

Budget & Workplan

FISCAL YEAR 2026



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INTRODUCTION

The Bay Area Clean Water Agencies (BACWA) is a joint public powers agency created by a 1984 Joint Powers Agreement (JPA) between the Central Contra Costa Sanitary District (CCCSD), the East Bay Dischargers Association (EBDA), the East Bay Municipal Utility District (EBMUD), the City of San Francisco, and the City of San Jose (collectively, “the Principal Agencies”). The JPA requires approval of an annual budget and workplan divided into three parts: overhead (Part A), general benefit programs (Part B), and special benefit programs (Part C).

The JPA requires that revenues for each fiscal year be equivalent to anticipated expenditures. Expenditures for Management & Administration (Part A), and General Benefit Programs (Part B) are funded by all BACWA members because these programs are carried out on behalf of all member agencies.

Since adoption of the Annual Budget for fiscal year 1984, and each fiscal year thereafter, the Executive Board has allocated Part A and Part B costs pursuant to authority provided in Section 10 of the Joint Powers Agreement among Member Agencies in the following manner (the “Allocation Method”):

- a. a stated portion to the Original Signatory Members in equal shares; and
- b. the balance to Associate and Affiliate Members based on one or more of several factors consisting of the type of agency, size of plant, metals loadings, and total inorganic nitrogen loadings in the ratio that their share is to that of the total Associate and Affiliate Membership.

On September 26, 2014 BACWA formally adopted this allocation through Executive Board Resolution R-2015-01. BACWA currently has two General Benefit Programs: the core BACWA program to support member agencies and the Clean Bay Collaborative. Expenditures for Special Benefit Programs (Part C) are funded by those agencies that elect to fund those programs because those benefits accrue primarily to those participating agencies.

In FY25 BACWA had three Special Benefit Programs, all of which conform to the JPA requirements under Part C.: Water Operator Training, the Bay Area Biosolids Coalition (BABC), and the Bay Area Chemical Consortium (BACC). The Water Operator Training program, also known as the Bay Area Consortium for Water/Wastewater Education (BACWWE) is a group of BACWA agencies who provide funding for operator educational opportunities. The Bay Area Biosolids Coalition is comprised of a subset of BACWA members who are pursuing alternatives for biosolids beneficial reuse and/or disposal in order to meet regulatory requirements for diversion of organics from landfills. In FY26 the BABC will sunset as a Special Benefit Program and be integrated into BACWA as a regular committee. The Bay Area Chemical Consortium is comprised of BACWA agencies as well as additional public water and wastewater agencies who work together to develop group chemical bids.

The purpose of this document is to fulfill the requirements of the JPA for Fiscal Year 2026 (FY26). This workplan and budget specify the purpose of each of BACWA’s programs during FY26, the methods by which they will be carried out, the products that will be developed, and the persons responsible for implementation. The schedule for implementation of these programs is July 1, 2025 through June 30, 2026.

STRATEGIC PLAN

BACWA adopted its first strategic plan and accompanying workplan in 2009. BACWA reformulated its strategic plan in 2020 and adopted updates in 2022. The strategic plan states the mission, vision values and goals of the organization as demonstrated in the work undertaken annually by the agency.

BACWA's Mission

To provide an effective regional voice for clean water agencies' stewardship of the San Francisco Bay's ecological, community, and economic resources.

BACWA's Vision

To demonstrate leadership in the protection and enhancement of the San Francisco Bay ecosystem.

BACWA's Values

- Environmental stewardship
- Leadership
- Science-based decision making
- Collaboration
- Fiscal responsibility
- Watershed-based solutions

BACWA's Goals

- Advocate for regulation based on science
- Foster collaboration and relationship building with regulators and other stakeholders
- Pursue regional, multi-benefit solutions to environmental challenges
- Exemplify service and responsiveness to members and the public
- Practice good governance

MANAGEMENT AND ADMINISTRATION (PART A)

BACWA has administrative and management expenses that are necessary for the agency to carry out its non-program related core functions (JPA, Section 9). They include expenses related to financial management, insurance, and organizational support. Administration of BACWA is carried out under contract by an Executive Director (ED), Assistant Executive Director (AED), and Regulatory Program Manager (RPM) selected by the Executive Board. Treasurer services are provided through an agreement with EBMUD who manages BACWA's finances and oversees the annual audit which is conducted by an independent auditor. The objective of these expenditures is to ensure effective, efficient, and transparent management of BACWA, which serves BACWA's goal to practice good governance. BACWA management and administration are funded through BACWA dues.

