



ITEM NO. 18

PERSONNEL COMMITTEE AGENDA

Monday, May 18, 2026 at 4:00 PM

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

Committee Members: Andrews (Chair), Boldt

- P1. Call to Order**
- P2. Roll Call**
- P3. Public Forum**
- P4. Assembly Bill 2561 Vacancies and Recruitment and Retention Efforts – See Item No. 5**
(The Committee will review current vacancies.)
- P5. State Controller’s Government Compensation in California Report for Calendar Year 2025**
(The Committee will review the report submitted to the State Controller’s Office.)
- P6. Committee Preference Form for Fiscal Year 2026/2027**
(The Committee will review the form.)
- 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 May 21, 2026 Commission Meeting.)
- P8. Approve the Authority’s Compensation Plan for Fiscal Year 2026-2027**
(The Committee will consider the approval.)
- P9. Approve an Annual Authority Contribution of \$1000 for Five Years to the California Association of Sanitation Agencies Education Foundation in Support of the Bruce Wolfe Memorial Scholarship**
(The Committee will consider the item.)
- P10. Approve Fiscal Year 2026/2027 Commission Chairperson and Vice Chairperson**
(The Committee will consider the item.)
- P11. 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

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

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 Villaseñor 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 July 2026 – Time and Date TBD

ITEM NO. P5 STATE CONTROLLER'S GOVERNMENT COMPENSATION IN CALIFORNIA REPORT FOR CALENDAR YEAR 2025

Recommendation

For the Committee's information only; no action is required.

Strategic Plan Linkage

4. **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

Government Code (GC) section 53891 requires special districts to submit an annual Government Compensation in California (GCC) report to the State Controller's Office (SCO). Pursuant to GC 53891, the report for the previous calendar year is due no later than April 30. The intent of the report is to capture pay and benefit information for every compensated employee who received a W-2, every elected official who received pay reported on IRS form 1099, and all uncompensated elected officials and/or board members in the calendar year.

Discussion

The information reported is consistent with the Authority's Compensation Plan and Commissioner Compensation Policy. The report is attached for the Committee's review and knowledge that it has been submitted.

State Controller's Office - Local Government Programs and Services Division
Special Districts - Government Compensation Report - Calendar Year 2025

[Click Here for GCC Reporting Instructions](#)

Preparer Contact Information

Entity Name	Alameda - East Bay Dischargers Authority		
Human Resources Web Page	www.ebda.org		
Employees Hold more than One Position?	No	(Enter 'Yes' or 'No')	'Save As' Filename 2025-12500108500
Do the amounts in the Defined Benefit Plan column include payment toward the pension unfunded liability?	No	(Enter 'Yes' or 'No')	

Preparer Name	Juanita Villaseñor
Phone Number	(510) 278-5910
E-mail Address	juanita@ebda.org

"----- Employer Contribution: -----"

-- Total Wages Subject to Medicare (Box 5 of W-2): --											Applicable Defined Benefit Pension Formula	Retirement Plan: Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation /Defined Contribution Plan	Health, Dental, Vision
Line #	Elected Position Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	Annual Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay					
1.		Governing Body	Commissioner		0	0	0	0	0	6,000	N/A	N/A	N/A	N/A	N/A
2.		Governing Body	Commissioner		0	0	0	0	0	600	N/A	N/A	N/A	N/A	N/A
3.		Governing Body	Commissioner		0	0	0	0	0	5,700	N/A	N/A	N/A	N/A	N/A
4.		Governing Body	Commissioner		0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A
5.		Governing Body	Commissioner		0	0	0	0	0	7,500	N/A	N/A	N/A	N/A	N/A
6.		Governing Body	Commissioner		0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A
7.		Governing Body	Commissioner		0	0	0	0	0	6,300	N/A	N/A	N/A	N/A	N/A
8.		Governing Body	Commissioner		0	0	0	0	0	300	N/A	N/A	N/A	N/A	N/A
9.		Governing Body	Commissioner		0	0	0	0	0	7,500	N/A	N/A	N/A	N/A	N/A
10.		Governing Body	Commissioner		0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A
11.		Administration	General Manager		241,571	293,296	293,296	0	0	0	2.5% @ 55	0	41,517	22,500	37,349
12.		Administration	Operations & Maintenance Manager		179,450	218,122	218,122	0	6,632	17,361	2.5% @ 55	0	30,876	5,560	2,627
13.		Administration	Administration Manager		109,991	133,695	133,695	0	1,588	0	2.5% @ 55	0	18,925	3,602	37,349

