

“A multicounty agency authorized to plan for and acquire supplemental water supplies, encourage water conservation and use of recycled water on a regional basis.”

[BAWSCA Act, AB2058 (Lou Papan-2002)]

Board Policy Committee Meeting

April 8, 2026

Call To Order/Roll Call



Smegal, 2017

Comments by Chair



Jensen, 2011

Consent Calendar

- Approval of February 11, 2026 Policy Committee Minutes



Public Comments on Items Not on the Agenda



Sandkulla, 2023

Action Calendar



BAWSCA 2018

Proposed Fiscal Year 2026-27 Work Plan, Results To Be Achieved, and Funding Plan for the Operating Budget



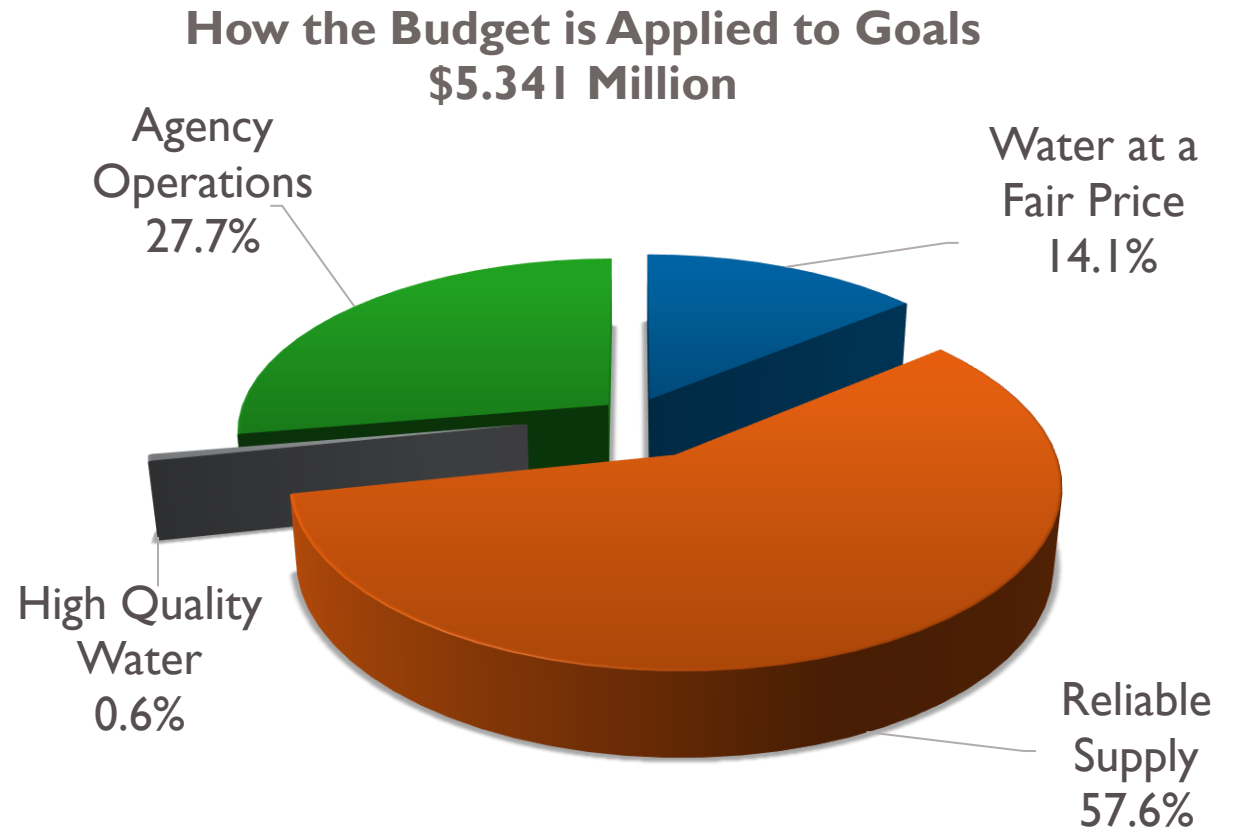
BAWSCA 2018

Proposed FY 2026-27 Work Plan Addresses Critical Issues Between Now and 2065 to Achieve BAWSCA's Goals

- Continue BAWSCA's role in managing the Water Supply Agreement to protect the member agencies' financial and water supply interests, including a review of the role of SFPUC's debt in setting rates and negotiations toward necessary 2028 WSA amendments
- Administer BAWSCA's bonds
- Oversee SFPUC's WSIP, 10-Year CIP, and Asset Management including review of the expected new Strategic Asset Management Plan
- Continue to monitor SFPUC's Alternative Water Supply Planning
- Participate in the Bay Delta and FERC Proceedings to protect regional water supplies
- Complete development of BAWSCA's Strategy 2050 and plan specific implementation work efforts
- Implement core and subscription conservation programs

Proposed Operating Budget Is 3.73% (\$207K) Below Approved FY 2025-26 Budget

- FY 2026-27 Proposed Operating Budget = \$5,340,828
- Includes budget allowance for a 5% adjustment to existing salaries for both COLA and merit-based increases
- Total water customer cost of \$2.83 (14 cents less) per person



Considerations for Funding the Operating Budget

- BAWSCA's primary source of funding is its assessments on member agencies (AB 2058)
- BAWSCA historically uses four principles when considering how to fund Operating Budget
 - Budget sufficient resources to achieve the desired Work Plan results.
 - Spend only what is needed to achieve the results.
 - Apply incremental and prudent increases in assessments as necessary.
 - Maintain a prudent General Reserve balance within Board guidelines.
- Currently estimating spending 90-95% of FY 2025-26 approved budget
- Funding plan for FY 2025-26 Operating Budget required 2.3% increase in assessments
- Current General Reserve balance: \$1,405,262
 - 25% of adopted FY 2025-26 Operating Budget

Four Funding Options Analyzed for Proposed Operating Budget of \$5,340,828

Fund Source	FY 2025-26	FY 2026-27			
	Adopted Funding Plan as of 05/15/25	Option 1 1.7% Assessment Decrease	Option 2 0% Assessment Increase	Option 3 1% Assessment Increase	Option 4 2% Assessment Increase
Assessments	\$5,395,709	\$5,340,828	\$5,395,709	\$5,449,666	\$5,503,623
Transfer from/(to) GR	\$152,023		(\$54,881)	(\$108,838)	(\$162,795)
Total Op. Budget/Funds	\$5,547,732	\$5,340,828	\$5,340,828	\$5,340,828	\$5,340,828
Est. EOY Transfer to GR		\$0	\$0	\$0	\$0
Est. EOY Reserves	\$1,405,262	\$1,405,262	\$1,460,143	\$1,514,100	\$1,568,057
% of Total Budget	25%	26%	27%	28%	29%
Assessment to Budget Ratio	97%	100%	101%	102%	103%

Recommendation

That the Board Policy Committee recommend Board approval of the:

- Proposed Fiscal Year 2026-27 Work Plan and Results to be Achieved;
- Proposed Operating Budget of \$5,340,828; and
- Recommended Funding Plan Option of 1% Assessment increase.

