

January 8, 2026
Fremont, California

The regular monthly meeting of the Board of Directors of ALAMEDA COUNTY WATER DISTRICT was held on January 8, 2026, at the hour of 6:07 P.M.

This meeting was conducted in person at the District's Headquarters and virtually by Zoom Webinar and Teleconference, and members of the public were invited to participate.

Present: Directors Weed, Huang, Gunther, Sethy, and Akbari

Staff members present: General Manager Ed Stevenson, Director of Operations & Maintenance Dan Stevenson, Director of Finance & Administration Jonathan Wunderlich, Director of Water Resources Laura Hidas, Director of Engineering & Technology Girum Awoke, Special Assistant to the General Manager Jackie McCloud, Senior Administrative Analyst Ethan Burch, General Counsel Patrick Miyaki, and District Secretary Marian Hsu.

President Akbari presided.

Director Huang led in the Salute to the Flag.

3 – PUBLIC COMMENTS – Fremont resident Kelly Abreu commented on current District construction activity, noting no major safety issues and identifying factors for future consideration.

4 – CONSENT CALENDAR

A motion was made by Director Gunther to add Items 5.2 through 5.4 to the Consent Calendar, seconded by Director Huang.

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

A motion was made by Director Gunther, seconded by Director Sethy to approve the following items on the Consent Calendar as amended.

- 4.1 Approval of Minutes of Regular Board Meeting of December 11, 2025
- 4.2 Ratification of Payment of Audited Demands dated November 30, December 5, December 12, and December 19, 2025
- 4.3 Resolution Approving and Authorizing Execution of Public Water System Extension Agreement with Lennar Homes of California, LLC, Tract 8251 – Station East, ACWD No. 2023-0023

RESOLUTION NO. 26-001

OF BOARD OF DIRECTORS OF ALAMEDA COUNTY WATER DISTRICT
APPROVING AND AUTHORIZING EXECUTION OF PUBLIC WATER
SYSTEM EXTENSION AGREEMENT WITH LENNAR HOMES OF
CALIFORNIA, LLC, TRACT 8251, STATION EAST, ACWD NO. 2023-0023

- 4.4 Resolution Approving and Authorizing Execution of Public Water System Extension Agreement with 43990 Fremont Holdings, LLC, Palisade Fremont Boulevard, ACWD No. 2024-0022

RESOLUTION NO. 26-002

OF BOARD OF DIRECTORS OF ALAMEDA COUNTY WATER DISTRICT
APPROVING AND AUTHORIZING EXECUTION OF PUBLIC WATER
SYSTEM EXTENSION AGREEMENT WITH 43990 FREMONT HOLDINGS,
LLC, PALISADE FREMONT BOULEVARD, ACWD NO. 2024-0022

- 5.2 Authorization of Amendment to Purchase Order for District Heavy-Duty Trucks to Include Two Specialized Utility Body Packages
- 5.3 Authorization of Amendment to Professional Services Agreement for Construction Inspection Services in Support of the Lindsay Tract and Birch Street Main Renewal Project
- 5.4 Authorization of Change Order for the Main Renewal – Central Newark Thornton Avenue Project

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

5 – ACTION CALENDAR

- 5.1 AUTHORIZATION OF PROFESSIONAL SERVICES AGREEMENT FOR MAINTENANCE AND SUPPORT SERVICES FOR THE GROUNDWATER MANAGEMENT SYSTEM DATABASE

The Groundwater Management System (GWMS) database is a custom Windows desktop application that includes a SQL Server (structured query language) database that is utilized by District staff for the management of data related to the District’s Groundwater Protection programs, Well Ordinance programs, and Groundwater Monitoring programs. In 2010, two database applications, the Site and Well Management System and the Groundwater Monitoring Program were combined and migrated into GWMS which was specifically developed by Baber Technical Consulting (BTS) for the District. In the past, an annual or biennial agreement for services was utilized. To streamline and increase efficiency in the management of this program, a

five-year agreement for maintenance and support services is proposed. The proposed agreement is based on routine maintenance and support at a database fee of \$1,670 per month, and for the development of any new features or enhancements to the database for an estimated fee not to exceed \$5,000 per year for a total not to exceed amount of \$125,200 for the five-year term of this agreement. There is sufficient funding in the budget for this expenditure. Board approval of this agreement will assist the District in achieving its Strategic Plan Goal 1.1 – Efficiently Manage and Maintain Our Infrastructure to Ensure Reliability and Strategic Plan Goal 2.1 – Maintain and Enhance Sustainability and Reliability of Local and Regional Water Supplies.