ITEM NO. P6 COMMITTEE PREFERENCE FORM FOR FISCAL YEAR 2026/2027

The Committee Preference form allows Commissioners to indicate their individual preferences for Committee assignments in FY 2026/2027. The incoming Chairperson will consider Commissioner preferences and changes to member agency representatives when appointing Committee members. Committee assignments will be provided at the June Commission meeting. Email completed forms to juanita@ebda.org by Friday, May 29, 2026.

Generally, Committee meetings occur Monday, Tuesday, and Wednesday preceding the Commission. Financial Management and Operations and Maintenance Committees meet monthly; Personnel and Regulatory Affairs Committees meet every other month. The Commission meeting dates for FY 2026/2027 are as follows:

July 16	November 19	March 18
August – Not Scheduled	December 17	April 15
September 17	January 21	May 20
October 15	February 18	June 17

Using a scale of 1 to 4 (1 being first choice), please indicate your committee preferences in Table 1.

TABLE 1. COMMITTEE PREFERENCE

	Financial Management Committee
	Operations and Maintenance Committee
	Personnel Committee
	Regulatory Affairs Committee

Complete Table 2 using the following convention:

- 1 = Preferred Time
- 2 = Available if Needed
- 3 = Not Available

TABLE 2. MEETING TIME AND DAY

TIME	MONDAY	TUESDAY	WEDNESDAY
8:00 a.m. to 9:00 a.m.			
9:00 a.m. to 10:00 a.m.			
10:00 a.m. to 11:00 a.m.			
11:00 a.m. to 12:00 p.m.			
12:00 p.m. to 1:00 p.m.			
1:00 p.m. to 2:00 p.m.			
2:00 p.m. to 3:00 p.m.			
3:00 p.m. to 4:00 p.m.			
4:00 p.m. to 5:00 p.m.			

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 separate Performance Plan, the GM links her performance directly to EBDA's Strategic Plan, which was adopted September 21, 2023.

Discussion

At the Commission Meeting on May 21, 2026, 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 2025/2026, which captures progress against EBDA's strategic goals. Staff provided Commissioners with a performance rating sheet via email, with instructions to complete and return to EBDA administrative staff for compilation. Summarized results will be shared with Commissioners for consideration prior to the May closed session.

EBDA General Manager 2025/2026 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 with EBDA's NPDES permit. Notable efforts this year included:

- *Actively managed response to high bacteria levels in the transport system to ensure consistent compliance and worked with Member Agencies to identify long-term strategies to improve disinfection processes and monitoring.*
- *Continued to facilitate BACWA's efforts to implement the third Nutrients Watershed Permit, including negotiations with Regional Water Board staff on a Basin Plan Amendment that would allow longer compliance schedules for recycled water, nature-based solutions, and early actors.*
- *Continued to participate as a BACWA representative to the Nutrient Management Strategy science program, helping to define the next 5-year science plan and ensure that the focus is on supporting long-term strategies, not tweaks to effluent limits with every permit cycle.*
- *Participated in BACWA's Contract Management Group to direct development of deliverables under the Nutrients Watershed Permit, including the Compliance Milestone Report and the Water Quality Trading Feasibility Study.*
- *Facilitated ongoing implementation of the new Laboratory Information Management System (LIMS) with San Leandro, including expanded charting functions that are being used to support nutrient trending and reporting.*
- *Participated in California Association of Sanitation Agencies' Regulatory Work Group Strategic Planning.*
- *Supported staff in successfully completing Certified Unified Program Agency (CUPA) reporting for the Oro Loma Effluent Pump Station (OLEPS) and the Marina Dechlorination Facility (MDF).*

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 with completion or advancement of the following capital projects:

- *Completed the Hayward Effluent Pump Station (HEPS) Pump Replacement Project and advanced the OLEPS Electrical Upgrade Project, among other Renewal and Replacement Projects.*
- *Completed installation of new rip rap in front of the levee protecting MDF to bolster the facility's resilience to sea level rise and storm surge.*
- *Coordinated closely with Member Agencies during the 2025/26 storm season, resulting in no wet weather violations or infrastructure failures.*
- *Continued to ensure reliable operation of the Skywest Recycled Water System for the City of Hayward, in the face of aging infrastructure.*
- *Ensured protection of the force main in response to several construction projects including Eden Landing Levee Breach Restoration, Restore Hayward Marsh, and commercial developments.*

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.

- *Managed EBDA's budget with strong fiscal discipline—ending FY 2024/2025 18% under budget, and on track for FY 2025/2026.*
- *Facilitated a clean annual financial audit in collaboration with RGS. Continued transition of accounting functions with full implementation of new reporting workflows and documentation procedures.*
- *Conducted a Request for Proposals process to select a new financial auditing firm.*
- *Advanced the Cargill brine project, including conducting meetings with stakeholders regarding the new pipeline alignment utilizing the abandoned Shell fuel line.*
- *Continued implementation of \$1.3 million grant from USEPA to support design and permitting efforts First Mile Horizontal Levee, and applied for an additional USEPA \$1.26M grant to fund the next phase of work.*

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.
- *Facilitated regular meetings with Commissioners, onboarded new Commissioners, and offered tours and educational opportunities for Commissioners related to EBDA facilities and projects.*
 - *Recruited and hired Karen Li as new Administrative Assistant.*
 - *Continued coordination with RGS personnel on accounting and finance tasks and maintained open communication through regular check-ins and task tracking.*
 - *Updated EBDA's Personnel Policy to ensure compliance with new legal requirements to remain consistent with Member Agencies.*
 - *Continued succession planning for key staff roles, including training Member Agency staff on O&M activities and planning for overlap in the role of Administration Manager for the next fiscal year.*
 - *Worked with Member Agencies to identify back-up support that they can provide in the event the O&M Manager is unavailable.*
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.
- *Continued leadership of First Mile Horizontal Levee Project and related nature-based shoreline efforts:*
 - *Coordinated with Bay Restoration Regulatory Integration Team (BRRIT) for design direction and permitting strategy refinement.*
 - *Supported HASPA's Shoreline Implementation Plan.*
 - *Led community engagement efforts for Hayward Shoreline sea level rise adaptation projects through contracts with Greenbelt Alliance, Plantify, and Teach Earth Action, including facilitating a community workshop that attracted 150 people and a First Mile public site tour for which registrations filled up in 24 hours.*
 - *Participated in City of Hayward's Nature-based Solutions Project.*

- *Continued identifying opportunities to support Member Agencies' water recycling efforts:*
 - *Submitted Annual Volumetric Reports on Water Recycling on behalf of Member Agencies*
 - *Participated in Alameda County LAFCO's water recycling coordination study.*
 - *Continued leadership on water recycling collaboration topics through BACWA.*
 - *Met with the Association of California Water Agencies (ACWA) to discuss water recycling opportunities driven by nutrient regulations.*
 - *Advanced the Cargill brine project.*
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
- *Maintained close coordination with MAC and Member Agencies, particularly on implementation of nutrient permit, brine planning, and capital improvements.*
 - *Provided training and best practice sharing at MAC meetings, including topics such as water quality trading, artificial intelligence, pollution prevention, and others.*
 - *Continued to facilitate biosolids management strategy development. This included:*
 - *Continued participation in the Bay Area Biosolids Coalition, now as a committee of BACWA, to maximize Member Agency access to biosolids research, outreach materials, and information sharing.*
 - *Implemented Phase 1 of a study with consultant HT Harvey to evaluate opportunities for reuse of biosolids in wetland restoration and coastal resilience projects.*
 - *Brought forward and facilitated pursuit of an opportunity for our Member Agencies to pursue land purchase and development of a biosolids composting facility in Alameda County.*
 - *Collaborated with the Livermore-Amador Valley Water Management Agency (LAVWMA) and its member agencies regarding opportunities for efficiencies and increased integration.*

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 BACWA Chair and provided leadership and facilitation for this important regional wastewater collaboration.*
 - *Continued leadership through BACWA of public communications efforts around nutrient management and the value of wastewater, including development and distribution of a Wastewater 101 video.*
 - *Led continuation and expansion of CASA's Women's Leadership Initiative, participated as a mentor in CASA's mentoring program, served on CASA's*

Program Committee, and served as Vice-Chair of CASA's State Legislative Committee.

