



ITEM NO. 18

PERSONNEL COMMITTEE AGENDA

**Tuesday, June 18, 2024
4:00 PM**

East Bay Dischargers Authority, 2651 Grant Avenue, San Lorenzo, CA

Committee Members: Azevedo (Chair), Simon

- P1. Call to Order**
- P2. Roll Call**
- P3. Public Forum**
- P4. Motion Adopting the Authority's Fiscal Year 2024/2025 Compensation Plan**
(The Committee will consider the motion.)
- P5. Motion Approving Fiscal Year 2024/2025 Commission Chairperson and Vice Chairperson**
(The Committee will consider the motion.)
- P6. Motion Accepting Fiscal Year 2024/2025 Committee Appointments and Schedule**
(The Committee will consider the motion.)
- P7. General Manager Performance Self-Assessment**
(The Committee will review the GM's self-assessment relative to the EBDA Strategic Plan in preparation for a performance review during the June 20, 2024 Commission Meeting.)
- P8. Adjournment**

Any member of the public may address the Commission at the commencement of the meeting on any matter within the jurisdiction of the Commission. This should not relate to any item on the agenda. It is the policy of the Authority that each person addressing the Commission limit their presentation to three minutes. Non-English speakers using a translator will have a time limit of six minutes. Any member of the public desiring to provide comments to the Commission on an agenda item should do so at the time the item is considered. It is the policy of the Authority that oral comments be limited to three minutes per individual or ten minutes for an organization. Speaker's cards will be available in the Boardroom and are to be completed prior to speaking.

In compliance with the Americans with Disabilities Act of 1990, if you need special assistance to participate in an Authority meeting, or you need a copy of the agenda, or the agenda packet, in an appropriate alternative format, please contact Juanita Villasenor at juanita@ebda.org or (510) 278-5910. Notification of at least 48 hours prior to the meeting or time when services are needed will assist the Authority staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

Agenda Explanation
East Bay Dischargers Authority
Personnel Committee
June 18, 2024

In compliance with SB 343, related writings of open session items are available for public inspection at East Bay Dischargers Authority, 2651 Grant Avenue, San Lorenzo, CA 94580. For your convenience, agenda items are posted on the East Bay Dischargers Authority website located at <http://www.ebda.org>.

**Next Scheduled Personnel Committee meeting is
Wednesday, September 18, 2024 at 4:00 pm**

ITEM NO. P4 MOTION APPROVING THE AUTHORITY'S FISCAL YEAR 2024/2025 COMPENSATION PLAN

Recommendation

Approve the motion adopting the FY 2024/2025 Compensation Plan.

Strategic Plan Linkage

4. **Financial:** Develop financial strategies and practice sound fiscal management to ensure wise use of ratepayers' resources.
 - b. Proactively manage expenditures to stay within adopted budget.
5. **Sustained Organization:** Sustain a functional, productive, resilient organization to ensure EBDA can strive to achieve its Mission and Vision.
 - b. Provide professional development opportunities and competitive pay and benefits to attract and retain high caliber staff.

Background

Each year, the Commission adopts a Compensation Plan that reflects the salaries and benefits provided to Authority employees and retirees. A draft of the Compensation Plan was reviewed by the Personnel Committee in April 2024, with additional input on retiree health benefits provided by the Committee in May 2024.

Discussion

The proposed FY 2024/2025 Compensation Plan is attached for the Commission's consideration. As discussed at previous Committee Meetings, the draft Plan includes a 2.6% increase for salaries, consistent with the Authority's Personnel Plan, which provides for use of the December-to-December CPI-U for San Francisco-Oakland-Hayward in establishing an annual cost-of-living-adjustment (COLA).

