



# AGENDA

## NOTICE OF REGULAR MEETING

**TIME:** 6 p.m.

**DATE:** Tuesday, November 4, 2025

**PLACE:** Regular Meeting Place  
7051 Dublin Boulevard, Dublin, CA  
[www.dsrsd.com](http://www.dsrsd.com)

**Our mission is to protect public health and the environment by providing reliable and sustainable water, recycled water, and wastewater services in a safe, efficient, and fiscally responsible manner.**

1. CALL TO ORDER
2. PLEDGE TO THE FLAG
3. ROLL CALL
4. SPECIAL ANNOUNCEMENTS/ACTIVITIES

- 4.A. New Employee Introductions

5. PUBLIC COMMENT (MEETING OPEN TO THE PUBLIC)

At this time those in the audience are encouraged to address the Board on any item of interest that is within the subject matter jurisdiction of the Board and not already included on tonight's agenda. Comments should not exceed five minutes. Speaker cards are available from the District Secretary and should be completed and returned to the District Secretary prior to addressing the Board. The President of the Board will recognize each speaker, at which time the speaker should proceed to the lectern. Written comments received by 3 p.m. on the day of the meeting will be provided to the Board.

6. AGENDA MANAGEMENT (CONSIDER ORDER OF ITEMS)

7. CONSENT CALENDAR

Matters listed under this item are considered routine and will be enacted by one Motion, in the form listed below. There will be no separate discussion of these items unless requested by a Member of the Board or the public prior to the time the Board votes on the Motion to adopt.

- 7.A. Approve Regular Meeting Minutes of October 21, 2025

**Recommended Action:** Approve by Motion

- 7.B. Accept Regular and Recurring Report: Treasurer's Report

**Recommended Action:** Accept by Motion

- 7.C. Approve Tentative Agreement with International Federation of Professional and Technical Engineers, Local 21 for Successor Memorandum of Understanding (MOU) for December 22, 2025, through December 16, 2029

**Recommended Action:** Approve by Resolution

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## Board of Directors

Division 1 ♦ Dinesh Govindarao | Division 2 ♦ Edward Duarte | Division 3 ♦ Richard Halket

Division 4 ♦ Georange Vonheeder-Leopold | Division 5 ♦ Arun Goel

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7.D. Rescind Public Agency Vesting for Post-Retirement Health Benefits Under Government Code Section 22893 for Local 21 Employees  
**Recommended Action:** Rescind by Resolution

7.E. Approve Health Insurance Contribution for Calendar Year 2026 for Local 21 Employees  
**Recommended Action:** Approve by Resolution

8. BOARD BUSINESS

8.A. Receive Annual Update on Drinking Water, Wastewater, and Recycled Water Regulations  
**Recommended Action:** Receive Presentation

9. REPORTS

9.A. Boardmember Items

9.A.1. Joint Powers Authority and Committee Reports  
DSRSD/City of Dublin Liaison Committee Meeting of November 3, 2025  
9.A.2. Submittal of Written Reports for Day of Service Events Attended by Directors  
9.A.3. Request New Agenda Item(s) Be Placed on a Future Board or Committee Agenda

9.B. Staff Reports

10. CLOSED SESSION

10.A. Conference with Labor Negotiators Pursuant to Government Code Section 54957.6  
Agency Negotiators: Jan Lee, General Manager  
Michelle Gallardo, Administrative Services Director  
Samantha Koehler, Human Resources and Risk Manager  
Employee Organizations: 1. Stationary Engineers, Local 39  
2. International Federation of Professional and Technical Employees, Local 21  
3. Mid-Management Employees Bargaining Unit  
4. Unrepresented Employees  
Additional Attendees: Cepideh Roufougar, Jackson Lewis P.C.

11. REPORT FROM CLOSED SESSION

12. ADJOURNMENT

*All materials made available or distributed in open session at Board or Board Committee meetings are public information and are available for inspection during business hours by calling the District Secretary at (925) 828-0515. A fee may be charged for copies. District facilities and meetings comply with the Americans with Disabilities Act. If special accommodations are needed, please contact the District Secretary as soon as possible, but at least two days prior to the meeting.*

**DUBLIN SAN RAMON SERVICES DISTRICT  
MINUTES OF A REGULAR MEETING OF THE BOARD OF DIRECTORS**

**October 21, 2025**

**1. CALL TO ORDER**

A regular meeting of the Board of Directors was called to order at 6 p.m. by President Goel.

**2. PLEDGE TO THE FLAG**

**3. ROLL CALL**

Boardmembers present at start of meeting: President Arun Goel, Vice President Richard M. Halket, Director Dinesh Govindarao, Director Georgean M. Vonheeder-Leopold, and Director Edward R. Duarte.

District staff present: Jan Lee, General Manager/Treasurer; Michelle Gallardo, Administrative Services Director; Steve Delight, Engineering Services Director/District Engineer; Ken Spray, Finance Director; Dan Gill, Operations Director; Douglas E. Coty, General Counsel; and Nicole Genzale, Executive Services Supervisor/District Secretary.

**4. SPECIAL ANNOUNCEMENTS/ACTIVITIES – None.**

**5. PUBLIC COMMENT (MEETING OPEN TO THE PUBLIC) – 6:01 p.m. No public comments received.**

**6. AGENDA MANAGEMENT (CONSIDER ORDER OF ITEMS) – No changes made.**

**7. CONSENT CALENDAR**

Director Govindarao MOVED for approval of the items on the Consent Calendar. Director Vonheeder-Leopold SECONDED the MOTION, which CARRIED with FIVE AYES.

7.A. Approve Regular Meeting Minutes of October 7, 2025 – Approved

7.B. Affirm No Changes to the Discontinuation of Residential Water Service for Nonpayment Policy – Approved

**8. BOARD BUSINESS**

8.A. Authorize Execution of Dublin Unified School District Campus Fire Line Agreement

Engineering Services Director Delight reviewed the item for the Board and gave a presentation (handed out to the Board and posted to the website as supplemental materials). The Board and staff discussed the respective responsibilities of DSRSD and Dublin Unified School District (DUSD) regarding conversion of the District owned and operated fire water service lines at 10 Dublin school campuses. Mr. Delight noted the District and San Ramon Valley Unified School District may wish to consider a similar conversion arrangement for school campuses located within DSRSD's service area in the Dougherty Valley portion of San Ramon.

Finance Director Spray reported that the replacement value of the fire lines converting to DUSD ownership is approximately \$10 million. Finance staff needs to determine the net value of the assets that would be deducted from the District's financial statements once the conversions are complete since fire lines at campuses built prior to 1975 are considered fully depreciated as the maximum life expectancy of the fire lines is about 50 years.

General Counsel Coty informed the Board that a mutually agreed upon conversion timeline will be established within 30 days of executing the agreement. DSRSD will retain ownership of each campus's fire lines until its conversion has been completed. Staff noted it could take several years to convert all 10 sites based on DUSD's scheduling and the work required for each campus conversion.

Director Duarte MOVED to Authorize Execution of the Dublin Unified School District Campus Fire Line Agreement. Director Vonheeder-Leopold SECONDED the MOTION, which CARRIED with FIVE AYES.

8.B. Receive Presentation on Draft Water Conservation Master Plan

Engineering Services Director Delight introduced the item and Senior Engineer Irene Suroso who presented the Draft Water Conservation Master Plan's (Plan) preliminary results and findings. He prefaced the presentation by stating that the District is well-prepared to meet the state's regulatory requirements due to factors such as its current metering technology, a younger water system, newer construction within the service area, and utilization of recycled water which meets approximately 25% of outdoor water needs.

Ms. Suroso reviewed the item for the Board and gave a presentation. The Board and staff discussed various aspects of the Plan, including the District's current program efforts and accomplishments, data gathered, and future strategies for meeting the standards in the regulatory framework referred to as "Making Conservation a California Way of Life" for long-term water conservation and drought planning improvements. They discussed the four program options presented in the Plan to help guide the District's current and potential future water conservation programs to meet state requirements, including additional measures addressing compliance, cost efficiency, and water savings. Ms. Suroso also highlighted outreach improvements planned for the District's upcoming new website, and reported that staff is working with Zone 7 Water Agency to enhance customer rebate programs and broaden educational resources.

President Goel requested additional information about the Plan's customer conservation survey to enable the District to better understand and provide customer and homeowner water-saving opportunities. Ms. Suroso confirmed she will follow up with a more specific breakdown of the survey demographics.

The Board thanked staff for a thorough presentation and directed staff to carry forward with implementation of Master Plan Program Option B as recommended in the item.

9. REPORTS

9.A. Boardmember Items

9.A.1. Joint Powers Authority and Committee Reports

Tri-Valley Water Liaison Committee Meeting of October 20, 2025

President Goel invited comments on recent Committee activities. The attending Directors felt the available agenda information adequately covered the matters considered at the meeting and commented on some of the meeting activities.

9.A.2. Submittal of Written Reports for Day of Service Events Attended by Directors

Director Vonheeder-Leopold submitted a written report to Executive Services Supervisor/District Secretary Genzale. She reported that she attended the Tri-Valley Mayors' Summit on October 15 held in Pleasanton. She summarized the activities and discussions at the meeting.

Director Govindarao submitted a written report to Executive Services Supervisor/District Secretary Genzale. He reported that he also attended the Tri-Valley Mayors' Summit on October 15. He summarized the activities and discussions at the meeting.

Vice President Halket submitted written reports to Executive Services Supervisor/District Secretary Genzale. He reported that he also attended the Tri-Valley Mayors Summit on October 15 and that he attended the Tri-Valley Water Liaison Committee meeting on October 20 at City of Livermore. He summarized the activities and discussions at the meetings.

9.A.3. Request New Agenda Item(s) for a Future Board or Committee Agenda – None.

9.B. Staff Reports

9.B.1. General Manager Monthly Report

General Manager Lee had nothing additional to report.

10. CLOSED SESSION

At 7:14 p.m. the Board went into Closed Session.

10.A. Conference with Labor Negotiators Pursuant to Government Code Section 54957.6

Agency Negotiators: Jan Lee, General Manager

Michelle Gallardo, Administrative Services Director

Samantha Koehler, Human Resources and Risk Manager

Employee Organizations: 1. Stationary Engineers, Local 39

2. International Federation of Professional and Technical Employees, Local 21

3. Mid-Management Employees Bargaining Unit

4. Unrepresented Employees

Additional Attendees: Cepideh Roufougar, Jackson Lewis P.C.

Director Govindarao and MSS. Gallardo, Koehler, and Roufougar exited Closed Session at the conclusion of Item 10.A. at 7:40 p.m.

10.B. Conference with Real Property Negotiators Pursuant to Government Code Section 54956.8

Property: APN 946-3200-5-4

Agency Negotiator: Jan Lee, General Manager

Negotiating Party: Zone 7 Water Agency

Under Negotiation: Price and Terms of Payment for Easement

11. REPORT FROM CLOSED SESSION

At 8:15 p.m. the Board came out of Closed Session. President Goel announced that there was no reportable action.

12. ADJOURNMENT

President Goel adjourned the meeting at 8:16 p.m.

Submitted by,

Nicole Genzale, CMC  
Executive Services Supervisor/District Secretary



**TITLE:** Accept Regular and Recurring Report: Treasurer's Report

**RECOMMENDATION:**

Staff recommends the Board of Directors accept, by Motion, the regular and recurring report: Treasurer's Report as of September 30, 2025.

**DISCUSSION:**

To maximize openness and transparency and to allow the Board to be informed about key aspects of District business, the Board directed that various regular and recurring reports be presented for Board acceptance at regular intervals (see Table 1).

The following report is presented this month for acceptance:

Reference B – Treasurer's Report

The Treasurer's Report as of September 30, 2025, is attached as required under California Government Code Section 53646. The District portfolio has a fair value of \$262,011,165, is in conformity with the District's Investment policy, and provides sufficient cash flow liquidity to meet the next six months' expenses.

Originating Department: Finance	Contact: T. Lucero/K. Spray	Legal Review: Not Required
Financial Review: Yes	Cost and Funding Source: N/A	
Attachments: <input type="checkbox"/> None <input type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Task Order <input type="checkbox"/> Proclamation <input checked="" type="checkbox"/> Other (see list on right)	Ref B – Treasurer's Report	

**TABLE 1. SUMMARY OF REGULAR AND RECURRING REPORTS**

Ref	Description	Frequency	Authority	Last Acceptance	Acceptance on 11/4/2025	Next Acceptance
A	Warrant List	Monthly	Board Direction	Posted monthly on website		Posted monthly on website
B	Treasurer's Report	Quarterly	California Government Code 53646	8/5/2025	Yes	February 2026
C	Quarterly Financial Report	Quarterly	Budget Accountability Policy	8/19/2025		November 2025
D	Outstanding Receivables Report	Annually – Fiscal Year	District Code 1.50.050	8/5/2025		August 2026
E	Employee and Director Reimbursements Greater than \$100 <sup>1</sup>	Annually – Fiscal Year	California Government Code 53065.5	8/5/2025		August 2026
F	Utility Billing Leak Adjustments <sup>2</sup>	Annually – Fiscal Year	Utility Billing Leak Adjustments Policy	Total FY 2025 credits below \$25,000		August 2026
G	Annual Rate Stabilization Fund Transfer Calculation	Annually – After Audit	Financial Reserves Policy	2/18/2025		February 2026
H	Capital Projects Created from Programs	Quarterly	Budget Accountability Policy	8/19/2025		November 2025
I	Capital Budget Adjustments Approved by the General Manager			8/19/2025		

<sup>1</sup> Reimbursements also reported monthly in the Warrant List (Reference A).

<sup>2</sup> Per Utility Billing Leak Adjustments policy, a report will be presented to the Board if total credits in any fiscal year exceed \$25,000.

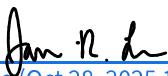
## Dublin San Ramon Services District

## Treasurer's Report - Cash and Investment Summary

As of: September 30, 2025

Description	Par Value	Fair Value	Book Value	% of Portfolio	Permitted by Policy	In Compliance	YTM @ Cost
<b>CAMP</b>	\$49,538,914	\$49,538,914	\$49,538,914			Yes	4.36%
<b>LAIF</b>	21,396,795	21,438,082	21,396,795			Yes	4.21%
Managed Portfolio							
ABS	3,525,000	3,540,556	3,524,325	1.88%	20%	Yes	4.18%
Agency	45,166,667	44,492,954	44,985,048	24.00%	100%	Yes	2.84%
Receivables / (Payables)	(1,495,908)	(1,495,908)	(1,495,908)	0.00%	n/a	Yes	0.00%
Corporate	42,697,000	42,622,950	42,789,223	22.83%	30%	Yes	3.29%
Money Market Fund	1,612,176	1,612,176	1,612,176	0.86%	20%	Yes	3.73%
Municipal Bonds	39,125,000	38,203,985	38,633,339	20.61%	30%	Yes	2.54%
Negotiable CD	2,250,000	2,244,127	2,250,000	1.20%	30%	Yes	2.02%
US Treasury	54,475,000	54,248,199	53,633,828	28.62%	100%	Yes	4.00%
<b>Managed Portfolio Subtotal</b>	<b>187,354,935</b>	<b>185,469,039</b>	<b>185,932,031</b>	<b>100.00%</b>			<b>3.26%</b>
<b>Total Investment</b>	<b>258,290,643</b>	<b>256,446,035</b>	<b>256,867,739</b>				<b>3.55%</b>
Bank of America - Concentration	5,565,130	5,565,130	5,565,130				
<b>Total Cash &amp; Investments</b>	<b>\$263,855,774</b>	<b>\$262,011,165</b>	<b>\$262,432,870</b>				<b>3.55%</b>

I certify that this report reflects all Government Agency pooled investments and is in conformity with the District's Investment Policy. The Market values for investments other than CAMP and LAIF were provided by US Bank and Chandler Asset Management.

  
Jan Lee (Oct 28, 2025 10:23:43 PDT)

Jan Lee, Treasurer

As of: June 30, 2025

Description	Par Value	Fair Value	Book Value	% of Portfolio	Permitted by Policy	In Compliance	YTM @ Cost
<b>CAMP</b>	\$48,040,749	\$48,040,749	\$48,040,749			Yes	4.40%
<b>LAIF</b>	21,164,911	21,190,267	21,164,911			Yes	4.27%
Managed Portfolio							
ABS	1,420,000	1,428,274	1,419,616	0.77%	20%	Yes	4.31%
Agency	53,166,667	52,005,717	52,948,204	28.64%	100%	Yes	2.48%
Receivables	1,711	1,711	1,711	0.00%	n/a	Yes	0.00%
Corporate	37,787,000	37,370,248	37,802,288	20.45%	30%	Yes	2.85%
Money Market Fund	126,129	126,129	126,129	0.07%	20%	Yes	3.96%
Municipal Bonds	39,125,000	37,895,530	38,576,395	20.86%	30%	Yes	2.54%
Negotiable CD	2,250,000	2,230,201	2,250,000	1.22%	30%	Yes	2.03%
US Treasury	52,725,000	52,276,582	51,764,236	28.00%	100%	Yes	4.04%
<b>Managed Portfolio Subtotal</b>	<b>186,601,507</b>	<b>183,334,393</b>	<b>184,888,579</b>	<b>100.00%</b>			<b>3.01%</b>
<b>Total Investment</b>	<b>255,807,167</b>	<b>252,565,408</b>	<b>254,094,239</b>				<b>3.38%</b>
Bank of America - Concentration	9,482,867	9,482,867	9,482,867				
<b>Total Cash &amp; Investments</b>	<b>\$265,290,034</b>	<b>\$262,048,276</b>	<b>\$263,577,106</b>				<b>3.38%</b>

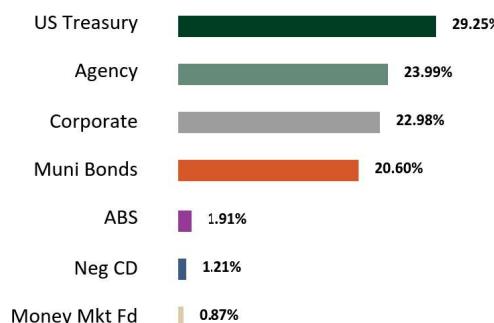
# PORTFOLIO SUMMARY

Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

## Portfolio Characteristics

Average Modified Duration	2.61
Average Coupon	2.90%
Average Purchase YTM	2.48%
Average Market YTM	3.79%
Average Credit Quality*	AA+
Average Final Maturity	2.93
Average Life	2.67

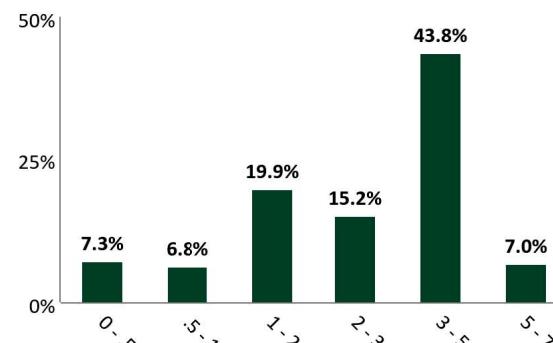
## Sector Allocation



## Account Summary

	End Values as of 08/31/2025	End Values as of 09/30/2025
Market Value	184,920,700.39	185,469,039.21
Accrued Interest	1,364,744.62	1,395,717.32
<b>Total Market Value</b>	<b>186,285,445.01</b>	<b>186,864,756.53</b>
Income Earned	330,837.55	606,656.23
Cont/WD	0.00	0.00
Par	187,103,376.80	187,354,934.67
Book Value	185,556,846.14	185,932,030.54
Cost Value	185,565,806.93	185,892,845.04

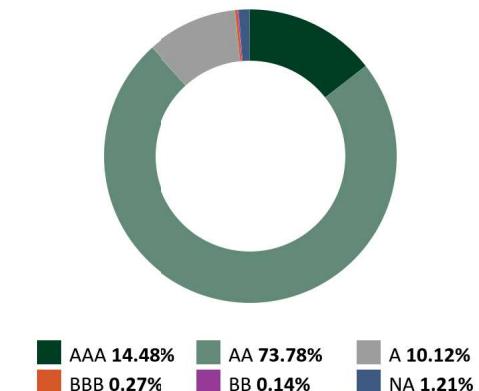
## Maturity Distribution



## Top Issuers

United States	29.25%
Farm Credit System	12.46%
State of California	7.27%
FNMA	6.78%
Federal Home Loan Banks	4.75%
State of Hawaii	2.70%
State of Ohio	2.67%
The Procter & Gamble Company	2.63%

## Credit Quality\*



## Performance Review

Total Rate of Return**	1M	3M	YTD	1YR	2YRS	3YRS	5YRS	10YRS	Since Inception (04/01/25)
DSRSD Managed Account	0.31%	1.31%	--	--	--	--	--	--	--
Benchmark Return	0.24%	1.14%	--	--	--	--	--	--	--

\*The average credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

\*\*Periods over 1 year are annualized.

