



Celebrating the holidays at Julian Hinds Pumping Plant

Activities for the Month of **December 2025**

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Message from the General Manager

Over the past two months, Metropolitan's board has allowed me the opportunity to onboard as the general manager-designate, providing dedicated time to focus on familiarizing myself with the organization behind the scenes in a way that is typically not possible. For this insight, I am deeply grateful.

Working closely with outgoing GM Deven Upadhyay during this period has been an extraordinary privilege, allowing me to learn and tap into his leadership, deep institutional knowledge and relationships with our internal and external stakeholders. He has truly set a high standard for Metropolitan, and I pledge to continue his legacy of excellence, dedication and commitment.

Over the last several weeks, I have received an exceptionally warm welcome. The openness, generosity and professionalism of our staff have made this transition both smooth and deeply rewarding.

In December, my focus was on several critical priorities: engaging in Colorado River negotiations and making essential connections at CRWUA; advancing our work in the budget development; project consideration through our CAMP4W process; and most importantly getting to know our people.

My initial takeaways are clear: this organization is supported by an excellent, deeply skilled and committed staff. It's apparent that there is a strong and shared dedication to Metropolitan's mission, and the system we both built and manage is complex and inspiring.

As we move into the new year, I look forward to my new leadership role and continuing to learn how I can best support our dedicated board and staff as we face ever-evolving challenges. One thing I'm certain of is that the times ahead will provide me greater clarity and come with even more joy and inspiration as I continue to work within Metropolitan.



Shivaji Deshmukh
General Manager



The Metropolitan Water District of Southern California is a state-established regional cooperative of 26 cities and public water agencies, which collectively serve nearly 19 million people in six counties. Metropolitan imports water from the Colorado River and Northern California to supplement local supplies and supports its members through the development of increased conservation, recycling, storage and other resource management programs.

Following are important highlights for this month on four goals of the GM Business Plan.



The Grace F. Napolitano Pure Water Innovation Center



Accelerating
Progress

Goal: Complete EIR and Planning for Board to Consider Pure Water Southern California

In October, Metropolitan submitted a California Environmental Quality Act judicial streamlining application for Pure Water Southern California to the Governor's Office of Land Use and Climate Innovation. Established under SB 149, the judicial streamlining process is intended to accelerate critical infrastructure projects by providing a more predictable and efficient CEQA litigation timeline.

Last month, LCI approved Metropolitan's application and forwarded it to the Governor for certification. In December, Gov. Newsom certified Pure Water Southern California for judicial streamlining, a major milestone in the process. It is now undergoing a 30-day review by the Joint Legislative Budget Committee for concurrence, which is expected in mid-January.

Judicial streamlining allows for expedited court review of any CEQA-related legal challenges, which can significantly reduce potential litigation timelines from three to five years to approximately 270 days. Certified projects may also benefit from improved access to financing and increased competitiveness for federal funding.

In addition to the progress on judicial streamlining, staff has been working to complete the Final Environmental Impact Report for Pure Water Southern California. All public comments have been reviewed and incorporated, and the document is in final review. The Final EIR is scheduled to be presented to the Metropolitan Board of Directors for approval and certification in February 2026.



Goal: Improve the Workplace and Promote START Values

Metropolitan has created a new Safety and Technical Training Team Manager position, and 11-year Metropolitan employee Jose Victoria has been selected to oversee our Apprenticeship Program and related technical training.

Metropolitan's Apprenticeship Program provides mechanical and electrical technician training through structured on-the-job experiences as well as lectures and labs in a classroom setting. After a successful four-year apprenticeship, graduates earn a journey-level certificate and the offer of full-time employment at Metropolitan.

Under the new Apprenticeship Program team manager, we plan to create a new training academy for graduates and other eligible technical trade staff, offering courses such as high-voltage switching, hydro electrician training, and DWR operator certification preparation courses. The academy will accelerate skill development to further support Metropolitan operations and better prepare for succession to meet the increasingly complex demands of our infrastructure.



O & M Tech IV Kerry Wolken

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

Our **VISION** is to be the industry leader in water delivery with unparalleled commitment to our people, partners and planet with **no one left behind**.

Our **VALUES**:



SAFETY TRUST ACCOUNTABILITY
RESPECT TEAMWORK



Our **MISSION** is to provide our service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.



