



**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 24, 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. *Saji Pierce, et al. v. East Bay Municipal Utility District, et al.*
USDC, N.D. Cal., Case No. 3:21-cv-04325-AGT
Ninth Circuit Court of Appeals, Case No. 24-1260
2. Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2):
 - a. *Farris Baker v. East Bay Municipal Utility District, et al.*
California Civil Rights Department; Case No: 2024-11-27107619

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

REGULAR BUSINESS MEETING
1:15 p.m.

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

ROLL CALL:

BOARD OF DIRECTORS:

- Pledge of Allegiance

PRESENTATION:

- Recognizing Women's History Month and EBMUD's Women Employees' Resource Opportunity Collaboration Community (WE ROCC) Affinity Group

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:

- Finance/Administration
- Planning
- Legislative/Human Resources

CONSENT CALENDAR: (Single motion and vote approving 9 recommendations including 1 resolution.)

1. Approve the Regular Meeting Minutes of February 10, 2026.
2. File correspondence with the Board.
3. Authorize an agreement beginning on or after February 24, 2026 with Cabral Enterprizes, Inc. for three years with two options to renew for additional one-year periods for a total amount, including option years, not to exceed \$240,000 for street sweeping services.
4. Authorize the purchase of Adobe ColdFusion software license subscriptions term beginning on or after February 24, 2026, from Ablegov, Inc. for one year, with two options to renew for additional one-year periods, for a total amount not to exceed \$184,528.13. This purchase will be made under State of California contracts available for use by local governments.
5. Authorize the purchase of telematics-related software, hardware, service, training, and support beginning on or after February 24, 2026 from Geotab USA, Inc., for three years, with two options to renew for additional one-year periods for a total amount not to exceed \$1,400,000. This purchase will be made under State of California contracts available for use by local governments.

CONSENT CALENDAR: (Continued)

6. Authorize a one-year extension, effective as of December 10, 2025, to the option agreement with Oakport Energy Storage, LLC (OES) authorized by the Board under Resolution No. 35208-20. The extension to the option agreement will allow OES to lease approximately 1.4 acres of the District's property for the installation of one or more Battery Energy Storage Systems on a portion of the District's property, located behind the Oakport Wet Weather Facility in Oakland, California.
7. Approve the January 2026 Monthly Investment Transactions Report.
8. Authorize the Office of General Counsel to continue the employment of the law firm of GinnLaw, PC, for specialized legal services related to public works construction, public contracts and procurement, and related claims and litigation matters in an amount not to exceed \$150,000.
9. Adopt a resolution to approve equity adjustment increases for the following fourteen confidential and non-represented classifications: Assistant to the General Manager (5.0%); Customer Support Program Administrator (5.0%); Human Resources Information Systems Analyst I (5.0%); Legal Assistant I (5.0%); Legal Assistant II (2.5%); Legal Office Administrator (5.0%); Manager of Distribution Maintenance and Construction (5.0%); Manager of Facilities Maintenance and Construction (5.0%); Manager of Fisheries and Wildlife (5.0%); Manager of Laboratory and Technical Services (5.0%); Manager of Maintenance Support (5.0%); Manager of Pipeline Construction (5.0%); Manager of Watershed and Recreation (5.0%); and Paralegal (2.5%). (Resolution)

DETERMINATION AND DISCUSSION:

10. Take actions related to the Employees' Retirement System. (Resolution)
 - 10.1. Adopt the Actuarial Valuations of the Employees' Retirement System as of June 30, 2025 prepared by the Retirement System's actuary.
 - 10.2. Set Retirement System Contribution Rates for Fiscal Year 2027 based on the actuarially determined contribution rates in the valuations.
11. 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

DIRECTOR COMMENTS:

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

ADJOURNMENT:

The next Regular Meeting of the Board of Directors will be held at 1:15 p.m. on Tuesday, March 10, 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.

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BOARD CALENDAR

Meeting dates, times, and locations are subject to change

Date	Meeting	Time/Location	Topics
Tuesday, February 24	Finance/Administration Committee	8:30 a.m. Boardroom	- Monthly Investment Transactions Report - Employees' Retirement System Fiscal Year 2025 Update, Actuarial Valuations, and Fiscal Year 2027 Contribution Rates
	Mid-Cycle Budget and Finance Workshop	9:15 a.m. Boardroom	
	Board of Directors	11:00 a.m. Boardroom	Closed Session
		1:15 p.m. Boardroom	Regular Business Meeting
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	Closed Session
		1:15 p.m. Boardroom	Regular Business Meeting
<u>2026 Board Committee Members</u>			
	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/>

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 19, 2026

MEMO TO: Board of Directors

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

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

SUBJECT: Planning Committee Minutes – February 10, 2026

Chair Valerie D. Lewis called the Planning Committee meeting to order at 9:03 a.m. in the Administration Building Boardroom. President Luz Gómez and Director Marguerite Young were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Director of Wastewater Amit K. Mutsuddy, Director of Operations and Maintenance David A. Briggs, Manager of Maintenance Support Gina L. Jenkins, Manager of Pipeline Construction David H. Katzev, Manager of Maintenance & Construction/Water Operations Crystal J. Yezman, Associate Civil Engineer Jennifer S. Ku, and Secretary of the District Rischa S. Cole.

Public Comment. None.

Presentations/Documentation. 1) Presentation entitled, “Influent Pump Station Resiliency Project,” dated February 10, 2026; and 2) Presentation entitled, “Contracted Services for Maintenance and Construction,” dated February 10, 2026.

Influent Pump Station (IPS) Resiliency Project. Associate Civil Engineer Jennifer S. Ku provided the presentation. The IPS is the most critical facility at the Main Wastewater Treatment Plant (MWWTP) as it conveys all wastewater flow into the plant for treatment. An IPS outage could result in sanitary sewer overflows. The facility was originally constructed in 1951 with major modifications completed in the early 1990s, and recent evaluations identified significant reliability concerns, including seismic and power supply deficiencies, as well as aging support equipment. Ms. Ku outlined the proposed project scope, which includes seismic retrofits and electrical improvements to enhance facility resiliency. The project received a Federal Emergency Management Agency (FEMA) Hazard Mitigation Grant Program award in November 2023, which covers up to 90 percent of the seismic retrofit improvement costs. The grant has two phases. Phase 1 covers all activities before construction and Phase 2 covers all construction activities. Currently, Phase 1 costs have been obligated for approximately \$2.8 million. The District has already received \$829,273 in funding to-date. After all Phase 1 deliverables are completed, the design will be submitted to FEMA for review and approval. FEMA must approve all deliverables before the project can be bid for construction. Phase 2 costs will be reimbursed only after FEMA approval of the Phase 1 deliverables. Staff has been advised that FEMA review has been taking 18 months or more for other projects due to lack of FEMA staffing. Final design is expected to be completed by November 2026, with FEMA review anticipated to begin in early 2027, although extended FEMA review timelines will delay project implementation. Staff is uncertain if FEMA will grant an extension for Phase 2 funding. Based on this, Ms. Ku outlined the implementation approach and next steps, including completing the final design, continued coordination with FEMA regarding review and time extensions, and finalizing construction sequencing prior to proceeding with the construction packages. If FEMA does not approve a time extension for the grant, the District may proceed with the seismic construction first and electrical construction will follow. Director of Wastewater Amit K. Mutsuddy and Ms. Ku addressed Committee questions regarding the FEMA grant review process, hazard mitigation funding, project sequencing, MWWTP electrical

resiliency, power source limitations, duration of plant operations using emergency generators, seismic and fire risks, and emergency response considerations. General Manager Clifford C. Chan advised that staff will update the Committee on the FEMA grant status and confirmed the District's intent to proceed with the project independent of FEMA timelines. It was moved by President Gómez, seconded by Director Young, and carried (3-0) by voice vote to accept the report.

Contracted Services for Maintenance and Construction. Manager of Maintenance & Construction/Water Operations Crystal J. Yezman introduced the presentation. The District uses nine fully-maintained and operated (FM&O) contract services (dump truck, hydro/air-vacuum excavation, paving, pavement grinding, flagging, welding, saw-cutting, sweeping, and concrete repair) to supplement District forces during periods of peak workload, specialized skills and services, emergencies, seasonality, and coordination with outside agencies. Ms. Yezman discussed Fiscal Year (FY) 2025 expenditures for FM&O versus District staff noting that most maintenance and construction work is performed by District forces and that FM&O services represent approximately six percent of total departmental expenditures. Next, Manager of Pipeline Construction David H. Katzev discussed paving, dump truck, saw-cutting, and flagging services, and reviewed examples of work performed by both District staff and contractors, as well as spending trends and projected spending. Staffing and equipment will be added in FY 2027 to create one additional saw-cutting crew, while spending for off haul events is projected to decrease as FM&O dump truck services for direct haul increases. Contractors are primarily used for large pipeline replacement clusters, joint paving projects with cities and counties, and specialized work not performed by District forces. FY 2026 projections indicate that approximately 96 percent of total paving expenditures will be through joint paving agreements. Mr. Katzev explained that flagging services are required by city traffic control plans which vary daily and while District staff can perform flagging, it is not a core function of their duties. Manager of Maintenance Support Gina L. Jenkins provided an overview of concrete services, including the number of District concrete crews, when contractors are used, and expenditure trends. District staff primarily perform smaller concrete repair work, while contractors are used for larger or specialized projects. Ms. Jenkins provided examples of concrete work performed by both District crews and contractors and discussed staffing adjustments made to support this work. Ms. Yezman concluded with a review of cost comparisons between District forces and contractors and reported that staffing levels have increased since 2021 to reduce reliance on FM&O services. She highlighted the District's Contract Equity Program (CEP) and CEP utilization supporting minority- and women-owned and local businesses. Addressing the Committee was Eric Larsen, President, AFSCME Local 444, who commented on the information presented, acknowledged the District's need to use contract services, expressed appreciation for engagement during contracting out meetings, and referenced Assembly Bill (AB) 339 and Municipal Utility District (MUD) Act sections on staffing and contracting for services. Staff addressed Committee questions regarding saw-cutting and flagging services, the PAC States off haul trucking contract and potential subcontracting, contractor wage and compensation practices, and the factors used to determine when to supplement District forces with outside resources. The Committee requested follow up information on PAC States' subcontracting and union status, union participation and signatory status among contractors, and a confidential memo interpreting the MUD Act, relevant MOU provisions, and AB 339 as they relate to contracting out. It was moved by Director Young, seconded by President Gómez, and carried (3-0) by voice vote to accept the report.

Adjournment. Chair Lewis adjourned the meeting at 9:59 a.m.

CCC:RSC

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 19, 2026

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager CCC

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

SUBJECT: Legislative/Human Resources Committee Minutes – February 10, 2026

Chair Joey D. Smith called to order the Legislative/Human Resources Committee meeting at 10:31 a.m. in the Administration Building Boardroom. Directors April Chan and Jim Oddie were present at roll call. Staff participants included General Manager Clifford C. Chan, General Counsel Derek T. McDonald, Special Assistant III Derry L. Moten, Senior Human Resources Analyst Katherine S. Tate, and Secretary of the District Rischa S. Cole.

Public Comment. Addressing the Committee was Eric Larsen, President, AFSCME Local 444, who commented on Employee Relations Division staffing and expressed concerns about recent disciplinary actions and the potential transfer of employee disciplinary investigations to Employee Relations.

Presentations/Documentation. 1) Presentation entitled, “Reporting Year 2025 Equal Employment Opportunity Program Report”, dated February 10, 2026.

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

Senior Human Resources Analyst Katherine S. Tate provided the presentation. The District’s EEOP is developed and implemented consistent with applicable federal requirements and is maintained for Protected Veterans (Veterans) and Individuals with Disabilities (IWDs) in accordance with Executive Order 14173. Ms. Tate reviewed outcomes for IWDs and Veterans in RY 2025. IWD compliance is measured through a 7 percent utilization goal by job group, while protected veteran compliance is measured through an annually established District hiring benchmark of 3.2 percent across the workforce. For RY 2025, the District achieved an actual hiring rate of 7.16 percent for IWDs, exceeding the 7 percent federal utilization goal. She reviewed five-year trend data and explained that job groups falling below the utilization goal trigger internal assessment and outreach efforts. Veteran hiring outcomes exceeded the District’s 3.2 percent hiring benchmark, achieving a hiring rate of 5.02 percent. Next steps for RY 2026 include maintaining the EEOP for IWDs and Veterans, adopting the 7 percent national utilization goal for IWDs, establishing an annual customized 3.2 percent Veteran hiring benchmark, and continued implementation of the District’s inclusive and compliant long-term workforce development strategy. Staff is recommending the Board adopt the RY 2025 EEOP Report at its meeting this afternoon. Staff responded to Committee questions on Executive Order 14173, classification of mental health conditions as disabilities, and historical utilization of IWDs. The Committee requested historical IWD data by job group and an update on Employee Relations. General Manager Clifford C. Chan advised an update is scheduled for the Legislative/Human Resources Committee meeting in April 2026. It was moved by Director Oddie, seconded by Director Chan, and carried (3-0) by voice vote to accept the report.

Adjournment. Chair Smith adjourned the meeting at 10:51 a.m.

CCC/RSC

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MINUTES

**Tuesday, February 10, 2026
East Bay Municipal Utility District
Board of Directors
375 Eleventh Street
Oakland, California**

Regular Closed Session Meeting

President Luz Gómez called to order the Regular Closed Session Meeting of the Board of Directors at 11:01 a.m. in the Administration Building Boardroom.

ROLL CALL

Directors April Chan, Valerie D. Lewis, Jim Oddie, Joey D. Smith, Marguerite Young, and President Luz Gómez were present at roll call. Director Andy Katz arrived at 11:04 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

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

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

President Gómez led the Pledge of Allegiance.

ANNOUNCEMENTS FROM CLOSED SESSION

There were no announcements required from closed session.

PUBLIC COMMENT

- Addressing the Board was Billy Trice who commented on billing, water rates, and the City of Oakland sewer service charge. Mr. Trice was referred to Director of Finance Sophia D. Skoda for assistance.

COMMITTEE REPORTS

- Filed with the Board were the Minutes for the January 27, 2026 Finance/Administration Committee Meeting.
- Chair Lewis reported the Planning Committee met earlier and received updates on the Influent Pump Station Resiliency Project and Follow-up Contracted Services for Maintenance and Construction.
- Chair Smith reported the Legislative/Human Resources Committee met earlier and received an update on the Reporting Year 2025 Equal Employment Opportunity Program Report.
- Director Oddie reported the FRWA Board met on February 5 to elect the 2026 Chair and Vice Chair; receive updates on EBMUD and Sacramento County Water Agency water supplies, the Freeport Regional Water Project, golden mussels, and the United States Army Corps of Engineers Levee Project; and accept the FRWA Fiscal Year 2025 Audited Financial Statements. Director Oddie was elected 2026 FRWA Vice Chair.
- President Gómez reported the DERWA Board met on February 2 and selected Board Officers for 2026; authorized the Authority Manager to finalize and execute a Memorandum of Agreement with Central Contra Costa Sanitary District to cooperate on the development of a long-term seasonal wastewater diversion agreement; and authorized the Authority Manager to finalize and execute an agreement with CDM Smith for the Central Contra Costa Sanitary District Evaluation Technical Study.

CONSENT CALENDAR

- Motion by Director Young, seconded by Director Lewis, to approve the recommended actions for Items 1-7 on the Consent Calendar carried (7-0) by the following voice vote: AYES (Chan, Katz, Lewis, Oddie, Smith, Young, and Gómez); NOES (None); ABSTAIN (None); ABSENT (None).
1. **Motion No. 027-26** – Approved the Special and Regular meeting minutes of January 27, 2026.
 2. The following correspondence was filed with the Board: **1)** Presentation entitled, “Water Supply Update,” dated February 10, 2026; **2)** Presentation entitled, “Education Program Update,” dated February 10, 2026; **3)** Speakers’ Bureau and Outreach Record CY26, dated February 10, 2026; and **4)** Email dated February 19, 2026 to Rischa Cole from Director April Chan transmitting the statement she read at the February 10, 2026 Regular Board meeting.

3. **Motion No. 028-26** – Authorized 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. **Motion No. 029-26** – Authorized 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. **Motion No. 030-26** – Authorized 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. **Motion No. 031-26** – Adopted the Reporting Year 2025 Equal Employment Opportunity Program Report.
7. **Resolution No. 35475-26** – Authorizing The District To Acquire And Hold Certain Conservation Easements And Related Access Easements On The Old Oak Property In San Joaquin County, California.

DETERMINATION AND DISCUSSION

8. 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 February 4, 2026: gross water production; current reservoir storage levels; the District's total system storage (600,550 acre-feet, representing 78% percent of capacity); precipitation in the East Bay (12.14 inches, or 76% of average) and in the Mokelumne (25.4 inches, or 93% of average); and snow conditions at Caples Lake, including snow depth (34 inches) and snow water content (8.75 inches). He reviewed snowpack levels and snow water equivalent in the Sierras, the seasonal precipitation outlook for February 2026, projected Mokelumne precipitation for Rainfall Year 2026, and 2026 end of season total system storage projections. He noted that as requested, the presentation graphs for Mokelumne precipitation rainfall and end of season storage were updated to include a 95th percentile.

Education Program Update

Senior Community Affairs Representative Kathryn A. Horn reviewed the program strategy and purpose, recent activities and upcoming initiatives. East Bay activities included water field trips for 5th-graders from Title I schools; school assemblies; STEAM nights and classroom presentations for students and parents; and continued promotion of the H2Flow song and music video. Upcountry activities included classroom presentations and field trips to Camanche and Pardee Reservoirs, supported by the City of Lodi Outdoor Equity Grant. District staff led facility tours and Water Walks in the East Bay and upcountry; hosted Water Wednesday webinars; and is preparing for the 2026 Community Water Academy (CWA) in which approximately 35 community leaders from local government, nonprofit, and education sectors will participate in five

in-person sessions to learn about the District. An interpretive display with information and artifacts focused on EBMUD history is planned for installation in the Administration Building lobby in May 2026. Looking ahead, staff is working to record the H2Flow song in Spanish, expand in-classroom lessons and STEAM demonstrations, build new partnerships, and introducing STEAM kits with water lessons for educators. The Board thanked Ms. Horn for the presentation and asked questions about CWA participants, partnering with the Siesta Valley Foundation, field trips for non-Title I schools, and encouraging student participation in county science fairs. Staff was asked to consider establishing expectations for CWA participants regarding their role as ambassadors and to provide information on the selected participants and the wards in which they reside. Staff was also asked to collaborate with partner organizations to provide meaningful outdoor and experiential learning opportunities for additional schools.

Monthly Report

General Manager Clifford C. Chan announced the January 2025 Monthly Report was included in the agenda materials and reported billed consumption and actual revenue is down. Staff will provide additional details on this information during the mid-year budget workshop in March 2026. He noted that the Speakers' Bureau and Outreach Record CY26 had been provided at Board places.

DIRECTOR COMMENTS

9. Other Items for Future Consideration.

None.

10. Director Comments.

- Director Chan reported attending the Fairview Municipal Advisory Council in Castro Valley on February 3 and completing two of the three professional development courses as directed by the Board during the November 12, 2025 Regular meeting. Director Chan read a response to an apology letter from Director Young and asked that the APEA Democratic Caucus letter previously submitted to the Board and the EBMUD internal security report be made available online, in a machine-readable format and searchable through search engines.
- Director Oddie reported attending the Lunar New Year Bazaar-Opening Ceremony in Oakland on January 31 and acknowledged Community Affairs Representative II Sun Kwong Sze for interpreting during the event.
- Director Smith reported attending the Black Employee Network's Black History Month kickoff luncheon at the Administration Building on February 4 and plans to attend the APEA Lunar luncheon in Oakland on February 25.
- President Gómez reported attending the East Bay Leadership Council East Bay Leadership Series event in Concord on January 29; presenting at the Alamo Municipal Advisory Council on February 3; and presenting at the Danville Kiwanis meeting on February 5.
- Directors Katz, Lewis and Young had no reports.

ADJOURNMENT

President Gómez adjourned the Regular Meeting at 2:05 p.m.

SUBMITTED BY:

Rischa S. Cole, Secretary of the District

APPROVED: February 24, 2026

Luz Gómez, President of the Board

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BOARD ACTION

Agenda Number:	3.	Meeting Date:	February 24, 2026
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TITLE	STREET SWEEPING SERVICES
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize an agreement beginning on or after February 24, 2026 with Cabral Enterprizes, Inc. for three years with two options to renew for additional one-year periods for a total amount, including option years, not to exceed \$240,000 for street sweeping services.
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SUMMARY	Street sweeping services are required on an as-needed basis at the Main Wastewater Treatment Plant and North Richmond Water Reclamation Plant to maintain access to the infrastructure and safety of the workplace.
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DISCUSSION	The wastewater facilities require regular street sweeping services throughout the roadways and parking areas to minimize grit and debris from entering the plant drains and to minimize slipping hazards. The services contracted for in the agreement cannot be satisfactorily performed under the District civil service and therefore contracting out is proper. This project supports the District's Long-Term Infrastructure Investment Strategic Plan goal.
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SERVICE PROVIDER SELECTION	A request for proposals was posted on the District's website. Two service providers submitted proposals and two service providers meet the request for proposal criteria. Cabral Enterprizes, 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. Cabral Enterprizes, Inc., is licensed to perform work in California, and is not on the State DIR debarment list. Cabral Enterprizes, Inc. and its listed subcontractors are properly registered with the State DIR.
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SUSTAINABILITY	Economic Funding in the Fiscal Year 2026/2027 adopted operating budget includes funding for the first two years of this multi-year agreement. Funding for the additional years will be considered as part of the associated budget development process.
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Originating Department: Wastewater	Department Director or Manager: Amit K. Mutsuddy	CEP Forms? Yes	Board Action Type: General Services
Funds Available: FY2026/FY2027	Budget Coding: 21-911-9123100-53110		Approved: 
Attachment(s): P-035; P-061			

Title:	Street Sweeping Services	Meeting Date:	February 24, 2026
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Social

Local 444 was notified of this agreement on October 2, 2025, and did not raise any specific issues related to this agreement.

Environmental

Routine street sweeping will keep facilities clean, properly drained and safe for staff.

ALTERNATIVES

Select a different service provider. This alternative is not recommended because the lowest responsive/responsible bidder can perform the work as specified in the agreement.

Do not perform the work. This alternative is not recommended because routine cleaning keeps the facilities safe, clean, and properly drained.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE General Services Agreement Street Sweeping Services						DATE: January 26, 2026					
CONTRACTOR: Cabral Enterprizes, Inc. Hayward, CA					PERCENTAGE OF CONTRACT DOLLARS						
Local / Small Business					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE: \$240,000 *		FIRM'S OWNERSHIP			White Men		25%		100.0%		
		Ethnicity		Gender	White Women		6%		0.0%		
		White		Men	Ethnic Minorities		25%		0.0%		
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: Cabral Enterprizes, Inc.		\$240,000	White	X		100.0%					
SUBS: None											
TOTAL		\$240,000				100.0%	0.0%	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:		3		0		7		10			
Percent of Total Employees:		30.0%		0.0%		70.0%					
MSA Labor Market %:		32.3%		27.8%		39.9%					
MSA Labor Market Location:		9 Bay Area Counties									
COMMENTS											
Contract Equity Participation - 100% White Men participation. Contract Duration: Three years with two options to renew for additional one-year periods. *Total not to exceed \$240,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Street Sweeping Services			Ethnic Minority Percentages From U.S. Census Data						
				B	H	A/PI	AI/AN	TOTAL	
			National	10.5	10.7	3.7	0.7	27.3	
General Services Agreement		DATE: 1/26/2026	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: L/SBE	Company Wide	3	3	0	0	6	60.0%	39.9%
Cabral Enterprizes, Inc. Lisa Rusco 1975 National Ave. Hayward, CA 94545 209-597-4655		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	2	3	0	0	5	71.4%	
		Semi/Unskilled	1	0	0	0	1	100.0%	
		Bay Area	3	3	0	0	6	60.0%	39.9%
		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	9 Bay Area Counties		# Employees-Co. Wide:		10		Bay Area: 10
P	Unclassified	Company Wide	567	532	25	10	1,134	65.2%	27.3%
Sweeping Corporation of America, LLC 4141 Rockside Rd., Suite 100 Seven Hills, OH 44131 408-257-0365		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	6	16	5	0	27	75.0%	39.9%
		Co. Wide MSA:	USA		# Employees-Co. Wide:		1,740		Bay Area: 36

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



BOARD ACTION

Agenda Number:	4.	Meeting Date:	February 24, 2026
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TITLE	ADOBE COLDFUSION SOFTWARE LICENSE SUBSCRIPTIONS
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize the purchase of Adobe ColdFusion software license subscriptions term beginning on or after February 24, 2026, from Ablegov, Inc. for one year, with two options to renew for additional one-year periods, for a total amount not to exceed \$184,528.13. This purchase will be made under State of California contracts available for use by local governments.
--------------------	---

SUMMARY	Adobe ColdFusion is a mature, enterprise-grade application development platform designed to accelerate the delivery of secure, scalable web applications. The District uses Adobe ColdFusion as the platform for several important District business applications.
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DISCUSSION	The District has used the Adobe ColdFusion application platform for more than 28 years to develop and operate business-critical web applications, including the timesheet management system, work tracking and management systems, and internal dashboards and portals. Maintaining Adobe ColdFusion license subscriptions ensures continuity of Adobe support services and continued access to product updates and critical security patches. The contract contains a requirement that the District indemnify the vendor in select circumstances. The General Manager has reviewed this clause with input from Risk Management and the Office of General Counsel and recommends the Board authorize the purchase. This item supports the District's Long-Term Financial Stability Strategic Plan goal.
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VENDOR SELECTION	Public Contract Code, Section 10298, allows agencies, such as EBMUD, to purchase directly through State of California contracts or through State-authorized participating agreements without pursuing separate competitive bidding. Ablegov, Inc. holds State of California Software Licensing Contract No. SLP-23-70-0090J. The State contract provides more favorable purchase terms to the District than the reseller and provider Standard Terms of Service.
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SUSTAINABILITY	Economic Funding in the Fiscal Year 2026/2027 adopted operating budget includes funding for the first year of this multi-year contract. Funding for the additional years will be considered as part of the associated budget development process.
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Originating Department: Information Systems	Department Director or Manager: Orlando W. Leon	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY 2026/2027	Budget Coding: 11.252.1866.8854700.52430		
Attachment(s): P-035; P-061			

Title:	Adobe ColdFusion Software License Subscriptions	Meeting Date:	February 24, 2026
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ALTERNATIVES

Do not purchase Adobe ColdFusion software license subscriptions. This alternative is not recommended because it would eliminate access to critical product updates, security patches, and vendor support. Maintaining continuity of support and security services is essential to ensuring the reliability and security of District systems.

Transition ColdFusion applications to another application development platform. This alternative is not recommended because of the significant time and effort required. This alternative would involve extensive application reprogramming and testing, and staff do not have the availability to support this level of work given current assignments and priorities.

I:\Sec\2026 Board Related Items\02242026 Board Agenda Items\ISD – Adobe ColdFusion Software License Subscriptions.docx



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract Adobe Coldfusion Software License Subscriptions						DATE: February 6, 2026					
CONTRACTOR: Ablegov, Inc. Folsom, CA				State Contract / Local / Small Business		PERCENTAGE OF CONTRACT DOLLARS					
						Availability Group		Contracting Objectives		Participation	
BID/PROPOSER'S PRICE: \$184,528.13 *		FIRM'S OWNERSHIP				White Men		25%		100.0%	
		Ethnicity	Gender			White Women		6%		0.0%	
		White	Men			Ethnic Minorities		25%		0.0%	
CONTRACT EQUITY PARTICIPATION											
COMPANY NAME		ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION					
				M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit
PRIME: Ablegov, Inc.		\$184,528.13	White	X		100.0%					
SUBS: None											
TOTAL		\$184,528.13				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		4		0		0		4			
Percent of Total Employees:		100.0%		0.0%		0.0%					
MSA Labor Market %:		36.1%		32.3%		31.6%					
MSA Labor Market Location:		Sacramento									
COMMENTS											
Contract Equity Participation: 100% White Men participation. Contract Duration: One year, with two options to renew for additional one-year periods. *Total not to exceed: \$184,528.13											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
Pending				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Adobe Coldfusion Software License Subscriptions			Ethnic Minority Percentages From U.S. Census Data						
				B	H	A/PI	AI/AN	TOTAL	
			National	10.5	10.7	3.7	0.7	27.3	
Materials and Supplies Contract		DATE: 2/6/2026	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: L/SBE	Company Wide	0	0	0	0	0	0.0%	31.6%
Ablegov, Inc. Larry Harris 2280E. Bidwell St., #206 Folsom, CA 95630		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	
916-910-9886 x101		AA Plan on File:	NA		Date of last contract with District:		NA		
		Co. Wide MSA:	Sacramento		# Employees-Co. Wide: 4		Bay Area: 0		
P	PHC	Company Wide	839	1,360	1,055	38	3,292	28.7%	27.3%
CDW Government LLC Angelia Green 200 N. Milwaukee Ave. Vernon Hills, IL 60061		Manager/Prof	549	733	813	23	2,118	29.0%	
		Technical/Sales	150	318	187	14	669	21.2%	
		Clerical/Skilled	122	171	28	1	322	39.5%	
		Semi/Unskilled	18	138	27	0	183	85.9%	
		Bay Area	0	0	0	0	0	0.0%	
847-371-5740		Co. Wide MSA:	USA		# Employees-Co. Wide: 11,481		Bay Area: 0		

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



BOARD ACTION

Agenda Number:	5.	Meeting Date:	February 24, 2026
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TITLE	FLEET VEHICLE AND EQUIPMENT TELEMATICS
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Authorize the purchase of telematics-related software, hardware, service, training, and support beginning on or after February 24, 2026 from Geotab USA, Inc. (Geotab), for three years, with two options to renew for additional one-year periods for a total amount not to exceed \$1,400,000. This purchase will be made under State of California contracts available for use by local governments.
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SUMMARY	After completion of a successful pilot of Geotab's telematics on 300 fleet vehicles and equipment, the District plans to install similar devices on approximately 1,129 remaining fleet vehicles and equipment. This item was discussed at the December 1, 2025 Special Finance/Administration Committee meeting.
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DISCUSSION	The District has been utilizing telematic devices since 2006. In January 2024, the District began piloting Geotab telematics on 300 fleet vehicles. The system tracks vehicle location to support servicing, worker safety and also provides a wide variety of vehicle diagnostics including mileage, performance data, maintenance data, and emissions data to streamline regulatory compliance. The purchase would expand the system to all fleet vehicles and equipment. Compliance with many California Resource Board (CARB) and Bureau of Automotive Repair (BAR) regulatory and inspection requirements can be achieved remotely using the system without bringing vehicles and equipment into the shop. The contract contains a requirement that the District indemnify the vendors in select circumstances. The General Manager has reviewed this clause with input from Risk Management and the Office of General Counsel and recommends the Board authorize the purchase.
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VENDOR SELECTION	Public Contract Code, Section 10298, allows agencies, such as EBMUD, to purchase directly through State of California contracts or through State-authorized participating agreements without pursuing separate competitive bidding. Geotab holds State of California telematics provider Contract No. 1-19-58-69. Geotab is the telematics provider that was selected by the State of California through Multiple Award Schedules. Geotab telematics is also the optimal product for the District because of its compatibility with existing fleet management software
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Originating Department: Maintenance and Construction	Department Director or Manager: Crystal J. Yezman	CEP Forms? Yes	Board Action Type: Materials and Supplies
Funds Available: FY2026/2027	Budget Coding: 11.756.1825.8834500.52430		Approved: 
Attachment(s): P-035; P-061			

Title:	Fleet Vehicle and Equipment Telematics	Meeting Date:	February 24, 2026
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(and foreseeable replacement software) and is also qualified through BAR and CARB to perform automated smog and diesel opacity tests.

SUSTAINABILITY**Economic**

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

Social

This type of work is not performed by District forces; however, a courtesy notification of this agreement was provided to Locals 21, 444, 39, and 2019 on September 5, 2025 regarding the intent to expand the pilot to the entire fleet.

The District met and conferred with Local 444 on September 15, 2025, December 2, 2025, January 6, 2026, and February 19, 2026; and Local 21 on December 16, 2025, January 22, 2026, and February 17, 2026 to address concerns over potential impacts to working conditions.

ALTERNATIVES

Do not authorize the purchase. This alternative is not recommended because the vehicle and equipment data will substantially improve the District's ability to monitor vehicle performance, schedule maintenance, and better determine future vehicle needs.

Conduct a competitive bid process. This alternative is not recommended because this vendor has been selected through a public bidding process by the State of California and can provide the necessary equipment and services to the District.



CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Materials and Supplies Contract Fleet Vehicle and Equipment Telematics						DATE: September 8, 2025					
CONTRACTOR: Geotab USA, Inc. Atlanta, GA					PERCENTAGE OF CONTRACT DOLLARS						
State Contract					Availability Group		Contracting Objectives		Participation		
BID/PROPOSER'S PRICE: \$1,400,000 *		FIRM'S OWNERSHIP			White Men		25%		0.0%		
		Ethnicity		Gender	White Women		2%		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
PRIMES: Geotab USA, Inc.		\$1,400,000	Foreign								100.0%
SUBS:											
TOTAL		\$1,400,000				0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)											
		White Men		White Women		Ethnic Minorities		Total Employees			
No. of Employees:		123		68		151		342			
Percent of Total Employees:		36.0%		19.9%		44.2%					
MSA Labor Market %:		35.9%		30.0%		34.2%					
MSA Labor Market Location:		Georgia									
COMMENTS											
Contract Equity Participation: Zero Contract Equity Participation. Firm is foreign Owned. Contract Duration: 3 years with 2 options to renew for additional 1 year periods. *Total not to exceed: \$1,400,000											
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended			
NA				NA							

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

[illegible]

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



Agenda Number:	6.	Meeting Date:	February 24, 2026
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TITLE

EXTEND OAKPORT PROPERTY LEASE WITH OAKPORT ENERGY STORAGE, LLC

ACTION

☒ Motion:☐ Resolution:☐ Ordinance:RECOMMENDED
ACTION

Authorize a one-year extension, effective as of December 10, 2025, to the option agreement with Oakport Energy Storage, LLC (OES) authorized by the Board under Resolution No. 35208-20. The extension to the option agreement will allow OES to lease approximately 1.4 acres of the District's property for the installation of one or more Battery Energy Storage Systems (BESS) on a portion of the District's property, located behind the Oakport Wet Weather Facility in Oakland, California.

SUMMARY

OES is a developer of solar and energy storage projects serving utilities, municipalities, and commercial customers. On November 24, 2020, the Board authorized under Resolution No. 35208-20 a two-year option-to-lease agreement with OES. Due to the lengthy entitlement, environmental review, and utility interconnection process, the District approved a two-year extension in December 2022 and a one-year extension in July 2024. These extensions extended the option term through December 2025. During the past several years, OES has made substantial progress toward securing the required entitlement and environmental reviews but has yet to obtain all required approvals for the project. OES is requesting an additional one-year extension to obtain all approvals necessary to exercise the option agreement.

DISCUSSION

OES has been actively pursuing the development of the Oakport Battery Energy Storage project and has made substantial investments toward the entitlement process, environmental review, and regulatory filings. While progress has been made, the project also experienced delays linked to a complex approval process. To date, OES has completed the Conditional Use Permit application and is working on finalizing the project's Draft Environmental Impact Report (EIR).

The option agreement had previously been extended until December 10, 2025 pursuant to the authority delegated to the Manager of Real Estate Services as stated in Procedure 108 – Real Estate Transactions. OES is requesting to extend the option agreement by one year to December 10, 2026, to complete the entitlement and the California Environmental Quality Act (CEQA) review processes, to allow the project to reach a point where OES can exercise the option agreement. Extending the option agreement does not obligate the District to enter into a lease unless OES successfully completes all required entitlements and environmental review and obtains all required approvals for the project.

Originating Department: Customer and Community Services	Department Director or Manager: Andrew L. Lee	CEP Forms? N/A	Board Action Type: Real Estate
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): Lease Area for Oakport Energy Storage, LLC			

Title:	Extend Oakport Property Lease with Oakport Energy Storage, LLC	Meeting Date:	February 24, 2026
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The District retains the right to approve or deny a lease, modify the terms of the lease as necessary to comply with CEQA, require mitigation measures, pursue other feasible alternatives and/or determine not to proceed with the lease. If OES is unable to secure all required approvals within the extended option period, the option would expire, and the District would retain control of the property.

Extending the option agreement supports the District's Long-Term Financial Stability and Customer and Community Services Strategic Plan goals.

SUSTAINABILITY**Economic**

The District will receive \$60,000 for this one-year extension. If the option is exercised into a long-term lease agreement, the District will receive approximately \$3,800,000 in non-rate revenue over a 20-year lease term.

Social

The project will improve the reliability of the local electric infrastructure. Additionally, the non-rate revenue generated from the lease will help fund the Customer Assistance Program to support our most vulnerable customers.