Benchmark: ICE BofA 1-5 Year Unsubordinated US Treasury & Agency Index

# STATEMENT OF COMPLIANCE



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
<b>AGENCY MORTGAGE SECURITIES</b>				
Max % (MV)	20.0	0.0	Compliant	
Max % Issuer (MV; Agencies & Agency CMOs)	30.0	12.5	Compliant	
Max Maturity (Years)	7.0	0.0	Compliant	
<b>ASSET-BACKED SECURITIES (ABS)</b>				
Max % (MV; ABS, CMO, & MBS)	20.0	1.9	Compliant	
Max % Issuer (MV)	5.0	0.8	Compliant	
Max Maturity (Years)	5.0	4.7	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
<b>BANKER'S ACCEPTANCES</b>				
Max % (MV)	40.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Days)	180.0	0.0	Compliant	
Min Rating (A-1 by 1 or A- by 1)	0.0	0.0	Compliant	
<b>COLLATERALIZED BANK DEPOSITS</b>				
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
<b>COLLATERALIZED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)</b>				
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
<b>COMMERCIAL PAPER</b>				
Max % (MV)	25.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Days)	270.0	0.0	Compliant	
Min Rating (A-1 by 1 or A- by 1)	0.0	0.0	Compliant	
<b>CORPORATE MEDIUM TERM NOTES</b>				
Max % (MV)	30.0	23.0	Compliant	
Max % Issuer (MV)	5.0	2.6	Compliant	
Max Maturity (Years)	5.0	5.0	Not Compliant	Complies on Settlement Date
Min Rating (A by 1)	0.0	0.0	Compliant	
<b>FDIC INSURED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)</b>				
Max % Issuer (MV)	5.0	0.0	Compliant	

# STATEMENT OF COMPLIANCE



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max Maturity (Years)	5.0	0.0	Compliant	
<b>FEDERAL AGENCIES</b>				
Max % (MV)	100.0	24.0	Compliant	
Max % Issuer (MV)	30.0	12.5	Compliant	
Max Callables (MV)	20.0	15.0	Compliant	
Max Maturity (Years)	7.0	5.1	Compliant	
<b>FEDERAL AGENCIES, MUNICIPAL SECURITIES, AND TREASURIES</b>				
Max % 5-7 Years Maturitys (MV)	10.0	6.2	Compliant	
Max Maturity (Years)	7.0	6.1	Compliant	
<b>LOCAL AGENCY INVESTMENT FUND (LAIF)</b>				
Max Concentration (MV)	65.0	0.0	Compliant	
<b>LOCAL GOVERNMENT INVESTMENT POOL (LGIP)</b>				
Max % (MV)	100.0	0.0	Compliant	
<b>MONEY MARKET MUTUAL FUNDS</b>				
Max % (MV)	20.0	0.9	Compliant	
Min Rating (AAA by 2)	0.0	0.0	Compliant	
<b>MORTGAGE-BACKED SECURITIES (NON-AGENCY)</b>				
Max % (MV; ABS, CMO & MBS)	20.0	1.9	Compliant	
Max % Issuer (MV)	5.0	0.8	Compliant	
Max Maturity (Years)	5.0	4.7	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
<b>MUNICIPAL SECURITIES (CA, LOCAL AGENCY)</b>				
Max % (MV)	30.0	12.7	Compliant	
Max % Issuer (MV)	5.0	3.8	Compliant	
Max Maturity (Years)	7.0	3.8	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
<b>MUNICIPAL SECURITIES (CA, OTHER STATES)</b>				
Max % (MV)	30.0	7.9	Compliant	
Max % Issuer (MV)	5.0	2.7	Compliant	
Max Maturity (Years)	7.0	1.8	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
<b>NEGOTIABLE CERTIFICATES OF DEPOSIT (NCD)</b>				
Max % (MV)	30.0	1.2	Compliant	

# STATEMENT OF COMPLIANCE



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max % Issuer (MV)	5.0	0.1	Compliant	
Max Maturity (Years)	5.0	0.7	Compliant	
Min Rating (A-1 by 1 or A- by 1 if > FDIC Limit)	0.0	0.0	Compliant	
<b>REPURCHASE AGREEMENTS</b>				
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	1.0	0.0	Compliant	
<b>SUPRANATIONAL OBLIGATIONS</b>				
Max % (MV)	30.0	0.0	Compliant	
Max % Issuer (MV)	10.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
<b>U. S. TREASURIES</b>				
Max % (MV)	100.0	29.2	Compliant	
Max Maturity (Years)	7.0	6.1	Compliant	

# HOLDINGS REPORT



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
<b>ABS</b>									
89240NAD4	TLOT 25B A3 3.96 11/20/2028	1,215,000.00	09/09/2025 3.97%	1,214,782.52 1,214,785.14	100.08 3.95%	1,216,024.73 1,871.10	0.66% 1,239.59	Aaa/NA AAA	3.14 2.14
34532BAG6	FORDO 2025-B A3 3.91 04/15/2030	890,000.00	09/23/2025 4.27%	889,903.97 889,904.26	99.97 3.96%	889,757.21 522.88	0.48% (147.05)	Aaa/NA AAA	4.54 2.16
17305EHA6	CCCIT 2025-A1 A1 4.3 06/21/2030	1,420,000.00	06/18/2025 4.31%	1,419,614.75 1,419,635.27	101.04 3.89%	1,434,774.11 16,113.06	0.77% 15,138.83	Aaa/AAA NA	4.72 2.52
<b>Total ABS</b>		<b>3,525,000.00</b>	<b>4.18%</b>	<b>3,524,301.24</b>	<b>100.44</b>	<b>3,540,556.05</b>	<b>1.91%</b>		<b>4.13</b>
				<b>3,524,324.67</b>	<b>3.93%</b>	<b>18,507.03</b>	<b>16,231.37</b>		<b>2.30</b>
<b>AGENCY</b>									
3133EMSU7	FEDERAL FARM CREDIT BANKS FUNDING CORP 0.8 03/09/2026	5,000,000.00	03/09/2021 0.80%	5,000,000.00 5,000,000.00	98.68 3.86%	4,933,907.35 2,444.44	2.66% (66,092.65)	Aa1/AA+ AA+	0.44 0.43
3130APLR4	FEDERAL HOME LOAN BANKS 1.25 11/10/2026	5,000,000.00	11/10/2021 1.25%	5,000,000.00 5,000,000.00	97.37 3.70%	4,868,349.75 24,479.17	2.62% (131,650.25)	Aa1/AA+ AA+	1.11 1.08
3133ENHA1	FEDERAL FARM CREDIT BANKS FUNDING CORP 1.5 12/14/2026	5,000,000.00	12/14/2021 1.50%	5,000,000.00 5,000,000.00	97.40 3.73%	4,869,883.00 22,291.67	2.63% (130,117.00)	Aa1/AA+ AA+	1.21 1.17
3133EL4D3	FEDERAL FARM CREDIT BANKS FUNDING CORP 0.9 08/19/2027	4,500,000.00	08/19/2020 0.90%	4,500,000.00 4,500,000.00	94.92 3.72%	4,271,217.53 4,725.00	2.30% (228,782.48)	Aa1/AA+ AA+	1.88 1.84
3135G05Y5	FEDERAL NATIONAL MORTGAGE ASSOCIATION 0.75 10/08/2027	4,500,000.00	08/16/2024 3.74%	4,105,530.00 4,246,092.24	94.50 3.60%	4,252,491.18 16,218.75	2.29% 6,398.94	Aa1/AA+ AA+	2.02 1.96
3130ALNS9	FEDERAL HOME LOAN BANKS 1.5 03/30/2028	4,166,666.67	03/30/2021 (32.64%)	5,000,000.00 4,166,666.67	94.55 3.81%	3,939,627.92 173.61	2.12% (227,038.75)	NA/NA AA+	2.50 2.41
3133ENTL4	FEDERAL FARM CREDIT BANKS FUNDING CORP 2.69 04/04/2028	3,000,000.00	05/14/2024 4.60%	2,797,980.00 2,869,499.07	97.60 3.70%	2,927,888.97 39,677.50	1.58% 58,389.90	Aa1/AA+ AA+	2.51 2.37
3133EEUH1	FEDERAL FARM CREDIT BANKS FUNDING CORP 3.03 03/20/2029	2,000,000.00	05/14/2024 4.52%	1,871,420.00 1,907,928.57	97.97 3.66%	1,959,449.86 1,851.67	1.06% 51,521.29	Aa1/AA+ AA+	3.47 3.26
3133ERDH1	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.75 04/30/2029	4,000,000.00	05/08/2024 4.50%	4,044,080.00 4,031,742.46	103.52 3.69%	4,140,668.92 79,694.44	2.23% 108,926.46	Aa1/AA+ AA+	3.58 3.22
3135GAVL2	FEDERAL NATIONAL MORTGAGE ASSOCIATION 3.625 09/26/2029	5,000,000.00	10/01/2024 3.81%	4,958,750.00 4,966,963.70	98.77 3.96%	4,938,679.40 2,517.36	2.66% (28,284.30)	Aa1/AA+ AA+	3.99 3.67
31359MGK3	FEDERAL NATIONAL MORTGAGE ASSOCIATION 6.625 11/15/2030	3,000,000.00	01/17/2025 4.42%	3,336,360.00 3,296,155.09	113.03 3.80%	3,390,790.26 75,083.33	1.83% 94,635.17	Aa1/AA+ AA+	5.13 4.30
<b>Total Agency</b>		<b>45,166,666.67</b>	<b>(0.38%)</b>	<b>45,614,120.00</b>	<b>98.72</b>	<b>44,492,954.13</b>	<b>23.99%</b>		<b>2.38</b>
				<b>44,985,047.79</b>	<b>3.76%</b>	<b>269,156.94</b>	<b>(492,093.66)</b>		<b>2.21</b>

# HOLDINGS REPORT



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
<b>CASH</b>									
CCYUSD	Payable	(1,500,000.00)	--	(1,500,000.00) (1,500,000.00)	1.00 0.00%	(1,500,000.00) 0.00	(0.81%) 0.00	Aaa/AAA AAA	0.00 0.00
CCYUSD	Receivable	4,092.08	--	4,092.08 4,092.08	1.00 0.00%	4,092.08 0.00	0.00% 0.00	Aaa/AAA AAA	0.00 0.00
<b>Total Cash</b>				<b>(1,495,907.92)</b>	<b>1.00</b>	<b>(1,495,907.92)</b>	<b>(0.81%)</b>		<b>0.00</b>
		<b>(1,495,907.92)</b>		<b>(1,495,907.92)</b>	<b>0.00%</b>	<b>0.00</b>	<b>0.00</b>		<b>0.00</b>
<b>CORPORATE</b>									
89236THW8	TOYOTA MOTOR CREDIT CORP 0.8 01/09/2026	2,000,000.00	03/04/2021 0.90%	1,990,340.00 1,999,453.93	99.08 4.21%	1,981,596.20 3,644.44	1.07% (17,857.73)	A1/A+ A+	0.28 0.27
931142ERO	WALMART INC 1.05 09/17/2026	5,000,000.00	09/17/2021 0.94%	5,026,375.00 5,004,709.82	97.46 3.76%	4,873,087.90 2,041.67	2.63% (131,621.92)	Aa2/AA AA	0.96 0.94
742718FV6	PROCTER & GAMBLE CO 1.9 02/01/2027	5,000,000.00	02/10/2022 1.91%	4,997,625.00 4,999,361.08	97.56 3.79%	4,878,199.90 15,833.33	2.63% (121,161.18)	Aa3/AA- NA	1.34 1.29
85440KAC8	LELAND STANFORD JUNIOR UNIVERSITY 1.289 06/01/2027	5,000,000.00	12/10/2021 1.48%	4,951,250.00 4,985,150.30	95.88 3.86%	4,794,198.35 21,483.33	2.58% (190,951.95)	Aaa/AAA AAA	1.67 1.62
037833DB3	APPLE INC 2.9 09/12/2027	1,767,000.00	10/24/2024 4.10%	1,709,908.23 1,728,340.72	98.48 3.72%	1,740,098.94 2,704.49	0.94% 11,758.23	Aaa/AA+ NA	1.95 1.87
14913UAY6	CATERPILLAR FINANCIAL SERVICES CORP 4.4 03/03/2028	1,500,000.00	05/06/2025 4.23%	1,506,675.00 1,505,723.28	101.06 3.94%	1,515,902.94 5,133.33	0.82% 10,179.66	A2/NA A+	2.42 2.27
63743HFZ0	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 4.15 08/25/2028	1,160,000.00	08/19/2025 4.19%	1,158,700.80 1,158,744.66	100.27 4.05%	1,163,135.31 4,814.00	0.63% 4,390.65	A2/NA A	2.90 2.62
00287YDS5	ABBVIE INC 4.8 03/15/2029	1,500,000.00	03/20/2025 4.44%	1,519,125.00 1,516,524.97	102.26 4.09%	1,533,941.42 3,200.00	0.83% 17,416.45	A3/A- NA	3.45 3.09
61747YFD2	MORGAN STANLEY 5.164 04/20/2029	1,500,000.00	05/08/2025 4.73%	1,517,835.00 1,515,433.82	102.36 4.59%	1,535,447.30 34,641.83	0.83% 20,013.48	A1/A- A+	3.55 2.32
025816DH9	AMERICAN EXPRESS CO 5.282 07/27/2029	1,500,000.00	06/25/2025 4.39%	1,538,025.00 1,534,752.22	103.14 4.41%	1,547,058.95 13,865.25	0.83% 12,306.73	A2/A- A	3.82 2.59
46647PEB8	JPMORGAN CHASE & CO 5.012 01/23/2030	1,500,000.00	03/20/2025 4.69%	1,516,635.00 1,514,336.43	102.45 4.48%	1,536,676.01 14,200.67	0.83% 22,339.57	A1/A AA-	4.31 3.01
95000U3J0	WELLS FARGO & CO 5.198 01/23/2030	1,500,000.00	05/28/2025 4.76%	1,521,675.00 1,519,645.51	102.99 4.52%	1,544,847.41 14,727.67	0.83% 25,201.90	A1/BBB+ A+	4.31 3.00
06051GHQ5	BANK OF AMERICA CORP 3.974 02/07/2030	1,500,000.00	03/24/2025 4.81%	1,456,260.00 1,462,133.22	99.26 4.48%	1,488,932.57 8,941.50	0.80% 26,799.35	A1/A- AA-	4.36 3.09

# HOLDINGS REPORT



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
756109BR4	REALTY INCOME CORP 4.85 03/15/2030	2,000,000.00	03/21/2025 4.78%	2,006,020.00 2,005,365.95	102.55 4.22%	2,050,971.16 4,311.11	1.11% 45,605.21	A3/A- NA	4.45 3.84
38141GA87	GOLDMAN SACHS GROUP INC 5.727 04/25/2030	1,500,000.00	07/23/2025 4.59%	1,558,170.00 1,555,242.41	104.62 4.53%	1,569,363.30 37,225.50	0.85% 14,120.89	A2/BBB+ A	4.57 3.14
57629TBX4	MASSMUTUAL GLOBAL FUNDING II 4.55 05/07/2030	1,500,000.00	09/15/2025 4.18%	1,522,875.00 1,522,672.45	100.97 4.31%	1,514,601.17 27,300.00	0.82% (8,071.28)	Aa3/AA+ AA+	4.60 4.04
69371RT71	PACCAR FINANCIAL CORP 4.55 05/08/2030	2,020,000.00	05/05/2025 4.59%	2,016,869.00 2,017,119.34	101.80 4.12%	2,056,281.22 36,508.69	1.11% 39,161.88	A1/A+ NA	4.60 4.05
747525BU6	QUALCOMM INC 4.5 05/20/2030	1,250,000.00	07/08/2025 4.41%	1,254,612.50 1,254,390.59	101.53 4.13%	1,269,119.03 20,312.50	0.68% 14,728.43	A2/A NA	4.64 4.02
74153WCW7	PRICOA GLOBAL FUNDING I 4.7 05/28/2030	1,500,000.00	05/22/2025 4.78%	1,494,855.00 1,495,210.02	101.66 4.30%	1,524,884.73 24,087.50	0.82% 29,674.71	Aa3/AA- AA-	4.66 4.09
74464AAC5	PUBLIC STORAGE OPERATING CO 4.375 07/01/2030	1,000,000.00	07/23/2025 4.50%	994,710.00 994,912.45	100.46 4.27%	1,004,605.86 11,059.03	0.54% 9,693.41	A2/A NA	4.75 4.14
40139LBN2	GUARDIAN LIFE GLOBAL FUNDING 4.327 10/06/2030	1,500,000.00	09/30/2025 4.33%	1,500,000.00 1,500,000.00	100.00 4.33%	1,500,000.00 0.00	0.81% 0.00	NA/NA NA	5.02 4.45
<b>Total Corporate</b>		<b>42,697,000.00</b>	<b>3.29%</b>	<b>42,758,540.53</b>	<b>99.89</b>	<b>42,622,949.63</b>	<b>22.98%</b>		<b>2.93</b>
				<b>42,789,223.14</b>	<b>4.10%</b>	<b>306,035.85</b>	<b>(166,273.51)</b>		<b>2.45</b>

