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Current occupation: Primary - member of EBMUD Board of Directors
Secondary - HR Consultant / Labor Arbitrator

1. Do you feel the District is being sufficiently "green" in its operation of its water and wastewater facilities? Yes I do - and we are continually working to improve.

2. Is EBMUD on track with AB 32 (2006), which required California to reduce its production of greenhouse gases to 1990 levels by 2020, and achieve much greater reductions by 2050?
Absolutely

3. Global climate change is anticipated to have major effects in California, including EBMUD's service area and water supply sources. What is your understanding of the possible effects of climate change on EBMUD?

First, there will less water for the people who need it due to less snow runoff and warmer temperatures. Second, it will rain less making water conservation and recycling even more important.

4. How high a priority should EBMUD give to addressing climate change and its impacts on EBMUD? EBMUD is already giving this issue a very high priority.

5. Should the District take any responsibility for maintaining adequate water flows for firefighting within the District, and if so, what form should that responsibility take? (In the 1991 Oakland Hills fire, it was found that some District hydrants had flows of less than 200 gal/min, when the minimum firefighting standards were over 1000 gal/min) The Oakland Hills fire has the effect of working to improve fire flows as well as engaging in co-operative programs with the fire department.

6. EBMUD has fairly generous retirement benefits. However, it appears those benefits are nowhere near being fully funded. How would you address EBMUD's unfunded retirement benefit liability? Your question does not well represent the funding basis or the "generous" benefits. First - the funding level is at 80% which is very good for a public or private pension plan. Assets now stand at \$1.45 Billion. Over the past year the plan assets grew at an 11% -

almost double what CalPers did. As a trustee on the EBMUD Pension, I will continue to support ESG investing - especially as it has been shown to beat much larger pension funds who invest wildly. We have been conservative and yet growing in strength.

Finally, the benefits are soundly based and have never allowed for spiking or other inappropriate tinkering with the benefits paid to employees. The benefit level has not changed over the last ten years from when it was collectively bargained to its current level. Before that, the benefit level hadn't been changed for almost 20 years. And there isn't a lifetime medical benefit eating away at the assets - just a supplement cash benefit to allow the retirees to buy their own supplement plan.

7. Should EBMUD Directors get the same benefits as regular employees? Yes - the plans are middle of the road plans that are not extraordinary. As a matter of fact, the plans are collectively bargained.

8. What do you think about the fact that EBMUD is forced by the State of California to pointlessly pollute our clean water with neurotoxic fluoride? It is a matter of law.

9. San Diego successfully resisted the fluoridation "mandate", without consequences. Would you support such an effort at EBMUD? Not without a change in the law.

10. EBMUD's billed Wastewater Treatment Charge for customers is based on the Water Flow amount. Clearly this is not correct during the summer months, when increased water flows normally mean an increase in water used on gardens, and NOT an increase in indoor use which impacts the wastewater system. Would you consider eliminating this unfair hidden charge? If there is a reasonable way to measure the wastewater flows, yes.

11. Is there anything else you would like to tell us? When I first came EBMUD Board, I pushed for the recycled water program that has grown. I am pushing to make the program larger so as to reduce dependency on potable water - the expansion of the DERWA program is proof of this. Likewise, I have been a mover on increasing water conservation for the same reason. A secondary effect of EBMUD's efforts on treating wastewater has been to generate electricity - I voted for those efforts that now make EBMUD wastewater treatment plant energy self-sufficient with power to sell to the Port and the grid. EBMUD has solar power generation throughout its system. And EBMUD is getting better at clean energy generation.

I have been consistently opposed to the "twin tunnels" as I believe them to be an environmental disaster.

Finally, since first elected to the EBMUD Board, I have worked for those policies that have reduced water demand in 1994 from 192MGD to current (2018) summer demand of 162MGD all

while serving a 1994 population of 1.1 million ratepayers to today's 1.4 million ratepayers. In short, I have always worked hard to be a good steward of the resource.