



Public Hearing Proposed Rates, Charges, & Fees Not Subject to Proposition 218 for Fiscal Year 2027

Board of Directors
June 9, 2026

Robert Hannay, Treasury Manager

Background & Timeline of Actions

May 12, 2026

- Filed the Report and Recommendation of the General Manager – Revisions to the Water and Wastewater Schedules of Rates and Charges, Capacity Charges, and Other Fees Not Subject to Proposition 218 for Fiscal Year 2027 (GM Rate Report)
- Scheduled the June 9, 2026 public hearing

May 26, 2026

- Mid-Cycle Budget and Rates Workshop

June 9, 2026

- Conduct public hearing
- Board consideration for adoption

Proposed Changes for Fiscal Year 2027

Water System Schedules

- Account Establishment Charge (Schedule B)
- Charges for Special Services (Schedule C)
- Water Service Installation Charges (Schedule D)
- Private Fire Service Installation Charges (Schedule E)
- Public Fire Service Installation Charges (Schedule F)
- Water Main Extension Charges (Schedule G)
- Standard Participation Charge (SPC) (Schedule H) *for Recission*
- System Capacity Charges (SCC) (Schedule J)
- Water Service Estimate Application Fees (Schedule M)

Proposed Changes for Fiscal Year 2027

Wastewater System Schedules

- Wastewater Department Industrial Permit Fees (Schedule C)
- Wastewater Department Other Fees (Schedule D)
- Wastewater Department Testing Fees (Schedule E)
- Wastewater Department Resource Recovery Fees and Prices (Schedule F)
- Wastewater Department Capacity Fees (Schedule G)
- Wastewater Department Wastewater Interceptor Connection Review, Coordination, and Inspection Fee (Schedule H)

Proposed Changes for Fiscal Year 2027

Other Schedules

- Public Records Act Fee Schedule
- Real Property Use Application Fees
- Recreation Use Fees for Calendar Year 2027

Recommended Action & Next Steps

Recommended Board Action

- Adopt the Resolution approving Fiscal Year 2027 rates, charges, and fees not subject to Proposition 218 as detailed in the GM Rate Report

Next Steps

- If approved, changes become effective **July 1, 2026** unless otherwise indicated

Questions



Flowing
into the
Future



Assembly Bill 2561 Compliance Reporting for Fiscal Year 2025-2026

Board of Directors
June 9, 2026

Vincent James, Manager of Recruitment & Classification

Agenda

- California Assembly Bill 2561 (AB 2561) Background
- EBMUD Vacancy Compliance Reporting by Bargaining Unit
- Recruitment, Retention and Outreach Efforts

AB 2561 Background

- AB 2561 was signed into law on September 22, 2024, and codified in California Government Code section 3502.3.
- AB 2561 is intended to promote transparency and accountability in public sector workforce staffing and vacancy management.

AB 2561 Requirements

The key provisions of AB 2561 are:

- 1) Public agencies must present the status of job vacancies, along with recruitment and retention efforts, at a public hearing at least once per fiscal year. The presentation must be made prior to the adoption of a final budget for the fiscal year.
- 2) EBMUD's Bargaining Unions have the right to make presentations at the public hearing concerning positions within their bargaining unit.
- 3) If vacancies in a bargaining unit reach or exceed 20% of authorized full-time positions, and a recognized employee organization requests it, the District must provide the following at a public hearing:
 - Total # of job vacancies within the bargaining unit
 - Total number of applicants for these vacancies
 - Average hiring duration from job posting to completion
 - Opportunities to improve compensation and other working conditions

FY 2026 Funded Positions for Local 2019

As of 03/30/2026

Union	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 2019	853	767	86	10.1%

**Funded Vacant Positions = 86
(As of 03/30/2026) includes:**

Account Clerk II (1)
 Administrative Clerk (1)
 Assistant Engineer (4)
 Assistant Water Resources Spec. (1)
 Assoc. Civil Engineer (13)
 Assoc. Electrical Engr. (5)
 Assoc. Mechanical Engr. (2)
 Customer Services Rep I (2)
 Customer Services Rep II (2)
 Customer Services Rep III (1)
 Engineering Aide (5)
 Engineering Designer I (2)
 Engineering Designer II (1)
 Environmental H&S II (2)