## MONEY MARKET FUND

31846V203	FIRST AMER:GVT OBLG Y	1,612,175.92	-- 3.73%	1,612,175.92 1,612,175.92	1.00 3.73%	1,612,175.92 0.00	0.87% (0.00)	Aaa/ AAA AAA	0.00 0.00
<b>Total Money Market Fund</b>		<b>1,612,175.92</b>	<b>3.73%</b>	<b>1,612,175.92</b>	<b>1.00</b>	<b>1,612,175.92</b>	<b>0.87%</b>		<b>0.00</b>

## MUNICIPAL BONDS

419792ZL3	HAWAII ST 0.852 10/01/2025	5,000,000.00	10/20/2021 0.98%	4,976,200.00 5,000,000.00	100.00 0.85%	5,000,000.00 21,300.00	2.70% 0.00	Aa2/AA+ AA	0.00 0.00
684133LE9	ORANGE CALIF UNI SCH DIST ORANGE CNTY 2.35 05/01/2026	2,000,000.00	12/19/2019 2.24%	2,012,960.00 2,001,183.26	99.16 3.82%	1,983,180.00 19,583.33	1.07% (18,003.26)	Aa2/AA NA	0.58 0.57
677522T61	OHIO ST 2.15 05/01/2026	5,000,000.00	11/20/2019 2.22%	4,979,050.00 4,998,110.85	99.04 3.84%	4,951,750.00 44,791.67	2.67% (46,360.85)	Aaa/AAA AAA	0.58 0.57

# HOLDINGS REPORT



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
13067WSW3	CALIFORNIA ST DEPT WTR RES CENT VY PROJ REV 1.051 12/01/2026	5,000,000.00	05/02/2022 3.18%	4,550,500.00 4,885,405.75	96.95 3.75%	4,847,500.00 17,516.67	2.61% (37,905.75)	Aa1/AAA NA	1.17 1.14
672240WV6	OAKLAND CALIF 1.83 01/15/2027	1,895,000.00	03/18/2020 1.82%	1,896,061.20 1,895,200.65	97.24 4.05%	1,842,603.25 7,321.02	0.99% (52,597.40)	Aa2/AA- NA	1.29 1.25
60412AVW0	MINNESOTA ST 0.86 08/01/2027	5,000,000.00	08/25/2020 0.87%	4,995,600.00 4,998,836.06	95.09 3.65%	4,754,700.00 7,166.67	2.56% (244,136.06)	Aaa/AAA AAA	1.84 1.79
13067WRE4	CALIFORNIA ST DEPT WTR RES CENT VY PROJ REV 1.16 12/01/2027	2,240,000.00	09/30/2024 3.56%	2,080,803.20 2,130,879.84	94.58 3.79%	2,118,592.00 8,661.33	1.14% (12,287.84)	Aa1/AAA NA	2.17 2.10
13063DGC6	CALIFORNIA ST 3.5 04/01/2028	2,000,000.00	05/27/2021 1.42%	2,269,680.00 2,098,565.99	99.58 3.68%	1,991,600.00 35,000.00	1.07% (106,965.99)	Aa2/AA- AA	2.50 2.37
732098PJ1	POMONA CALIF UNI SCH DIST 1.775 08/01/2028	1,860,000.00	09/30/2024 3.61%	1,738,709.40 1,770,203.31	94.21 3.96%	1,752,231.60 5,502.50	0.94% (17,971.71)	Aa3/NA NA	2.84 2.71
13063DMB1	CALIFORNIA ST 3.05 04/01/2029	4,630,000.00	05/22/2024 4.53%	4,333,957.80 4,416,488.75	97.75 3.74%	4,525,593.50 70,607.50	2.44% 109,104.75	Aa2/AA- AA	3.50 3.28
91412HFG3	UNIVERSITY CALIF REV 3.349 07/01/2029	4,500,000.00	08/15/2024 3.75%	4,420,080.00 4,438,464.30	98.58 3.76%	4,436,235.00 37,676.25	2.39% (2,229.30)	Aa2/AA AA	3.75 3.46
<b>Total Municipal Bonds</b>		<b>39,125,000.00</b>	<b>2.54%</b>	<b>38,253,601.60</b>	<b>97.68</b>	<b>38,203,985.35</b>	<b>20.60%</b>		<b>1.78</b>
				<b>38,633,338.75</b>	<b>3.39%</b>	<b>275,126.93</b>	<b>(429,353.40)</b>		<b>1.69</b>

## NEGOTIABLE CD

05580AXU3	BMW Bank of North America 0.5 11/20/2025	250,000.00	11/20/2020 0.50%	250,000.00 250,000.00	99.48 4.28%	248,709.05 458.90	0.13% (1,290.95)	Aa3/A NA	0.14 0.14
856283R57	State Bank of India - Chicago Branch 0.55 11/24/2025	250,000.00	11/23/2020 0.55%	250,000.00 250,000.00	99.46 4.24%	248,641.73 493.49	0.13% (1,358.28)	Baa3/BBB NA	0.15 0.15
108622LL3	Bridgewater Bank 0.45 11/28/2025	250,000.00	11/30/2020 0.45%	250,000.00 250,000.00	99.41 4.20%	248,518.53 3.08	0.13% (1,481.48)	NA/NA NA	0.16 0.16
06251A2Q2	Bank Hapoalim B.M. - New York Branch 0.5 12/15/2025	250,000.00	12/14/2020 0.50%	250,000.00 250,000.00	99.25 4.20%	248,113.60 373.29	0.13% (1,886.40)	Baa1/ BBB+ NA	0.21 0.20
15258RAV9	Central Bank 0.45 01/27/2026	250,000.00	01/27/2021 0.45%	250,000.00 250,000.00	98.85 4.05%	247,115.73 12.33	0.13% (2,884.28)	NA/NA NA	0.33 0.32
58404DJN2	Medallion Bank 0.45 01/29/2026	250,000.00	01/29/2021 0.45%	250,000.00 250,000.00	98.83 4.04%	247,074.70 3.08	0.13% (2,925.30)	NA/NA NA	0.33 0.33

## HOLDINGS REPORT



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
949764PG3	Wells Fargo Bank, National Association 5.05 06/04/2026	250,000.00	06/04/2024 5.05%	250,000.00 250,000.00	100.81 3.84%	252,015.78 933.90	0.14% 2,015.78	Aa2/A+ AA	0.68 0.66
06051XEG3	Bank of America, National Association 5.05 06/08/2026	250,000.00	06/06/2024 5.05%	250,000.00 250,000.00	100.80 3.84%	251,993.75 4,046.92	0.14% 1,993.75	Aa2/A+ AA+	0.69 0.66
33847GJA1	Flagstar Bank, National Association 5.0 06/12/2026	250,000.00	06/13/2024 5.00%	250,000.00 250,000.00	100.78 3.84%	251,943.98 3,767.12	0.14% 1,943.98	Ba1/NA BB+	0.70 0.67
<b>Total Negotiable CD</b>		<b>2,250,000.00</b>	<b>2.02%</b>	<b>2,250,000.00</b>	<b>99.75</b>	<b>2,244,126.83</b>	<b>1.21%</b>		<b>0.38</b>
									<b>0.37</b>
<b>US TREASURY</b>									
9128284V9	UNITED STATES TREASURY 2.875 08/15/2028	4,500,000.00	09/03/2024 3.65%	4,372,382.79 4,406,969.80	97.96 3.63%	4,408,066.40 16,523.44	2.38% 1,096.59	Aa1/AA+ AA+	2.88 2.72
91282CCY5	UNITED STATES TREASURY 1.25 09/30/2028	4,500,000.00	09/04/2024 3.63%	4,098,164.04 4,203,497.05	93.27 3.64%	4,197,304.71 154.53	2.26% (6,192.34)	Aa1/AA+ AA+	3.00 2.90
91282CKP5	UNITED STATES TREASURY 4.625 04/30/2029	5,000,000.00	05/07/2024 4.45%	5,038,281.25 5,027,551.54	103.19 3.67%	5,159,570.30 96,773.10	2.78% 132,018.76	Aa1/AA+ AA+	3.58 3.23
91282CES6	UNITED STATES TREASURY 2.75 05/31/2029	4,000,000.00	06/18/2024 4.27%	3,731,250.00 3,800,782.55	96.86 3.67%	3,874,218.76 36,967.21	2.09% 73,436.21	Aa1/AA+ AA+	3.67 3.41
91282CFJ5	UNITED STATES TREASURY 3.125 08/31/2029	5,000,000.00	09/10/2024 3.47%	4,921,093.75 4,937,762.86	97.95 3.69%	4,897,656.25 13,380.52	2.64% (40,106.61)	Aa1/AA+ AA+	3.92 3.64
91282CLN9	UNITED STATES TREASURY 3.5 09/30/2029	3,000,000.00	10/24/2024 3.98%	2,936,484.39 2,948,453.15	99.29 3.69%	2,978,789.07 288.46	1.61% 30,335.92	Aa1/AA+ AA+	4.00 3.70
91282CLR0	UNITED STATES TREASURY 4.125 10/31/2029	3,500,000.00	11/08/2024 4.14%	3,496,992.21 3,497,529.14	101.59 3.70%	3,555,644.54 60,417.80	1.92% 58,115.40	Aa1/AA+ AA+	4.08 3.67
91282CGB1	UNITED STATES TREASURY 3.875 12/31/2029	4,975,000.00	12/19/2024 4.19%	4,905,427.71 4,916,157.39	100.64 3.71%	5,006,871.09 48,719.17	2.70% 90,713.71	Aa1/AA+ AA+	4.25 3.85
91282CMG3	UNITED STATES TREASURY 4.25 01/31/2030	1,000,000.00	03/31/2025 3.96%	1,012,460.94 1,011,163.37	102.12 3.72%	1,021,171.88 7,160.33	0.55% 10,008.51	Aa1/AA+ AA+	4.34 3.91
91282CMZ1	UNITED STATES TREASURY 3.875 04/30/2030	7,000,000.00	-- 3.84%	7,009,726.57 7,008,896.58	100.63 3.72%	7,044,296.84 113,512.23	3.80% 35,400.26	Aa1/AA+ AA+	4.58 4.10
91282CHR5	UNITED STATES TREASURY 4.0 07/31/2030	4,000,000.00	09/24/2025 3.71%	4,051,718.75 4,051,543.43	101.13 3.74%	4,045,156.24 26,956.52	2.18% (6,387.19)	Aa1/AA+ AA+	4.83 4.33
91282CLJ8	UNITED STATES TREASURY 3.75 08/31/2031	3,000,000.00	01/07/2025 4.44%	2,882,695.32 2,895,471.08	99.55 3.84%	2,986,406.25 9,633.98	1.61% 90,935.17	Aa1/AA+ AA+	5.92 5.24
91282CLU3	UNITED STATES TREASURY 4.125 10/31/2031	5,000,000.00	01/02/2025 4.40%	4,919,335.95 4,928,050.26	101.46 3.85%	5,073,046.90 86,311.14	2.74% 144,996.64	Aa1/AA+ AA+	6.08 5.25

# HOLDINGS REPORT



Dublin San Ramon Services District Managed Account | Account #11405 | As of September 30, 2025

Cusip	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
<b>Total US Treasury</b>		<b>54,475,000.00</b>	<b>4.00%</b>	<b>53,376,013.67</b>	<b>99.65</b>	<b>54,248,199.23</b>	<b>29.25%</b>		<b>4.23</b>
<b>Total Portfolio</b>		<b>187,354,934.67</b>	<b>2.48%</b>	<b>185,892,845.04</b>	<b>99.03</b>	<b>185,469,039.21</b>	<b>100.00%</b>		<b>2.93</b>
<b>Total Market Value + Accrued</b>				<b>185,932,030.54</b>	<b>3.79%</b>	<b>1,395,717.32</b>	<b>(462,991.33)</b>		<b>2.61</b>
						<b>186,864,756.53</b>			

**GAAP Trading Activity**

07/01/2025 - 09/30/2025

**DSRSD Managed Account (484422)**

Dated: 10/13/2025

\* Does not Lock Down.

Account	Identifier	Description	Current Units	Currency	Transaction Type	Trade Date	Settle Date	Final Maturity	Price	Principal	Accrued Interest	Amount
DSRSD Managed Account	02079KAH0	ALPHABET INC	-3,000,000.00	USD	Sell	07/23/2025	07/24/2025	08/15/2025	99.760	-2,992,800.00	-5,962.50	2,998,762.50
DSRSD Managed Account	3130AKN69	FEDERAL HOME LOAN BANKS	-5,000,000.00	USD	Sell	09/24/2025	09/25/2025	01/28/2026	98.819	-4,940,950.00	-3,958.33	4,944,908.33
DSRSD Managed Account	3134GWWT9	FEDERAL HOME LOAN MORTGAGE CORP	-3,000,000.00	USD	Sell	09/15/2025	09/16/2025	09/30/2025	99.857	-2,995,710.00	-7,608.33	3,003,318.33
DSRSD Managed Account	31846V203	FIRST AMER:GVT OBLG Y	4,640,046.51	USD	Buy	—	—	09/30/2025	1.000	4,640,046.51	0.00	-4,640,046.51
DSRSD Managed Account	31846V203	FIRST AMER:GVT OBLG Y	-3,153,999.36	USD	Sell	—	—	09/30/2025	1.000	-3,153,999.36	0.00	3,153,999.36
DSRSD Managed Account	34532BAG6	FORDO 2025-B A3	890,000.00	USD	Buy	09/23/2025	09/26/2025	04/15/2030	99.989	889,903.97	0.00	-889,903.97
DSRSD Managed Account	38141GA87	GOLDMAN SACHS GROUP INC	1,500,000.00	USD	Buy	07/23/2025	07/24/2025	04/25/2030	103.878	1,558,170.00	21,237.62	-1,579,407.62
DSRSD Managed Account	40139LBN2	GUARDIAN LIFE GLOBAL FUNDING	1,500,000.00	USD	Buy	09/30/2025	10/06/2025	10/06/2030	100.000	1,500,000.00	0.00	-1,500,000.00
DSRSD Managed Account	57629TBX4	MASSMUTUAL GLOBAL FUNDING II	1,500,000.00	USD	Buy	09/15/2025	09/16/2025	05/07/2030	101.525	1,522,875.00	24,456.25	-1,547,331.25
DSRSD Managed Account	63743HFZ0	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP	1,160,000.00	USD	Buy	08/19/2025	08/25/2025	08/25/2028	99.888	1,158,700.80	0.00	-1,158,700.80
DSRSD Managed Account	74464AAC5	PUBLIC STORAGE OPERATING CO	1,000,000.00	USD	Buy	07/23/2025	07/24/2025	07/01/2030	99.471	994,710.00	2,916.67	-997,626.67
DSRSD Managed Account	747525BU6	QUALCOMM INC	1,250,000.00	USD	Buy	07/08/2025	07/09/2025	05/20/2030	100.369	1,254,612.50	7,500.00	-1,262,112.50
DSRSD Managed Account	89240NAD4	TLOT 25B A3	1,215,000.00	USD	Buy	09/09/2025	09/17/2025	11/20/2028	99.982	1,214,782.52	0.00	-1,214,782.52
DSRSD Managed Account	912797PF8	UNITED STATES TREASURY	-1,250,000.00	USD	Sell	07/08/2025	07/09/2025	07/24/2025	99.826	-1,247,821.62	0.00	1,247,821.62
DSRSD Managed Account	912797PF8	UNITED STATES TREASURY	-1,000,000.00	USD	Maturity	07/24/2025	07/24/2025	07/24/2025	100.000	-1,000,000.00	0.00	1,000,000.00
DSRSD Managed Account	91282CHR5	UNITED STATES TREASURY	4,000,000.00	USD	Buy	09/24/2025	09/25/2025	07/31/2030	101.293	4,051,718.75	24,347.83	-4,076,066.58
DSRSD Managed Account	---	---	2,251,047.15	USD	---	—	—	07/26/2027	—	2,454,239.07	62,929.21	-2,517,168.28

\* Weighted by: Absolute Value of Principal. \* MMF transactions are collapsed.

\* The Transaction Detail/Trading Activity reports provide our most up-to-date transactional details. As such, these reports are subject to change even after the other reports on the website have been locked down. While these reports can be useful tools in understanding recent activity, due to their dynamic nature we do not recommend using them for booking journal entries or reconciliation.



**TITLE:** Approve Tentative Agreement with International Federation of Professional and Technical Engineers, Local 21 for Successor Memorandum of Understanding (MOU) for December 22, 2025, through December 16, 2029

**RECOMMENDATION:**

The General Manager recommends the Board of Directors approve, by Resolution, a successor Memorandum of Understanding (MOU) between the District and the International Federation of Professional and Technical Engineers, Local 21 (Local 21) for the period of December 22, 2025, through December 16, 2029.

**DISCUSSION:**

The existing MOU between the District and Local 21 expires on December 21, 2025. Negotiations commenced with Local 21 on September 11, 2025, with the District and Local 21 representatives meeting and conferring on a regular basis to reach agreement. Those discussions were successfully concluded in concept by October 9, 2025, and Local 21 members ratified the MOU by vote on October 24, 2025. The proposed MOU has been available for public viewing including publication on the District's website since Friday, October 31, 2025.

Key provisions of the MOU are as follows:

- Future Salary Increases: COLA (cost-of-living adjustment) for calendar year (CY) 2026 at 2.5%, CY 2027 and CY 2028 at 3%, and CY 2029 at 3.5%.
- One-Time Payments: One-time, non-pensionable cash payments in the amount of \$1,500 on the paycheck including January 1, 2026, and \$1,500 on the paycheck including July 1, 2026.
- Continue Deferred Compensation Incentive: \$2,500 dollar-for-dollar matching contribution to employee's 457 plan, for CYs 2026, 2027, 2028, and 2029.
- Health Care: District and employee cost share in all four years of the MOU, with the District's medical insurance contribution for CY 2026 set at approximately 97.5% of the California Public Employees' Retirement System's (CalPERS) 2026 Kaiser rate for employee, employee plus one dependent, or employee plus two or more dependents, and future increases to the District's maximum contribution by 6% over the previous year's maximum contribution amount.
- Post-Retirement Health Benefits: Added a third tier of eligibility with a new structure for post-retirement health benefits for employees hired on or after January 1, 2026, to be equal to the CalPERS Minimum Employer Contribution amount, plus a supplemental contribution at 15 years of District service for the retiree only level, and an additional supplemental contribution at 20 years of District service for the retiree plus one dependent level, capped at 90% of the lowest cost CalPERS Region 1 Kaiser plan applicable to the retiree.
- Side Letter Agreement (attached at the end of MOU): Memorialization of the post-retirement health benefits for current retirees hired or retired prior to March 1, 2004.
- Salary Increase Upon Promotion or Reclassification: Updated section to allow General Manager discretion in promotional salary placement within the salary range, and clarification on salary placement due to reclassification.
- Comparable Agencies: Added Zone 7 Water Agency to the list of comparable agencies for compensation surveys.
- Out-of-Class Pay: Reduced number of days to receive out-of-class pay from five (5) days to three (3) days.
- Term of Contract: Four (4) years.