Environmental

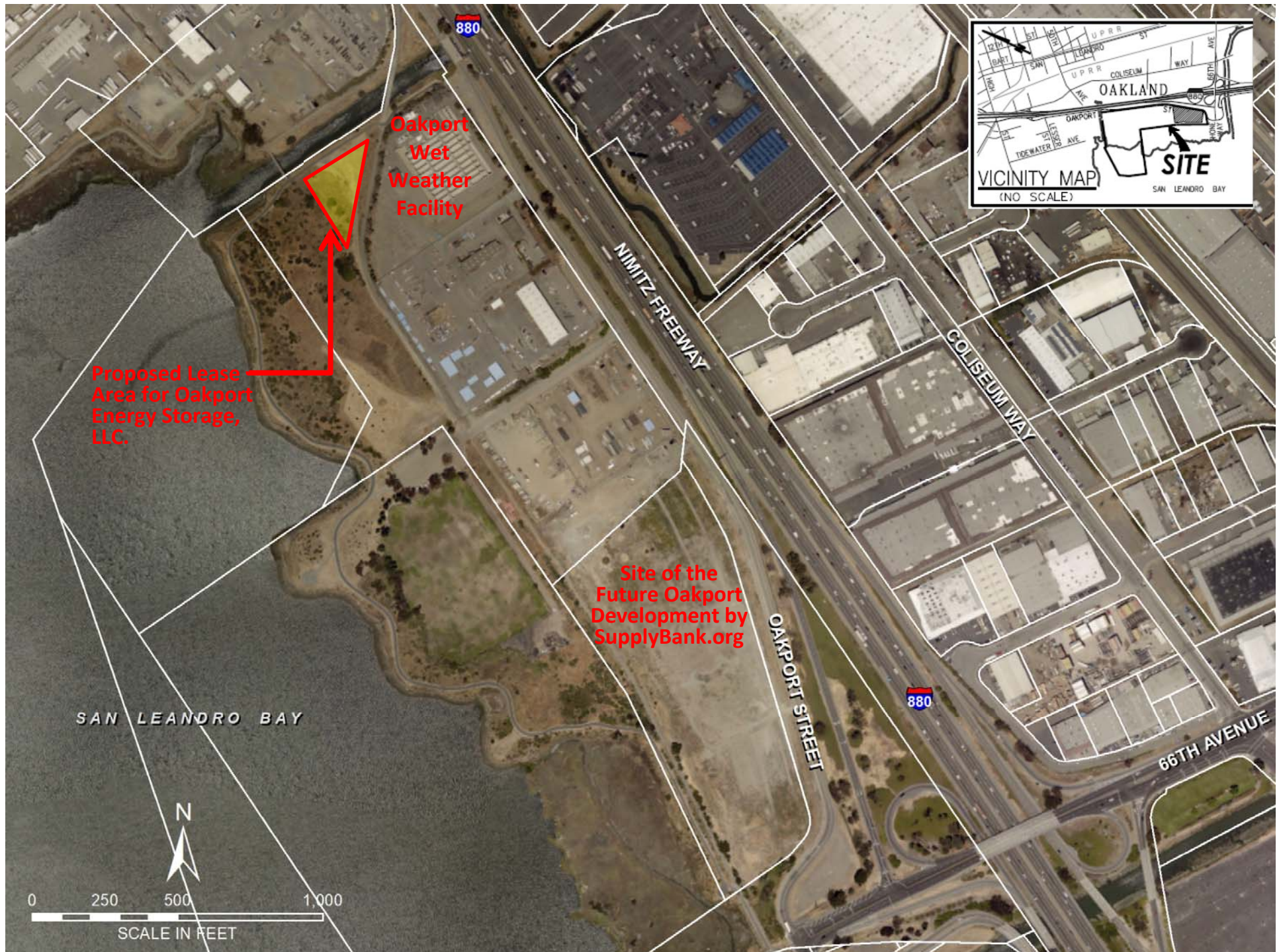
As part of the extension of this option agreement, OES will continue to work with the City of Oakland (City) to complete the CEQA analysis for the proposed project to support the approval of a long-term lease agreement and other necessary actions. The property is within the area examined as part of the development of the Coliseum Area Specific Plan, and the City as lead agency is determining the appropriate analysis under CEQA and completing necessary documentation. The extended option agreement allows OES to complete the environmental review process with the City.

ALTERNATIVE

Do not extend option the agreement. This alternative is not recommended because the District would miss an opportunity for additional non-rate revenue and effort to improve the local energy infrastructure.

LEASE AREA FOR OAKPORT ENERGY STORAGE LLC

ATTACHMENT



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BOARD ACTION

Agenda Number:	7.	Meeting Date:	February 24, 2026
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TITLE	MONTHLY INVESTMENT TRANSACTIONS REPORT
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ACTION	☒ Motion:	☐ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Approve the January 2026 Monthly Investment Transactions Report.
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SUMMARY	In accordance with Policy 4.07 – Investments, staff prepares a monthly transactions report for the Finance/Administration Committee to review and for the Board to consider each month. The January 2026 report is being brought to the Board for consideration. This report was presented at the February 24, 2026 Finance/Administration Committee meeting.
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DISCUSSION	Pursuant to Policy 4.07, staff generates a monthly report of investment transactions (buys, sales, deposits, withdrawals) as well as transactions that occur as a feature of the securities held (interest, calls, maturities). Information on portfolio performance, balances, and other factors is presented in the quarterly investment report. In January 2026, the portfolio decreased from \$629.8 million to \$617.3 million. Net transactions decreased the total by \$13.9 million. Interest received added \$1.5 million to the portfolio. Deposits into short-term liquidity funds totaled \$20.6 million, and withdrawals from the short-term liquidity funds totaled \$15.2 million. The District purchased \$20.0 million in securities. No securities matured, and no securities were called or sold. Net transactions at the District's commercial bank resulted in a decrease of approximately \$39.3 million.
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Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? N/A	Board Action Type: Financial
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): January 2026 Monthly Investment Transactions Report			

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Monthly Investment Transactions Report

January 2026

This report is presented to the Board pursuant to Government Code Section 53607 and in accordance with the District's Investment Policy 4.07.

The attached report details transactions in the District's portfolio as follows:

- **Monthly Investment Transactions Summary** **Page 1**
- **Monthly Investment Activity** **Page 2**
 - Buys Page 3
 - Deposits Page 4
 - Matured Page 5
 - Calls Page 6
 - Sales Page 7
 - Withdrawals Page 8
- **Monthly Interest Activity** **Page 9**
 - Interest Received (Transferred to Wells Fargo) Page 10
 - Interest Received (Reinvested) Page 11


Sophia Skoda (Feb 9, 2026 11:59:42 PST)
Approved by: Sophia D. Skoda, Finance Director

02/06/2026

Date

SDS:KM:SLS



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Transactions Summary
January 2026

Portfolio	Beginning Balance*	Monthly Net Transaction Activity	Monthly Interest Activity	Ending Balance
001 - Water System Consolidated	441,460,922	16,000,000	892,479	458,353,401
007 - Wastewater Consolidated	100,027,853	4,000,000	260,450	104,288,304
049 - Ferc Partnership	2,260,178	-	23,898	2,284,076
009 - BACWA	2,556,943	-	27,036	2,583,980
015 - DERWA	1,130,095	-	11,949	1,142,044
002 - FRWA	1,130,095	-	11,949	1,142,044
014 - IICP	170,080	-	1,799	171,879
010 - UMRWA	72,325	-	764	73,089
003 - Employees Retirement	1,641,246	5,386,000	121,842	7,149,088
099 - Wells Fargo**	79,345,647	(39,328,570)	127,847	40,144,925
Total	629,795,384	(13,942,570)	1,480,014	617,332,828

* Portfolio balance presented at face value.

**Wells Fargo's month-end available balance per bank statement. Gross amount; not allocated by fund and not included in balances above.

A portion of the balance in Wells Fargo is swept to a money market fund to increase investment earnings.

Sherry Sarcos
Prepared by: Sherry Sarcos, Accounting Technician

02/05/2026
Date

Kevin Ma
Reviewed by: Kevin Ma, Accounting Supervisor

02/09/2026
Date

David Glasser
Approved by: David Glasser, Controller

02/09/2026
Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio	Buys	Deposits	Matured	Calls	Sales	Withdrawals	Non-Investment Transactions*	Net Transaction Activity
001 - Water System Consolidated	16,000,000	-	-	-	-	-	-	16,000,000
007 - Wastewater Consolidated	4,000,000	-	-	-	-	-	-	4,000,000
049 - Ferc Partnership	-	-	-	-	-	-	-	-
009 - BACWA	-	-	-	-	-	-	-	-
015 - DERWA	-	-	-	-	-	-	-	-
002 - FRWA	-	-	-	-	-	-	-	-
014 - IICP	-	-	-	-	-	-	-	-
010 - UMRWA	-	-	-	-	-	-	-	-
003 - Employees Retirement	-	20,595,000	-	-	-	(15,209,000)	-	5,386,000
Investment Activity Total	20,000,000	20,595,000	-	-	-	(15,209,000)	-	25,386,000
099 - Wells Fargo	(20,000,000)	(20,595,000)	-	-	-	15,209,000	(13,942,570)	(39,328,570)
Total	-	-	-	-	-	-	(13,942,570)	(13,942,570)

*Non-investment transactions are net receipts and expenditures in Wells Fargo resulting from activities other than investment and interest transactions detailed in this report.


 Reviewed by: Steven Goodman-Leibof, Principal Mgmt Analyst

02/09/2026
 Date


 Approved by: Robert L. Hannay, Treasury Manager

02/09/2026
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Buys										
001 - Water System Consolidated	Federal Agency Issues Coupon	FHLB 1.25 12/21/2026	3130AQF65	1/5/2026	1/6/2026	12/21/2026	16,000,000	15,661,335	8,333	15,669,668
					Total		16,000,000			
007 - Wastewater Consolidated	Federal Agency Issues Coupon	FHLB 1.25 12/21/2026	3130AQF65	1/5/2026	1/6/2026	12/21/2026	4,000,000	3,915,334	2,083	3,917,417
					Total		4,000,000			

20,000,000	19,576,669	10,417	19,587,085
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EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Deposits										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/30/2026	1/30/2026	N/A	5,675,000	5,675,000	-	5,675,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/28/2026	1/28/2026	N/A	2,960,000	2,960,000	-	2,960,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/16/2026	1/16/2026	N/A	5,975,000	5,975,000	-	5,975,000
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/2/2026	1/2/2026	N/A	5,985,000	5,985,000	-	5,985,000
Total							20,595,000			

20,595,000	20,595,000	-	20,595,000
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EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Matured										

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Calls										

No Transactions this Period



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Sales										

No Transactions this Period

- - - -



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Investment Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Withdrawals										
003 - Employees Retirement	LAIF	LAIF LGIP	LGIP1005	1/29/2026	1/29/2026	N/A	15,209,000	15,209,000	-	15,209,000
					Total		15,209,000			
099 - Wells Fargo	Cash	WELLS FARGO Cash	CASH2017	1/31/2026	1/31/2026	N/A	39,200,722	39,200,722	-	39,200,722
					Total		39,200,722			
							54,409,722	54,409,722	-	54,409,722



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
January 2026

Portfolio	Total Interest Received	Interest Transferred to Wells Fargo*	Net Interest Activity (Reinvested)**
001 - Water System Consolidated	963,247	(70,768)	892,479
007 - Wastewater Consolidated	288,784	(28,334)	260,450
049 - Ferc Partnership	23,898	-	23,898
009 - BACWA	32,971	(5,935)	27,036
015 - DERWA	16,679	(4,729)	11,949
002 - FRWA	17,412	(5,463)	11,949
014 - IICP	4,176	(2,378)	1,799
010 - UMRWA	11,005	(10,241)	764
003 - Employees Retirement	121,842	-	121,842
Interest Transactions Total	1,480,014	(127,847)	1,352,166
099 - Wells Fargo	-	127,847	127,847
Total	1,480,014	-	1,480,014

*Coupon and other interest received; reinvestment unavailable.

**Coupon and other interest payments reinvested in specific portfolio.

Sherry Sarcos
 Prepared by: Sherry Sarcos, Accounting Technician

02/05/2026
 Date

Kevin Ma
 Reviewed by: Kevin Ma, Accounting Supervisor

02/09/2026
 Date

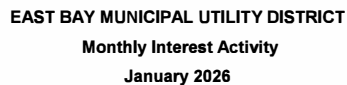
David Glasser
 Approved by: David Glasser, Controller

02/09/2026
 Date



EAST BAY MUNICIPAL UTILITY DISTRICT
Monthly Interest Activity
January 2026

Portfolio Name	Asset Class	Description	CUSIP/Ticker	Trade Date	Settlement Date	Maturity Date	Face Amount/Shares	Principal	Interest/Dividends	Total
Interest Received (Transferred to Wells Fargo)										
001 - Water System Consolidated	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	70,768	70,768
							Total	-		70,768
007 - Wastewater Consolidated	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	28,334	28,334
							Total	-		28,334
002 - FRWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	5,463	5,463
							Total	-		5,463
009 - BACWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	5,935	5,935
							Total	-		5,935
010 - UMRWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	10,241	10,241
							Total	-		10,241
014 - IICP	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	2,378	2,378
							Total	-		2,378
015 - DERWA	Cash	WELLS FARGO Cash	CASH2017	1/2/2026	1/2/2026	N/A	-	-	4,729	4,729
							Total	-		4,729
							-	-	127,847	127,847

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BOARD ACTION

Agenda Number:	8.	Meeting Date:	February 24, 2026
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TITLE **AUTHORIZE CONTINUED EMPLOYMENT OF GINNLAWS, PC, FOR SPECIALIZED LEGAL SERVICES**

ACTION ☒ Motion: ☐ Resolution: ☐ Ordinance:

RECOMMENDED ACTION Authorize the Office of General Counsel (OGC) to continue the employment of the law firm of GinnLaw, PC, for specialized legal services related to public works construction, public contracts and procurement, and related claims and litigation matters in an amount not to exceed \$150,000.

DISCUSSION The firm of GinnLaw, PC, has been retained to assist OGC in matters related to public works construction, public contracts and procurement, and claims and litigation related to public works construction matters. OGC is requesting authorization for additional funds for specialized legal services described in a separate confidential attorney-client privileged memorandum to the Board.

SUSTAINABILITY **Economic**
The Fiscal Year 2026 adopted operating budget includes funding for this agreement.

I:\Sec\2026 Board Related Items\02242026 Board Agenda Items\ OGC – Cont’d Employment of Ginnlaw.docx

Originating Department: Office of General Counsel	Department Director or Manager: Derek McDonald	CEP Forms? Yes	Board Action Type: Professional Services
Funds Available: Fiscal Year 2026	Budget Coding: 11-130-1730-8851100-52310		Approved: 
Attachment(s): P-035; P-061			

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CONTRACT EQUITY PROGRAM SUMMARY (P-035)

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

TITLE Professional Services Agreement Authorize Continued Employment of GinnLaw, PC, for Specialized Legal Services						DATE: February 4, 2026						
CONTRACTOR: GinnLaw, PC Walnut Creek, CA				Small / Local Business		PERCENTAGE OF CONTRACT DOLLARS						
BID/PROPOSER'S PRICE: \$150,000 *		FIRM'S OWNERSHIP				White Men		25%		100.0%		
		Ethnicity	Gender			White Women		6%		0.0%		
		White	Men			Ethnic Minorities		25%		0.0%		
CONTRACT EQUITY PARTICIPATION												
COMPANY NAME	ESTIMATED AMOUNT	ETHNICITY	GENDER		CONTRACTING PARTICIPATION							
			M	W	White-Men	White-Women	Ethnic Minorities	Unclassified	Publicly Held Corp.	Gov't/Non Profit	Foreign	
PRIME: GinnLaw, PC	\$150,000	White	X		100.0%							
SUBS: None												
TOTAL	\$150,000				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
CONTRACTOR'S WORKFORCE PROFILE (From P-025 Form)												
	White Men	White Women	Ethnic Minorities	Total Employees								
No. of Employees:	2	1	0	3								
Percent of Total Employees:	66.7%	33.3%	0.0%									
MSA Labor Market %:	32.3%	27.8%	39.9%									
MSA Labor Market Location:	9 Bay Area Counties											
COMMENTS												
Contract Equity Participation: 100% White Men participation. Contract Duration: NA *Total not to exceed: \$150,000												
Workforce Profile & Statement of Nondiscrimination Submitted				Good Faith Outreach Efforts Requirement Satisfied				Award Approval Recommended				
NA				NA								

AFFIRMATIVE ACTION SUMMARY (P-061)

(Completed by District)

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

Title: Authorize Continued Employment of GinnLaw, PC, for Specialized Legal Services			Ethnic Minority Percentages From U.S. Census Data						
					B	H	A/PI	AI/AN	TOTAL
			National	10.5	10.7	3.7	0.7	27.3	
Professional Services Agreement		DATE: 2/4/2026	9 Bay Area Counties	5.5	16.2	14.2	0.4	39.9	
			Alameda/CC Counties	10.7	15.6	15.4	0.5	46.2	
R=Recmmd P=Prime S=Sub	Composition of Ownership	Number of Ethnic Minority Employees							
Company Name, Owner/Contact Person, Address, and Phone Number			B	H	A/PI	AI/AN	TOTAL	PERCENT	MSA %
RP	WM: L/SBE	Company Wide	0	0	0	0	0	0.0%	39.9%
GinnLaw, PC David W. Ginn 2950 Buskirk Ave, Ste. 260 Walnut Creek, CA 94597 925-256-4466		Manager/Prof	0	0	0	0	0	0.0%	
		Technical/Sales	0	0	0	0	0	0.0%	
		Clerical/Skilled	0	0	0	0	0	0.0%	
		Semi/Unskilled	0	0	0	0	0	0.0%	
		Bay Area	0	0	0	0	0	0.0%	39.9%
		AA Plan on File: NA	Date of last contract with District:		8/13/2024				
		Co. Wide MSA: 9 Bay Area Counties	# Employees-Co. Wide: 3		Bay Area: 3				

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



BOARD ACTION

Agenda Number:	9.	Meeting Date:	February 24, 2026
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TITLE	EQUITY ADJUSTMENTS FOR CONFIDENTIAL AND NON-REPRESENTED CLASSIFICATIONS
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ACTION	☐ Motion:	☒ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	Adopt a resolution to approve equity adjustment increases for the following fourteen confidential and non-represented classifications: Assistant to the General Manager (5.0%); Customer Support Program Administrator (5.0%); Human Resources Information Systems Analyst I (5.0%); Legal Assistant I (5.0%); Legal Assistant II (2.5%); Legal Office Administrator (5.0%); Manager of Distribution Maintenance and Construction (5.0%); Manager of Facilities Maintenance and Construction (5.0%); Manager of Fisheries and Wildlife (5.0%); Manager of Laboratory and Technical Services (5.0%); Manager of Maintenance Support (5.0%); Manager of Pipeline Construction (5.0%); Manager of Watershed and Recreation (5.0%); and Paralegal (2.5%).
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SUMMARY	The District reviewed the compensation for confidential and non-represented classifications to assess equity adjustments using the standard criteria for evaluation and recommends equity adjustments for fourteen classifications. As part of this process, the District previously conducted a review of represented classifications and has now completed a corresponding review of non-represented confidential classifications to ensure alignment and internal equity across groups.
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DISCUSSION	The District uses four criteria to evaluate equity adjustments for represented and non-represented classifications. The criteria are as follows: • Recruitment and Retention. Factors that impact recruitment/retention challenges. • External Compensation Review. Factors that impact compensation and the District's ability to compete with external labor market. • Internal Equity and Alignment. Internal pay equity and alignment with similar classifications. • Job Scope, Responsibilities, and Requirements. Substantial increase in job scope, responsibilities, and/or requirements. Based on the review of classification and compensation data, staff is recommending equity adjustments for the following confidential and non-represented classifications: • Assistant to the General Manager: Increase of 5.0 percent from salary grade 70 to 72 (from top step \$15,704/month to \$16,491/month) • Customer Support Program Administrator: Increase 5.0 percent from salary grade 74 to 76 (from top step \$17,331/month to \$18,211/month)
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Originating Department: Human Resources	Department Director or Manager: Cindy R. Charan	CEP Forms? N/A	Board Action Type: Personnel
Funds Available: FY 2026/2027	Budget Coding: N/A	Approved: 	
Attachment(s): Resolution			

Title:	Equity Adjustments for Confidential and Non-Represented Classifications	Meeting Date:	February 24, 2026
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- Human Resources Information Systems Analyst I: Increase 5.0 percent from salary grade 61 to 63 (from top step \$10,780/month to \$11,327/month)
- Legal Assistant I: Increase 5.0 percent from salary grade 50 to 52 (from top step \$8,208/month to \$8,629/month)
- Legal Assistant II: Increase 2.5 percent from salary grade 55 to 56 (from top step \$9,293/month to \$9,529/month)
- Legal Office Administrator: Increase 5.0 percent from salary grade 66 to 68 (from top step \$12,193 to \$12,812/month)
- Manager of Distribution Maintenance and Construction: Increase 5.0 percent from salary grade 86 to 88 (from top step \$23,299/month to \$24,486/month)
- Manager of Facilities Maintenance and Construction: Increase 5.0 percent from salary grade 86 to 88 (from top step \$23,299/month to \$24,486/month)
- Manager of Fisheries and Wildlife: Increase 5.0 percent from salary grade 80 to 82 (from top step \$20,095/month to \$21,109/month)
- Manager of Laboratory and Technical Services: Increase 5.0 percent from salary grade 86 to 88 (from top step \$23,299/month to \$24,486/month)
- Manager of Maintenance Support: Increase 5.0 percent from salary grade 86 to 88 (from top step \$23,299/month to \$24,486/month)
- Manager of Pipeline Construction: Increase 5.0 percent from salary grade 86 to 88 (from top step \$23,299/month to \$24,486/month)
- Manager of Watershed and Recreation: Increase 5.0 percent from salary grade 80 to 82 (from top step \$20,095/month to \$21,209/month)
- Paralegal: Increase 2.5 percent from salary grade 63 to 64 (from top step \$11,327 to \$11,606)

SUSTAINABILITY

Economic

The fiscal impact associated with this action can be absorbed within the existing Fiscal Year 2026/2027 budget. Upon adoption by the Board of Directors, the equity adjustments shall be retroactive to April 21, 2025.

ALTERNATIVE

Do not approve equity adjustments. This alternative is not recommended because the equity adjustment review in 2025 included both represented and non-represented classifications, and the classifications recommended met one or more of the criteria warranting an equity adjustment.

RESOLUTION NO. _____

AUTHORIZE EQUITY ADJUSTMENT INCREASES FOR THE FOLLOWING
CONFIDENTIAL AND NON-REPRESENTED CLASSIFICATIONS: ASSISTANT TO THE
GENERAL MANAGER; CUSTOMER SUPPORT PROGRAM ADMINISTRATOR; HUMAN
RESOURCES INFORMATION SYSTEMS ANALYST I; LEGAL ASSISTANT I; LEGAL
ASSISTANT II; LEGAL OFFICE ADMINISTRATOR; MANAGER OF DISTRIBUTION
MAINTENANCE AND CONSTRUCTION; MANAGER OF FACILITIES MAINTENANCE
AND CONSTRUCTION; MANAGER OF FISHERIES AND WILDLIFE; MANAGER OF
LABORATORY AND TECHNICAL SERVICES; MANAGER OF MAINTENANCE
SUPPORT; MANAGER OF PIPELINE CONSTRUCTION; MANAGER OF WATERSHED
AND RECREATION; AND PARALEGAL

Introduced by Director

; Seconded by Director

WHEREAS, the Board of Directors of the East Bay Municipal Utility District (District) is charged with the responsibility to determine the number and character of positions required to carry on the functions of the District, and to establish an appropriate salary, salary range or wage for each position so created; and

WHEREAS, a review of the compensation of certain confidential and non-represented classifications was conducted by Recruitment and Classification staff to assess whether an equity adjustment increase should be made; and

WHEREAS, to assess whether an equity adjustment increase should be made to a particular classification, Recruitment and Classification staff applies the following four factors: (1) recruitment and retention challenges; (2) comparable external compensation review; (3) internal pay equity and alignment within similar classifications; and (4) substantial increase in job scope, responsibilities, and/or requirements; and

WHEREAS, based on the review of the following confidential and non-represented classifications, the Director of Human Resources and the General Manager recommend equity adjustment increases for confidential and unrepresented classifications as follows:

1. Increase the salary, salary range, and wage of the Assistant to the General Manager by 5.0 percent, thereby increasing the salary grade of 70 to 72; and
2. Increase the salary, salary range, and wage of the Customer Support Program Administrator by 5.0 percent, thereby increasing the salary grade of 74 to 76; and
3. Increase the salary, salary range, and wage of the Human Resources Information Systems Analyst I by 5.0 percent, thereby increasing the salary grade of 61 to 63; and

4. Increase the salary, salary range, and wage of the Legal Assistant I by 5.0 percent, thereby increasing the salary grade of 50 to 52; and
5. Increase the salary, salary range, and wage of the Legal Assistant II by 2.5 percent, thereby increasing the salary grade of 55 to 56; and
6. Increase the salary, salary range, and wage of the Legal Office Administrator by 5.0 percent, thereby increasing the salary grade of 66 to 68; and
7. Increase the salary, salary range, and wage of the Manager of Distribution Maintenance and Construction by 5.0 percent, thereby increasing the salary grade of 86 to 88; and
8. Increase the salary, salary range, and wage of the Manager of Facilities Maintenance and Construction by 5.0 percent, thereby increasing the salary grade of 86 to 88; and
9. Increase the salary, salary range, and wage of the Manager of Fisheries and Wildlife by 5.0 percent, thereby increasing the salary grade of 80 to 82; and
10. Increase the salary, salary range, and wage of the Manager of Laboratory and Technical Services by 5.0 percent, thereby increasing the salary grade of 86 to 88; and
11. Increase the salary, salary range, and wage of the Manager of Maintenance Support by 5.0 percent, thereby increasing the salary grade of 86 to 88; and
12. Increase the salary, salary range, and wage of the Manager of Pipeline Construction by 5.0 percent, thereby increasing the salary grade of 86 to 88; and
13. Increase the salary, salary range, and wage of the Manager of Watershed and Recreation by 5.0 percent, thereby increasing the salary grade of 80 to 82; and
14. Increase the salary, salary range, and wage of the Paralegal by 2.5 percent, thereby increasing the salary grade of 63 to 64.

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

1. The salary, salary range, and wage of the Assistant to the General Manager classification shall be increased by 5.0 percent, thereby increasing the salary grade of 70 to 72. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.

2. The salary, salary range, and wage of the Customer Support Program Administrator classification shall be increased by 5.0 percent, thereby increasing the salary grade of 74 to 76. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
3. The salary, salary range, and wage of the Human Resources Information Systems Analyst I shall be increased by 5.0 percent, thereby increasing the salary grade of 61 to 63. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
4. The salary, salary range, and wage of the Legal Assistant I shall be increased by 5.0 percent, thereby increasing the salary grade of 50 to 52. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
5. The salary, salary range, and wage of the Legal Assistant II shall be increased by 2.5 percent, thereby increasing the salary grade of 55 to 56. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
6. The salary, salary range, and wage of the Legal Office Administrator shall be increased by 5.0 percent, thereby increasing the salary grade of 66 to 68. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
7. The salary, salary range, and wage of the Manager of Distribution Maintenance and Construction shall be increased by 5.0 percent, thereby increasing the salary grade of 86 to 88. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.

8. The salary, salary range, and wage of the Manager of Facilities Maintenance and Construction shall be increased by 5.0 percent, thereby increasing the salary grade of 86 to 88. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
9. The salary, salary range, and wage of the Manager of Fisheries and Wildlife shall be increased by 5.0 percent, thereby increasing the salary grade of 80 to 82. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
10. The salary, salary range, and wage of the Manager of Laboratory and Technical Services shall be increased by 5.0 percent, thereby increasing the salary grade of 86 to 88. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
11. The salary, salary range, and wage of the Manager of Maintenance Support shall be increased by 5.0 percent, thereby increasing the salary grade of 86 to 88. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
12. The salary, salary range, and wage of the Manager of Pipeline Construction shall be increased by 5.0 percent, thereby increasing the salary grade of 86 to 88. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.
13. The salary, salary range, and wage of the Manager of Watershed and Recreation shall be increased by 5.0 percent, thereby increasing the salary grade of 80 to 82. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21,

2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.

- 14. The salary, salary range, and wage of the Paralegal shall be increased by 2.5 percent, thereby increasing the salary grade of 63 to 64. The salary established herein shall be effective April 21, 2025 for employees employed in this classification on February 24, 2026, and for all such employees employed in this classification who retired from the District on or after April 21, 2025. The salary increase shall be listed in the EBMUD Salary Schedule effective April 21, 2025.

BE IT FURTHER RESOLVED that any provision in any Resolution in conflict herewith is hereby superseded.

ADOPTED this 24th day of February, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

President

Secretary

APPROVED AS TO FORM AND PROCEDURE:

General Counsel

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BOARD ACTION

Agenda Number:	10.1. - 10.2.	Meeting Date:	February 24, 2026
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TITLE	ADOPT THE ACTUARIAL VALUATIONS OF THE RETIREMENT SYSTEM AS OF JUNE 30, 2025 AND SET THE FISCAL YEAR 2027 RETIREMENT SYSTEM EMPLOYER AND EMPLOYEE CONTRIBUTION RATES
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ACTION	☐ Motion:	☒ Resolution:	☐ Ordinance:
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RECOMMENDED ACTION	• Adopt the Actuarial Valuations of the Employees' Retirement System as of June 30, 2025 prepared by the Retirement System's actuary. • Set Retirement System Contribution Rates for Fiscal Year (FY) 2027 based on the actuarially determined contribution rates in the valuations.
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SUMMARY	Under Section 22 of Ordinance No. 40, as amended (the Retirement Ordinance), the District's Board of Directors commissions actuarial valuations of the pension and Health Insurance Benefit (HIB) funds of the Retirement System and, based on these reports, sets contribution rates to the Retirement System at least once every two years. It has been the practice of the District and Retirement System to adopt actuarial valuations and set rates annually. The Retirement System's actuary has prepared the attached actuarial valuations. The Retirement Board reviewed and adopted these actuarial valuations at its January 29, 2026 meeting. Additionally, the Retirement Board took action to recommend to the Board of Directors to adopt employer and employee contribution rates for FY 2027 that are equal to the actuarially determined rates in the valuations.
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DISCUSSION	The Actuarial Valuations provide the actuarially determined employer contribution rates for both the 1955/1980 and 2013 pension plan tiers and the HIB plan for FY 2027. These rates are presented below along with the rates adopted by the Retirement Board for FY 2026.
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Actuarially Determined Contribution Rates (Employer)				
	FY 2027		FY 2026 (Adopted)	
Employer	1955/1980 Plan	2013 Tier	1955/1980 Plan	2013 Tier
Pension	43.58%	34.20%	45.43%	35.93%
HIB	5.76%	5.71%	4.43%	4.22%
Total ¹	49.34%	39.91%	49.86%	40.15%

¹ Shown for FY 2027 for illustration purposes only. As part of the HIB plan changes for employees retiring or terminating on or after July 8, 2025, employee and employer contributions to the HIB plan for the 2013 Tier are calculated based on unlimited

Originating Department: Finance	Department Director or Manager: Sophia D. Skoda	CEP Forms? N/A	Board Action Type: Financial
Funds Available: N/A	Budget Coding: N/A		Approved: 
Attachment(s): 1. Supplemental Exhibits; 2. Pension Plan Actuarial Valuation and Review; 3. HIB Valuation Review of Contribution Rates and Funding Status; Resolution			

Title:	Adopt The Actuarial Valuations of The Retirement System as of June 30, 2025 and Set The Fiscal Year 2027 Retirement System Employer and Employee Contribution Rates	Meeting Date:	February 24, 2026
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payroll, that is, without applying the limit on pensionable compensation used for the pension plan. Since the pension and HIB plan contribution rates are now based on different payroll measures, Segal no longer includes a combined pension and HIB plan contribution rate in their Supplemental Exhibits report.

Employer Contribution Rates

The FY 2027 actuarially determined employer contribution rates for the pension plan in the table above represent a decrease over those adopted in FY 2026. The decrease is driven primarily by relatively high investment returns over the last few years. The FY 2027 employer contribution rates for the HIB represent an increase from the FY 2026 rate for both the 2013 Tier and the 1955/1980 Plan due to the enhancement in benefits established during labor negotiations. In total, between the increase in HIB contribution rate and a decrease in the pension rate, the overall recommended District contribution rate is slightly lower than the year prior.

Employee Contribution Rates				
	FY 2027		FY 2026 (Adopted)	
Member	1955/1980 Plan	2013 Tier	1955/1980 Plan	2013 Tier
Pension	8.66%	10.08%	8.66%	10.08%
HIB ¹	0.55%	0.55%	0.09%	0.09%
Total	9.21%	10.63%	8.75%	10.17%

¹The 0.55% employee contribution rate for fiscal year 2026/2027 is based on the average of the 0.40% rate effective January 1, 2026 and the 0.70% rate effective January 1, 2027.

Employee Contribution Rates

For members of the 1955/1980 Plan, the employee pension contribution rate is set in the Memoranda of Understanding (MOU) between the District and its employee unions at 8.66 percent of payroll. The employee contribution rate for the HIB plan is set to rise incrementally to 0.40 percent effective January 1, 2026, to 0.70 percent effective January 1, 2027, and to 1.00 percent effective January 1, 2028. For display purposes in the table above, the HIB contribution rate is shown as 0.55 percent, representing an average between the January 1, 2026 contribution rate and the January 1, 2027 contribution rate.

For members of the 2013 Tier, the employee rate is calculated based on requirements in the California Public Employees' Pension Reform Act (PEPRA). PEPRA requires employees hired on or after January 1, 2013 (the 2013 Tier) to contribute at least 50 percent of the total Normal Cost to their pension plan. Once the employee contribution rate is set, it is not adjusted until the total Normal Cost rate deviates more than 1 percent (of payroll) from the last established rate. During the previous valuation period, the pension plan employee rate was adjusted from 9.41 percent to 10.08 percent as the total Normal Cost rate increased to 20.16 percent in 2024 from 18.81 percent in 2020. In this valuation, the total normal cost for the 2013 Tier has not deviated more than 1 percent, resulting in the same employee contribution rate in FY 2027 of

Title:	Adopt The Actuarial Valuations of The Retirement System as of June 30, 2025 and Set The Fiscal Year 2027 Retirement System Employer and Employee Contribution Rates	Meeting Date:	February 24, 2026
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10.08 percent. Like the 1955/1980 Plan, the PEPRA Tier members will see the same increase to the HIB contributions at the same rates.

Recommendation of the Retirement Board

At its January 29, 2026 meeting, the Retirement Board took action to adopt the attached actuarial valuations. In addition, the Retirement Board made a recommendation to the Board of Directors to set contribution rates for FY 2027 equal to the actuarially determined rates from the valuations. The table below provides the FY 2027 recommended employer and member contribution rates, the FY 2027 actuarially determined rates (which match the recommended rates), and the currently adopted FY 2026 rates.

	Staff and Retirement Board Recommended Rates		Actuarially Determined Rates		Adopted Rates	
	FY 2027		FY 2027		FY 2026	
Employer	1955/1980 Plan	2013 Tier	1955/1980 Plan	2013 Tier	1955/1980 Plan	2013 Tier
Pension	43.58%	34.20%	43.58%	34.20%	45.43%	35.93%
HIB	5.76%	5.71%	5.76%	5.71%	4.43%	4.22%
Total	49.34%	39.91%	49.34%	39.91%	49.86%	40.15%
Member						
Pension	8.66%	10.08%	8.66%	10.08%	8.66%	10.08%
HIB	0.55%	0.55%	0.55%	0.55%	0.09%	0.09%
Total	9.21%	10.63%	9.21%	10.63%	8.75%	10.17%

ALTERNATIVE

Choose alternative contribution rates. This alternative is not recommended because the contribution rates presented here are those recommended by the Retirement Board's actuarial consultant and have been reviewed and recommended by staff and the Retirement Board to provide stable funding for the Retirement System to cover retiree benefits accrued in the year and pay down the unfunded liabilities of the Retirement System over time.

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East Bay Municipal Utility District Employees' Retirement System

**Actuarial Valuation and Review of Pension Plan
and Health Insurance Benefit Plan
as of June 30, 2025**

Supplemental Exhibits



This valuation report should only be copied, reproduced, or shared with other parties in its entirety as necessary for the proper administration of the Plan.

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Segal



180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
segalco.com
T 415.263.8200

January 21, 2026

Ms. Sophia Skoda
Director of Finance
East Bay Municipal Utility District
375 Eleventh Street
Oakland, CA 94607-4240

Re: June 30, 2025 actuarial valuations – supplemental exhibits

Dear Sophia:

Enclosed please find two exhibits that provide supplemental information to the June 30, 2025 actuarial valuations for the Pension and Health Insurance Benefit (HIB) Plans.

