



General Manager's Monthly Report



Activities for the Month of May 2025



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Message from the General Manager

For 15 years the San Diego County Water Authority (SDCWA) and Metropolitan have been in litigation regarding the price paid for an exchange of supplies. On June 2, after many months of concentrated negotiations, SDCWA and Metropolitan have reached a settlement agreement that ends this dispute.

Part of the settlement is the acceptance of past judgements and the dismissal of all appeals. It also provides more fixed revenues for Metropolitan – establishing a fixed unit price for the exchange and a fixed minimum payment by San Diego. Together, these elements result in more predictable revenues and budgeting for Metropolitan.

Importantly, the agreement also creates a possible new supply opportunity for other Southern California communities. SDCWA can now offer exchange water to Metropolitan member agencies or can sell conserved water to Metropolitan at Lake Havasu. This approach offers increased flexibility that will benefit the entire region, while maintaining the primacy of supply reliability for the Metropolitan service area. It also offers a new revenue opportunity for SDCWA.

Beyond the details, the agreement signed this week allows our agencies to move into a new era of cooperation, to chart a shared vision for the future.

I'm grateful that both parties were able to prioritize the needs of the region to craft this mutually beneficial deal. I'm particularly appreciative of the Metropolitan Legal Department, who never wavered in their commitment to protect the interests of the District.

The agreement is a reminder that the Metropolitan family can and must stick together, no matter how challenging the issue or how deeply our positions may be engrained. We were able to overcome years of conflict because all parties prioritized the big-picture view, one that sees possibilities for the future, and one that recognizes our fundamental, shared interest in the integrity of the region's water supply.

This important agreement puts conflict behind us, and today we can begin creating the future, together. Through dialogue, negotiation, and mutual understanding, we have found a common path forward. And we will all be better off for it.

Deven Upadhyay
General Manager



Strategic Priorities Update

The General Manager's Strategic Priorities guide actions in key areas of change and opportunity that will strengthen Metropolitan and its ability to fulfill its mission. Review the General Manager's [Business Plan for FY24-25](#) and the ["SMART Tracker"](#) dashboard of specific actions that advance the Strategic Priorities.



Empower the workforce and promote diversity, equity, and inclusion



Goal Dashboard

6 Outcomes in progress and on target. 2 Outcomes completed.

■ Build a safe, inclusive, and accountable workplace where all employees feel valued, respected, and able to meaningfully contribute to decisions about their work to fulfill Metropolitan's Mission.

This month, the EEO Office conducted an EEO Investigations 101 training. This interactive and informative training provided employees with an overview of the EEO Office and its mission and guiding principles, the complaint intake process, and investigative guidelines for conducting EEO investigations. The goal of this training series is to ensure that Metropolitan employees know how to file an EEO complaint, have a better understanding of the complaint process and their rights and responsibilities in the workplace, and to help build a positive rapport with the EEO Office. The training was at maximum capacity and individuals shared that the training was useful and informative.

The Civil and Inclusive Workplace Trainings continue, for both existing and new employees. We are scheduling make up sessions for employees and managers who were unable to attend trainings due to work conflicts (like pipeline shutdowns, CIP maintenance projects, etc.), under a new maintenance agreement with ELI. Staff are also developing an ongoing strategy to ensure the training and principles for a civil and inclusive workplace are incorporated into onboarding for new employees and is practiced and reinforced in the day-to-day operations of the District.



Expanded Access to EEO

Two EEO on-site "Office Hours" for desert employees and two "EEO Investigations 101" trainings have been conducted this fiscal year

■ **Prepare and support the workforce by expanding training and skill development and updating strategies to recruit and retain diverse talent, to meet the evolving needs and expectations of the workplace.**

A monthly recruitment status report continues to be shared with Group Managers that lists all approved positions, vacant positions, the status of the recruitment, and overlays any temporary staffing currently working in their group. Staff now tracks how long vacancies have been vacant and will be following up with managers to determine the plan for those vacancies.

The Member Agency Workforce Development Working Group has met every two weeks to develop a curated list of topics and panelists for Metropolitan's first inaugural regional Workforce Development Summit, held on May 1, 2025. The successful summit was entitled "Developing the Workforce of the Future Together." Nearly 100 attendees from member agencies, community organizations, educational institutions, Native Nations, and other community, agency and resource partners came together at Union Station for an engaging day of discussions and connection. Derek Kirk from the Governor's Office of Business and Economic Development was the featured Keynote speaker. The working group will continue to meet on a quarterly basis and will be exploring a number of initiatives designed to support and advance regional, industry and agency workforce development efforts.