Adoption of BAWSCA Pay Schedules for FY 2026-27 and Retroactive Pay Schedule for FY 2024-25



L. Ash, 2017

Adoption of BAWSCA Pay Schedules for FY 2026-27 and Retroactive Pay Schedule for FY 2024-25

- BAWSCA is a participating agency in CalPERS which requires that BAWSCA's employees' reportable compensation comply with the California Public Employee's Retirement Law
- The Board must approve and adopt pay schedules each fiscal year
- Following the Board's action, the approved and adopted pay schedules will be posted on BAWSCA's publicly available website and formally transmitted to CalPERS
- Pay schedules will be approved and adopted again in September following the CEO/GM evaluation
- Pay schedules for FY 2026-27 reflect the annual minimum and maximum salaries for each classification
 - FY 2026-2027 Non-CEO salary schedules have been updated to reflect CPI increase of 3.104% to ensure that approved salary ranges stay competitive
- Pay schedule for FY 2024-25 is retroactively being corrected as necessary in the event of possible future audits by CalPERS
 - The top range salary for the Water Resources Manager position is corrected from \$247,967 to \$248,774

Recommendation

That the Board Policy Committee recommend the Board's approval and adoption of the BAWSCA Pay Schedules for FY 2024-25 and FY 2026-27

Consultant Selection to Provide Human Resources Management Services



BAWSCA 2018

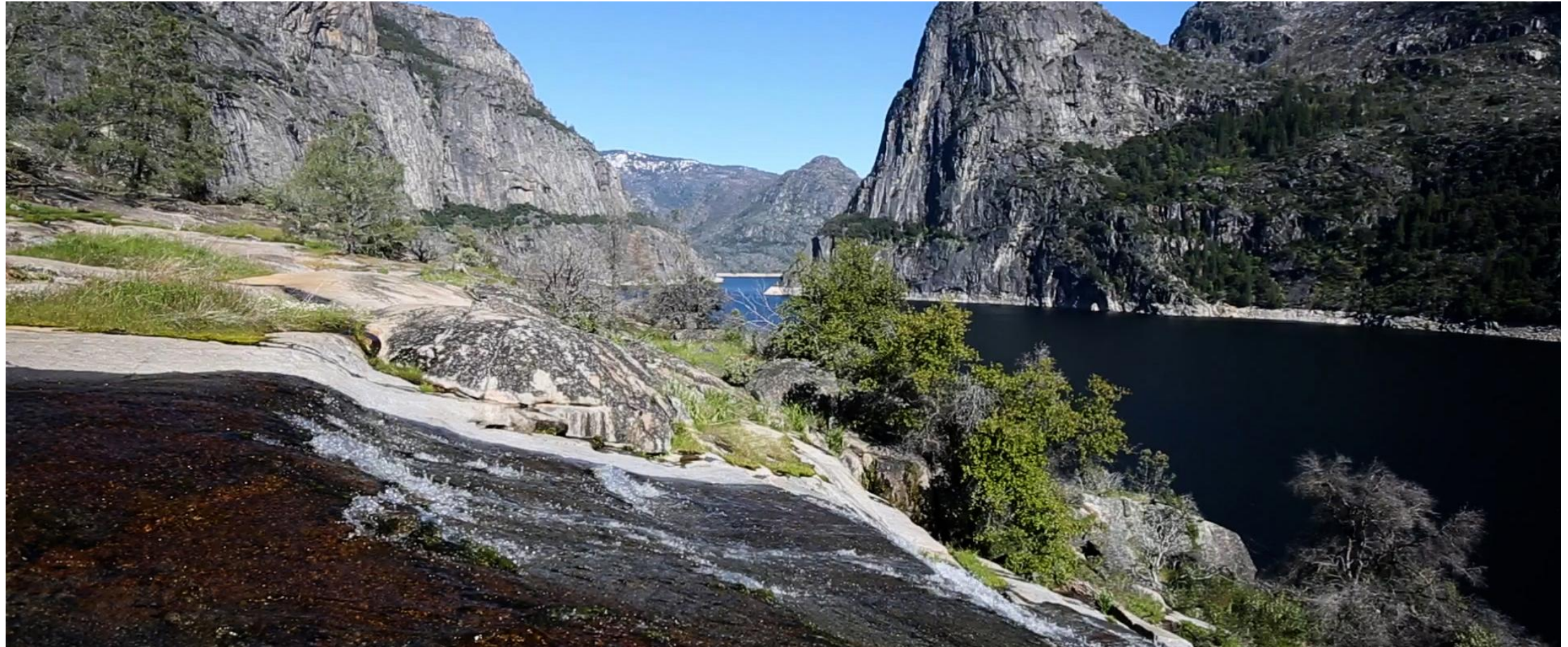
Human Resources Management Services – Consultant Procurement Effort

- BAWSCA is seeking proposals for on-call Human Resources (HR) Management Services from qualified individuals or firms (Proposers or Consultants)
 - BAWSCA released a Request for Proposals (RFP) for HR Management Services on March 20, 2026
 - The RFP was sent (via email) to the attention of 10 potential interested firms, it was also posted on BAWSCA's website
 - The proposal review panel will include internal staff and two outside agency experts
 - We will interview the highest-ranking firms and a recommended consultant will be identified in early May 2026
 - At the May 21, 2026, BAWSCA Board meeting, the CEO will request authorization to negotiate and execute a professional services agreement with a recommended consultant for the identified services
 - BAWSCA's General Counsel has advised that the consultant procurement process is consistent with BAWSCA's policies and procedures for professional services contracts
 - HR Consultant support has been included in the proposed FY 2026-27 work plan and budget

Recommendation

- That the Board Policy Committee: 1) confirm that the solicitation process conforms to agency practices, and 2) advise the CEO on whether additional information might be helpful to the Board for its consideration of authorizing the negotiation and execution of an agreement in May