- *Began term on East Bay Leadership Council's Board of Directors and Executive Committee*
- *Facilitated efforts to engage new agencies in AQPI and to develop an MOU among local partners and a contract with BACWA for ongoing program management of the regional radar network and predictive modeling effort.*
- *Represented EBDA in:*
 - *BayCAN and BayAdapt planning forums*
 - *AQPI Local Agency Planning Group and User Group*
 - *San Francisco Estuary Partnership's Implementation Committee*
 - *Bay Area Integrated Regional Water Management Plan Coordinating Committee*
 - *East Bay Leadership Council Water-Energy Task Force Planning Committee*
 - *Bay Planning Coalition*
 - *HASPA Technical Advisory Committee and Shoreline Advocates group*
- *Supported Bruce Wolfe Memorial Scholarship outreach and candidate selection.*
- *Served on Project Advisory Committees for several Water Research Foundation projects.*
- *Nominated EBDA for an award for consistent compliance through NACWA's Peak Performance Awards Program.*
- *Facilitated an initial coordination call with ACWA regarding opportunities to collaborate among water and wastewater agencies in California.*

ITEM NO. P8 APPROVE THE AUTHORITY'S COMPENSATION PLAN FOR FISCAL YEAR 2026/2027

Recommendation

Approve the FY 2026/2027 Compensation Plan.

Strategic Plan Linkage

1. **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.
2. **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.

Discussion

The proposed FY 2026/2027 Compensation Plan is attached for the Commission's consideration. As discussed at previous Committee Meetings, the Plan includes a 3% 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). Additionally, the Personnel Committee recommended two other changes as part of its review of the draft Compensation Plan in February 2026:

- Provision for employees to choose medical coverage through an insurance plan other than Kaiser Permanente. Previously, EBDA's Compensation Plan specified medical coverage through Kaiser Permanente. The revised language states that the Authority will cover costs up to the Kaiser family rate for employees and their eligible dependents. Participants may select any CalPERS health plan, with any premiums exceeding the Kaiser family rate deducted via payroll.
- Inclusion of a \$75 wellness stipend. Possible uses for this stipend could include gym membership, weight loss programs, or other wellness services. Peer agencies that offer wellness stipends vary in how broadly they outline eligible uses. Staff will develop guidelines for use and procedures for approval based on direction from the Committee following discussion at the May 20 meeting.

**EAST BAY DISCHARGERS AUTHORITY
COMPENSATION PLAN
JULY 1, 2026 TO JUNE 30, 2027**

MONTHLY SALARY SCHEDULE					
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Administration Manager	9,552.82	10,030.48	10,532.00	11,058.60	11,611.52
Administrative Assistant	5,619.56	5,900.52	6,195.56	6,505.32	6,830.62
General Manager	20,980.70	22,032.02	23,117.38	24,266.50	25,473.08
Operations & Maintenance Manager	15,585.42	16,364.70	17,182.92	18,042.08	18,944.18

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.
CalPERS Health Program – Active Employee	Employees may select any CalPERS health plan. The Authority will contribute up to 100% of the family rate for Kaiser Permanente coverage for employees and their eligible dependents enrolled in the employer-sponsored health plan. If an employee selects a health plan that costs more than the Kaiser Permanente family rate, the employee will be responsible for any premium amount above that rate. Any additional premiums will be deducted from the employee's payroll.
CalPERS Health Program – Retiree	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: - 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: - 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	12 paid holidays plus 20 hours of floating holiday annually.

MISCELLANEOUS	
Part-time Employees - Prorated Benefits	Part-time employees and their dependents are eligible for employer-sponsored health benefits. Contribution rates are prorated based on 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.
Health & Wellness Program	The Authority provides a monthly stipend of up to \$75 to promote a proactive, preventive approach to the overall well-being of employees.