Workforce Development Summit

**Nearly 100 people
attended our first
Workforce Development
Summit on May 1, 2025**

In May, Metropolitan launched an innovative, customizable and cloud-based mobile application focused on workforce development engagement, data collection, communication and tracking. The app will serve as a regional one-stop-shop to support and advance water industry efforts to expand access, increase awareness and engage with the communities we serve to connect them to water industry job opportunities. The application includes an opt-in database to build and maintain a roster of interested job seekers and applicants, as well as providing links for job opportunities for all of the Metropolitan member agencies and other local partners, like the Los Angeles County Sanitation Districts, a partner on PureWater Southern California.

Metropolitan is offering online information sessions from three education partners (University of La Verne, CSU Northridge, and UAGC) in June (for a Fall session start) to staff interested in CPA cohort program.



Sustain Metropolitan's mission with a strengthened business model



Goal Dashboard

**4 Outcomes on target. 1 Outcome completed.
1 Outcome behind schedule.**

Metropolitan and San Diego County Water Authority (SDCWA) have resolved a legal dispute over rates and the price term of an exchange agreement between the agencies. Litigation had been ongoing for a decade and a half. The settlement dismisses all pending appeals, maintaining earlier judicial decisions. It includes provisions to reduce the potential for future litigation, improve certainty in budgeting, and increase flexibility in efficiently managing water supplies.

It provides a fixed revenue stream for Metropolitan and also creates potential new opportunities for other communities to access water that would have previously been delivered to San Diego. That kind of increased flexibility will benefit the entire region.

This result is a product of close collaboration among many in the District, led by a partnership between the Office of the General Manager and the Legal Department.



Litigation Resolved

**Metropolitan and SDCWA
reached agreement that
ends 15 years of litigation
and sets the stage for
further exchanges within
the region**



Adapt to changing climate and water resources



Goal Dashboard

10 Outcomes in process. 1 Outcome behind schedule.

■ Provide each member agency access to an equivalent level of water supply reliability.

Projects to enhance long-term water supply reliability for the State Water Project dependent areas are making significant progress:

- Sepulveda Pump Stations: Completed Guaranteed Maximum Price (GMP) cost analyses by independent cost estimator and established a three-GMP approach based on the separation of work packages into Venice Pump Station, Sepulveda Slope Stabilization and Sepulveda Pump Station.
- Wadsworth Pump Plan Bypass: The contractor is currently performing architectural finishes on the valve vault. Construction is 95 percent complete and is scheduled to be complete in July 2025.
- Inland Feeder Badlands Tunnels Surge Protection: The contractor is currently installing grating at the valve vault and extending power to the vault. Construction is approximately 85 percent complete and is scheduled to be complete in August 2025.
- Surface Water Storage Study: Staff provided the board an update on findings of Phase 2 of the study. It is 95 percent complete with a shortlist of potential sites identified and an articulated set of proposed evaluation criteria. The Phase 2 study is anticipated to complete as soon as June 2025.

■ Advance the long-term reliability and resilience of the region's water sources through a One Water approach that recognizes the interconnected nature of imported and local supplies, meets both community and ecosystem needs and adapts to a climate change.

Metropolitan, in collaboration with UC Davis, initiated the first test of the Pond Harvest Study, to evaluate methods to harvest live fish. The Pond Harvest Study is part of the Delta Smelt Impoundment Studies that will be used to inform state and federal agencies on how to culture Delta smelt more efficiently to meet permit obligations to produce over 350,000 fish by 2030.

At a Special Board Meeting in May, the Delta Conveyance Design and Construction Authority Board expressed strong support for Governor Gavin Newsom's proposal to fast-track the Delta Conveyance Project. The Governor's May Revises includes trailer bill proposals designed to simplify permitting, confirm funding authority, streamline legal processes, and support timely construction. These measures aim to reduce project delays, cut costs, and accelerate the delivery of upgraded infrastructure capable of withstanding climate change, seismic threats, and increasing water demands. Metropolitan has actively supported the Governor's efforts and promoted opportunities for member agencies to engage in related legislative proceedings.