GWMS is a custom Microsoft desktop-based application utilized by District staff for the management of data related to the District’s Groundwater Protection programs, Well Ordinance programs, and Groundwater Monitoring programs. GWMS is used to support the following: 1) drilling permits; 2) groundwater well information; 3) groundwater monitoring well level data collected from the Spring and Fall Groundwater Monitoring programs; and 4) documents/information in support of the District’s oversight of cleanup sites.

In 2010, two database applications, the Site and Well Management System and the Groundwater Monitoring Program were combined and migrated into GWMS which was specifically developed by BTS for the District. To support a large portion of the work that the Groundwater Resources Division performs, the functionality and performance of GWMS must be maintained. To ensure optimal database performance and to address user-related issues, routine maintenance and support are required from BTS. The agreement includes updates to the GWMS application, work plans to incorporate any changes requested, and routine maintenance.

In the past, an annual or biennial agreement for services was utilized. Staff requested and received a proposal from BTS for continued maintenance and support of the GWMS for an additional five-year term. This agreement meets the criteria of Section I, “Sole and Single Source Procurements” of the District’s Procurement Policy. The proposed agreement is based on routine maintenance and support at a database fee of \$1,670 per month, and for the development of any new features or larger enhancements to the database for an estimated fee not to exceed \$5,000 per year for a total not to exceed amount of \$125,200 for the five-year term of this agreement.

Director Weed commented on the monitoring well program and monitoring tidal changes as a predictor of climate change and sea level rise. Mr. Ed Stevenson clarified that this item primarily addresses the system that collects and manages the data rather than actual field data collection.

A motion was made by Director Weed, seconded by Director Gunther to authorize the General Manager to execute a professional services agreement with Baber Technical Consulting, for a total not to exceed amount of \$125,200 for a five-year term, in support of the Groundwater Management System database, Job 1400.

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

5.2* AUTHORIZATION OF AMENDMENT TO PURCHASE ORDER FOR DISTRICT HEAVY-DUTY TRUCKS TO INCLUDE TWO SPECIALIZED UTILITY BODY PACKAGES

On May 8, 2025, the Board authorized the purchase of five heavy-duty trucks with utility bodies identified for replacement within the District’s vehicle replacement program. Two of these trucks are for use as Distribution Maintenance Division (DMD) utility crew trucks and require specialized body packages with features to allow crews to effectively perform their duties. These two trucks were mistakenly quoted and ordered with a standard utility body and will need to be upgraded to the specialized body packages for DMD use. An amendment is required to authorize the additional cost for the two utility truck specialized body packages. Adequate funding has been programmed in the budget for this expenditure. Board authorization of this item will assist the District in achieving its Strategic Plan Goal 1.1 – Efficiently Manage and Maintain Our Infrastructure to Ensure Reliability.

On May 8, 2025, the Board approved agenda Item 5.4 for the purchase of five heavy-duty trucks with utility bodies in the amount of \$996,206.77 to National Auto Fleet Group. During subsequent review of fabrication submittals after the vehicle chassis were delivered to the utility body installer, it was discovered that the two utility trucks intended for use by DMD crews were mistakenly not quoted nor ordered with the specialized body package required by the DMD field crews. There is an additional cost required to upgrade the two originally ordered utility bodies to the specialized body packages. This cost is in addition to the previously quoted standard utility body packages.