ITEM NO. P9 APPROVE AN ANNUAL AUTHORITY CONTRIBUTION OF \$1000 FOR FIVE YEARS TO THE CALIFORNIA ASSOCIATION OF SANITATION AGENCIES EDUCATION FOUNDATION IN SUPPORT OF THE BRUCE WOLFE MEMORIAL SCHOLARSHIP

Recommendation

Approve dedicating funds to the continuation of the Bruce Wolfe Memorial Scholarship.

Strategic Plan Linkage

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.
 - f. Fund and promote Bruce Wolfe Memorial Scholarship to promote opportunities for underrepresented community members in wastewater technical fields.

Background

Bruce Wolfe worked at the San Francisco Bay Regional Water Quality Control Board from 1977 to 2018, serving at the end of his career as its Executive Officer. As a permit engineer early in his career, Bruce was instrumental in the creation of EBDA. Bruce was an inspirational figure, and his leadership was foundational to the positive collaboration that has been fostered between regulators and regulated community for the health of the Bay. Bruce passed away in February 2020.

In early 2021, the Commission expressed interest in honoring Bruce's legacy in some way and directed staff to reach out to Bruce's widow to understand what the family would find to be a meaningful tribute. Bruce's widow expressed an interest in supporting the advancement of women in science, technology, engineering, and math (STEM), as this had been a passion of Bruce's. The Commission supported the concept of a scholarship for a woman on a STEM and/or water/wastewater career path, later broadening the concept to include minority students underrepresented in STEM fields. Staff began discussions with the [California Association of Sanitation Agencies \(CASA\) Education Foundation \(CEF\)](#), which grants scholarships to students pursuing higher education in engineering, environmental science, public administration, or other related fields, who show an interest in serving the clean water community.

In September 2021, the Commission adopted a resolution dedicating \$1000 per year for five years to the CEF for the purpose of creating a Bruce Wolfe Memorial Scholarship. The Bay Area Clean Water Agencies (BACWA) approved \$4000 per year over the same period, resulting in a \$5000 scholarship. Eligible students must have attended High School in the SF Bay Area and identify as a gender other than male and/or have a racial identity that includes any mix of BIPOC (black, indigenous, people of color). Scholarship applications are reviewed by the CEF scholarship review committee, which includes the EBDA GM.

Since its inception, the Bruce Wolfe Scholarship has been awarded to four impressive and accomplished female students pursuing wastewater-related studies. The Wolfe Family attended the inaugural award ceremony at the CASA Annual Conference in 2022 and was very touched. BACWA and EBDA staff also routinely updates the Regional Water Board members and staff about the award, and they appreciate the recognition of Bruce and the commitment to supporting Bay Area female and minority students entering environmental fields.

Discussion

Staff is recommending that the Commission approve an annual contribution of \$1000 toward the continuation of the Bruce Wolfe Memorial Scholarship, pending annual budget approvals for the next five years, from Fiscal Year (FY) 2026/2027 through FY 2030/2031. The scholarship is consistent with EBDA's Strategic Plan and has had a positive impact on students' lives.

In March 2026, BACWA approved a resolution committing to funding the remaining \$4000 per year of the \$5000 scholarship annually through FY 2030/2031.

**ITEM NO. P10 APPROVE FISCAL YEAR 2026/2027 COMMISSION CHAIRPERSON
AND VICE CHAIRPERSON**

Recommendation

Approve rotating the Chairperson to Dylan Boldt and Vice Chairperson to Angela Andrews, commencing July 1, 2026.

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 will be from the agency scheduled to hold the Chair position the following year.

For the Fiscal Year 2025/2026, the Chair and Vice Chair were Commissioners Ralph Johnson from the Castro Valley Sanitary District and Dylan Boldt from the City of San Leandro, respectively.

Discussion

Following the approved rotation, Dylan Boldt, City of San Leandro, will serve as Chairperson, with Angela Andrews, City of Hayward, as Vice Chairperson for the 2026/2027 fiscal year, beginning on July 1.