Management & Administration (A)				
Goal	Deliverables/Outcomes	Lead	FY26 Budget	Budget Line
A. Practice Good Governance (Labor, Meetings, Legal, Administration)	A.1. Monthly Treasurer Reports,	ED, AED, EBMUD	\$44,596	Administration/ EBMUD Financial Services
	A.2. Annual audit	ED, AED, Auditor	\$5,672	Administration/ Auditing Services
	A.3. Miscellaneous Operational Expenses	ED, AED, RPM	\$4,059	Administration/ Administrative Expenses
	A.4. Insurance to manage organizational risk	ED, AED	\$12,366	Administration/ Insurance
	A.5. Compliance with organizational legal requirements	ED, AED	\$2,403	Legal/Executive Board Support
	A.6. Program Administration and Operations Support	ED, AED, RPM	\$147,111	Labor/ ED (15%), RPM (10%) AED (100%),
	A.7. BACWA Executive Board Meetings & Administrative Expenses	ED, AED	\$4,200	Meetings/Exec. Board Meetings
	A.8. Pardee Technical Seminar & Administrative Expenses	ED, AED	\$4,000	Meetings/ Pardee Seminar
	A.9. Miscellaneous Meeting & Administrative Expenses	ED, AED, RPM	\$10,000	Meetings/ Misc. Meetings
	A.10. File Storage	ED, AED	\$828	Communications/File Storage
	A.11. IT Support (As Needed)	ED, AED	\$2,870	Communications/IT Support
	A.112. Software (As Needed)	ED, AED	\$1,932	Communications/Software
	A.113. BACWA Value of Wastewater Communication		50,000	Communications
		TOTAL	\$290,037	

GENERAL BENEFIT PROGRAMS (PART B)

There are two aspects of BACWA's general benefit program: the core BACWA Member Agency program and the technically-focused Clean Bay Collaborative (CBC) program. Activities in these Programs are supported by the ED, AED, RPM, volunteers who Chair the BACWA Committees, and consultant support as needed.

BACWA MEMBER AGENCY PROGRAM (PART B1)

The **BACWA Member Agency Program (B1)** serves BACWA's goals to (1) exemplify service and responsiveness to members and the public; and to (2) foster collaboration and relationship building with regulators and other stakeholders

These goals are accomplished by providing member agencies with information on regulations, scientific and technical developments; forums for participating in policy discussions and collaborating on mutually beneficial projects; and opportunities to engage with the larger Bay Area environmental community. Program expenses include support for committee facilitation and special projects; member workshops and trainings; membership in state and national organizations that disseminate information to members; and communication expenses such as the website, newsletters, the annual report, and the annual meeting. The BACWA Member Agency program is funded by BACWA dues.

CLEAN BAY COLLABORATIVE (CBC) (PART B2)

The purpose of the **CBC program (B2)** is to respond to current regulatory requirements and to develop scientific, technical, and industry information to inform future regulations and policies affecting Bay Area POTWs and the environment. These effort support BACWA's goals to: (1) Advocate for regulation based on science; (2) Foster collaboration and relationship building with regulators and other stakeholders; and (3) Pursue regional, multi-benefit solutions to environmental challenges. Program expenses include the costs of targeted special studies and reports requested by or used to inform policy discussions with regulatory agencies, policy strategy development and implementation, and collaborations with statewide organizations to do the same. The CBC program is funded through CBC fees and the Nutrient Surcharge.

