



**BOARD OF DIRECTORS
EAST BAY MUNICIPAL UTILITY DISTRICT**

375 11th Street, Oakland, CA 94607

Office of the Secretary: (510) 287-0440

Notice of Time Change

**LEGISLATIVE/ HUMAN RESOURCES
COMMITTEE**

Tuesday, June 9, 2026

9:30 a.m.

William “Bill” Patterson Boardroom

375 11th Street

Oakland, CA 94607

Notice is hereby given that the Tuesday, June 9, 2026 Legislative/Human Resources Committee meeting of the Board of Directors has been rescheduled from 10:00 a.m. to 9:30 a.m. The meeting will be held in the Administration Building William “Bill” Patterson Boardroom at 375 11th Street, Oakland, California.

Dated: June 4, 2026



Rischa S. Cole

Secretary of the District

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**BOARD OF DIRECTORS
EAST BAY MUNICIPAL UTILITY DISTRICT**

375 - 11th Street, Oakland, CA 94607

Office of the Secretary: (510) 287-0440

**AGENDA
Legislative/Human Resources Committee
Tuesday, June 9, 2026
9:30 a.m.
William “Bill” Patterson Boardroom
375 11th Street
Oakland, CA 94607**

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

Committee Members: Directors Joey D. Smith {Chair}, April Chan, and Jim Oddie

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.

DETERMINATION AND DISCUSSION:

1. Legislative Update (Viatella)
 - Receive Legislative Report No. 04-26 and consider a position on the following bill:
Budget Trailer Bill (TBD) SupplyBank: Oakport Street Project Funding Request
2. Employee Dental Benefits (Charan)
3. Diversity, Equity, and Inclusion Strategic Plan Update (Moten)
4. Strengthening Labor and Employee Relations Services (Charan)

ADJOURNMENT:

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.



APPENDIX

Legislative/Human Resources Committee Meeting

*EBMUD Board committee meetings will be conducted in person and via Zoom.
These meetings are recorded and live-streamed.*

Online* Online

<https://ebmud.zoom.us/j/98022213415?pwd=Q0JkaXptbSt3eW5XRElvRUNIZHRpUT09>

Webinar ID: 980 2221 3415

Passcode: 352334

By Phone

Telephone: 1 669 900 6833

Webinar ID: 980 2221 3415

Passcode: 352334

International numbers available: <https://ebmud.zoom.us/u/kdplKckQaS>

*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 Committee Chair 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 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 observe the Legislative/Human Resources Committee Meeting,
please visit: <https://www.ebmud.com/about-us/board-directors/board-meetings/>

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 4, 2026
MEMO TO: Board of Directors
THROUGH: Clifford C. Chan, General Manager *CCC*
FROM: Kathy Viatella, Manager of Legislative Affairs *KV*
SUBJECT: Legislative Report No. 04-26

The following issue is being referred to the Legislative/Human Resources Committee for review and recommendation to the Board of Directors for action, as appropriate, on June 9, 2026.

RECOMMENDED ACTION

Approve a position on the following bill: 1) Support Budget Trailer Bill (TBD) SupplyBank: Oakport Street Project Funding Request.

STATE LEGISLATION

RECOMMENDED POSITION

BUDGET TRAILER BILL (TBD)	SUPPLYBANK: OAKPORT STREET PROJECT FUNDING REQUEST	SUPPORT
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The Oakport Street Project, located on the District’s Oakport property in the City of Oakland, is led by the non-profit SupplyBank.org (SupplyBank) to develop a distribution center for essential supplies for families in need, a non-profit office space hub, and land improvements and shared warehouse space for EBMUD. The Board authorized a 65-year lease of EBMUD property with SupplyBank at the March 12, 2024 Board meeting to allow SupplyBank to develop an office building and a warehouse for its charitable organization and construct for EBMUD a new warehouse and service yard at EBMUD’s Oakport Street property as consideration of the lease term. Under the lease agreement, SupplyBank is responsible for payment of construction costs for the EBMUD portion of the property, and those construction costs would offset the value of the lease that would otherwise be due to EBMUD.

SupplyBank and EBMUD plan a groundbreaking by September 2026. California Environmental Quality Act documentation has been completed for the project, and the first set of permits is expected to be submitted in June 2026, with final permits submitted in September 2026. While SupplyBank has funding committed for various parts of the project, SupplyBank is seeking additional funding to ensure the construction of the EBMUD portion of the project can move

forward from start to completion. SupplyBank is proposing to request \$10 million in the Fiscal Year 2026/2027 state budget to close the current funding gap. The overall project will provide several benefits to the region, including flood management measures, neighborhood revitalization, and public access to recreational activities. The EBMUD warehouse portion of the project will help provide improved emergency preparedness and resiliency. Potential state funding sources for this request include Proposition 4 (the Safe Drinking Water, Wildfire Prevention, Drought Preparedness, and Clean Air Bond Act of 2024) and the Greenhouse Gas Reduction Fund.