Apprenticeship Program, testing voltage




Employee Development

Goal: Develop a Biennial Budget that Meets Metropolitan's Needs

In December credit rating agencies S&P and Fitch confirmed credit ratings for Metropolitan's 2025B Revenue Refunding Bonds and re-affirmed their ratings on our existing debt. The 2025B bond sale consolidates three outstanding debt obligations into one and allows Metropolitan to convert certain taxable debt into tax-exempt debt. Maintaining strong credit ratings provides critical access to capital markets and lowers our debt costs, allowing the District greater capacity to finance infrastructure projects.

Both S&P and Fitch have assigned ratings in the top tier of their respective rating categories, highlighting Metropolitan's strong and improving fundamentals, including debt coverage, cash liquidity, and budget policy guardrails. S&P and Fitch assigned AAA/A-1 and AA+ ratings for the 2025B Bonds, respectively. Moreover, both rating agencies have confirmed a stable outlook for the District's underlying credit rating.

Metropolitan's next anticipated bond issuance is expected in fall 2026, following the establishment of a new biennial budget.



Proposed
Biennial
Budget

A Stable Outlook

Fiscal Years
2026/27 – 2027/28

THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Goal: Provide Organizational Stability and Deliver Operational Excellence



A board welcome for GM Deshmukh

On January 1, 2026, Metropolitan welcomed its 16th general manager in nearly a century of history when Shivaji Deshmukh moved into the role upon the retirement of General Manager Deven Upadhyay. Deshmukh was appointed by a unanimous decision of the Metropolitan Board of Directors in October 2025 following a five-month recruitment process.

Deshmukh has worked in the water industry for more than 25 years, and comes directly from Metropolitan member agency Inland Empire Utilities Agency, where he served as general manager since 2019. He has held various leadership roles at other regional water providers within Metropolitan's service area, which makes for a smooth transition for understanding the complex operations and business sides of Metropolitan.

To learn more about Metropolitan's people and the facilities they support,

Deshmukh used his two month tenure as general manager-designate to visit field locations and meet with staff, tour facilities, and learn about operations. Assistant general managers and group managers briefed him on their plans, budget, resources and key issues for the coming year. Working alongside GM Upadhyay, Deshmukh met with member agencies and stakeholders at local meetings as well as conferences for ACWA and the Colorado River Water Users Association. Our Press Office handled media inquiries and coordinated interviews.

The new general manager is gaining valuable insight to help guide critical decisions about water supply, storage and conveyance projects through a lens of climate adaptation and affordability, informed by employee knowledge and experience. As he formally begins his role as general manager, Deshmukh plans to share his values, vision and priorities through an introductory video

to staff, presentations for industry partners and stakeholders, meetings with state and federal leadership, and discussions with partners for the State Water Project and Colorado River.



Shivaji Deshmukh



New Leadership and Vision



JOB MATTERS

Building Better Leaders: Metropolitan's Management University

By Melinda Snow, Organizational Development and Training Manager

Metropolitan Management University is a leadership development program for our managers. Launched in 2016 by HR Strategic Business Partner Kelly Dorsey, MMU was designed to build consistent, effective management practices across the organization. The program provides managers with a strong foundation in organizational expectations, including policies, regulatory compliance, and core people-management principles.

I assumed leadership of MMU during the COVID pandemic, a period that underscored the critical role managers play in supporting their teams. Since then, the program has continued to evolve and is now intentionally focused on supporting new team members as they transition from individual contributors to people leaders. The 15th cohort of MMU graduated in November 2025. Through the program, participants strengthen essential leadership capabilities such as emotional intelligence, active listening, coaching, and delegating for development—skills that directly contribute to a positive, engaged, and high-performing workplace culture.

THE IMPORTANCE OF MANAGEMENT AT METROPOLITAN

Metropolitan currently has more than 180 team manager positions, and over the past five years, 116 new managers have completed MMU. Preparing managers for success is critical to Metropolitan's long-term effectiveness. Managers play a central role in motivating employees, fostering engagement, and developing talent.

Research consistently shows that employee engagement is heavily influenced by an individual's immediate manager; Gallup estimates that managers account for at least 70 percent of the variance in engagement scores across business units.



