service Interruption Orders/Door Hangers Generated	1	462	20	174	324	104	4,249
Service Interruptions Completed (Flow Restrictor Installed)	155	111	144	64	106	140	2,676
Number of Flow Restrictors Removed/Service Restored	133	122	127	68	120	138	2,183
Flow Restrictors Remain Installed as of End of Month	456	445	462	458	444	446	
Shutoff Subsequent to FR (Payment Plan Defaults)	-	-	-	-	-	409	409
Shutoff Subsequent to FR (Water Waste)	-	-	-	-	-	13	13
OWNER OCCUPIED - SINGLE-FAMILY LIENS	**Aug 25**	**Sep 25**	**Oct 25**	**Nov 25**	**Dec 25**	**Jan 26**	**Totals** (since 11/1/2024)
Liens Filed	-	-	498	-	78	150	2,009
Released	75	-	513	-	-	-	848
Transferred to Alameda Cty.	329	-	-	-	-	-	329
Transferred to Contra Costa Cty.	194	-	-	-	-	-	194
Total Transactions/Month	**75**	**-**	**1,011**	**-**	**78**	**150**	2,857
FLOW RESTRICTOR TAMPERING	**Aug 25**	**Sep 25**	**Oct 25**	**Nov 25**	**Dec 25**	**Jan 26**	**Totals**
Flow Restrictor Tampered	5	4	7	3	1	4	72
WATER THEFT	**Aug 25**	**Sep 25**	**Oct 25**	**Nov 25**	**Dec 25**	**Jan 26**	**Totals** (since 9/1/2017)
No. of Incidents	32	33	39	52	43	53	948
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]	**Aug 25**	**Sep 25**	**Oct 25**	**Nov 25**	**Dec 25**	**Jan 26**	**Totals** (since 9/1/2017)
Liens Filed	44	-	-	-	29	29	7,902
Released	1	3	39	-	331	300	7,302
Transferred to Alameda Cty.	478	-	-	-	114	300	3,310
Transferred to Contra Costa Cty.	63	-	-	-	217	-	724
Total Transactions/Month	**45**	**3**	**39**	**-**	**360**	**329**	18,066
BAD DEBT - WRITE OFFS [2]	**Aug 25**	**Sep 25**	**Oct 25**	**Nov 25**	**Dec 25**	**Jan 26**	**Totals** (since 9/1/2017)
Total Referred to Collection Agency	$502,440	$532,316	$688,230	$438,528	$823,240	TBD	$ 27,934,638.00
Write-Off % to Billed Revenue	0.55%	0.61%	0.79%	0.55%	1.25%	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).
[67] Report as of 2/3/26. Pending: Bad Debt Write Off Percentage for January. Updated the Bad Debt Write-off % for December. City "Kensington" added to Water Theft Tab.
Added 2 rows of data 1 Flow Restrictor Payment Defaul Shutoff and 2 Shutoff Waterwaste - totals from July 1 , 2025 thru January 31, 2026

Notes: - Effective March 12, 2020, the District suspended "Disconnects Due to Non-Payment" (DNP) to residential customers, withheld mailing 48-hr notices to customers, and began restoring service to all customers shutoff as of January 2020. The DNP information will be omitted from this table until the District resumes DNP activities.

Water Theft

Water Theft Type/City	Alameda	Alamo	Albany	Berkeley	Castro Valley	Crockett	Danville	El Cerrito	El Sobrante	Emeryville	Hayward	Hercules	Kensington	Lafayette
Meter	11	1	5	56	10	3	4	5	4	3	12	8	1	4
Illegal Connection	0	1	0	4	0	0	1	0	0	0	0	0	0	0
Hydrant	0	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	0
Total	**12**	**2**	**5**	**60**	**10**	**3**	**5**	**5**	**4**	**3**	**13**	**8**	**1**	**4**

Water Theft Type/City	Moraga	Oakland	Orinda	Piedmont	Pinole	Pleasant Hill	Richmond	Rodeo	San Lorenzo	San Leandro	San Pablo	San Ramon	Walnut Creek	Total as of 9/1/2017
Meter	2	593	1	2	9	1	124	9	2	19	12	6	9	916
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**	**608**	**2**	**2**	**9**	**1**	**128**	**10**	**2**	**20**	**12**	**7**	**10**	**948**