The final step in implementing the MOU is approval by the Board of Directors. If approved by the Board, the successor MOU would take effect on December 22, 2025.

Originating Department: Administrative Services	Contact: S. Koehler/M. Gallardo	Legal Review: Yes
Financial Review: Yes	Cost and Funding Source: Operating Budget FY26 – FY27	
Attachments: <input type="checkbox"/> None <input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Task Order <input type="checkbox"/> Proclamation <input checked="" type="checkbox"/> Other (see list on right)	Attachment 1 – Local 21 Ratification Memo to District, dated 10/27/2025	

**From:** [Stanley Young](#)  
**To:** [Samantha Koehler](#); [Cepideh.Roufougar@jacksonlewis.com](#); [Michelle Gallardo](#); [Michelle McQuiston](#)  
**Cc:** [Ryan Pendergraft](#); [Heidi Birdsell](#); [Corinne Ferreyra](#)  
**Subject:** IFPTE Local 21 ratification notice  
**Date:** Monday, October 27, 2025 11:33:35 AM

---

[EXTERNAL – check for red flags]

Good morning,

We are happy to announce and notify you that our membership approved our tentative agreement last week and we have officially completed our ratification process.

Kind regards,

Sent from my iPhone so please forgive the typos and the like

Stanley Young  
Representative/Organizer  
IFPTE Local 21, South Bay Office  
[4 North Second St. #595](#)  
[San Jose, CA 95113](#)  
Phone [408.291.2200](#)  
Fax [408.291.2203](#)  
[syoung@ifpte21.org](mailto:syoung@ifpte21.org)  
[Website https://ifpte21.org/](https://ifpte21.org/)

RESOLUTION NO. \_\_\_\_\_

RESOLUTION OF THE BOARD OF DIRECTORS OF DUBLIN SAN RAMON SERVICES DISTRICT APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN DUBLIN SAN RAMON SERVICES DISTRICT AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS (IFPTE), LOCAL 21

---

WHEREAS, the current Memorandum of Understanding (“MOU”) between the Dublin San Ramon Services District (“District”) and the International Federation of Professional and Technical Engineers (IFPTE), Local 21 (“Local 21”) expires on December 21, 2025; and

WHEREAS, the District and Local 21 have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment; and

WHEREAS, the District and Local 21 have reached an agreement on all matters relating to the employment conditions and employer-employee relations as set forth in the MOU.

NOW, THEREFORE, BE IT RESOLVED THAT THE BOARD OF DIRECTORS OF DUBLIN SAN RAMON SERVICES DISTRICT, a public agency located in the Counties of Alameda and Contra Costa, California, does hereby:

1. Approve the MOU between District and the International Federation of Professional and Technical Engineers, Local 21 for the period of December 22, 2025, through December 16, 2029, attached hereto as Exhibit “A” and incorporated by reference herein; and
2. Authorize and direct the General Manager to sign the MOU.

ADOPTED by the Board of Directors of Dublin San Ramon Services District, a public agency located in the Counties of Alameda and Contra Costa, California, at its regular meeting held on the 4th day of November, 2025, and passed by the following vote:

AYES:

NOES:

ABSENT:

---

Arun Goel, President

ATTEST: \_\_\_\_\_  
Nicole Genzale, District Secretary

**Memorandum of Understanding**

**Between**

**International Federation of Professional  
and Technical Engineers (IFPTE) Local 21**

**And**

**Dublin San Ramon Services District**

**December 22, 2025 – December 16, 2029**

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**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**the INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21**  
**And**  
**DUBLIN SAN RAMON SERVICES DISTRICT**

This Memorandum of Understanding (“MOU”) between the Dublin San Ramon Services District (“District”) and the International Federation of Professional and Technical Engineers, Local 21 (“Local 21” or “Union”), collectively the “Parties,” is entered into pursuant to the provisions of Section 3500 et seq. of the Government Code of the State of California.

The Employee Relations Officer (the General Manager of the District under the current Employer-Employee Relations Resolution) is the representative of the District in employer-employee relations’ matters.

Local 21 is a formally recognized employee group including those employees whose positions are designated as professional by the District.

The Parties have met and conferred in good faith regarding wages, hours and other terms and conditions of employment for the employees in said representation unit and have freely exchanged information, opinions and proposals and have endeavored to reach an agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

This MOU for salary and employee benefit adjustments for the period commencing December 22, 2025 (“Effective Date”) and ending December 16, 2029 (“Term”) was approved by Local 21 on TBD and by the District Board of Directors on TBD.

The wages, hours and conditions of employment for Local 21 shall be as follows:

**Section 1. Recognition**

**1.1 Union Recognition**

The International Federation of Professional and Technical Employees, Local 21, hereinafter referred to as the “Union,” is the recognized employee organization for the classifications listed in Appendix A.

**1.2 District Recognition**

The General Manager, or any person or organization duly authorized by the General Manager, is the representative of Dublin San Ramon Services District, hereinafter referred to as the “District,” in employer-employee relations, as provided in Resolution 9-23 adopted by the Board of Directors on September 19, 2023.

### **1.3 General Manager**

Whenever the General Manager is mentioned in this MOU they may unilaterally delegate, in writing, the duty or power granted to them to another person.

## **Section 2. Union Security**

### **2.1 Voluntary Dues Deduction**

Payroll deductions for voluntary dues shall be granted by the General Manager only to the Union, provided that the District is capable of making such deductions in its payroll system. The following procedures shall be observed in the withholding of employee earnings:

- (a) Payroll deductions shall be for the specific amount and uniform as between employee members of the Union and shall not include fines and/or assessments. Dues deduction shall be made only upon the employee's written authorization on a payroll deduction form provided to the Union. The Union will certify that it has and will maintain such payroll deduction forms.
- (b) The voluntary payroll deduction authorization shall remain in effect until employment with the District is terminated or until canceled or modified by the employee by written notice to the Union. The Union will notify the District at the beginning of each month of any changes to the payroll deduction. Changes will be effective the following month.
- (c) Amounts deducted and withheld by the District shall be transmitted to the officer designated in writing by the Union as the person authorized to receive such funds at the address specified.
- (d) The employee's earnings must be sufficient; after all other required deductions are made, to cover the amount of the deductions herein authorized. In this connection, all other required deductions have priority over the Union dues deduction. When an employee is in a non-pay status for an entire pay period, no withholdings will be made to cover that pay period from future earnings nor will the employee deposit the amount with the District which would have been withheld if the employee had been in pay status during that period. In the case of an employee who is in a non-pay status during a part of the pay period and the salary is not sufficient to cover the full withholding, no deduction shall be made.
- (e) The Union shall indemnify, defend and hold the District harmless against any claim made and against any suit initiated against the District on account of check off of Union dues or premiums for benefits. In addition, the Union shall refund to the District any amounts paid to it in error upon presentation of supporting evidence.

## **Section 3. Union Representatives**

District employees who are official representatives of the Union shall be given reasonable time off with pay to attend meetings with management representatives, or to be present at hearings where matters within the scope of representation or grievances are being considered. The use of official time for this purpose shall be reasonable and shall not interfere with the performance of District services as determined by the District. Such employee representatives shall submit a written request for excused absence to their respective department heads, with an information copy to the General Manager, at least two (2) working days prior to the scheduled meeting whenever possible. Except by mutual agreement, the number of employees excused for such purposes shall not exceed three (3).

## **Section 4.        Union Access**

### **4.1     Access to Work Locations**

Reasonable access to employee work locations shall be granted to the business representative for the purpose of processing grievances or contacting members of the Union concerning business within the scope of representation. The business representative shall not enter any work location without the consent of the General Manager. Access shall be restricted so as not to interfere with the normal operations of the department or with established safety or security requirements.

Solicitation of membership and activities concerned with the internal management of the Union, such as collecting dues, holding membership meetings, campaigning for office, conducting elections and distributing literature, shall not be conducted during working hours.

### **4.2     New Employee Orientation**

This shall apply to all new employees hired after the date of this Agreement who are appointed to a classification within the bargaining unit for which the Union is recognized as the exclusively recognized employee organization.

The parties acknowledge that the District provides a new employee orientation meeting (“orientation”) to all new employees hired by the District but does not distinguish among bargaining units in conducting the orientation. The Union will be provided not less than 10 calendar days’ advance notice of the time, date and location of the orientation, including the number of its respective bargaining unit employees in attendance. The notice requirement shall apply to the Human Resources new hire orientations. An exception to the 10 calendar days’ advance notice requirement is if there is an urgent need for meeting in less than 10 calendar days’ that is critical to the District’s operations and is not reasonably foreseeable.

The Union will be given thirty (30) minutes at the end but also part of the new employee orientation meeting to present Union membership information to employees in the Union’s bargaining unit. The meeting will be in a room designated by the District; and will take place during regular working hours and be on-site at the District. No more than two (2) representatives of the Union may present the information to the employees.

The purpose of the meeting will be to discuss the rights and obligations created by the governing MOU, the role of representation, and to answer any questions. Management representatives shall excuse themselves and not be present during the Union portion of the orientation. The Union agrees in its portion of the orientation not to engage in speech that could cause substantial disruption or material interference with District activities.

An employee’s attendance at the new employee orientation including the portion of the orientation conducted by the Union is mandatory. An employee who is unable to attend the new employee orientation in person may request to attend and be approved to participate in another new employee orientation offered by the District that is close in time to the original orientation. Attendance includes the Union portion of the orientation.

Union representatives who are District employees and are conducting the orientation may attend and travel to and from the orientation on their own time, on unpaid leave, or through the use ELB leave or CTO or flex time, provided the Union provides Human Resources with the employee's name at least five (5) calendar days prior to the orientation, or, if less than five (5) days, with as much advance notice as is reasonably practical. Union representatives who are District employees shall be released for this purpose unless unusual operational needs interfere with the release, in which case the employee and the Union will be provided with a written explanation of why the employee could not be released.

#### **4.3 Information Provided**

The District will provide the Union with a digital file via email to the email address designated by the Union containing the following information to the extent the District has the information on file:

- Name
- Job Title
- Department
- Work Location
- Work, home, and personal cellular telephone numbers
- Personal email addresses on file with the District (new hires only)
- Home Address

The Union acknowledges and understands that the District is working diligently and in good faith to update its contact information database functionality to incorporate all the fields of contact information listed above. As a result, the District may not initially be able to provide all of the information in the fields listed above in the initial digital files provided pursuant to this Agreement but intends to do so in subsequent digital files provided to the Union and will notify the Union on the status of this database update.

Such information will be provided as follows:

- For new hires, at the end of each month.
- Regularly, for all bargaining unit employees on or before the last day of the month of February and on or before the last day of the month of August of each calendar year.

Notwithstanding the foregoing, limited to the express purpose of the requirements of Government Code Section 3558 only, an employee may opt out via written request to the District (copy to the Union) and direct the District to withhold disclosure of the employee's:

- Home address
- Home telephone number
- Personal cellular telephone number
- Personal email address

## **Section 5. Use of District Facilities**

District employees or the Union or their representatives may, with the prior approval of the General Manager, be granted the use of District facilities during non-work hours for meetings of District employees provided space is available. All such requests shall be in writing at least 24 hours in advance, and shall state the purpose or purposes of the meeting.

The use of District equipment other than items normally used in the conduct of business meetings, such as desks, chairs and whiteboards, is strictly prohibited, the presence of such equipment in approved District facilities notwithstanding.

The District e-mail system shall not be used for Union business or activities other than to distribute job descriptions or the time, location, agenda and minutes for planned meetings.

## **Section 6. Bulletin Boards**

The Union may use portions of District bulletin boards under the following conditions:

- (a) All materials must be dated and must identify the Union that published them.
- (b) Unless special arrangements are made, materials posted will be removed thirty-one (31) days after the publication date.
- (c) The District reserves the right to determine where bulletin boards shall be placed and what portion of them are to be allocated to Union's materials.
- (d) If the Union does not abide by these rules, it will forfeit its right to have materials posted on District bulletin boards.

## **Section 7. Advance Notice**

Except in cases of emergency, reasonable advance written notice shall be given the Union of any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the Board of Directors and the Union shall be given the opportunity to meet with the General Manager or representative prior to adoption. In cases of emergency when the Board of Directors determines that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with the Union, the District shall provide such notice and opportunity to meet at the earliest practical time following the adoption of such ordinance, rule, resolution or regulation.

## **Section 8. District Rights**

The rights of the District include, but are not limited to, the exclusive right to determine its mission and the mission of its constituent departments, commissions and boards; how to deliver on its mission and services to the community; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government

operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and to exercise complete control and discretion over its organization and the technology of performing its work.

## **Section 9. No Discrimination**

There shall be no discrimination based on race, creed, color, national origin, marital status, sex, religion, age, mental or physical disability, veteran status, medical condition, sexual orientation, pregnancy, legitimate Union activities or any other trait protected by law against any employee or applicant for employment by the Union or by the District or by anyone employed by the District unless such factor shall be a bona fide occupational qualification for a position, or such action is required to comply with Federal or State law.

## **Section 10. Professional Employee Designation**

### **10.1 General**

Professional Employees are unique from other bargaining group employees in that the individual members must exercise individual initiative to refresh their professional skills on an annual basis to remain current with new developments in their field of expertise. The District recognizes that the professional skills of the individual Professional Employees as well as their professional attitudes toward accomplishing their duties contribute to the overall competence and abilities of the District.

Each Professional Employee is expected to undertake a minimum of forty (40) hours per year keeping his or her professional skills current. This can be accomplished through seminars, classes and/or active participation in State and National professional organizations. The District will support these activities in accordance with the Dublin San Ramon Services District Personnel Rules, as amended from time to time.

## **Section 11. Salaries and Cash Benefits**

### **11.1 Salaries**

Effective on the later of either: (1) the first day of the first pay period of the calendar year 2026; or (2) the first day of the first pay period following ratification and Board approval of this MOU, the salary schedule for all classifications in Local 21 will be increased by 2.5%. Employees who are employed through the end of the first full pay period where this salary increase will take effect will receive a one-time cash payment of \$1,500. Employees who are employed through the end of the first full pay period that includes July 1, 2026 will receive a one-time cash payment of \$1,500.

Effective on the first day of the first pay period of calendar year 2027, the salary schedule for all classifications in Local 21 will be increased by 3.0%.

Effective on the first day of the first pay period of calendar year 2028, the salary schedule for all classifications in Local 21 will be increased by 3.0%.

Effective on the first day of the first pay period of calendar year 2028, the salary schedule for all classifications in Local 21 will be increased by 3.5%.

Y-rated employees will receive the higher of either 0% cost of living salary adjustment of the employee's y-rated salary, or the market salary rate for the employee's classification with the applicable cost of living increase applied.

Salaries for each classification shall be in five (5) steps of A through E, with Step E being the highest salary. Movement from one step to the next (and the amount of the increase) is based upon merit as explained in Section 11.3.

Local 21 positions and Step E base rates of pay are listed in Exhibit A.

## **11.2 Entrance Salary**

Except as herein otherwise provided, the entrance salary for a new Local 21 employee entering District service shall be the minimum salary for the classification to which that person is appointed. When circumstances warrant, the Senior Manager may recommend, and the General Manager may approve, an entrance salary that is more than the minimum salary. The Board's decision shall be final.

## **11.3 Step Increases**

### **(a) No Step Increase Automatic**

No step increase in salary shall be automatic merely upon completion of a specified period of service. All increases shall be based on merit as established by record of the employee's performance and shall require approval of the Senior Manager in whose department or group the employee is assigned.

### **(b) Timing of Increases – Full-Time Employees**

Subject to the provisions of this Section, a full-time employee shall receive said increases in salary, on the employee's anniversary date, according to the following plan:

Step B upon completion of twelve (12) months' service in Step A and Senior Manager's approval.  
Step C upon completion of twelve (12) months' service in Step B and Senior Manager's approval.  
Step D upon completion of twelve (12) months' service in Step C and Senior Manager's approval.  
Step E upon completion of twelve (12) months' service in Step D and Senior Manager's approval.

Employees in a y-rated classification will be eligible to receive a merit increase in accordance with the requirements of this Section 11.3. For example, if an employee is y-rated at Step B of their classification's y-rated salary range, and the employee meets the performance requirements for a merit increase as described in Section 11.3, the employee will be moved to Step C of the y-rated salary range.

### **(c) Timing of Increases – Part-Time Employees**

Subject to the provisions of this Section, a part-time employee shall receive said increases in salary, after working 2080 hours (equivalent to a full time employee).

#### **11.4 Salary Increase Upon Promotion or Reclassification**

When an employee in Local 21 is promoted from one classification to another classification with a higher maximum salary, the employee's salary shall be placed on a step within the salary range for the higher classification that is at least five percent (5%) greater than the employee's present salary. If the salary for the higher classification does not have a step that is at least five percent (5%) more than the employee's present salary the employee shall be paid at Step E of the class having a higher salary range.

In cases of promotion, the General Manager, in the General Manager's sole discretion may approve the placement of the employee's salary on a step that is more than five percent (5%) greater than the employee's present rate, except that in no event will an employee's salary exceed the top step for the range.

When an employee's position is reclassified, the employee's salary shall be determined as follows:

- (1) If the position is reclassified to a class with a higher salary range than the previous class, the employee's salary shall be determined in the same manner as if the employee had been promoted.
- (2) If the salary of the employee is the same or less than the maximum of the salary range for the new class, the employee will be placed at the step on the salary schedule that is at least equal to the employee's current salary, except that in no event will the employee be placed at a step that is more than five percent (5%) of the employee's current salary.
- (3) If the salary of the employee is greater than the maximum of the range of the new class, the salary of the employee shall be designated as a "Y-rate" and shall not change during continuous District service until the maximum salary range to which the class is assigned exceeds the "Y-rate" salary of the employee.

#### **11.5 Deferred Compensation Incentive**

During the term of this MOU the District will maintain an IRS 457 Plan for interested employees. Employees may also elect to contribute to a Roth 457 option within the 457 Plan.

Beginning on the first pay date of the first full pay period of calendar years 2026, 2027, 2028 and 2029 the District will contribute on behalf of each employee an amount equal to 100% of the first \$2,500 the employee voluntarily contributes to the 457 plan.

This incentive shall be administered in accordance with state and federal regulations, which may impose limits on such benefits for New Members within the CalPERS Retirement System.

#### **11.6 Total Compensation Surveys**

All total compensation surveys shall be conducted by the District in accordance with Compensation Survey Procedures in Section 11.7. During the term of this MOU, the District may have the need to conduct compensation surveys as a results of job description revisions, new positions, recruiting conditions, or as a result of mutual agreement between Local 21 and District.