The replacement DMD utility trucks are intended to have the same functionality as current utility trucks which the originally quoted standard utility bodies lack. The specialized body packages include an engine-driven Power Take-Off (PTO) and on-board air compressor for tools and trench dewatering pumps, the required cabinet layout for effective tool storage, worksite safety lighting, and features to permit efficient stowage and deployment of specialized tools used by the DMD crews. This amendment reflects the additional cost for the specialized body packages for the two DMD utility trucks. The additional cost for the specialized body packages for the two trucks is \$223,591.66 for a total amended purchase order amount of \$1,219,798.43. The corrected body packages have been reviewed and confirmed by District staff in coordination with National Auto Fleet Group.

The upgraded specialized utility body pricing and quotation were obtained through the Sourcewell cooperative purchasing program which is the same program that was used for the heavy-duty trucks and utility bodies in the original purchase order.

A motion was made by Director Gunther, seconded by Director Sethy to authorize the General Manager to execute an amendment to the purchase order to National Auto Fleet Group for five F600 heavy-duty trucks to include two specialized utility body packages for an additional amount of \$223,591.66 for a total amended purchase order amount of \$1,219,798.43.

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None

ABSENT: None

5.3* AUTHORIZATION OF AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT FOR CONSTRUCTION INSPECTION SERVICES IN SUPPORT OF THE LINDSAY TRACT AND BIRCH STREET MAIN RENEWAL PROJECT

The Lindsay Tract and Birch Street Main Renewal Project (Lindsay Tract Project) is replacing approximately 6,710 feet of pipeline and associated appurtenances in Newark. Construction began in October 2024 and is expected to be completed in the spring of 2026. Additional construction inspection services are required to support the remaining work. There is adequate funding in the current fiscal year project budget for this expenditure. This item was most recently reviewed with the Engineering and Information Technology Committee on September 3, 2025. Board authorization of this amendment will help meet the District’s Strategic Plan Goal 1.1 – Efficiently Manage and Maintain Our Infrastructure to Ensure Reliability.

The Lindsay Tract Project is replacing approximately 6,710 feet of pipeline and appurtenances on residential streets proximate to Thornton Avenue in Newark. Construction began in October 2024 and is expected to be completed in the spring of 2026. On March 14, 2024, the Board authorized a professional services agreement with Alpha CM, Inc. (Alpha CM) in an amount not to exceed \$496,215 for construction inspection services for the Central Newark Thornton Avenue Project, Job 21235. Once the Lindsay Tract Project was ready for construction, and in accordance with the consultant procurement process and proposal, on August 8, 2024, the Board authorized an amendment to Alpha CM’s agreement in the amount of \$422,534 to add construction inspection services for the Lindsay Tract Project.

Due to unforeseen site conditions and other issues, the Lindsay Tract Project has extended beyond the originally anticipated completion date and is now expected to be completed in the spring of 2026. Ongoing construction inspection is required until the Lindsay Tract Project is completed. Staff requested Alpha CM to submit a proposal to provide additional inspection services through the anticipated completion date. Alpha CM’s estimated cost to perform the added Lindsay Tract Project work on a time and expense basis is an amount not to exceed \$ 248,924.62. Staff evaluated the proposal and found it to be reasonable for the services to be provided.

A motion was made by Director Gunther, seconded by Director Sethy to authorize the General Manager to execute an amendment to the professional services agreement with Alpha CM, Inc. for construction inspection services in an additional amount not to exceed \$248,924.62 for the Lindsay Tract and Birch Street Main Renewal Project, Job 21348.

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

5.4* AUTHORIZATION OF CHANGE ORDER FOR THE MAIN RENEWAL – CENTRAL NEWARK THORNTON AVENUE PROJECT

The Board previously awarded construction of the Main Renewal – Central Newark Thornton Avenue Project (Project) to A & B Construction, Inc. The Project is replacing approximately 5,200 feet of existing water main on Thornton Avenue between Cedar Boulevard and Cherry Street in Newark, and construction is nearing completion. Contract Change Order No. 6 has been prepared to address additional work associated with unforeseen conditions discovered during construction, changed quantities, and other necessary design modifications. There is adequate funding in the current fiscal year project budget for this expenditure. The status of this project was reviewed with the Engineering and Information Technology Committee on September 3, 2025. Board authorization of this Contract Change Order will help meet the District’s Strategic Plan Goal 1.1 – Efficiently Manage and Maintain Our Infrastructure to Ensure Reliability.