External Affairs graduates and their managers from left to right: Carolyn Schaffer, Lizeth Martinez, Christina Frey, Stephanie Ann Salgado, Rupam Soni, Jose Cornejo.



Left to right: Jonathan Brown and JR Rhodes



Ric Johnston, Alicia Escovedo, Anthony Tse



Nathan Shuy and Matt Zaccaro

A MEMORABLE MOMENT

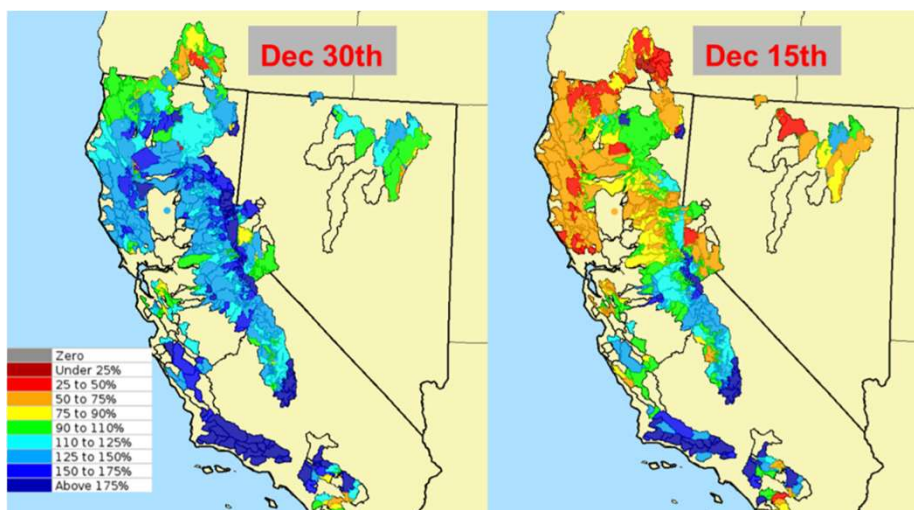
Two moments from each cohort consistently stand out. The first is when trust is established and psychological safety begins to take hold—it is rewarding to see managers connect and form a meaningful support network. The second is graduation, when we recognize each manager's growth and accomplishments, both individually and as a cohort. That moment is always meaningful—and a bit bittersweet.

December 2025 Report

Extended Report: mwdh2o.com/WSCR

Increased soil moisture in December 2025

(improves runoff during subsequent storms/snow melt)



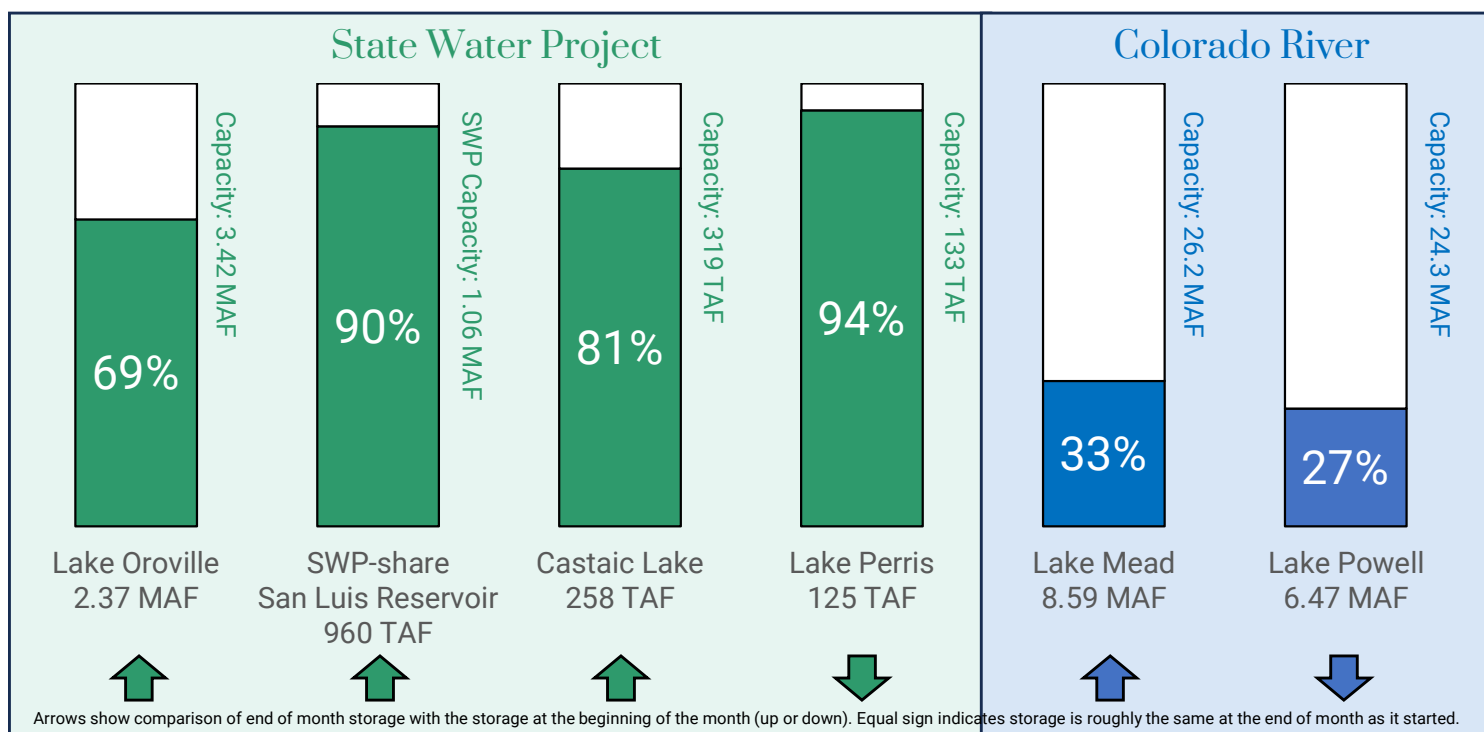
NOAA - California Nevada River Forecast Center