As discussed at the May 2024 Personnel Committee meeting, the Committee supports revising EBDA's retiree healthcare benefit from one pegged to the Public Employees' Medical and Hospital Care Act (PEMHCA) rate as contracted with CalPERS to a percentage of the Kaiser one-party health plan cost. This approach is consistent with benefits currently offered by Oro Loma and Castro Valley Sanitary Districts. Retirees enrolled in the employer-sponsored health plan would be eligible for a medical reimbursement benefit. EBDA will issue quarterly reimbursements to the retiree for medical premiums minus the required PEMHCA employer contribution paid directly to CalPERS. To be eligible for the benefit, the employee must retire from EBDA with at least five (5) years of employment. Employees hired after January 1, 2013, must have at least ten (10) years of service credit with CalPERS in addition to the above requirement. Retirees who meet the 10-year health vesting period will receive a reimbursement based on their years of service credit, as shown in the following table.

Agenda Explanation
East Bay Dischargers Authority
Personnel Committee
June 18, 2024

Years of CalPERS Service	Percentage of One-party Health Plan Cost
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20	100

This revised benefit is reflected in the proposed Compensation Plan. No changes beyond the salary COLA and revised retiree health benefit are being proposed relative to prior years.

**EAST BAY DISCHARGERS AUTHORITY
COMPENSATION PLAN
JULY 1, 2024 TO JUNE 30, 2025**

MONTHLY SALARY SCHEDULE

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Administration Manager	9,057.20	9,510.08	9,985.58	10,484.86	11,009.10
Administrative Support Specialist	5,328.00	5,594.40	5,874.12	6,167.82	6,476.22
General Manager	19,892.20	20,880.42	21,918.02	23,007.52	24,151.50
Operations & Maintenance Manager	14,776.82	15,515.66	16,291.44	17,106.04	17,961.32

SUMMARY OF BENEFITS

BENEFIT	DESCRIPTION
Medicare	The employee and the Authority each pay the Medicare tax rate of 1.45% on taxable earnings.
Retirement – CalPERS Classic Members	Benefit Formula: 2.5% @ 55, 1 year final average compensation Authority shall contribute 100% of the required Employer Normal Cost Rate as determined by the CalPERS annual actuarial valuation. Classic Members ¹ shall contribute 100% of the plan’s Employee Contribution Rate.
Retirement – CalPERS New Members	Benefit Formula: 2% @ 62, 3 years final average compensation Authority shall contribute 100% of the required Employer Normal Cost Rate as determined by the CalPERS annual actuarial valuation. New Members ² shall contribute 100% of the plan’s Employee Contribution Rate.
Medical Coverage – CalPERS Kaiser Permanente	Insurance premiums paid by Authority for employees and their eligible dependents enrolled in the employer-sponsored health plan.
Retiree Medical Coverage – CalPERS	Retiree Health provided for eligible retirees and their eligible dependents that participate in the employer-sponsored plan. EBDA will issue a quarterly reimbursement to the retiree for eligible medical premiums less the required PEMHCA employer contribution paid directly to CalPERS. Employees hired before <u>January 1, 2013</u> who retire from EBDA with a minimum of five (5) years of service: <ul style="list-style-type: none"> • Up to 100% of Kaiser one-party member rate, including PEMHCA rate Employees hired on or after <u>January 1, 2013</u> who retire from EBDA with a minimum of ten (10) years of CalPERS service and at least five (5) years at EBDA: <ul style="list-style-type: none"> • Up to 50% of Kaiser one-party member rate, increasing 5% for each additional year of CalPERS service, up to 100% at 20 years
Dental & Vision Care	Authority pays dental and vision insurance premiums for employees and their eligible dependents enrolled in the employer sponsored programs.
Basic Life Insurance and AD&D	Benefit: 1 x Annual Salary Authority provides basic life insurance and accidental death & dismemberment coverage.