The Draft Environmental Impact Report for Pure Water Southern California was released on May 14, an important project milestone that we are meeting in partnership with Los Angeles County Sanitation Districts. The first of two virtual public meetings was held; the second is June 12. An in-person public meeting along with an optional tour is offered June 14, and the public comment period closes on July 14. Outreach materials are in English and Spanish, and staff is active at community events to promote the public input opportunity.



Pure Water

The Draft EIR for Pure Water Southern California was released, with a 60-day period for receiving public comment

This month, we also convened the Regional Water Reuse Collaborative for further discussion among agencies interested in coordinating around plans for Pure Water Southern California and Pure Water Los Angeles. Three agencies newly signed on to the Collaborative's Statement of Intent (Main San Gabriel Valley Watermaster, Upper District and Three Valleys) presented on issues of the San Gabriel Valley Basin, followed by project updates from LADWP and Metropolitan.

A lease agreement for rice farming on Webb Tract will be presented at the June Board meeting. Subject to Board approval, the lease will allow a farmer to convert approximately 1,400 acres of existing agricultural land on Webb Tract to rice over three years. The field conversion is supported by a grant from the Sacramento-San Joaquin Delta Conservancy that provides up to \$3,000 per acre to support land leveling in preparation for planting rice. The rice will stop the ongoing oxidation of peat soils on the island halting subsidence and providing an opportunity to develop carbon credits from the reduction in carbon emissions. There are currently two eddy covariance stations on the islands measuring current background greenhouse gas emissions. The data will be used to compare emissions before and after rice conversion and will be used to validate the carbon credits generated from the project.

The 2025 One Water Awards event took place on May 21 and was a successful celebration of innovation and leadership in the water industry. The program featured a well-received keynote address and meaningful recognition of this year's four honorees by our board directors. Feedback from attendees was overwhelmingly positive. Case studies highlighting each honoree's achievements were developed and displayed at the event and will also be made available on One Water Awards website alongside those of previous honorees. Evergreen materials developed for the event will continue to support broad outreach and engagement with customers in the CII sector.

In other activities to promote water use efficiency, Metropolitan convened the May meeting of the regular series of Water Use Efficiency coordinator meetings, sharing information and best practices for conservation programs and communications. Staff have submitted a request to modify the DWR grant to expand CII activities.



One Water Awards

Four honorees are further examples of successful conservation action, encouraging others to join in saving water



Protect public health, the regional economy, and Metropolitan's assets



Goal Dashboard

8 Outcomes on target. 1 Outcome completed.

■ **Proactively identify, assess, and reduce potential vulnerabilities to Metropolitan's system, operations, and infrastructure.**

Over this reporting period the self-assessment portion of updating the Strategic Asset Management Plan (SAMP) was completed with broad input from across the organization, including executive management. These consultant-facilitated workshops help staff gauge the District's asset management maturity and practices. A draft report is being finalized and work on updating the SAMP will continue with a focus on comparing ourselves to other world class organizations and recognizing areas of improvement.

To expand our in-house ability to monitor emerging contaminants, a liquid chromatography tandem mass spectrometer for PFAS analysis was installed, and staff are performing initial demonstration of capability testing as required by regulations. A preliminary monitoring plan was developed that includes source and finished water at each treatment plant.

It is anticipated that state-mandated microplastics monitoring will be scheduled in quarter 3 of 2025. Method development is continuing, but as experienced by other groups working on microplastics, the method is challenged by contamination. Staff are developing a collaborative research proposal for submission to the Water Research Foundation aimed at improving and standardizing detection methods.

Water Quality's annual member agency nitrification workshop is planned for June 26.



Water Quality Lab

Preliminary design of the Water Quality Laboratory seismic retrofit and upgrade is complete and approved by the Board

■ Apply innovation, technology, and sustainable practices across project lifecycles.

A District-wide "Lunch & Learn" event will be hosted remotely on June 11, to discuss the forthcoming Sustainable Procurement Policy and Sustainable Procurement Guidebook, helping prepare staff to make the most of new methods developed to support more sustainable product choices during procurement.

The Innovation Program convened its latest monthly Met Data Group meeting focused on the ongoing enterprise data analytics initiative and including participation from Audit, Finance, WRM, SRI, and IT.