On January 11, 2024, the Board awarded the Project to A & B Construction, Inc. (A&B) in the amount of \$10,823,439 and authorized the General Manager to execute change orders up to 7% of the contract value, or \$757,640.73. The Project is replacing approximately 5,200 feet of water main and appurtenances on Thornton Avenue between Cedar Boulevard and Cherry Street in Newark. Construction began in May 2024 and is nearing completion. On October 10, 2024, the Board authorized Contract Change Order No. 1 in an amount not to exceed \$1,270,533 to address the disposal of non-hazardous Class II soils discovered during excavation and reauthorized the General Manager to execute 7% of the contract value, or \$757,650.73 for future change orders that could arise during construction. Contract Change Order Nos. 2, 3, and 4 in the total amount of \$715,968.48 were authorized by the General Manager to address design changes due to unforeseen utility conflicts and additional locating of unforeseen utilities. Contract Change Order No. 5 was authorized by the Board at the October 9, 2025, Board meeting to address design changes due to unforeseen utility conflicts.

Contract Change Order No. 6 in the amount of \$522,720.21 is now required to address additional design changes associated with unforeseen utilities, changes in paving quantity, and other necessary design modifications. Staff evaluated the cost proposal for the additional work and found it to be reasonable.

A motion was made by Director Gunther, seconded by Director Sethy to approve Change Order No. 6 in the amount of \$522,720.21 to A & B Construction, Inc. for the Main Renewal – Central Newark Thornton Avenue Project, Job 21235.

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

5.5 AUTHORIZATION TO EXECUTE AMENDMENT TO POWER PURCHASE AGREEMENT FOR CLEAN ENERGY PROGRAM AT WHITFIELD RESERVOIR

Mr. Awoke reported that the District's Clean Energy Program, Phase 1 (Program) will implement solar photovoltaic systems at four District facilities. In October 2021, the District executed Power Purchase Agreements (PPAs) for Phase 1 sites (Headquarters, Mayhew Reservoir, Newark Desalination Facility, and Whitfield Reservoir) and Phase 2 sites (Alameda Reservoir and Decoto Reservoir sites) with DG West 1, LLC. The Phase 1 PPAs were previously amended twice to address changed economic and other conditions, and construction is now nearing completion at three Phase 1 sites. The PPA for the fourth Phase 1 site, Whitfield Reservoir, now requires an amendment to address necessary modifications to the proposed photovoltaic layout necessitated by a restrictive easement on the property and the assignment of the PPA for the Whitfield Reservoir from DG West 1, LLC to DG Alameda II, LLC. This item was most recently reviewed with the Engineering and Information Technology Committee on December 17, 2025. Board authorization of execution of the amendment will help meet the District's Strategic Plan Goal No. 1 – Maintain and Improve Cost Effectiveness and Value of District Services.

On September 9, 2021, the Board authorized the execution of four Phase 1 PPAs and two Phase 2 PPAs with DG West 1, LLC. Following PPA execution in October 2021, DG West 1, LLC, commenced preliminary engineering designs for the four Phase 1 sites, and 30% designs were submitted to the District in January 2022. In October 2022, the Board authorized the first amendments to the Phase 1 PPAs to address potential tariffs on imported solar panels and cost challenges associated with procuring electrical equipment for the Program that allowed the Program to continue under new contract prices and other minor changes. The amendments reduced the District's projected energy cost savings from \$10.45 million to \$8.25 million over the 25-year PPA duration and changed the expiration of the vendor's early termination clause from the submittal of construction documents to the submittal of the 90% design set. During this period, the system design advanced from 30 to 60 percent complete.

Following delays associated with changes to DG West 1, LLC's selected engineering, procurement, and construction contractor (EPC), and changes in the economic climate affecting project financing, in February 2024, the Board authorized second amendments to the Phase 1 PPAs that allowed the program to continue under new contract prices. Other changes included removing DG West 1, LLC's ability to terminate the PPAs for financial reasons, the addition of liquidated damages for delayed operation of the system beyond the Commercial Operation Date (COD), and reduction in termination payment should the District decide to terminate the PPAs.