SUMMARY OF BENEFITS (Continued)	
BENEFIT	DESCRIPTION
Short Term/Long Term Disability Insurance	Benefit: 66 2/3% of salary Authority provides coverage up to the date of permanent separation from EBDA. Employee must exhaust all available leave. Note: EBDA does not pay into State Disability Insurance.
Deferred Compensation	An Authority-sponsored 457 deferred compensation plan is available to employees. For participants that defer 0.32% of gross earnings, the Authority contributes 2.32% to the employee's plan account. In addition, employees may elect to defer a voluntary dollar amount to which the Authority will match \$0.50 for each \$1, up to a maximum employer contribution of \$500 per calendar year, per employee.
Holidays	11 paid holidays plus 28 hours of floating holiday annually.

MISCELLANEOUS	
Prorated Benefits	An employee hired or placed into a part-time position will receive prorated benefits proportionate to their scheduled work hours.
Compensatory Time Off	Unclassified, exempt employees do not receive additional payment for overtime. In lieu of payment, the General Manager may adjust working hours to compensate the employee for time worked in excess of 40 hours per week. Classified, non-exempt employees are compensated at the rate of one and one-half times the employee's regular rate of pay for all hours worked in excess of 40 hours per week. The Authority shall pay overtime worked by non-exempt employees in a manner consistent with the Fair Labor Standards Act.
Calculation Method of Hourly Rate	Hourly rate equivalents shall be determined by dividing the employee's actual monthly salary rate by 173.33, which is considered to be the average number of working hours per month.
Use of Authority Vehicle	The General Manager may authorize the use of Authority vehicles by employees for business travel when determined that such use would be in the best interest of the Authority.
Flexible Spending Accounts (FSA)	Benefit eligible employees may enroll in the Authority's FSA to make pre-tax salary contributions up to the IRS limits.

¹ Definition of a Classic Member – A classic member is defined as:

- An existing member of a California public retirement system as of December 31, 2012. Please note, however, that because new member determination is based on an appointment-by-appointment basis, upon appointment, new hires will be required to self-certify their classic member status by submitting a form that tests against the new member definition and which may ultimately result in a change in status to new member.

² Definition of a New Member – A new member is defined as any of the following:

- A new hire who is brought into a California public retirement system membership for the first time on or after January 1, 2013, and who has no prior membership in a California public retirement system.
- A new hire who was an active member of a California public retirement system and who, after a break in service of more than six months, returned to active membership in that system.

ITEM NO. P5 MOTION APPROVING FISCAL YEAR 2024/2025 COMMISSION CHAIRPERSON AND VICE CHAIRPERSON

Recommendation

Approve the motion rotating the Chairperson to Fred Simon and Vice Chairperson to Ralph Johnson, commencing July 1, 2024.

Background

In July 1999, the Commission approved Resolution 99-11 Establishing Policy for Commission Chair Rotation. The policy established an equitable system for rotation of the Commission Chair by agency in the following order: Union Sanitary District, Oro Loma Sanitary District, Castro Valley Sanitary District, City of San Leandro, and City of Hayward. The Vice Chair shall be from the Agency scheduled to be the Chair in the following year. In Fiscal Year 2023/2024 the Chair and Vice Chair were Commissioners Anjali Lathi, Union Sanitary District, and Fred Simon, Oro Loma Sanitary District, respectively.

Discussion

Following the historical rotation, Fred Simon, Oro Loma Sanitary District, will serve as Chairperson, with Ralph Johnson, Castro Valley Sanitary District, as Vice Chairperson for the 2024/2025 fiscal year, beginning on July 1.

ITEM NO. P6 MOTION ACCEPTING FISCAL YEAR 2024/2025 COMMITTEE APPOINTMENTS AND SCHEDULE

Recommendation

Approve, by motion, the Committee appointments and calendar for Fiscal Year 2024/2025.

Discussion

Commissioner Simon has considered the Commissioner's individual preferences and made appointments to Authority Committees. The appointments are indicated in the following table.