Several ad hoc working groups have started to refine the initial suggestions from the Process Matters initiative to identify quickly implementable efficiency improvements. and develop improved protocols for management's review and approval. The Innovation Program hosted a workshop in May featuring world class expertise on the emerging science of protocols and a facilitated in-person exercise to improve the District's meeting protocols.



Partner with interested parties and the communities we serve



Goal Dashboard

4 Outcomes on target. 2 Outcomes completed.

■ Reach disadvantaged communities and non-traditional interested parties to better understand their needs and ensure their inclusion in decision making.

Staff continue to build relationships and expand engagement with Native Nations, in the local service area as well as in the desert region. In May, Metropolitan participated in the Colorado River Indian Tribes (CRIT) Education Network quarterly meeting and introduced both the Mojave and Palo Verde Community College administrators to the CRIT to present on their welding programs. Metropolitan also introduced the newly launched Workforce Development mobile app to the attendees.

MWD hosted the second installment of the innovative and successful Bench series with two new partners, CDM Smith and McCarthy Builders. Staff from the primes included business development managers and project leads responsible for the water business sector. A total of 18 small, diverse companies were selected to participate. During the workshop one-on-one interviews were conducted to gain knowledge on the firms' capabilities to determine which ones would be selected to be part of an ongoing mentor protegee program.

After a brief hiatus to assess impacts of the executive orders on the work of the Equity in Infrastructure Program (EIP), which was established nationwide to improve public contracting practices and increase opportunities for Historically Underutilized Businesses, the California Partners are starting to re-engage. Metropolitan remains active as a leader in the initiative, and staff will continue to provide relevant updates on the EIP and the California Partners activities.

Executive Summary

This executive summary is added to this report to provide a high-level snapshot of key accomplishments from each area of the organization.

Bay-Delta Resources

A request for proposals was released for farming operations on Bacon Island. A site walk on Bacon Island with interested parties was conducted on April 10. Water meter installations on Bouldin Island and Webb Tract to comply with SB 88 were completed in early April.

Chief Financial Officer

In May, the Finance, Affordability, Asset Management, and Efficiency Committee acted to adopt a resolution to continue Metropolitan's Water Standby Charge for fiscal year 2025/26. In addition, information reports were provided on Metropolitan's third Quarter financial projections for Fiscal Year 2024/25 and on potential drivers of the next biennium budget.

Colorado River Resources

In May, Reclamation issued its annual Water Accounting Report, which documents water transfers and conservation activity in the Lower Basin States. That report highlights the effort Metropolitan and its agriculture partners have made to add water to Lake Mead last year. In 2024 alone, California contractors left about half a million acre-feet of conserved water in Lake Mead, adding the equivalent of 7 feet of water to the reservoir. Arizona and Nevada also contributed to leaving system water in the Colorado River.

Diversity, Equity & Inclusion

Staff participated in the United Contractors Public Works Summit, an event for public works contractors across the state to learn about the region's construction opportunities and engage with top agencies and industry leaders. Metropolitan's Engineering Section Manager, John Shamma, was a panelist and presented on the subject of Infrastructure Resiliency: The Power to Overcome Challenges. Staff also continued their effective outreach and participation in several community and industry events and held the second installment of The Bench workshop series focused on building capacity for small firms through a mentor/protégé arrangement with large firms.

Engineering Services

To maintain reliability of the Colorado River Aqueduct (CRA) system, Engineering Services obtained board authorization this month to award a \$131 million procurement contract for 35 high-voltage transformers that provide power to all five CRA pumping plants. The new transformers will replace the existing original units that have exceeded their design service life. Future board action for contract award will be required to install these transformers. In addition, the upgrade of Gene Transformer Bank Protection Relays project, which was constructed by Metropolitan Forces, was completed in May. The advancement of these CIP projects demonstrates Metropolitan's commitment to reduce the reliability risk associated with aging CRA electrical infrastructure.

Equal Employment Opportunity Office

The EEO Office released the second issue of the *Civil Writes* newsletter. This publication is designed to inform Metropolitan employees about key EEO-related topics. In this issue, the newsletter covers important subjects including the impact of the the President's Executive Order on Metropolitan's affirmative action program and insights into how credibility is assessed during EEO investigations. The *Civil Writes* newsletter is part of the EEO Office's broader effort to promote transparency, awareness, and education around equal employment practices within the organization.