The design of the photovoltaic systems was completed, building permits were issued by the City of Fremont and City of Newark, and DG West 1, LLC initiated construction of the photovoltaic systems at Headquarters, Mayhew Reservoir, and the Newark Desalination Facility. Construction is now nearing completion for these three Phase 1 sites.

In January 2025, the City of Fremont reviewed Issued for Permit contract documents for Whitfield Reservoir and noted the existence of a previously mislocated PG&E easement on the project site. Upon review and further coordination with PG&E, the easement was determined to preclude installation of any improvements within the easement area, including photovoltaic panels on a portion of the site. The resulting reduction in the number of photovoltaic panels to accommodate

the easement restriction has changed the financial viability of the Program at this site. In July 2025, DG West 1, LLC provided written notice that DG West 1, LLC assigned all rights, title, and interest to the PPA for Whitefield Reservoir to DG Alameda II, LLC in accordance with the provisions in the PPA. DG Alameda II, LLC proposed a third amendment to the Whitfield Reservoir PPA that incorporates the following terms: a) revised site layout with an approximately 5% reduced system size and production guarantee, b) extension of the Commercial Operation Date to August 31, 2026, c) contract extension from 25 years to 30 years, and d) no change in PPA price (the second amendment PPA price still applies from year 1 to year 30). Other contract modifications included in the second and first amendments are maintained. Using a 3% annual utility cost escalation, the net present value lifetime savings achieved via the revised Whitfield Reservoir PPA are estimated to be \$4,420,000 compared to \$4,390,000 per the terms of the third amendment.

Staff recommended approval of the third amendment to the PPA for the Whitefield Reservoir in order to avoid additional risks to the District which include: a) failing to enroll the Whitfield site in PG&E’s Renewable Energy Self-Generation Bill Credit Transfer (RES-BCT) program, and b) potential future changes by PG&E to the terms of its RES-BCT program. The risk due to the system aging beyond 25 years is carried by DG Alameda II, LLC due to the production guarantees in the PPA.

Discussion ensued and staff responded to comments and inquiries from the Board. Director Huang asked staff to return with a status update on the District’s RES-BCT application. Director Sethy commented on the PG&E right-of-way and proper demarcation of underground utilities at the site. Directors Sethy and Abkari also requested a public dedication event upon project completion.

Fremont resident Ken Nishimura expressed support and noted financial benefits of participating in the RES-BCT program.

A motion was made by Director Sethy, seconded by Director Gunther to authorize the General Manager to execute a third amendment to the Power Purchase Agreement for Whitfield Reservoir with DG Alameda II, LLC, for the Clean Energy Program, Job 10093.

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

5.6 RESOLUTION APPROVING THE ALAMEDA COUNTY WATER DISTRICT STRATEGIC PLAN 2025-2030

Mr. Stevenson provided opening remarks and introduced presenters Jackie McCloud and Ethan Burch. The Alameda County Water District Strategic Plan (Strategic Plan) outlines the District’s key priorities and strategic direction, providing guidance to the District in aligning its operations, investments, and initiatives with long-term community needs, regulatory expectations, and organizational values. It helps all District functions focus resources, measure progress, and adapt to emerging challenges in a transparent and accountable manner. The Strategic Plan is intended to

be a practical tool that clarifies the District’s mission, vision, and values, establishes measurable goals and strategies, supports decision-making, and promotes resiliency and adaptability.

During 2025 and building on the District’s first strategic plan from 2018, the Board and staff undertook the update and enhancement of the District’s Strategic Plan. Through a series of Board workshops, internal and external engagement, and dozens of discussions among internal workgroups, the District collaboratively developed the Strategic Plan 2025-2030 which is presented for Board approval.

The Strategic Plan 2025-2030 builds on the strong foundation of the 2018 Strategic Plan by maintaining continuity in core objectives while introducing a new structure of Pillars and Strategies, and adding emphasis on key priorities, such as emergency preparedness, asset management, affordability, organizational culture, safety, and resilience. The Strategic Plan 2025-2030 also incorporates an Implementation Action Plan which, as an industry best practice, is to be completed, maintained, and updated by staff over the duration of the Strategic Plan, with regular progress reporting to the Board.