<https://www.cnrfc.noaa.gov/WaterResourcesUpdates/report.php?date=20251231>

Initial State Water Project allocation for calendar year 2026 was set on December 1, 2025, as 10% of Table A.

Atmospheric rivers brought precipitation as rain to California. Northern Sierra 8 Station Index received 15.6 inches (156% of normal) while the San Joaquin 5 Station Index received 6.5 inches (100% of normal). Snowpack was below normal in the Northern Sierra with 4.4 inches of snow water equivalent as of December 31, 2025.

The Upper Colorado River Basin cumulative rain was 99% of the long-term median but snowpack is only 4.1 inches or 66% of normal for December 31st.



The Metropolitan Water District of Southern California

Monthly Operations At-A-Glance

December 2025

30-day window: November 16–December 16

Distribution ** denotes change compared to previous 30-Day period*

30-Day Member Agency Deliveries

2,980 AF/Day

Change in Deliveries*

-880 AF/Day

Recorded **November** Deliveries to Member Agencies
Consumptive and Replenishment

99 TAF

Forecast **December** Deliveries to Member Agencies
Consumptive and Replenishment

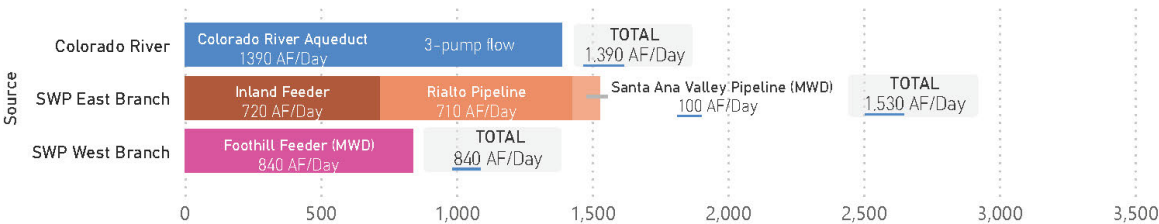
81 TAF

Recorded **November**
Deliveries utilizing
water programs
(CYC, RCYC, CUP, CCOP)

0 TAF

Supply

30-Day Average by Source (AF/Day)