Exhibit A provides a summary of the funding valuation results for both the Pension and HIB Plans. For the HIB Plan, this information is based on our funding valuation report dated January 21, 2026, which reflects only the liabilities associated with the plan's explicit retiree health insurance subsidies. It does not include the accounting liability for the "implicit subsidy" associated with the pooling of the health care premium rate for actives and retirees under age 65. As part of the HIB Plan changes for employees retiring or terminating on or after July 8, 2025, employee and employer contributions to the HIB Plan for the 2013 Tier are calculated based on unlimited payroll, that is, without applying the limit on pensionable compensation used for the Pension Plan. Since the Pension and HIB Plan contribution rates are now based on different payroll measures, we no longer include a combined Pension and HIB Plan contribution rate when preparing Exhibit A.

In Exhibit B, we have included a comparison of the historical Projected Benefit Obligations with the market value of assets for both Plans. We look forward to discussing this information with you and the Board.

Sincerely,

Segal

A handwritten signature in dark ink, appearing to read "Andy Yeung".

Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary

A handwritten signature in dark ink, appearing to read "Emily Klare".

Emily Klare, ASA, MAAA, EA
Senior Actuary

A handwritten signature in dark ink, appearing to read "Mehdi Riazi".

Mehdi Riazi, FSA, MAAA, FCA, EA
Vice President and Actuary

DNA/jl

Summary of Significant Valuation Results for the Funding Valuations

Category	June 30, 2025	June 30, 2024	Change
1. Total membership			
a. Active members	2,001	1,974	1.4%
b. Pensioners and beneficiaries	2,235	2,176	2.7%
2. Valuation salary¹			
a. Pension Plan total projected compensation	\$286,462,625	\$273,428,306	4.8%
b. Pension Plan average projected compensation	143,160	138,515	3.4%
c. HIB Plan total projected compensation	296,015,438 ²	273,428,306	8.3%
d. HIB Plan average projected compensation	147,934	138,515	6.8%
3. Total System assets			
a. Valuation value of Pension Plan assets	\$2,594,678,670	\$2,391,378,364	8.5%
b. Valuation value of HIB Plan assets	78,497,870	69,836,226	12.4%
c. Total valuation value (actuarial value)	\$2,673,176,540	\$2,461,214,590	8.6%
d. Market value of Pension Plan assets	\$2,743,096,000	\$2,445,611,000	12.2%
e. Market value of HIB Plan assets	82,988,000	71,420,000	16.2%
f. Total market value	\$2,826,084,000	\$2,517,031,000	12.3%
4. Unfunded actuarial accrued liability (UAAL) and funding ratio³			
a. Pension Plan UAAL	\$676,158,554	\$752,349,976	-10.1%
b. Pension Plan funded ratio	79.3%	76.1%	3.2%
c. HIB Plan UAAL	\$93,916,985	\$64,920,252	44.7%
d. HIB Plan funded ratio	45.5%	51.8%	-6.3%
e. Pension Plan and HIB Plan UAAL	\$770,075,539	\$817,270,228	-5.8%
f. Pension Plan and HIB Plan funded ratio	77.6%	75.1%	2.5%

Note: The HIB information is based on our HIB funding valuation report which reflects only the liabilities associated with the plan's explicit retiree health insurance subsidies. It does not include the accounting liability for the "implicit subsidy" associated with the pooling of the health care premium rate for actives and retirees under age 65.

¹ Projected payroll.

² Not constrained by the cap on pensionable compensation imposed by PEPRA on the Pension Plan.

³ Based on valuation value of assets.

Summary of Significant Valuation Results

Category	June 30, 2025	June 30, 2024	Change
5. Projected benefit obligation (PBO) and funded ratio⁴			
a. Pension Plan PBO	\$3,190,869,000	\$3,067,277,000	4.0%
b. Pension Plan funded ratio	86.0%	79.7%	6.3%
c. HIB Plan PBO	\$189,950,000	\$142,381,000	33.4%
d. HIB Plan funded ratio	43.7%	50.2%	-6.5%
e. Pension Plan and HIB Plan PBO	\$3,380,819,000	\$3,209,658,000	5.3%
f. Pension Plan and HIB Plan funded ratio	83.6%	78.4%	5.2%

Budget Items ⁵	FY 2026–2027 1955/1980 Plan	FY 2026–2027 2013 Tier	FY 2026–2027 Combined ⁶	FY 2025–2026 1955/1980 Plan	FY 2025–2026 2013 Tier	FY 2025–2026 Combined ⁵	Difference 1955/1980 Plan	Difference 2013 Tier	Difference Combined ⁵
A. Pension Plan									
1. Total normal cost	28.17%	20.21%	23.50%	28.24%	20.16%	23.50%	-0.07%	0.05%	0.00%
2. Employee contributions	8.66% ⁷	10.08%	9.49%	8.66% ⁶	10.08%	9.49%	0.00%	0.00%	0.00%
3. Employer normal cost (A1 – A2)	19.51%	10.13%	14.01%	19.58%	10.08%	14.01%	-0.07%	0.05%	0.00%
4. UAAL (paid by employer)	24.07%	24.07%	24.07%	25.85%	25.85%	25.85%	-1.78%	-1.78%	-1.78%
5. Total employer contribution (A3 + A4)	43.58%	34.20%	38.08%	45.43%	35.93%	39.86%	-1.85%	-1.73%	-1.78%
B. HIB Plan									
1. Total normal cost	1.89%	1.84%	1.86%	0.97%	0.76%	0.84%	0.92%	1.08%	1.02%
2. Employee contributions	0.55% ⁸	0.55% ⁸	0.55% ⁸	0.09%	0.09%	0.09%	0.46%	0.46%	0.46%
3. Employer normal cost (B1 – B2)	1.34%	1.29%	1.31%	0.88%	0.67%	0.75%	0.46%	0.62%	0.56%
4. UAAL (paid by employer)	4.42%	4.42%	4.42%	3.55%	3.55%	3.55%	0.87%	0.87%	0.87%
5. Total employer contribution (B3 + B4)	5.76%	5.71%	5.73%	4.43%	4.22%	4.30%	1.33%	1.49%	1.43%

⁴ Based on market value of assets.

⁵ Contribution rates, payable at the end of each pay period, are expressed as a percentage of projected payroll.

⁶ Aggregated based on June 30, 2025 projected annual payroll.

⁷ The rate of 8.66% payable during fiscal years 2025/2026 and 2026/2027 is calculated by taking the total employee rate payable beginning April 18, 2016 (i.e., 8.75%), less the HIB employee contribution rate of 0.09%. (Based on the 2025-2028 Memoranda of Understanding and other special agreements between the District and employee bargaining units, the HIB Plan member rate is scheduled to increase to 0.40% effective January 1, 2026, to 0.70% effective January 1, 2027 and to 1.00% effective January 1, 2028.)

⁸ The 0.55% employee contribution rate for fiscal year 2026/2027 is based on the average of the 0.40% rate effective January 1, 2026 and the 0.70% rate effective January 1, 2027.

Comparison of Projected Benefit Obligation with the Market Value of Assets
(\$ in thousands)

Actuarial Valuation Date	Projected Benefit Obligation	Market Value of Assets	Funded Ratio
06/30/2002	\$749,113	\$536,449	71.6%
06/30/2003	880,054	545,527	62.0%
06/30/2004	928,434	640,641	69.0%
06/30/2005	999,231	694,590	69.5%
06/30/2006	1,068,966	763,455	71.4%
06/30/2007	1,160,325	911,104	78.5%
06/30/2008	1,289,236	838,614	65.0%
06/30/2009	1,366,207	668,750	48.9%
06/30/2010	1,444,258	769,052	53.2%
06/30/2011	1,498,879	968,239	64.6%
06/30/2012	1,606,973	986,972	61.4%
06/30/2013	1,699,340	1,124,328	66.2%
06/30/2014	1,815,349	1,346,888	74.2%
06/30/2015	1,907,462	1,407,209	73.8%
06/30/2016	2,061,202	1,418,129	68.8%
06/30/2017	2,137,483	1,612,644	75.4%
06/30/2018	2,292,859	1,753,240	76.5%
06/30/2019	2,413,489	1,832,965	75.9%
06/30/2020	2,607,362	1,857,609	71.2%
06/30/2021	2,675,737	2,328,722	87.0%
06/30/2022	2,908,908	2,058,923	70.8%
06/30/2023	3,065,129	2,255,307	73.6%
06/30/2024	3,209,658	2,517,031	78.4%
06/30/2025	3,380,819	2,826,084	83.6%

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East Bay Municipal Utility District Employees' Retirement System

**Pension Plan Actuarial Valuation and Review
as of June 30, 2025**



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Segal



180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
segalco.com
T 415.263.8200

January 21, 2026

Ms. Sophia Skoda
Director of Finance
East Bay Municipal Utility District
375 Eleventh Street
Oakland, CA 94607-4240

Dear Sophia:

We are pleased to submit this Actuarial Valuation and Review as of June 30, 2025 for only the Pension Plan. The Review of Contribution Rates and Funding Status for the Health Insurance Benefit (HIB) Plan is provided in a separate report. This report summarizes the actuarial data used in the valuation, analyzes the preceding year's experience, and establishes the funding requirements for fiscal year 2026/2027.

This report was prepared in accordance with generally accepted actuarial principles and practices at the request of the Retirement Board to assist in administering the Plan. The census information and financial information on which our calculations were based was prepared by the East Bay Municipal Utility District Employees' Retirement System (EBMUDERS). That assistance is gratefully acknowledged.

Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. To the extent we can, however, Segal does review the data for reasonableness and consistency. Based on our review of the data, we have no reason to doubt the substantial accuracy of the information on which we have based this report and we have no reason to believe there are facts or circumstances that would affect the validity of these results.

The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; and changes in plan provisions or applicable law.

Ms. Sophia Skoda
January 21, 2026

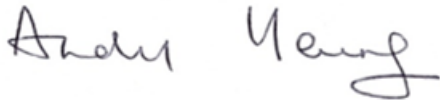
The actuarial calculations were directed under the supervision of Emily Klare, ASA, MAAA, Enrolled Actuary. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in this actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by the Retirement Board based upon our analysis and recommendations. In our opinion, the assumptions are reasonable and take into account the experience of the Plan and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Plan's legal, tax and other advisors before taking, or refraining from taking, any action.

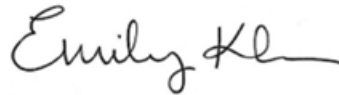
We look forward to reviewing this report at your next meeting and to answering any questions.

Sincerely,

Segal



Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary



Emily Klare, ASA, MAAA, EA
Senior Actuary

DNA/jl

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Section 1: Actuarial Valuation Summary

Purpose and basis

This report has been prepared by Segal to present a Pension Plan valuation of the East Bay Municipal Utility District Employees' Retirement System ("EBMUDERS" or "the System" or "the Plan") as of June 30, 2025. The valuation was performed to determine whether the assets and contribution rates are sufficient to provide the prescribed benefits.

The contribution requirements presented in this report are based on:

- The benefit provisions of the Plan, as administered by the Retirement Board;
- The characteristics of covered active members, inactive members, and retired members and beneficiaries as of June 30, 2025, provided by EBMUDERS;
- The assets of the Plan as of June 30, 2025, provided by EBMUDERS;
- Economic assumptions regarding future salary increases and investment earnings adopted by the Retirement Board for the June 30, 2025 valuation;
- Other actuarial assumptions regarding employee terminations, retirement, death, etc. adopted by the Retirement Board for the June 30, 2025 valuation; and
- The funding policy adopted by the Retirement Board.

Certain disclosure information required by Governmental Accounting Standards Board (GASB) Statements No. 67 and 68 as of June 30, 2025 for the Plan and the employer, respectively, are provided in separate reports.

One of the general goals of an actuarial valuation is to establish contributions which fully fund the System's liabilities, and which, as a percentage of payroll, remain as level as possible for each generation of active members. Annual actuarial valuations measure the progress toward this goal, as well as test the adequacy of the contribution rates.

The contribution requirements are determined as a percentage of payroll. The System's employer rates provide for both normal cost and a contribution to amortize any unfunded or overfunded actuarial accrued liabilities. In this valuation, we have applied the funding policy last reviewed and adopted by the Retirement Board on September 22, 2022. Details of the funding policy are provided in *Section 4, Exhibit 1* starting on page 65.

Section 1: Actuarial Valuation Summary

The rates calculated in this report may be adopted by the Retirement Board for the fiscal year that extends from July 1, 2026 through June 30, 2027.

Valuation highlights

Funding measures

1. The funded ratio (the ratio of valuation value of assets to the actuarial accrued liability) increased from 76.1% to 79.3%. This ratio is one measure of funding status, and its history is a measure of funding progress. Using the market value of assets, the funded ratio increased from 77.8% to 83.9%. These measurements are not necessarily appropriate for assessing the sufficiency of plan assets to cover the estimated cost of settling the Plan's benefit obligation or the need for, or the amount of, future contributions. A history of the Plan's funded ratios is provided in *Section 2, Subsection G* on pages 34 and 35.

In addition to the type of funded ratios noted above, Section 33 of the Employees' Retirement System Ordinance ("Ordinance") references a funded ratio based on the ratio of the market value of assets to the projected benefit obligation (PBO) for purposes of determining post-retirement cost-of-living adjustments (COLA).¹ As noted in the plan provisions section of this report (*Section 4, Exhibit 2*), the basic minimum COLA benefit is the lesser of 3% and the actual change in the cost-of-living index. Any excess of the actual change in the cost-of-living index over 3% is accumulated in individual retiree COLA banks, and withdrawals from the bank are made in years when the index increases less than 3%. However, increases of up to 5% are granted in years when the Retirement Board determines that the System is more than 85% funded on a PBO basis. In those years when the System is more than 85% funded and the cost-of-living index exceeds 5%, any excess cost-of-living over 5% is accumulated in the COLA bank. Furthermore, effective October 1, 2000, in those years when the system is more than 85% funded on a PBO basis and the cost-of-living is less than 4%, withdrawals from the bank are made to allow cost-of-living increases up to 4%.

For the June 30, 2025 Pension Plan and HIB Plan valuations, we note that the funded ratio on the PBO (and market value) basis is 83.6% for both plans combined, as shown in the Supplemental Exhibits report dated January 21, 2026. Even though the funded ratio would be expected to exceed 85% at some point in the future, we would find the long-term COLA assumption of 2.75% per year to be reasonable for this valuation.

2. The unfunded actuarial accrued liability (the difference between the actuarial accrued liability and the valuation value of assets) decreased from \$752.3 million to \$676.2 million. The decrease in unfunded actuarial accrued liability (UAAL) is primarily due to contributions made at the actuarially determined contribution rate and an investment return on the valuation value (i.e., after asset smoothing) greater than the assumed rate of 6.75% used in the June 30, 2024 valuation, partially offset by higher than

¹ The COLA assumption used in this valuation is 2.75% per year. (For those members with COLA banks, we assume they receive 3.00% COLA increases until their COLA banks are exhausted.) The 2.75% assumption is based on the general price inflation assumption of 2.50% plus a margin of 0.25% for adverse deviation.

Section 1: Actuarial Valuation Summary

expected salary increases for continuing actives. A reconciliation of the System's UAAL from the prior year is provided in *Section 2, Subsection E* on page 28.

A schedule of the current UAAL amortization balances and payments may be found in *Section 3, Exhibit G* starting on page 53. A graphical projection of the UAAL amortization balances and payments is provided in *Section 3, Exhibit H* starting on page 55.

Actuarial experience

3. The net actuarial experience gain of \$53.9 million, or 1.65% of the actuarial accrued liability, is due to an investment gain of \$64.8 million (1.98% of the AAL), partially offset by a contribution experience loss of \$1.3 million (or 0.04% of the AAL) and a net experience loss from sources other than investments and contributions of \$9.6 million (0.29% of the AAL), prior to reflection of assumption and methodology changes, if applicable. The loss from sources other than investment and contribution experience was primarily due to higher than expected salary increases for continuing actives.
4. The rate of return on the market value of assets was 13.12% for the year ending June 30, 2025. The return on the valuation value of assets was 9.47%² for the same period after recognizing a portion of this year's investment gain and a portion of prior years' investment gains and losses. This resulted in an actuarial gain when measured against the assumed rate of return of 6.75% used in the June 30, 2024 valuation. This actuarial investment gain (after asset smoothing) decreased the average employer contribution rate by 1.61% of payroll.

Contributions

5. The aggregate employer rate (if paid at the end of each pay period) calculated in this valuation has decreased from 39.86% to 38.08% of payroll. This decrease is primarily due to an investment return on the valuation value (i.e., after asset smoothing) greater than the 6.75% used in the June 30, 2024 valuation and higher than expected growth in the total payroll used to amortize the prior year's UAAL contribution amounts, partially offset by higher than expected salary increases for continuing actives. A complete reconciliation of the System's aggregate employer rate is provided in *Section 2, Subsection F* on page 31.
6. The member contribution rate for the 1955/1980 Plan remained at 8.66% for the Pension Plan, since that rate is set based on bargaining unit contract negotiations in 2013. The member contribution rate for the 2013 Tier remained at 10.08% for the Pension Plan, because the total normal cost rate of 20.21% for this tier, as determined in this 2025 valuation, was within 1% of payroll of the total normal cost rate threshold of 20.16% as determined in the 2024 valuation. (We note that since the initial CalPEPRA valuation, the change in the total normal cost rate for the 2013 Tier has exceeded the 1% of payroll threshold twice, in 2020 and 2024.)

² The rate of return on the valuation value of assets was 9.47% for the Pension Plan and 8.88% for the HIB Plan. The rate of return for the two plans may vary due to such factors as a difference in timing for when contributions and benefit payments are actually made compared to when they are assumed to be made.

Section 1: Actuarial Valuation Summary

7. The aggregate member rate calculated in this valuation has remained level at 9.49% of payroll. A complete reconciliation of the System's aggregate member rate is provided in *Section 2, Subsection F* on page 32.
8. In determining the contribution rates for the 2013 Tier members, we have continued the approach of using current and projected payroll for those members assuming they will be constrained by the cap on pensionable compensation as imposed by PEPRRA on the Pension Plan.
9. Segal strongly recommends an actuarial funding method that targets 100% funding of the actuarial accrued liability. Generally, this implies payments that are ultimately at least enough to cover normal cost, interest on the UAAL and the principal balance. The funding policy adopted by the Retirement Board meets this standard.

Future expectations

10. The total unrecognized net investment gain as of June 30, 2025 is \$152.9 million as compared to an unrecognized net investment gain of \$55.8 million in the previous valuation. This net deferred gain of \$152.9 million will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years as shown in *Section 2, Subsection B* on page 21.

The net deferred gain of \$152.9 million represent about 5.4% of the market value of assets. Unless offset by future investment losses or other unfavorable experience, the recognition of the \$152.9 million net market gain is expected to have an impact on the System's future funded ratio and contribution rate requirements. This potential impact may be illustrated as follows:

- a. If the Pension Plan portion of the net deferred gain was recognized immediately in the valuation value of assets, the funded percentage would increase from 79.3% to 83.9%.
For comparison purposes, if the Pension Plan portion of the net deferred gain in the June 30, 2024 valuation had been recognized immediately, the funded percentage would have increased from 76.1% to 77.8%.
- b. If the Pension Plan portion of the net deferred gain was recognized immediately in the valuation value of assets, the average employer contribution rate would decrease from 38.08% to about 34.4% of payroll.
For comparison purposes, if the Pension Plan portion of the net deferred gain in the June 30, 2024 valuation had been recognized immediately, the average employer contribution rate would have decreased from 40.20% to about 38.8% of payroll.

Section 1: Actuarial Valuation Summary

Risk

11. It is important to note that this actuarial valuation is based on plan assets as of June 30, 2025. The Plan's funded status does not reflect short-term economic fluctuations, but rather is based on the market values on the last day of the plan year. Segal is available to prepare projections of potential outcomes of market conditions and other demographic experience upon request.
12. Because the actuarial valuation results are dependent on a given set of assumptions, there is a risk that emerging results may differ significantly as actual experience proves to be different from the assumptions. This potential divergence may have a significant impact on the future financial condition of the plan. We prepared a standalone Risk Assessment report for the Pension Plan dated April 29, 2021 by using membership and financial information as provided in the actuarial valuation as of June 30, 2020. That report includes various deterministic projections of future results under different investment return scenarios based on the assumptions adopted in the quadrennial experience study for the June 30, 2020 valuation.

Based on our discussion with EBMUDERS, we will perform a stand-alone risk assessment report in early 2026. In the meantime, we have also included a brief discussion of some risks that may affect the Plan in *Section 2, Subsection I*, beginning on page 37. This discussion of risk is included to satisfy the disclosure required by the Actuarial Standards of Practice No. 51 (ASOP 51).

13. The risk assessment in *Section 2, Subsection I* includes the disclosure of a "Low-Default-Risk Obligation Measure" (LDROM). This disclosure, along with commentary on the significance of the LDROM, is a requirement under Actuarial Standard of Practice No. 4 (ASOP 4) for all pension funding actuarial valuation reports and can be found on page 40.

Section 1: Actuarial Valuation Summary

Summary of key valuation results

Average Employer and Member Contributions Calculated as of June 30

Employer and Member Contributions	2025 Contribution Rate	2025 Annual Amount ³	2024 Contribution Rate	2024 Annual Amount ³
Employer contribution				
• 1955/1980 Plan	43.58%	\$51,631,166	45.43%	\$53,822,943
• 2013 Tier	34.20%	57,451,956	35.93%	60,358,151
• Combined	38.08%	\$109,083,122	39.86%	\$114,181,094
Member contribution				
• 1955/1980 Plan	8.66% ⁴	\$10,259,887	8.66% ⁴	\$10,259,887
• 2013 Tier	10.08%	16,933,208	10.08%	16,933,208
• Combined	9.49%	\$27,193,095	9.49%	\$27,193,095

Note: Contributions are payable at the end of each pay period.

³ Estimated based on June 30, 2025 projected annual compensation of \$286,462,625 (that is, \$118,474,450 for the 1955/1980 Plan and \$167,988,175 for the 2013 Tier).

⁴ The rate of 8.66% payable during the fiscal years 2025/2026 and 2026/2027 is calculated by taking the total employee rate payable beginning April 18, 2016 (i.e., 8.75%), less the HIB employee contribution rate of 0.09%. (Based on the 2025-2028 Memoranda of Understanding (MOUs) and other special agreements between the District and employee bargaining units, the HIB Plan member rate is scheduled to increase to 0.40% effective January 1, 2026, to 0.70% effective January 1, 2027 and to 1.00% effective January 1, 2028.)

Section 1: Actuarial Valuation Summary

Valuation Results as of June 30

Line Description	2025	2024
Actuarial accrued liability		
• Total actuarial accrued liability	\$3,270,837,224	\$3,143,728,340
– Retired members and beneficiaries	2,173,833,194	2,081,323,619
– Inactive members	68,399,872	63,313,175
– Active members	1,028,604,158	999,091,546
• Normal cost for plan year beginning June 30 ⁵	67,324,663	65,051,880
Assets		
• Market value of Pension Plan and HIB Plan assets	\$2,826,084,000	\$2,517,031,000
• Actuarial value of Pension Plan and HIB Plan assets	2,673,176,540	2,461,214,590
• Actuarial value of assets as a percentage of market value of assets	94.6%	97.8%
• Market value of Pension Plan assets (MVA) ⁶	\$2,743,096,000	\$2,445,611,000
• Valuation value of Pension Plan assets (VVA) ⁶	2,594,678,670	2,391,378,364
Funded status		
• Unfunded actuarial accrued liability on market value of assets	\$527,741,224	\$698,117,340
• Funded percentage on MVA basis	83.9%	77.8%
• Unfunded actuarial accrued liability on valuation value of assets	\$676,158,554	\$752,349,976
• Funded percentage on VVA basis	79.3%	76.1%
Key assumptions		
• Net investment return	6.75%	6.75%
• Inflation rate	2.50%	2.50%
• Real across-the-board increase	0.50%	0.50%
• Payroll growth	3.00%	3.00%
• Cost-of-living adjustments	2.75%	2.75%
• Amortization period ⁷	20 years	20 years

⁵ Adjusted with interest to middle of the year assuming contributions would be paid at the end of each pay period.

⁶ Net of HIB Plan assets.

⁷ Changes in UAAL as a result of gains or losses for each valuation are amortized over separate 20-year periods. Details on the funding policy are provided in *Section 4, Exhibit 1*.

Section 1: Actuarial Valuation Summary

Demographic Data as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number of members	2,001	1,974	1.4%
• Average age	46.8	46.9	-0.1
• Average service	10.8	10.9	-0.1
• Total projected compensation	\$286,462,625	\$273,428,306	4.8%
• Average projected compensation	\$143,160	\$138,515	3.4%
Retired members and beneficiaries			
• Number of members	2,235	2,176	2.7%
– Service retired	1,799	1,753	2.6%
– Disability retired	51	51	0.0%
– Beneficiaries	385	372	3.5%
• Average age	72.0	71.7	0.3
• Average monthly benefit	\$6,107	\$5,930	3.0%
Inactive members			
• Number of members ⁸	424	407	4.2%
• Average age	48.1	48.0	0.1
Total members	4,660	4,557	2.3%

⁸ Includes inactive members due a refund of member contributions.

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of a pension plan. It is an estimated forecast – the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
Plan provisions	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. It is important to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Member information	An actuarial valuation for a plan is based on data provided to the actuary by the System. Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Financial information	Part of the cost of a plan will be paid from existing assets — the balance will need to come from future contributions and investment income. The valuation is based on the asset values as of the valuation date, typically reported by the System. A snapshot as of a single date may not be an appropriate value for determining a single year's contribution requirement, especially in volatile markets. Plan sponsors often use an "actuarial value of assets" that differs from market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan members for the rest of their lives and the lives of their beneficiaries. This requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of members in each year, as well as forecasts of the plan's benefits for each of those events. In addition, the benefits forecasted for each of those events in each future year reflect actuarial assumptions as to salary increases and cost-of-living adjustments (if applicable). The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions are selected within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model may use approximations and estimates that will have an immaterial impact on our results. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.

Section 1: Actuarial Valuation Summary

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared at the request of the System. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date — it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted.
- If EBMUDERS is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- Segal does not provide investment, legal, accounting or tax advice and is not acting as a fiduciary to the Plan. This valuation is based on Segal's understanding of applicable guidance in these areas and of the Plan's provisions, but they may be subject to alternative interpretations. The System should look to their other advisors for expertise in these areas.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the System upon delivery and review. The System should notify Segal immediately of any questions or concerns about the final content.

Section 2: Actuarial Valuation Results

A. Member information

The Actuarial Valuation and Review considers the number and demographic characteristics of covered members, including active members, inactive members, retired members and beneficiaries.

This section presents a summary of significant statistical data on these member groups. More detailed information for this valuation year and the preceding valuation can be found in *Section 3, Exhibits A, B, and C*.

Member Population

As of June 30	Active Members	Inactive Members ⁹	Retired Members and Beneficiaries (Pay Status)	Total Non-Actives	Ratio of Non-Actives to Actives	Ratio of Pay Status to Actives
2016	1,789	248	1,630	1,878	1.05	0.91
2017	1,802	267	1,713	1,980	1.10	0.95
2018	1,828	284	1,779	2,063	1.13	0.97
2019	1,847	303	1,844	2,147	1.16	1.00
2020	1,903	312	1,905	2,217	1.17	1.00
2021	1,896	327	1,977	2,304	1.22	1.04
2022	1,895	360	2,048	2,408	1.27	1.08
2023	1,955	381	2,117	2,498	1.28	1.08
2024	1,974	407	2,176	2,583	1.31	1.10
2025	2,001	424	2,235	2,659	1.33	1.12

⁹ Includes inactive members due a refund of member contributions.

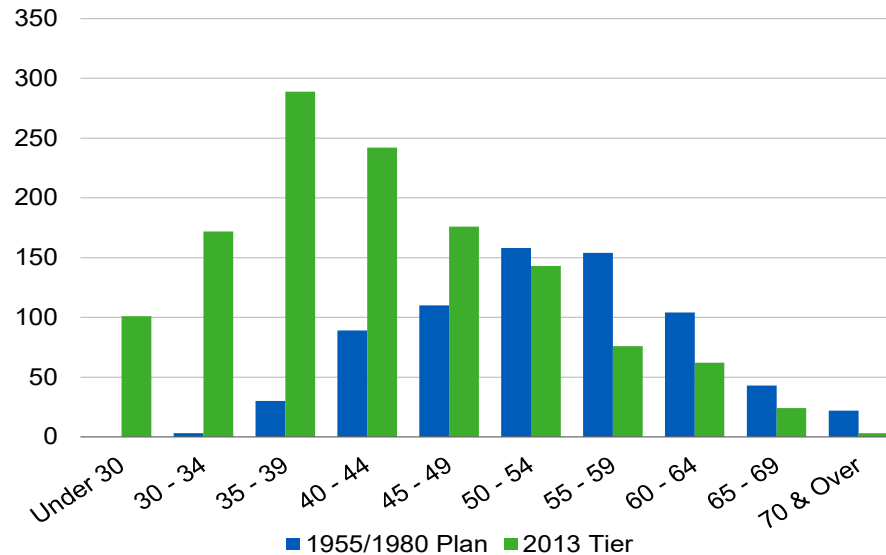
Section 2: Actuarial Valuation Results

Active members

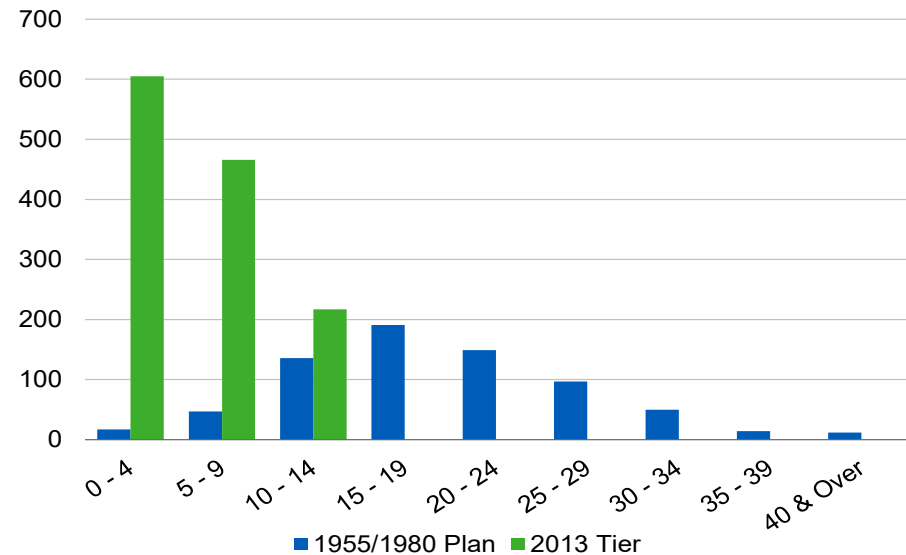
Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Active members	2,001	1,974	1.4%
Average age ¹⁰	46.8	46.9	-0.1
Average years of service	10.8	10.9	-0.1
Average projected compensation	\$143,160	\$138,515	3.4%

Distribution of Active Members as of June 30, 2025

Actives by Age



Actives by Years of Service



Inactive members

Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Inactive members ¹¹	424	407	4.2%

¹⁰ Among the active members, there were none with unknown age information.

¹¹ Includes inactive members due a refund of member contributions.

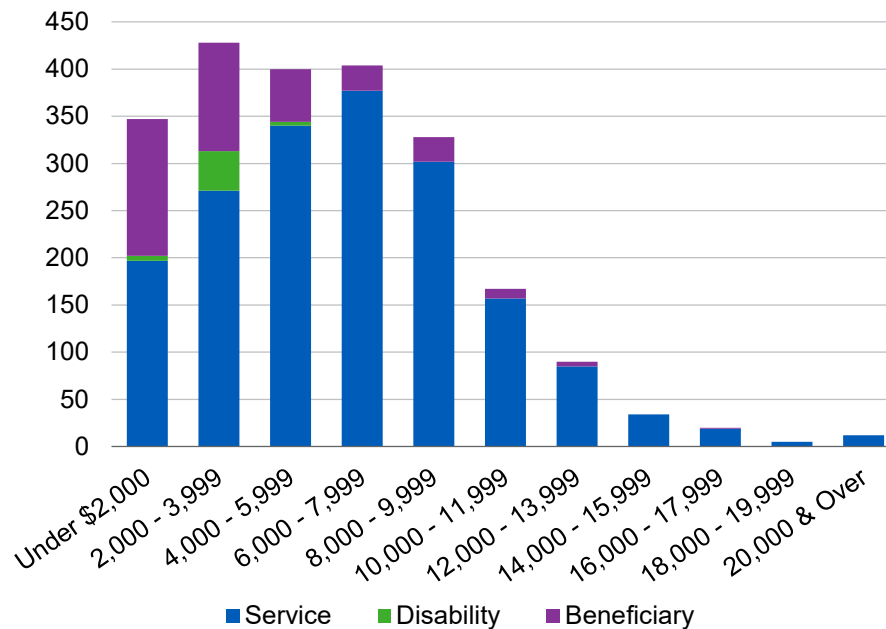
Section 2: Actuarial Valuation Results

Retired members and beneficiaries

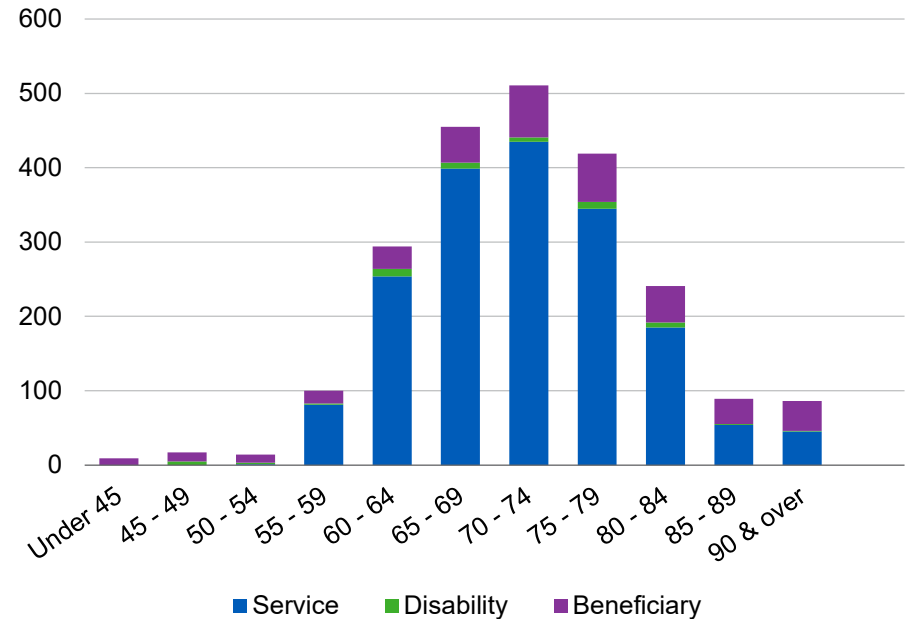
Demographic Data	As of June 30, 2025	As of June 30, 2024	Change
Retired members	1,850	1,804	2.5%
Beneficiaries	385	372	3.5%
Average age	72.0	71.7	0.3
Average monthly amount	\$6,107	\$5,930	3.0%
Total monthly amount	\$13,649,257	\$12,903,119	5.8%

Distribution of Retired Members and Beneficiaries as of June 30, 2025

By Type and Monthly Amount



By Type and Age



Section 2: Actuarial Valuation Results

Historical plan population

The chart below demonstrates the progression of the active population over the last ten years. The chart also shows the growth among the retired population over the same time period.

