

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: February 19, 2026

MEMO TO: Board of Directors

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

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

SUBJECT: Follow-Up to Reporting Year 2025 Equal Employment Opportunity Program Report

SUMMARY

At the February 10, 2026 Legislative/Human Resources Committee meeting, the Committee requested additional information on the historical utilization rate for individuals with disabilities (IWDs) by job group at the District. This memorandum provides the requested information for the last five years.

DISCUSSION

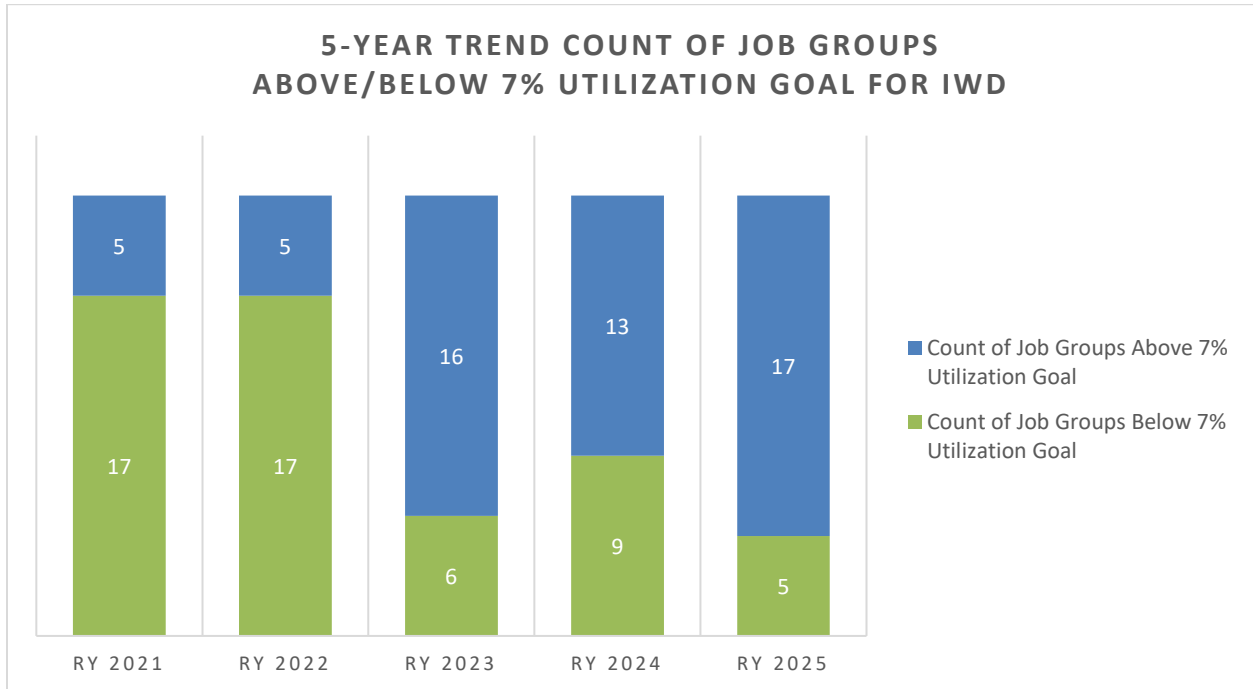
Five-Year Trend Summary

Per Section 503 of the Rehabilitation Act of 1973, the United States Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) established a nationwide goal of 7 percent for qualified IWDs. The District has adopted this national utilization goal, which is applied to each job group within the District as a federal compliance benchmark.

As shown in the chart below, Reporting Year (RY) 2025 demonstrated the strongest progress toward the 7 percent utilization goal across most job groups (17 out of 22 job groups met the utilization goal). Furthermore, in each of the past two reporting years, a majority of job groups met or exceeded the utilization goal. A breakdown for each RY can be found in the attachment.

Overall Assessment

RY 2025 reflects the strongest overall performance in the last five years. Most job groups are now meeting or exceeding the utilization goal, indicating meaningful progress since RY 2023. Continued strategic focus on technical and trades job groups that fall below the utilization goal will be essential to sustain momentum and achieve representation across all job groups. These results demonstrate that the District's outreach efforts were effective in meeting federal Equal Employment Opportunity Program requirements. No corrective action plans are required at this time.