Storage

Data as of December 16, 2025

Lake Mathews

162,600 AF

360 AF*

89%

Lake Skinner

37,000 AF

-5,100 AF*

96%

Diamond Valley
Lake

761,300 AF

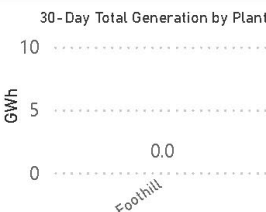
-3,330 AF*

94%

Hydropower

30-Day Total Generation:
0.0 GWh

30-Day Average Power:
0.0 MW



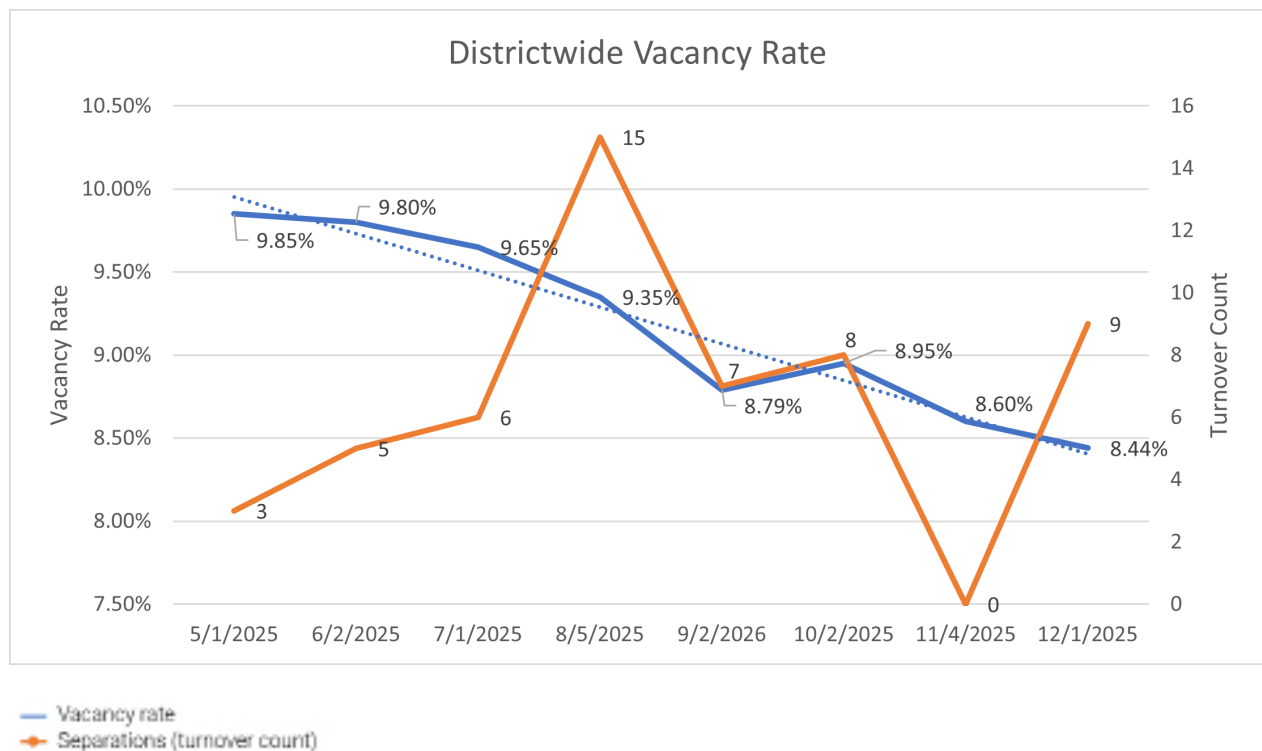
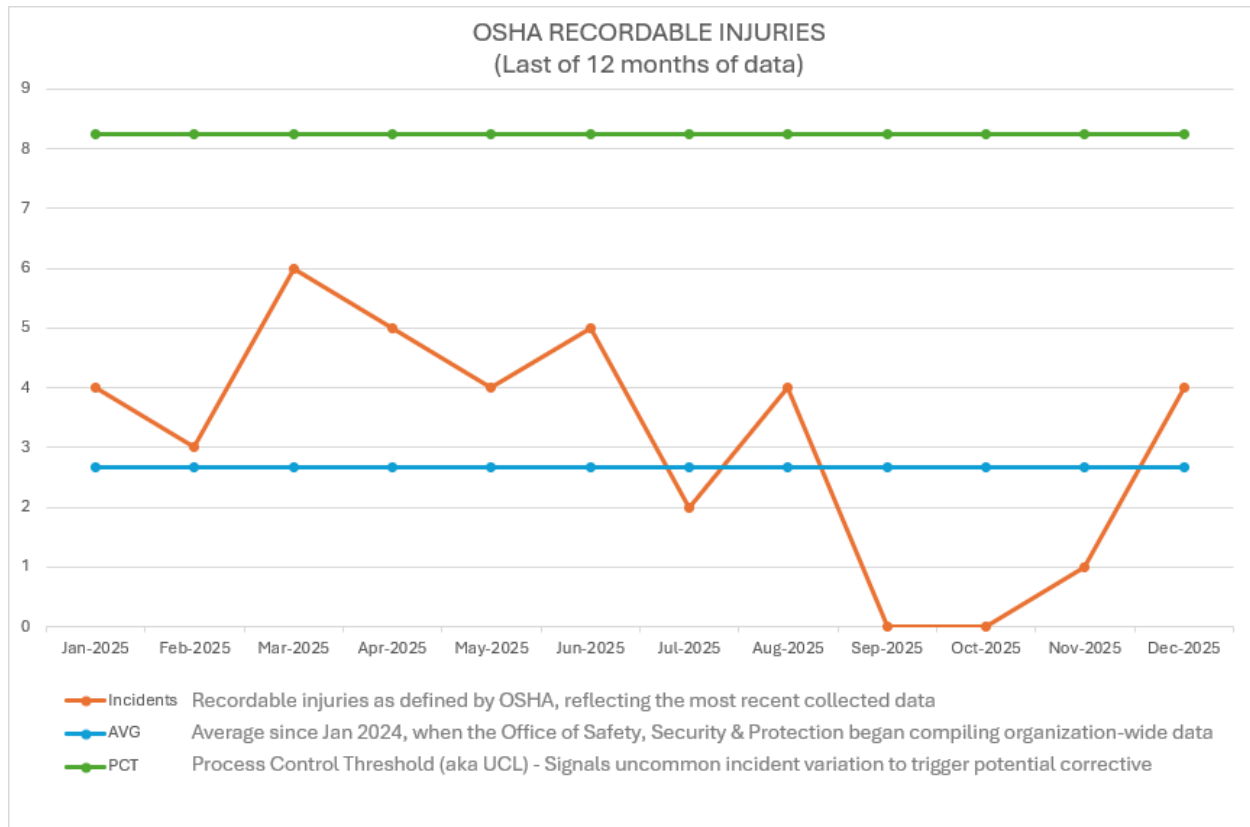
Water Quality