Report and Discussion



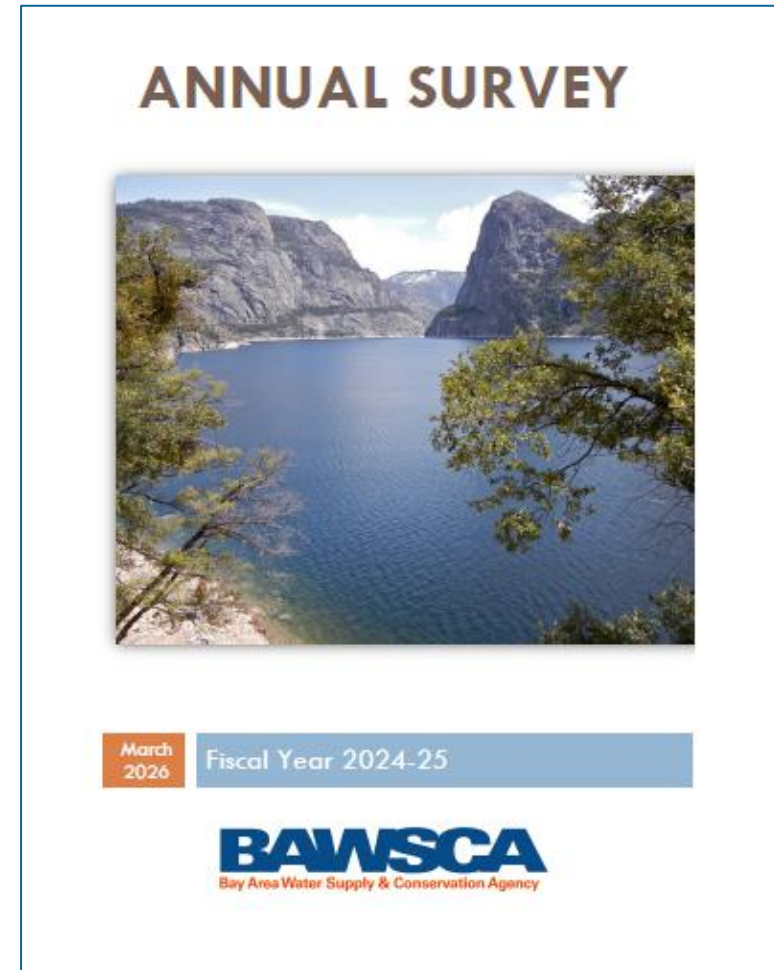
FY 2024-25 BAWSCA Annual Survey



BAWSCA 2018

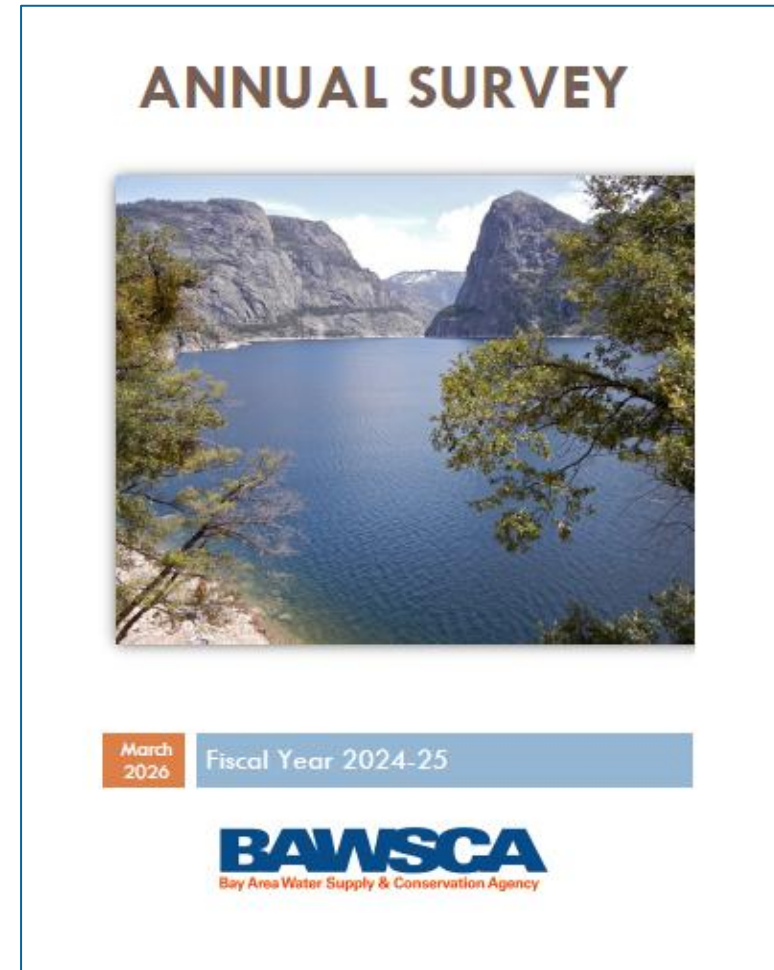
BAWSCA Annual Surveys

- Since 1996, BAWSCA and its predecessor have conducted an annual survey of its member agencies to update key BAWSCA service area information including:
 - Current water supply by source
 - Current and projected water purchases from SF RWS
 - Projected water supplies and demands
 - Consumption by customer class
 - Current and historical climate data
 - Current and projected population
 - Per capita water use
 - Single family water bills and rate structures
 - BAWSCA member agency profiles