## **11.7 Compensation Survey Procedures**

The basis of compensation will be the sixtieth (60<sup>th</sup>) percentile of total compensation of the comparable positions at the survey agencies. Surveys will be done for benchmark positions in each classification and other levels in the classification will be indexed from the benchmark positions. Total compensation at other agencies is defined as base salary plus employer-paid member contributions to retirement and employer contributions for employee defined contribution plans (such as 401k, 457, 401a), minus employee-paid contributions toward employer-share of defined benefit retirement plan (i.e. CalPERS retirement). Total compensation at the District is defined as base salary plus two-thousand five hundred dollars (\$2,500) annual contribution to employee 457 plan.

**EXAMPLE:**

	<b>Base Salary (Monthly)</b>	<b>ER Paid EE PERS (EPMC)</b>	<b>ER Paid Deferred Comp (457)</b>	<b>ER Paid Other Retirement</b>	<b>EE Paid ER Contributions to DB Plan</b>	<b>Total Comp (Monthly)</b>
Comparator Agency	\$ 8,000.00	\$ 192.50	\$ 83.33	\$ 100.00	\$ -	\$ 8,375.83
DSRSD	\$ 8,100.00	\$ -	\$ 208.33	\$ -	\$ -	\$ 8,308.33

The following list of agencies will be used to establish the benchmark level of salaries:

EBMUD	Livermore
ACWD	Pleasanton
CCCSD	Delta Diablo
CCWD	Brentwood
USD	Zone 7 Water Agency

## **Section 12. Hours of Work**

For non-exempt employees, the regular workweek shall consist of forty (40) hours and the regular workday shall consist of eight (8) hours. Each exempt employee shall have an assigned work schedule that is approved by the General Manager or designee and that consists of eighty (80) hours in a two-week pay period. Such schedule shall be worked on a regular basis. Local 21 employees may request an alternative work schedule such as a 9/80 schedule, a 4/9 + 4 work schedule or a 4/10 work schedule and, at the sole discretion of the General Manager, such schedule may or may not be granted. Local 21 employees may participate in the District's telework program in accordance with the requirements as outlined in the District's Telework Program Personnel Rule. Any denial, termination, or modification to teleworking under this Telework Program Personnel Rule is not subject to the grievance process under Section 24 of this MOU.

## **Section 13. Overtime and Coverage Compensation**

### **13.1 Overtime Pay and Compensatory Time**

#### **(a) Non-Exempt Employees**

Those positions that are Non-Exempt as of the Effective Date of this MOU are listed in Exhibit A,

which is hereby incorporated and made a part of this MOU. All overtime worked by employees designated as Non-Exempt in accordance with the Fair Labor Standards Act must be approved in advance by the General Manager, or designated representative.

Any authorized time a non-exempt employee works in excess of 40 hours a workweek shall be compensated at or granted compensatory time at, the rate of one and one-half (1 ½) times the employee's regular straight-time rate of pay. Paid holiday and employee leave bank hours constitute "hours worked" for purposes of determining if an employee has worked hours in excess of the regular work week." A Non-Exempt employee will be allowed to annually accrue up to a maximum of forty (40) hours of compensatory time. The maximum amount of hours a non-exempt employee may keep in their compensation time bank shall be capped at 40 hours. Overtime usage shall be subject to the District Personnel Rules, as amended from time to time.

(b) Exempt Employees

Those positions that are Exempt as of the Effective Date of this MOU are listed in Exhibit A, which is hereby incorporated herein and made a part of this MOU. Positions designated as "Exempt" in accordance with the Fair Labor Standards Act shall not receive overtime pay.

**13.2 Coverage Compensation**

Those Laboratory positions that are Exempt, but that are assigned to provide coverage as a result of vacant Laboratory Technician position(s), or in the case of vacation or sick leave coverage on a weekend (Saturday or Sunday only, or on a District holiday) will receive Coverage Compensation of three hundred dollars (\$300) per week during each week the employee is assigned to Coverage. Only one employee per week will be assigned Coverage.

The Coverage employee will respond to Coverage calls in a time frame that will preserve the integrity of the required laboratory testing being conducted during the Coverage period. Coverage Compensation pay shall be administered in accordance with state and federal regulations, which may impose limits on such benefits for New Members within the CalPERS Retirement System.

**13.3 Out-of-Class Pay**

An employee who is assigned in writing by the General Manager or designated representative, and, who is required to perform all of the duties of a position having a higher salary range, will be paid the first step of the higher range, which is at least five percent (5%) higher than the employee's present salary during the period of the out-of-class assignment. If the position having a higher salary range is not at least 5% more than the employee's present salary at Step E, the employee shall be paid at Step E of the higher salary range.

Acting assignments will be made for three (3) or more consecutive working days of uninterrupted absence, such as vacation or long-term illness or injury. When an employee is expected to perform the full range of duties of a higher classification for three (3) or more consecutive working days, said employee shall be temporarily upgraded to the higher position with retroactive pay to the first day of said assignment.

Out-of-Class pay will be administered in accordance with state and federal regulations, which may impose limits on such benefits for New Members within the CalPERS Retirement System.

#### **13.4 Temporary Promotions**

Compensation provided under this section shall be salary only, as outlined in section 13.3. All benefits will continue at the level of the employee's permanent position.

### **Section 14. Health and Welfare**

#### **14.1 Medical**

##### **(a) Health Care Insurance**

The District shall provide health care (medical) insurance to each Local 21 Employee. The District shall provide a health care insurance program that has at least two choices for coverage for Health Maintenance Organizations (HMO) and two choices for Preferred Provider Organizations Plans (PPO). In the event that this level of coverage does not remain reasonably available during the term of this MOU, the Parties shall meet and confer in good faith to amend this Section 14.1 of the MOU.

##### **(b) Medical Insurance Premiums:**

District shall pay employee medical insurance premiums up to a maximum amount not to exceed the District "Maximum Contribution" for each level (employee only, employee plus one dependent, and employee plus two or more dependents). The District's Maximum Contribution below includes the minimum employer contribution, as established annually by CalPERS.

Payment by District shall be for employee or employee plus eligible dependents, whichever represents the employee's situation. The employee shall pay the balance of the cost incurred in excess of the medical insurance premium maximum contribution. If the medical insurance premium of the plan an employee selects is less than the District maximum contribution, the District shall only pay the amount of the premium cost of the selected plan.

Effective on the later of either: (1) the first day of the first pay period of the calendar year 2026; or (2) the first day of the second month following Board approval of the health contribution, the District's maximum monthly contribution for health insurance premiums will be as follows:

	Employee Only	Employee + 1 Dependent	Employee + 2 or more Dependents
2026 District Maximum Monthly Contribution	\$1,141	\$2,282	\$2,966
2027 District Maximum Monthly Contribution	\$1,209	\$2,419	\$3,144
2028 District Maximum Monthly Contribution	\$1,282	\$2,564	\$3,333
2029 District Maximum Monthly	\$1,359	\$2,718	\$3,533

Contribution		
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Local 21 employees will pay those amounts in excess of the District medical insurance premium Maximum Contribution and the premium of the plan they select.

(c) Retiree Medical

(1) Employees Hired on or After March 1, 2004 and Before January 1, 2026

The District shall provide health care (medical) insurance to each Local 21 employee that retires from the District and meets all eligibility requirements, in accordance with the Vesting Program as described below. All Local 21 employees hired after March 1, 2004 and before January 1, 2026 (or before March 1, 2004 and has elected to be subject to the Vesting Program) shall be enrolled in the Vesting Program. Payment of said insurance shall be subject to a vesting schedule established from time to time by either the District or the health care provider whichever has the authority. Any employee promoted into Local 21 who has previously elected to vest under their prior Local 39, or MEBU MOU, or Unrepresented Resolution, shall be required to vest under the Vesting Program as described below.

The District shall provide post-retirement health benefits in accordance with Government Code Section 22893 ("Vesting Program") described as follows.

- a. Notwithstanding Section 22892, the percentage of employer contribution payable for postretirement health benefits for an employee of a contracting agency subject to this section shall, except as provided in subdivision "b", be based on the member's completed years of credited CalPERS service at retirement as shown in the following table:

Credited Years	Percentage of Employer Contribution
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20 or more	100%

This subdivision shall apply only to employees who retire from District service. The application of this subdivision to those employees shall be subject to the following provisions:

1. The employer's contribution with respect to each annuitant shall be adjusted by the employer each year. Those adjustments shall be based upon

the principle that the employer's contribution for each annuitant shall not be more than the one hundred percent (100%) of the premium applicable to the annuitant, nor less than an amount equal to the 100/90 formula contribution as established by CalPERS.

2. The credited service of any employee for the purposes of determining the percentage of employer contributions applicable under this section shall mean state service as defined in Section 20069, except that not less than five (5) years of that service shall be performed entirely with that employer.
- b. Notwithstanding subdivision "a", the contribution payable by an employer subject to this section shall be equal to one hundred percent (100%) of the amount established pursuant to paragraph "1" of subdivision "a" on behalf of any annuitant who either:
  1. Retired for disability.
  2. Retired for service with 20 or more years of service credit entirely with that employer, regardless of the number of days after separation from employment. The contribution payable by an employer under this paragraph shall be paid only if it is greater than, and made in lieu of, any contribution payable to an annuitant by any other employer under this part.

(2) Employees Hired on or After January 1, 2026

The District shall provide a contribution towards health care (medical) insurance to each Local 21 employee who retires from District service and who meets all eligibility requirements as a District "annuitant" as determined by CalPERS for purposes of participating in District sponsored health insurance programs. The District's monthly contribution towards an annuitant's benefit shall be in an amount equal to the minimum employer contribution, as established annually by CalPERS.

If an employee retires from District service with at least 15 years of total District service, the District will provide the annuitant with a supplemental contribution (reimbursement) for the cost of the premiums for CalPERS health plan in which the employee is enrolled. The amount of any supplemental contribution will be equal to the difference between 90% of the premium for the plan in which the annuitant is enrolled at annuitant-only coverage and the minimum employer contribution. However, in no circumstance will the maximum supplemental contribution provided be greater than 90% of the premium for the least expensive Region 1 Kaiser plan at annuitant only coverage, less the minimum employer contribution established by CalPERS. If the annuitant is Medicare eligible, the amount of any supplemental contribution will be no greater than 90% of the premium for annuitant only coverage for the least expensive Region 1 Kaiser Medicare Advantage plan, less the minimum employer contribution established by CalPERS. Upon death of the employee, the District's obligation to provide a supplemental contribution will cease.

Examples:

Non-Medicare eligible annuitant

<b>2026 CalPERS Plan</b>	<b>Plan Premium</b>	<b>90% of Plan Premium</b>	<b>2026 Minimum Employer Contribution</b>	<b>Supplemental Contribution</b>
Kaiser Basic (Annuitant Only)	\$1,168.86	\$1,051.97	\$162	\$889.97

<b>2026 CalPERS Plan</b>	<b>Plan Premium</b>	<b>90% of Plan Premium</b>	<b>2026 Minimum Employer Contribution</b>	<b>Supplemental Contribution</b>
PERS Gold Basic (Annuitant Only)	\$1,120.58	\$1,008.52	\$162	\$846.52

Medicare eligible annuitant

<b>2026 CalPERS Plan</b>	<b>Plan Premium</b>	<b>90% of Plan Premium</b>	<b>2026 Minimum Employer Contribution</b>	<b>Supplemental Contribution</b>
Kaiser Senior Advantage (Annuitant Only)	\$356.83	\$321.15	\$162	\$159.15

If an employee retires from District service with at least 20 years of total District service, the District will provide the annuitant with a supplemental contribution towards the CalPERS plan in which the employee is enrolled. The maximum supplemental contribution provided will be no greater than 90% of the premium for the least expensive Region 1 Kaiser plan at either annuitant only or annuitant + 1 eligible dependent coverage (depending on the annuitant's level of coverage), less the minimum employer contribution established by CalPERS. If the annuitant is Medicare eligible, the amount of any supplemental contribution will be no greater than 90% of the premium for annuitant +1 eligible dependent coverage (depending on the annuitant's level of coverage) for the least expensive Region 1 Kaiser Medicare Advantage plan, less the minimum employer contribution established by CalPERS. Upon death of the employee or if the employee is not eligible to participate in a plan at annuitant + 1 eligible dependent coverage, any supplemental benefit will be reduced to the one-party rate.

Examples:

Non-Medicare eligible annuitant + 1 eligible dependent

<b>2026 CalPERS Plan</b>	<b>Plan Premium</b>	<b>90% of Plan Premium</b>	<b>2026 Minimum Employer Contribution</b>	<b>Supplemental Contribution</b>
Kaiser Basic (Annuitant +1 Only)	\$2,337.72	\$2,103.95	\$162	\$1941.95

Medicare eligible annuitant + 1 eligible dependent

<b>2026 CalPERS Plan</b>	<b>Plan Premium</b>	<b>90% of Plan Premium</b>	<b>2026 Minimum Employer Contribution</b>	<b>Supplemental Contribution</b>
Kaiser Senior Advantage (Annuitant +1 Only)	\$713.66	\$642.29	\$162	\$480.29

(d) Changes to the Law

In the event Federal or State legislation that provides health care coverage for employees covered by this agreement is enacted into law during the term of this MOU and such legislation has an adverse impact on either party, the Parties shall meet and confer regarding the impact of such legislation on the MOU.

(e) Waiver of Coverage

An employee who chooses to do so, may elect Affordable Care Act (ACA) compliant group health insurance coverage elsewhere and elect in writing to forgo medical insurance coverage through the District and receive a cash payment in the amount of four hundred dollars (\$400) per month (payable bi-monthly via payroll). Said election must be made for the employee as well as his or her dependents.

Eligibility for participation in this program shall be governed by the Guidelines for the Share the Savings Program in the District's Personnel Rules.

**14.2 Dental**

The District shall provide dental care benefits covering the employee, spouse and eligible dependents.

**14.3 Retiree Dental**

The District shall provide retiree dental care benefits for employees (and eligible dependents) who retire from the District and whose first date of employment was before July 1, 2014.

**14.4 Life Insurance**

(a) Amount

District shall provide each employee with Life Insurance. The amount of the life insurance to be provided shall be equal to two (2) times the employee's annual salary, rounded up to the nearest \$1,000, to a maximum of \$400,000. The imputed cost of coverage in excess of \$50,000 will be included in Employee's income, using the IRS Premium Table, and are subject to

applicable Federal and State taxes.

(b) Additional Coverage

In addition to the life insurance provided at District expense, the District will attempt to make arrangements for employees to purchase additional life insurance for themselves or their dependents at employee cost.

**14.5 Short Term and Long Term Disability**

The District shall provide each employee with Short Term and Long Term Disability Insurance. The Short Term Disability Insurance shall provide for 60% of regular weekly salary, to a maximum of \$1,667 weekly benefit, after a 29-day waiting period. Benefits continue for a maximum of one year if totally disabled. Integration of short-term insurance benefits and sick leave is to be automatic; the District may not waive integration. Long Term Disability Insurance shall provide 66 2/3% of regular monthly salary, to a maximum of \$6,000 monthly benefit, after 365 days of short term disability coverage. Both Short Term and Long Term Disability Insurance benefits cease the day the termination of employment occurs.

**14.6 Vision Care**

The District shall provide each employee with vision care benefits covering the employee, spouse and eligible dependents.

**14.7 Retiree Vision**

Vision care will not be provided to employees who retire from the District.

**14.8 IRS 125**

The District shall continue the IRS 125 plan for employee funded expense reimbursement, including employee paid health care premiums, and allow employee contributions up to the maximum extent permitted by law.

**14.9 Changes to Providers of Employee Benefit Plans**

The District intends to periodically evaluate the Health and Welfare plans currently available to employees to determine if similar or better coverage may be available at lower cost to the District. The District may substitute new insurance carriers or arrange for self-insurance provided that the overall coverage is the same as specified in this MOU.

**Section 15. Retirement Plan**

**15.1 Terms of Program**

District employees receive retirement benefits through CalPERS. Upon submission of enrollment information, CalPERS shall determine whether a new employee is a "classic member" or "new member" in accordance with the Public Employees' Pension Reform Act (PEPRA).

“Classic members” are eligible to participate in the 2.7% @ 55 retirement benefit plan. Classic members contribute eight percent (8%) of the employee CalPERS contribution.

“New members” are eligible to participate in the 2.0% @ 62 retirement benefit plan and are required to pay CalPERS an employee contribution that is at least fifty percent (50%) of the total normal cost of the retirement benefit plan based on pensionable compensation in accordance with PEPRA.

## **Section 16. Holidays**

### **16.1 General**

Employees shall be entitled to take all authorized holidays at full pay, not to exceed eight (8) hours for any one (1) day, provided they are in a full pay status on both of their regularly scheduled workdays immediately preceding and following the holiday.

### **16.2 Holiday Schedule**

Holidays for Local 21 Employee classifications shall be in accordance with the following schedule:

<b>Holiday</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>
New Year's Day		Jan-1	Jan-1	Dec-31	Jan-1
Martin Luther King Day		Jan-19	Jan-18	Jan-17	Jan-15
Presidents' Day		Feb-16	Feb-15	Feb-21	Feb-19
Memorial Day		May-25	May-31	May-29	May-28
Independence Day		July-3	July-5	July-4	July-4
Labor Day		Sept-7	Sept-6	Sept-4	Sept-3
Thanksgiving Day		Nov-26	Nov-25	Nov-23	Nov-22
Day after Thanksgiving		Nov-27	Nov-26	Nov-24	Nov-23
Christmas	Dec-25	Dec-25	Dec-24	Dec-25	Dec-25

If a holiday is a calendar day holiday that falls on a Saturday or Sunday, the actual day of the holiday shall be the Friday or Monday before or after that weekend date that corresponds to the date the District shall be closed for business, as solely determined by the District.

## **Section 17. Employee Leave Bank**

### **17.1 Eligibility**

All Local 21 employees begin accruing Employee Leave (Leave) as defined in Section 17.4 from their hire date.

### **17.2 Scheduling**

The times during the calendar year at which an employee shall take Leave shall be determined

by the employee's supervisor with due regard to the wishes of the employee and in particular regard to the need of the District.

### **17.3 Use**

Employees may use Leave on an hour-for-hour (or fraction thereof) basis in any pay period that they have not worked their scheduled hours in accordance with Section 12 of this MOU.

### **17.4 Employee Leave Accrual Rate**

Leave accrues on a pay period basis and the accrual rate is determined by the employee's hire date and will be adjusted annually on the employee's hire date. Example: For a full-time exempt employee, the accrual rate during their first year of employment is 6.15 hours per pay period.

The following table is based on full-time employment. Leave for part-time employees will be prorated according to number of hours scheduled.