Member Data Statistics

Active Members versus Retired Members and Beneficiaries (Pay Status)

As of June 30	Active Count	Active Average Age	Active Average Service	Pay Status Count	Pay Status Average Age	Pay Status Monthly Amount
2016	1,789	48.5	13.3	1,630	70.1	\$4,499
2017	1,802	48.0	12.8	1,713	70.1	4,649
2018	1,828	47.8	12.4	1,779	70.2	4,841
2019	1,847	47.6	12.0	1,844	70.3	5,024
2020	1,903	47.3	11.7	1,905	70.6	5,211
2021	1,896	47.4	11.6	1,977	70.8	5,376
2022	1,895	47.2	11.4	2,048	71.0	5,592
2023	1,955	47.1	11.0	2,117	71.4	5,752
2024	1,974	46.9	10.9	2,176	71.7	5,930
2025	2,001	46.8	10.8	2,235	72.0	6,107

Section 2: Actuarial Valuation Results

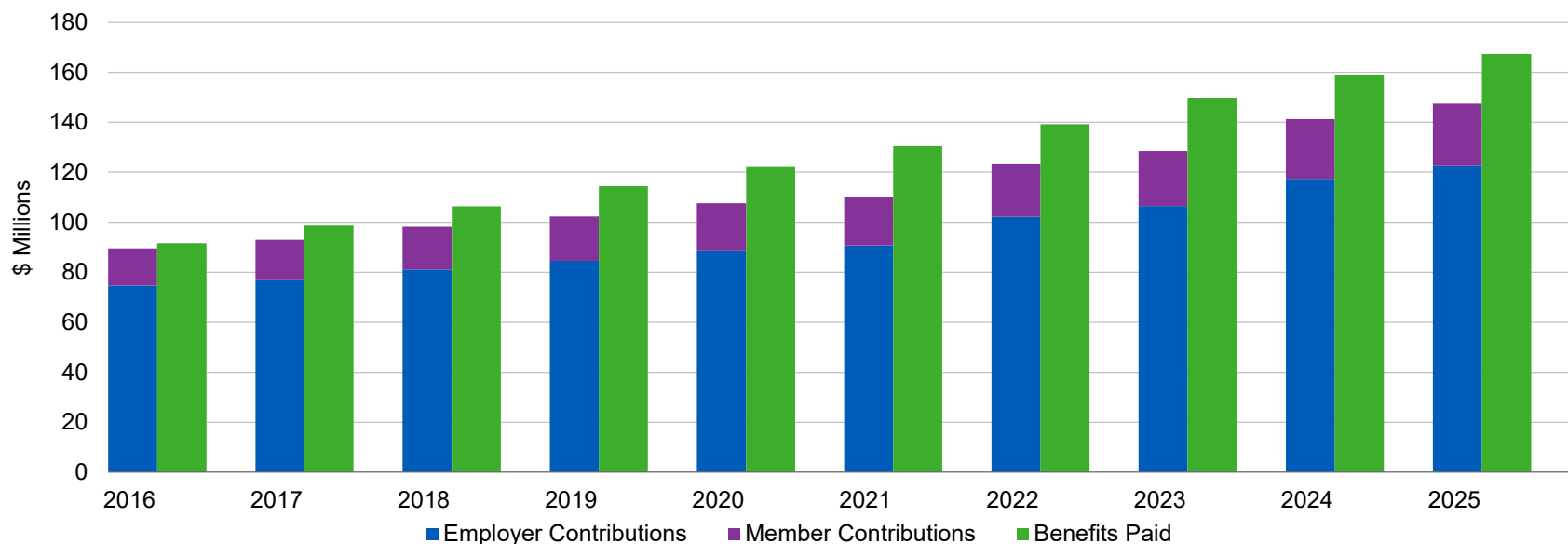
B. Financial information

Pension plan funding anticipates that, over the long term, both contributions and investment earnings (less investment fees and administrative expenses) will be needed to cover benefit payments. Pension plan assets change as a result of the net impact of these income and expense components.

Additional financial information, including a summary of transactions for the valuation year, is presented in *Section 3, Exhibits D, E and F*.

It is desirable to have level and predictable plan costs from one year to the next. For this reason, the Board has approved an asset valuation method that gradually adjusts to market value. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the valuation asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

Comparison of Contributions Made with Benefits for Years Ended June 30



Section 2: Actuarial Valuation Results

Determination of Actuarial Value and Valuation Value of Assets for Year Ended June 30, 2025

Step	Actual Return	Expected Return	Investment Gain/(Loss)	Percent Deferred	Amount
1. Market value of assets					
a. Pension Plan					\$2,743,096,000
b. HIB Plan					82,988,000
c. Total					\$2,826,084,000
2. Calculation of deferred return					
a. Year ended June 30, 2021	\$491,625,000	\$129,314,710	\$362,310,290	0%	\$0
b. Year ended June 30, 2022	(253,930,000)	162,455,125	(416,385,125)	20	(83,277,025)
c. Year ended June 30, 2023	217,559,000	138,262,646	79,296,354	40	31,718,542
d. Year ended June 30, 2024	279,545,000	151,631,764	127,913,236	60	76,747,942
e. Year ended June 30, 2025	328,878,000	169,230,499	159,647,501	80	127,718,001
f. Total deferred return¹²					\$152,907,460
3. Preliminary actuarial value of assets: 1c – 2f					\$2,673,176,540
4. Adjustment to be within 30% corridor of market value					0
5. Final actuarial value of assets: 3 + 4					\$2,673,176,540
6. Ratio of actuarial to market value of assets: 5 ÷ 1c					94.6%
7. Valuation value of Pension Plan assets: 1a ÷ 1c × 5					\$2,594,678,670

¹² The total deferred return as of June 30, 2025 is recognized in each of the next four years as follows:

a. Amount recognized on June 30, 2026	\$(9,905,607)
b. Amount recognized on June 30, 2027	73,371,418
c. Amount recognized on June 30, 2028	57,512,147
d. Amount recognized on June 30, 2029	<u>31,929,500</u>
e. Total unrecognized return as of June 30, 2025	\$152,907,460
(may not total exactly due to rounding)	

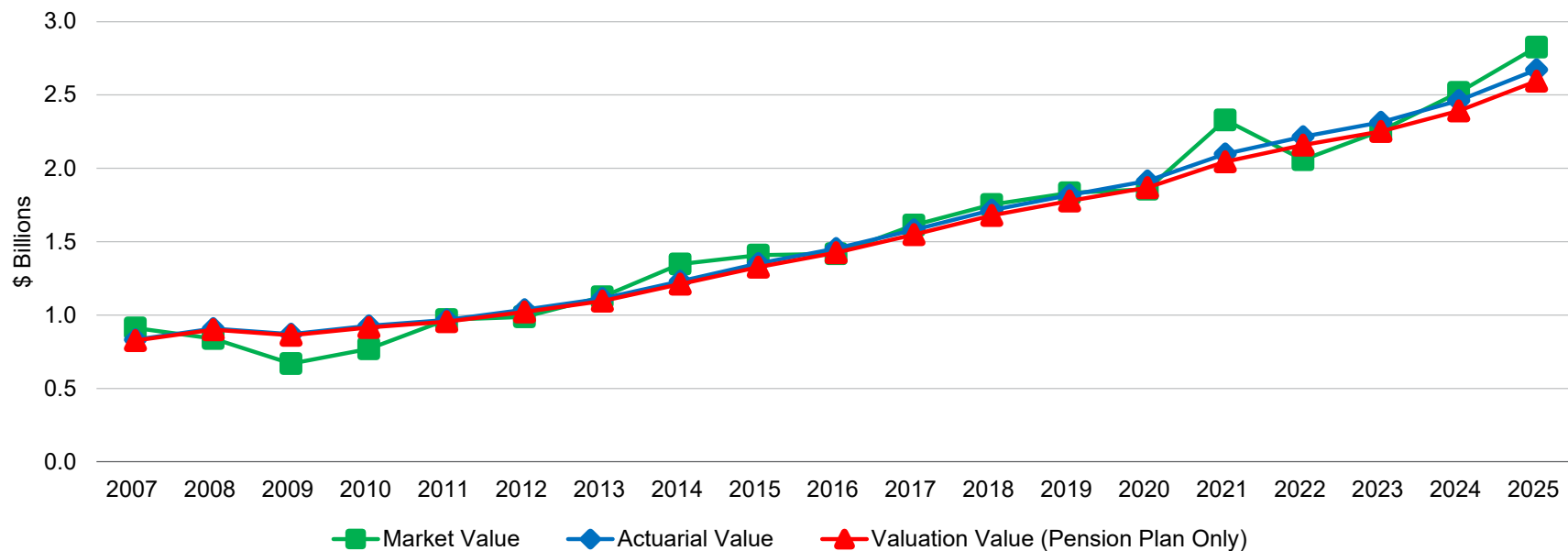
Section 2: Actuarial Valuation Results

Asset history

The market value, actuarial value and valuation value of assets are representations of the Plan's financial status. As investment gains and losses are gradually taken into account, the actuarial value of assets tracks the market value of assets. The valuation value of assets is generally the actuarial value, excluding HIB Plan assets.

The valuation value of assets is significant because the Plan's liabilities are compared to these assets to determine what portion, if any, remains unfunded. Amortization of the unfunded actuarial accrued liability is an important element in determining the contribution requirement.

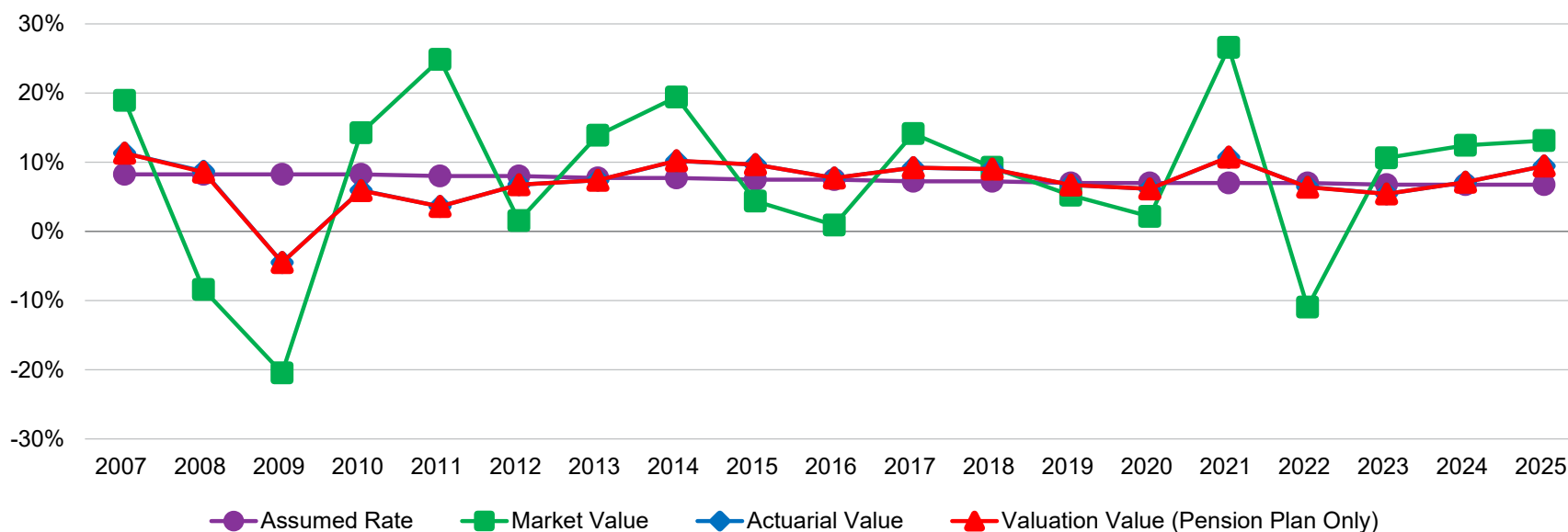
Market Value, Actuarial Value, and Valuation Value (Pension Plan Only) of Assets as of June 30



Section 2: Actuarial Valuation Results

Historical investment returns

Market, Actuarial and Valuation Rates of Return for Years Ended June 30



Legend	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
■ Market rate	18.95%	(8.40)%	(20.47)%	14.27%	24.85%	1.57%	13.91%	19.41%	4.37%	0.92%	14.15%	9.25%	5.25%	2.16%	26.61%	(10.94)%	10.62%	12.44%	13.12%
◆ Actuarial rate	11.31%	8.69%	(4.47)%	5.96%	3.62%	6.76%	7.39%	10.19%	9.67%	7.74%	9.22%	9.00%	6.74%	6.16%	10.71%	6.43%	5.42%	7.14%	9.46%
▲ Valuation rate	11.33%	8.59%	(4.49)%	5.93%	3.62%	6.75%	7.40%	10.22%	9.68%	7.74%	9.23%	9.01%	6.74%	6.16%	10.74%	6.41%	5.42%	7.15%	9.47%
● Assumed rate	8.25%	8.25%	8.25%	8.25%	8.00%	8.00%	7.75%	7.75%	7.50%	7.50%	7.25%	7.25%	7.00%	7.00%	7.00%	7.00%	6.75%	6.75%	6.75%

Average Rates of Return	Market Value	Actuarial Value	Valuation Value
Most recent five-year geometric average return	9.67%	7.81%	7.82%
Most recent 10-year geometric average return	7.94%	7.79%	7.79%
Most recent 15-year geometric average return	9.43%	7.69%	7.70%

Section 2: Actuarial Valuation Results

C. Actuarial experience

To calculate any actuarially determined contribution, assumptions are made about future events that affect the amount and timing of benefits to be paid and assets to be accumulated. Each year actual experience is measured against the assumptions. If overall experience is more favorable than anticipated (an actuarial gain), the actuarially determined contribution will decrease from the previous year. On the other hand, the actuarially determined contribution will increase if overall actuarial experience is less favorable than expected (an actuarial loss).

Taking account of experience gains or losses in one year without making a change in assumptions reflects the belief that the single year's experience was a short-term development and that, over the long term, experience will return to the original assumptions. For contribution requirements to remain stable, assumptions should approximate experience.

If assumptions are changed, the contribution requirement is adjusted to take into account a change in experience anticipated for all future years. There are no changes in actuarial assumptions reflected in this valuation.

The actuarial experience for the year can be found below and a discussion of the major components can be found on the following pages.

Actuarial Experience for Year Ended June 30, 2025

Source	Amount
1. Net gain from investments ¹³	\$(64,812,909)
2. Net loss from contributions	1,269,349
3. Net loss from other experience ¹⁴	9,586,903
4. Net experience gain	\$(53,956,657)

¹³ Details on next page.

¹⁴ See *Subsection E* for further details. Does not include the effect of plan, method or assumption changes, if any.

Section 2: Actuarial Valuation Results

Investment experience

A major component of projected asset growth is the assumed rate of return. The assumed return should represent the expected long-term rate of return, based on the Plan's investment policy.

For valuation purposes, the assumed rate of return on the valuation value of assets is 6.75% based on the June 30, 2024 valuation. The actual rate of return on a valuation basis for the 2024–2025 plan year was 9.47% after recognizing a portion of this year's investment gain and a portion of prior years' investment gains and losses. Since the actual return for the year was more than the assumed return, the Plan experienced an actuarial gain during the year ended June 30, 2025 with regard to its investments.

Investment Experience for Year Ended June 30, 2025

Line Description	Valuation Value (Pension Plan Assets)	Actuarial Value (Pension and HIB Plan Assets)	Market Value (Pension and HIB Plan Assets)
1. Net investment income	\$225,482,306	\$231,786,950	\$328,878,000
2. Average value of assets	2,380,287,364	2,451,302,090	2,507,118,500
3. Rate of return: $1 \div 2$	9.47%	9.46%	13.12%
4. Assumed rate of return	6.75%	6.75%	6.75%
5. Expected investment income: 2×4	\$160,669,397	\$165,462,891	\$169,230,499
6. Investment gain/(loss): $1 - 5$	\$64,812,909	\$66,324,059	\$159,647,501

Section 2: Actuarial Valuation Results

Contributions

In last year's valuation report, expected contributions for the year ended June 30, 2025 were based on the contribution rates from the June 30, 2024 valuation. However, due to the anticipated one-year delay in implementing the higher contribution rates calculated in that valuation, actual contributions for fiscal year 2024/2025 were based on the contribution rates from the June 30, 2023 valuation. This anticipated delay resulted in a contribution loss of \$1.3 million for the year, when adjusted for timing.

Other experience

There are other differences between the expected and the actual experience that appear when the new valuation is compared with the projections from the previous valuation. These include:

- Mortality experience (more or fewer than expected deaths)
- The extent of turnover among members
- Retirement experience (earlier or later than projected)
- The number of disability retirements (more or fewer than projected)
- Salary increases (greater or smaller than projected), and
- Cost-of-living adjustments (COLAs; higher or lower than anticipated)

The net loss from this other experience for the year ended June 30, 2025 amounted to \$9.6 million, which is 0.29% of the actuarial accrued liability. See *Section 2, Subsection E* for a detailed development of the unfunded actuarial accrued liability.

Section 2: Actuarial Valuation Results

D. Other changes impacting the actuarial accrued liability

Actuarial assumptions and methods

There were no changes in actuarial assumption or methods since the prior valuation.

Details on actuarial assumptions and methods are in *Section 4, Exhibit 1*.

Plan provisions

There were no changes in plan provisions since the prior valuation.

A summary of plan provisions is in *Section 4, Exhibit 2*.

Section 2: Actuarial Valuation Results

E. Unfunded actuarial accrued liability

Development of Unfunded Actuarial Accrued Liability for Year Ended June 30, 2025

Line Description	Amount
1. Unfunded actuarial accrued liability at beginning of year	\$752,349,976
2. Total normal cost at beginning of year	62,955,107
3. Expected employer and member contributions at beginning of year	(131,356,409)
4. Interest to end of year	46,166,537
5. Expected unfunded actuarial accrued liability at end of year	\$730,115,211
6. Changes due to:	
a. Investment return greater than expected, after asset smoothing	\$(64,812,909)
b. Anticipated one-year delay in implementing the higher contribution rates calculated in the prior valuation	1,269,349
c. Individual salary increases greater than expected	7,021,341
d. Higher than expected COLA increases for current retirees and beneficiaries	465,734
e. Other losses on demographic experience	2,099,828
f. Total changes	\$(53,956,657)
7. Unfunded actuarial accrued liability at end of year: 5 + 6f	\$676,158,554

Note: The “net loss from other experience” of \$9,586,903 from *Subsection C* is equal to the sum of items 6c, 6d and 6e.

Section 2: Actuarial Valuation Results

F. Recommended contribution

The recommended contribution is equal to the employer normal cost payment and a payment on the unfunded actuarial accrued liability. As of June 30, 2025, the average recommended employer contribution is 38.08% of payroll.

The Board sets the funding policy used to calculate the recommended contribution based on layered 20-year¹⁵ amortization periods as a level percentage of payroll. See *Section 4, Exhibit 1* for further details on the funding policy. Based on this policy, there is no negative amortization¹⁶ and each amortization layer is fully funded in 20 years. As shown in the projection of UAAL balances in *Section 3, Exhibit H*, before taking into consideration the future recognition of the deferred investment gains and losses, the UAAL of the Plan is expected to be fully amortized by 2045, assuming all assumptions are realized and contributions are made in accordance with the funding policy.

The current funding policy is intended to fully fund the cost of the benefits and to allocate the cost of benefits reasonably and equitably over time while minimizing the volatility of employer contributions. The recommended contribution is expected to remain level as a percent of payroll, except when any current amortization layer is fully amortized and assuming there are no future actuarial gains or losses. Furthermore, the funded ratio is expected to increase as the UAAL is methodically funded by employer contributions.

The recommended contribution under the funding policy is a “Reasonable Actuarially Determined Contribution” as required under Actuarial Standard of Practice No. 4 Measuring Pension Obligations and Determining Pension Plan Costs or Contributions.

¹⁵ Changes in UAAL as a result of actuarial gains or losses or as a result of changes in actuarial assumptions or methods (on or after July 1, 2021) for each valuation are amortized over separate 20-year periods. Changes in UAAL as a result of plan changes are amortized over separate 15-year periods.

¹⁶ Negative amortization means that the amortization payment towards the UAAL is less than the interest on the UAAL and therefore the outstanding balance of the UAAL would increase.

Section 2: Actuarial Valuation Results

Average Recommended Employer Contribution Calculated as of June 30

Line Description	2025 Amount	2025 % of Projected Compensation	2024 Amount	2024 % of Projected Compensation
1. Total normal cost	\$67,324,663	23.50%	\$65,051,880	23.79%
2. Expected member normal cost contributions	27,193,095	9.49%	25,816,672	9.44%
3. Employer normal cost: 1 – 2	\$40,131,568	14.01%	\$39,235,208	14.35%
4. Actuarial accrued liability	3,270,837,224		3,143,728,340	
5. Valuation value of assets	2,594,678,670		2,391,378,364	
6. Unfunded actuarial accrued liability: 4 – 5	\$676,158,554		\$752,349,976	
7. Payment on UAAL	68,951,554	24.07%	70,681,217	25.85%
8. Average recommended employer contribution: 3 + 7	\$109,083,122	38.08%	\$109,916,425	40.20%
9. Projected payroll	\$286,462,625		\$273,428,306	

Note: Contributions are assumed to be paid at the end of each pay period.

Section 2: Actuarial Valuation Results

Reconciliation of average recommended employer contribution rate

Reconciliation from June 30, 2024 to June 30, 2025

Item	Contribution Rate	Estimated Annual Dollar Amount ¹⁷
1. Average recommended employer contribution as of June 30, 2024	39.86%	\$114,181,094
2. Changes due to:		
a. Investment return greater than expected, after asset smoothing	(1.61)%	(4,612,048)
b. Anticipated one-year delay in implementing the higher contribution rates calculated in the prior valuation	0.03%	85,939
c. Individual salary increases greater than expected	0.17%	486,986
d. Amortizing prior year's UAAL over a larger than expected total payroll	(0.44)%	(1,260,436)
e. Higher than expected COLA increases for current retirees and beneficiaries	0.01%	28,646
f. Change in member demographics and other net experience losses	0.06%	172,941
g. Total change	(1.78)%	\$(5,097,972)
3. Average recommended employer contribution as of June 30, 2025: 1 + 2g	38.08%	\$109,083,122

¹⁷ Based on June 30, 2025 projected compensation of \$286,462,625.

Section 2: Actuarial Valuation Results

Reconciliation of average recommended member contribution rate

Reconciliation from June 30, 2024 to June 30, 2025

Item	Contribution Rate	Estimated Annual Dollar Amount ¹⁸
1. Average recommended member contribution as of June 30, 2024	9.49%	\$27,193,095
2. Changes due to:		
a. Change in member demographics	0.00%	0
b. Total change	0.00%	\$0
3. Average recommended member contribution as of June 30, 2025: 1 + 2b	9.49%	\$27,193,095

¹⁸ Based on June 30, 2025 projected compensation of \$286,462,625.

Section 2: Actuarial Valuation Results

Recommended employer contribution rate

Recommended Employer Contribution Calculated as of June 30
(% of Payroll; Payable at End of Each Pay Period)

Employer and Member Contributions	2025 Contribution Rate	2025 Estimated Annual Amount ¹⁹	2024 Contribution Rate	2024 Estimated Annual Amount ¹⁹
1955/1980 Plan				
Total normal cost	28.17%	\$33,374,253	28.24%	\$33,457,185
Expected employee contributions	-8.66%	-10,259,887	-8.66%	-10,259,887
Employer normal cost	19.51%	\$23,114,366	19.58%	\$23,197,298
UAAL	24.07%	28,516,800	25.85%	30,625,645
Total employer contribution	43.58%	\$51,631,166	45.43%	\$53,822,943
2013 Tier				
Total normal cost	20.21%	\$33,950,410	20.16%	\$33,866,416
Expected employee contributions	-10.08%	-16,933,208	-10.08%	-16,933,208
Employer normal cost	10.13%	\$17,017,202	10.08%	\$16,933,208
UAAL	24.07%	40,434,754	25.85%	43,424,943
Total employer contribution	34.20%	\$57,451,956	35.93%	\$60,358,151
Combined				
Total normal cost	23.50%	\$67,324,663	23.50%	\$67,323,601
Expected employee contributions	-9.49%	-27,193,095	-9.49%	-27,193,095
Employer normal cost	14.01%	\$40,131,568	14.01%	\$40,130,506
UAAL	24.07%	68,951,554	25.85%	74,050,588
Total employer contribution	38.08%	\$109,083,122	39.86%	\$114,181,094

¹⁹ Amounts are based on the following June 30, 2025 projected annual payroll:

Projected Annual Payroll

Plan	Amount
1955/1980 Plan	\$118,474,450
2013 Tier	167,988,175
Combined	\$286,462,625

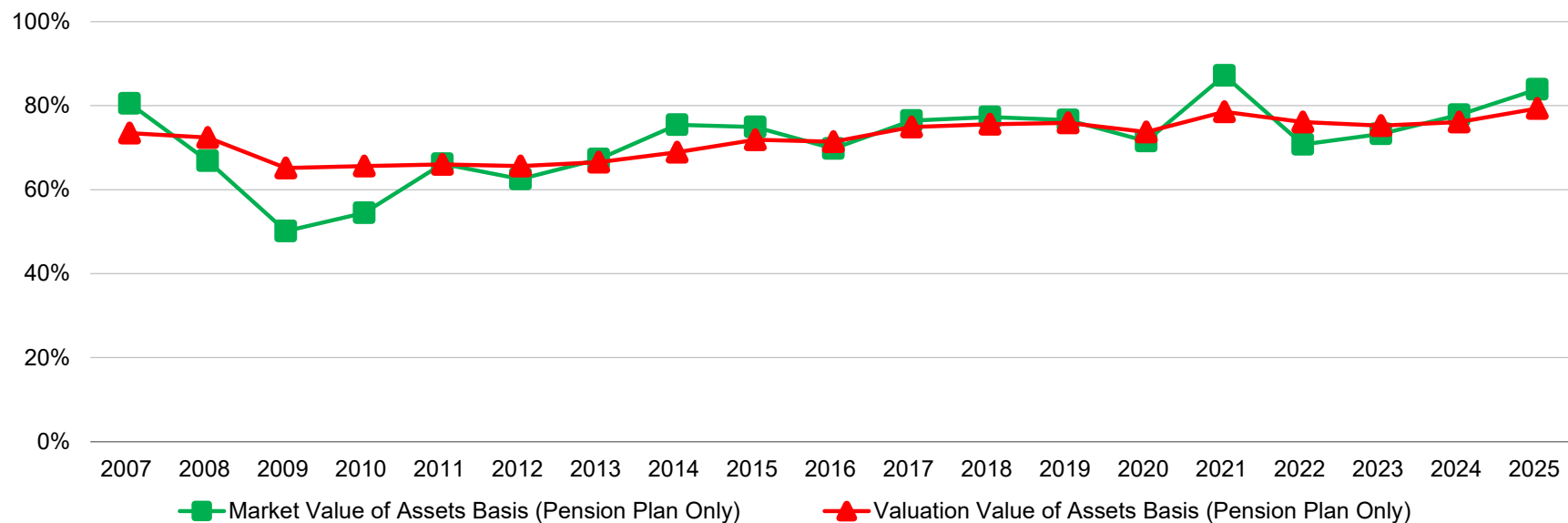
Section 2: Actuarial Valuation Results

G. Funded status

A commonly reported piece of information regarding the Plan's financial status is the funded ratio. These ratios compare the market and valuation value of assets to the actuarial accrued liability of the Plan. Higher ratios indicate a relatively well-funded plan while lower ratios may indicate recent changes to actuarial assumptions, funding of the plan below actuarial requirements, poor asset performance, or a variety of other causes.

The funded status measures shown in this valuation are appropriate for assessing the need for or amount of future contributions. However, they are not necessarily appropriate for assessing the sufficiency of Plan assets to cover the estimated cost of settling the Plan's benefit obligations. As the chart below shows, the measures are different depending on whether the market or valuation value of assets is used.

Funded Ratio as of June 30



Section 2: Actuarial Valuation Results

Schedule of Funding Progress (Dollars in Thousands)

As of June 30	Valuation Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b) – (a)	Funded Ratio (a) ÷ (b)	Projected Compensation (c)	UAAL as a % of Projected Compensation [(b) – (a)] ÷ (c)
2016	\$1,425,785	\$1,995,863	\$570,078	71.4%	\$183,971	309.9%
2017	1,549,213	2,068,015	518,802	74.9	184,859	280.6
2018	1,678,417	2,220,977	542,560	75.6	202,995	267.3
2019	1,777,065	2,340,773	563,708	75.9	212,351	265.5
2020	1,868,917	2,535,238	666,321	73.7	224,412	296.9
2021	2,045,503	2,605,614	560,111	78.5	224,392	249.6
2022	2,158,463	2,835,771	677,308	76.1	241,538	280.4
2023	2,251,691	2,994,429	742,738	75.2	262,273	283.2
2024	2,391,378	3,143,728	752,350	76.1	273,428	275.2
2025	2,594,679	3,270,837	676,158	79.3	286,463	236.0

Section 2: Actuarial Valuation Results

H. Actuarial balance sheet

An overview of the Plan's funding is given by an actuarial balance sheet. In this approach, first the amount and timing of all future payments that will be made by the Plan for current members is determined. Then these payments are discounted at the valuation interest rate to the date of the valuation, thereby determining the present value, referred to as the "liability" of the Plan.

Second, this liability is compared to the assets. The "assets" for this purpose include the net amount of assets already accumulated by the Plan, the present value of future member contributions, the present value of future employer normal cost contributions, and the present value of future employer amortization payments for the unfunded actuarial accrued liability.

Actuarial Balance Sheet as of June 30

Line Description	2025	2024
Liabilities		
Present value of benefits for retired members and beneficiaries	\$2,173,833,194	\$2,081,323,619
Present value of benefits for inactive members	68,399,872	63,313,175
Present value of benefits for active members	1,614,877,189	1,562,679,932
Total liabilities	\$3,857,110,255	\$3,707,316,726
Current and future assets		
Total valuation value of assets	\$2,594,678,670	\$2,391,378,364
Present value of future contributions by members	263,876,461	249,278,982
Present value of future employer contributions for:		
• Entry age normal cost	322,396,570	314,309,404
• Unfunded actuarial accrued liability	676,158,554	752,349,976
Total of current and future assets	\$3,857,110,255	\$3,707,316,726

Section 2: Actuarial Valuation Results

I. Risk

Because the actuarial valuation results are dependent on a fixed set of assumptions and data as of a specific date, there is risk that emerging results may differ, perhaps significantly, as actual experience is fluid and will not exactly track current assumptions. This potential divergence may have a significant impact on the future financial condition of the Plan.

This report does not contain a detailed analysis of the potential range of future measurements but does include a concise discussion of some of the primary risks that may affect the Plan's future financial condition. In early 2026, we are scheduled to prepare a stand-alone Risk Assessment report for the Pension Plan by using membership and financial information as provided in this actuarial valuation as of June 30, 2025. That report will include various deterministic projections of future results under different investment return scenarios based on the assumptions adopted for the June 30, 2025 valuation. The report will also include stochastic projections of how changes in price inflation may impact the COLA benefit paid after the Plan is more than 85% funded on a PBO basis.

This section provides descriptions and basic assessments of the primary risks that are likely to have an ongoing influence on the Plan's financial health, as well as a discussion of historical trends and maturity measures:

Risk assessments

- **Asset/Liability Mismatch Risk** (the potential that future plan experience does not affect asset and liability values in the same way, causing them to diverge)

The most significant asset/liability mismatch risk to the Plan is investment risk, as discussed below. In fact, investment risk has the potential to impact asset/liability mismatch in two ways. The first is evident in annual valuations; when asset values deviate from assumptions they are typically independent from liability changes. The second can be caused when systemic asset deviations from assumptions may signal the need for an assumption change, which causes liability values and contribution rates to move in the opposite direction from any change in the expected experience of asset growth rates.

Asset/liability mismatch can also be caused by demographic assumption risk such as longevity, which affects liabilities but has no impact on asset levels. This risk is also discussed below.

- **Investment Risk** (the risk that investment returns will be different than expected)

The investment return assumption is a long-term, static assumption for valuation purposes even though in reality market experience can be quite volatile in any given year. That volatility can cause significant changes in the financial condition of the Plan, affecting both funded status and contribution rates. The inherent year-to-year volatility is reduced by smoothing through the valuation value of assets, however investment experience can still have a sizable impact. As discussed in *Section 2, Subsection J*,

Section 2: Actuarial Valuation Results

Volatility Ratios, on page 41, a 1% asset gain or loss (relative to the assumed investment return) translates to about 9.6% of one-year's payroll. Since actuarial gains and losses are amortized over 20 years, there would be a 0.7% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The year-by-year market value rate of return over the last 10 years has ranged from a low of (10.94)% to a high of 26.61%.

- **Longevity Risk** (the risk that mortality experience will be different than expected)

The actuarial valuation includes current life expectancy assumptions and an expectation of future improvement in life expectancy, which are significant assumptions given the relatively long duration of liabilities for pension plans. Emerging plan experience that does not match these expectations will result in increases or decreases in the actuarially determined contribution over time. This risk can be reduced by using tables appropriate for the Plan (public experience tables) that are weighted by benefit levels, and by using generational mortality projections. The Board has adopted mortality tables based on this methodology.

- **Other Risks**

In addition to longevity, the valuation includes a variety of other assumptions that are unlikely to match future experience exactly. One example is projected salary scales over time. As salary is central to the determination of benefits paid in retirement, deviations from the projected salary scales could have a material impact on the benefits anticipated for each member. Examples of other demographic assumptions include retirement, termination and disability assumptions, and will likely vary in significance for different plans.

Some plans also carry significant contribution risk, defined as the potential for actual future contributions deviating from expected future contributions. However, the employer has a proven track-record of making at least the actuarially determined contributions based on the Board's Actuarial Funding Policy, so contribution risk is minimal.

Evaluation of historical trends

Past experience can help demonstrate the sensitivity of key results to the Plan's actual experience. Over the past ten years:

- The funded percentage on the valuation value of assets basis has increased from 71.4% to 79.3%. This is primarily due to contributions made to amortize the UAAL under the Board's actuarial funding policy and average recent years' investment return on a smoothed basis greater than the assumption. For a more detailed history see *Section 2, Subsection G, Funded status* starting on page 34.
- The average geometric investment return on the actuarial value of assets over the last 10 years was 7.79%. This includes a high of 10.71% and a low of 5.42%. The average over the last five years is 7.81%. For more details see *Section 2, Subsection B, Historical investment returns* on page 23.

Section 2: Actuarial Valuation Results

- The primary source of new UAAL was the strengthening of assumptions through multiple assumption changes. For example, the assumption changes in:
 - 2016 included a change in the discount rate from 7.50% to 7.25%, adding \$52.6 million in unfunded liability;
 - 2018 included a change in the discount rate from 7.25% to 7.00%, adding \$12.5 million in unfunded liability;
 - 2020 included the use of amount-weighted mortality tables projected generationally to better reflect future mortality improvement, adding \$104.8 million in unfunded liability;
 - 2022 included a change in the discount rate from 7.00% to 6.75%, adding \$72.1 million in unfunded liability; and
 - 2024 included changes in demographic assumptions and methodology, adding \$25.3 million in unfunded liability.
- The plan's funding policy effectively deals with these unfunded liabilities over time.²⁰ This can be seen most clearly in *Section 3, Exhibit H: Projection of UAAL balances and payments* starting on page 55.

Maturity measures

In the last 10 years the ratio of members in pay status to active participants has increased from 0.91 to 1.12. An increased ratio indicates that the plan has grown in maturity over time. This is to be expected, but is also informative for understanding plan sensitivity to particular risks. For more details see *Section 2, Subsection A, Member information* on page 16.

As pension plans mature, the cash needed to fulfill benefit obligations will increase over time. Therefore, cash flow projections and analysis should be performed to assure that the Plan's asset allocation is aligned to meet emerging pension liabilities. Over the past year, benefits paid were \$22.2 million more than contributions received.²¹ Plans with high levels of negative cash flows may have a need for a larger allocation to income generating assets, which can create a drag on investment return. However, the Plan currently has a low level of negative cash flow. For more details on historical cash flows see *Section 2, Subsection B, Financial information* on page 20.

A further discussion of plan maturity measures and how they relate to changes in assets and liabilities is included in *Section 2, Subsection J, Volatility ratios* on page 41.

²⁰ In addition, during the last ten years, the Board had on five occasions elected to continue to carry over the higher employer contribution rates in a previous valuation even though the employer contribution rates would have come down in the absence of such action. The Board made that election for the purpose of accelerating the payment of the UAAL.

²¹ Under the Retirement Board's actuarial funding policy, current assets plus the present value of future (employer and member) contributions will always be equal to the present value of benefits expected to be paid by the System. Based on the understanding that the present value of future contributions includes both the amounts required to pay the ongoing normal cost and any unfunded liabilities, it appears that the minimum contribution limit pursuant to Section 12335 of the Public Utilities Code does not apply.

Section 2: Actuarial Valuation Results

Low-Default-Risk Obligation Measure (LDROM)

In December 2021, the Actuarial Standards Board issued a revision of Actuarial Standard of Practice No. 4 (ASOP 4) *Measuring Pension Obligations and Determining Pension Plan Costs or Contributions*. One of the revisions to ASOP 4 requires the disclosure of a Low-Default-Risk Obligation Measure (LDROM) when performing a funding valuation. The LDROM presented in this report is calculated using the same methodology and assumptions used to determine the AAL used for funding, except for the discount rate. The LDROM is required to be calculated using “a discount rate...derived from low-default-risk fixed income securities whose cash flows are reasonably consistent with the pattern of benefits expected to be paid in the future.”

The LDROM is a calculation assuming a plan’s assets are invested in an all-bond portfolio, generally lowering expected long-term investment returns. The discount rate selected and used for this purpose is the Bond Buyer General Obligation 20-year Municipal Bond Index Rate, published at the end of each week. The last published rate in June of the measurement period, by The Bond Buyer, is 5.20% for use effective June 30, 2025. This is the rate used to determine the discount rate for valuing reported public pension plan liabilities in accordance with Governmental Accounting Standards when plan assets are projected to be insufficient to make projected benefit payments, and the 20-year period reasonably approximates the duration of plan liabilities. The LDROM is not used to determine a plan’s funded status or actuarially determined contribution rates. The plan’s expected return on assets, currently 6.75%, is used for these calculations.