Committee	Members	Day and Time
Financial Management	Andrews (Chair), Toy	Monday 11am-12pm
Operations & Maintenance	Simon (Chair), Azevedo	Monday 4-5pm
Personnel	Azevedo (Chair), Johnson	Wednesday 4-5pm
Regulatory Affairs	Johnson (Chair), Simon	Tuesday 9-10am

A proposed schedule of Committee and Commission meetings for Fiscal Year 2024/2025 is attached. Financial Management and Operations & Maintenance Committees meet monthly. Personnel and Regulatory Affairs Committees alternate every other month.

EAST BAY DISCHARGERS AUTHORITY
Commission and Committee Meetings
July 2024 - June 2025

Commission	Financial Management	MAC	O&M	Personnel	Regulatory Affairs
Commissioners	Andrews (Chair), Toy	Managers	Simon (Chair), Azevedo	Azevedo (Chair), Johnson	Johnson (Chair), Simon
Thursday 4:00 PM	Monday 11:00 AM	Monday 2:00 PM	Monday 4:00 PM	Wednesday 4:00 PM	Tuesday 9:00 AM
July 18, 2024	July 15, 2024	July 1, 2024	July 15, 2024	--	July 16, 2024
September 19, 2024	September 16, 2024	September 2, 2024	September 16, 2024	September 18, 2024	--
October 17, 2024	October 14, 2024	October 7, 2024	October 14, 2024	--	October 15, 2024
November 21, 2024	November 18, 2024	November 4, 2024	November 18, 2024	November 20, 2024	--
December 19, 2024	December 16, 2024	December 2, 2024	December 16, 2024	--	December 17, 2024
January 16, 2025	January 13, 2025	January 6, 2025	January 13, 2025	January 15, 2025	--
February 20, 2025	February 17, 2025	February 3, 2025	February 17, 2025	--	February 18, 2025
March 20, 2025	March 17, 2025	March 3, 2025	March 17, 2025	March 18, 2024	--
April 17, 2025	April 14, 2025	April 7, 2025	April 14, 2025	--	April 15, 2025
May 15, 2025	May 12, 2025	May 5, 2025	May 12, 2025	May 14, 2025	--
June 19, 2025	June 16, 2025	June 2, 2025	June 16, 2025	--	June 17, 2025

Meetings are subject to rescheduling and/or cancellation. Please see the website for the latest agenda information.

The Personnel and Regulatory Affairs Committees meet every other month, however, additional meetings may be scheduled as needed.

Last Updated: June 11, 2024

ITEM NO. P7 GENERAL MANAGER PERFORMANCE SELF-ASSESSMENT

Recommendation

For the Committee's review and input to the Commission's performance assessment process for the General Manager (GM).

Background

The General Manager's performance is reviewed annually. The review takes place in Closed Session at the Commission Meeting. In lieu of developing a Performance Plan for 2023/2024, the GM recommended linking her performance directly to EBDA's Strategic Plan, which was adopted September 21, 2023.

Discussion

At the Commission Meeting on June 20, 2024, the Commission will meet in closed session to discuss the following:

Public Employee Performance Evaluation (Government Code §54957(b)(1))
Title: General Manager

Attached for the Committee's review and discussion is the GM's self-assessment for FY 2023/2024, which captures progress against EBDA's strategic goals. Following the May Commission meeting, staff provided Commissioners with a performance rating sheet via email, with instructions to complete and return to EBDA administrative staff for compilation. Summarized results were shared with Commissioners for consideration prior to the June closed session.

EBDA General Manager 2023/2024 Performance Self-Assessment

EBDA Strategic Plan Goals and Objectives

1. **Regulatory Compliance:** Proactively meet or exceed regulatory requirements for protection of the environment and public health.
 - a. Represent EBDA and the Member Agencies' interests by preemptively engaging in development of emerging regulations and permits and advocating for reasonable, science-based decisions.
 - b. Maintain consistent compliance with EBDA's National Pollutant Discharge Elimination System (NPDES) Permit.
 - c. Ensure compliance with non-NPDES permits and regulatory requirements, including air quality and hazardous waste.
 - d. Continue our leadership in exceeding requirements where feasible to achieve our Vision of *protecting human and environmental health*.
 - e. Track and share scientific and regulatory developments related to emerging contaminants, and advocate for source control.

