

**East Bay Municipal Utility District – EBMUD**  
**Board of Directors Benefits/Compensation**

<b>Stipend/Max. Compensable Mtgs</b>	\$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
<b>Medical (Board Member/ Spouse/Family)</b>	<ul style="list-style-type: none"> <li>• District pays 100% of Kaiser premium regardless of premium tier</li> <li>• 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</li> <li>• Directors also receive \$1,000 annually for deposit into a flexible spending account</li> </ul>
<b>Dental (Board Member/ Spouse/Family)</b>	District pays full premium for Director and eligible dependents
<b>Vision (Board Member/ Spouse/Family)</b>	District pays full premium for Director and eligible dependents
<b>Life Insurance (Board Member/ Spouse)</b>	No
<b>Pension</b>	<ul style="list-style-type: none"> <li>• Directors elected or appointed to the Board <b>prior to 1/1/2013 or with reciprocal service prior to 1/1/2013</b> 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.</li> <li>• Directors elected or appointed to the Board <b>on or after 1/1/2013, who do not have reciprocal service</b> 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.</li> </ul>
<b>Deferred Comp</b>	<ul style="list-style-type: none"> <li>• No District contribution</li> <li>• Directors can participate in District 401k and 457 plans</li> </ul>
<b>Car / Mileage</b>	<ul style="list-style-type: none"> <li>• No car</li> <li>• Directors are reimbursed mileage for business related meetings, events, conferences at IRS standard rate</li> </ul>
<b>Cell Phone</b>	<ul style="list-style-type: none"> <li>• District provides cell phones if requested</li> <li>• Use of personal device - if requested Director will receive \$50 per month stipend</li> </ul>
<b>Computers /iPads</b>	<ul style="list-style-type: none"> <li>• District provides iPads for Directors as requested</li> <li>• District provides laptops for Directors as requested</li> <li>• Use of personal iPad - if requested Director will receive \$50 per month stipend</li> </ul>
<b>Agency Provides Primary Benefits or Compensation</b>	Yes