Geographic Info Systems Spec (2)
 Info Syst Support Analyst II (2)
 Inform Technology Intern II (2)
 Junior Engineer (1)
 Materials Testing Techn II (1)
 Messenger/Mail Clerk (1)
 Plant Inspector (1)
 Printing Technician I (1)
 Ranger / Naturalist I (3)
 Ranger / Naturalist II (3)
 Recreation Area Attendant (3)
 Senior Administrative Clerk (6)
 Senior Business System Analyst (1)
 Senior Customer Service Rep (2)

Senior Drafter (1)
 Senior Engineering Designer (1)
 Senior Environmental H&S Spec (1)
 Senior IT Engineer (1)
 Senior Messenger/Mail Clerk (1)
 Senior Software Engineer (4)
 Software Engineer I (1)
 Student Intern (2)
 Wastewater Control Inspector II (1)
 Water Conservation Rep (1)
 Water Conservation Tech (1)

FY 2026 Funded Positions for Local 444

As of 03/30/2026

Union	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 444	865	813	52	6.1%

Funded Vacant Positions = 52 (As of 03/30/2026) includes:	
Automotive Svcs Attendant II (1)	Maintenance Machinist (3)
Carpenter (1)	Maintenance Specialist III (2)
Concrete Finisher I (1)	Meter Reader (1)
Electrical Technician (3)	Meter Reader /Mechanic (2)
Electrical Worker II (1)	Power Plant Mechanic /Operator (1)
Facility Specialist I (1)	Storekeeper II (1)
Grounds Mtnic Specialist II (1)	Truck Driver II (2)
Heavy Equipment Mechanic (1)	Utility Laborer (2)
Heavy Equipment Operator (1)	Water Distribution Crew Foreman (1)
Heavy Transport Operator (4)	Water Distribution Plumber I (4)
Instrument Technician (2)	Water Distribution Plumber II (1)
Janitor (3)	Water Distribution Plumber III (6)
LT Technical Trades Apprentice (4)	Paving Raker A (1)
Machinist Maintenance Worker III (1)	

FY 2026 Funded Positions for Local 39

As of 03/30/2026

Union	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 39	49	48	1	2.0%

Funded Vacant Positions = 1
(As of 03/30/2026) includes:

Senior Water Distribution Oper. (1)

FY 2026 Funded Positions for Local 21

As of 03/30/2026

Union	Total Funded	Current Filled	Current Vacant	Vacancy Rate
Local 21	263	243	20	7.6%

Funded Vacant Positions = 20 (As of 03/30/2026) includes:

Administrative Svc Sup (1)	Information Services Supervisor (4)
Asst Wastewater Shift Sup (1)	Information Sys Admin II (2)
Asst Superintendent Aqueduct (1)	Meter Repair and Testing Supvr. (1)
Construction /Maintenance Suptd (1)	Plant Electrical Mtnc Suprv (1)
Customer Services Supervisor (1)	Public Affairs Specialist (1)
Equipment Supervisor (2)	Senior Civil Engineer (3)
	Water Distribution Supervisor (1)

Recruitment Strategies

Compensation

- The District proactively evaluates compensation against relevant labor markets to ensure continued competitiveness, support workforce stability, and address evolving business and workforce needs.

Market Equity Adjustments

- Conduct compensation studies and implement equity increases for job classifications that consistently face vacancies or high turnover.
- Implemented equity increases based on equity studies.

Building Recruitment Pipelines

- Participation in events at trade schools, community colleges, apprenticeship programs, and universities to expand outreach across all District workforce disciplines.
- Coordinated internship and aide programs with the Office of Diversity, Equity, and Culture, operating departments, and universities to build motivated applicant pools across technical, operational, and administrative classifications throughout the District.