Key Highlights

- There was broad-based improvement in many professional, technical and administrative job groups, demonstrating consistent upward trends from RY 2021 to RY 2025.
- The strongest increases were among the Analyst, Science Professionals, Technicians, Professionals, and Plant Operators job groups.
- Directors/Managers job group increased from 9.2 percent in RY 2021 to 15.2 percent in RY 2025.
- Administrative and Clerical job groups remain well above the 7 percent utilization goal.

Job Groups Requiring Focus

Several skilled trades job groups have remained below the 7 percent utilization goal since RY 2023, including:

- Electrical/Structural Workers
- Heavy Equipment/Truck Operators
- Water Distribution Plumbing & Maintenance
- Engineering
- Pipeline Maintenance Lead/Supervisor

These job groups have shown limited or inconsistent progress over the five-year period and may benefit from enhanced recruitment and outreach strategies.

Follow-up to Reporting Year 2025 Equal Employment Opportunity Program Report
Board Information Memo
February 19, 2026
Page 3

NEXT STEPS

Staff will continue to implement and enhance the workforce development strategy in a manner that is inclusive, compliant, and aligned with the District's broader goals. Efforts will focus on reducing barriers, expanding talent pipelines, and ensuring access to opportunities for all qualified individuals.

CCC:DLM:yd

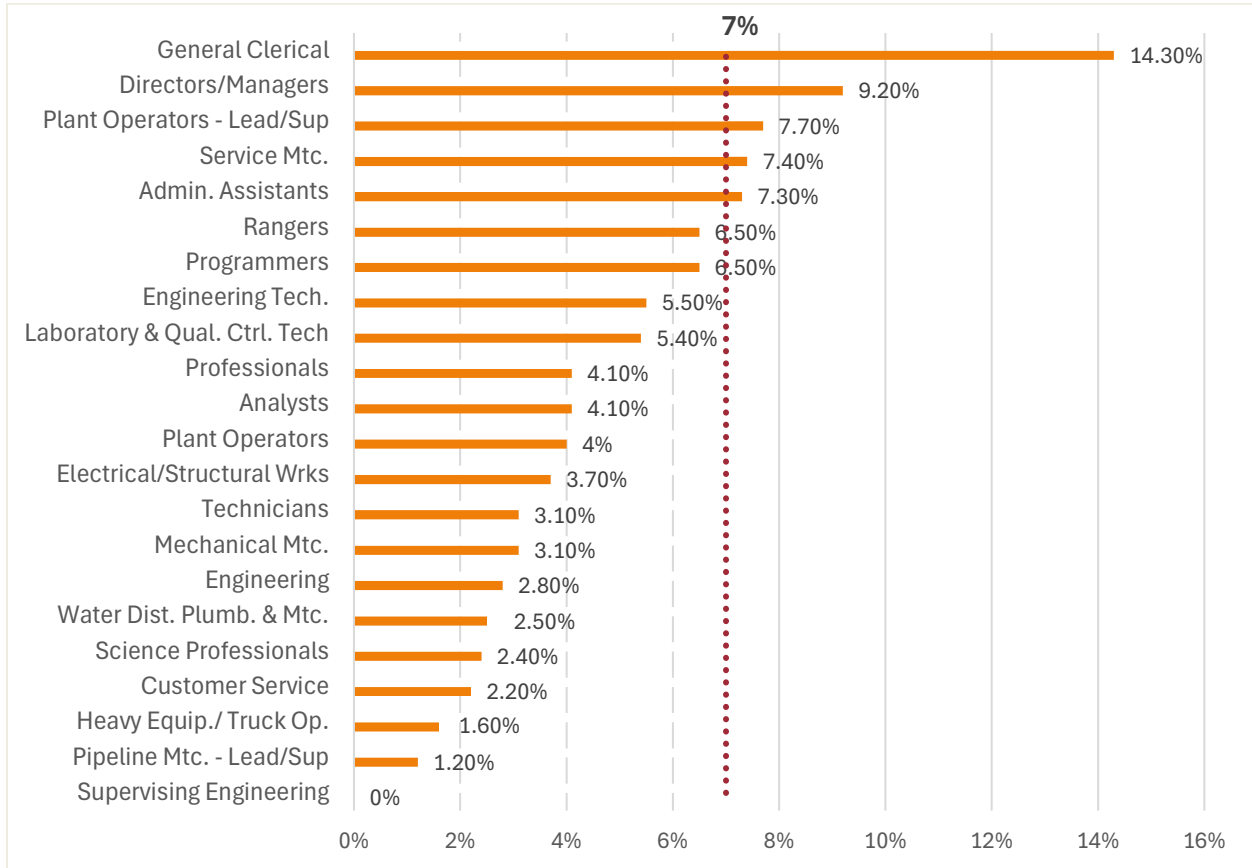
Attachment: Reporting Years 2021-2025 Individuals with Disabilities Utilization Rate by Job Group