As of June 30, 2025, the LDROM for the Plan is \$3.971 billion.²² The difference between the Plan’s AAL of \$3.271 billion and the LDROM can be thought of as the increase in the AAL if the entire portfolio were invested in low-default-risk securities. Alternatively, this difference could also be viewed as representing the expected savings from investing in the Plan’s diversified portfolio compared to investing only in low-default-risk securities.

ASOP 4 requires commentary to help the intended user understand the significance of the LDROM with respect to the funded status of the plan, plan contributions, and the security of member benefits. In general, if plan assets were invested exclusively in low-default-risk securities, the funded status would be lower and the actuarially determined contribution would be higher. While investing in a portfolio with low-default-risk securities may be more likely to reduce investment volatility and the volatility of employer contributions, it also may be more likely to result in higher employer contributions or lower benefits.

²² For comparison purposes, as of June 30, 2024, the LDROM was \$4.560 billion based on a discount rate of 3.93%, while the Plan’s actuarial accrued liability was \$3.144 billion.

Section 2: Actuarial Valuation Results

J. Volatility ratios

Retirement plans are subject to volatility in the level of required contributions. This volatility tends to increase as retirement plans become more mature.

The Asset Volatility Ratio (AVR), which is equal to the market value of assets divided by total projected compensation, provides an indication of the potential contribution volatility for any given level of investment volatility. A higher AVR indicates that the plan is subject to a greater level of contribution volatility. This is a current measurement since it is based on the current level of assets.

The current AVR is about 9.6. This means that a 1% asset gain or loss (relative to the assumed investment return) translates to about 9.6% of one-year's payroll. Since actuarial gains and losses are amortized over 20 years, there would be a 0.7% of payroll decrease/(increase) in the required contribution for each 1% asset gain/(loss).

The Liability Volatility Ratio (LVR), which is equal to the actuarial accrued liability divided by total projected compensation, provides an indication of the longer-term potential for contribution volatility for any given level of investment volatility. This is because, over an extended period of time, the plan's assets should track the plan's liabilities. For example, if a plan is 50% funded on a market value basis, the liability volatility ratio would be double the asset volatility ratio and the plan sponsor should expect contribution volatility to increase over time as the plan becomes better funded.

The LVR also indicates how volatile contributions will be in response to changes in the actuarial accrued liability due to actual experience or to changes in actuarial assumptions. The current total Plan LVR is about 11.4. This is about 19% higher than the AVR. Therefore, we would expect that contribution volatility will increase over the long term.

Section 2: Actuarial Valuation Results

Volatility Ratios

Asset Volatility Ratio (AVR) versus Liability Volatility Ratio (LVR)

As of June 30	Asset Volatility Ratio	Liability Volatility Ratio
2016	7.6	10.8
2017	8.6	11.2
2018	8.5	10.9
2019	8.4	11.0
2020	8.1	11.3
2021	10.1	11.6
2022	8.3	11.7
2023	8.4	11.4
2024	8.9	11.5
2025	9.6	11.4

Section 3: Supplemental Information

Exhibit A: Table of plan demographics

Total Plan — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	2,001	1,974	1.4%
• Average age	46.8	46.9	-0.1
• Average years of service	10.8	10.9	-0.1
• Total projected compensation	\$286,462,625	\$273,428,306	4.8%
• Average projected compensation	\$143,160	\$138,515	3.4%
• Account balances	\$281,115,878	\$263,198,027	6.8%
• Total active vested members	1,380	1,367	1.0%
Inactive members²³			
• Number	424	407	4.2%
• Average age	48.1	48.0	0.1
Retired members			
• Number	1,799	1,753	2.6%
• Average age	71.8	71.4	0.4
• Average monthly benefit	\$6,729	\$6,531	3.0%
Disabled members			
• Number	51	51	0.0%
• Average age	69.0	68.0	1.0
• Average monthly benefit	\$2,780	\$2,699	3.0%
Beneficiaries			
• Number	385	372	3.5%
• Average age	73.5	73.9	-0.4
• Average monthly benefit	\$3,640	\$3,538	2.9%

²³ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

1955/1980 Plan — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	713	778	-8.4%
• Average age	53.8	53.6	0.2
• Average years of service	20.0	19.5	0.5
• Total projected compensation	\$118,474,450	\$122,880,363	-3.6%
• Average projected compensation	\$166,163	\$157,944	5.2%
• Account balances	\$194,223,396	\$193,280,838	0.5%
• Total active vested members	697	756	-7.8%
Inactive members²⁴			
• Number	196	204	-3.9%
• Average age	53.8	53.2	0.6
Retired members			
• Number	1,779	1,742	2.1%
• Average age	71.8	71.4	0.4
• Average monthly benefit	\$6,789	\$6,564	3.4%
Disabled members			
• Number	51	51	0.0%
• Average age	69.0	68.0	1.0
• Average monthly benefit	\$2,780	\$2,699	3.0%
Beneficiaries			
• Number	385	372	3.5%
• Average age	73.5	73.9	-0.4
• Average monthly benefit	\$3,640	\$3,538	2.9%

²⁴ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

2013 Tier — Demographics as of June 30

Demographic Data by Status	2025	2024	Change
Active members			
• Number	1,288	1,196	7.7%
• Average age	42.9	42.5	0.4
• Average years of service	5.7	5.3	0.4
• Total projected compensation	\$167,988,175	\$150,547,943	11.6%
• Average projected compensation	\$130,426	\$125,876	3.6%
• Account balances	\$86,892,482	\$69,917,190	24.3%
• Total active vested members	683	611	11.8%
Inactive members²⁵			
• Number	228	203	12.3%
• Average age	43.1	42.8	0.3
Retired members			
• Number	20	11	81.8%
• Average age	66.7	68.3	-1.6
• Average monthly benefit	\$1,453	\$1,345	8.0%
Disabled members			
• Number	N/A	N/A	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit	N/A	N/A	N/A
Beneficiaries			
• Number	N/A	N/A	N/A
• Average age	N/A	N/A	N/A
• Average monthly benefit	N/A	N/A	N/A

²⁵ Includes inactive members due a refund of member contributions.

Section 3: Supplemental Information

Exhibit B: Distribution of active members

Total Plan

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0–4 Years	5–9 Years	10–14 Years	15–19 Years	20–24 Years	25–29 Years	30–34 Years	35–39 Years	40 Years and Over
Under 25	16	16	—	—	—	—	—	—	—	—
	\$104,605	\$104,605	—	—	—	—	—	—	—	—
25–29	85	77	8	—	—	—	—	—	—	—
	\$117,060	\$115,918	\$128,056	—	—	—	—	—	—	—
30–34	175	111	48	15	1	—	—	—	—	—
	\$130,581	\$124,426	\$139,929	\$143,946	\$164,549	—	—	—	—	—
35–39	319	140	125	51	3	—	—	—	—	—
	\$133,555	\$123,322	\$136,877	\$151,700	\$164,247	—	—	—	—	—
40–44	331	103	112	74	35	7	—	—	—	—
	\$140,887	\$121,966	\$136,222	\$155,355	\$168,496	\$202,965	—	—	—	—
45–49	286	66	72	73	42	27	6	—	—	—
	\$149,776	\$126,540	\$138,135	\$151,431	\$170,543	\$188,191	\$206,704	—	—	—
50–54	301	56	71	59	33	42	32	8	—	—
	\$149,970	\$134,898	\$140,013	\$149,838	\$157,138	\$166,252	\$169,565	\$151,384	—	—
55–59	230	28	40	34	39	40	30	16	3	—
	\$156,234	\$135,718	\$144,872	\$144,953	\$159,272	\$169,951	\$165,213	\$186,291	\$154,618	—
60–64	166	17	29	32	28	19	19	15	6	1
	\$151,461	\$119,100	\$132,125	\$144,572	\$171,113	\$162,054	\$175,474	\$150,894	\$166,046	\$196,065
65–69	67	7	6	15	8	9	4	8	5	5
	\$148,991	\$129,792	\$131,498	\$130,393	\$169,604	\$155,888	\$155,096	\$159,257	\$158,683	\$176,255
70 and over	25	1	2	—	2	5	6	3	—	6
	\$148,547	\$123,536	\$120,942	—	\$155,099	\$128,908	\$159,630	\$148,509	—	\$165,036
Total	2,001	622	513	353	191	149	97	50	14	12
	\$143,160	\$123,796	\$137,722	\$149,568	\$165,303	\$170,531	\$170,463	\$163,494	\$160,967	\$172,296

Section 3: Supplemental Information

1955/1980 Plan

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
25-29	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—
30-34	3	—	1	1	1	—	—	—	—	—
	\$154,918	—	\$135,455	\$164,750	\$164,549	—	—	—	—	—
35-39	30	1	6	20	3	—	—	—	—	—
	\$156,839	\$159,894	\$145,075	\$159,104	\$164,247	—	—	—	—	—
40-44	89	3	9	35	35	7	—	—	—	—
	\$168,341	\$155,444	\$144,332	\$168,541	\$168,496	\$202,965	—	—	—	—
45-49	110	4	10	21	42	27	6	—	—	—
	\$173,255	\$144,538	\$142,722	\$169,926	\$170,543	\$188,191	\$206,704	—	—	—
50-54	158	5	10	28	33	42	32	8	—	—
	\$164,609	\$220,537	\$164,373	\$159,160	\$157,138	\$166,252	\$169,565	\$151,384	—	—
55-59	154	3	6	17	39	40	30	16	3	—
	\$166,595	\$177,478	\$198,737	\$148,250	\$159,272	\$169,951	\$165,213	\$186,291	\$154,618	—
60-64	104	—	4	12	28	19	19	15	6	1
	\$165,989	—	\$148,068	\$167,550	\$171,113	\$162,054	\$175,474	\$150,894	\$166,046	\$196,065
65-69	43	1	1	2	8	9	4	8	5	5
	\$162,541	\$249,885	\$122,636	\$143,901	\$169,604	\$155,888	\$155,096	\$159,257	\$158,683	\$176,255
70 and over	22	—	—	—	2	5	6	3	—	6
	\$152,193	—	—	—	\$155,099	\$128,908	\$159,630	\$148,509	—	\$165,036
Total	713	17	47	136	191	149	97	50	14	12
	\$166,163	\$181,728	\$154,961	\$162,422	\$165,303	\$170,531	\$170,463	\$163,494	\$160,967	\$172,296

Section 3: Supplemental Information

2013 Tier

Active Counts & Average Projected Compensation by Age and Years of Service as of June 30, 2025

Age	Total	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25-29 Years	30-34 Years	35-39 Years	40 Years and Over
Under 25	16	16	—	—	—	—	—	—	—	—
	\$104,605	\$104,605	—	—	—	—	—	—	—	—
25-29	85	77	8	—	—	—	—	—	—	—
	\$117,060	\$115,918	\$128,056	—	—	—	—	—	—	—
30-34	172	111	47	14	—	—	—	—	—	—
	\$130,156	\$124,426	\$140,025	\$142,460	—	—	—	—	—	—
35-39	289	139	119	31	—	—	—	—	—	—
	\$131,138	\$123,059	\$136,463	\$146,923	—	—	—	—	—	—
40-44	242	100	103	39	—	—	—	—	—	—
	\$130,791	\$120,962	\$135,513	\$143,520	—	—	—	—	—	—
45-49	176	62	62	52	—	—	—	—	—	—
	\$135,102	\$125,378	\$137,395	\$143,962	—	—	—	—	—	—
50-54	143	51	61	31	—	—	—	—	—	—
	\$133,795	\$126,502	\$136,019	\$141,418	—	—	—	—	—	—
55-59	76	25	34	17	—	—	—	—	—	—
	\$135,240	\$130,707	\$135,366	\$141,656	—	—	—	—	—	—
60-64	62	17	25	20	—	—	—	—	—	—
	\$127,093	\$119,100	\$129,574	\$130,785	—	—	—	—	—	—
65-69	24	6	5	13	—	—	—	—	—	—
	\$124,713	\$109,776	\$133,271	\$128,315	—	—	—	—	—	—
70 and over	3	1	2	—	—	—	—	—	—	—
	\$121,807	\$123,536	\$120,942	—	—	—	—	—	—	—
Total	1,288	605	466	217	—	—	—	—	—	—
	\$130,426	\$122,168	\$135,983	\$141,513	—	—	—	—	—	—

Section 3: Supplemental Information

Exhibit C: Reconciliation of member data

Line Description	Active Members	Inactive Members ²⁶	Retired Members	Disabled Members	Beneficiaries	Total
Number as of June 30, 2024	1,974	407	1,753	51	372	4,557
New members	132	0	0	0	27	159
Terminations with vested rights	-33	33	0	0	0	0
Contribution refunds	-3	-8	0	0	0	-11
Retirements	-67	-14	81	0	0	0
New disabilities	0	0	0	0	0	0
Return to work	0	0	0	0	0	0
Died with or without beneficiary	-2	-1	-35	0	-15	-53
Data adjustments	0	7 ²⁷	0	0	1	8
Number as of June 30, 2025	2,001	424	1,799	51	385	4,660

²⁶ Includes inactive members due a refund of member contributions.

²⁷ These 7 members were hired and terminated during fiscal year 2024/2025.

Section 3: Supplemental Information

Exhibit D: Summary of income and expenses on a market value basis for all Pension Plan and HIB Plan assets

Line Description	Year Ended June 30, 2025	Year Ended June 30, 2024
Contribution income		
• Employer contributions	\$122,754,000	\$117,342,000
• Member contributions	24,737,000	23,877,000
– Net contribution income	\$147,491,000	\$141,219,000
Investment income		
• Interest, dividends and other income	\$42,550,000	\$44,490,000
• Asset appreciation	298,940,000	247,042,000
• Less investment and administrative fees	(12,612,000)	(11,987,000)
– Net investment income	\$328,878,000	\$279,545,000
Total income available for benefits	\$476,369,000	\$420,764,000
Less benefit payments		
• Benefits paid	\$(166,830,000)	\$(157,771,000)
• Refund of contributions	(486,000)	(1,269,000)
– Net benefit payments	\$(167,316,000)	\$(159,040,000)
Change in market value of assets	\$309,053,000	\$261,724,000
Net assets at market value at the beginning of the year	\$2,517,031,000	\$2,255,307,000
Net assets at market value at the end of the year	\$2,826,084,000	\$2,517,031,000

Note: Results may be slightly off due to rounding.

Section 3: Supplemental Information

Exhibit E: Summary statement of plan assets

Line Description	Year Ended June 30, 2025	Year Ended June 30, 2024
Cash equivalents	\$33,957,000	\$28,791,000
Accounts receivable		
• Brokers, securities sold	\$4,027,000	\$2,068,000
• Employer and member contributions	6,095,000	5,584,000
• Interest, dividends and recoverable taxes	5,887,000	5,115,000
– Total accounts receivable	\$16,009,000	\$12,767,000
Investments		
• Equities	\$1,982,608,000	\$1,824,973,000
• Fixed income investments	751,248,000	533,117,000
• Real estate	53,323,000	118,857,000
• Securities lending collateral	134,426,000	106,561,000
• Capital assets	7,339,000	4,240,000
• Prepaid expenses	0	598,000
– Total investments at market value	\$2,928,944,000	\$2,588,346,000
Total assets	\$2,978,910,000	\$2,629,904,000
Accounts payable		
• Accounts payable and accrued expenses	\$(3,845,000)	\$(2,772,000)
• Payables to brokers, securities purchased	(14,555,000)	(3,540,000)
• Securities lending collateral	(134,426,000)	(106,561,000)
– Total accounts payable	\$(152,826,000)	\$(112,873,000)
Net assets at market value	\$2,826,084,000	\$2,517,031,000
Net assets at actuarial value	\$2,673,176,540	\$2,461,214,590
Net assets at valuation value (Pension Plan only)	\$2,594,678,670	\$2,391,378,364

Note: Results may be slightly off due to rounding.

Section 3: Supplemental Information

Exhibit F: Development of the Plan through June 30, 2025 for all Pension Plan and HIB Plan assets

Year Ended June 30	Employer Contributions	Member Contributions	Net Investment Return ²⁸	Benefit Payments	Market Value of Assets at Year-End	Actuarial Value of Assets at Year-End	Actuarial Value as a Percent of Market Value
2016	\$74,672,000	\$14,925,000	\$12,894,000	\$91,571,000	\$1,418,129,000	\$1,452,786,717	102.4%
2017	76,860,000	16,018,000	200,254,000	98,617,000	1,612,644,000	1,580,665,009	98.0%
2018	81,096,000	17,079,000	148,798,000	106,377,000	1,753,240,000	1,714,363,843	97.8%
2019	84,551,000	17,865,000	91,744,000	114,435,000	1,832,965,000	1,817,562,986	99.2%
2020	88,734,000	18,885,000	39,376,000	122,351,000	1,857,609,000	1,914,278,036	103.1%
2021	90,624,000	19,336,000	491,625,000	130,472,000	2,328,722,000	2,097,712,454	90.1%
2022	102,285,000	21,127,000	(253,930,000)	139,281,000	2,058,923,000	2,216,123,725	107.6%
2023	106,523,000	22,088,000	217,559,000	149,786,000	2,255,307,000	2,314,460,062	102.6%
2024	117,342,000	23,877,000	279,545,000	159,040,000	2,517,031,000	2,461,214,590	97.8%
2025	122,754,000	24,737,000	328,878,000	167,316,000	2,826,084,000	2,673,176,540	94.6%

²⁸ On a market value basis, net of investment and administrative expenses.

Section 3: Supplemental Information

Exhibit G: Table of amortization bases

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment ²⁹
Experience Gain	2000	\$(10,871,830)	30	\$(6,775,191)	5	\$(1,453,643)
Change in Assumptions	2000	8,629,891	30	5,378,045	5	1,153,880
Plan Amendments	2000	13,607,265	30	8,479,883	5	1,819,391
3.5% Retiree COLA Assumption	2000	27,057,441	30	16,861,872	5	3,617,778
Experience Loss	2001	2,292,281	30	1,617,330	6	294,215
Experience Loss	2002	26,232,251	30	20,375,148	7	3,232,098
Plan Amendments	2002	5,111,914	30	3,970,530	7	629,843
Experience Loss	2003	43,692,270	30	36,602,172	8	5,167,938
Plan Amendments	2003	67,138,578	30	56,243,759	8	7,941,175
Experience Loss	2004	32,731,232	30	29,115,168	9	3,716,634
New Assumption / Domestic Partners	2004	(9,812,646)	30	(8,728,571)	9	(1,114,227)
Experience Loss	2005	26,910,233	30	25,106,784	10	2,933,530
Remove Limit Pension Base	2005	27,315,928	30	25,369,463	10	2,964,222
Experience Loss	2006	14,160,133	30	13,719,872	11	1,481,963
Experience Gain	2007	(3,098,126)	30	(3,092,024)	12	(311,298)
Experience Gain	2008	(7,800,585)	30	(7,964,584)	13	(752,529)
Change in Assumptions	2008	51,413,374	30	52,494,289	13	4,959,889
Experience Loss	2009	114,894,458	30	119,317,975	14	10,642,019
Experience Loss	2010	3,039,098	30	3,194,164	15	270,277
Change in Assumptions	2010	8,098,499	30	8,511,714	15	720,227
Experience Loss	2011	4,428,038	30	4,693,141	16	378,389
Experience Gain	2012	(15,668,764)	20	(10,449,375)	7	(1,657,578)

²⁹ Calculated as a level percentage of payroll, payable at the beginning of the year.

Section 3: Supplemental Information

Base Type	Date Established: June 30	Initial Amount	Initial Period	Outstanding Balance	Years Remaining	Annual Payment ³⁰
Change in Assumptions	2012	\$53,400,521	25	\$48,497,514	12	\$4,882,618
Experience Loss	2013	10,858,322	20	7,835,114	8	1,106,256
Experience Gain	2014	(26,406,581)	20	(20,297,088)	9	(2,590,981)
Change in Assumptions	2014	18,421,049	25	17,517,352	14	1,562,380
Experience Gain	2015	(28,955,525)	20	(23,473,696)	10	(2,742,717)
Experience Gain	2016	(1,408,751)	20	(1,192,613)	11	(128,821)
Change in Assumptions	2016	52,595,760	25	51,570,620	16	4,157,932
Experience Gain	2017	(50,022,788)	20	(43,901,201)	12	(4,419,872)
Experience Loss	2018	14,053,082	20	12,698,207	13	1,199,782
Change in Assumptions	2018	12,484,391	25	12,450,275	18	921,442
Experience Loss	2019	26,728,885	20	24,780,968	14	2,210,225
Experience Loss	2020	5,281,313	20	4,998,848	15	422,982
Change in Assumptions	2020	104,813,640	25	105,547,714	20	7,257,147
Experience Gain	2021	(97,336,901)	20	(93,649,842)	16	(7,550,611)
Experience Loss	2022	56,034,517	20	54,592,405	17	4,210,022
Change in Assumptions	2022	72,119,593	20	70,263,512	17	5,418,537
Experience Loss	2023	80,817,915	20	79,654,433	18	5,895,209
Experience Loss	2024	3,041,236	20	3,023,299	19	215,380
Change in Assumptions	2024	25,307,090	20	25,157,826	19	1,792,242
Experience Gain	2025	(53,956,657)	20	(53,956,657)	20	(3,709,899)
Total				\$676,158,554		\$66,743,446

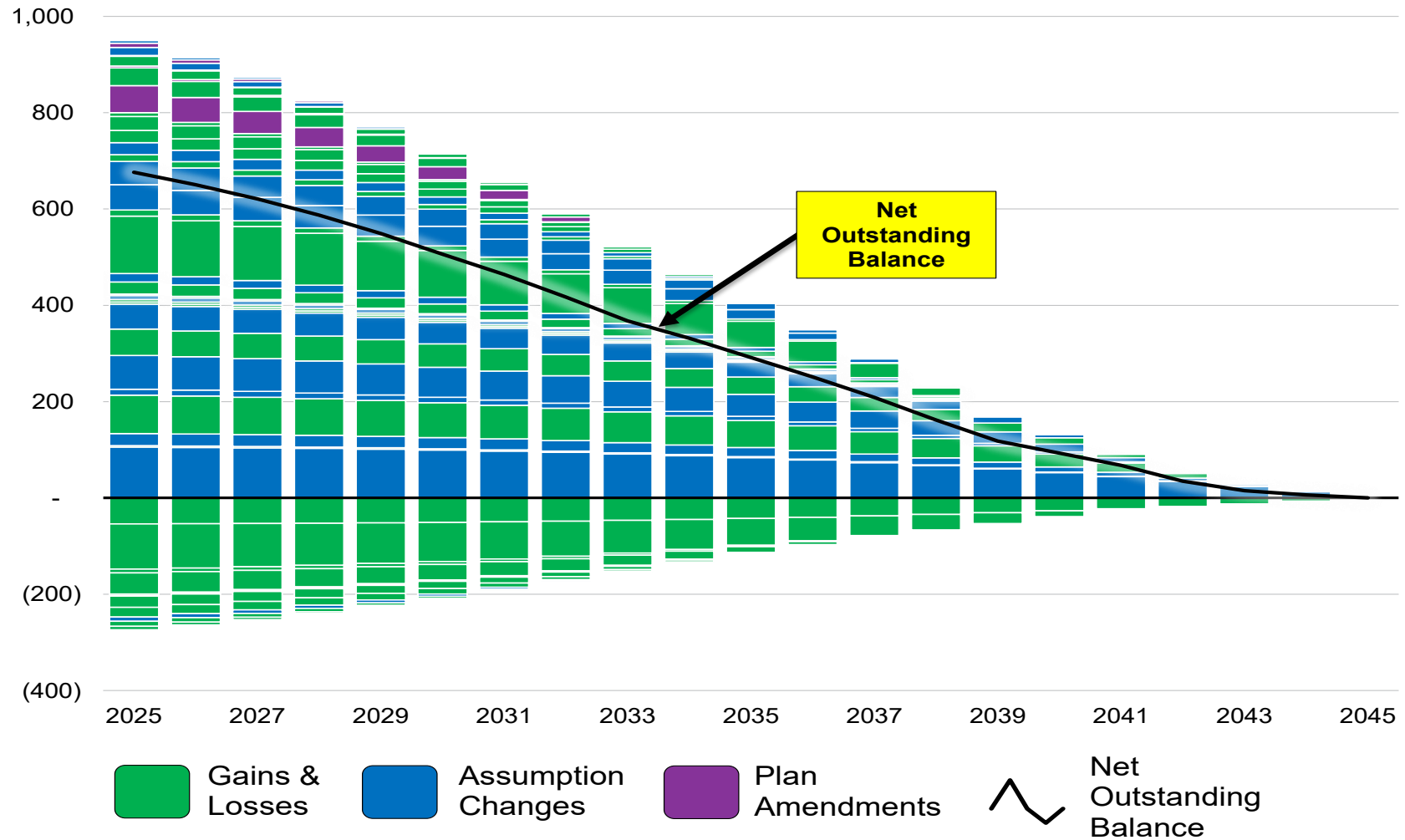
Note: The equivalent single amortization period is about 12 years.

³⁰ Calculated as a level percentage of payroll, payable at the beginning of the year.

Section 3: Supplemental Information

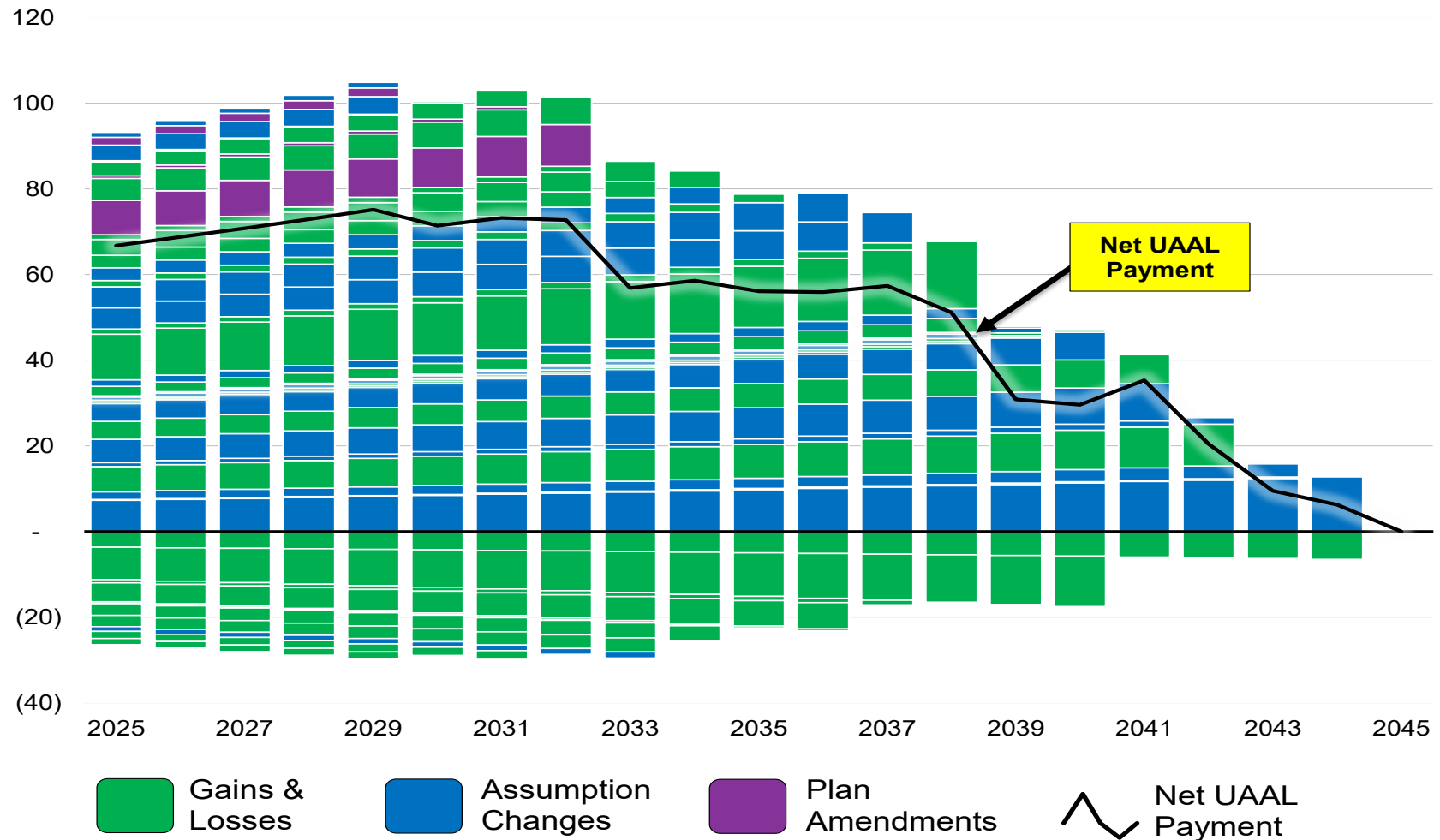
Exhibit H: Projection of UAAL balances and payments

Outstanding Balance of \$676.2 Million in Net UAAL as of June 30, 2025
(\$ in Millions)



Section 3: Supplemental Information

Annual Payments Required to Amortize \$676.2 Million in Net UAAL as of June 30, 2025
(\$ in Millions)



Note: Starting in 2030, the contribution rate for the UAAL is expected to become non-level due to the pattern of recognition of the various layers of UAAL payments. We will continue to monitor and, if warranted, bring a proposal to the Board for consideration to levelize such UAAL payments.

Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial assumptions, methods and models

Rationale for assumptions

The information and analysis used in selecting each assumption that has a significant effect on this actuarial valuation is shown in the July 1, 2020 through June 30, 2024 Actuarial Experience Study report dated November 13, 2024. Unless otherwise noted, all actuarial assumptions and methods shown below apply to both tiers. These assumptions were adopted by the Board.

Net investment return

6.75%; net of administrative and investment expenses.

Based on the Actuarial Experience Study referenced above, expected administrative and investment expenses represent about 0.15% of the beginning of year actuarial value of assets.

Employee contribution crediting rate

6.75%, compounded semi-annually.

Inflation

Increase of 2.50% per year.

Cost-of-Living Adjustment (COLA)

Retiree COLA increases of 2.75% per year. For members with a sufficient COLA bank, withdrawals from the bank can be made to increase the retiree COLA up to 3.00% per year.

Payroll growth

Inflation of 2.50% per year plus real “across-the-board” salary increase of 0.50% per year. The payroll growth assumption is used to amortize the unfunded actuarial accrued liability as a level percentage of payroll.

Section 4: Actuarial Valuation Basis

Increase in Internal Revenue Code Section 401(a)(17) compensation limit

Increase of 2.50% per year from the valuation date.

Increase in California Government Code Section 7522.10 compensation limit

Increase of 2.50% per year from the valuation date.

Salary increases

The annual rate of compensation increase includes:

- Inflation at 2.50%, plus
- “Across-the-board” salary increase of 0.50% per year, plus
- Merit and promotion increase based on time from hire:

Merit and Promotion Increases (%)

Time from Hire (Years)	1955/1980 Plan	2013 Tier
Less than 1	6.25	6.50
1–2	6.00	6.25
2–3	5.00	5.25
3–4	3.75	4.25
4–5	2.50	2.75
5–6	1.50	1.75
6–7	1.25	1.25
7–8	1.25	1.25
8–9	1.25	1.25
9–10	1.25	1.25
10–11	1.00	1.00
11–12	1.00	1.00
12 and over	0.75	0.75

Section 4: Actuarial Valuation Basis

Post-retirement mortality rates

The Pub-2010 mortality tables and adjustments as shown below reasonably reflect the mortality experience as of the measurement date. These mortality tables were adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

Healthy

Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Disabled

Pub-2010 Non-Safety Disabled Retiree Amount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Beneficiary

Not in pay status at the valuation

Pub-2010 General Healthy Retiree Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021.

In pay status at the valuation

Pub-2010 Contingent Survivor Amount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males and females, projected generationally with the two-dimensional mortality improvement scale MP-2021.

Section 4: Actuarial Valuation Basis

Pre-retirement mortality rates

Pub-2010 General Employee Amount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.

Pre-Retirement Mortality Rates (%) — Before Generational Projection from 2010

Age	Male	Female
20	0.04	0.01
25	0.02	0.01
30	0.03	0.01
35	0.04	0.02
40	0.06	0.03
45	0.09	0.05
50	0.13	0.08
55	0.19	0.11
60	0.28	0.17
65	0.41	0.27

Section 4: Actuarial Valuation Basis

Disability

Disability Incidence Rates (%)

Age	Rate
25	0.000
30	0.006
35	0.016
40	0.080
45	0.126
50	0.136
55	0.146
60	0.156
65	0.166
70	0.170

Disabilities rates are applicable after eight years of service.

Section 4: Actuarial Valuation Basis

Termination

Termination Rates (%)

Years of Service	1955/1980 Plan	2013 Tier
Less than 1	11.30	8.00
1–2	6.00	4.00
2–3	6.00	3.75
3–4	3.00	3.25
4–5	3.00	3.00
5–6	2.50	2.70
6–7	2.50	2.60
7–8	2.50	2.50
8–9	2.50	2.30
9–10	1.80	2.20
10–11	1.80	2.10
11–12	1.80	2.00
12–13	1.80	1.90
13–14	1.80	1.80
14–15	1.60	1.70
15 and over	1.60	1.60

No termination is assumed after a member is eligible for retirement (as long as a retirement rate is assumed).

Section 4: Actuarial Valuation Basis

Retirement rates

Retirement Rates (%)			
Age	1955/1980 Plan: Unreduced Pension ³¹	1955/1980 Plan: Reduced Pension	2013 Tier
52	0.00	0.00	2.00
53	0.00	0.00	2.00
54	50.00	7.00	2.00
55	16.00	7.00	3.00
56	16.00	7.00	3.00
57	16.00	8.00	4.00
58	16.00	8.00	4.00
59	16.00	8.00	6.00
60	16.00	10.00	6.00
61	16.00	10.00	6.00
62	20.00	N/A ³²	10.00
63	20.00	N/A	10.00
64	20.00	N/A	10.00
65	20.00	N/A	20.00
66	24.00	N/A	20.00
67	24.00	N/A	20.00
68	24.00	N/A	20.00
69	24.00	N/A	20.00
70	40.00	N/A	35.00
71	40.00	N/A	35.00
72	40.00	N/A	35.00
73	40.00	N/A	35.00
74	40.00	N/A	35.00
75 and over	100.00	N/A	100.00

³¹ For example, a 1955/1980 Plan member age 54 with 30 or more years of service would receive the full 2.60% per year of service accrual.

³² For ages 62 and over, all 1955/1980 Plan members who are eligible for retirement receive the full 2.60% per year of service accrual.

Section 4: Actuarial Valuation Basis

Retirement age for inactive members

For current and future inactive vested members, the retirement age assumption is 59.

1955/1980 Plan non-reciprocal members who are currently terminated with less than five years of service and are not vested are assumed to retire at age 65 if they decide to leave their contributions on deposit.

Reciprocity

15% of members who terminate with a vested benefit are assumed to enter a reciprocal system. For reciprocals, 3.75% compensation increases are assumed per annum.

Future benefit accruals

1.0 year of service per year of employment, plus 0.040 years of additional service to anticipate conversion of unused sick leave for each year of employment. As directed by EBMUDERS, this assumption has been applied to active members in the 1955/1980 Plan and the 2013 Tier.

Unknown data for members

Same as those exhibited by members with similar known characteristics. If not specified, members are assumed to be male.

Percent married/domestic partnership

For all active and inactive members, 85% of male members and 65% of female members are assumed to be married or with domestic partner at pre-retirement death or retirement.

Age and gender of spouse/domestic partner

For all active and inactive members, male members are assumed to have a female spouse who is 2 years younger than the member and female members are assumed to have a male spouse who is 3 years older than the member.

Since birth dates for non-spouse/non-domestic partner contingent beneficiaries are not provided by EBMUDERS, the age differences noted above also apply to assumed contingent beneficiaries of retired members who chose an optional form of payment at retirement.

Section 4: Actuarial Valuation Basis

Form of payment

At retirement, members with spouses or domestic partners are assumed to elect the following form of payment (single members are assumed to elect the Unmodified option):

Election Percentage	
Form of Payment	Election Percentage
Unmodified or Option 1	55%
Option 2 (100% Continuance)	10%
Option 3 (50% Continuance)	20%
Option 4 (25% Continuance)	15%

Actuarial cost method

Entry age cost method. Entry age is the age at the member's hire date. Normal cost and actuarial accrued liability are calculated on an individual basis and are based on costs allocated as a level percentage of compensation, as if the current benefit formula for each individual has always been in effect (i.e., "replacement life within a tier"). The individual normal costs for the 2013 Tier are calculated using salaries that are constrained by the cap on pensionable compensation imposed by PEPRA.