Workforce Retention Strategies

Career Paths and Succession Planning

- Clear advancement opportunities from trainee to journey and supervisory levels across District classifications. Exploring expanded competitive standard pathways to support career progression and professional development for employees in technical, operational, and administrative roles.
- Developing and expanding District training programs across workforce areas, building on successful models such as the Plumbers Training Academy, Operator-in-Training program, and the Maintenance Trades Training program to support skill development and retention across all departments.

Training and Certification Support

- Tuition reimbursement
- Paid certifications and licensing support to help employees obtain and maintain professional credentials relevant to their roles.

Workforce Retention Strategies (cont'd)

Use of Employee feedback and exit surveys

- Exit survey data and employee engagement feedback are analyzed to identify workforce trends and inform targeted retention strategies. Findings indicate that separations are often driven by personal and lifestyle factors rather than compensation, underscoring the value of flexible work arrangements and workplace culture initiatives.
- Based on employee engagement and recent salary surveys, the District's total compensation package, including salary and benefits, remains competitive relative to comparable public-sector employers and is regularly evaluated to support recruitment, retention, and workforce stability.

Questions?





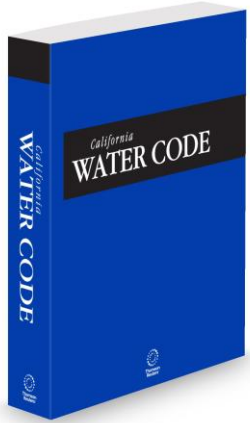
2025 Urban Water Management Plan/ Water Shortage Contingency Plan

Board of Directors
June 9, 2026

Priyanka Jain, Senior Civil Engineer

Purpose

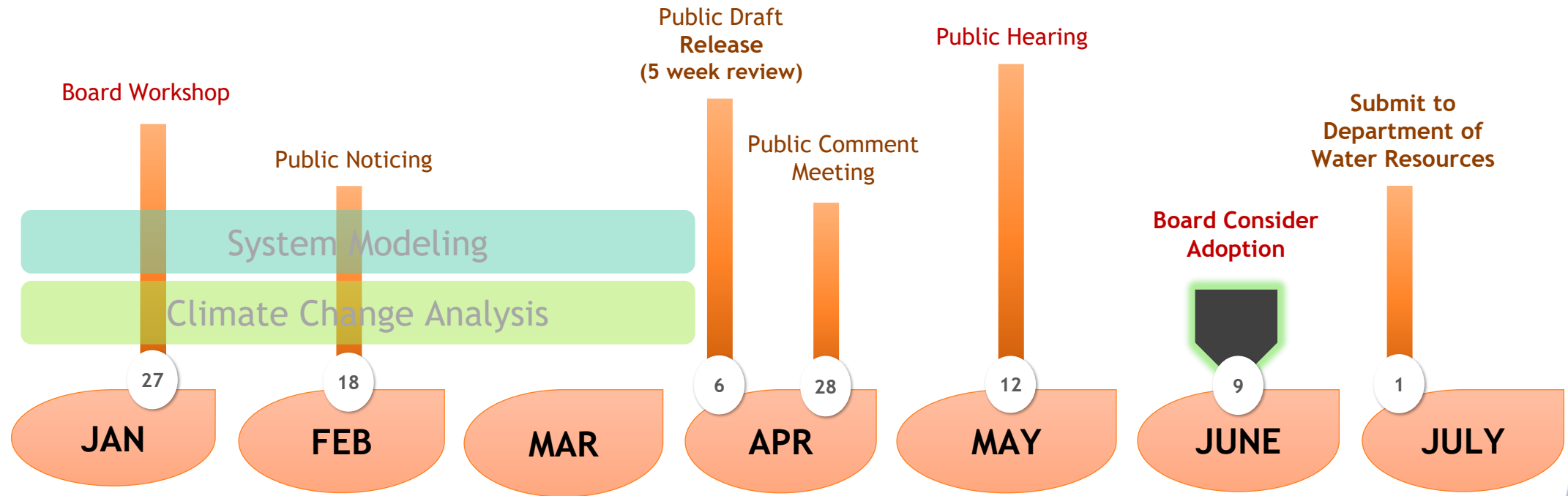
Urban Water Management Plans (UWMPs) are a Legal Requirement