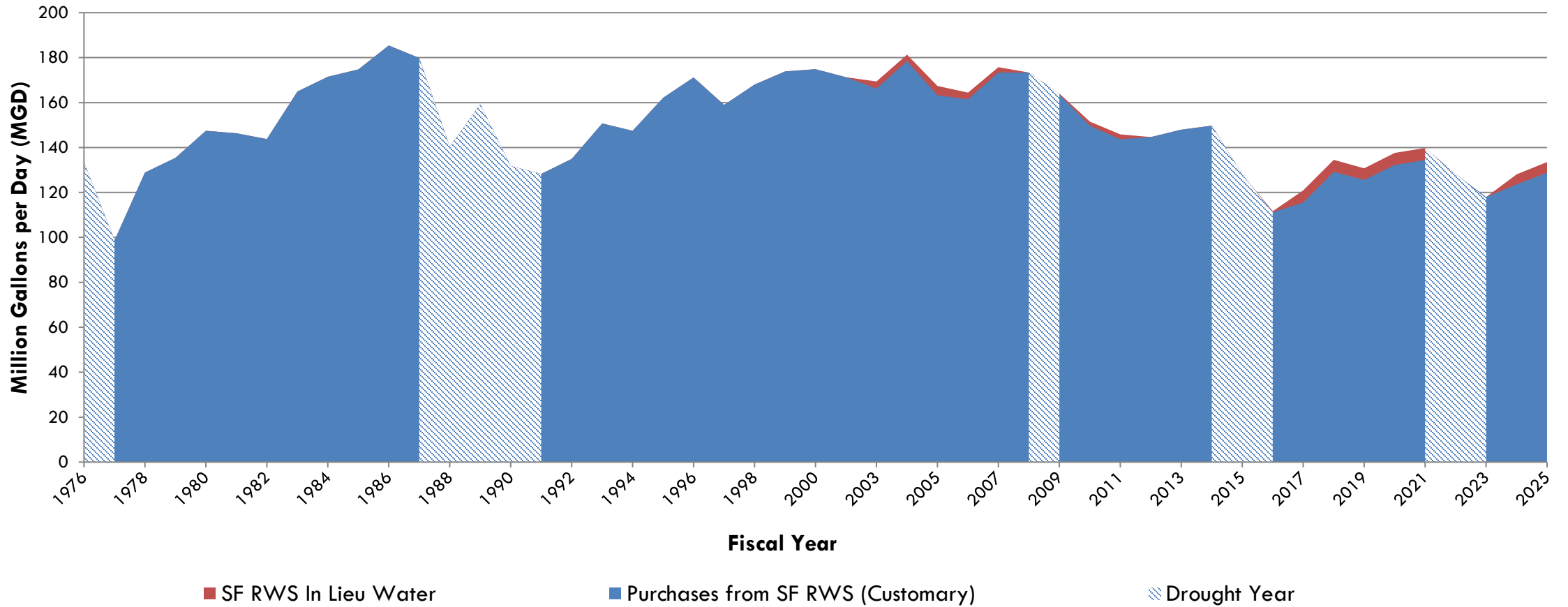


BAWSCA Annual Survey FY 2024-25

- BAWSCA's Annual Survey presents key water resource information about BAWSCA's member agencies.
- BAWSCA collects data via the Water Conservation Database (WCDB)
- In FY 2024-25, the member agencies reported:
 - 192.37 mgd in Supply by Source
 - 58.9 gpcd in Residential Per Capita Use
 - 98.0 gpcd in Gross Per Capita Use
 - 243.05 mgd in Demand Projections (2050)
 - 1,887,992 in Total Population
- BAWSCA has posted the FY 2024-25 Annual Survey to its website:
 - bawasca.org/water/supply/survey



Past & Current SF RWS Purchases (Including In-Lieu Water)



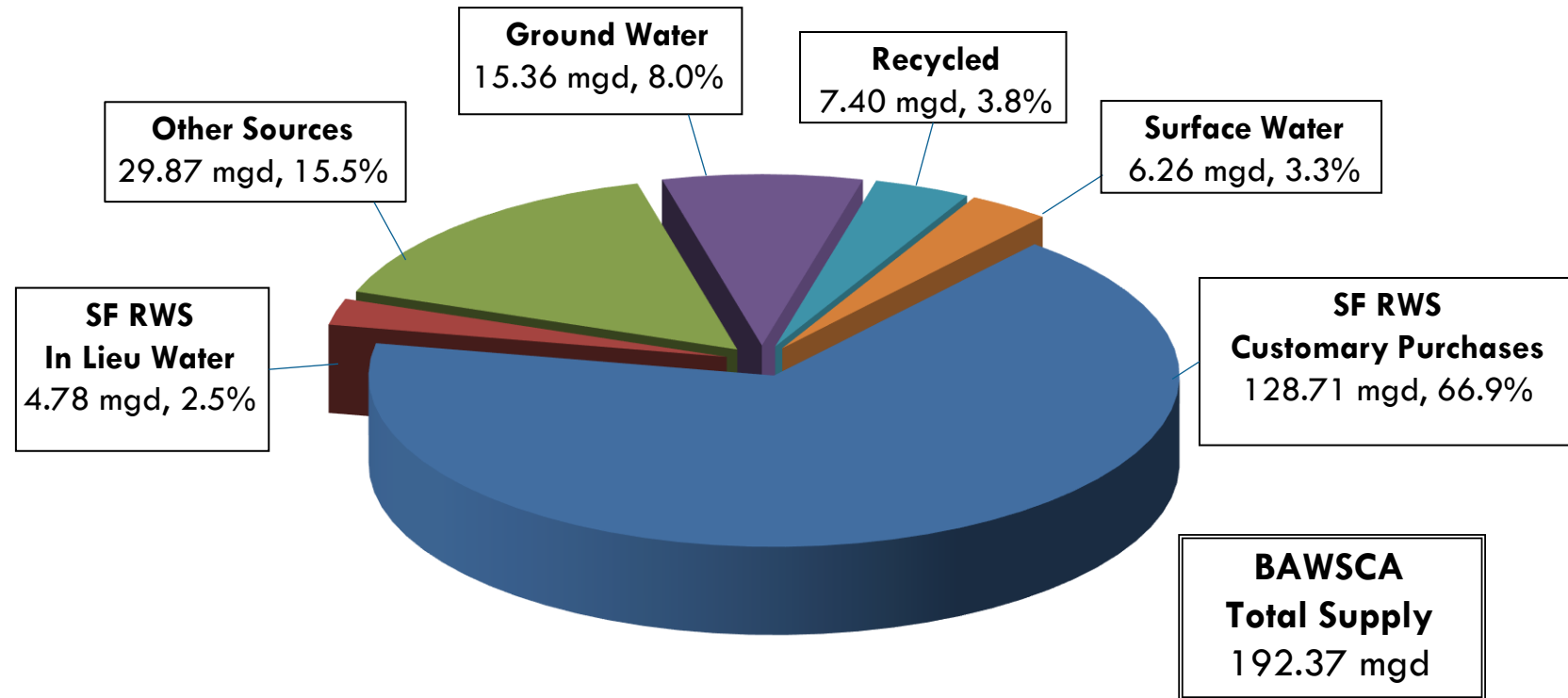
Note: Some data points corrected from values shown in prior surveys.
Source: SFPUC Commercial Division Records as listed in Table 2C

Source: BAWSCA FY 2024-25 Annual Survey

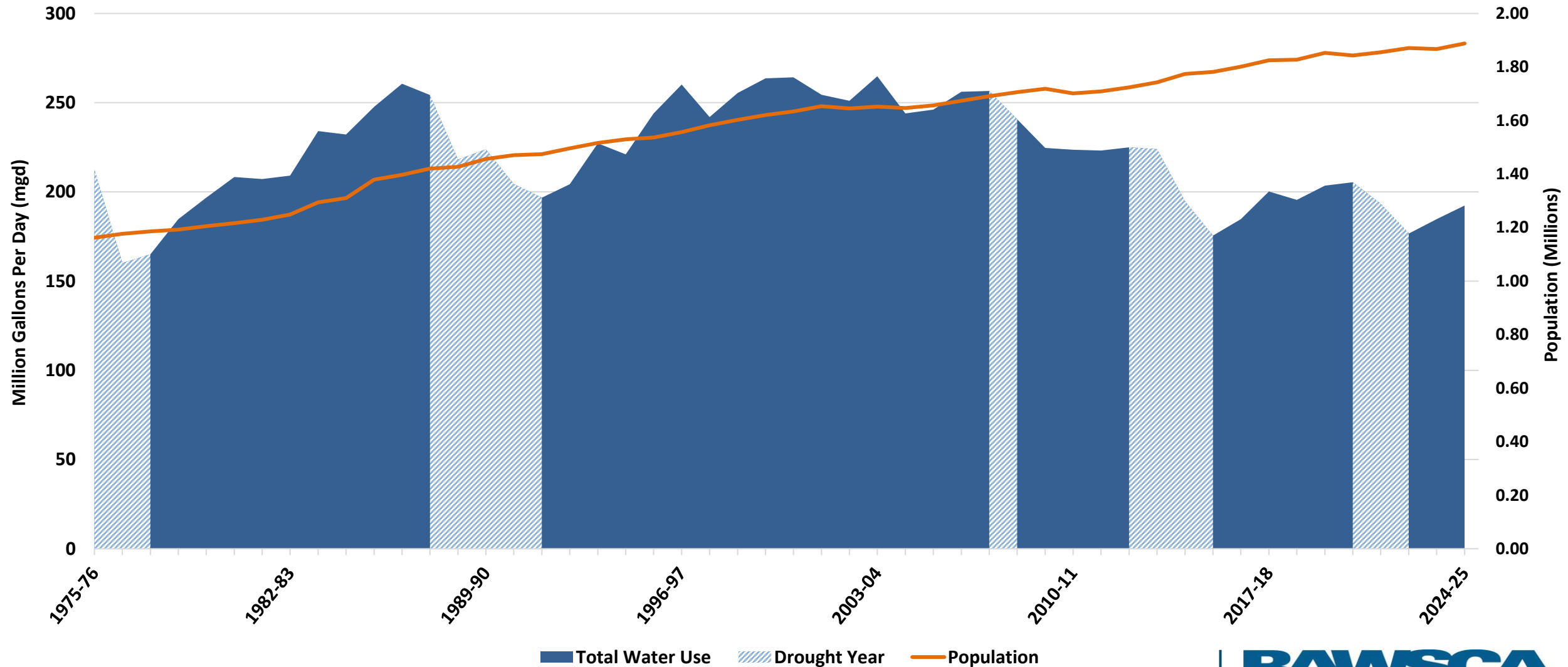
BAWSCA Agencies Rely on Regional Water System for Two-Thirds of Their Total Supply