Bay Area Clean Water Agency Program (B1)				
Goal(s)	Deliverables/Outcomes	Lead	FY26 Budget	Budget Line
B1. Exemplify service and responsiveness to members and the public; and foster collaboration and relationship building with regulators and other stakeholders (Committees, Labor, Meetings, Administration, Communications, Collaborations)	B1.1. AIR Committee Support - Admin Support - Technical Support	Chair, AED, RPM, Consultant	\$94,750	Committees/AIR Comm.
	B1.2. BAPPG Committee Support - Multiple Programs for public education and outreach, and regulatory advocacy	Chair, AED, RPM, Consultants	\$148,060	Committees/BAPPG Comm.
	B1.3. Asset Management Comm		\$500	Committees/Asset Mgt
	B1.4. BABC - Misc. Expenses	Chair	\$120,000	Committees/BABC Comm.
	B1.5. Collection Systems Comm. Support - Misc. Expenses	Chair, RPM	\$1,000	Committees/Collection Systems Comm.
	B1.6. O&M Committee - Misc. Expenses	Chair, RPM	\$1,500	Committees/ O&M Committee
	B1.7. Laboratory Comm. Support - Misc. Expenses	Chair, RPM	\$500	Committees/Laboratory Comm.
	B1.8. Permits Comm. Support - Misc. Expenses	Chair, RPM	\$500	Committees/Permits Comm.

B1.9. Pretreatment Committee, - Misc. Expenses	Chair	\$500	Committees/Pretreatment Comm.
B1.10. Recycled Water Comm., Misc. Expenses	Chair, RPM	\$500	Committees/Recycled Water Comm.
B1.11. Misc. Committee Support	ED, AED, RPM	\$45,000	Committees/ Misc. Comm. Support
B1.12. Manager's Roundtable, Misc. Expenses	ED, AED	\$1,000	Committees/ Manager's Roundtable
B1.13. Executive Director	Board Chair	\$195,169	Labor/ ED (85%)
B1.14. Legal Support, provide review of regulatory products	ED	\$20,000	Legal/ Regulatory Legal Support
B1.15. Regulatory Program Manager	RPM	\$111,912	Labor/ RPM (70%)
B1.16. Annual Meeting	ED, AED, RPM	\$14,369	Meetings/ Annual Meeting
B.17. Website Hosting	ED, AED, Consultant	\$758	Communications/ Website Hosting
B.18. Website Development/Maintenance	ED, AED, RPM, Consultant	\$1,656	Communications/ Website Dev/Maint
B1.19. State of the Estuary	ED, AED	\$20,000	Collaboratives, State of the Estuary
B1.20. Arleen Navarret Award	ED, AED	\$0	Collaboratives, Arleen Navarret Award
B1.21. BayCAN	ED, AED	\$5,000	Collaboratives, New FY22
B1.22. Bay Area One Water Network	ED, AED	\$5,000	Collaboratives, Bay Area One Water Network
B1.23. Bruce Wolf Scholarship	ED, AED	\$4,000	Collaboratives, Bruce Wolf Scholarship
B1.24. Our Water Our World Program	ED, AED	\$10,000	Collaboratives, previously included in BAPPG budget
B1.25. National Stewardship Action Council	ED, AED	\$10,000	Collaboratives, previously included in BAPPG budget
B1.26. California Product Stewardship Council	ED, AED	\$10,000	Collaboratives, previously included in BAPPG budget
B1.27. Miscellaneous	ED, AED	\$1,500	Collaboratives, Misc.

Clean Bay Collaborative (B2)

B2. Clean Bay Collaborative (1) Advocate for regulation based on science; (2) Foster	B2.1. Watershed Permit NMS Contribution	ED, RPM, Consultant	\$2,200,000	Tech. Support/ Nutrients/Watershed Permit Obligation
	B2.2. NMS Voluntary Contributions	ED, RPM		Tech. Support/ Nutrients/Watershed/Vol Contributions

collaboration and relationship building with regulators and other stakeholders; and (3) Pursue regional, multi-benefit solutions to environmental challenges.	B2.3. Additional Work Needed Under Permit	ED, RPM, Consultant	\$100,000	Tech. Support/ Nutrients/Add'l Work Under Permit/ GAR etc.
	B2.6. Nutrient Workshop(s)	ED, RPM, Consultant		Tech. Support/ Nutrient Workshop(s)
	B2.6. NMS Reviewer	Consultant	\$50,000	Tech. Support/NMS Reviewer
	B2.7. Regional Nutrient Special Study		\$250,000	
	B2.8. General Tech Support	ED, RPM, Consultants	\$100,000	Tech. Support, General Tech Support: PEEP, PFAS, Nutrient Review
	B2.9. CEC Investigations	ED, RPM, Consultants	\$50,000	Tech Support/PFAS Study Phase 3
	B2.10. Risk Reduction	ED, RPM, Consultants	\$12,500	Tech, Support/ Risk Reduction
	B2.11. General Technical and Regulatory Support	ED, RPM	\$31,975	Labor/ RPM (20%)
		TOTAL	\$3,617,649	