- In 1983, District sponsored Assembly Bill 797 (*Urban Water Management Planning Act*)
- Requirements are in the Water Code (*§10608, §10610 - §10657*)
- UWMPs are updated every 5 years
- Administered by California Department of Water Resources
- Affects eligibility for State Grants and Loans

Timeline and Key Milestones

2
0
2
6



Comments on Draft UWMP 2025

- Sierra Club – San Francisco Bay (J. Bauters, Chair) May 12, 2026
 - Demand projections appear significantly overstated
 - Request for alignment and collaboration

Responses to Comments

- Met on May 28 to provide an overview of the demand study methodology
- Demand projections follow local land-use plans and require collaboration with city and county planning agencies for long-term water resources planning
- Comprehensive demand-model projections update planned as part of the 2030 UWMP development cycle
- Will convene meetings with interested parties during the study and share interim progress and assumptions of the analysis

Highlights of Changes in Final UWMP 2025

- Re-examined the population projections and updated the numbers based on the methodology that incorporates policies on growth as published by Plan Bay Area 2050
- Referenced the Low Demand Scenario, as discussed in the January 27, 2026 UWMP Workshop in the Supply-Demand Assessment.

Recommended Actions and Next Steps

Recommended Actions:

- Adopt the 2025 UWMP
- Adopt the 2025 WSCP

Next Steps

- Within 30 days of adoption:
 - Submit to Department of Water Resources, the California State Library, and cities and counties within the EBMUD service area and Mokelumne watershed
 - Post electronically on www.ebmud.com

Questions?