Maintained consistent compliance. Key accomplishments included:

- *Successfully avoided compliance concerns related to bacterial contaminants – enterococcus and fecal coliform. Implemented a strategy of managing chlorine residual in close communication with Member Agencies to prevent outbreaks.*
- *Worked with the Regional Water Board to complete the approval process for removing the 0.0 mg/L chlorine residual limit from EBDA's and other wastewater discharge permits, replacing it with a chlorine limit to 0.98 mg/L as a one-hour average. This change will result in significant dechlorination savings, which are already being realized as of the effective date of this change in January 2024.*
- *Hosted successful NPDES inspection of Marina Dechlorination Facility (MDF).*
- *Continued regular meetings of EBDA's Lab Committee and supported lab managers in compliance with new standards.*
- *Continued customization and implementation of a new Laboratory Information Management System for managing compliance data, in collaboration with City of San Leandro. This system is improving laboratory compliance as well as*

data quality and reliability. It is also easier to query than EBDA's previous data management system, making it a useful tool for tracking trends and developing charts and reports.

Led efforts to influence third Nutrients Watershed Permit, including:

- *As an active participant in the Nutrient Management Strategy Steering Committee for the Science Program, continued to advocate for scientific inquiries to focus on management questions.*
- *Continued to actively participate in the Steering Committee for the development of BACWA's Nature-based Solutions report under the current watershed permit and have engaged in discussions between BACWA and EBDA members.*
- *Spearheaded BACWA's proactive public communication effort on nutrients, culminating in successful TV, radio, and print coverage of the wastewater perspective on nutrient management in the Bay.*
- *Worked closely with the Member Agencies to develop future nutrient load projections and key messages for Water Board staff in negotiating the third Nutrients Watershed Permit. Facilitated two EBDA meetings with Water Board staff and multiple BACWA workshops.*
- *Actively engaged as part of BACWA's Nutrient Strategy Team. Drafted detailed EBDA comment letters in response to the Administrative Draft and Tentative Order draft of the permit.*

Key regulatory initiatives I provided input on (in addition to nutrients) included:

- *Microplastics – Engaged in ongoing discussions with the Ocean Protection Council on strategies to prevent plastics from entering waterways. Maintained focus on pollution prevention and stormwater management, not wastewater treatment. Also worked through California Association of Sanitation Agencies (CASA) and San Leandro lab staff to document pilot testing for effluent sampling.*
- *PFAS – Participated in a regional study to holistically evaluate sources of PFAS loading to the Bay and potential impacts. Also continued to track regulatory developments related to both water quality and biosolids and supported legislative ban (SB 903) as a member of CASA's State Legislative Committee.*
- *BAAQMD Collaboration – Participated in a Work Group between wastewater agencies and BAAQMD staff to collaborate early in rule development and permitting processes to ensure that air quality and water quality protection efforts are aligned. This Work Group grew out of previous EBDA outreach*

efforts. Also participated in a meeting between BACWA and BAAQMD leadership regarding overall alignment and partnership opportunities.

- *California Air Resources Board (CARB) Scoping Plan and Clean Fleet Rule – Worked with CASA to continue advocating that wastewater agencies need access to reliable vehicles for emergency response and that agencies need long-term markets for renewable biogas.*
- *CARB Air Toxics – Worked with CASA, BACWA, and other partners to develop a strategy for a statewide response to new air toxics rules. The plan, which is being developed in coordination with CARB and Air District staff, includes representative testing at a selection of wastewater plants across the state, in lieu of air toxics source testing at every facility.*

2. Operations & Maintenance: Ensure reliable operations & maintenance of the EBDA system to protect public health and the Bay.