Approval of the Strategic Plan 2025-2030 will help advance all of the strategic goals in the District’s current Strategic Plan, as well as the additional and modified strategic objectives enumerated by the Board during its preparation.

The District’s 2018 Strategic Plan established five strategic goals with associated objectives and outcomes. In early 2025, the District began the process of updating the Strategic Plan to ensure alignment with current organizational priorities and community expectations. The update was guided by consultant Jennifer Persike & Company and included extensive internal and external engagement with interested parties.

Board and public engagement began with a Special Board Workshop on March 27, 2025, during which staff reviewed the 2018 Strategic Plan, several proposed Strategic Plan enhancements, and a proposed schedule for the update. The Board considered the development of a District Vision statement and enumeration of the District’s Core Values. Subsequent workshops on June 26 and July 31, 2025, focused on refining the Vision, Values, and Mission statements, as well as the introduction of new and refined strategic objectives. The final workshop on November 6, 2025, presented the final draft Strategic Plan and sample content from the staff-developed Implementation Action Plan.

Overview of the Strategic Plan 2025-2030:

Key elements of the Strategic Plan 2025-2030 include:

- A revised Mission: “To provide our customers with reliable, sustainable, high-quality water service at a reasonable price”
- A new Vision: “Quality water, thriving community”
- Newly defined Values: Service, Safety, Trust, Resilience, Collaboration, and Stewardship
- A restructured framework featuring Pillars (organizational focus areas), Goals (priorities), and Strategies (pathways to achieve goals)

- A separate Implementation Action Plan detailing tactics, metrics, outcomes, and responsible parties

Building from the District’s 2018 Strategic Plan

The Strategic Plan 2025-2030 maintains continuity of many core themes, but expands and deepens the District’s strategic initiatives in several areas:

Strategic Area	2018 Strategic Plan	Strategic Plan 2025-2030
Cost Effectiveness & Value	Focused on infrastructure, water quality, emergency preparedness, and customer efficiency programs.	Expanded to include innovation, asset management, and technology integration.
Water Supply	Emphasized reliability, conservation, and planning for future supplies.	Adds emphasis on resilience, regional partnerships, and implementation of the Water Resources Master Plan.
Finance	Focused on revenue stability, cost reasonableness, and transparency.	Adds affordability, customer access, and enhanced financial reporting standards.
Workforce	Addressed recruitment, retention, and engagement.	Adds succession planning, safety, and organizational culture.
Communication	Focused on outreach and engagement tools.	Expands to include accessibility, underserved communities, and emergency preparedness messaging.
Emergency Preparedness	Addressed under Cost Effectiveness & Value.	Elevated to a standalone pillar with detailed strategies for programmatic, infrastructure, human, and organizational cultural readiness.

Strategic Plan 2025-2030 Structure and Organization

In keeping with industry best practices for strategic plan development and presentation to the public, the District has refined the structure of its Strategic Plan. The Strategic Plan 2025-2030 includes the following key elements:

- Pillars – strategic areas of focus
- Goals – organizational priorities

- Strategies – pathways to meeting the District’s goals

Each Pillar has a corresponding set of Strategies, and each Strategy is further broken down into Tactics, Metrics (as applicable), Outcomes, and Owners.

The figure below identifies the key elements, how the key elements are linked, and how the Board’s decisions have been incorporated into the process. The Tactics and core Metrics are detailed in the new Implementation Action Plan which is included as an appendix to the Strategic Plan 2025-2030.