Flowing
into the
Future



Emergency Declaration for Repair of the Alameda Interceptor

Board of Directors
June 9, 2026

Garin Warren, Manager of Wastewater Engineering

Agenda

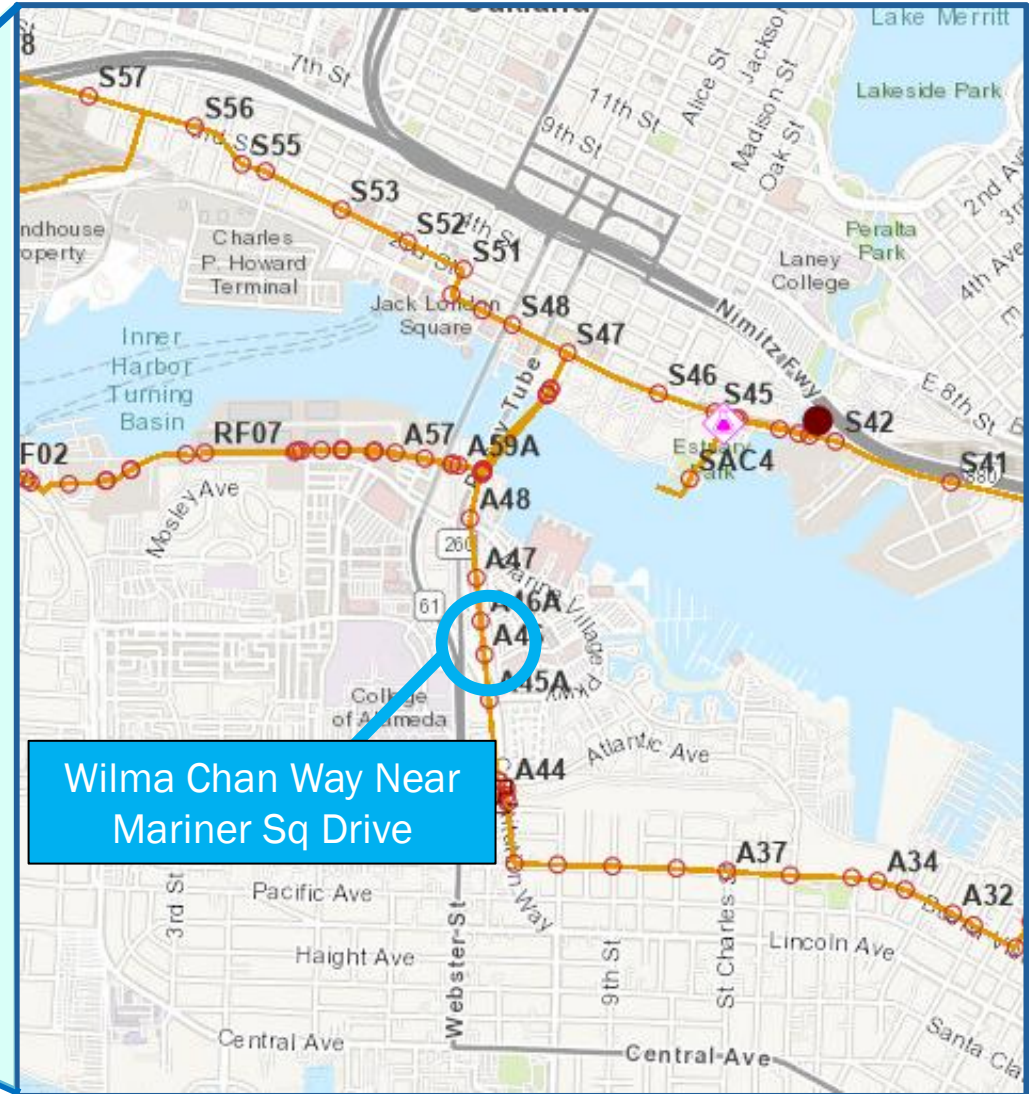
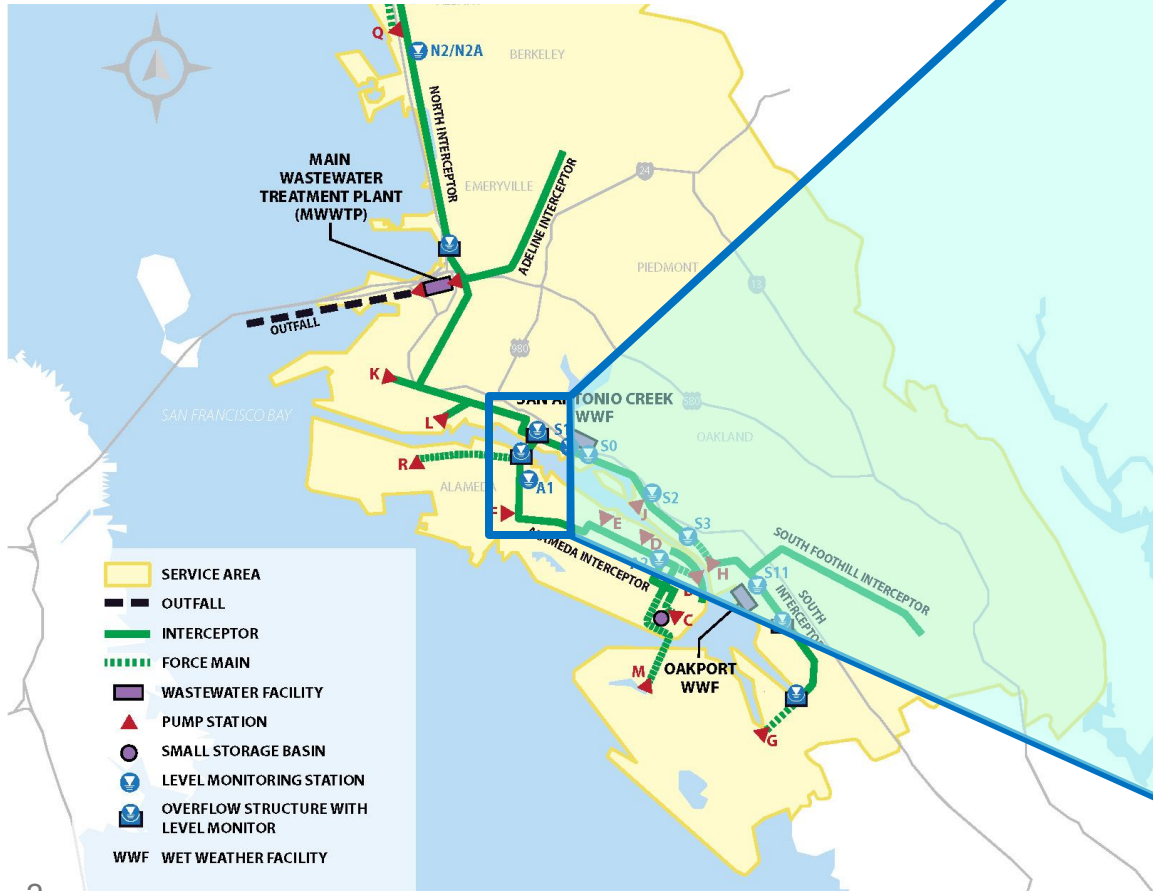
1 Incident Overview