- a. Implement EBDA’s Asset Management Plan.
- b. Proactively manage wet weather conditions.
- c. Protect EBDA’s infrastructure, including the easement and force main.

Continued successful implementation of EBDA’s Asset Management Plan. Key projects this year included:

- *OLEPS electrical improvements*
- *OLEPS emergency outfall upgrade*
- *OLEPS gate repairs*
- *HEPS pump replacement project*
- *MDF exterior painting*
- *Administration Building interior floors and painting*

Operations ran successfully during wet weather this year, with no unauthorized discharges and positive proactive communications with member agencies.

EBDA staff interfaced with engineers and project managers for the Bandwidth IG fiber optic line installation. The initial project plan would have impacted EBDA’s force main near MDF, and through proactive communication and routine monitoring, all impacts were avoided.

3. Financial: Develop financial strategies and practice sound fiscal management to ensure wise use of ratepayers’ resources.

- a. Operate EBDA’s system efficiently.

- b. Proactively manage expenditures to stay within adopted budget.
- c. Identify and manage opportunities for revenue generation.
- d. Secure grant funding for innovative projects.

Through three quarters, the Authority is 67% spent, and staff expects to come in under budget overall for the year. Savings are driven by efficient operation, particularly during wet weather, as well as proactive optimization of chemical addition following approval of the new chlorine residual effluent limit.

EBDA prepared its own Financial Statements, and Cropper Accountancy issued an Unmodified Audit opinion of the Authority's Financial Statements, the distinction of a successful audit.

Continued the due diligence process with Cargill for this brine disposal project, which is expected to generate \$5 million in capacity revenue and an additional \$1.4 million in annual flow-based charges for EBDA. Work included the following:

- *Completion and certification of an Environmental Impact Report (EIR).*
- *Re-evaluation of the pipeline route to avoid congested city streets and avoid the requirement to align with Union City's bike path project timeline. As part of this re-evaluation, EBDA requested that Cargill re-evaluate the connection point from the brine pipeline to EBDA's system. The new connection point would be at the outfall, avoiding potential corrosion impacts to MDF or the EBDA force main.*
- *Coordination with the jurisdictions that the new pipeline will cross, including Union City, Fremont, Newark, Hayward, San Leandro, Alameda County, East Bay Parks, and the agencies that manage Eden Landing and other refuge areas.*
- *Continued negotiation of a Draft Operating Agreement outlining contract terms for construction and operation of the brine pipeline and connection between EBDA and Cargill. The Agreement deals with financial terms, prerequisites for commencement of brine discharge, indemnification, and termination, among other legal considerations.*
- *Development of a Project Approval Agreement that would authorize Cargill to begin construction on elements of the project analyzed in the initial EIR prior to completing CEQA review of the new pipeline alignment.*

Secured an additional \$1.3M in funding for the First Mile Horizontal Levee Project through EPA Region 9's Water Quality Improvement Fund. Work under this grant

will be implemented in close coordination with East Bay Regional Parks and Hayward Area Shoreline Planning Agency (HASPA).

4. **Sustained Organization:** Sustain a functional, productive, resilient organization to ensure EBDA can strive to achieve its Mission and Vision.
 - a. Foster partnership between the Commission and staff to jointly achieve EBDA’s Mission and Vision.
 - b. Provide professional development opportunities and competitive pay and benefits to attract and retain high caliber staff.
 - c. Develop and implement succession plans for each staff role.
 - d. Partner with Member Agencies to augment staff resources.

Continued to mentor and guide EBDA staff through regular communication.

Worked closely with EBDA Commissioners, including attending meetings at Commissioners’ request, and meeting monthly with the Chair to review the agenda.

Working with the Personnel Committee, updated leave and retiree medical benefits to better align with peer agencies’.

Successfully transitioned O&M of a larger portion of the EBDA force main to USD staff.