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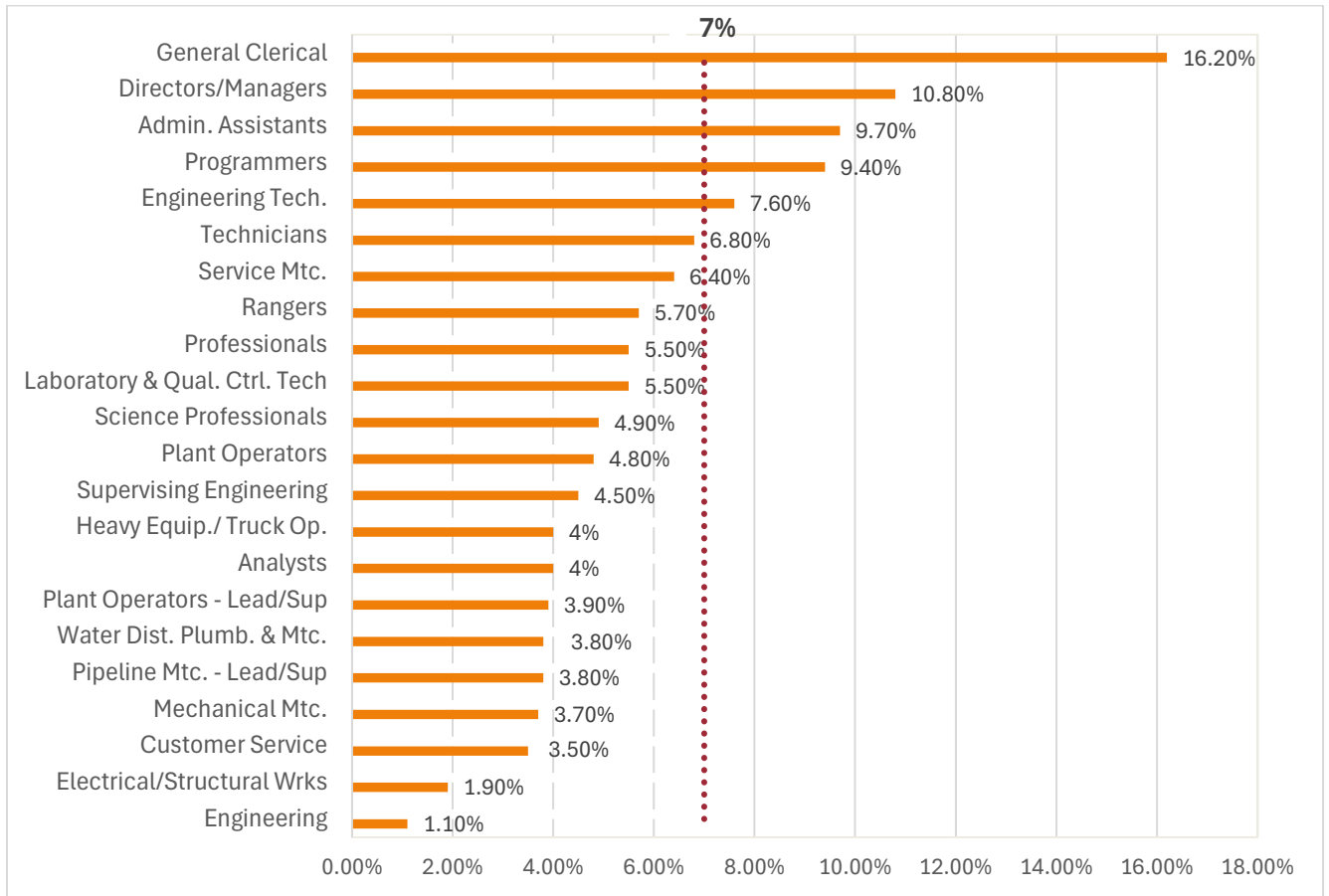
Reporting Years 2021-2025 Individuals with Disabilities Utilization Rate by Job Group