2 Emergency Response

3 Next Steps

Incident Overview

City of Alameda damaged a section of the 60-inch Alameda Interceptor near 2100 Mariner Square Drive while repairing a storm drain.



Incident Location



Incident Photos



Pipe breaks



Utility marking (USA) prior to City excavation work

Inspection of Interceptor

MH: A46

upstream final

06/01/2026 09:30 AM

8.3X

48%

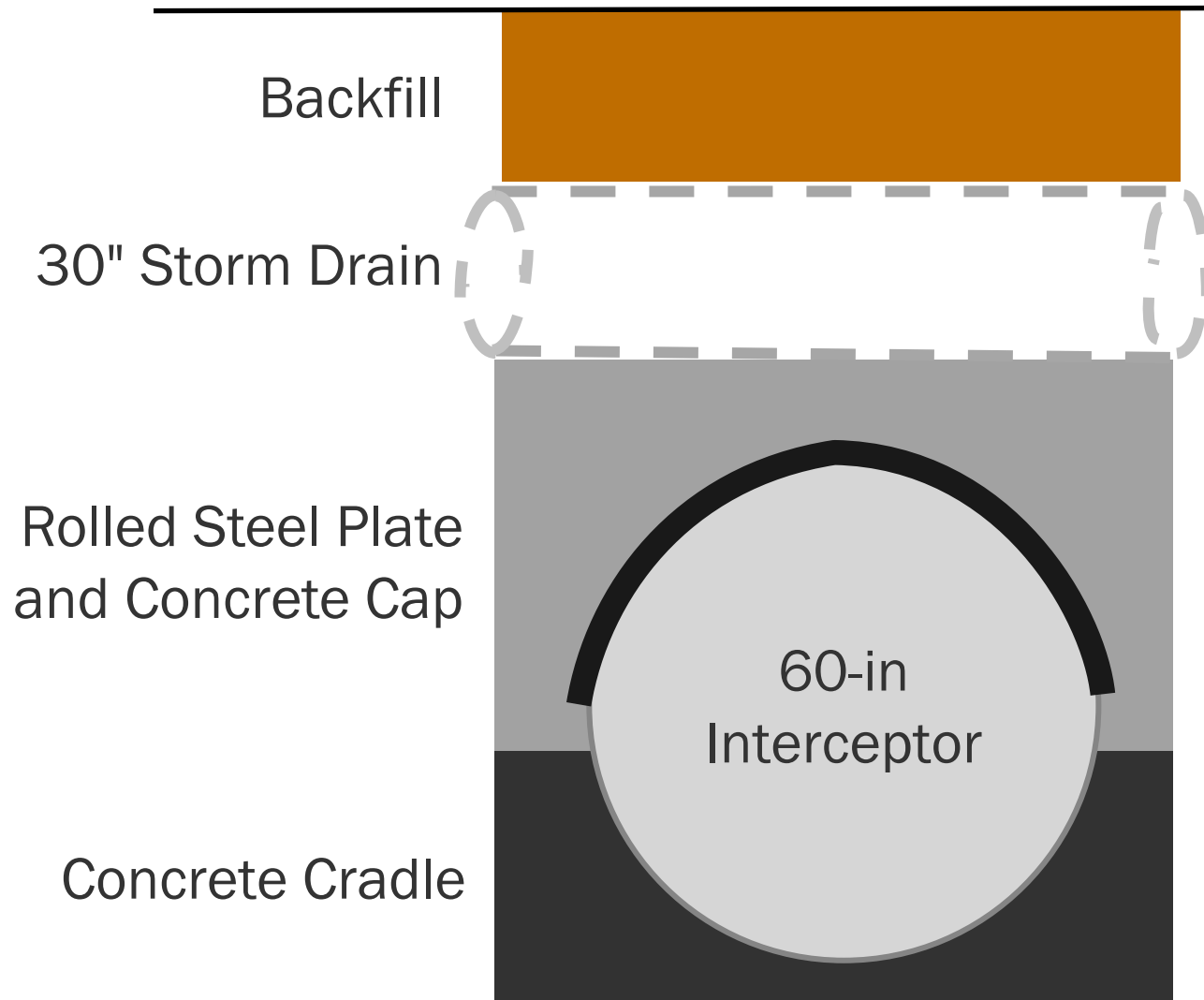
0.3°

Pipe breaks

Photo notes:

MH: A46 = District manhole number A46,
Photo looking upstream of manhole,
Date and time of photo,
Magnification and other details.