SPECIAL BENEFITS PROGRAMS (PART C)

BACWA has two active special benefit programs: Water Operator Training also known as BACWWE, and Bay Area Chemical Consortium (BACC). These programs are administered under Part C of the JPA Annual Budget and Workplan. In FY26 the Bay Area Biosolids Coalition, previously a special benefit program, will be integrated into the general benefit program as a regular committee.

Member dues for Wastewater Operator Training (BACWWE) are optional and are established on an annual basis by its Program members with training offered at community colleges throughout the BACWA service area. In FY26, BACWWE is considering revamping their program, which will affect how the program is funded, and whether it will continue to be a program of special benefit.

BACC became a Special Benefits Program in FY 20. BACC is an administrative program governed by BACWA and supported by the BACWA ED and AED. BACC solicits chemical bid information from more than 60 member agencies, then arranges a group bid. BACC participant agencies are invoiced for BACWA labor and other expenses related to bid administration at the end of each fiscal year.

WATER OPERATOR TRAINING (PART C1)		
Deliverables/Outcomes	Manager	FY 25 Budget

Encourage development of a skilled workforce by offering classes in conjunction with a local community college.	Program Participant Reps; ED, AED	To be determined by member interest.
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BAY AREA BIOSOLIDS COALITION (PART C2)		
<u>Deliverables/Outcomes</u>	<u>Manager</u>	<u>FY 25 Budget</u>
Pursue alternatives for biosolids beneficial reuse and/or disposal in order to meet future regulatory requirements for diversion of organics from landfills	Program Participant Reps; ED, RPM, AED	To be determined by member interest.

BAY AREA CHEMICAL CONSORTIUM (PART C3)		
<u>Deliverables/Outcomes</u>	<u>Manager</u>	<u>FY 25 Budget</u>
Administer a series of chemical bids for participating agencies.	ED, AED	To be determined by level of effort and expenses associated with program administration and legal reserve development.

FISCAL YEAR 2026 BUDGET

BACWA/CBC	2026 Budget	Notes
<u>REVENUES</u>		
BACWA Principals' Contributions	581,626	5% increase, 5@ \$116,325
BACWA Assoc. & Affil. Contributions	260,064	5% increase. 12 Assoc: \$9599 Affiliate: \$1922; UC Berkeley \$515
Clean Bay Collaborative (CBC)	675,000	Prin: \$450,000; Assoc / Affil: \$225,00
Nutrient Surcharge	1,750,000	2 nd Watershed Permit Requirement
Voluntary Nutrient Contributions	0	
Non R2 Affiliate Members	5,768	Santa Rosa, Sac Reg'l, Vacaville, \$1922 / each
BACC Admin Fees	40,468	400 hours AED support
CASA Passthrough	620,125	Air Toxics, New in FY25
Interest Income (LAIF)	160,000	Includes BACWA & Nutrient Funds
TOTAL	4,093,051	