EBMUD staff recommend supporting SupplyBank's budget request so the project can move forward.

CCC:KCV:jw

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 4, 2026

MEMO TO: Board of Directors

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

FROM: Cindy R. Charan, Director of Human Resources *CRC*

SUBJECT: Employee Dental Benefits

SUMMARY

During the 2025 labor negotiations, the District agreed to form a Joint Labor Management Benefits Committee (JLMBC) to evaluate dental insurance plan options that would reduce employee out-of-pocket costs while maintaining the same or enhanced level of coverage compared to the District's existing Delta Dental plan. The JLMBC convened to review available plan options. Following its evaluation, the JLMBC reached agreement on proposed changes to the District's dental benefits program, with implementation effective January 1, 2027. An overview of the JLMBC's recommendations will be presented at the June 9, 2026 Legislative/Human Resources Committee meeting.

DISCUSSION

Background

Several issues related to the District's dental insurance coverage through Delta Dental began to emerge in late 2022. In addition to staffing shortages caused by the COVID-19 pandemic, Delta Dental changed its provider network structure and reimbursement practices that resulted in providers leaving the network, particularly pediatric providers and long-tenured dentists.

Many employees discovered that their pediatric dentists were no longer considered in-network (INet) providers, often only after services had been rendered, which required them to pay significant out-of-pocket costs.

Dentists treating adult patients also began leaving the network, resulting in additional out-of-pocket expenses for employees. Employees were frequently surprised to learn their dentist was no longer INet. In addition, out-of-network (OON) dentists provided relatively low reimbursement for services, often covering approximately 50 percent of total costs.

As a result of the changes made by Delta Dental, staff conducted several informational sessions during the 2024 Open Enrollment period to help employees identify INet providers and better understand reimbursement differences between INet and OON dental services.

JLMBC Review

Prior to the formal JLMBC discussions, staff worked with the District's benefits consultant, Alliant, to assess challenges related to the current dental plan and to evaluate potential alternatives. The primary concerns were:

- A reduction in available INet dental providers
- Increased employee reliance on OON dentists
- High up-front costs associated with OON care
- Low reimbursement rates for OON services
- Delta Dental's refusal to assign benefits directly to OON providers, requiring employees to pay providers directly, submit claims, and wait for reimbursement

To support the JLMBC's evaluation, staff and Alliant presented the following information:

- Review of the District utilization across INet and OON dentists for the past 5 years
- Review of provider attrition and new provider participation within the Delta Dental network over the past 5 years
- Review of alternatives to the current Delta Dental coverage, including Met Life, Ameritas (via PRISM JPA), and an updated Delta Dental option with a change to 90th percentile of Usual, Customary, and Reasonable (UCR) Charges for OON reimbursement

The JLMBC evaluated whether alternative plans could improve employee experience and reduce out-of-pocket expenses while maintaining comparable coverage and minimizing disruption to employees and District costs. While alternative carriers offered certain administrative advantages for OON claims processing, the JLMBC determined that maintaining Delta Dental would minimize disruption for employees because Delta Dental has the broadest provider network. Increasing OON reimbursement levels would address employee costs and access to care while preserving continuity of coverage and avoiding broader network disruption. Employees will still need to submit claims to Delta Dental for reimbursement if they use an OON dentist.

Changes in Calendar Year 2027

Effective January 1, 2027, reimbursement for OON dental services under the District's Delta Dental plan will increase to the 90th percentile of UCR Charges. The District's Delta Dental plan is self-funded and fully paid by the District. Employees do not contribute toward premium costs. The increased reimbursement level will increase the District's annual cost by approximately \$235,415 (a 5.8 percent increase in plan expenses). Final renewal figures are anticipated to be available in July 2026.

NEXT STEPS

Human Resources staff will work closely with Delta Dental to implement changes to the plan design, effective January 1, 2027. Ahead of open enrollment in October 2026, Human Resources will develop a communications strategy and coordinate education sessions with Delta Dental to ensure employees understand their updated benefits. The Board will receive a memo with the updated benefit plan rates for 2027 once all rates are finalized in September 2026.


