



ITEM NO. 13

PERSONNEL COMMITTEE AGENDA

Wednesday, February 18, 2026 at 11:30 AM

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

Committee Members: Andrews (Chair), Simon

- P1. Call to Order**
- P2. Roll Call**
- P3. Public Forum**
- P4. New Employee Introduction**
(Staff will introduce the Authority's new Administrative Assistant.)
- P5. Secure 2.0 Deferred Compensation**
(The Committee will review 457 Deferred Compensation Plan.)
- P6. FY 2026-2027 Budget Assumptions for Wages and Benefits**
(The Committee will review proposed recommendations.)
- P7. Review of the Authority's Draft Fiscal Year 2026-2027 Compensation Plan**
(The Committee will review the Draft Plan.)
- P8. Draft Updates to the Authority's Personnel Policy**
(The Committee will review proposed recommendations.)
- P9. Draft Updates to the Rules of the Commission**
(The Committee will review proposed recommendations.)
- P10. Motion Designating Authority Representatives to the Alameda County Special Districts Association**
(The Committee will consider the motion.)
- P10. 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.

Agenda Explanation
East Bay Dischargers Authority
Personnel Committee
February 18, 2026

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.

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
April 13, 2026 at 4:00 PM**