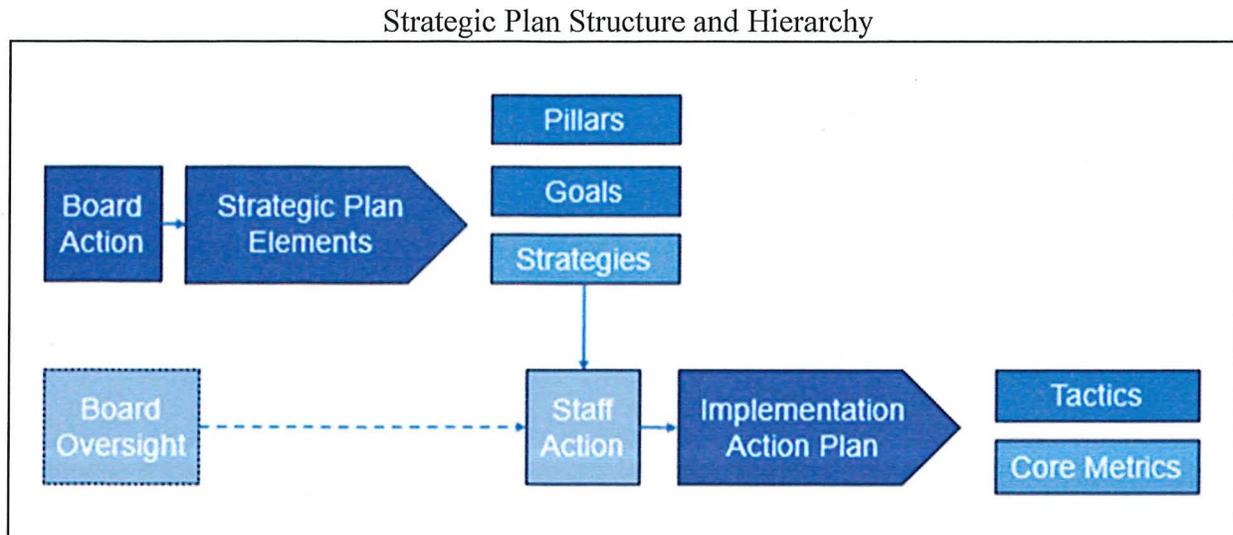


Figure 1: Strategic Plan 2025-2030 Structure and Hierarchy.

The updated Strategic Plan 2025-2030 structure is designed to improve clarity, accountability, and alignment with industry best practices.

Ms. McCloud briefly walked through each pillar, strategic goal, and their corresponding strategies.

Staff responded to comments and inquiries from the Board.

Implementation Action Plan

The Implementation Action Plan is a key enhancement that operationalizes the District’s strategic goals. It serves as a detailed roadmap that translates each of the six strategic Pillars into specific, measurable Tactics that are assigned to individuals or work groups. Many Tactics are assigned Metrics for operational tracking and success monitoring, as well as Outcomes intended to align with the Pillars. Many Metrics and Outcomes intentionally reflect “stretch goals” which are understood to be ambitious but ideal if achieved.

The Implementation Action Plan, while linked to the Strategic Plan 2025-2030, will be completed, updated, and maintained by staff and as such, does not require Board approval. However, the Implementation Action Plan serves as the basis for tracking key performance Metrics and status and progress updates to the Board.

Internal and External Engagement

In addition to the series of Board meetings and workshops, staff conducted a comprehensive customer survey and engaged all District employees as well as subject matter experts and individual workgroups to inform the Strategic Plan 2025-2030. Staff conducted a series of internal open house meetings, employee surveys, challenges, and other employee initiatives to solicit input on key Strategic Plan 2025-2030 elements, and to provide ranked staff input to the Board for consideration. Staff also extended presentation offers to many public agencies and presented to the City Councils of Newark and Union City. External engagement also included a presentation to the Silicon Valley Chinese Rotary Club.

With Board approval of the Strategic Plan 2025-2030, staff will work toward accomplishing the updated Strategies by implementing the associated Tactics. Additionally, staff will finalize development and begin implementing the Implementation Action Plan with updated Tactics and Metrics.

Mr. Burch explained the staff-developed tactics, metrics, ownership, and timelines supporting the 5-year strategic plan.

Staff received comments and feedback from the Board regarding the Implementation Action Plan. The Board thanked staff for all their efforts.

Mr. Nishimura provided comments to the Board regarding affordability and customer readiness for emergencies.