CCC:CRC:rdw


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EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 4, 2026

MEMO TO: Board of Directors

THROUGH: Clifford C. Chan, General Manager 

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

SUBJECT: Diversity, Equity, and Inclusion Strategic Plan Update

SUMMARY

This memo provides an update on the development of the next iteration of the Diversity, Equity, and Inclusion Strategic Plan (DEISP), which covers fiscal years (FY) 2027 through 2032. The updated framework of the plan's strategic pillars builds upon the foundation established in the original DEISP while aligning more directly with the District's Strategic Plan, workforce sustainability priorities, employee engagement findings, operational accountability, accessibility obligations, and continuous improvement efforts. Staff is seeking committee support of the updated framework and strategic pillars for the FY 2027-2032 plan. This information will be presented at the June 9, 2026 Legislative/Human Resources Committee meeting.

DISCUSSION

In February 2022, the District adopted its first DEISP, establishing a framework focused on five strategic pillars: Leadership Commitment, Workforce Diversity, Inclusive Culture, Supplier Diversity, and Social Responsibility. The original plan included structures and initiatives to strengthen employee engagement, workplace inclusion, leadership accountability, governance, supplier access, and equitable public service practices.

The DEISP was designed to support lawful, fair, transparent, and accessible organizational practices and did not establish preferential hiring, promotion, selection, or contracting practices based on race, gender, or other protected characteristics. The framework focused on evaluating organizational systems, operational practices, communication structures, and workplace processes to identify and address potential barriers, inconsistencies, or inequities that may affect fairness, access, employee experience, or participation in District opportunities and services.

The DEISP was informed by organizational assessments, employee feedback, employee governance groups, and District operational priorities at that time. Implementation of the DEISP established several organizational systems, leadership practices, workforce development initiatives, employee engagement processes, procurement improvements, and accessibility efforts that continue to support the District's operational effectiveness and workforce sustainability goals.

Key organizational developments and accomplishments include:

Organizational Governance and Infrastructure

- Establishment of the Office of Diversity, Equity, and Culture (ODEC)
- Development of the Equity Core Team to support cross-functional improvement efforts
- Expansion of employee engagement and advisory programs to support organizational culture and workforce initiatives
- Introduction of the ODEC equity review process for the District's policies, procedures, and organizational practices to support consistency, accessibility, fairness, and operational accountability

Leadership Accountability and Workforce Development

- Integration of leadership competency expectations into management performance plans
- Development of leadership competencies
- Updates to the Managers and Supervisors Training (MAST) program to incorporate inclusive leadership and employee engagement practices
- Introduction of the Inclusive Leadership Forum
- Expansion of employee job shadowing and mentoring opportunities through the Peralta Cohort and Affinity Groups
- Expansion and reorganization of District internship programs
- Increased employee career development workshops, leadership development opportunities, and professional training resources

Employee Experience and Workplace Culture

- Development and implementation of the Employee Experience Survey
- Creation of additional Affinity Groups, including the Disability Advocacy Rights Team (DART) and the Women Employee's Resource Opportunity Collaboration Community (WE ROCC)
- Updates to the employee exit survey and feedback process
- Introduction of alternative dispute resolution as an option to address workplace conflict and employee concerns

Contract Equity and Procurement Improvements

- Evaluation of the Contract Equity Program (CEP)
- Expansion of CEP outreach efforts and technical assistance resources for small businesses
- Development of the Captive Insurance Program in partnership with the Finance Department to support broader access to contracting opportunities

Accessibility, Public Engagement, and Community Trust

- Integration of community impact considerations into the Capital Improvement Program (CIP) project evaluation processes
- Implementation of the District's Title VI Program
- Expansion of language access supports, including multilingual translation capabilities for ebmud.com
- Initiation of the District's Title II Digital Accessibility Program
- Enhanced communication and relationship-building efforts with local Indigenous Tribal communities, including participation in the Right Relations Program

These organizational developments shifted the District from a primarily programmatic DEI framework toward a more integrated enterprise-wide framework focused on organizational effectiveness, workforce sustainability, accessibility, employee experience, accountability, and continuous improvement.

While the original DEISP established an important foundation, much of the work operated as a standalone organizational initiative alongside existing District operations and business processes. Through implementation of the DEISP, the 2024 Employee Experience Survey, CEP evaluation efforts, workforce planning discussions, Effective Utility Management principles, and District Strategic Plan priorities, several themes have emerged:

- Employees want more timely and consistent communication
- Leadership accountability and decision-making consistency are critical to organizational trust
- Workforce sustainability, succession planning, and employee development require greater coordination
- Organizational systems and processes must be transparent, accessible, and consistently applied
- Employee experience, workplace culture, psychological safety, and organizational effectiveness are interconnected
- Sustainable progress requires structures, systems, accountability, and continuous improvement processes

Staff used this feedback to reframe the strategic pillars to strengthen the focus and approach of the DEISP. The updated framework does not replace the values or commitments established in the original DEISP. The updated framework continues to affirm the District's commitment to fostering a workplace and public service environment grounded in fairness, inclusion, accessibility, respect, and equitable access to opportunities for employees, contractors, customers, and the communities the District serves.