Non-exempt Employees					
Year	VAC	FH	Total	Total	Hours
			Days	Hours	PP
1	10	5	15	120	4.62
2	11	5	16	128	4.92
3	12	5	17	136	5.23
4	13	5	18	144	5.54
5	14	5	19	152	5.85
6	15	5	20	160	6.15
7	16	5	21	168	6.46
8	17	5	22	176	6.77
9	18	5	23	184	7.08
10	19	5	24	192	7.38
11	20	5	25	200	7.69
12	21	5	26	208	8.00
13	22	5	27	216	8.31
14	23	5	28	224	8.62
15	24	5	29	232	8.92
16 & after	25	5	30	240	9.23

Year	Exempt Employees			Annual Days	Annual Hours	Hours PP
	VAC	FH	ADMIN			
1	10	5	5	20	160	6.15
2	11	5	5	21	168	6.46
3	12	5	5	22	176	6.77
4	13	5	5	23	184	7.08
5	14	5	5	24	192	7.38
6	15	5	5	25	200	7.69
7	16	5	5	26	208	8.00
8	17	5	5	27	216	8.31
9	18	5	5	28	224	8.62
10	19	5	5	29	232	8.92
11	20	5	5	30	240	9.23
12	21	5	5	31	248	9.54
13	22	5	5	32	256	9.85
14	23	5	5	33	264	10.15
15	24	5	5	34	272	10.46
16 & after	25	5	5	35	280	10.77

## 17.5 Crediting of Leave

Employee Leave shall be accrued and credited in hours per pay period.

## 17.6 Employee Leave at Termination

Upon termination of employment, an employee shall be paid cash value of his or her accrued Leave at the time of termination in accordance with the above schedule on a pro rata basis.

## 17.7 Leave Sell Back

Each full-time employee covered by this MOU may sell back leave from the Employee Leave Bank at his or her current rate of pay up to two (2) times per calendar year, up to one-hundred (100) hours in that calendar year, provided that there is at least one-hundred (100) hours remaining after such sell back. Requests to sell back leave hours will be processed in accordance with IRS requirements and pursuant to procedures established by the District.

# Section 18. Sick Leave

## 18.1 Benefits

Full-time Local 21 employees shall accrue sick leave at the rate of eight (8) hours per month credited in hours per pay period. Sick leave shall be posted bi-weekly. Sick leave usage shall not be considered as a privilege, which an employee may use at his/her discretion, but shall be allowed only in case of necessity of actual sickness or disability. For non-exempt employees, charge for sick leave used shall be on the basis of one-quarter hour (0.25) hour for each one-

quarter hour used; provided, however, that sick leave shall be charged for only those hours when the employee was absent from work. Exempt employees, throughout the term of this MOU, shall be charged with sick leave on the basis of eight (8) hours (or nine (9) hours if the employee is on a 9/80 schedule) for each day the employee is away from work. In no event shall sick leave be converted into a cash bonus and is not payable upon separation from employment with the District. Sick leave may not be used before it is credited. Sick leave benefits shall be administered in accordance with applicable state and federal laws.

#### **18.2 Use**

Sick leave may be used for purposes defined in the District's personnel rule for Sick Leave, and in accordance with state and federal law.

#### **18.3 Physician's Certificate or Other Proof**

At the discretion of the employee's supervisor, a physician's certificate or personal affidavit may be required for any period of absence for which sick leave is claimed after the first forty-eight (48) hours of sick leave used in a calendar year.

#### **18.4 Sick Leave Incentive Program – PERS Credit**

The District shall contract with PERS for "Credit for Unused Sick Leave at Retirement" as specified in Government Code of the State of California Section 20965.

### **Section 19. Leaves of Absence**

#### **19.1 Leave without Pay**

The General Manager may grant employees leave of absence without pay for a period not to exceed one (1) year. No leave shall be granted except upon written request of the employee. Such requests shall be submitted to the General Manager. Such leaves shall normally be granted to permit the employee to engage in activities that shall increase his/her value to the District upon return, or because of sickness, injury or personal hardship. Employees may not be granted a leave of absence until all accrued Employee Leave Bank time is taken. Failure on the part of an employee on leave to report promptly at its expiration shall result in dismissal of the employee. Employee leave bank and sick leave credits shall not accrue to an employee on leave of absence. The decision of the General Manager on granting or refusing to grant a leave of absence or extension thereof shall be final and conclusive and shall not be subject to the grievance procedure of this MOU.

#### **19.2 Jury Duty**

An employee summoned to jury duty shall inform their supervisor and, if required to serve, may be absent from duty with full pay only for those hours required to serve.

### **19.3 Industrial Disability Leave**

#### **(a) General**

Employees who suffer any disability arising out of and in the course of their employment, as defined by the Workers' Compensation Laws of the State of California, shall be entitled to disability leave while so disabled until such time as **1)** the District determines that the interactive process has been exhausted or completed, or that there is an inability to accommodate under the law, or **2)** based upon a permanent and stationary finding in the worker's compensation matter; or **3)** retirement, whichever occurs first. Integration of sick leave and employee leave bank (ELB) with Workers' Compensation temporary disability benefits is to be automatic after exhausting regulatory protected leave provisions (such as FMLA/CFRA); the District may not waive integration.

#### **(b) Determination of Coverage**

The District reserves the right to withhold payment of any disability benefits until such time it is determined whether or not the illness or injury is covered by Workers' Compensation.

### **19.4 Bereavement Leave**

In the event of a death in the immediate family of an employee, the employee shall, upon request, be granted such time off with pay as is necessary to make arrangements for the funeral and attend same, not to exceed twenty-four (24) hours and must be taken consecutively. Leave for this purpose must be requested and used within three (3) months of the event of a death in the immediate family. For the purpose of this Section, the immediate family shall be restricted to father, mother, step-parent, brother, sister, spouse, legally-recognized domestic partnership, child, mother-in-law, father-in-law, grandparents, grandchildren, and stepchildren in those cases where a direct child-rearing-parental relationship may be demonstrated. At the request of the District, the employee shall furnish a death certificate and proof of relationship. Sick leave shall not be used for the purpose of Bereavement Leave.

### **19.5 Catastrophic Leave Donation Bank**

The District agrees to establish a Catastrophic Leave Donation Bank (CLDB) program to assist employees who have exhausted accrued leave time due to a serious or catastrophic illness or injury, or to care for a member of the employee's immediate family (defined as the employee's legal spouse, domestic partner, child/step-child) who has had a catastrophic illness or injury. The Catastrophic Leave Donation Bank will allow other employees to donate time to a Catastrophic Leave Donation Bank administered by the District so that a qualifying active District employee can remain in a paid status for a longer period of time, thus partially offsetting the financial impact of the illness, injury or condition.

**Eligibility:** To be eligible for this benefit, the receiving employee must: 1) be a regular or limited-term full-time employee; 2) have sustained a life threatening or debilitating illness, injury or condition (physician confirmation will be required by the District), or a member of the employee's immediate family as defined in this Section 19.5 has sustained a life threatening or debilitating illness or injury (physician confirmation will be required by the District) which

requires the employee's care and assistance; 3) have exhausted all accumulated paid leave including Employee Leave Bank, sick leave, compensatory time off, deferred holiday, and/or other such leaves; 4) be unable to return to work for at least thirty (30) days; and 5) have applied, and received approval, for a leave of absence without pay for medical reasons.

Benefits: Accrued Employee Leave Bank and compensatory time off hours donated by other employees to the Catastrophic Leave Donation Bank will be converted to sick leave, then credited to a receiving employee's sick leave balance from the Catastrophic Leave Donation Bank in increments of one (1) hour and shall be paid at the base rate of pay of the receiving employee in effect at the time of need for leave. For as long as the receiving employee remains in a paid status, seniority and all other benefits will continue, with the exception of leave accruals. The total leave credits received by an employee should not exceed three (3) months.

Guidelines for donating leave to the Catastrophic Leave Donation Bank (CLDB):

- (a) Accrued Employee Leave Bank and compensatory time off may be donated by any employee who has completed his/her initial District probationary period.
- (b) Time donated to the Catastrophic Leave Donation Bank will be converted (at the current pay rate of the donating employee) from Employee Leave Bank or compensatory time off to sick leave and credited from the CLDB to the receiving employee's sick leave balance in eight (8) hour increments (equivalent to the receiving employee's current base rate of pay), and shall be paid at the base rate of pay of the receiving employee in effect at the time of need for leave.
- (c) The total amount of time donated to the Catastrophic Leave Donation Bank by an employee shall not exceed eighty (80) hours in a calendar year. The total leave credits received by a receiving employee shall not exceed three (3) months.
- (d) Leave time donations must be a minimum of one-hour increments. An employee cannot donate leave hours, which would reduce the employee's own Employee Leave Bank balance to less than forty (40) hours.
- (e) The use of donated leave hours by a receiving employee will be in consecutive, one-workday increments (i.e., eight (8) hours for a full-time employee working five eight (8) hour days/week). Employees using the CLDB program will be converted to a regular 8 hours per day/5 days per week work schedule for the duration of their leave.
- (f) While an employee is on leave using donated leave hours, Employee Leave Bank or sick leave hours will not accrue.
- (g) Under all circumstances, leave donations made by the donating employee are forfeited once made (i.e. all completed donations are final and cannot be reversed once the District has acknowledged receipt). In the event that an eligible receiving employee does not use all transferred/credited leave for the catastrophic illness/injury, any balance will remain with the receiving employee.
- (h) Employees may donate leave to the CLDB at any time during their employment with the

District, so long as their donation complies with all requirements of this Section 19.5.

## **Section 20. Probationary Period**

### **20.1 Nature of Period**

All original and promotional appointments shall be subject to a probationary period. The probationary period shall be regarded as a part of the testing process and shall be utilized for closely observing the employee's work, for securing the most effective adjustment of a new employee to their position, and for rejecting any probationary employee whose performance does not meet the required standards of work.

### **20.2 Length**

For full-time new employees, the probationary period is twelve (12) months. Employees who have already served a District probationary period and have accepted a promotion into Local 21 shall serve a 12-month probationary period. For a Local 21 employee who accepts a different position within Local 21 shall serve a probationary period of six (6) months. Employees who, immediately prior to appointment, served in a District Limited-Term position that was subsequently converted to a regular District position, shall not be required to complete a probationary period if the Limited-Term position exceeded twelve (12) months.

For part-time employees, the probationary period shall be 2080 hours worked.

### **20.3 Rejection**

During the probationary period, an employee may be rejected at any time by the General Manager without cause and without the right of appeal.

### **20.4 Reinstatement to Former Position**

Any employee rejected during the probationary period following a promotional appointment shall be reinstated to the former position from which they were promoted, provided the employee has not been discharged or disciplined pursuant to this MOU.

## **Section 21. Layoff and Re-Employment**

### **21.1 General**

The General Manager may lay off an employee in Local 21. The General Manager, on the basis of the administrative needs of the District, shall determine the departments and classifications subject to layoff. Within the classifications subject to layoff, the order of layoff shall be determined on the basis of seniority except that an employee with less seniority possessing necessary special knowledge or skills may be retained if the employee with greater seniority lacks the necessary special knowledge or skills. Emergency and provisional employees in a class of positions shall be laid off before other persons in the classification are laid off.

## **21.2 Notice**

Thirty (30) calendar days prior to the effective date of the layoff of an employee in the classified service, the General Manager shall notify the employee of the layoff and a copy of the notice shall be placed in the employee's personnel file.

## **21.3 Re-Employment**

An employee who has performed satisfactorily and who is laid off shall be eligible for re-employment in other positions which require basically the same qualifications and involve basically the same duties and responsibilities as the position from which the employee is laid off. Employees shall be offered re-employment in inverse order of having been laid off. In the event two employees have the same layoff date the employee with the higher seniority shall be offered the position first.

## **21.4 Termination After Layoff**

Service with the District shall be terminated by discharge, resignation or six (6) consecutive months of unemployment with the District.

## **21.5 No Benefits**

An employee who is laid off shall not accrue or be eligible for any benefits, including, but not limited to, Employee Leave Bank, sick leave, holidays, medical, dental, life insurance, vision care and safety shoes. Any employee re-employed after a layoff shall retain sick leave accruals that the employee did not receive compensation for at the time of layoff.

# **Section 22. Discipline and Discharge**

## **22.1 Right of Discipline and Discharge**

The District shall have the right to discipline and discharge any employee for conduct issues including, but not limited to, dishonesty, insubordination, drunkenness, incompetence, willful negligence, failure to perform work as required or to observe the District's safety and house rules and regulations, which must be conspicuously posted and not in derogation of the MOU, or for engaging in strikes, individual or group slowdowns or work stoppages, or refusal to accept overtime, or for violating or ordering the violation of the MOU. Discipline shall be implemented within sixty (60) days of the District completing the District investigation of the situation causing the problem.

The District shall provide written notice of its intent to suspend for more than 5 days, dismiss, or demote any employee prior to its action. Such notice shall include the action the District intends to take, the reasons for the intended action, and all documents the District is relying on in making its intended action. The employee shall have the right to respond in writing or in person within 10 days or a mutually agreed upon time receipt of notice of the intended action. Following the employee's response, if any, the District shall inform the employee of its decision to presume the action, reduce the action, or rescind the action.

## **22.2 Appeals**

If an employee feels they have been unjustly disciplined or discharged, the employee shall have the right to appeal their case through the Appeals Process. Such appeal must be filed with the General Manager in writing, within ten (10) calendar days from the date of discipline or discharge and unless so filed, the right of appeal is lost. Letters of reprimand are not subject to the appeals process.

## **22.3 Reason for Discipline**

Any disciplined employee in Local 21 shall be furnished the reason for the disciplinary action in writing.

## **22.4 Adjustment Board**

In the event of an employee appeal on a matter involving discipline, including matters of suspension, demotion, and discharge, such appeal shall be submitted to an Adjustment Board comprised of two (2) employee representatives and two (2) representatives of the District. If an Adjustment Board is unable to arrive at a majority decision, the employee may require that the appeal be referred to non-binding arbitration for advisory opinion.

## **22.5 Arbitration**

### **(a) General**

An employee may refer any appeal that remains unresolved after the Adjustment Board to non-binding arbitration. A notice to invoke arbitration shall be in writing to the General Manager within thirty (30) calendar days after receipt of the decision of the Adjustment Board.

### **(b) Selection of Arbitrator**

On or after the date of the notice to invoke non-binding arbitration, the District shall request the State Mediation and Conciliation Service or the American Arbitration Association to provide a list of seven (7) impartial persons to act as an arbitrator. Representatives of the two Parties shall meet within ten (10) calendar days after receipt of such list to select an arbitrator (this may be done by telephone). If there is no mutual agreement on one of the listed arbitrators, then the two Parties shall alternately strike an arbitrator's name from the list of seven (7) and shall then repeat this procedure. The remaining person shall be the duly selected arbitrator. The procedure to determine who strikes the first name shall be determined by lot. If either party refuses to participate in the selection process, the other party shall make a selection of an arbitrator from the list.

### **(c) Arbitrator's Decision**

Upon conclusion of the arbitration hearing, the arbitrator shall provide both the General Manager and the employee and the Local 21 representative with copies of the Arbitrator's decision on the merits of the appeal with references to, and a discussion of, the evidence presented. The arbitrator's decision shall be an advisory opinion only, non-binding on either

party; provided that if neither party refers the appeal to the Board of Directors within thirty (30) days of receipt of the arbitrator's decision, the arbitrator's decision shall become final. The arbitrator's fees and expenses shall be borne equally by the Parties. If either party requires a transcript, that party shall bear the entire cost of such transcript.

## **22.6 Board of Directors**

Any appeal that has not been resolved by the procedures hereinabove set forth may be referred by either party to the Board of Directors within thirty (30) calendar days of receipt of the arbitrator's advisory opinion for final decision. Each party may submit written comment or argument regarding the arbitrator's opinion, not to exceed five (5) pages in length, for the Board's review and consideration. The Board of Directors shall render a decision, which shall be final, within sixty (60) calendar days of receipt of the request for Board review.

## **Section 23. Personnel Files**

An employee or their representative, on presentation of written authorization from the employee, shall have access to the employee's personnel file on request. The District shall furnish the employee copies of all performance evaluation reports and letters of reprimand or warning prior to placement of such documents into the employee's personnel file. The employee may be required to acknowledge the receipt of any document entered into their personnel file without prejudice to subsequent arguments concerning the contents of such documents.

## **Section 24. Grievance Procedure**

### **24.1 General**

#### **(a) Definition**

A grievance shall be defined as any dispute arising during the term of the MOU that involves the interpretation or application of any provision of this MOU during its term, excluding all ordinances, resolutions, rules and regulations, the subject of which is not specifically covered by the provisions of this MOU. Such excluded ordinances, resolutions, rules and regulations shall not be subject to the Grievance Procedure.

#### **(b) Changes to MOU are Non-Grievable**

Proposals to add to or change this MOU or written agreements or addenda supplementary hereto shall not be grievable and no proposal to modify, amend or terminate this MOU, nor any matter or subject arising out of or in connection with such proposal, may be referred for grievance under this Section; and no Adjustment Board shall have the power to amend or modify this MOU or written agreements or addenda supplementary hereto or to establish any new terms or conditions of employment.

#### **(c) Changes to and Interpretations of MOU**

No changes in the MOU or interpretations thereof (except interpretation resulting from Adjustment Board proceedings hereunder) shall be recognized unless agreed to by the General Manager and Local 21.

**(d) Pay Claims**

All grievances involving or concerning payment of compensation shall be filed in writing and no adjustments shall be retroactive for more than thirty (30) days from the date of filing.

**(e) Letters of Reprimand**

Letters of reprimand shall not be subject to the grievance procedure. Two (2) years or more from the date of the letter of reprimand, and if there have been no other letters of reprimand or disciplinary actions, an employee may request that the letter of reprimand be removed from the employee's personnel file. If these criteria are met, the letter will be removed; however, if any letters of reprimand or disciplinary action occur within five (5) years of the original date of the letter of reprimand, the letter of reprimand may be returned to the personnel file and cited in subsequent corrective action.

**24.2 Initial Discussions**

If the employee or the Union believes that a grievance exists, they must inform the employee's immediate supervisor of the complaint, along with a copy to the Human Resources & Risk Manager, and discuss the nature of the complaint with the immediate supervisor prior to elevating the grievance for resolution to the top management official in the department in which the employee works. The grievance is to be presented in writing within thirty (30) calendar days of the date that the employee or the Union became aware, or should have become aware, of the act or occurrence. If the issue is not resolved within the department, the procedures hereafter specified may be invoked.

**24.3 Adjustment Board**

**(a) General**

In the event the grievant and the District are unable to reach a mutually satisfactory accord on any grievance (as the term "grievance" is hereinabove defined), which arises and is presented during the term of the MOU, such grievance shall be submitted to an Adjustment Board comprised of two (2) employee representatives and two (2) representatives of the District.

**(b) No Decision by Adjustment Board**

If an Adjustment Board is unable to arrive at a majority decision, either the grievant or the District may require that the grievance be referred to the General Manager.

**(c) Jurisdiction**

No Adjustment Board shall entertain, hear, decide or make recommendations on any dispute

involving a position over which a recognized employee organization has jurisdiction unless such dispute falls within the definition of a grievance as hereinabove set forth in the first paragraph of this Section.

#### **24.4 Referral to District Manager**

The recognized employee organization, which has jurisdiction over the position directly affected by the grievance, may notify the General Manager in writing that a grievance exists and, in such notification, state the particulars of the grievance and, if possible, the nature of the determination that is desired. No grievance may be processed under this Section which has not first been filed and investigated in pursuance of this Section 24.2 and 24.3. A grievance that remains unresolved after it has been submitted in writing to the General Manager may be referred to non-binding arbitration for an advisory opinion.