BAWSCA agencies purchase two-thirds of the water supplied by the Regional Water System

And they pay two-thirds of the costs of the Regional Water System

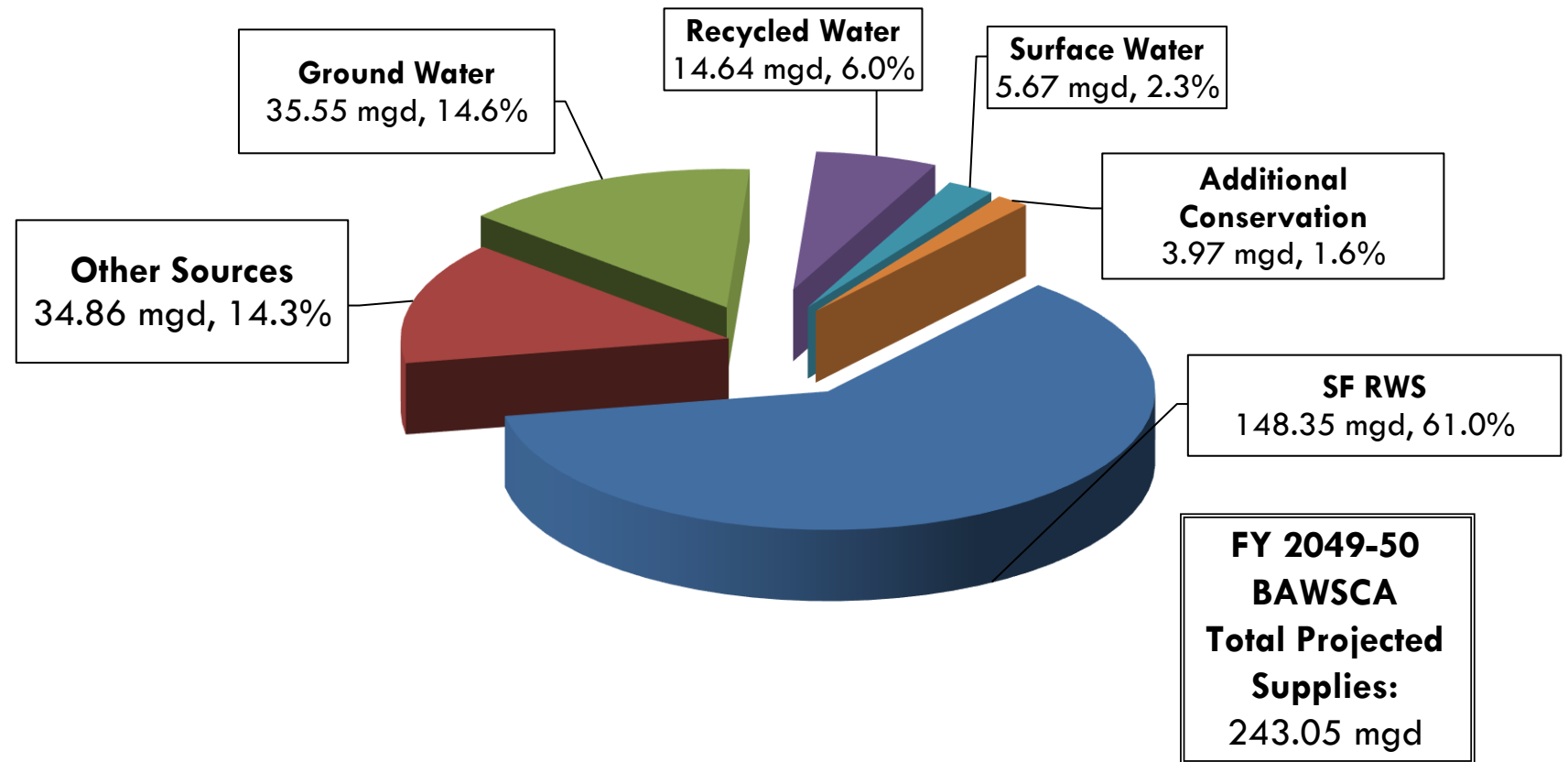


26% Less Water Used Today in BAWSCA Region Compared to FY 1986-87 Despite a 35% Population Increase