The updated framework is organized around five new strategic pillars:

- Leadership Accountability and Organizational Effectiveness
- Workforce Sustainability and Talent Development
- Employee Experience, Workplace Culture, Fairness, and Belonging
- Equitable Procurement and Operational Access
- Public Access, Accessibility, and Community Trust

These pillars will strengthen integration across the organization and reinforce shared accountability among leaders, staff, departments, and support functions. The framework reinforces shared accountability for workforce sustainability, employee experience, accessibility, operational consistency, and continuous improvement across District operations.

NEXT STEPS

Staff is requesting the Committee's support to modify the strategic pillars for the next iteration of the DEISP. With the Committee's support, staff will refine the FY 2027–2032 strategic framework, and provide updates to the Legislative/Human Resources Committee as the plan is developed with information related to key organizational initiatives, including:

- CEP updates and Economic Impact Report
- Results from the 2026 Employee Experience Survey
- Workforce development and workforce sustainability updates

These updates are intended to support continued Board visibility into organizational effectiveness, workforce sustainability, employee experience, procurement access, accessibility, and continuous improvement efforts that collectively inform the updated strategic framework.

CCC:DLM:yd

EAST BAY MUNICIPAL UTILITY DISTRICT

DATE: June 4, 2026

MEMO TO: Board of Directors

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

FROM: Cindy R. Charan, Director of Human Resources *CRC*

SUBJECT: Strengthening Labor and Employee Relations Services

SUMMARY

In 2024, the Human Resources (HR) Department launched a strategic planning initiative to develop a long-term roadmap for modernizing and strengthening HR services across the District. The planning process included engagement with key stakeholders, management, employees, and labor representatives to identify opportunities that would improve operational effectiveness, workforce support, employee experience, and organizational sustainability. One of the strategic priorities identified through the HR Strategic Plan was Employee Relations Realignment and Process Improvement, intended to strengthen labor and employee relations services through earlier engagement, increased collaboration, enhanced training and coaching, and better coordination across District offices and stakeholders. This item will be presented at the June 9, 2026 Legislative/Human Resources Committee meeting.

DISCUSSION

The HR Strategic Plan established a five-year framework (Fiscal Years 2024–2028) to modernize HR practices, processes, and strategies to support the District’s workforce and operational needs. The plan included four strategic priorities:

- Recruitment and Classification Modernization
- Technology, Innovation, and Core HR System Replacement
- Employee Benefits Strategy
- Employee Relations Realignment and Process Improvement

This memorandum provides an update on the Employee Relations Realignment and Process Improvement strategy and the ongoing efforts to strengthen labor and employee relations.

Employee Relations (ER) supports effective labor-management relationships and ensures consistent, fair, and compliant handling of workplace matters that align with District policy, labor agreements, and employment law. Key responsibilities include partnering with labor representatives; administering and interpreting Memorandums of Understanding; supporting

corrective action, grievance, and investigation processes; and advising supervisors on performance and workplace issues. ER also provides ongoing guidance to strengthen operational effectiveness while reducing organizational and legal risk.

With the addition of two Senior HR Analyst positions, ER can provide earlier consultation for supervisors and managers; increase collaboration and support for departments and labor representatives; expand training and coaching; earlier identification of workplace trends and concerns; and improve coordination across District stakeholders. The enhanced model is intended to support better outcomes through earlier communication and clearer guidance while maintaining existing negotiated rights, due process protections, and union representation rights.

The HR Department is focused on strengthening labor-management communication and collaboration to support early issue resolution. Additional efforts include:

- Increased training for supervisors and managers on labor relations and effective discipline (a new Workplace Investigations training will be developed).
- Development of standardized guidance, templates, and tools to support consistent employee feedback, counseling, corrective action, and disciplinary processes.
- Regular consultative meetings with supervisors and managers to discuss workplace concerns, provide coaching, and address issues before they escalate.
- Evaluation of case management technology to support case tracking, reporting, and analytics.

NEXT STEPS

These efforts are intended to strengthen organizational effectiveness, workforce support, labor-management collaboration, and consistency in workplace practices. The ER Division is advancing initiatives to strengthen supervisory and managerial effectiveness, including expanded training and coaching, and enhanced labor-management collaboration. ER will provide the Legislative/Human Resources Committee with a progress update at a future committee meeting.

CCC:CRC:rdw