A motion was made by Director Huang, seconded by Director Gunther to adopt a resolution approving the Alameda County Water District Strategic Plan 2025-2030.

RESOLUTION NO. 26-003

OF BOARD OF DIRECTORS OF ALAMEDA COUNTY WATER DISTRICT
APPROVING THE ALAMEDA COUNTY WATER DISTRICT STRATEGIC
PLAN 2025-2030

The motion was passed by the following vote:

AYES: Directors Weed, Huang, Gunther, Sethy, and Akbari
NOES: None
ABSENT: None

6 – REPORTS

6.1 BOARD COMMITTEE REPORTS

- Operations & Water Quality Meeting of December 9, 2025: 1) Public Comments; 2) Alameda Creek Watershed Operations Overview and State Water Board Watershed Programs; 3) Operations Technology Incident Response and Disaster Recovery Plans
- Water Resources & Conservation Meeting of December 10, 2025: 1) Public Comments; 2) 2024 Water Loss Audit Report; 3) Coalition for Water Data Streamlining
- Finance & Administration Meeting of December 16, 2025: 1) Public Comments; 2) Grants Management Contract; 3) Help on Tap Program Update; 4) Income Statement; 5) Budget Report
- Engineering & Information Technology Meeting of December 17, 2025: 1) Public Comments; 2) Clean Energy Program Update; 3) Update on Development Projects in Central Fremont; 4) Update on District Properties and Available Property
- Legal, Intergovernmental & Community Affairs Meeting of December 18, 2025: 1) Public Comments; 2) Website Redesign Update; 3) Public Outreach Update; 4) Special Assistant to the General Manager's Report

6.2 OPERATIONAL REPORTS

- Rainfall Report – Ms. Hidas updated the Board with the current rainfall and noted that it was above the annual average to date.
- Water Production Report
- Quarterly Groundwater Recharge Report
- Investment Report
- Distribution System Monthly Hardness Map – Mr. Dan Stevenson explained that the temporary increase in water hardness is a result of the San Francisco Public Utilities Commission shift to local supplies for enhanced annual system maintenance. Normal operations are expected to resume on March 18, 2026.

6.3 STAFF PRESENTATIONS

- Help on Tap Annual Update and Crisis Assistance Program Proposal – Mr. Burch presented an update on the Help on Top program and the proposed crisis assistance program and received guidance from the Board.

6.4 GENERAL MANAGER'S REPORTS

- Mr. Ed Stevenson updated the Board on the Association of California Water Agencies (ACWA) Committee 2026 appointments and noted that staff is confirming any additional appointments. He also clarified that anyone can join a committee or subcommittee meeting, though voting rights may be limited.
- Mr. Stevenson informed the Board that dates for a possible joint workshop with the Union Sanitary District have not yet been identified and will likely be set later in the year.

- Mr. Stevenson announced that this day marked Ms. Hidas’ 25th work anniversary at the District.

7 – DIRECTOR’S COMMENTS, REPORTS ON MEETINGS ATTENDED, AND AGENDA ITEM REQUESTS

- Director Weed stated his intention to attend the Federal Affairs ACWA DC conference on February 24-26, 2026, in Washington D.C.
- Director Akbari congratulated Ms. Hidas and thanked her for her service with the District.

8 – CLOSED SESSION

President Akbari announced that the Board will convene in closed session to discuss the following item:

- 8.1 Pursuant to Government Code Section 54957
Threat to Public Services or Facilities
Consultation with Information Technology Manager, Chief Information Security Officer, and General Counsel

President Akbari adjourned the meeting to a closed session at 7:58 P.M. and reconvened the meeting at 9:14 P.M.

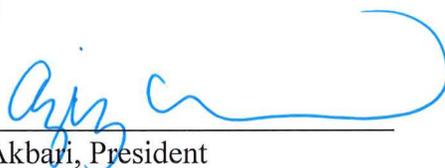
President Akbari reported that in closed session regarding Item 8.1, no action was taken.

There being no further business to come before the Board, the meeting adjourned at 9:14 P.M.



Marian Hsu, District Secretary

Attest:



Aziz Akbari, President