Actuarial value of assets

Market value of assets (MVA) less unrecognized returns in each of the last five years. Unrecognized returns are equal to the difference between the actual market returns and the expected returns on the market value, and are recognized over a five-year period. The actuarial value of assets (AVA) is limited by a 30% corridor; the AVA cannot be less than 70% of MVA, nor greater than 130% of MVA.

Valuation value of assets

The proportion of the actuarial value of assets allocated to the Pension Plan, based on the proportion of the MVA attributable to the Pension Plan.

Section 4: Actuarial Valuation Basis

Amortization policy

Prior to July 1, 2011, the UAAL from plan amendments, assumption changes, and experience gains/losses were amortized over separate decreasing 30-year periods.

On or after July 1, 2011, any new UAAL resulting from plan amendments are amortized over separate decreasing 15-year periods; assumption and method changes are amortized over separate decreasing 25-year periods (prior to July 1, 2021); and experience gains/losses are amortized over separate decreasing 20-year periods.

On or after July 1, 2021, assumption and method changes are amortized over separate decreasing 20-year periods.

Employer contributions

The recommended employer contributions are provided in *Section 2, Subsection F* and consist of two components:

Normal Cost

The annual contribution rate that, if paid annually from a member's first year of membership through the year of retirement, would accumulate to the amount necessary to fully fund the member's retirement-related benefits. Accumulation includes annual crediting of interest at the assumed investment earnings rate. The contribution rate is expressed as a level percentage of the member's compensation.

Contribution to the Unfunded Actuarial Accrued Liability (UAAL)

The annual contribution rate that, if paid annually over the UAAL amortization period, would accumulate to the amount necessary to fully fund the UAAL. Accumulation includes annual crediting of interest at the assumed investment earning rate. The contribution (or rate credit in the case of a negative UAAL) is calculated to remain as a level percentage of future active member payroll (including payroll for new members as they enter the System) assuming a constant number of active members. In order to remain as a level percentage of payroll, amortization payments (credits) are scheduled to increase at the annual rate of 3.00% (i.e., 2.50% inflation plus 0.50% across-the-board salary increase).

The amortization policy is described above.

Section 4: Actuarial Valuation Basis

Member contributions

The member contribution rates are provided in *Section 2, Subsection F*. Accumulation for all members includes crediting of interest at the assumed investment earnings rate.

1955/1980 Plan Members

Employee contribution rates for 1955/1980 Plan members are prescribed in the Ordinance. Effective April 17, 2006, the rate of member retirement contributions is 6.83%, and 6.74% of that rate is allocated to pay pension benefits. The rest, or 0.09%, is used to pay HIB benefits. The Board of Directors may adjust the employee rates solely pursuant to the terms of a negotiated collective bargaining agreement or memorandum of understanding (MOU) with employee bargaining units.

Based on bargaining unit contract negotiations in 2013, members are contracted to pay the following employee rates (as a percentage of pay) beginning April 22, 2013:

Member Rate			
Effective Date	(a) Total	(b) HIB Plan ³³	(c) = (a) – (b) Pension Plan
April 17, 2006 ³⁴	6.83% ³⁴	0.09%	6.74%
April 22, 2013	7.33%	0.09%	7.24%
April 21, 2014	7.83%	0.09%	7.74%
April 20, 2015	8.33%	0.09%	8.24%
April 18, 2016	8.75%	0.09%	8.66%

2013 Tier Members

Pursuant to Section 7522.30(a) of the California Government Code, 2013 Tier members are required to contribute at least 50% of the Normal Cost rate. In addition, Section 7522.30(c) requires that the initial employee contribution rate be rounded to the nearest quarter of 1 percent, unless a greater contribution rate has been agreed to pursuant to Section 7522.30(e). In preparing the initial Normal Cost rates, we assumed that exactly 50% of the Normal Cost would be paid by the new members and we took into account only the requirements of Section 7522.30(c), but not requirements of Section 7522.30(e). In particular, the total Normal Cost rate of

³³ Based on the 2025-2028 MOUs and other special agreements between the District and employee bargaining units, the HIB Plan member rate is scheduled to increase to 0.40% effective January 1, 2026, to 0.70% effective January 1, 2027, and to 1.00% effective January 1, 2028. We understand the member contributions associated with the HIB Plan will be paid by the District if the member contributions are cashed out by the member.

³⁴ Pursuant to the Ordinance.

Section 4: Actuarial Valuation Basis

17.56% was determined in the first CalPEPRA valuation, and this total rate has been used through the June 30, 2019 valuation to determine the 50% of the Normal Cost (rounded to one quarter of 1 percent) paid by the employees, or 8.75%.

Pursuant to Section 7522.30(d), each year we have compared the total Normal Cost rates between the current valuation and the initial CalPEPRA valuation since a rate increase (or decrease) of less than 1% of payroll would result in no change to the members' rate. Effective with the June 30, 2020 valuation, the total Normal Cost rate was determined to be 18.81%, which is a change of more than 1% of payroll compared to the rate of 17.56% that was determined in the first CalPEPRA valuation. This was the first time since the first CalPEPRA valuation that the change in the total Normal Cost rate has exceeded the 1% of payroll threshold. Consequently, the member contribution rate for 2013 Tier members was increased to 9.41%, which is 50% of the total Normal Cost rate.

For the June 30, 2024 valuation, the 2013 Tier member contribution rate increased to 10.08% for the Pension Plan, because the total Normal Cost rate for this tier of 20.16% had exceeded 1% of payroll of the new 18.81% threshold noted above.

As stated in our Actuarial Experience Study Report dated November 12, 2020, once the 1% threshold has been exceeded, an adjustment to the members' rate is required, as was the case in the June 30, 2020 valuation. Upon consulting with the Retirement System, the final member contribution rate determined in that valuation was calculated without the quarter of 1 percent rounding based on the Retirement System's direction that the rounding does not apply after the initial calculation. However, the rate paid by the employee was rounded to the nearest one/one hundredth of one percent (two decimals) consistent with the rounding methods used throughout the June 30, 2020 valuation report to ensure that the employees would pay at least 50% of the Normal Cost. This practice has been followed for the adjustment in the June 30, 2024 valuation.

Internal Revenue Code Section 415

Section 415 of the Internal Revenue Code (IRC) specifies the maximum benefits that may be paid to an individual from a defined benefit plan and the maximum amounts that may be allocated each year to an individual's account in a defined contribution plan.

A qualified pension plan may not pay benefits in excess of the Section 415 limits. The ultimate penalty for non-compliance is disqualification: active members could be taxed on their vested benefits and the IRS may seek to tax the income earned on the plan's assets.

In particular, Section 415(b) of the IRC limits the maximum annual benefit payable at the Normal Retirement Age to a dollar limit of \$160,000 indexed for inflation. That limit is \$280,000 for 2025. Normal Retirement Age for these purposes is age 62. These are the limits in simplified terms. They must be adjusted based on each participant's circumstances, for such things as age at retirement, form of benefits chosen and after tax contributions.

Section 4: Actuarial Valuation Basis

Benefits for members in the non-CalPEPRA plan in excess of the limits may be paid through a qualified governmental excess plan that meets the requirements of Section 415(m).

Legal Counsel's review and interpretation of the law and regulations should be sought on any questions in this regard.

Contribution rates determined in this valuation have not been reduced for the Section 415 limitations. Actual limitations will result in gains as they occur.

Models

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are presented to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary.

Justification for change in actuarial assumptions, methods or models

There have been no changes in actuarial assumptions since the last valuation.

Section 4: Actuarial Valuation Basis

Exhibit 2: Summary of plan provisions

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions. If the System should find the plan summary not in accordance with the actual provisions, the System should alert the actuary so they can both be sure the proper provisions are valued.

Plan year

July 1 through June 30

Census date

June 30

Membership eligibility

Membership Tier	Plan Provision
1955/1980 Plan	All employees who first become members before January 1, 2013.
2013 Tier	All employees who first become members on or after January 1, 2013.

Final compensation and service for benefit determination

Final Compensation and Service	Plan Provision
Final average compensation	
1955/1980 Plan	Highest two consecutive years of compensation earnable (FAS2).
2013 Tier	Highest thirty-six consecutive months of pensionable compensation (FAS3).
Compensation limit	
1955/1980 Plan	IRC Section 401(a)(17) compensation limit applies to all employees who began membership in EBMUDERS on or after January 1, 1996.
2013 Tier	\$155,081 for 2025

Section 4: Actuarial Valuation Basis

Final Compensation and Service	Plan Provision
Service	
All members	Years of service (Yrs) are generally based on a member's employment during a period of time in which retirement contributions are deducted from their compensation.

Normal retirement benefits

Eligibility for unreduced benefits

Tier	Age and Service Requirement
1955/1980 Plan	Age 65; Age 62 with 5 years of service; Age 59 with 20 years of service; Age 54 with 30 years of service; Other combinations of age and service between ages 54 and 59.
2013 Tier	Age 67 with 5 years of service

Section 4: Actuarial Valuation Basis

Unreduced benefit formula

Tier	Benefit formula
1955/1980 Plan	
1955 Formula	2.42% (2.82% if member is credited with District Service on or after January 1, 2004) times Final Compensation per year of service including all service extension credit.
1955/80 Formula	• 2.42% (2.82% if member is credited with District Service on or after January 1, 2004) times Final Compensation per year of service up to August 1, 1980 including all service extension credit, plus • 2.20% (2.60% if member is credited with District Service on or after January 1, 2004) times Final Compensation per year of service after August 1, 1980. Applies to members who elected to convert to the 1980 Formula in 1980.
1955/90 Formula	• 2.42% (2.82% if member is credited with District Service on or after January 1, 2004) times Final Compensation per year of service up to January 1, 2000 including all service extension credit, plus • 2.20% (2.60% if member is credited with District Service on or after January 1, 2004) times Final Compensation per year of service after January 1, 2000. Applies to members who elected to convert to the 1980 Formula in 1989.
1980 Formula	• 2.20% (2.60% if member is credited with District Service on or after January 1, 2004) times Final Compensation per year of service including all service extension credit. Applies to all members hired on or after January 1, 1980.
Service Extension Credit	• 2.42% (2.82% if member is credited with District Service on or after January 1, 2004) for members with any service under the 1955 Formula times Final Compensation per year of Service Extension Credit., or • 2.20% (2.60% if member is credited with District Service on or after January 1, 2004) for members with service only under the 1980 Formula times Final Compensation per year of Service Extension Credit. Service extension credit is the number of unused sick leave days credited to a member at the time of retirement converted on a 260-day basis. The number of such days is then doubled for the benefit calculation and for service retirements to meet the early retirement provision of the Ordinance.
2013 Tier	$2.50\% \times \text{FAS3} \times \text{Yrs}$

Section 4: Actuarial Valuation Basis

Eligibility for early/reduced benefits

Tier	Age and Service Requirement
1955/1980 Plan	Age 54 with 5 years of service.
2013 Tier	Age 52 with 5 years of service.

Reductions to benefit formula for early retirement

Tier and Retirement Age	Reduction to benefit formula
1955/1980 Plan	Reduced by 3% per year under the age of eligibility for an unreduced benefit, based on service at retirement, for retirements before age 63 (before age 62 commencing November 1, 2000). Effective July 1, 1999, Service Extension Credit is included in the years of service calculation of service for determining eligibility for unreduced retirement.
2013 Tier	
Age 52	$1.00\% \times \text{FAS3} \times \text{Yrs}$
Age 55	$1.30\% \times \text{FAS3} \times \text{Yrs}$
Age 60	$1.80\% \times \text{FAS3} \times \text{Yrs}$
Age 62	$2.00\% \times \text{FAS3} \times \text{Yrs}$
Age 65	$2.30\% \times \text{FAS3} \times \text{Yrs}$

Disability benefits

Provision by Tier	Disability Benefit Plan Provision
Eligibility	
All members	Eight years of service (not available for Directors).
Benefit amount	
All members	Greater of: • 1.5% times Final Compensation per year of service. • One-third of Final Compensation.

Section 4: Actuarial Valuation Basis

Vesting

Five years of service; must leave contributions on deposit, reciprocal service counts for vesting purposes.

Pre-retirement death benefits

Provision by Vesting	Pre-Retirement Death Benefit Plan Provision
Eligibility	
All members	None.
Vested members	Eligible for retirement.
Benefit amount	
All members	Lump sum payment of accumulated retirement contributions.
Vested members	50% of the unmodified service retirement benefit to eligible surviving spouse/surviving domestic partner plus the lump sum payment of accumulated retirement contributions.

Post-retirement death benefit

50% of the unmodified service retirement benefit to surviving spouse or registered domestic partner (tied to the implementation of the AB 205 legislation).

Post-retirement cost-of-living benefits

Payable July 1 of each year, the basic minimum COLA benefit is the lesser of 3% and the actual change in the cost-of-living index.

Excess of the actual change of cost-of-living index over 3% is accumulated in individual retiree COLA banks.

Withdrawals from the bank are made in years when the index increases less than 3%.

Increases of up to 5% are granted in years when the Retirement Board determines that the System is more than 85% funded on a Projected Benefit Obligation basis. In those years when the System is more than 85% funded and the cost-of-living index exceeds 5%, any excess cost-of-living over 5% is accumulated in the COLA bank.

Effective October 1, 2000, in those years when the system is more than 85% funded on a Projected Benefit Obligation basis and the cost-of-living is less than 4%, withdrawals from the bank are made to allow cost-of-living increases up to 4%.

Section 4: Actuarial Valuation Basis

Member contributions

Provision by Tier	Plan Provision
1955/1980 Plan	Effective April 17, 2006, retirement system members contribute at a rate of 6.83% of pay, as prescribed in the Ordinance. Effective April 22, 2013, members are contracted to pay the employee rates (as a percentage of pay) as shown in the table below, based on bargaining unit contract negotiations in 2013
2013 Tier	Initial member contribution rate is set at 50% of the total 2013 Tier Normal Cost rate, rounded to the nearest quarter of 1%. Once established, the member contribution rate will be adjusted annually to reflect the change in the 2013 Tier Normal Cost rate, but only if the change is more than 1% of payroll. Effective with the June 30, 2024 valuation, the member contribution rate for the Pension Plan is 10.08% of pay.

1955/1980 Plan schedule of member contribution rates

Effective Date	(a) Total	(b) HIB Plan ³⁵	(c) = (a) – (b) Pension Plan
April 17, 2006 ³⁶	6.83% ³⁶	0.09%	6.74%
April 22, 2013	7.33%	0.09%	7.24%
April 21, 2014	7.83%	0.09%	7.74%
April 20, 2015	8.33%	0.09%	8.24%
April 18, 2016	8.75%	0.09%	8.66%

Changes in plan provisions

There have been no changes in plan provisions since the prior valuation.

³⁵ Based on the 2025-2028 MOUs and other special agreements between the District and employee bargaining units, the HIB Plan member rate is scheduled to increase to 0.40% effective January 1, 2026, to 0.70% effective January 1, 2027, and to 1.00% effective January 1, 2028. We understand the member contributions associated with the HIB Plan will be paid by the District if the member contributions are cashed out by the member.

³⁶ Pursuant to the Ordinance.

Appendix A: Definition of Pension Terms

The following list defines certain technical terms for the convenience of the reader:

Term	Definition
Actuarial accrued liability for actives	The equivalent of the accumulated normal costs allocated to the years before the valuation date.
Actuarial accrued liability for retirees and beneficiaries	Actuarial present value of lifetime benefits to existing retirees and beneficiaries. This sum takes account of life expectancies appropriate to the ages of the annuitants and the interest that the sum is expected to earn before it is entirely paid out in benefits.
Actuarial cost method	A procedure allocating the actuarial present value of future benefits to various time periods; a method used to determine the normal cost and the actuarial accrued liability that are used to determine the actuarially determined contribution.
Actuarial gain or loss	A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions, during the period between two actuarial valuation dates. To the extent that actual experience differs from that assumed, actuarial accrued liabilities emerge which may be the same as forecasted or may be larger or smaller than projected. Actuarial gains are due to favorable experience, e.g., assets earn more than projected, salary increases are less than assumed, members retire later than assumed, etc. Favorable experience means actual results produce actuarial liabilities not as large as projected by the actuarial assumptions. On the other hand, actuarial losses are the result of unfavorable experience, i.e., actual results yield actuarial liabilities that are larger than projected.
Actuarially equivalent	Of equal actuarial present value, determined as of a given date and based on a given set of actuarial assumptions.
Actuarial present value	The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of actuarial assumptions. Each such amount or series of amounts is: Adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, marital status, etc.) Multiplied by the probability of the occurrence of an event (such as survival, death, disability, withdrawal, etc.) on which the payment is conditioned, and Discounted according to an assumed rate (or rates) of return to reflect the time value of money.

Appendix A: Definition of Pension Terms

Term	Definition
Actuarial present value of future benefits	The actuarial present value of benefit amounts expected to be paid at various future times under a particular set of actuarial assumptions, taking into account such items as the effect of advancement in age, anticipated future compensation, and future service credits. The actuarial present value of future benefits includes the liabilities for active members, retired members, beneficiaries receiving benefits, and inactive members entitled to either a refund of member contributions or a future retirement benefit. Expressed another way, it is the value that would have to be invested on the valuation date so that the amount invested plus investment earnings would provide sufficient assets to pay all projected benefits and expenses when due.
Actuarial valuation	The determination, as of a valuation date, of the normal cost, actuarial accrued liability, actuarial value of assets, and related actuarial present values for a plan. An actuarial valuation for a governmental retirement system typically also includes calculations of items needed for compliance with GASB, such as the Actuarially Determined Contribution (ADC) and the Net Pension Liability (NPL).
Actuarial value of assets	The value of the Fund's assets as of a given date, used by the actuary for valuation purposes. This may be the market or fair value of plan assets, but commonly plans use a smoothed value in order to reduce the year-to-year volatility of calculated results, such as the funded ratio and the actuarially determined contribution.
Actuarially determined	Values that have been determined utilizing the principles of actuarial science. An actuarially determined value is derived by application of the appropriate actuarial assumptions to specified values determined by provisions of the law.
Actuarially determined contribution	The employer's periodic required contributions, expressed as a dollar amount or a percentage of covered plan compensation, determined under the Plan's funding policy. The actuarially determined contribution consists of the employer normal cost and the amortization payment.
Amortization method	A method for determining the amortization payment. The most common methods used are level dollar and level percentage of payroll. Under the level dollar method, the amortization payment is one of a stream of payments, all equal, whose actuarial present value is equal to the unfunded actuarial accrued liability. Under the level percentage of pay method, the amortization payment is one of a stream of increasing payments, whose actuarial present value is equal to the unfunded actuarial accrued liability. Under the level percentage of pay method, the stream of payments increases at the assumed rate at which total covered payroll of all active members will increase.
Amortization payment	The portion of the pension plan contribution, or actuarially determined contribution, that is intended to pay off the unfunded actuarial accrued liability.

Appendix A: Definition of Pension Terms

Term	Definition
Assumptions or actuarial assumptions	The estimates upon which the cost of the Fund is calculated, including: Investment return — the rate of investment yield that the Fund will earn over the long-term future; Mortality rates — the rate or probability of death at a given age for employees and retirees; life expectancy is based on these rates; Retirement rates — the rate or probability of retirement at a given age or service; Disability rates — the rate or probability of disability retirement at a given age; Withdrawal rates — the rate or probability at which employees of various ages are expected to leave employment for reasons other than death, disability, or retirement; Salary increase rates — the rates of salary increase due to inflation, real wage growth and merit and promotion increases.
Closed amortization period	A specific number of years that is counted down by one each year, and therefore declines to zero with the passage of time. For example, if the amortization period is initially set at 20 years, it is 19 years at the end of one year, 18 years at the end of two years, etc. See “open amortization period.”
Decrements	Those causes/events due to which a member’s status (active-inactive-retiree-beneficiary) changes, that is: death, retirement, disability, or withdrawal.
Defined benefit plan	A retirement plan in which benefits are defined by a formula based on the member’s compensation, age and/or years of service.
Defined contribution plan	A retirement plan, such as a 401(k) plan, a 403(b) plan, or a 457 plan, in which the contributions to the plan are assigned to an account for each member, the plan’s earnings are allocated to each account, and each member’s benefits are a direct function of the account balance.
Employer normal cost	The portion of the normal cost to be paid by the employer. This is equal to the normal cost less expected member contributions.
Experience study	A periodic review and analysis of the actual experience of the Plan that may lead to a revision of one or more actuarial assumptions. Actual rates of decrement and salary increases are compared to the actuarially assumed values and modified based on recommendations from the Actuary.
Funded ratio	The ratio of the valuation value of assets to the actuarial accrued liability. Plans sometimes also calculate a market funded ratio, using the market value of assets, rather than the valuation value of assets.
GASB 67 and GASB 68	Governmental Accounting Standards Board (GASB) Statements No. 67 and No. 68. These are the governmental accounting standards that set the accounting rules for public retirement systems and the employers that sponsor or contribute to them. Statement No. 68 sets the accounting rules for the employers that sponsor or contribute to public retirement systems, while Statement No. 67 sets the rules for the systems themselves.

Appendix A: Definition of Pension Terms

Term	Definition
Investment return	The rate of earnings of the Fund from its investments, including interest, dividends and capital gain and loss adjustments, computed as a percentage of the average value of the fund. For actuarial purposes, the investment return often reflects a smoothing of the capital gains and losses to avoid significant swings in the value of assets from one year to the next.
Negative amortization	Negative amortization is a result of an increase in the unfunded actuarial accrued liability when the amortization payment is less than the interest accrued on the unfunded actuarial accrued liability.
Net pension liability	The net pension liability is equal to the total pension liability minus the plan fiduciary net position.
Normal cost	The portion of the actuarial present value of future benefits and expenses, if applicable, allocated to a valuation year by the actuarial cost method. Any payment with respect to an unfunded actuarial accrued liability is not part of the normal cost (see “amortization payment”). For pension plan benefits that are provided in part by employee contributions, normal cost refers to the total of member contributions and employer normal cost unless otherwise specifically stated.
Open amortization period	An open amortization period is one which is used to determine the amortization payment but which does not change over time. If the initial period is set as 30 years, the same 30-year period is used in each future year in determining the amortization period.
Plan fiduciary net position	Market value of assets.
Service costs	The portions of the actuarial present value of projected benefit payments that are attributed to valuation years.
Total pension liability	The actuarial accrued liability under the entry age normal cost method and based on the blended discount rate as described in GASB 67 and 68.
Unfunded actuarial accrued liability	The excess of the actuarial accrued liability over the valuation value of assets. This value may be negative, in which case it may be expressed as a negative unfunded actuarial accrued liability, also called the funding surplus or an overfunded actuarial accrued liability.
Valuation date or actuarial valuation date	The date as of which the value of assets is determined and as of which the Actuarial Present Value of Future Benefits is determined. The expected benefits to be paid in the future are discounted to this date.
Valuation value of assets	For EBMUDERS, the proportion of the actuarial value of assets allocated to the Pension Plan.

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East Bay Municipal Utility District Employees' Retirement System

Health Insurance Benefit Valuation

Review of Contribution Rates and Funding Status
as of June 30, 2025



This valuation report should only be copied, reproduced, or shared with other parties in its entirety as necessary for the proper administration of the Plan.

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Segal



180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
T 415.263.8200
F 415.376.1167
segalco.com

January 21, 2026

Ms. Sophia Skoda
Director of Finance
East Bay Municipal Utility District
375 Eleventh Street
Oakland, California 94607-4240

Dear Sophia:

We are pleased to submit our Health Insurance Benefit (HIB) Valuation as of June 30, 2025 for the prefunded explicit monthly health insurance subsidy. The Governmental Accounting Standards Board (GASB) requires employers, such as EBMUD, that pool health insurance premium rates for actives and retirees under age 65 to also calculate the liability associated with such pooled premiums for retirees under age 65 on an accrual basis. While that liability referred to as the implicit subsidy has to be disclosed, it is not required to be prefunded. The contribution rate developed in this report only includes the prefunding requirement for the level \$450/\$550 benefit for employees who retired or terminated prior to July 8, 2025 and the indexed explicit subsidy of \$615.58 starting in 2026 with annual increases of up to 3.0% for employees retiring or terminating on or after July 8, 2025. The other postemployment benefits (OPEB) obligation required for financial disclosure purposes under GASB Statements No. 74 (plan reporting) and 75 (employer reporting) will be provided in separate reports.

The actuarial valuation has been completed in accordance with generally accepted actuarial principles and practices for the exclusive use and benefit of East Bay Municipal Utility District (EBMUD). The actuarial valuation is based on the plan of benefits verified by EBMUD and reliance on information provided by EBMUD. Segal does not audit the data provided. The accuracy and comprehensiveness of the data is the responsibility of those supplying the data. Segal, however, does review the data for reasonableness and consistency.

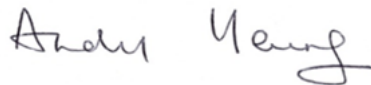
The measurements shown in this actuarial valuation may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: changes in assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and changes in retiree group benefits program provisions or applicable law. Retiree group benefits models necessarily rely on the use of approximations and estimates, and are sensitive to changes in these approximations and estimates. Small variations in these approximations and estimates may lead to significant changes in actuarial measurements. The scope of the assignment did not include performing an analysis of the potential change of such future measurements except where noted.

The actuarial calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA, EA and Mehdi Riazi, FSA, MAAA, FCA, EA. We are members of the American Academy of Actuaries and we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of our knowledge, the information supplied in the actuarial valuation is complete and accurate. The assumptions used in this actuarial valuation were selected by EBMUD based upon our analysis and recommendations. In our opinion, the assumptions are reasonable and take into account the experience of EBMUDERS and reasonable expectations. In addition, in our opinion, the combined effect of these assumptions is expected to have no significant bias.

Segal makes no representation or warranty as to the future status of the Plan and does not guarantee any particular result. This document does not constitute legal, tax, accounting or investment advice or create or imply a fiduciary relationship. The Board is encouraged to discuss any issues raised in this report with the Plan's legal, tax and other advisors before taking, or refraining from taking, any action.

Sincerely,

Segal



Andy Yeung, ASA, MAAA, FCA, EA
Vice President and Actuary



Mehdi Riazi, FSA, MAAA, FCA, EA
Vice President and Actuary



Emily Klare, ASA, MAAA, EA
Senior Actuary

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Section 1: Actuarial Valuation Summary

Contribution recommendations and funding status

1. On July 8, 2025, EBMUD adopted an improvement to the subsidies for employees retiring or terminating on or after July 8, 2025. Under the improvement, members are provided with an indexed explicit subsidy of \$615.58 starting 2026 with annual increases of up to 3.0%. A more detailed discussion of the improvement is provided on page 30.

As permitted under Actuarial Standard of Practice Number 4, we have reflected the impact of the amendment in this funding valuation as of June 30, 2025.

2. The funded ratio measured on a valuation value of assets basis decreased from 51.8% as of June 30, 2024 to 45.5% as of June 30, 2025. The funded ratio decreased from 53.0% to 48.1% if measured on a market value of assets basis. The Unfunded Actuarial Accrued Liability (UAAL) increased by \$29.00 million, from \$64.92 million as of June 30, 2024 to \$93.92 million as of June 30, 2025, on a valuation value of asset basis. The increase in UAAL was primarily the result of plan provision modifications to the Health Insurance Benefit (HIB) adopted on July 8, 2025, that increased liabilities by \$37.2 million. Details of the plan provision updates are in Section 4, Exhibit 2. Starting with this year's report, Section 2.G. provides the plan's projected UAAL based on the current funding policy.
3. The recommended aggregate employer contribution rate is 5.73% based on the June 30, 2025 valuation. The new rate is 1.43% higher than the 4.30% aggregate rate developed in the June 30, 2024 valuation. The increase in the contribution rate was mainly attributable to the increase in both the normal cost and the amortization of the liability increase resulting from the plan enhancement offset by the increase in employee contributions and the change to the contribution payroll basis for the 2013 Tier employees so that the payment and the projected payroll for those members would not be constrained by the cap on pensionable compensation imposed by PEPR on the Pension Plan. Details are in Section 2.E. Starting with this year's report, Section 2.G. provides the projected annual UAAL amortization amounts. Based on the current funding policy, liabilities resulting from plan changes are amortized over a 15-year period.
4. As indicated in Section 2, Subsection B of this report, the total unrecognized investment gain as of June 30, 2025 is \$152.9 million for the assets for the pension and HIB plans (in the previous valuation, this item was a deferred gain of \$55.8 million). This investment gain will be recognized in the determination of the actuarial value of assets for funding purposes in the next few years. This implies that earning the assumed rate of investment return of 6.75% per year (net of expenses) on a market value basis will produce investment gains on the actuarial value of assets after June 30, 2025.

The deferred gains of \$152.9 million represent 5.4% of the market value of assets as of June 30, 2025. Unless offset by future investment losses or other unfavorable experience, the recognition of the \$152.9 million market gains is expected to have an

Section 1: Actuarial Valuation Summary

impact on the System's future funded percentage and contribution rate requirements. This potential impact may be illustrated as follows:

- If the HIB plan portion of the deferred gains were recognized immediately and entirely in the valuation value of assets, the funded percentage would increase from 45.5% to 48.1%.
 - If the HIB plan portion of the deferred gains were recognized immediately and entirely in the valuation value of assets, the aggregate recommended employer rate would decrease from 5.73% to about 5.62% of payroll.
5. This report assumes the HIB subsidy limit for employees who retired or terminated service prior to July 8, 2025 will remain at the current levels of \$450/\$550. Due to the carryover feature and our recommended medical trend assumptions used in the valuation, the maximum HIB subsidy for employees who retire or terminate service on or after July 8, 2025 was assumed to increase by 3.00% annually.
 6. The following tables summarize the contribution rate recommendations for the employer and the employee:

Rate Recommendations for Employer

Plan	June 30, 2025 Total Rate ¹	June 30, 2025 Estimated Annual Amount ²	June 30, 2024 Total Rate ¹	June 30, 2024 Estimated Annual Amount ²
1955/1980 Plan	5.76%	\$6,826,000	4.43%	\$5,248,000
2013 Tier	5.71%	10,140,000	4.22%	7,492,000
Combined	5.73%	\$16,966,000	4.30%	\$12,740,000

Rate Recommendations for Member³

Plan	June 30, 2025 Total Rate ¹	June 30, 2025 Estimated Annual Amount ²	June 30, 2024 Total Rate ¹	June 30, 2024 Estimated Annual Amount ²
1955/1980 Plan	0.55%	\$652,000	0.09%	\$107,000
2013 Tier	0.55%	976,000	0.09%	160,000
Combined	0.55%	\$1,628,000	0.09%	\$267,000

¹ Payable at the end of each pay period.

² Based on June 30, 2025 projected annual payroll not constrained by the cap on pensionable compensation imposed by PEPRa on the Pension Plan of:

Plan	Amount
1955/1980 Plan	\$118,474,450
2013 Tier	177,540,988
Combined	\$296,015,438

³ The 0.55% employee contribution rate for fiscal year 206/2027 is based on the average of the 0.40% rate effective January 1, 2026 and the 0.70% rate effective January 1, 2027.

Section 1: Actuarial Valuation Summary

7. The following table compares the valuation value of assets and liabilities for the Health Insurance Benefit as of June 30, 2025 and June 30, 2024:

Category	June 30, 2025	June 30, 2024
1. Valuation Value of Assets	\$78,497,870	\$69,836,226
2. Actuarial Accrued Liabilities:		
a. Current Recipients	100,982,152	100,354,837
b. Future Recipients	71,432,703	34,401,641
c. Total	\$172,414,855	\$134,756,478
3. Liabilities minus Valuation Value of Assets: (2) – (1)	\$93,916,985	\$64,920,252
4. Funding Ratio (1) ÷ (2)	45.53%	51.82%

Section 1: Actuarial Valuation Summary

Important information about actuarial valuations

An actuarial valuation is a budgeting tool with respect to the financing of future projected obligations of an OPEB plan. It is an estimated forecast — the actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.

In order to prepare a valuation, Segal relies on a number of input items. These include:

Input Item	Description
Plan of benefits	Plan provisions define the rules that will be used to determine benefit payments, and those rules, or the interpretation of them, may change over time. Even where they appear precise, outside factors may change how they operate. For example, a plan may provide health benefits to post-65 retirees that coordinates with Medicare. If so, changes in the Medicare law or administration may change the plan's costs without any change in the terms of the plan itself. It is important for the District to keep Segal informed with respect to plan provisions and administrative procedures, and to review the plan summary included in our report to confirm that Segal has correctly interpreted the plan of benefits.
Participant data	An actuarial valuation for a plan is based on data provided to the actuary by the East Bay Municipal Utility District Employees' Retirement System (EBMUDERS). Segal does not audit such data for completeness or accuracy, other than reviewing it for obvious inconsistencies compared to prior data and other information that appears unreasonable. It is not necessary to have perfect data for an actuarial valuation: the valuation is an estimated forecast, not a prediction. The uncertainties in other factors are such that even perfect data does not produce a "perfect" result. Notwithstanding the above, it is important for Segal to receive the best possible data and to be informed about any known incomplete or inaccurate data.
Assets	This valuation is based on the market value of assets as of the valuation date, as provided by the System. For funding purposes, the System uses an "Actuarial Value of Assets" that differs from the market value to gradually reflect year-to-year changes in the market value of assets in determining the contribution requirements.

Section 1: Actuarial Valuation Summary

Input Item	Description
Actuarial assumptions	In preparing an actuarial valuation, Segal starts by developing a forecast of the benefits to be paid to existing plan participants for the rest of their lives and the lives of their beneficiaries. To determine the future costs of benefits, Segal collects claims, premiums, and enrollment data in order to establish a baseline cost for the valuation measurement, and then develops short- and long-term health care cost trend rates to project increases in costs in future years. This forecast also requires actuarial assumptions as to the probability of death, disability, withdrawal, and retirement of each participant for each year, as well as forecasts of the plan's benefits for each of those events. The forecasted benefits are then discounted to a present value, typically based on an estimate of the rate of return that will be achieved on the plan's assets. All of these factors are uncertain and unknowable. Thus, there will be a range of reasonable assumptions, and the results may vary materially based on which assumptions the actuary selects within that range. That is, there is no right answer (except with hindsight). It is important for any user of an actuarial valuation to understand and accept this constraint. The actuarial model necessarily uses approximations and estimates that may lead to significant changes in our results but will have no impact on the actual cost of the plan. In addition, the actuarial assumptions may change over time, and while this can have a significant impact on the reported results, it does not mean that the previous assumptions or results were unreasonable or wrong.
Models	Segal valuation results are based on proprietary actuarial modeling software. The valuation models generate a comprehensive set of liability and cost calculations that are presented to meet accounting standards and client requirements. Our Actuarial Technology and Systems unit, comprising both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible actuary. Our claims costs assumptions are based on proprietary modeling software as well as models that were developed by others. These models generate per capita claims cost calculations that are used in our valuation software. Our Health Technical Services Unit, comprised of actuaries and programmers, is responsible for the initial development and maintenance of our health models. They are also responsible for testing models that we purchase from other vendors for reasonableness. The client team inputs the paid claims, enrollments, plan provisions and assumptions into these models and reviews the results for reasonableness, under the supervision of the responsible actuary.

Section 1: Actuarial Valuation Summary

The user of Segal's actuarial valuation (or other actuarial calculations) should keep the following in mind:

- The actuarial valuation is prepared for use by the Board. Segal is not responsible for the use or misuse of its report, particularly by any other party.
- An actuarial valuation is a measurement at a specific date – it is not a prediction of a plan's future financial condition. Accordingly, Segal did not perform an analysis of the potential range of financial measurements, except where otherwise noted. The actual long-term cost of the plan will be determined by the actual benefits and expenses paid and the actual investment experience of the plan.
- Sections of this report may include actuarial results that are shown to the nearest dollar, but that does not imply precision.
- Critical events for a plan include, but are not limited to, decisions about changes in benefits and contributions. The basis for such decisions needs to consider many factors such as the risk of changes in plan enrollment, emerging claims experience, and health care trend, not just the current valuation results.
- Segal does not provide investment, legal, accounting, or tax advice and is not acting as a fiduciary to the Plan. This valuation is based on Segal's understanding of applicable guidance in these areas and of the Plan's provisions, but they may be subject to alternative interpretations. The System should look to their other advisors for expertise in these areas.
- If the System is aware of any event or trend that was not considered in this valuation that may materially change the results of the valuation, Segal should be advised, so that we can evaluate it.
- While Segal maintains extensive quality assurance procedures, an actuarial valuation involves complex computer models and numerous inputs. In the event that an inaccuracy is discovered after presentation of Segal's valuation, Segal may revise that valuation or make an appropriate adjustment in the next valuation.
- Segal's report shall be deemed to be final and accepted by the System upon delivery and review. The System should notify Segal immediately of any questions or concerns about the final content.