External Affairs

Metropolitan organized advocacy days for the Board to meet with lawmakers in Washington, DC, and Sacramento to discuss Metropolitan's policy and funding priorities. Chair Ortega, Vice Chair Garza, Legislation and Communications Committee Chair Lewitt, committee Vice Chair Kassakhian, and GM Upadhyay met with members of California's federal delegation on May 6–7. Chair Ortega, Committee Chair Lewitt, Vice Chair Fellow, committee members Dennstedt and Luna, and Director McMillan met with members of Southern California's state legislative delegation and budget leadership on May 28. Metropolitan coordinated with the State Water Contractors and member agencies to support Governor Newsom's proposal for a Delta Conveyance Project streamlining legislative package to be included in a budget trailer bill. Metropolitan's directors and government affairs staff are contacting legislative representatives and their district offices along with business, labor, and nonprofit organizations to ask for their support.

Human Resources

The Business Support Team planned, organized, and coordinated a "The Keys to Preventing Diabetes" wellness webinar. The live webcast was held May 21, 2025, and hosted by Kaiser Permanente. The webinar provided employees with the five keys to preventing diabetes: eating healthy, getting active, quitting tobacco, managing stress, and sleeping well. Employees were invited to create a realistic action plan to take positive steps towards taking control of their health.

Information Technology

As part of our ongoing commitment to maintaining secure and reliable infrastructure, IT recently performed certificate updates on our VOIP telephone servers. This proactive step was necessary to maintain compliance with industry standards, protect the integrity of data transmitted between our systems, and ensure uninterrupted telephone service for all of Metropolitan users.

Operations Groups

The Operations Groups hosted a two-day field inspection trip for executive management from both Metropolitan and California Department of Water Resources (DWR). The field inspection trip included presentations and tours of several key facilities: Michael J. McGuire Water Quality Laboratory, F.E. Weymouth Water Treatment Plant, La Verne Shops, Gene facilities, Whitsett Intake Pumping Plant, and Copper Basin Reservoir. The trip provided DWR leadership with a first-hand look at Metropolitan's water infrastructure and an opportunity to engage in collaborative discussions on water supply, water management, and water quality—further strengthening the partnership between our two agencies.

Safety, Security and Protection

Metropolitan is strengthening its security and emergency response capabilities through key investments and strategic initiatives. A new 5-year guard services contract (2025–2030) is being negotiated to maintain core coverage while expanding capabilities. To modernize emergency communications, Metropolitan acquired the Everbridge Mass Notification and Incident Management System, replacing outdated infrastructure with a data-driven platform that enables real-time alerts, situational awareness, and coordinated response across all stakeholders.

Staff continued training and exercising Metropolitan's emergency response staff at various sites. The Emergency Management Team met with officials from the Orange County Fire Authority and Los Angeles County Disaster Management Area D to coordinate our response to future emergencies and completed the annual update of the Palos Verdes Dam Emergency Action Plan (EAP) and submitted it to the California Office of Emergency Services as required. The Safety Team posted three new safety talks and facilitated a Cal/OSHA Inspection. Apprenticeship completed physical abilities testing for recruiting Desert Region apprentices.

Sustainability, Resiliency and Innovation

Environmental Planning Section staff completed preparation of the draft Environmental Impact Report (EIR) for the Pure Water Southern California program and released the document for public review, which will extend from May 14 to July 14, 2025. SRI kicked off implementation efforts for CAMP4W through providing a primer on the Climate Decision-Making Framework for staff throughout the district and kicking off the assessments of three major projects. Staff presented the third Annual Climate Action Plan Report at the One Water Committee, and the team hosted the first internal Climate Vulnerability Summit to take a comprehensive look at climate risks with staff throughout the agency.

The Innovation team has been working closely with External Affairs and Audit on the Process Matters initiative, an organization-wide effort for employees to share their ideas to improve the efficiency and effectiveness of Metropolitan's processes. Over 165 ideas from across the organization have been received to improve our processes. In addition, Innovation hosted a technology trade delegation from London on May 19, including executives from emerging companies. This workshop featured novel solutions that could support regulatory compliance and CAMP4W implementation.