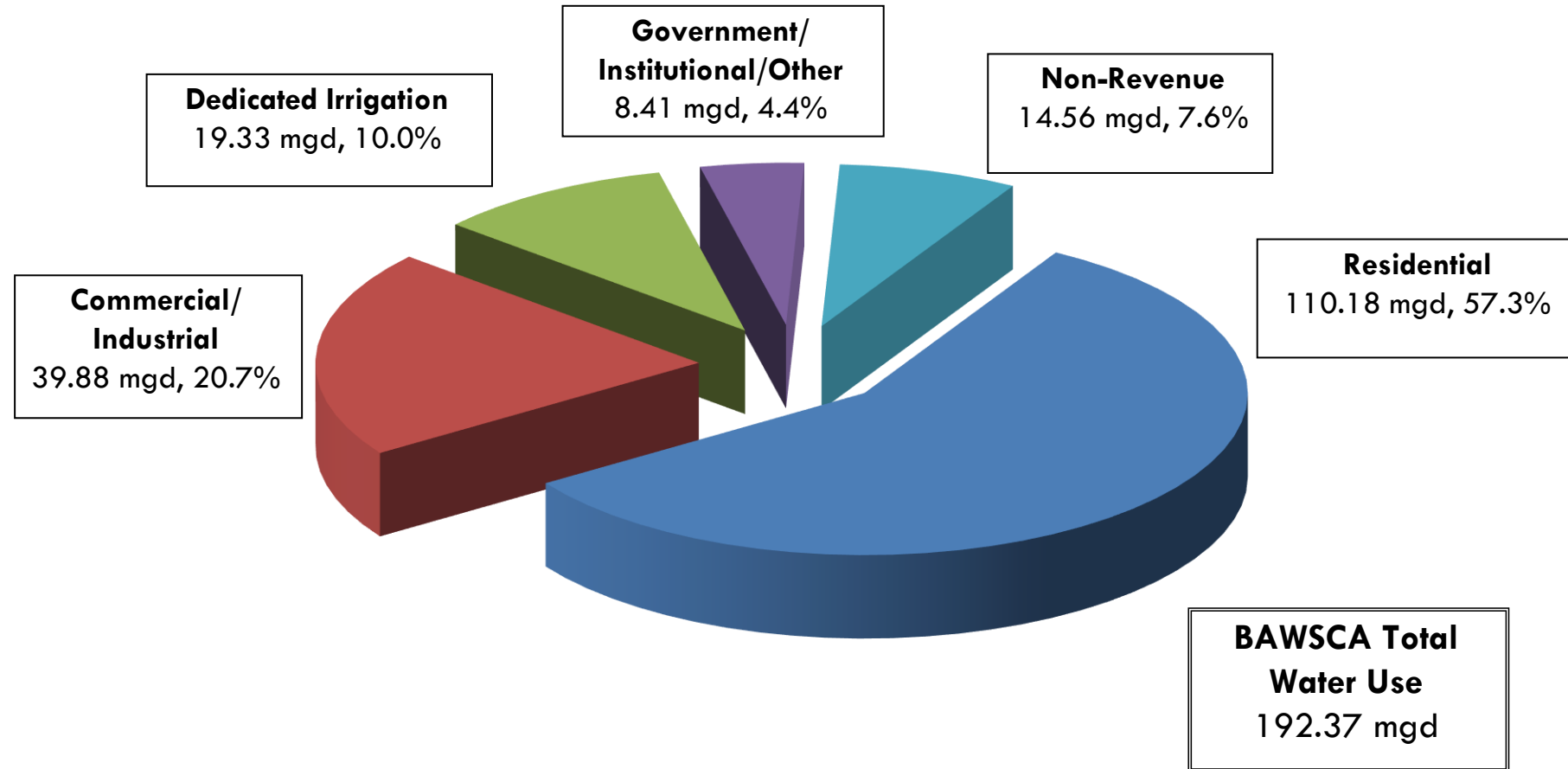
Demand Projections By Source 2049-50

BAWSCA 2025 Regional Water Demand & Conservation Study

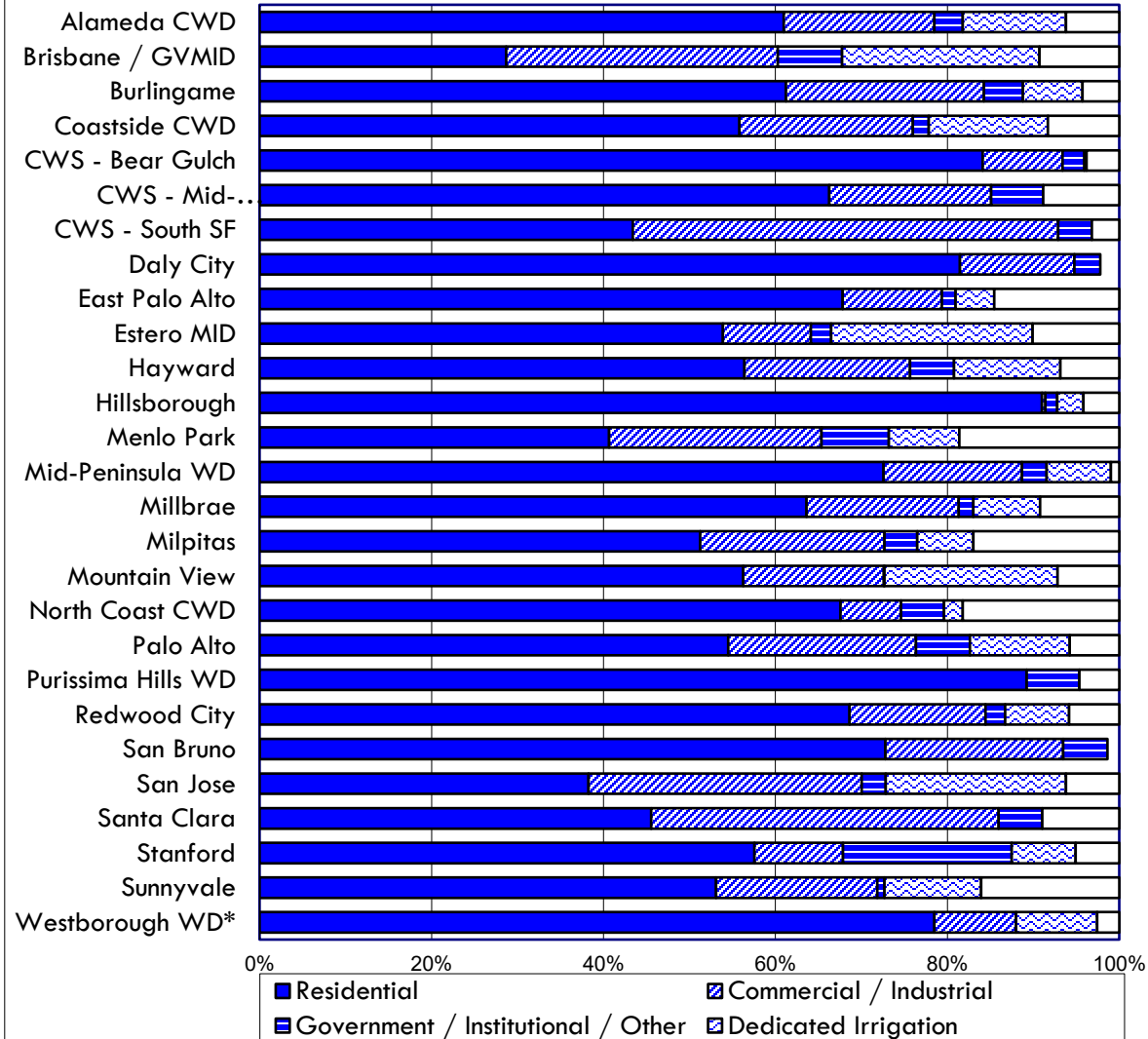


Consumption by Customer Class

As with the source of supply, BAWSCA's demand by customer class is relatively consistent over time.



Consumption by Customer Class



Source: BAWSCA FY 2024-25 Annual Survey

* Negative non-revenue water amounts not displayed.