Onboarded Regional Government Services (RGS) to take over EBDA’s accounting function from our long-time contract accountant who retired in early 2024. CVSan and DSRSD are using RGS for similar functions.

5. **Resilience:** Champion resilience for communities and the environment through regional leadership and advancing priority programs to support the Member Agencies in achieving their sustainability goals.
 - a. Promote the Member Agencies’ interests by furthering regional support for water recycling and “one water.”
 - b. Advance concepts for shoreline adaptation and climate resilience.
 - c. Implement renewable energy where feasible and cost-effective.
 - d. Continually adapt disaster preparedness strategies.
 - e. Facilitate innovative brine management projects that leverage EBDA’s existing infrastructure.

Water recycling and “One Water” efforts included:

- *Served on the planning committee and assisted with implementation of a Water Recycling Workshop entitled Interagency Collaboration for Water Reuse in September. The workshop was well-attended and sparked helpful conversations between Bay Area water and wastewater agencies around regional water recycling opportunities.*
- *Presented at the National WaterReuse Symposium.*
- *Submitted annual water recycling volumetric report to the State Water Board on behalf of the Member Agencies.*
- *Participated in scoping and initial kick-off of water reuse evaluation for Alameda County LAFCO.*
- *Engaged with EBMUD on development of their Water Recycling Strategic Plan.*

Shoreline resilience and climate adaptation efforts included the following:

- *As Project Manager for EBDA-led projects under the Transforming Shorelines Project, I worked with the consulting team to advance the First Mile Horizontal Levee at Oro Loma Marsh and study nature-based treatment systems at Hayward. These projects are being undertaken in close coordination with project partners including East Bay Regional Park District, HASPA, and San Francisco Estuary Partnership.*
- *Efforts this year for the First Mile Project included development of 30% design drawings and several meetings with the Bay Restoration Regulatory Integration Team (BRRIT) regarding permitting strategies and wetland mitigation requirements. Under my leadership, the First Mile team planned and implemented a design charrette in January to solicit stakeholder feedback on the design, which was well-attended. I also participated in the Working Group for a parallel effort to identify and work through permitting barriers to horizontal levee implementation called Regulatory Pathways for Nature-based Solutions. Lastly, we engaged a landscape architect to develop concept drawings of a future horizontal levee to aid in conversations with stakeholders, regulators, and the public.*
- *I have actively engaged with the HASPA Technical Advisory Committee as they renew their JPA and contemplate implementation of the Shoreline Master Plan. As noted under Goal 3, I helped to secure a \$2.8M grant from the USEPA that includes components for a HASPA visioning process and*

Shoreline Implementation Plan in addition to work on the next phase of the First Mile Project.

- *To further EBDA's interests in regional planning for sea level rise, I also participated in work groups for the development of the Bay Conservation and Development Commission's BayAdapt Regional Adaptation Plan, the Bay Area Climate Adaptation Network (BayCAN), and other regional forums.*

Completed feasibility study evaluating solar and battery storage at EBDA facilities. No options were cost-effective at this time, but staff will continue to look for opportunities. Also supported the Commission's decision-making on Ava Community Energy rate plans by performing financial analysis.

Continued to advance the Cargill partnership for use of EBDA infrastructure for sustainable discharge of mixed sea salt brine. See Goal 3 for additional detail.

- 6. Internal Collaboration:** Expand cooperation among EBDA Member Agencies to improve economies of scale, reduce duplication of effort, and enhance each Agency's capacity.
- a. Engage in proactive communication with Commission and Managers Advisory Committee (MAC).
 - b. Facilitate partnerships for joint projects and advancing new technologies through pilots.
 - c. Advance a joint Biosolids Management Strategy.
 - d. Provide a forum for training and sharing of best practices, including
 - i. Equitable and inclusive community engagement
 - ii. Technical information
 - iii. Business practices

Continued active dialogue with the Commission and MAC, particularly on efforts related to the nutrients permit reissuance.