#### **24.5 Arbitration**

##### **(a) General**

Any grievance that remains unresolved after consideration by the General Manager may be referred to non-binding arbitration. A notice to invoke arbitration shall be in writing to the General Manager within thirty (30) calendar days after receipt of the decision of the General Manager.

##### **(b) Selection of Arbitrator**

The arbitrator for a grievance matter shall be selected according to the same procedure as specified for an appeal of discharge/discipline.

##### **(c) Arbitrator's Decision**

Upon conclusion of the arbitration hearing, the arbitrator shall provide both the General Manager and the Union representative with copies of the Arbitrator's decision on the merits of the appeal with references to, and a discussion of, the evidence presented. The arbitrator's decision shall be an advisory opinion only, non-binding on either party; provided that if neither party refers the appeal to the Board of Directors within thirty (30) days of receipt of the arbitrator's decision, the arbitrator's decision shall become final. The arbitrator's fees and expenses shall be borne equally by the Parties. If either party requires a transcript, that party shall bear the entire cost of such transcript.

#### **24.6 Board of Directors**

Any grievance that has not been resolved by the procedures hereinabove set forth may be referred by either party to the Board of Directors within thirty (30) calendar days of receipt of the arbitrator's advisory opinion for final decision. Each party may submit written comment or argument regarding the arbitrator's opinion, not to exceed five (5) pages in length, for the Board's review and consideration. The Board of Directors shall render a decision, which shall be final, within sixty (60) calendar days of receipt of the request for Board review.

## **Section 25.      Miscellaneous Provisions**

### **25.1    Outside Employment**

No employee shall engage in employment that may constitute a conflict of interest for the employee or the District. No employee shall apply themselves whatsoever to any outside employment during their regular working hours. Any person, while in the employment of someone other than the District, shall wear no emblem, badge, uniform or other employee identification.

### **25.2    Safety**

Personal protective equipment (PPE) shall be provided by the District to professional employees exposed in the work place that are not mitigated with other controls. Wearing of PPE when exposed to workplace hazards shall be a condition of employment. PPE shall conform to guidance set forth in applicable safety regulations and be appropriate for the hazard exposure. PPE for each job classification shall be determined on a case-by-case basis by the Safety Unit in conjunction with the employee's supervisor. PPE may be replaced after an incident that renders them unusable as protective devices or after normal wear and tear renders them unusable.

### **25.3    Clothing and Equipment**

District shall provide clothing and/or equipment required to perform the work in the employee's job description and as determined or required by the employee's supervisor.

### **25.4    Certificates**

The District shall pay for any required certificates, including renewal, as set forth in the employee's job description or as approved by the General Manager or designee.

## **Section 26.      Separability of Provisions**

Should any Section, clause or provision of this MOU be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such Section, clause or provision shall not invalidate the remaining portions hereof, and such remaining portions shall remain in full force and effect for the duration of this MOU. Upon such invalidation, the Parties agree to meet and confer concerning substitute provisions for those rendered or declared illegal.

## **Section 27.      Past Practices and Status of this MOU**

### **27.1    Continuance of Working Conditions**

Continuance of working conditions and practices not specifically authorized by ordinance or resolution of the Board of Directors is not guaranteed by this MOU.

### **27.2    Status of this MOU**

This MOU constitutes the entire understanding between the Parties hereto as to all matters

hereof, and supersedes all existing Memoranda of Understandings, negotiations, prior discussions, preliminary agreements and understandings, whether written or oral, between the District and Local 21.

It is mutually agreed that the terms herein are effective on the dates indicated or where not indicated, as of the Effective Date of this MOU, which shall be December 22, 2025. When not specifically covered in this MOU, the existing unmodified rules, regulations and ordinances of the District shall apply and, with the terms of this MOU, constitute the wages, hours and working conditions for those employees represented from the Effective Date through December 16, 2029.

Made and entered into this 22<sup>nd</sup> day of December, 2025 (Effective Date).

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21

By \_\_\_\_\_ Date \_\_\_\_\_  
Stanley Young  
Union Representative/Organizer, IFPTE Local 21

By \_\_\_\_\_ Date \_\_\_\_\_  
Ryan Pendergraft  
Union Steward

By \_\_\_\_\_ Date \_\_\_\_\_  
Corinne Ferreyra  
Union Steward

DUBLIN SAN RAMON SERVICES DISTRICT

By \_\_\_\_\_ Date \_\_\_\_\_  
Jan R. Lee  
General Manager

By \_\_\_\_\_ Date \_\_\_\_\_  
Michelle Gallardo  
Administrative Services Director

By \_\_\_\_\_ Date \_\_\_\_\_  
Samantha Koehler  
Human Resources & Risk Manager

ATTEST: \_\_\_\_\_  
Nicole Genzale, District Secretary

#### **EXHIBIT A: LIST OF EXEMPT AND NON-EXEMPT POSITIONS**

As of the Effective Date of this MOU, the following positions are Exempt positions as determined by application of the Fair Labor Standards Act:

<b>Classification</b>	<b>Step E Salary as of 12/22/25</b>
	<b>Monthly</b>
Accountant II	\$12,621
Assistant Engineer	\$13,834
Associate Engineer	\$15,910
Clean Water Programs Administrator	\$14,877
Environmental Chemist II	\$13,008
Environmental Health and Safety Administrator	\$14,584
Financial Analyst	\$14,204
Geographic Information Systems Analyst	\$14,498
Information Technology Analyst II	\$14,893
Management Analyst II	\$13,226
Pretreatment Programs Administrator	\$13,765
Public Affairs Program Administrator	\$14,634
Public Affairs Specialist	\$13,151
Senior Environmental Chemist	\$14,311
Senior Information Technology Analyst	\$16,382
Senior Management Analyst	\$14,549
Senior Quality Assurance Chemist	\$14,311
Visual Communications Specialist	\$13,151

As of the Effective Date of this MOU, the following positions are Non-Exempt positions as determined by application of the Fair Labor Standards Act:

<b>Classification</b>	<b>Step E Salary as of 12/22/25</b>	
	<b>Monthly</b>	<b>Hourly</b>
Accountant I	\$11,474	\$66.1962
Environmental Chemist I	\$11,826	\$68.2269
Information Technology Analyst I	\$13,539	\$78.1096
Junior Engineer	\$12,577	\$72.5596
Management Analyst I	\$12,024	\$69.3692

**EXHIBIT B: LETTER OF AGREEMENT BETWEEN DUBLIN SAN RAMON SERVICES DISTRICT AND INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21**

The Dublin San Ramon Services District (“District”) and the International Federation of Professional and Technical Engineers, Local 21 (“Local 21”) agree this letter is intended to memorialize the retiree health benefits that were made available to bargaining unit employees who were hired before March 1, 2004 and who did not elect to participate in those benefits offered to those employees who were hired on or after March 1, 2004.

**Employees Hired before March 1, 2004**

The District shall provide a contribution towards health care (medical) insurance to each Local 21 employee that retires from District service and who meets all eligibility requirements as a District “annuitant” as determined by CalPERS. The District’s monthly contribution towards the annuitant’s benefit shall be in an amount equal to the minimum employer contribution, as established annually by CalPERS. The District will also provide the annuitant with a supplemental contribution toward the CalPERS plan in which the annuitant is enrolled. The amount of any supplemental contribution will be equal to the difference between the premium of the CalPERS plan the annuitant is enrolled in up to the maximum District contribution stated in section 14.1 (b) of the current Local 21 MOU and the minimum employer contribution established by CalPERS.

Example:

CalPERS Plan	Plan Premium	Minimum Employer Contribution	Supplemental Contribution
Kaiser Senior Advantage (Annuitant + One Dependent)	\$713.66	\$162	\$551.66

Employees hired on or after March 1, 2004 are not eligible for the above benefits. Employees hired on or after March 1, 2004 should refer to the current Local 21 MOU for information on available benefits. Except as specifically provided in this Letter of Agreement, all other terms and conditions of employment as set forth in the MOU between the District and Local 21 will apply.

Dated: \_\_\_\_\_

Jan R. Lee, General Manager  
Dublin San Ramon Services District

Dated: \_\_\_\_\_

Stanley Young, Business Representative  
International Federation of Professional and Technical  
Engineers, Local 21



**TITLE:** Rescind Public Agency Vesting for Post-Retirement Health Benefits under Government Code Section 22893 for Local 21 Employees

**RECOMMENDATION:**

Staff recommends the Board of Directors rescind, by Resolution, the Public Agency Vesting for post-retirement health benefits under Government Code Section 22893 of the Public Employees' Medical and Hospital Care Act for International Federation of Professional and Technical Engineers, Local 21 employees.

**DISCUSSION:**

The District's contracts with the California Public Employees' Retirement System (CalPERS) to provide health insurance benefits for employees and retired annuitants. In November 2003, the District elected, by resolution, to establish a second tier of post-retirement health insurance benefits and provide for such benefits under Government Code Section 22893 (Public Agency Vesting) of the Public Employees' Medical and Hospital Care Act (PEMHCA), for Local 21 employees. The Public Agency Vesting requires employees to have a minimum of 10 years of CalPERS service, 5 years of which must have been served at the District, and retire from the District in order to be eligible for a post-retirement health insurance contribution from the District in an amount equal to 50% of the CalPERS 100/90 formula health insurance contribution, adjusted annually by CalPERS. With each additional year of CalPERS service over the minimum 10 years of service, the employee's percentage-based contribution amount increases by 5% to a maximum of 100% of the CalPERS 100/90 formula contribution at 20 or more years of CalPERS service. The CalPERS 100/90 formula monthly contribution amount for 2025 is \$1,060 for annuitant only, \$2,039 for annuitant plus one dependent, and \$2,551 for annuitant plus two or more dependents.

The second tier of post-retirement health insurance benefits under the Public Agency Vesting provided for cost savings and sustainability over the first tier of post-retirement health insurance benefits, which provided a contribution to retired annuitants in an amount equal to the contribution provided to active employees under the applicable Memorandum of Understanding (MOU). Compared to the first tier, the second tier provided cost savings due to the addition of percentage-based contributions derived from CalPERS and District years of service requirements.

To address the District's business need for a structural change to the post-retirement health insurance benefits, a third tier was negotiated and incorporated in the terms of the MOU between the District and Local 21, approved in a separate item on this same agenda. The third tier of post-retirement health insurance benefits will be effective for Local 21 employees hired on or after January 1, 2026, and will provide the employee with the PEMHCA minimum employer contribution, annually adjusted by CalPERS, along with a tiered supplemental benefit amount based on District years of service.

In accordance with the CalPERS requirements to implement the new, third tier of post-retirement health insurance benefits for Local 21 employees, the District must rescind the Public Agency Vesting for Local 21 employees by resolution. The rescission of the Public Agency Vesting is an administrative change and will not alter the benefit eligibility or level for current employees or annuitants, as the District has contractually agreed in the MOU to retain the same level of benefit for current employees and annuitants. Following the rescission of the Public Agency Vesting, CalPERS requires the Board to approve a resolution in separate item on this same agenda, for the health insurance contribution amount for Local 21 employees and annuitants to be equal to the PEMHCA minimum employer contribution. For current annuitants, the difference between the PEMHCA minimum employer contribution and the amount the annuitant was eligible for, under the first or second tier of post-retirement health insurance benefits, will be paid directly to the annuitant instead of CalPERS.

Originating Department: Administrative Services	Contact: S. Koehler/M. Gallardo	Legal Review: Yes
Financial Review: Yes	Cost and Funding Source: N/A	
Attachments: <input type="checkbox"/> None <input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Task Order <input type="checkbox"/> Proclamation <input type="checkbox"/> Other (see list on right)		60 of 72

RESOLUTION NO. \_\_\_\_\_

RESOLUTION OF THE BOARD OF DIRECTORS OF DUBLIN SAN RAMON SERVICES DISTRICT ELECTING TO RESCIND PUBLIC AGENCY VESTING FOR EMPLOYEES AND ANNUITANTS UNDER SECTION 22893 OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT FOR INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21 EMPLOYEES

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WHEREAS, the Dublin San Ramon Services District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and

WHEREAS, the Dublin San Ramon Services District is a contracting agency and has filed a resolution with the Board of the California Public Employees' Retirement System to provide a post-retirement health benefit vesting requirement to employees who retire for service in accordance with Government Code Section 22893.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DUBLIN SAN RAMON SERVICES DISTRICT, a public agency located in the Counties of Alameda and Contra Costa, California, as follows:

1. Dublin San Ramon Services District elects to rescind post-retirement health benefits vesting requirements for International Federation of Professional and Technical Engineers, Local 21.
2. Local 21 employees first hired on or after March 1, 2004, will no longer be subject to vesting as established by Resolution No. 65-05.
3. Dublin San Ramon Services District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.
4. The participation of the employees and annuitants of Dublin San Ramon Services District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Dublin San Ramon Services District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System (CalPERS) may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
5. The executive body hereby appoints and directs, Nicole Genzale, District Secretary, to file with CalPERS a verified copy of this resolution, and to perform on behalf of Dublin San Ramon Services District all functions required of it under the Act.

Res. No. \_\_\_\_\_

6. The rescission of post-retirement health benefit vesting requirements for Local 21 is effective on January 1, 2026.

ADOPTED by the Board of Directors of Dublin San Ramon Services District, a public agency in the State of California, Counties of Alameda and Contra Costa, at its regular meeting held on the 4th day of November, 2025, and passed by the following vote:

AYES:

NOES:

ABSENT:

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Arun Goel, President

ATTEST: \_\_\_\_\_  
Nicole Genzale, District Secretary

**TITLE:** Approve Health Insurance Contribution for Calendar Year 2026 for Local 21 Employees**RECOMMENDATION:**

Staff recommends the Board of Directors approve, by Resolution, a health insurance premium contribution for the period of January 1, 2026, to December 31, 2026, for International Federation of Professional and Technical Engineers, Local 21 employees.

**DISCUSSION:**

In July 2025, the California Public Employees' Retirement System (CalPERS) notified contracting agencies of health premium rate changes to take effect on January 1, 2026. In accordance with Government Code Section 22892 of the Public Employees' Medical and Hospital Care Act (PEMHCA), the District's Board of Directors is required to adopt a resolution to revise the employer (District) contribution towards health insurance premiums for employees and retired annuitants. A copy of the resolution must be sent to CalPERS no later than November 30, 2025, for an effective date of January 1, 2026.

In accordance with the terms of the Memorandum of Understanding (MOU) between the District and Local 21, approved in a separate item on this same agenda, the District's maximum monthly contribution rate for health insurance premiums for calendar year 2026, effective January 1, 2026, for Local 21 employees will be as follows:

Coverage Level	CY 2025 District Maximum Contribution (includes PEMHCA Minimum)	CY 2026 District Maximum Contribution (includes PEMHCA Minimum)	CY 2026 PEMHCA Minimum
Employee Only:	\$1,034	\$1,141	\$162
Employee + One:	\$2,067	\$2,282	\$162
Employee + Family:	\$2,687	\$2,966	\$162

In accordance with the PEMHCA requirements and due to rescinding of the post-retirement medical vesting program, approved in a separate item on this same agenda, the contribution amount for Local 21 employees and annuitants on the resolution for CalPERS will be equal to the calendar year 2026 PEMHCA minimum. The difference between the calendar year 2026 District maximum contribution and the PEMHCA minimum will be provided to active employees under the District's IRS Section 125 Cafeteria Plan to apply toward the employees' elected CalPERS health insurance plan premium.

The District's maximum monthly contribution rate for health insurance premiums for calendar year 2026 will increase by approximately ten percent (10%) over the calendar year 2025 contribution rate. The calendar year 2026 contribution amount will result in the District's contribution providing approximately 97.5% coverage of the Kaiser HMO plan premium, with the employees continuing a cost share of the health insurance with an employee contribution equal to approximately 2.5% of the Kaiser HMO plan premium. Based on current enrollment levels, the District's estimated annual cost in calendar year 2026 for Local 21 active employee health insurance is approximately \$653,000 and is within the adopted operating budget for fiscal year 2026.

For the Mid-Management Employees' Bargaining Unit (MEBU), Local 39, and Unrepresented employees, the District's contribution will remain unchanged from the contribution amounts approved by the Board on August 6, 2024, until such time as a successor MEBU MOU, Local 39 MOU, and Unrepresented employees salary and benefits resolution is approved by the Board and corresponding health insurance contribution resolutions are approved and sent to CalPERS.

Originating Department: Administrative Services	Contact: S. Koehler/M. Gallardo	Legal Review: Yes
Financial Review: Yes	Cost and Funding Source: Operating Budget FY26 – FY27	
Attachments: <input type="checkbox"/> None <input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Task Order <input type="checkbox"/> Proclamation <input type="checkbox"/> Other (see list on right)		

The District has fully complied with any and all applicable provisions of Government Code Section 7507 and has met compliance requirements under the Patient Protection and Affordable Care Act (PPACA).

RESOLUTION NO. \_\_\_\_\_

RESOLUTION OF THE BOARD OF DIRECTORS OF DUBLIN SAN RAMON SERVICES DISTRICT FIXING THE EMPLOYER CONTRIBUTION AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT FOR INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21 EMPLOYEES

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WHEREAS, the Dublin San Ramon Services District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and

WHEREAS, Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and

WHEREAS, by Resolution No. 30-24, the Board of Directors approved the employer contribution for calendar year 2025 for the International Federation of Professional and Technical Engineers, Local 21 (Local 21); Stationary Engineers, Local 39 (Local 39); Mid-Management Employees' Bargaining Unit (MEBU); Unrepresented Senior Management employees; Unrepresented Management, Professional, Technical, Administrative, and Confidential employees; and the General Manager at its regularly scheduled meeting on August 6, 2024; and

WHEREAS, there is no change to the employer contribution for calendar year 2026, as approved by Resolution No 30-24, for Local 39; MEBU; Unrepresented Senior Management employees; Unrepresented Management, Professional, Technical, Administrative, and Confidential employees; and the General Manager; and

WHEREAS, the Board of Directors approved the Memorandum of Understanding (MOU) between the District and Local 21 effective December 22, 2025, through December 16, 2029, earlier in this regularly scheduled meeting; and

WHEREAS, the specific language of this labor agreement establishes the employer's monthly health benefit contribution effective January 1, 2026, and shall remain in effect under the current amount until such time as a new amount has been specified by successor agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF DUBLIN SAN RAMON SERVICES DISTRICT, a public agency located in the Counties of Alameda and Contra Costa, California, as follows:

Res. No. \_\_\_\_\_

1. The employer contribution for each employee or annuitant for Local 21 shall be the amount necessary to pay the full cost of the employees' enrollment, including the enrollment of eligible family members, in a health benefit plan or plans, effective January 1, 2026, up to a maximum of the PEMHCA minimum per month, plus administrative fees and Contingency Reserve Fund assessments:

<b>Medical Group</b>	<b>Monthly Employer Contribution</b>		
	<b>Single</b>	<b>Two-Party</b>	<b>Family</b>
002 Mid-Management Monthly	No Change	No Change	No Change
003 Unrepresented Senior Management Monthly	No Change	No Change	No Change
004 Unrepresented Management, Professional, Technical, Administrative, and Confidential Monthly	No Change	No Change	No Change
005 Local 39 Monthly	No Change	No Change	No Change
011 Local 21 Monthly	\$162	\$162	\$162
013 General Manager Monthly	No Change	No Change	No Change
007 Mid-Management Hourly	No Change	No Change	No Change
008 Unrepresented Senior Management Hourly	No Change	No Change	No Change
009 Unrepresented Management, Professional, Technical, Administrative, and Confidential Hourly	No Change	No Change	No Change
010 Local 39 Hourly	No Change	No Change	No Change
012 Local 21 Hourly	\$162	\$162	\$162

2. Dublin San Ramon Services District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

3. The participation of the employees and annuitants of Dublin San Ramon Services District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Dublin San Ramon Services District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System (CalPERS) may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.