Figure 4C

Current and Historical Regional Climate Data

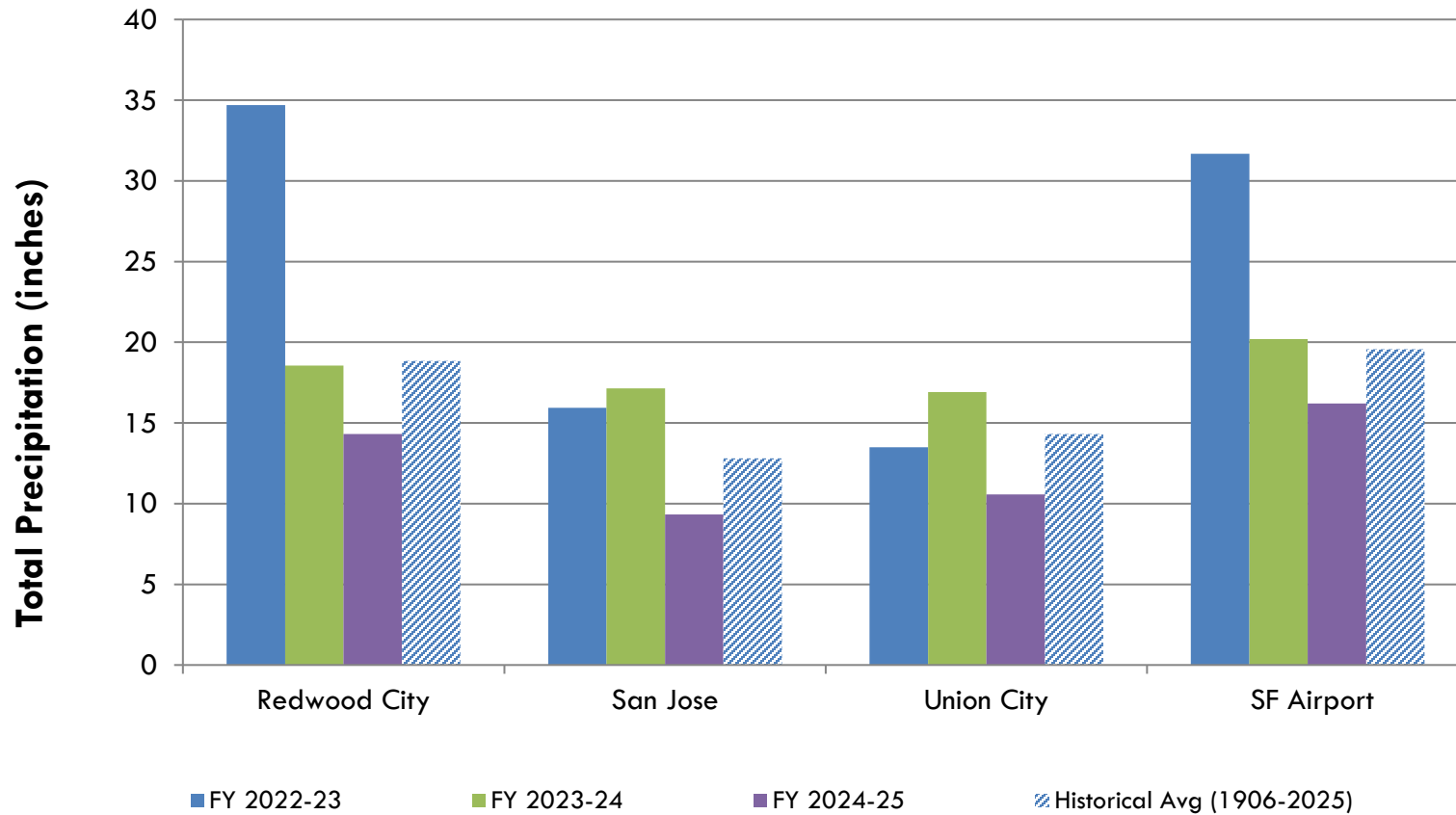
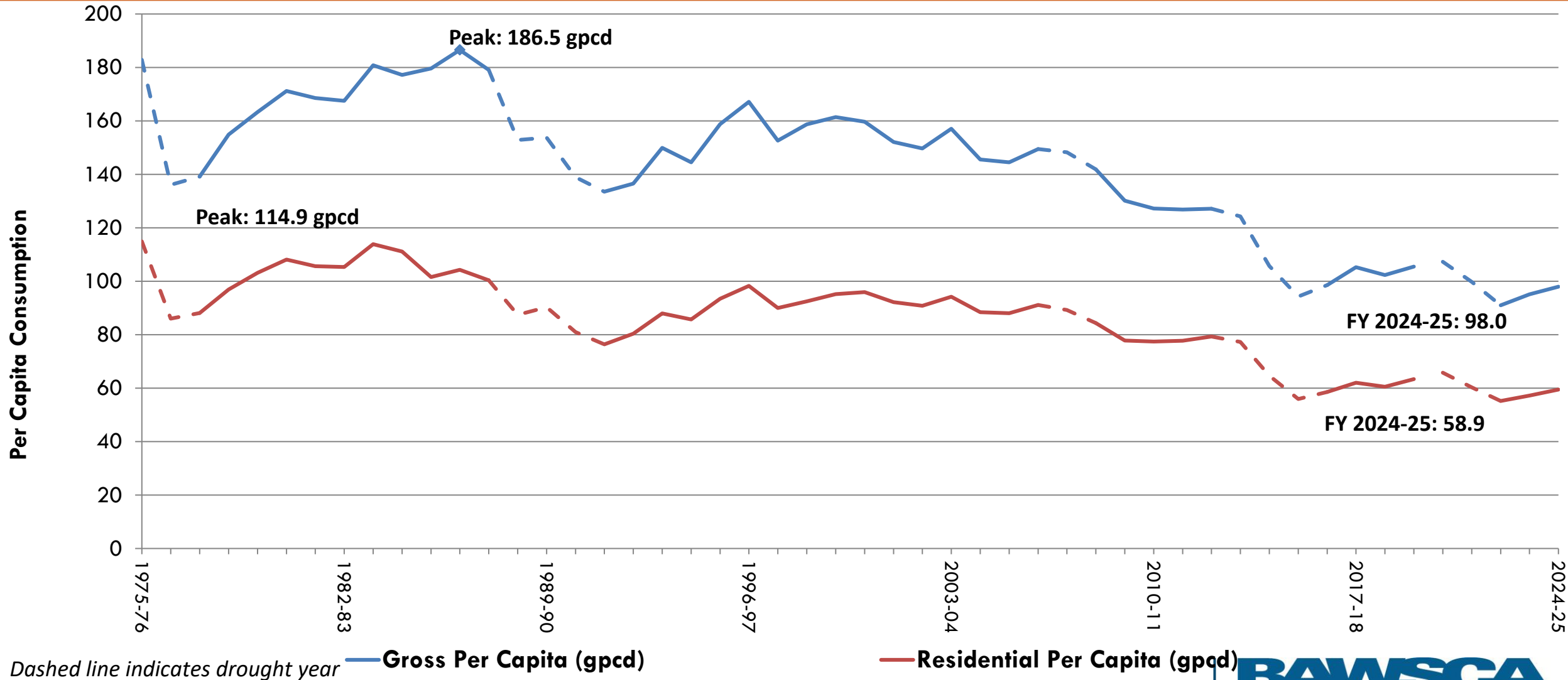


