

East Bay Municipal Utility District – EBMUD Board of Directors Benefits/Compensation	
Stipend/Max. Compensable Mtgs	\$1,722.65 per month (effective February 1, 2026) and 2 Board meetings per month. Max. number of compensable meetings may vary but could be up to 11 per month based on committee or Joint Powers Authority assignments
Medical (Board Member/ Spouse/Family)	<ul style="list-style-type: none"> • District pays 100% of Kaiser premium regardless of premium tier • District pays full premium for Director only for: Sutter Health Plus HMO or HDHP or Blue Cross PBC or CDHP Requires 15% premium contribution for double and family coverage • Directors also receive \$1,000 annually for deposit into a flexible spending account
Dental (Board Member/ Spouse/Family)	District pays full premium for Director and eligible dependents
Vision (Board Member/ Spouse/Family)	District pays full premium for Director and eligible dependents
Life Insurance (Board Member/ Spouse)	No
Pension	<ul style="list-style-type: none"> • Directors elected or appointed to the Board prior to 1/1/2013 or with reciprocal service prior to 1/1/2013 are in the 1980 Tier: Board members contribute 8.75% of their salary on a pre-tax basis and the District contributes 47.16%. Board members are eligible to retire at age 54 with minimum of five years of service. • Directors elected or appointed to the Board on or after 1/1/2013, who do not have reciprocal service are in the 2013 Tier: Board members contribute 9.41% plus 0.09% for Health Insurance Benefit on a pre-tax basis and the District contributes 37.84%. Board members are eligible to retire at age 52 with a minimum of five years of service.
Deferred Comp	<ul style="list-style-type: none"> • No District contribution • Directors can participate in District 401k and 457 plans
Car / Mileage	<ul style="list-style-type: none"> • No car • Directors are reimbursed mileage for business related meetings, events, conferences at IRS standard rate
Cell Phone	<ul style="list-style-type: none"> • District provides cell phones if requested • Use of personal device - if requested Director will receive \$50 per month stipend
Computers /iPads	<ul style="list-style-type: none"> • District provides iPads for Directors as requested • District provides laptops for Directors as requested • Use of personal iPad - if requested Director will receive \$50 per month stipend
Agency Provides Primary Benefits or Compensation	Yes