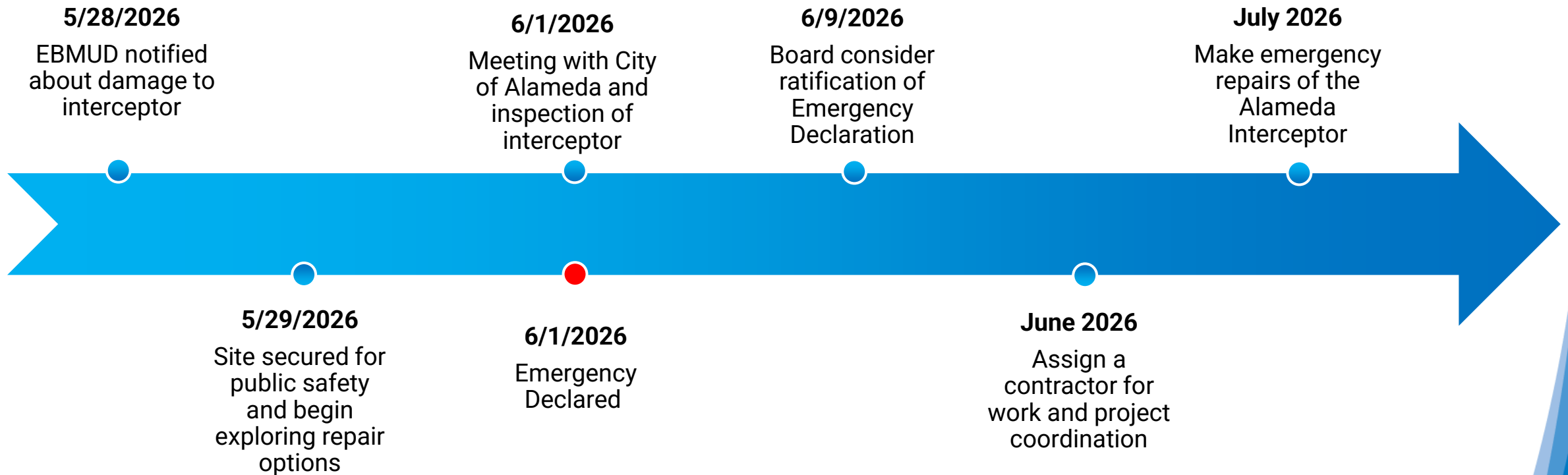
Repair Plan



Key Takeaways

- District will first repair its 60" Interceptor with a rolled steel plate and concrete cap.
- City of Alameda will then repair its storm drain and backfill the site.
- The concrete cap will be able to support the City's storm drain.

Project Timeline



Next Steps

1

- Board to consider ratification of declared emergency to expedite repairs

2

- Complete repairs before start of wet weather season

3

- Board to declare end of emergency on completion of work

4

- File claim to reimburse costs for the repair

Questions?