<u>EXPENSES</u>		
Labor	526,636	
Executive Director	229,612	2.4% increase

Assistant Executive Director	96,682	2.4% increase; \$81/hour; Reflects 1200 hours
BACC Administrator	40,468	400 hrs AED support at \$101.71 per hr
Regulatory Program Manager	159,875	2.4% increase; \$118.43/hour, Reflects 1350 hours
Administration	66,693	
EBMUD Financial Services	44,596	3% increase in FY26
Auditing Services	5,672	Financial audit through EBMUD
Administrative Expenses	4,059	No change from FY25
Insurance	12,366	15% increase from FY25
Meetings	32,569	
EB Meetings	4,200	20% increase from FY25
Annual Meeting	14,369	No change from FY25
Pardee	4,000	Reduced in FY26
Misc. meetings and conferences	10,000	No change from FY25
Communications	58,044	
Web Hosting / Domain Registration	758	2% increase
File Storage	828	2% increase, box.net
Website Development/Maint.	1,656	2% increase
IT Support (As Needed)	2,870	2% increase
BACWA Value of Wastewater Communication	50,000	
Other Communications/Software	1,932	2% increase. MS Exchange/Survey Monkey/Poll Everywhere/Zoom/ NetFile
Legal Support	22,403	
Regulatory Support	20,000	Decrease from FY25
Executive Board Support	2,403	No increase from FY25
BACWA Committees	413,810	
AIR	94,750	Consultant support
BAPPG	148,060	Consultant support
Asset Management Committee	500	No change from FY25
BABC Committee	120,000	New in FY26
Collections System	1,000	SSS WDR Support
O&M Committee	1,500	No change from FY25
Laboratory Committee	500	No change from FY25
Permit Committee	500	No change from FY25
Pretreatment Committee	500	No change from FY25
Recycled Water Committee	500	No change from FY25
Misc. Committee Support	45,000	No change from FY25
Manager's Roundtable	1,000	No change from FY25
Collaboratives	685,625	
State of the Estuary	20,000	Biennial in odd fiscal years
Arleen Navarret Award	0	Biennial in even fiscal years
BayCAN	5,000	
Bay Area One Water Network	5,000	Donation due in FY26
Bruce Wolf Scholarship	4,000	FY22, FY23, FY26, FY26 FY26
Our Water Our World Program	10,000	Previously included in BAPPG Budget
National Stewardship Action Council	10,000	Previously included in BAPPG Budget
California Product Stewardship Council	10,000	Previously included in BAPPG Budget
Passthrough to CASA for air toxics	620,125	New line in FY24

Misc.	1,500	NBWA
Technical Support	\$2,762,500	
Nutrients		
Watershed	2,200,000	Advanced funding for 2 nd Watershed Permit Science Studies – not to exceed value.
NMS Voluntary Contributions	0	
Additional Work Under Permit	100,000	Discretionary work including trading
Nutrient Workshop(s)	0	
NMS Reviewer	50,000	No change from FY24
Regional Nutrient Special Study	250,000	New item in FY25
General Technical Support	100,000	E.g. Nutrients, biosolids
CEC Investigations	50,000	PFAS Study Phase 3
Risk Reduction	12,500	Will plan new risk reduction tasks for current Hg/PCB Watershed Permit.
TOTAL	\$4,568,281*	

*FY26 Budget Expense Total includes BACC Administration expense and WorkPlan tables A&B do not.

* CASA Air Toxics pass through program is on FY26 Budget and presented in table below.

WOT	2026 Budget (Est)	Notes
REVENUES	0	
Participant's Contributions	0	Est. depends on member interest.
EXPENSES	85,200	
Contract expenses	80,000	Est. depends on member interest.
BACWA Indirect Expenses	1,000	Per BACWA level of effort in admin support
TOTAL	85,200	Funding transferred from WOT reserve

BACC	2026 Budget (Est)	Notes
REVENUES	\$77,724.21	
Participant's Contributions	\$77,724.21	Est. equivalent to expenses.
EXPENSES	\$77,724.21	
Bid software	\$4,710.09	
BACC Legal reserve	\$30,000	Target total reserve \$150,000 to be built over 5 years.
Miscellaneous expenses	\$2,492.12	
BACWA Indirect Expenses	\$40,522	Per BACWA Policy, reflects level of effort.
TOTAL	0	

The California Association of Sanitation Agencies (CASA) has requested that the Regional Associations, including BACWA, collect funds from their members in support of a statewide air toxics testing initiative. BACWA would pay CASA the estimated fees on behalf of BACWA's participating members, and collect

the funds from its participating members the subsequent fiscal year. The final fees are still under development and will be finalized and approved by a steering committee made up of project participants. This effort would not be a program of special benefit. This project would not impact BACWA's finances over the four-year course of the project, as revenues and expenses are expected to be equivalent.

CASA Air Toxics	2026 Budget	Notes
<u>REVENUES</u>		
Participant Invoices	\$620,125	Fees reflect FY24 and FY26 CASA costs collected by BACWA in FY26.
<u>EXPENSES</u>		
CASA Air Toxics program	\$620,125	FY26 fees collected from BACWA members passed on to CASA. FY24 fees advanced by BACWA in FY24 per Board approval.
TOTAL	0	

- \$100,000 was paid in FY24