



Executive Committee  
General Manager's Report  
*Key Areas of Focus in 2025*

Item 2b

February 25, 2025



GM Business Plan  
Established per  
Fiscal Year

# Strategic Priorities

## Provide Long-Term Direction



**EMPOWER** the workforce and promote diversity, equity, and inclusion



**SUSTAIN** Metropolitan's mission with a strengthened business model



**ADAPT** to changing climate and water resources



**PROTECT** public health, the regional economy, and Metropolitan's assets



**PARTNER** with interested parties and the communities we serve



## Pathway to the Future

# Maintain Organizational Stability and Respond to Employee Needs

- Workforce development and recruitment
- Employee Inspection Trips
- Actions to address employee surveys
- Member agency and board engagement



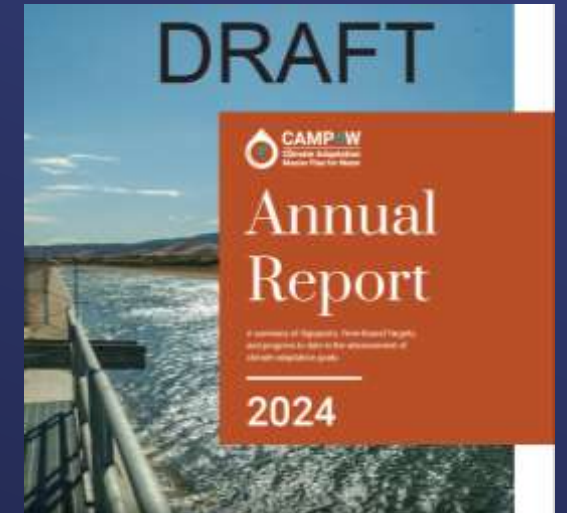


## Pathway to the Future



# Implement CAMP4W and Climate Adaptation Strategies

- Shift to CAMP4W implementation after board approval
- Report progress on Climate Action Plan and further develop climate adaptation strategies
- Proceed with risk assessments, including wildfire risk reduction efforts
- Use CAMP4W targets/criteria in project development and decision making
- Institute adaptive management





## Pathway to the Future



# Advance Supply Reliability

- Follow through with actions to address State Water Project Dependent Areas
- Colorado River negotiations in support of Metropolitan interests
- Release the DEIR for Pure Water Southern CA and progress on supporting agreements
- Sites Reservoir analysis to inform board decision





## Pathway to the Future



# Early Discussion to Inform 2026 Budget/Rates Development

- Cost savings and revenue target in current budget
- Spotlight operational and capital needs
- Increase Board familiarity with budget drivers
- Integrate near-term Business Model refinements
- Deliver draft proposed budget in Jan. 2026





## Pathway to the Future



# Modernizing Water Management and Supporting Financial Stability

Business Model working groups are exploring eight near-term refinements

1. Treated Water Surcharge
2. Reserve Policy
3. Water Sales Assumptions for Budgeting Purposes
4. Potential for Level Payment Plans
5. Potential for Member Agency Exchange Program
6. Potential for Policy to Support Sales Outside of Service Area
7. Conservation and Local Resource Planning
8. Basic Level of Service Policy

**Achieve settlement of San Diego litigation**