Reporting Year 2021 Individuals with Disabilities by Job Group

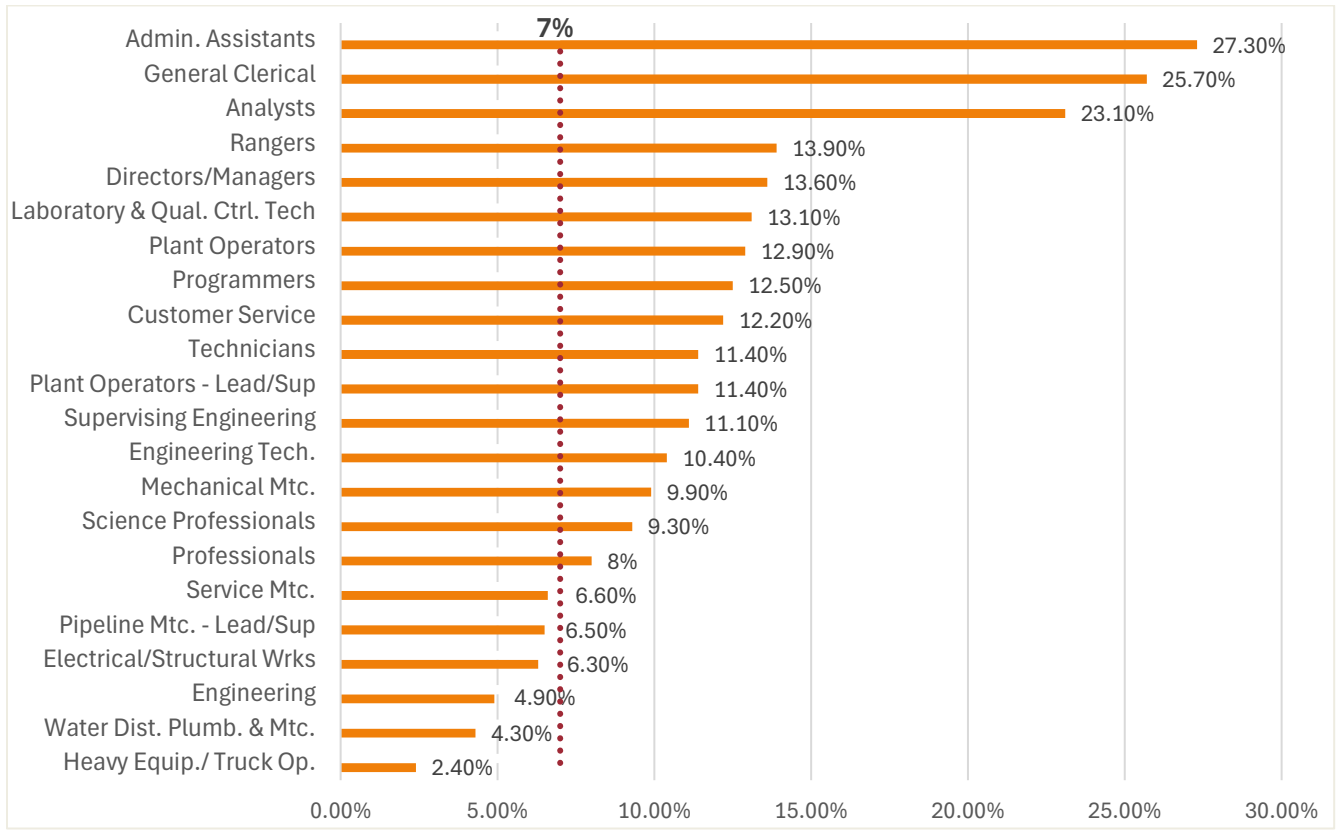


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