Figure 5A

Residential Per Capita Has Decreased by 48% in BAWSCA Region



Dashed line indicates drought year — **Gross Per Capita (gpcd)**

— **Residential Per Capita (gpcd)**



Comparing Two Years Shows Impact of Local Action on Average Daily Residential Water Use (Gallons Per Capita Per Day, gpcd)

Year	Average Residential Use (gpcd)	# of Wholesale Customers with gpcd < 45	# of Wholesale Customers with gpcd of 46-55	# of Wholesale Customers with gpcd of 56-70	# of Wholesale Customers with gpcd of 71-100	# of Wholesale Customers with gpcd > 100
2012-13	79.3	0	5	6	12	3
2024-25	58.9	8	6	8	1	3

- Data shows overall reduction in residential per capita use throughout service area.
- Reductions reflect investments by water agencies and their customers.
- Reductions reflect response to previous drought and sustained low use.
- Stanford not included in residential per capita calculations due to nature of service area.

Agency Profiles

Supply by source,
demand by sector, per
capita use and water
operations
infrastructure also
included.

Alameda County Water District

43885 South Grimmer Boulevard
Fremont, California 94538-6348
Phone: (510) 668-4200 Fax: (510) 656-3426
Web: <http://www.acwd.org>

Service Area

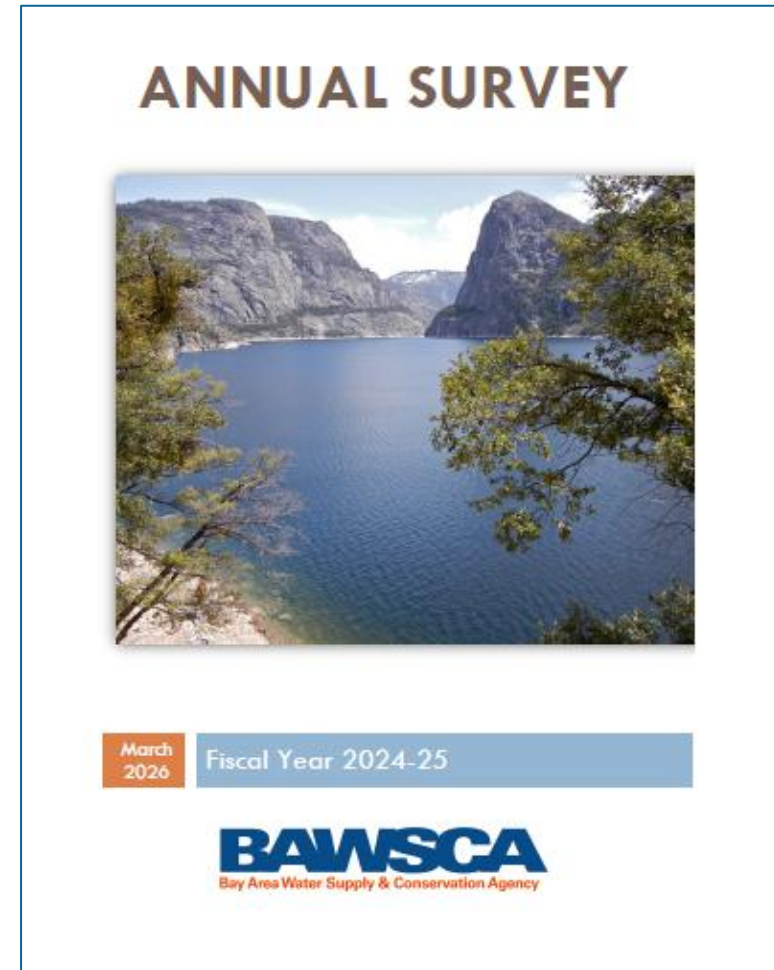
The Alameda County Water District (ACWD) service area includes the cities of Fremont, Newark, Union City, and southern portions of the City of Hayward. Currently, ACWD provides retail water service predominantly within the Cities of Fremont, Newark, and Union City, and a small number of parcels outside of ACWD's service area through agreements.

Profile

Area Size	104.8 sq. miles
Service Population	347,000
Number of Accounts	86,616
Number of SF RWS Connections	8
Connections to SF RWS Mains	BDPL 1, 2, 3, 4 and 5
Avg. Day Demand (mgd)	36.29
Avg. Day Purchases from SF RWS (mgd)	10.42
% Demand Met with SF RWS Supplies	28.71%
Maximum Local Water Production (mgd)	86.5 mgd (Source: ACWD Engineering Report 2011, and includes WTP2, Blending Facility, Desal, and Direct Takeoffs from SFPUC)
Alternative Supply Sources	SF RWS, State Water Project (SWP), Local Groundwater
Interties with Other Agencies	Milpitas, Hayward
Local Storage (mg)	85.0 maximum capacity - volume in storage is typically 60 to 80% based on seasonal operating conditions
Days of Storage	1.7 - based on maximum capacity storage and average daily demand

BAWSCA Annual Surveys

- BAWSCA's Annual Survey is the most referenced document that BAWSCA produces.
 - Regional Water Demand and Conservation Studies
 - Strategy 2050
- It provides a summary of key characteristics of water use and water resource information within the region.
- BAWSCA continues to look for ways to improve the document to enhance further work efforts that it informs.



CEO Reports



L. Ash, 2017

SFPUC's Millbrae Operations Center Update

- On March 18, 2026, the SFPUC hosted a meeting at their Millbrae Operations Center to discuss the proposed project
 - Present were key SFPUC staff, Millbrae staff (staff plus Vice Mayor Rainaldi), and BAWSCA staff
 - It include a tour of the site and a discussion of the work that is currently proposed. The SFPUC also provided documents detailing how the project plans evolved to their current form.
- BAWSCA was copied on a letter from the SFPUC dated March 31, 2026, sent to Assembly Members Papan, Stefani, and Haney (included in the Correspondence Packet.) The letter noted that:
 - The SFPUC would pause further work on the currently proposed project at 35% design level, which the SFPUC indicated would be reached by April 3, 2026
 - The SFPUC would develop a new alternative. That alternative will be configured such that the Outdoor Supply Hardware (OSH) retail operations remain.
 - The SFPUC's estimate that it would take 3 months to prepare the new alternative, and that cost implications of choosing a new alternative would be shared with BAWSCA and their Commission

Closed Session



SFPUC

Report After Closed Session



BAWSCA 2018

Comments by Committee Members



L. Ash, 2017

Next Meeting and Adjournment

Next Meeting

June 10, 2026
1:30 pm