4. The executive body hereby appoints and directs Nicole Genzale, District Secretary, to file with CalPERS a verified copy of this resolution, and to perform on behalf of Dublin San Ramon Services District all functions required of it under the Act.

Res. No. \_\_\_\_\_

ADOPTED by the Board of Directors of Dublin San Ramon Services District, a public agency in the State of California, Counties of Alameda and Contra Costa, at its regular meeting held on the 4th day of November, 2025, and passed by the following vote:

AYES:

NOES:

ABSENT:

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Arun Goel, President

ATTEST: \_\_\_\_\_  
Nicole Genzale, District Secretary



**TITLE:** Receive Annual Update on Drinking Water, Wastewater, and Recycled Water Regulations

**RECOMMENDATION:**

Staff recommends the Board of Directors receive an annual update on drinking water, wastewater, and recycled water regulations.

**SUMMARY:**

The District's Strategic Plan includes the goal and strategy *"Environmental Protection and Regulatory Compliance: Operate and maintain District facilities to meet or exceed regulatory requirements while preparing for the future regulatory landscape"* and an associated objective to *"Collaborate with partner agencies to monitor evolving regulatory requirements and explore potential compliance and mitigation strategies."* DSRSD provides three core services to the community: (1) drinking water distribution, (2) wastewater collection and treatment, and (3) recycled water treatment and distribution. Each service is highly regulated by state and federal agencies in order to protect public health. On November 4, staff will provide the Board with an annual regulatory update. The presentation will discuss key regulations, potential impacts to the District, and compliance strategies and timelines.

**BACKGROUND:**

The District purchases wholesale drinking water from the Zone 7 Water Agency (Zone 7) and distributes it to approximately 100,000 people in the City of Dublin and the Dougherty Valley area of the City of San Ramon. The drinking water distribution system consists of 17 pump stations, 14 reservoirs, 9 pressure zones, approximately 343 miles of underground piping, and 27,000 customer connections. In 2024, the District distributed an average of 8.5 million gallons a day (MGD) of drinking water to customers. In California, the primary agency responsible for regulating drinking water is the State Water Resources Control Board (State Water Board) through its Division of Drinking Water (DDW).

The District also provides wastewater collection and treatment to approximately 170,000 people in the City of Dublin and southern San Ramon, and wastewater treatment for the City of Pleasanton by contract. Wastewater is treated at the Regional Wastewater Treatment Plant (WWTP) to meet all National Pollutant Discharge Elimination System (NPDES) permit requirements. Under an agreement with the Livermore-Amador Valley Water Management Agency (LAVWMA), the District is also responsible for discharge of treated wastewater from the DSRSD and Livermore WWTPs to the East Bay Dischargers Association (EBDA) system that ultimately discharges the treated wastewater to San Francisco Bay. The San Francisco Bay Regional Water Quality Control Board (Regional Board) is the primary agency responsible for regulating treated wastewater discharges in the San Francisco Bay Area.

Lastly, the District produces and distributes recycled water for irrigation purposes to commercial sites in the Cities of San Ramon, Dublin, and Pleasanton. In 2024, DSRSD managed 471 recycled water connections, all dedicated to recycled water landscape irrigation. Under an agreement with the DSRSD-EBMUD Recycled Water Authority (DERWA), the District operates the Jeffrey G. Hansen Water Recycling Facility, which processes secondary-treated effluent to tertiary standards. Recycled water is also regulated by the State Water Board, specifically through the Division of Water Quality (DWQ).

**DISCUSSION:**

The following regulatory developments discussed in this report are being closely followed by staff. Below is a summary of each regulation, including how the regulations may impact District operations, as well as recommended compliance strategies and timelines.

Originating Department: Operations	Contact: K. Fournier/D. Gill	Legal Review: Not Required
Financial Review: Not Required	Cost and Funding Source: N/A	
Attachments: <input checked="" type="checkbox"/> None <input type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Task Order <input type="checkbox"/> Proclamation <input type="checkbox"/> Other (see list on right)		

## **Drinking Water**

### *Cross-Connection Control Management Plan*

On December 19, 2023, the State Water Board adopted the Cross-Connection Control Policy Handbook (CCCPH), which became effective on July 1, 2024. This handbook replaced the previous backflow and cross-connection control regulations found in Title 17 of the California Code of Regulations, as authorized by Health and Safety Code Section 116407(c). As part of the CCCPH, the District submitted the Cross-Connection Control Management Plan (CCCMP), prior to the September 1, 2025, extended deadline. The CCCMP's primary objective is to document the processes and procedures the District has in place to achieve compliance with the CCCPH. The CCCPH was developed by the State Water Board for the protection of public health through the establishment of standards intended to ensure a public water system's (PWS) drinking water distribution system is not subject to the backflow of liquids, gases, or other substances from a customer's service connection. The CCCPH mandates that utilities identify and assess customer's site hazards, determine if the installation of an approved backflow prevention assembly is required, ensure annual testing of customer's backflow prevention assemblies, enforce compliance, educate the public, and ensure customers use only CCCPH-approved backflow prevention certified testers.

Fire sprinkler systems are required by the California Fire Code for homes built after 2009. Closed-loop residential fire systems have been identified as a potential backflow hazard. Instead of requiring backflow devices for each of these homes, the District has submitted a letter proposing an alternative method of backflow protection on existing single-family residential connections with fire sprinkler systems that are equipped with automated meter reading (AMI) systems, which can detect reverse flow remotely.

As a result of comments from utilities on the new residential fire sprinkler system backflow requirements, on September 17, 2025, the State Water Board's Cross-Connection Control Committee released a guidance document on CCCPH requirements for fire protection systems. The guidance document details how public water systems serving water to users with fire sprinkler systems may be statutorily exempt under Health and Safety Code Section 13114.7 from CCCPH backflow protection requirements. Staff is in the process of reviewing the guidance document and determining if existing residential fire sprinkler systems qualify for this exemption and if the exemption does apply, what steps need to be taken with the State Water Board.

New residential fire sprinkler systems are required to obtain compliance with CCCPH requirements; therefore, closed-loop fire sprinkler systems are to have an approved backflow prevention assembly installed or a passive purge fire sprinkler system. Passive purge fire sprinkler systems are plumbed to a toilet to prevent stagnant water within the fire sprinkler system. The District has collaborated with the City of Dublin and the Alameda County Fire Department to require new residential developments and tenant improvements that involve onsite plumbing to install a passive purge fire sprinkler system. These systems will reduce the hazard of contamination from backflow because the water will always remain fresh in the sprinkler systems.

### *Lead and Copper Rule Monitoring*

The Lead and Copper Rule is a federal regulation that limits the permissible amount of pipe corrosion. Effective corrosion control can help limit leaching of lead and copper from premise plumbing into the drinking water. Zone 7, DSRSD's water wholesaler, adjusts the pH of the treated surface water so it is less corrosive to metal pipes. Zone 7's groundwater is naturally non-corrosive due to its high mineral content. In June of 2025, Zone 7 completed a corrosion control study that assessed corrosivity before and after Zone 7's addition of ozone treatment to its surface water treatment facilities. The study concluded that there has been no impact from the operation of ozone treatment at either of Zone 7's surface water treatment plants on Zone 7's corrosion control treatment objectives.

In addition to Zone 7's effective corrosion control efforts, DSRSD is required to test the lead and copper levels in the drinking water from homes built between 1982 and 1986, when lead pipes or lead-based solder were used in plumbing. The U.S. Environmental Protection Agency (US EPA) sets monitoring requirements based on a water system's size and past results.

Under the authority of the Safe Drinking Water Act, the State of California set Action Levels. An Action Level is the concentration of a contaminant which, if exceeded, requires the water system to take additional actions such as

treatment, increased monitoring, or public education. Action Levels are set for lead at 15 µg/L and copper at 1.3 mg/L. Utilities must ensure that the water from the customer taps does not exceed Action Levels in at least 90% of the homes sampled (90th percentile).

On October 10, 2025, DSRSD completed the triennial Lead and Copper Rule Monitoring. For this monitoring period, DSRSD was required to test samples from 30 homes. The Laboratory, Field Operations, and Public Affairs staff updated customer outreach materials, delivered sample kits to customers, provided customer support, managed the analysis of samples and reported the results to customers and to the Division of Drinking Water. In water samples collected in July and August 2025, the 90th percentile value was below the detection limit for reporting and below the Action Level of 15 µg/L for lead. The 90th percentile value for copper was 0.59 mg/L, which is below the Action Level. In addition, none of the 31 samples tested had results that exceeded lead or copper action levels.

This year, DSRSD's potable water population surpassed 100,000 people which triggers an increase to required sample collections from 30 samples to 50 samples. DSRSD staff will be conducting a survey of houses that meet the Lead and Copper Rule criteria and initiating customer outreach to meet the sample requirement in time for the next monitoring period in 2028.

#### *Lead and Copper Rule Improvements*

On October 30, 2024, the US EPA published the Lead and Copper Rule Improvements (LCRI). The LCRI improved upon the 2021 Lead and Copper Rule Revisions (LCRR) which was a major update since the promulgation of the 1991 Lead and Copper Rule. Key provisions of the LCRI are as follows:

- Requires water systems to replace lead service lines by December 2037.
- Supports ongoing efforts to locate existing lead pipes. Under existing requirements, water systems were required to complete initial inventories of their service lines by October 16, 2024. The LCRI requires water agencies to regularly update the service line inventory, validate inventory, and develop a replacement plan for any lead service lines that are detected.
- Strengthens drinking water sampling requirements.
- Lowers the action limit threshold for lead from 15 parts per billion to 10 parts per billion.
- Adds additional requirements to reduce exposure to lead in drinking water for those water systems with multiple exceedances of the lead action level.
- Requires more frequent and proactive communication about the health risks associated with lead and information on where consumers can find the water system's lead service line inventory.
- Requires additional testing of lead in schools and childcare facilities.

DSRSD completed the initial lead service line inventory on October 16, 2024. No service lines made of lead or galvanized lines requiring replacement were found. The data collected from historical records and from the physical survey were compiled into the initial service line inventory. The service inventory is posted on the [District's webpage](https://dsrsd-potable-water-service-inventory-dsrsd.hub.arcgis.com/) (<https://dsrsd-potable-water-service-inventory-dsrsd.hub.arcgis.com/>) and updated as needed. Customers were informed where to find the lead service line inventory interactive map in the 2024 Annual Water Quality Report.

Staff anticipates additional work tasks required for compliance with the LCRI, including incorporating lead testing requirements for schools and childcare facilities, updating the initial service line inventory to meet the baseline inventory requirements, and revising and developing public outreach materials by November 1, 2027. Funding for these efforts is included in the current adopted Operating Budget.

#### *Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS)*

PFAS are a group of manufactured chemicals that have been used in industry and consumer products since the 1940s because of their useful properties. Due to their widespread production and use, as well as their ability to move and persist in the environment, studies have shown that most people in the United States have been exposed to some PFAS. Current scientific research suggests that exposure to certain PFAS may lead to adverse health outcomes. There are concurrent federal and state efforts to address health concerns related to PFAS in drinking water and establish regulatory limits for a limited number of PFAS compounds.

On April 26, 2024, under the Safe Drinking Water Act, the US EPA published the final Maximum Contaminant Levels (MCLs) for six PFAS compounds (PFOA, PFOS, PFHxS, PFNA, HFPO-DA and a Hazard Index calculation that includes a mixture of PFHxS, PFNA, PFBS and HFPO-DA). On September 10, 2025, the US EPA submitted a motion to the District of Columbia Court of Appeals to remove the final MCLs for PFNA, PFHxS, HFPO-DA, and the Hazard Index calculation. In addition to announcing the intention to initiate deregulatory actions, the US EPA stated it planned to uphold the final MCLs for PFOA (4 ng/L) and PFOS (4 ng/L) while extending the compliance period for water systems to comply with the final MCLs.

On October 30, 2025, under the authority of the Deputy Director of the Division of Drinking Water, California issued new and revised notification levels (NLs) for PFOA, PFOS, and PFHxA and new response levels (RLs) for PFHxS and PFHxA. Notification levels (NLs) are nonregulatory, health-based advisory levels established for contaminants in drinking water for which MCLs have not been established. A response level is set higher than a notification level and represents a recommended chemical concentration level at which water systems consider taking a water source out of service or provide treatment if that option is available to them.

Zone 7 has detected PFOA, PFOS, and PFHxS in its well water supply but not in its surface water supply. Zone 7 has built two PFAS treatment facilities and is planning to build a third treatment facility. Since the third quarter of 2024, Zone 7 has not detected PFAS in its finished drinking water supply and is able to produce drinking water that meets the federal MCL and California's health-based advisory levels for PFAS.

#### *Hexavalent Chromium*

On October 1, 2024, the State Water Board's MCL for hexavalent chromium (10 µg/L) became effective. Hexavalent chromium is a heavy metal that has been used in industrial applications and found naturally occurring in the environment. According to the California Office of Environment Health Hazard Assessment (OEHHA), hexavalent chromium is among the chemicals known to the state to cause cancer and is toxic to the liver.

Zone 7 has detected hexavalent chromium in its groundwater supply but not in its surface water supply. Groundwater wells that require treatment are also affected by PFAS contamination. The treatment system installed at Zone 7's Chain of Lakes well field to treat PFAS has demonstrated effectiveness at treating hexavalent chromium.

The hexavalent chromium MCL will not have much of an impact on DSRSD operations. DSRSD will continue to report detections of hexavalent chromium in the Annual Water Quality Report and the triennial Public Health Goal Report as required by law.

#### Wastewater

##### *Nutrient Management Update*

The Third Nutrient Watershed Permit for the San Francisco Bay Area, adopted by the Regional Board on July 10, 2024, and effective October 1, 2024, represents a significant regulatory step in managing nutrient discharges from municipal wastewater treatment plants into the San Francisco Bay. Agencies must collectively reduce Total Inorganic Nitrogen (TIN) discharges by 40% relative to 2022 levels by October 2034. The District plans to further reduce nutrients to the San Francisco Bay by expanding water recycling. DSRSD is a leader in water recycling and serves as the model for the region with respect to implementing water recycling as an effective, multi-benefit nutrient management solution. This strategy works because seasonal demand for recycled water in the Bay Area coincides with the dry season which has been determined so far to be a critical time for algal blooms in the Bay. Over the past 30 years, DSRSD, in collaboration with other water and wastewater agencies, has produced over 20 billion gallons of recycled water and, in doing so, diverted 3 million kilograms of nitrogen from the San Francisco Bay. DSRSD recycles 60% to 80% of total influent flows during the dry weather season. Recycled water is now 25% of DSRSD's overall water supply.

Water recycling will be the District's primary strategy to meet the nutrient reduction requirement. However, reduced wastewater flows due to improved water use efficiency and conservation by customers have decreased anticipated recycled water supply available. It should also be noted that DSRSD is not an individual discharger, as defined by the nutrient permit, because the District discharges to the San Francisco Bay by way of the EBDA Common Outfall. It is unclear how EBDA's interim and final limitations will be allocated to individual WWTPs, and whether the allocation

would recognize the District's long-standing accomplishments in nutrient management and the inherent variability and limitations of water recycling as a nutrient management strategy.

The Wastewater and Biosolids Master Plan update, currently underway, will evaluate nutrient management options, in addition to water recycling, to help guide the District's Nutrient Management Strategy. The update, anticipated to be completed by the fall of 2026, will study traditional infrastructure improvements to achieve nutrient removal, process optimization, and other strategies such as nutrient credit trading.

## **Recycled Water**

### *Recycled Water Site Inspection Program*

Order WQ 2016-0068-DDW (Order), adopted by the State Water Board on June 7, 2016, establishes Water Reclamation Requirements (WRRs) for the use of recycled water. This General Order is designed to streamline and standardize the permitting process for recycled water projects across California, replacing the earlier 2014-0090-DWQ order. The Order sets treatment levels, monitoring requirements, and operational standards based on the type of recycled water use. The Order also requires agencies to implement a Water Recycling Program, including training, record keeping, and Monitoring and Reporting Program (MRP) requirements.

The District has successfully operated and maintained a compliant recycled water distribution system and water recycling program since 2006. Ordinance No. 301 adopted on April 6, 2004, and DSRSD's Recycled Water Use Guidelines outline requirements and recommendations for customers to achieve compliance with Title 22 and the Order. This document contains regulations and guidelines for the design, installation, operation, and maintenance of on-site recycled water facilities for irrigation and water features; transport and use of recycled water for dust control and surface cleaning; and use of recycled water in dual-plumbed buildings and industrial facilities.

Use area monitoring and periodic inspections are essential components of the program and are designed to ensure safe use of recycled water. If recycled water systems are improperly connected to potable systems, or if backflow occurs due to pressure changes, untreated or partially treated water could enter the drinking water supply. DSRSD staff performs periodic inspections of recycled water sites to ensure compliance with applicable requirements. Monitoring requirements and frequency are detailed for each recycled water use site and may vary based on the use type and risk. Recycled water users are also required to submit quarterly self-monitoring reports.

Staff is currently evaluating the periodic inspection program to reduce the frequency of inspections at low-risk sites in order to gain efficiencies in the program. For example, low-risk sites that have no potable connections, such as street medians are currently inspected annually, staff is considering moving to inspecting these sites every three to five years, in addition to the required self-monitoring reports that would occur in the intervening years. School sites would likely continue to be inspected annually, given the significant amount of potable water infrastructure that also exists at schools. Staff would also consider the inspection history of each site and maintain the ability to adjust inspection requirements on a case-by-case basis to maintain compliance. These modifications to the site inspection program are acceptable to the regulatory agency and could reduce the District's third-party inspection costs, which are currently around \$60,000 per year. In addition, there may also be opportunities to utilize technology to improve the preparation, submission, and review of self-monitoring reports.

## **NEXT STEPS:**

This update is informational and does not require any Board action. Staff will continue to evaluate potential compliance strategies and resources needed to comply with these new or updated drinking water, wastewater, and recycled water regulations. This information will be reflected in the proposed operating and capital budgets that will be reviewed with the Board as part of the next two-year budget process.