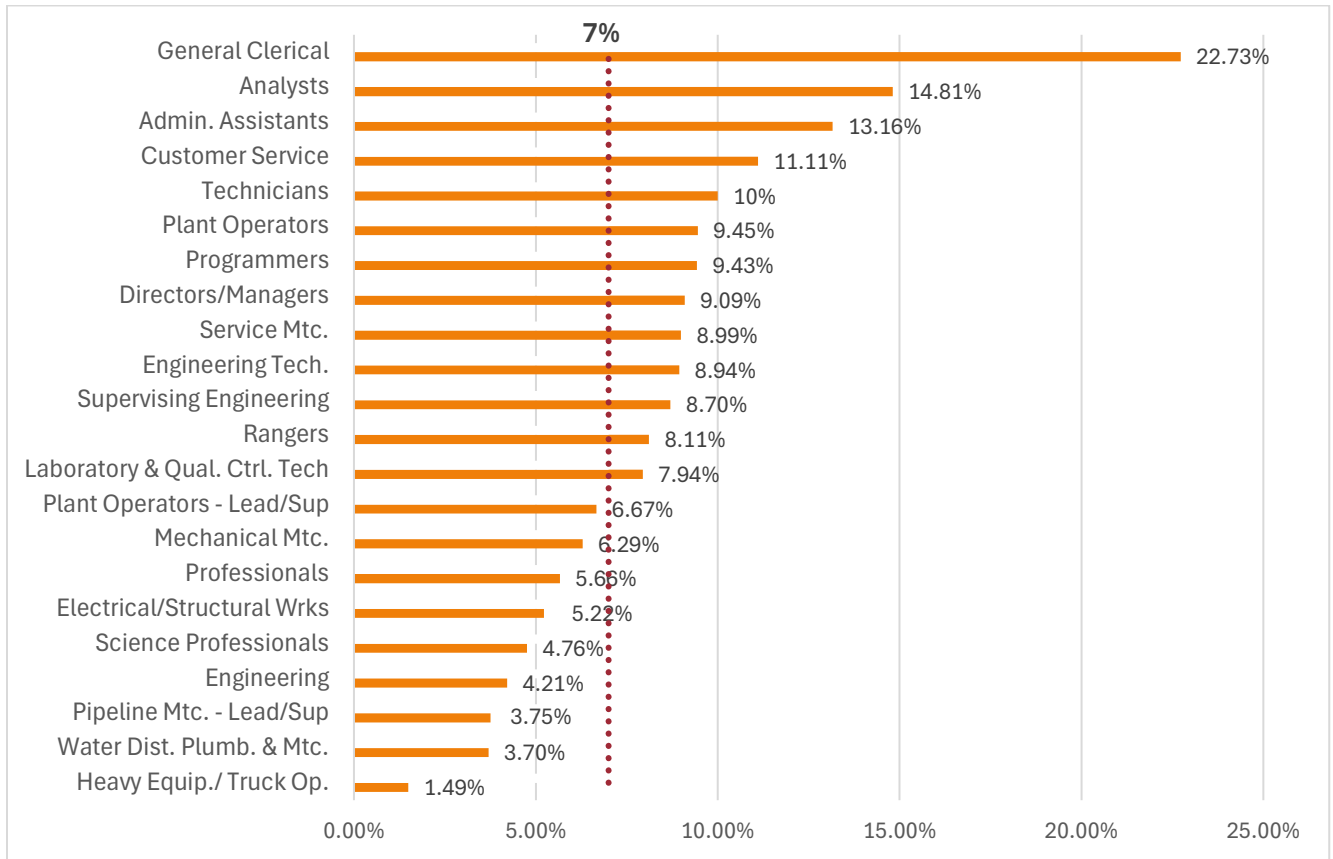
Reporting Year 2022 Individuals with Disabilities by Job Group