Section 2: Actuarial Valuation Results

A. Introduction

Pursuant to Section 36 of the Ordinance, the Retirement Board is authorized to administer a Health Insurance Benefit (HIB) through an IRC Section 401(h) account⁴. The HIB may be used for the payment of sickness, accident, hospitalization, and medical expenses as permitted under the IRC and as authorized by the Retirement Board. In particular, the Retirement Board has authorized the use of the HIB towards the payment of medical insurance premiums.

This report does not provide information required for disclosure under GASB Statements 74 and 75. Such information will be provided in separate reports.

In this valuation, we have used a layered amortization approach to determine the contribution rate to fund the Unfunded Actuarial Accrued Liability (UAAL).

Plan changes, assumption changes and experience gains/losses prior to July 1, 2011 are amortized over separate decreasing 30-year amortization periods. On or after July 1, 2011, through June 30, 2021, plan changes are amortized over separate decreasing 15-year periods; assumption changes from the experience study are amortized over separate decreasing 25-year periods; and experience gains/losses (including year-to-year health assumption changes) are amortized over separate decreasing 20-year periods. On or after July 1, 2021, assumption changes from the experience study or interim review of the economic assumptions are amortized over 20 years. In addition, the effect of a plan improvement is amortized over 15 years. The above payments would continue to be expressed as a level percent of a growing payroll base.

The cost of the HIB is funded by both employer and employee contributions. The contribution rates for the employer are calculated to provide for the ongoing normal cost, plus any amounts necessary to fund any shortfall between the valuation value of assets and the actuarial accrued liabilities. The HIB employee contribution rate will increase incrementally from 0.09% to 1.00% over a three-year period, as follows: 0.40% effective January 1, 2026, 0.70% effective January 1, 2027, and 1.00% effective January 1, 2028.

A summary of the Health Insurance Benefit provisions is found in Section 4, Exhibit 2.

⁴ It is our understanding that the aggregate contributions to the 401(h) account must not exceed 25% of the total contributions to the plan (excluding contributions to fund past service credits) made after the date on which the account is established. While we anticipate the aggregate HIB contributions, since the inception of the 401(h) account, are still lower than the aggregate funding limit, the System may want to establish a procedure to track the limit now that the HIB funding requirements have increased due to the 2025 plan improvement.

Section 2: Actuarial Valuation Results

B. Determination of actuarial value of assets

To minimize volatility in the calculation of the Actuarially Determined Contribution, the Board has approved an asset valuation method that gradually adjusts to market value over a five-year period. Under this valuation method, the full value of market fluctuations is not recognized in a single year and, as a result, the asset value and the plan costs are more stable. The amount of the adjustment to recognize market value is treated as income, which may be positive or negative. Realized and unrealized gains and losses are treated equally and, therefore, the sale of assets has no immediate effect on the actuarial value.

Determination of Actuarial Value of Assets for Year Ended June 30, 2025 (for Pension and HIB plans)

Items	Actual Return	Expected Return	Investment Gain / (Loss)	Percent Deferred	Return
1. Market value of assets					
a. Pension plan					\$2,743,096,000
b. HIB plan					82,988,000
c. Total					\$2,826,084,000
2. Calculation of unrecognized return					
a. Year ended June 30, 2021	\$491,625,000	\$129,314,710	362,310,290	0%	\$0
b. Year ended June 30, 2022	(253,930,000)	162,455,125	(416,385,125)	20%	(83,277,025)
c. Year ended June 30, 2023	217,559,000	138,262,646	79,296,354	40%	31,718,542
d. Year ended June 30, 2024	279,545,000	151,631,764	127,913,236	60%	76,747,942
e. Year ended June 30, 2025	328,878,000	169,230,499	159,647,501	80%	127,718,001
f. Total unrecognized return ⁵					\$152,907,460
3. Preliminary actuarial value: (1c) – (2f)					\$2,673,176,540
4. Adjustment to be within 30% corridor of market value					0
5. Final actuarial value of assets for pension and HIB plans: (3) + (4)					\$2,673,176,540
6. Actuarial value as a percentage of market value: (5) ÷ (1c)					94.6%
7. Valuation value of HIB plan assets: (1b) × (5) ÷ (1c)					\$78,497,870

⁵ Deferred return as of June 30, 2025 that will be recognized in each of the next four years (amounts may not total exactly due to rounding):

Category	Amount
(a) Amount recognized on June 30, 2026	(\$9,905,607)
(b) Amount recognized on June 30, 2027	73,371,419
(c) Amount recognized on June 30, 2028	57,512,148
(d) Amount recognized on June 30, 2029	31,929,500
(e) Total unrecognized return as of June 30, 2025	\$152,907,460

Section 2: Actuarial Valuation Results

C. Funding status

The funding of the Health Insurance Benefit comes from the following sources:

1. The valuation value of HIB assets, which equals \$78,497,870 as of June 30, 2025;
2. Contributions from the employer; and
3. Contributions from the employees.

The following table provides the funding status of the Health Insurance Benefit as of June 30, 2025 and June 30, 2024:

Item	June 30, 2025	June 30, 2024
1. Valuation Value of Assets	\$78,497,870	\$69,836,226
2. Actuarial Accrued Liabilities:		
a. Current Recipients	100,982,152	100,354,837
b. Future Recipients	71,432,703	34,401,641
c. Total	\$172,414,855	\$134,756,478
3. Liabilities minus Valuation Value of Assets: (2) – (1)	\$93,916,985	\$64,920,252
4. Funding Ratio (1) ÷ (2)	45.53%	51.82%

The contribution requirements are determined based on the Entry Age Funding Method. The excess of the actuarial accrued liability over assets (Item 3 in the above table) is amortized as a level percentage of payroll for current active members. The employer contribution rates are derived on the following page.

Section 2: Actuarial Valuation Results

D. Recommended contribution

The amount of annual contribution required to fund the HIB is comprised of a net employer normal cost payment and a payment on the unfunded actuarial accrued liability. This total amount is then divided by the projected payroll for active members to determine the contribution rate of 5.73% of payroll for this year's valuation compared to 4.30% of payroll recommended for last year's valuation. The 4.30% aggregate rate from June 30, 2024 has been restated based on projected June 30, 2025 payrolls, which is why it is slightly lower than the 4.31% aggregate rate shown in the June 30, 2024 valuation.

Recommended Contribution (% of Payroll) Calculated as of June 30

Item	2025 1955/1980 Plan	2025 2013 Tier	2025 Combined ⁶	2024 1955/1980 Plan	2024 2013 Tier	2024 Combined ⁶
1. Total Normal Cost	1.89%	1.84%	1.86%	0.97%	0.76%	0.84%
2. Expected employee contributions	(0.55)%	(0.55)%	(0.55)%	(0.09)%	(0.09)%	(0.09)% ⁷
3. Employer normal cost: (1) – (2)	1.34%	1.29%	1.31%	0.88%	0.67%	0.75%
4. Unfunded actuarial accrued liability	4.42%	4.42%	4.42%	3.55%	3.55%	3.55%
5. Total recommended contribution, end of each pay period	5.76%	5.71%	5.73%	4.43%	4.22%	4.30%

The HIB employee contribution rate will increase incrementally from 0.09% to 1.00% over a three-year period, as follows: 0.40% effective January 1, 2026, 0.70% effective January 1, 2027, and 1.00% effective January 1, 2028. The 0.55% employee contribution rate shown above for fiscal year 2026-2027 is based on the average of the 0.40% rate effective January 1, 2026 and the 0.70% rate effective January 1, 2027.

⁶ Based on June 30, 2025 projected annual payroll not constrained by the cap on pensionable compensation imposed by PEPRa on the Pension Plan of:

Plan	Amount
1955/1980 Plan	\$118,474,450
2013 Tier	177,540,988
Combined	\$296,015,438

⁷ The contribution rates developed in the 2024 valuation are for the District's fiscal year ending June 30, 2026. Due to the plan amendment adopted July 8, 2025, the actual employee contribution rate will be 0.40% from January 1, 2026 to June 30, 2026.

Section 2: Actuarial Valuation Results

E. Reconciliation of recommended employer contribution

The chart below details the changes in the recommended employer contribution from the prior valuation to the current year's valuation.

Item	Contribution Rate
Average Recommended Employer Contribution Rate as of June 30, 2024	4.30%
Effect of actuarial experience during fiscal 2024/2025	
1. Effect of investment gain/loss (after smoothing) ⁸	(0.04)%
2. Effect of higher than expected growth in total payroll to amortize the prior years' UAAL	(0.07)%
3. Effect of plan improvement	2.30%
4. Effect of change in payroll not constrained by the cap on pensionable compensation imposed by PEPPRA on the Pension Plan	(0.28)%
5. Effect of change in employee contributions from 0.09% to 0.55%	(0.46)%
6. Effect of one-year lag in implementing contribution rates ⁹	0.00%
7. Effect of assumption changes ⁶	0.00%
8. Effect of demographic experience, including change to average HIB subsidy paid and HIB subsidy trend assumptions	(0.02)%
Total change	1.43%
Average Recommended Employer Contribution Rate as of June 30, 2025	5.73%

⁸ The rate of return on the valuation value of assets was 8.88% for the OPEB and 9.47% for the Pension plans. The rate return for the two plans could be different due to such factors as the timing of when contributions and benefit payments were actually and assumed to be made.

⁹ The impact of the contribution lag and assumption changes were both less than 0.01% of payroll.

Section 2: Actuarial Valuation Results

F. Table of amortization bases

Type	Date Established	Initial Years	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment ¹⁰
Initial HIB Base	6/30/1997	30	\$15,829,000	\$4,702,083	2	\$2,393,074
Combined Base	6/30/1998	30	(195,000)	(81,945)	3	(28,297)
Combined Base	6/30/1999	30	6,467,754	3,418,137	4	900,904
Combined Base	6/30/2000	30	5,543,694	3,454,761	5	741,232
Combined Base	6/30/2001	30	794,097	560,278	6	101,922
Combined Base	6/30/2002	30	18,413,242	14,301,958	7	2,268,711
Combined Base	6/30/2003	30	6,628,441	5,552,821	8	784,015
Combined Base	6/30/2004	30	1,942,176	1,770,957	9	226,068
Combined Base	6/30/2005	30	8,019,739	7,323,194	10	855,658
Combined Base	6/30/2006	30	(1,769,952)	(1,714,918)	11	(185,238)
Experience Loss	6/30/2007	30	2,878,105	2,872,439	12	289,191
Combined Base	6/30/2008	30	12,125,015	12,379,930	13	1,169,710
Combined Base	6/30/2009	30	(1,240,538)	(1,288,297)	14	(114,904)
Combined Base	6/30/2010	30	463,026	486,653	15	41,179
Combined Base	6/30/2011	30	(60,151)	(63,752)	16	(5,140)
Experience Gain	6/30/2012	20	(1,251,821)	(834,830)	7	(132,429)
Assumption Changes	6/30/2012	25	3,374,832	3,064,969	12	308,574
Experience Gain	6/30/2013	20	(1,155,658)	(833,897)	8	(117,740)
Experience Loss	6/30/2014	20	21,287	16,363	9	2,089
Assumption Changes	6/30/2014	25	2,555,790	2,430,409	14	216,769
Experience Gain	6/30/2015	20	(810,969)	(657,439)	10	(76,817)
Assumption Changes	6/30/2016	25	2,459,846	2,411,901	16	194,462

¹⁰ Beginning of year payment, reflecting level percentage of payroll.

Section 2: Actuarial Valuation Results

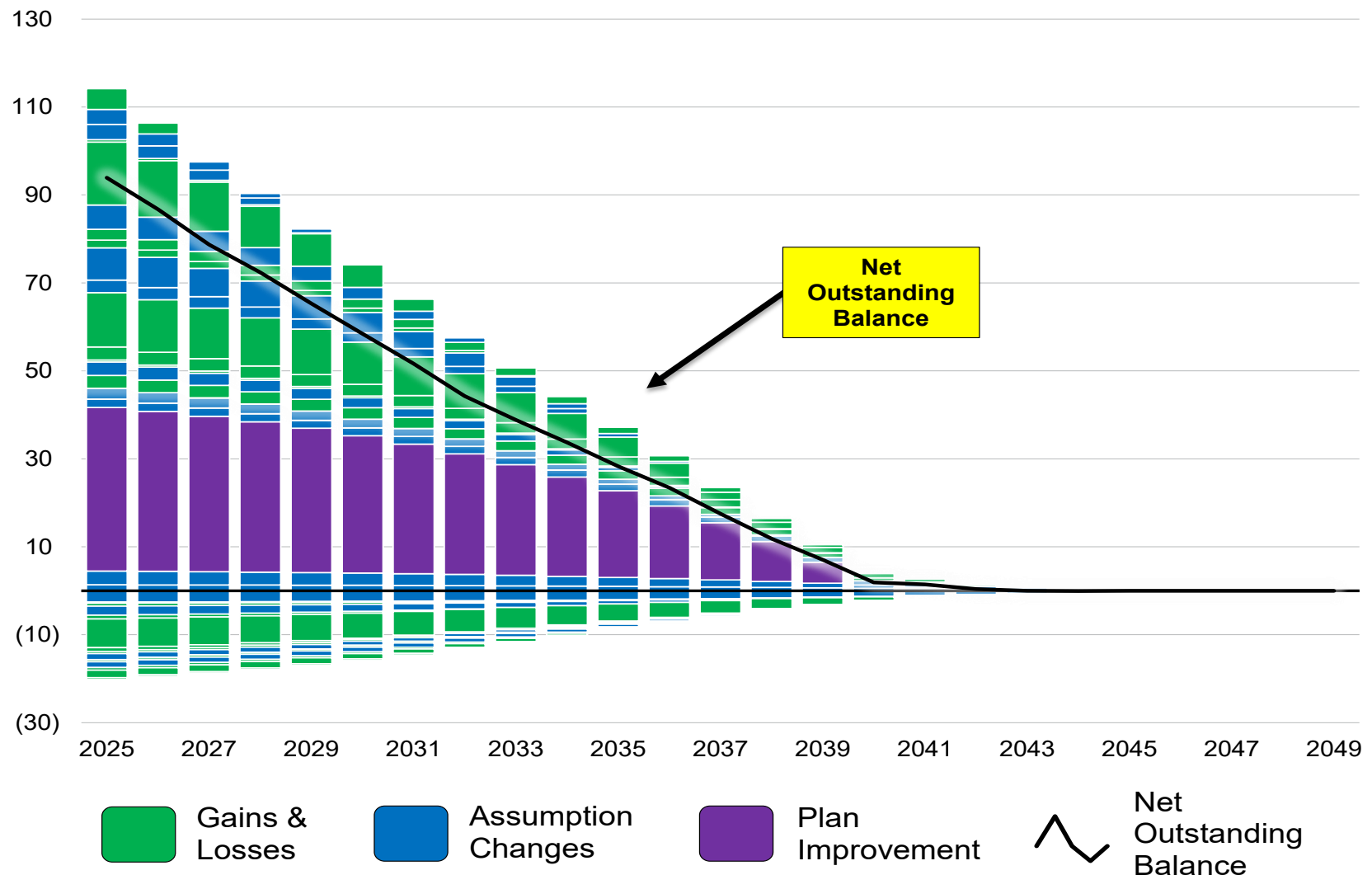
Type	Date Established	Initial Years	Initial Amount	Outstanding Balance	Years Remaining	Annual Payment ¹⁰
Experience Gain	6/30/2016	20	(1,569,600)	(1,328,782)	11	(143,529)
Assumption Changes	6/30/2017	25	(403,768)	(399,939)	17	(30,842)
Experience Gain	6/30/2017	20	(664,072)	(582,806)	12	(58,676)
Experience Gain	6/30/2018	20	(2,295,237)	(2,073,951)	13	(195,956)
Assumption Changes	6/30/2018	25	2,931,560	2,923,547	18	216,371
Experience Gain	6/30/2019	20	(504,689)	(467,910)	14	(41,733)
Assumption Changes	6/30/2020	25	1,899,682	1,912,987	20	131,531
Experience Gain	6/30/2020	20	(542,065)	(513,073)	15	(43,414)
Experience Gain	6/30/2021	20	(6,818,716)	(6,560,426)	16	(528,941)
Assumption Changes	6/30/2022	20	3,202,074	3,119,665	17	240,580
Experience Loss	6/30/2022	20	2,976,293	2,899,695	17	223,617
Experience Loss	6/30/2023	20	1,323	1,303	18	96
Assumption Changes	6/30/2024	20	1,350,349	1,342,384	19	95,631
Experience Gain	6/30/2024	20	(274,382)	(272,763)	19	(19,432)
Plan Improvement	6/30/2025	15	37,211,749	37,211,749	15	3,148,707
Experience Gain	6/30/2025	20	(2,566,470)	(2,566,470)	20	(176,463)
Total				\$93,916,985		\$12,650,540

Note: The equivalent single amortization period is about 9 years.

Section 2: Actuarial Valuation Results

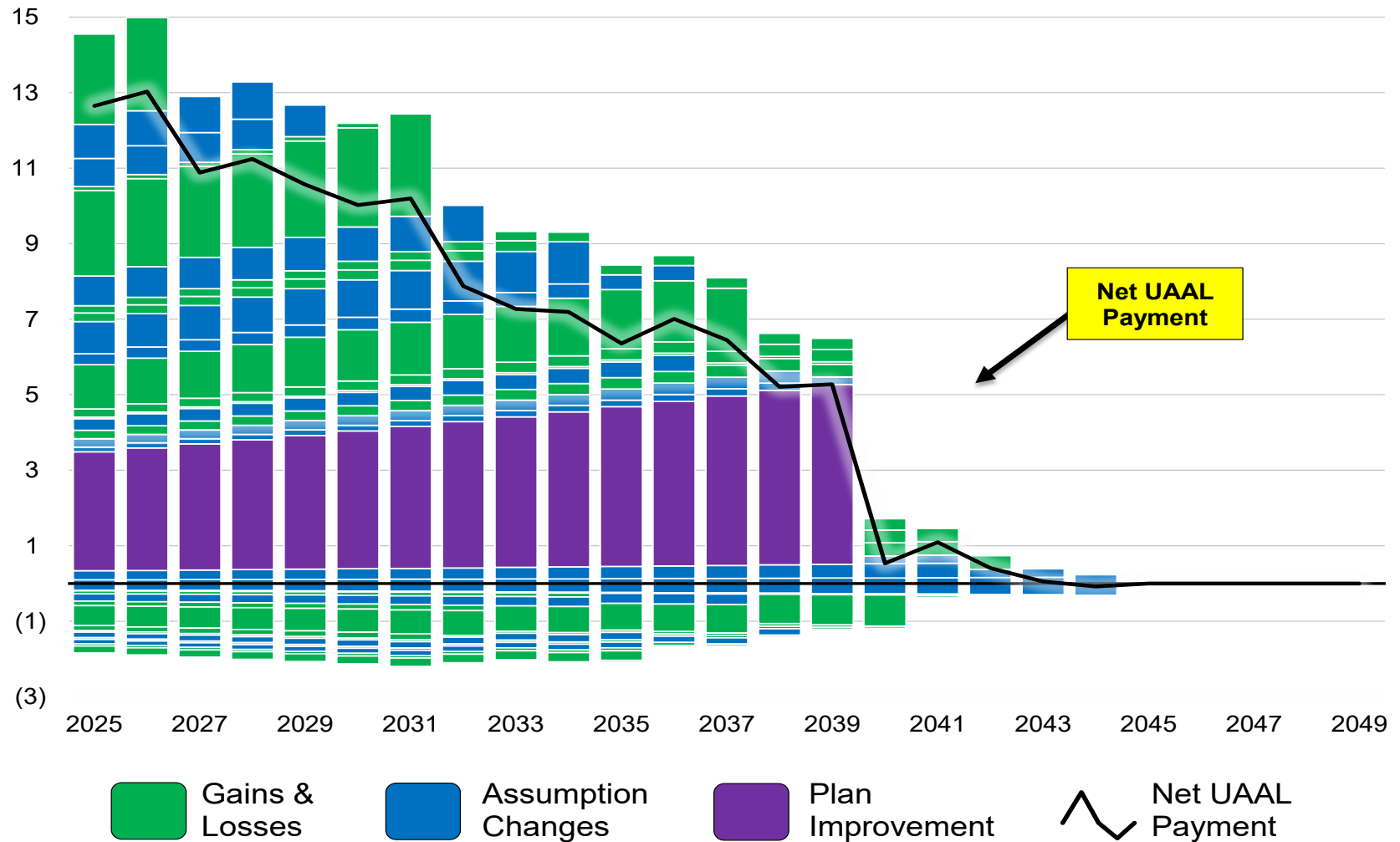
G. Projection of UAAL balances and payments

Outstanding Balance of \$93.9 Million in Net UAAL as of June 30, 2025
(\$ in Millions)



Section 2: Actuarial Valuation Results

Annual Payments Required to Amortize \$93.9 Million in Net UAAL as of June 30, 2025
(\$ in Millions)



Section 3: Supplemental Information

Exhibit A: Summary of participant data

Participants	June 30, 2025	June 30, 2024
Retired Members		
• Number	1,733	1,693
• Average age	72.0	71.6
Surviving Spouses		
• Number	224	222
• Average age	79.4	79.1
Eligible for Deferred Benefit		
• Number ¹¹	424	407
• Average age	48.1	48.0
Active Participants		
• Number	2,001	1,974
• Average age	46.8	46.9
• Average years of service	10.8	10.9
• Average expected retirement age	63.5	63.4

¹¹ Includes inactive members due a refund of Pension Plan member contributions.

Section 4: Actuarial Valuation Basis

Exhibit 1: Actuarial assumptions and methods

Rationale for assumptions and methods

The information and analysis used in selecting each assumption and method that has a significant effect on this actuarial valuation is shown in the July 1, 2020 through June 30, 2024 Actuarial Experience Study report dated November 13, 2024, the Retiree Health assumptions letter dated January 21, 2026, and the Actuarial Funding Policy review letter dated September 14, 2022. Unless otherwise noted, all actuarial assumptions and methods shown below apply to both tiers.

Economic assumptions

Net investment return

6.75%, net of investment and administrative expenses.

Inflation

2.50% per year

Across the board salary increases

0.50% per year

Payroll growth

Inflation of 2.50% per year plus real “across the board” salary increases of 0.50% per year, used to amortize the Unfunded Actuarial Accrued Liability as a level percentage of payroll.

Section 4: Actuarial Valuation Basis

Salary increases

The annual rate of compensation Increase includes inflation at 2.50% per year, plus “across the board” salary increases of 0.50% per year, plus the following merit and promotional increases:

Years of Service	1955/1980 Plan Rates (%)	2013 Tier Rates (%)
Less than 1	6.25	6.50
1–2	6.00	6.25
2–3	5.00	5.25
3–4	3.75	4.25
4–5	2.50	2.75
5–6	1.50	1.75
6–7	1.25	1.25
7–8	1.25	1.25
8–9	1.25	1.25
9–10	1.25	1.25
10–11	1.00	1.00
11–12	1.00	1.00
12–13	0.75	0.75
13–14	0.75	0.75
14–15	0.75	0.75
15 and over	0.75	0.75

Section 4: Actuarial Valuation Basis

Demographic assumptions

Mortality

- **Pre-Retirement:**
 - Pub-2010 General Employee Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females), projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Post-Retirement Healthy Members:**
 - Pub-2010 General Healthy Retiree Headcount-Weighted Above-Median Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Post-Retirement Disabled Members:**
 - Pub-2010 Non-Safety Disabled Retiree Headcount-Weighted Mortality Tables (separate tables for males and females) with rates increased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2021.
- **Beneficiaries:**
 - In pay status at time of valuation: Pub-2010 Contingent Survivor Headcount-Weighted Above-Median Mortality Tables with rates increased by 5% for males and females, projected generationally with the two-dimensional mortality improvement scale MP-2021.
 - If not in pay status at time of valuation: same tables as for Post-retirement Healthy Members.

The Pub-2010 mortality tables and adjustments as shown above, with generational projection to the ages of members as of the measurement date, reasonably reflect the mortality experience of the Plan as of the measurement date. The additional generational projection is a provision made to reflect future mortality improvement.

Section 4: Actuarial Valuation Basis

Retirement

Age	1955/1980 Plan Unreduced Pension ¹² Rates (%)	1955/1980 Plan Reduced Pension Rates (%)	2013 Tier Rates (%)
52	0.00	0.00	2.00
53	0.00	0.00	2.00
54	50.00	7.00	2.00
55	16.00	7.00	3.00
56	16.00	7.00	3.00
57	16.00	8.00	4.00
58	16.00	8.00	4.00
59	16.00	8.00	6.00
60	16.00	10.00	6.00
61	16.00	10.00	6.00
62	20.00	N/A ¹³	10.00
63	20.00	N/A	10.00
64	20.00	N/A	10.00
65	20.00	N/A	20.00
66	24.00	N/A	20.00
67	24.00	N/A	20.00
68	24.00	N/A	20.00
69	24.00	N/A	20.00
70	40.00	N/A	35.00
71	40.00	N/A	35.00
72	40.00	N/A	35.00
73	40.00	N/A	35.00
74	40.00	N/A	35.00
75 and over	100.00	N/A	100.00

¹² For example, a 1955/1980 Plan member age 54 with 30 or more years of service would be eligible for an unreduced pension benefit.

¹³ For ages 62 and over, all 1955/1980 Plan members who are eligible for retirement are eligible for an unreduced pension benefit.

Section 4: Actuarial Valuation Basis

Disability Incidence

Disability rates are applicable after eight years of service.

Age	Rate (%)
25	0.000
30	0.006
35	0.016
40	0.080
45	0.126
50	0.136
55	0.146
60	0.156
65	0.166
70	0.170

Section 4: Actuarial Valuation Basis

Termination

Years of Service	1955/1980 Plan Rates (%)	2013 Tier Rates (%)
Less than 1	11.30	8.00
1–2	6.00	4.00
2–3	6.00	3.75
3–4	3.00	3.25
4–5	3.00	3.00
5–6	2.50	2.70
6–7	2.50	2.60
7–8	2.50	2.50
8–9	2.50	2.30
9–10	1.80	2.20
10–11	1.80	2.10
11–12	1.80	2.00
12–13	1.80	1.90
13–14	1.80	1.80
14–15	1.60	1.70
15 and over	1.60	1.60

No termination is assumed after a member is eligible for retirement (as long as a retirement rate is assumed). Vested employees who terminate service prior to retirement are assumed to leave their employee HIB contributions with the plan (no refund of employee HIB contributions was assumed).

Unknown data for participants

Same as those exhibited by members are similar known characteristics. If not specified, members are assumed to be male.

Retirement age for inactive vested participants

59

Section 4: Actuarial Valuation Basis

Percent married/domestic partnership

For all active and inactive vested participants: 75% of male members and 50% of female members are assumed to have a spouse with eligible HIB health care coverage expenses.

For retired participants: Actual data included in census.

Based on past practice this is not necessarily the same as the percent married/domestic partnership assumption used in the pension valuation. Some of those members may not elect HIB spouse/domestic partner coverage upon retirement due to the additional cost to the member.

Age of spouse/domestic partner

For all active and inactive vested participants, male participants are assumed to have a female spouse who is 2 years younger than the participant and female participants are assumed to have a male spouse who is 2 years older than the participant.

Future benefit accruals

1.0 year of service per year.

We have not applied the 0.040 years of additional service for each year of employment, applied in the pension valuation to anticipate conversion of unused sick leave, based on our understanding of the HIB plan provisions.

Actuarial funding policy

Actuarial cost method

Entry Age Cost Method. Entry Age is the age at the member's hire date. Actuarial Accrued Liability is calculated on an individual basis and is based on costs allocated as a level percentage of compensation. The Normal Cost is calculated on an individual basis where the Entry Age Normal Cost is calculated as the sum of the individual Normal Costs. The individual Normal Costs for the 2013 Tier are calculated using salaries that are not constrained by the cap on Pensionable compensation imposed by PEPRA on the Pension Plan.

Section 4: Actuarial Valuation Basis

Actuarial Value of Assets

Market Value of Assets (MVA) less unrecognized returns in each of the last five years. Unrecognized returns are equal to the difference between the actual market returns and the expected returns on the market value, and are recognized over a five-year period. The Actuarial Value of Assets (AVA) is limited by a 30% corridor; the AVA cannot be less than 70% of MVA, nor greater than 130% of MVA.

Valuation Value of Assets

The proportion of the Actuarial Value of Assets allocated to the HIB plan, based on the proportion of the MVA attributable to the HIB plan.

Amortization method

Level percent of payroll

Remaining amortization period

Plan changes, assumption changes, and experience gains/losses prior to July 1, 2011 are amortized over separate decreasing 30-year amortization periods. On or after July 1, 2011, through June 30, 2021, plan changes are amortized over separate decreasing 15-year periods; assumption changes are amortized over separate decreasing 25-year periods; and experience gains/losses and retiree health assumption changes are amortized over separate decreasing 20-year periods. On or after July 1, 2021, assumption changes from the experience study or interim review of the economic assumptions are amortized over 20 years. In addition, the effect of plan improvements are amortized over 15 years.

Member contribution improvements rate

The HIB employee contribution rate will increase incrementally from 0.09% to 1.00% over a three-year period, as follows: 0.40% effective January 1, 2026, 0.70% effective January 1, 2027, and 1.00% effective January 1, 2028. The 0.55% employee contribution rate used for fiscal year 2026-2027 is based on the average of the 0.40% rate effective January 1, 2026 and the 0.70% rate effective January 1, 2027.

Section 4: Actuarial Valuation Basis

Retiree health assumptions

Participation

95% of future eligible retirees are assumed to enroll in the HIB plan.

70% of future retirees are assumed to enroll in the EBMUD medical insurance plans.

All current pensioners and beneficiaries with a retiree health insurance cash subsidy were valued.

For deferred vested members, we assume an election equal to 65% of the future retiree election percent.

Average HIB subsidy – Employees who retired or terminated prior to July 8, 2025

The enrollment percent of 70% is used to estimate the proportion of future retirees expected to participate in the EBMUD medical insurance plans (Kaiser, Blue Cross, Sutter Health Plus<65, and UHC Medicare Advantage PPO 65+). The difference between the 95% of all future retirees expected to be provided with an HIB subsidy and 70% (i.e. 25%) is what we used to anticipate future retirees who receive reimbursement for medical expenses through the HIB plan without being enrolled in an EBMUD medical insurance plan. The HIB subsidy may be used to defray any other allowed health benefits (e.g., Medicare Part B premiums, dental costs) in addition to medical premiums.

For current retirees, we have used the HIB on record. For the expected 95% future retirees who received an HIB, we have assumed, based on the greater of the average HIB on record for current retirees at 100% vesting level in either the current or prior year census data, that:

- Retirees at 100% vesting level under age 65 with single HIB coverage will receive an average \$439 monthly benefit as of July 1, 2025,
- Retirees at 100% vesting level under age 65 with spouse HIB coverage will receive an average \$520 monthly benefit as of July 1, 2025,
- Retirees at 100% vesting level age 65 and over with single HIB coverage will receive an average \$441 monthly benefit as of July 1, 2025, and
- Retirees at 100% vesting level age 65 and over with spouse HIB coverage will receive an average \$543 monthly benefit as of July 1, 2025.

The maximum (100% vesting level) monthly HIB subsidy is \$450 for a retiree with single coverage and \$550 for a retiree with spouse/domestic partner coverage.

Section 4: Actuarial Valuation Basis

Average HIB subsidy – Employees who retire or terminate on or after July 8, 2025

Effective January 1, 2026, for employees who retire or terminate service after July 8, 2025, the maximum HIB subsidy will increase to the Kaiser Senior Advantage (KSA) Low Option Plan premium for two-person coverage (\$615.58 per month in calendar year 2026). Annual increases of the maximum HIB subsidy will be based on changes to the KSA Low Option premiums, limited to between 0.00% and 3.00%. Changes above 3.00% or below 0.00% will be added to a carryforward balance and used to adjust future subsidy increases up to 3.00%. A 3.00% annual increase to the maximum subsidy will be assumed in the valuation, which is consistent with the underlying Medicare trend assumptions. The same maximum subsidy will apply regardless of family tier of medical coverage elected.

For the expected 95% future retirees who receive an HIB, we have assumed, based on the greater of the average HIB on record for current retirees at 100% vesting level in either the current or prior year census data, that:

- Retirees at 100% vesting level under age 65, regardless of marital status, will receive the maximum monthly HIB subsidy of \$615.58 as of January 1, 2026.
- Retirees at 100% vesting level age 65 and over with single HIB coverage will receive an average \$571.25 monthly benefit as of January 1, 2026, to increase annually with the assumed medical trend until the maximum HIB subsidy is reached. The \$571.25 assumption is equal to the sum of the 2026 KSA High Option premium of \$364.75 and the assumed 2026 Medicare Part B premium of \$206.50.
- Retirees at 100% vesting level age 65 and over with spouse HIB coverage will receive the maximum monthly HIB subsidy of \$615.58 as of January 1, 2026.

Projected HIB subsidy increase

We have projected the HIB medical benefit to increase with medical trend until it reaches the limits described in the Summary of Plan Provisions. The benefit limits are projected to remain unchanged at the current levels of \$450/\$550. For employees who retire or terminate service before July 8, 2025, the benefit limits are projected to remain unchanged at the current levels of \$450/\$550. For employees who retire or terminate service on or after July 8, 2025, the benefit limit is assumed to increase by 3.0% per year.

Section 4: Actuarial Valuation Basis

Health care cost trend rates

Trend is to be applied to premium for shown fiscal year to calculate next fiscal year's projected premium.

First Fiscal Year (July 1, 2025 through June 30, 2026):

Plan	Kaiser HMO Under 65	Anthem Blue Cross PPO Under 65	Sutter Health Plus HMO, Under 65	Kaiser Senior Advantage	UHC Medicare Advantage PPO
Trend rate to be applied to 2025–2026 Fiscal Year premium	4.88%	8.69%	12.79%	7.38%	7.94%

The fiscal year trend rates are based on the following calendar year trend rates:

Approximate Trends for Fiscal Year	Fiscal Year Non-Medicare Trend Rates (%)	Fiscal Year Medicare Trend Rates (%)	Trend Rates Applied to Premium for Calendar Year	Calendar Year Non-Medicare Trend Rates (%)	Calendar Year Medicare Trend Rates (%)
2026–2027	7.375	7.125	2026	7.50	7.25
2027–2028	7.125	6.875	2027	7.25	7.00
2028–2029	6.875	6.625	2028	7.00	6.75
2029–2030	6.625	6.375	2029	6.75	6.50
2030–2031	6.375	6.125	2030	6.50	6.25
2031–2032	6.125	5.875	2031	6.25	6.00
2032–2033	5.875	5.625	2032	6.00	5.75
2033–2034	5.625	5.375	2033	5.75	5.50
2034–2035	5.375	5.125	2034	5.50	5.25
2035–2036	5.125	4.875	2035	5.25	5.00
2036–2037	4.875	4.625	2036	5.00	4.75
2037–2038	4.625	4.500	2037	4.75	4.50
2038 and later	4.500	4.500	2038	4.50	4.50

Section 4: Actuarial Valuation Basis

Medical carrier election

Medical Carrier	Election (%)
Non-Medicare Medical Carrier	
• Kaiser HMO	70
• Anthem Blue Cross PPO	25
• Sutter Health Plus HMO	5
Medicare Medical Carrier	
• Kaiser Senior Advantage HMO (High Option)	65
• UHC Medicare Advantage PPO	35

Assumption changes since prior valuation

The following assumptions were changed since the prior valuation:

- Starting year average HIB subsidy amounts, premiums, and future trend assumptions were updated. These changes had a very minor impact on the valuation results

Per the plan's funding policy, the impact of the year-to-year retiree healthcare assumption changes (such as updates to the average HIB subsidy, Medicare medical election percentage, and future trend assumptions) are amortized as part of the annual experience gain/loss.

Section 4: Actuarial Valuation Basis

Exhibit 2: Summary of plan

This exhibit summarizes the major benefit provisions as included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions.

Normal or unreduced retirement eligibility

- **1955/1980 Plan**
 - Age 65;
 - Age 62 with 5 years of service;
 - Age 59 with 20 years of service;
 - Age 54 with 30 years of service;
 - Other combinations of age and service between ages 54 and 59.
- **2013 Tier**
 - Age 67 with 5 years of service (for unreduced benefit)

Early retirement eligibility

- **1955/1980 Plan**
 - Age 54 with 5 years of service.
- **2013 Tier**
 - Age 52 with 5 years of service.

Covered members

All members with at least 5 years of service.

Section 4: Actuarial Valuation Basis

Benefit formula

For members entering the System prior to July 1, 1996, a monthly allowance of up to \$450 (\$550 for married retirees and retirees with EBMUD domestic partners) is paid to retirees with at least five years of full-time service to reimburse member-paid medical expenses.

For members entering the System after June 30, 1996, the members shall receive the full monthly allowance multiplied by the applicable percentage below based on years of full-time service.

Effective January 1, 1999, retired members who had separated from the District prior to their retirement and who had at least five years of service also become eligible for the post-employment healthcare benefits based on the same vesting schedule.