Continued work with the MAC to begin development of a joint EBDA biosolids management strategy and/or facility to improve certainty and predictability in biosolids outlets and costs for the member agencies. Work this year included info sharing on USD dryer study and Oro Loma Lystek study, periodic check-ins with San Jose about collaborating on biosolids management, and exploration of a rail transport option in Oakland led by Synagro.

Facilitated info sharing among Member Agencies on a wide variety of topics.

7. **External Collaboration:** Collaborate with external stakeholders to build strong relationships for joint problem-solving and to expand EBDA's and its Member Agencies' reach.
 - a. Provide industry leadership through active engagement with wastewater associations including Bay Area Clean Water Agencies (BACWA), California Association of Sanitation Agencies (CASA), California Water Environment Association (CWEA), and Water Environment Federation (WEF).
 - b. Partner with regulators to develop and implement permits and programs leading with science and lessons learned.
 - c. Represent wastewater through participation in regional associations such as East Bay Leadership Council, Bay Planning Coalition, Bay Area Climate Adaptation Network (BayCAN), San Francisco Estuary Partnership (SFEP), and Coastal Hazards Adaptation Resiliency Group (CHARG).
 - d. Support shoreline resilience through engagement in the Hayward Area Shoreline Planning Agency (HASPA) Technical Advisory Committee.
 - e. Promote and share knowledge from research and technology innovation, including participation in Advanced Quantitative Precipitation Information (AQPI) Project, Regional Monitoring Program, Nutrient Management Strategy, and Water Research Foundation.
 - f. Fund and promote Bruce Wolfe Memorial Scholarship to promote opportunities for underrepresented community members in wastewater technical fields.
 - g. Develop a Communication and Engagement Plan with priorities for public education and outreach.

- i. Engage through BACWA, non-governmental organizations (NGOs), and community-based organizations (CBOs) to ensure community input on regional wastewater issues.
- ii. Serve as a regional liaison and assist BACWA on Regional Public Communication Strategy for relevant joint messaging and collateral development (e.g. flushing wipes).
- iii. Facilitate collaborative legislative advocacy to secure funding for priority projects.
- iv. Raise profile and celebrate our members' and EBDA's successes (e.g. CASA Awards program)

Served as Vice Chair of BACWA, and on the State Legislative Committee and Program Committee of CASA. Also led revitalization of the CASA Women's Networking events.

Represented BACWA in the Nutrient Management Strategy Steering Committee overseeing the Nutrient Science Plan, and played a leadership role in negotiating the nutrients permit.

Served on the Planning Committee of the Water Energy Task Force for the East Bay Leadership Council and the Implementation Committee for the San Francisco Estuary Partnership.

Supported shoreline resilience through engagement in the HASPA Technical Advisory Committee (see also Goal 5).

Promoted and shared knowledge from research and technology innovation, including participation in Advanced Quantitative Precipitation Information (AQPI) Project, Regional Monitoring Program, Nutrient Management Strategy, and Water Research Foundation (WRF). This includes serving on the Project Advisory Committee for the WRF Project: Integrating Nature-based Solutions and Gray Infrastructure to Optimize Treatment Performance. Also actively participated in the AQPI Local Agency Planning Committee and User Group and organized a tour for Commissioners and staff to the Rocky Ridge radar site.

Continued EBDA's funding of the Bruce Wolfe Memorial Scholarship to promote opportunities for underrepresented community members in wastewater technical fields and served on the selection committee.

Engaged through BACWA with non-governmental organizations (NGOs), and community-based organizations (CBOs) to ensure community input on regional

wastewater issues. This included hosting a tour of USD and Oro Loma's treatment plants for representatives from Sierra Club and Baykeeper.

Spearheaded BACWA's efforts for proactive public communication on nutrient management ahead of permit adoption. The associated press campaign included a tour of Oro Loma's treatment plant and horizontal levee and resulted in considerable positive print, radio, and TV coverage.