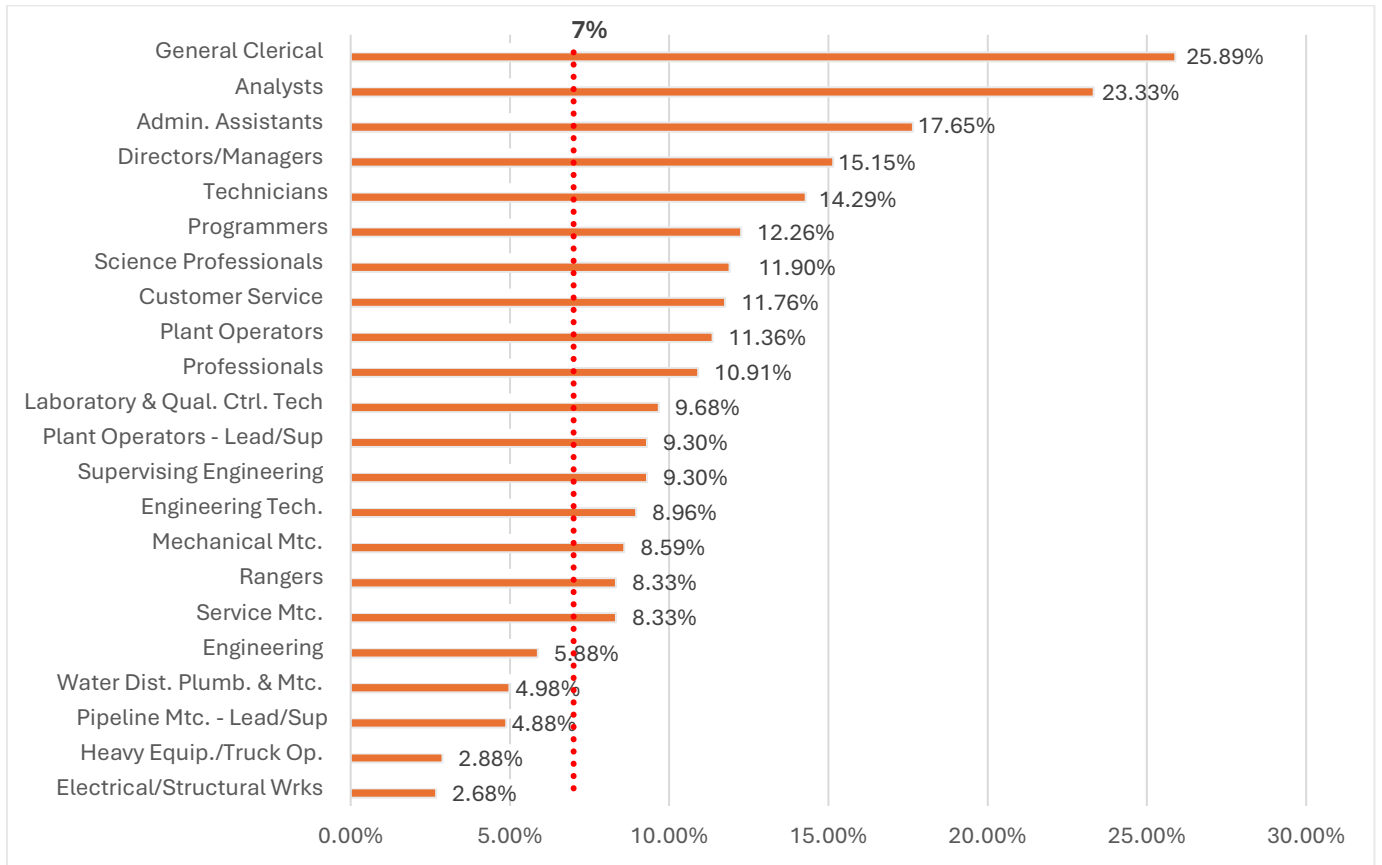
Reporting Year 2023 Individuals with Disabilities by Job Group



Reporting Year 2024 Individuals with Disabilities by Job Group



Reporting Year 2025 Individuals with Disabilities by Job Group



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