Water Resource Management

WRM staff extended collaborative planning efforts with member and other public agencies through its participation in the annual WUCA Spring Meeting and the kickoff workshop for the 2025 Urban Water Management Plan. On the State Water Project (SWP), staff has received and is reviewing DWR's report on subsidence and attended a week-long Value Planning workshop hosted by DWR. On the Colorado River, staff reviewed the 2024 Water Accounting Report and provided expert presentation on the Colorado River to Metropolitan's Employee CRA Inspection Trip. The Inspection Trip was also attended by several WRM staff, enhancing their exposure and knowledge of the Colorado River Aqueduct and facilities.

Reflections



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PROGRAM DESCRIPTION

For the past four decades, Metropolitan has delivered conservation programs aimed at empowering consumers to use water more efficiently. Metropolitan works to drive innovation, evolve markets and influence consumer decision-making using direct rebates, outreach and education, new technology support, and development of strategic alliances. Together, these efforts have brought positive lasting change and led to measurable reductions in water use, ensuring that every gallon saved today strengthens our region's water future. They are made possible through the hard work and dedication of Water Resource Management's Water Efficiency Team.

IMPORTANCE TO METROPOLITAN

Conservation remains a cornerstone of Metropolitan's strategy for water supply reliability by mitigating the impact of drought, enhancing storage reserves, and providing flexibility in times of uncertainty. To sustain these benefits, Metropolitan supports a suite of initiatives—from financial incentives to strategic outreach, public education, and marketing campaigns. However, the heart of conservation lies in collaboration. Metropolitan's success depends on strong partnerships with our member agencies, diverse communities, schools, business leaders, and elected officials—all working together to advance our shared commitment to be water wise.

MEMORABLE MOMENT

In May, External Affairs and Water Resource Management co-hosted the third annual One Water Awards at Union Station Headquarters, spotlighting outstanding commercial, industrial, and institutional water-saving projects across our service area. This year's honorees included Eastern Municipal Water District, Vallecitos Water District, the Housing Authority of the City of Los Angeles, and the Hollywood American Legion.

"For years we've wanted a vehicle to recognize and promote good water-efficiency projects by entities that value sustainability and good stewardship of resources." Gary Tilkian, Senior Resource Specialist also went on to say, "The One Water Awards not only recognizes efforts to become more water efficient, but it also recognizes community, responsibility, collaboration, ingenuity, and awareness. In the commercial sector, the bottom line is key, but if we can show how to achieve the bottom line in a better, more sustainable way, we make that choice easier and more attractive for others."