Years of Full-time Service	Percent of HIB
Less than 5	0%
5–9	25%
10–14	50%
15–19	75%
20 or more	100%

For employees who retire or terminate service after July 8, 2025, the maximum HIB subsidy will increase to the Kaiser Senior Advantage (KSA) Low Option Plan premium for two-person coverage (\$615.58 per month in calendar year 2026). Annual increases of the maximum HIB subsidy will be based on changes to the KSA Low Option premiums, limited to between 0.00% and 3.00%. Changes above 3.00% or below 0.00% will be added to a carryforward balance and used to adjust future subsidy increases up to 3.00%. The same maximum subsidy will apply regardless of family tier of medical coverage elected. In addition, 2013 Tier employees who retire or terminate service after July 8, 2025 are 100% vested after 15 years of service.

Years of Full-time Service	Percent of HIB for 1955/1980 Plan Future Retirees	Percent of HIB for 2013 Tier Future Retirees
Less than 5	0%	0%
5–9	25%	25%
10–14	50%	50%
15–19	75%	100%
20 or more	100%	100%

Section 4: Actuarial Valuation Basis

Surviving spouse benefits

An eligible surviving spouse or domestic partner may receive a Health Insurance Benefit equal to the amount the member was entitled to.

Member contribution rate

The HIB employee contribution rate will increase incrementally from 0.09% to 1.00% over a three-year period, as follows: 0.40% effective January 1, 2026, 0.70% effective January 1, 2027, and 1.00% effective January 1, 2028.

Vested employees who terminate service prior to retirement can elect a refund of their HIB employee contributions in lieu of a future HIB benefit. In such cases, the refund of employee contributions is paid by the District, not the Plan.

Employer contribution rate

100% of total cost net of the rate paid by the employee.

Changes in plan provisions

- For employees who retire or terminate service after July 8, 2025, the maximum HIB subsidy will increase to the Kaiser Senior Advantage (KSA) Low Option Plan premium for two-person coverage (\$615.58 per month in calendar year 2026). Annual increases of the maximum HIB subsidy will be based on changes to the KSA Low Option premiums, limited to between 0.00% and 3.00%. Changes above 3.00% or below 0.00% will be added to a carryforward balance and used to adjust future subsidy increases up to 3.00%. The same maximum subsidy will apply regardless of family tier of medical coverage elected.
- For employees who retire or terminate service after July 8, 2025, vesting was updated from 75% to 100% for 2013 Tier retirees with at least 15 years of service.
- The HIB employee contribution rate will increase incrementally from 0.09% to 1.00% over a three-year period, as follows: 0.40% effective January 1, 2026, 0.70% effective January 1, 2027, and 1.00% effective January 1, 2028.

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RESOLUTION NO. _____

ADOPTING THE ACTUARIAL VALUATIONS OF THE EAST BAY MUNICIPAL UTILITY DISTRICT EMPLOYEES' RETIREMENT SYSTEM AND SETTING THE PENSION AND HEALTH INSURANCE BENEFIT EMPLOYER CONTRIBUTION AND 2013 TIER EMPLOYEE CONTRIBUTION RATES FOR FISCAL YEAR 2027

Introduced by Director _____ ; Seconded by Director _____

WHEREAS, pursuant to Section 22 of East Bay Municipal Utility District Ordinance No. 40, as amended, the Board of Directors shall cause to be made an actuarial valuation of the assets and liabilities of the pension and Health Insurance Benefit (HIB) funds and, on the basis of such investigation and valuation, shall make revisions to the contribution rates to the East Bay Municipal Utility District Employees' Retirement System (Retirement System) at least once in each two-year period; and

WHEREAS, state law as established under the Public Employees' Pension Reform Act (PEPRA) requires employees who joined the system on or after January 1, 2013 (2013 Tier) to contribute at least 50 percent of the Normal Cost rate; and

WHEREAS, PEPRA further requires that the 2013 Tier employee contribution rate be adjusted if the total Normal Cost rate changes by more than one percent of payroll from the rate used to set the previous employee contribution rate; and

WHEREAS, the Retirement System's actuary, The Segal Company (Segal), has prepared actuarial valuations for the pension plan and the HIB plan and has additionally prepared supplementary documentation based on measurement data through June 30, 2025; and

WHEREAS, Segal has determined in the actuarial valuations that the funded ratios of the pension plan and HIB plan are below one hundred percent as of June 30, 2025, leading to unfunded liabilities in each plan; and

WHEREAS, the actuarial valuations have set forth recommended employer contribution rates for the coming fiscal year beginning July 1, 2026; and

WHEREAS, a portion of the actuarially-recommended employer contribution rates is intended to pay down the unfunded liabilities of each plan over time; and

WHEREAS, the Retirement Board took action at its January 29, 2026 Retirement Board Meeting to recommend that the Board of Directors adopt the employer contribution rates for Fiscal Year 2027 as recommended in the actuarial valuations referenced in this resolution in order to provide annual funding for the employer normal cost and unfunded liabilities; and

WHEREAS, the Retirement Board recommends that the Board of Directors adopt the 2013 Tier employee contribution rate provided in the pension valuation in order to comply with state law under PEPRA;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the East Bay Municipal Utility District adopts the actuarial valuations as of June 30, 2025 for the pension plan and HIB plan prepared by the Retirement System's actuary, Segal; and

BE IT FURTHER RESOLVED that the Board of Directors hereby sets the following Employer Contribution Rates for the Fiscal Year beginning July 1, 2026 as follows:

Employer Contribution Rates for Fiscal Year 2027		
	1955/1980 Plan	2013 Tier
Pension	43.58%	34.20%
HIB	5.76%	5.71%
Total	49.34%	39.91%

BE IT FURTHER RESOLVED that the Board of Directors hereby sets a 2013 Tier employee contribution rate for the pension plan of ten and eight hundredths of one percent (10.08%) for the Fiscal Year beginning July 1, 2026.

ADOPTED this 24th day of February, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

President

Secretary

APPROVED AS TO FORM AND PROCEDURE:

General Counsel

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 24, 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 24, 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 24, 2026 Board meeting.

CCC:RCC:gb

Attachment: Water Supply Update Presentation

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Water Supply Update

Board of Directors

February 24, 2026

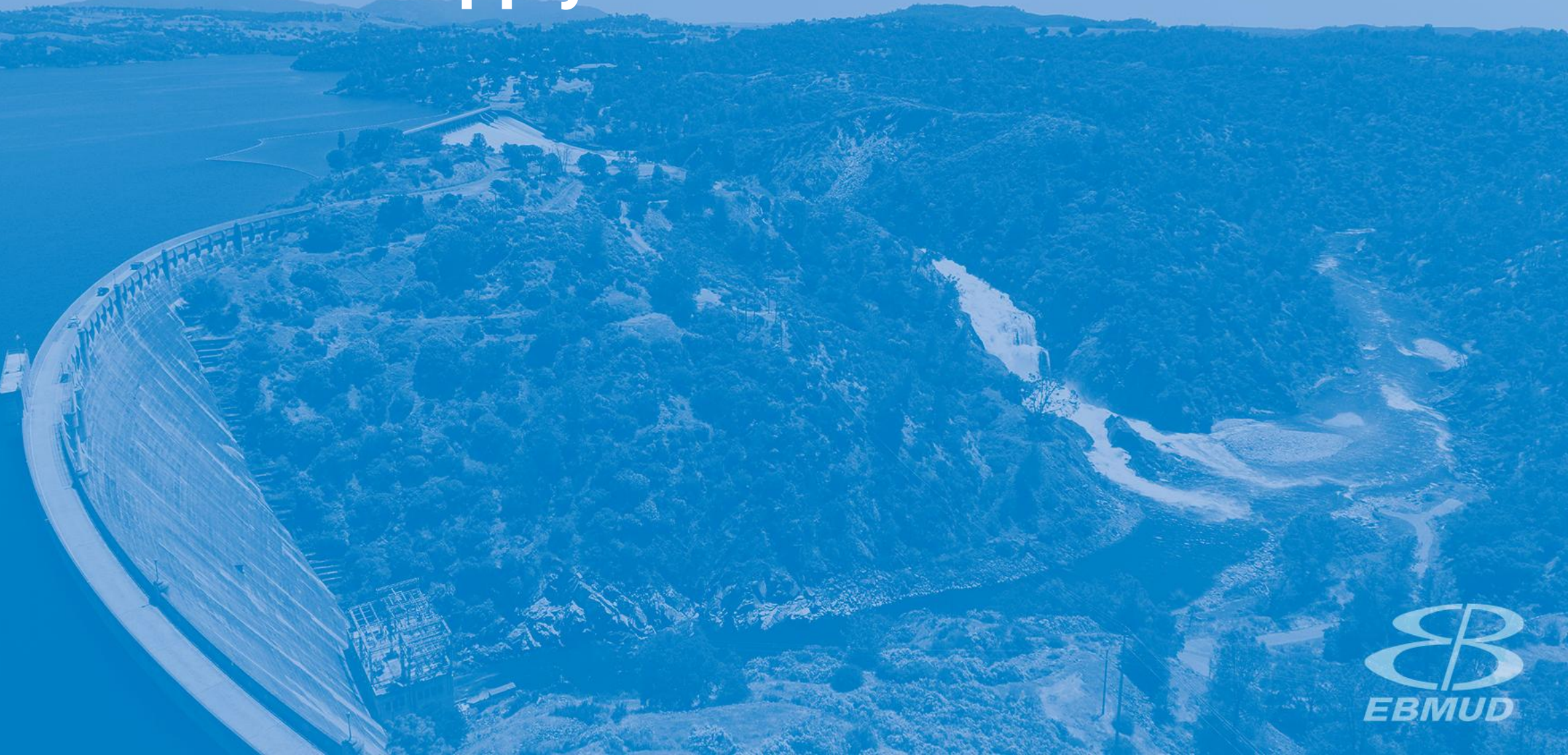
Roberto C. Cortez, Manager of Water Operations



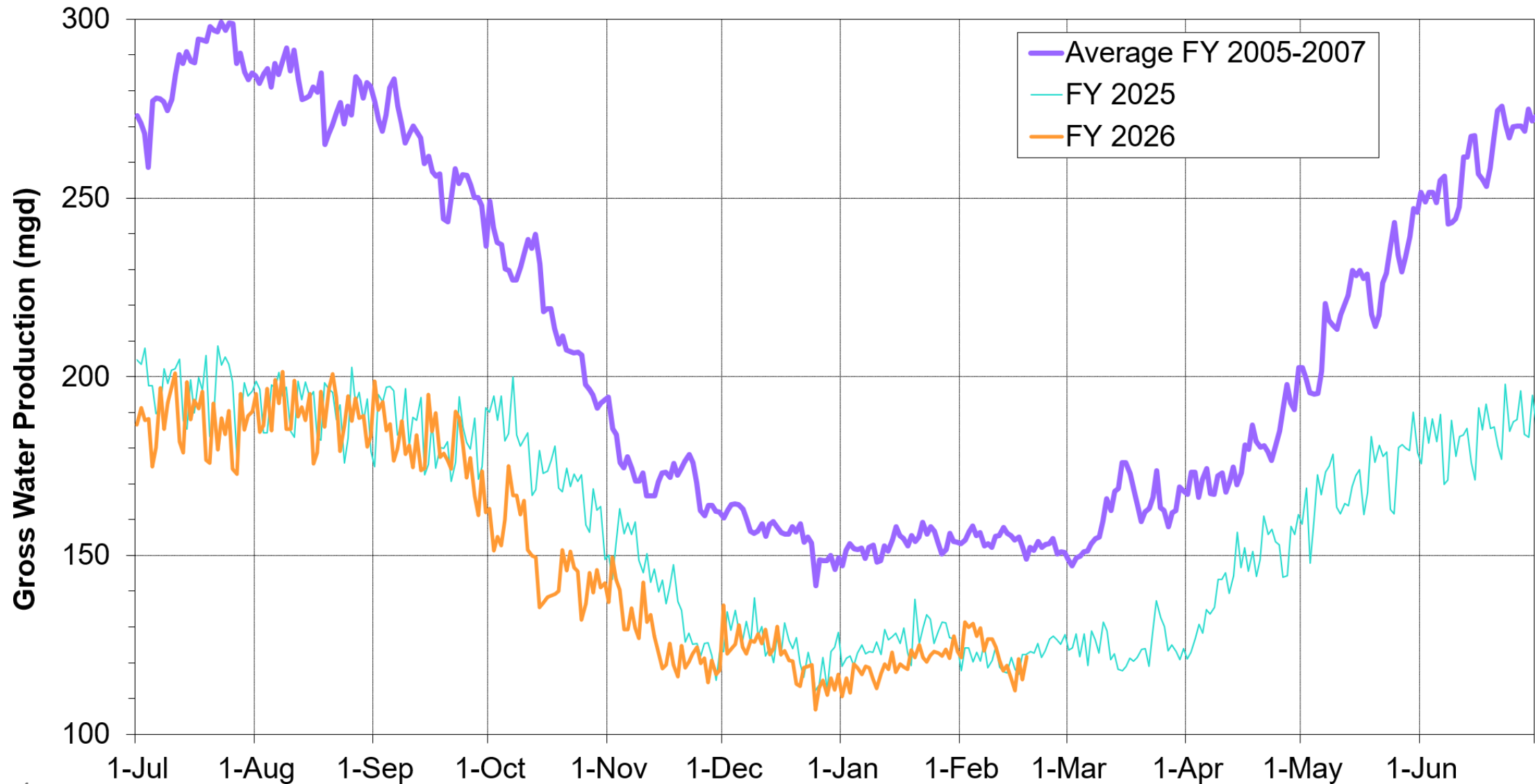
Briefing Topics

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

Current Water Supply



Gross Water Production



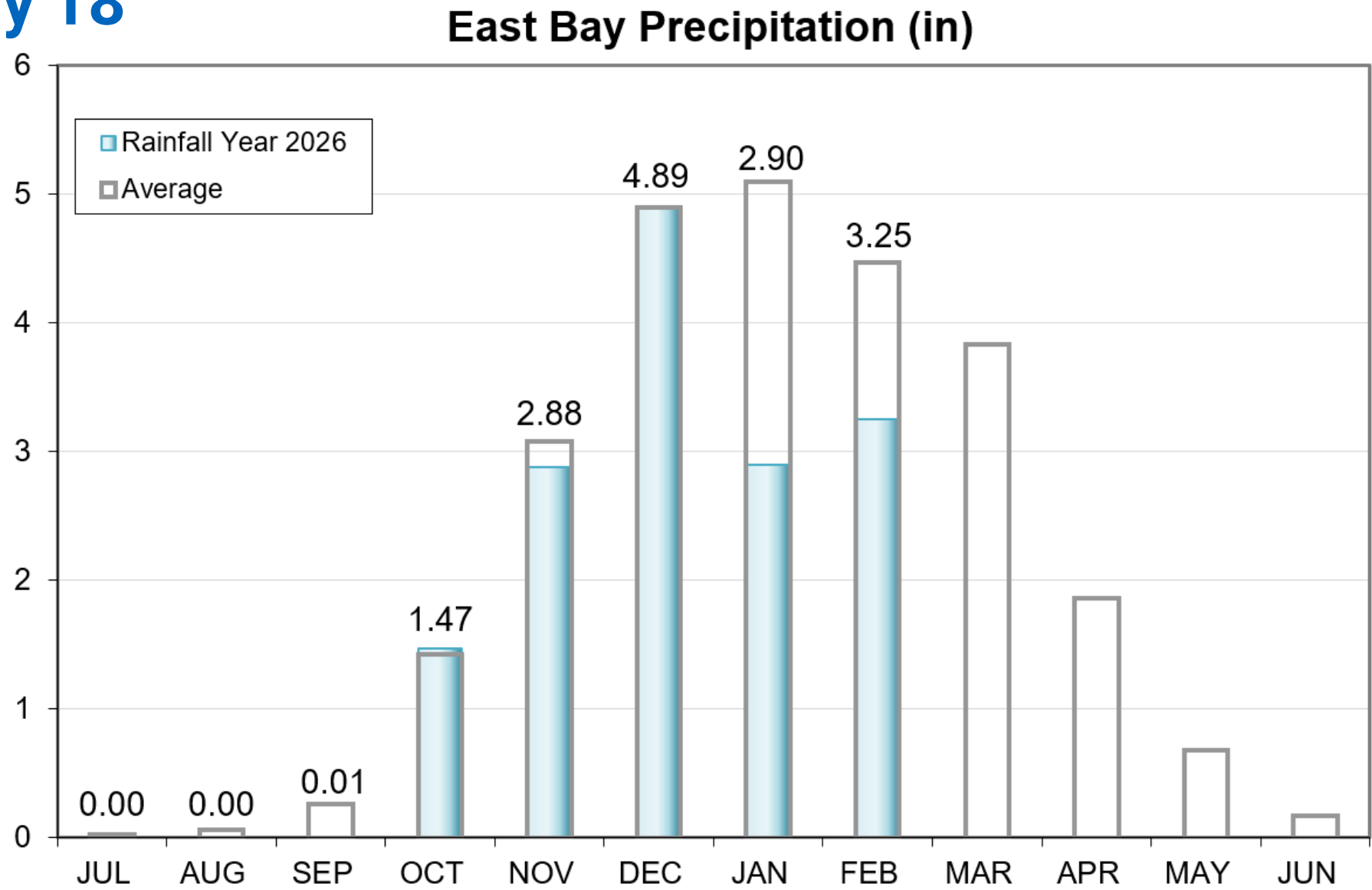
Current Reservoir Storage

As of 2/18/2026	Current Storage	Percent of Average	Percent of Capacity
Pardee	183,350 AF	101%	90%
Camanche	294,300 AF	110%	71%
East Bay	134,920 AF	103%	90%
Total System	612,570 AF	106%	79%

AF: Acre-Feet

Precipitation as of February 18

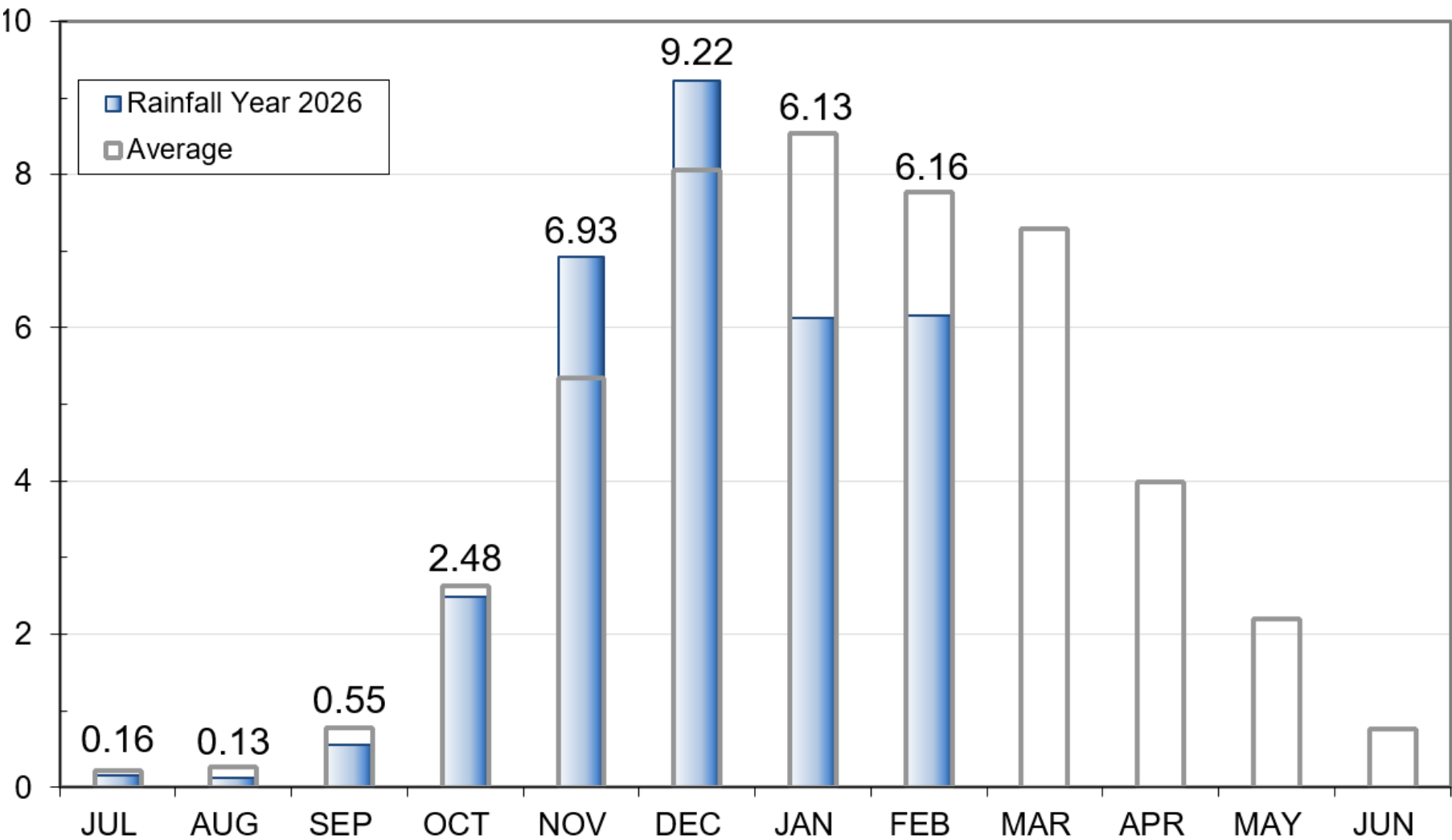
East Bay: 15.4”
(84% of average)



Precipitation as of February 18

Mokelumne 4-Station Average Precipitation (in)

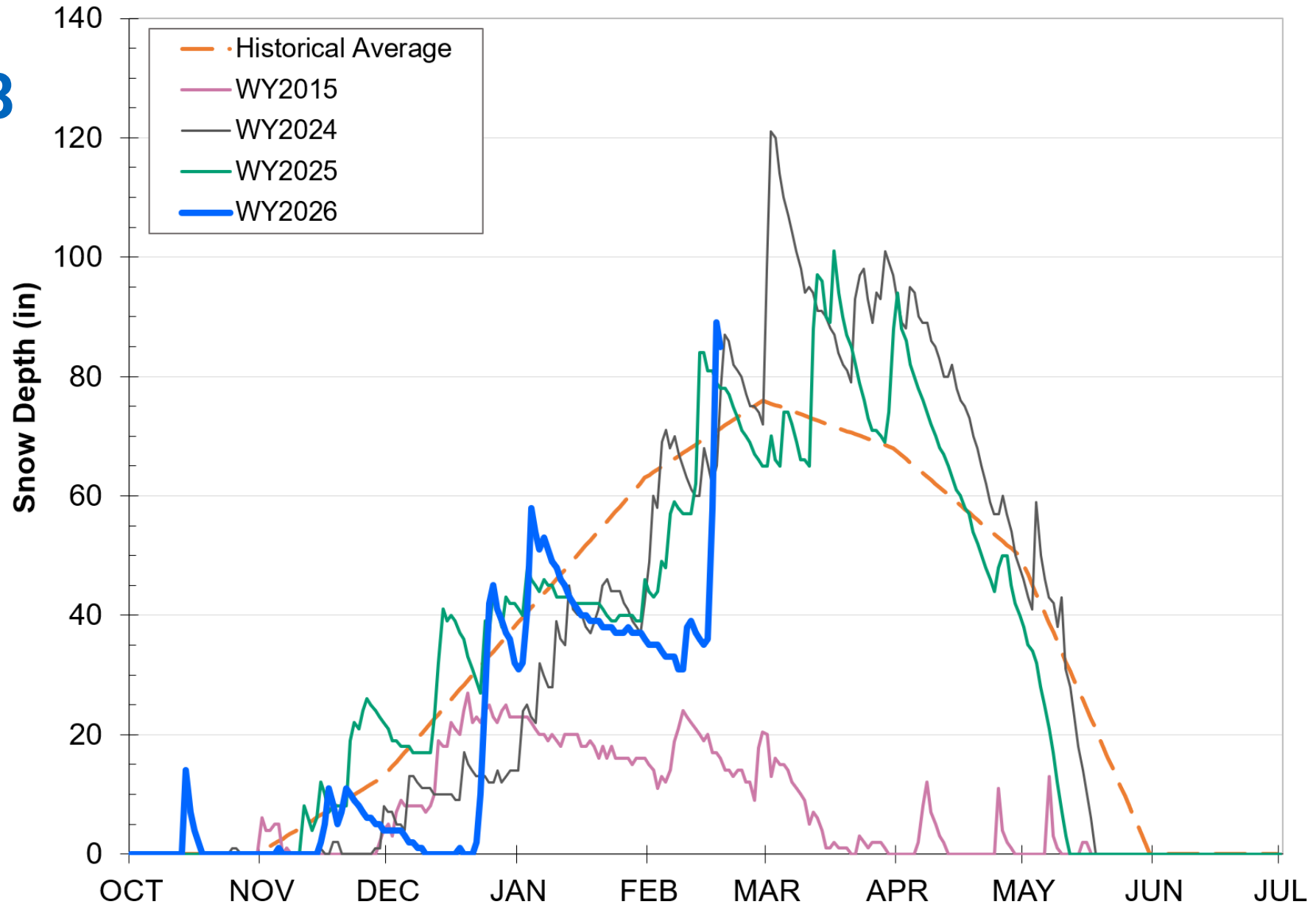
Mokelumne: 31.76"
(102% of average)



Caples Lake Snow as of February 18

Snow Depth – 85.0"
(119% of average)

Snow Water
Content – 12.4"
(50% of average)





Snowpack as of February 19

Snow Water Equivalent:
73% of Normal in Central
Sierra



Data for: 19-Feb-2026
Statewide Average: 72%

% of Normal for this Date



Seasonal Climate Outlook

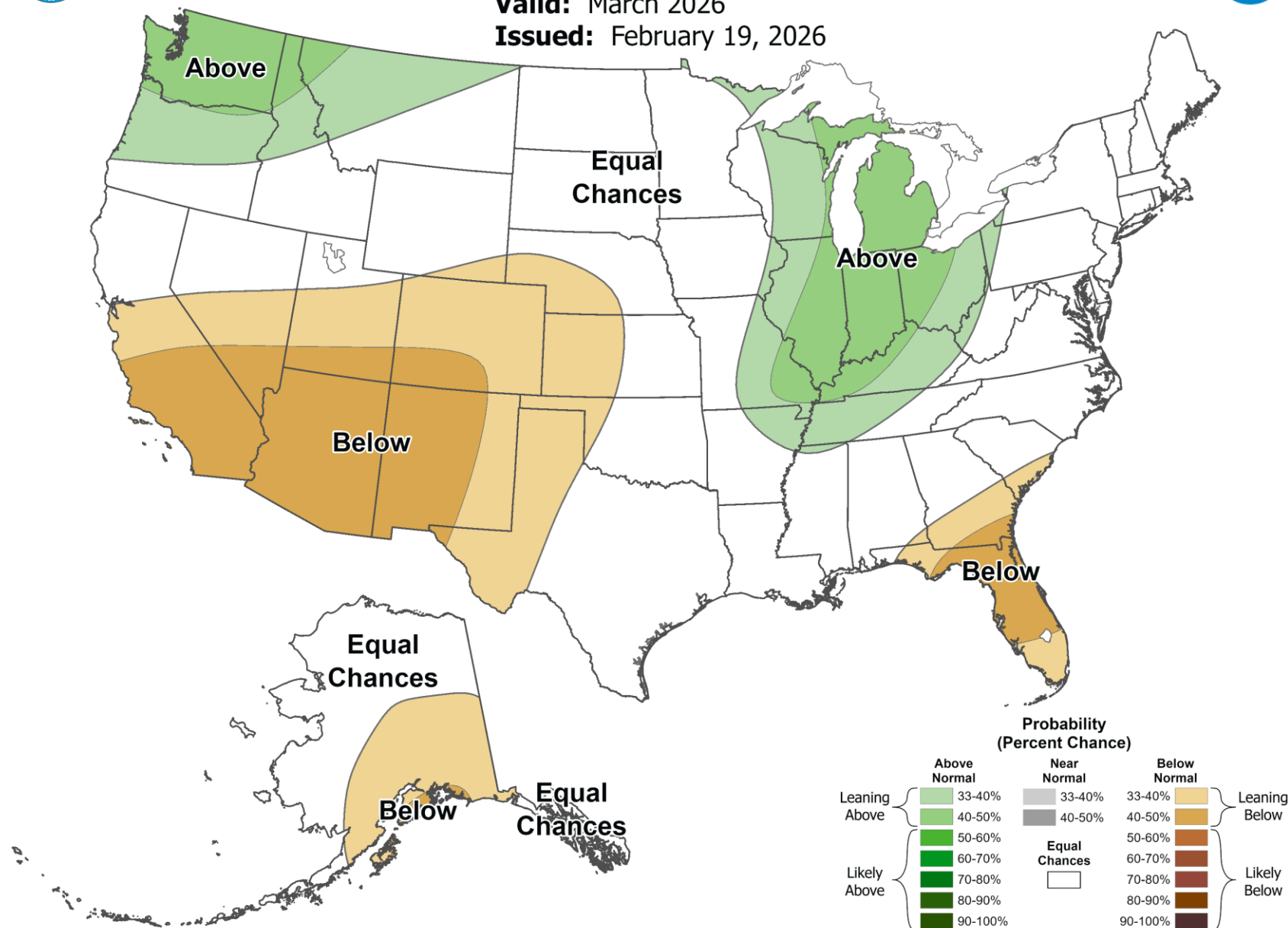
Seasonal Precipitation Outlook



Monthly Precipitation Outlook

Valid: March 2026

Issued: February 19, 2026

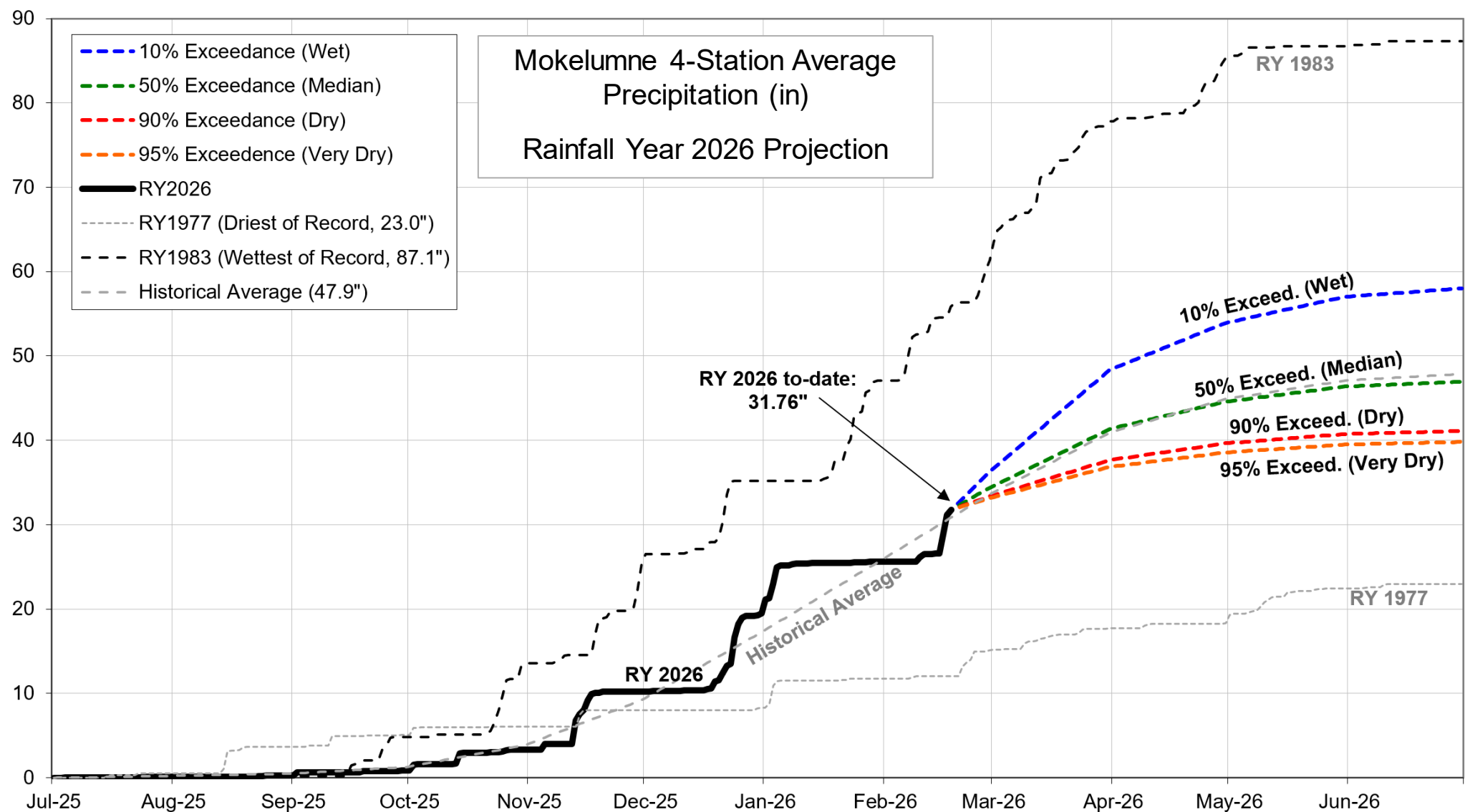


Water Supply Projection



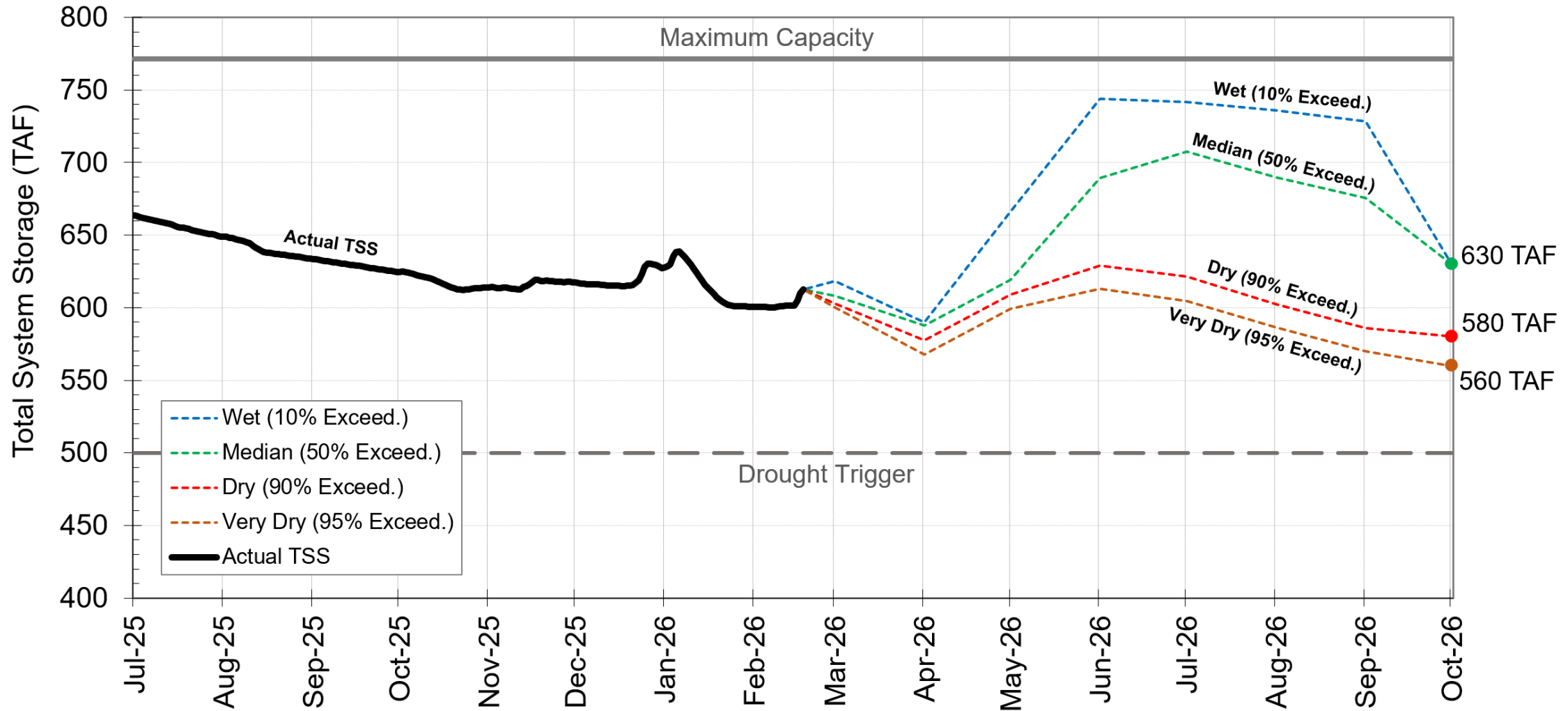
Projected Precipitation

Mokelumne Precipitation Rainfall Year 2026



End of Season Storage

2026 Total System Storage Projections



TAF: Thousands of Acre-Feet



Questions?



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