Water Supply Conditions Report

Water Year 2024-2025

As of 05/31/2025

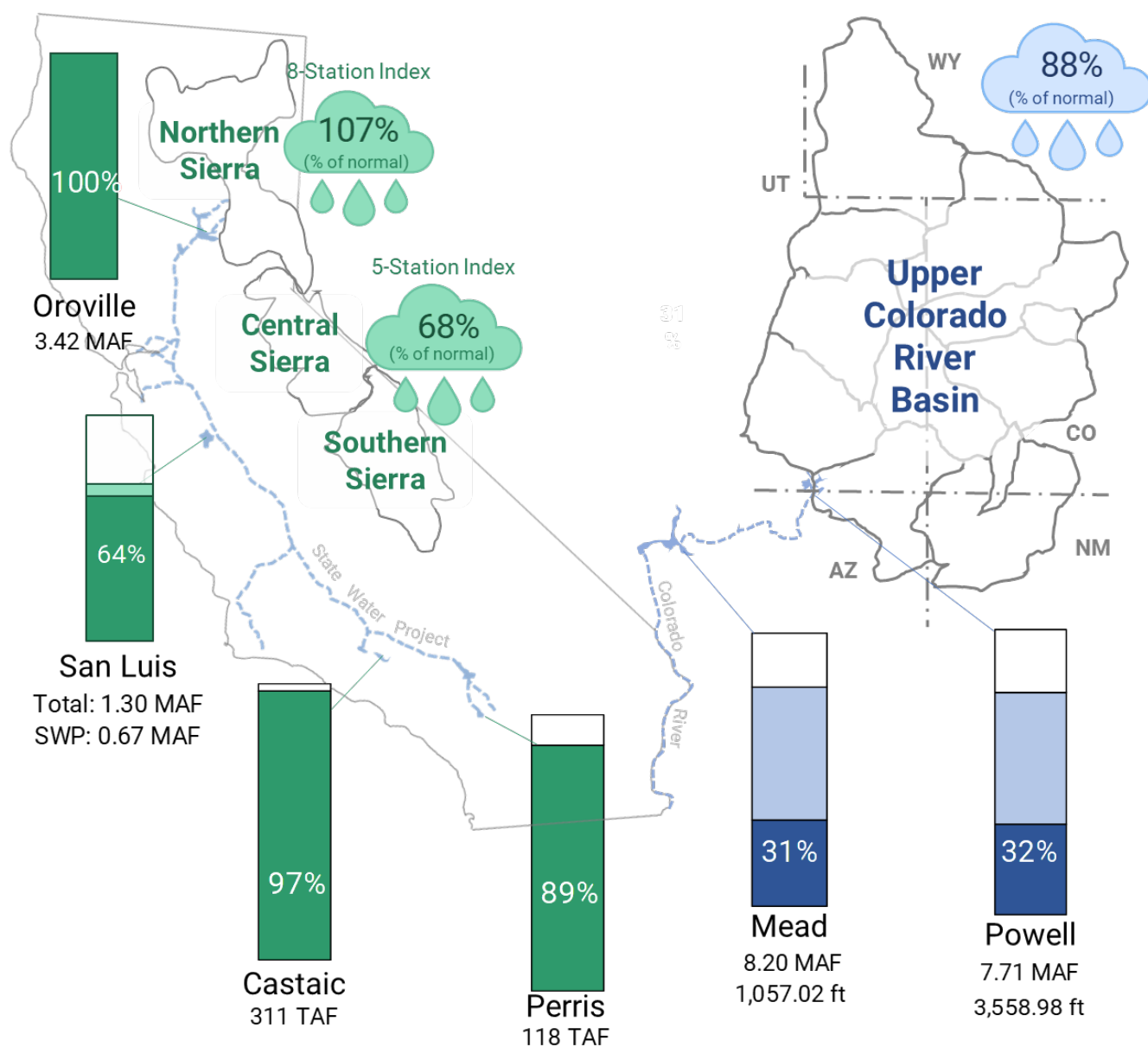
Extended Report: <https://www.mwdh2o.com/WSCR>

State Water Project Resources

SWP Allocation
50% Table A: 955,750 acre-feet

Colorado River Resources

Projected CRA Diversions
994,000 acre-feet



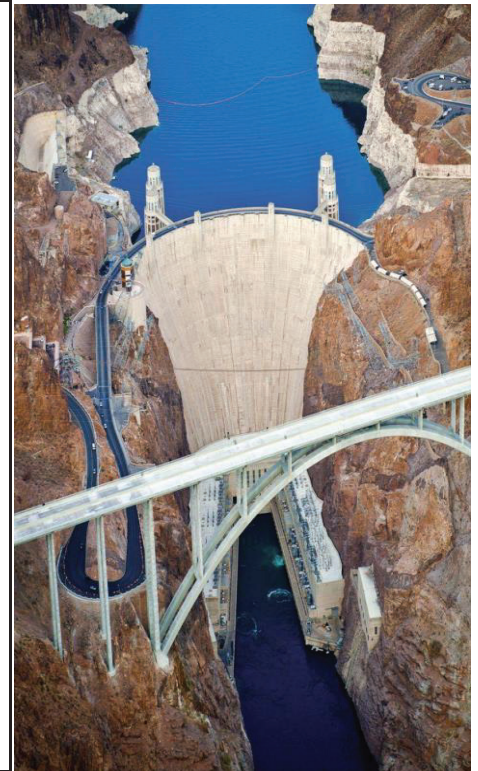
Reservoir Report

End of Month Reservoir Report

Monthly Update as of:

5/31/2025

<u>Reservoir</u>	<u>Current Storage</u>	<u>Percent of Capacity</u>
<i>Colorado River Basin</i>		
Lake Powell	7,714,663	32%
Lake Mead	8,193,000	32%
<i>DWR</i>		
Lake Oroville	3,418,089	99%
San Luis CDWR	669,974	63%
Castaic Lake	310,276	96%
Silverwood Lake	72,274	96%
Lake Perris	118,223	90%
<i>MWD</i>		
DVL	779,798	96%
Lake Mathews	145,643	80%
Lake Skinner	37,425	85%



Hoover Dam



Metropolitan's Mission is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

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