| Plant Name | Targeted Blend (% SPW) | Current TDS (mg/L) | TTHMs (µg/L) | Flow-Weighted RAA TDS (mg/L) | |
|------------|------------------------|--------------------|-----------------|------------------------------|-------------|
| | As of 12/10/2025 | As of 12/10/2025 | As of 12/1/2025 | November 2024 - October 2025 | |
| Weymouth | 75% | 377 | 26.0 | 539 | |
| Diemer | 75% | 356 | 21.0 | 523 | |
| Skinner | 75% | 410 | 26.0 | 536 | |
| Jensen | 100% | 269 | 12.0 | 295 | |
| Mills | 100% | 323 | 54.0 | 216 | Target: 500 |

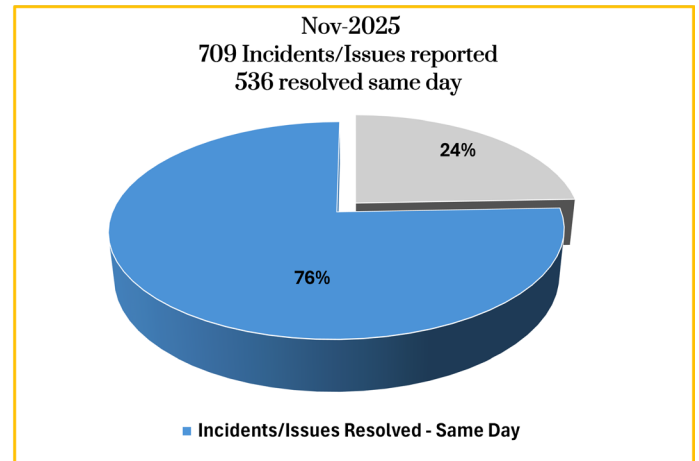
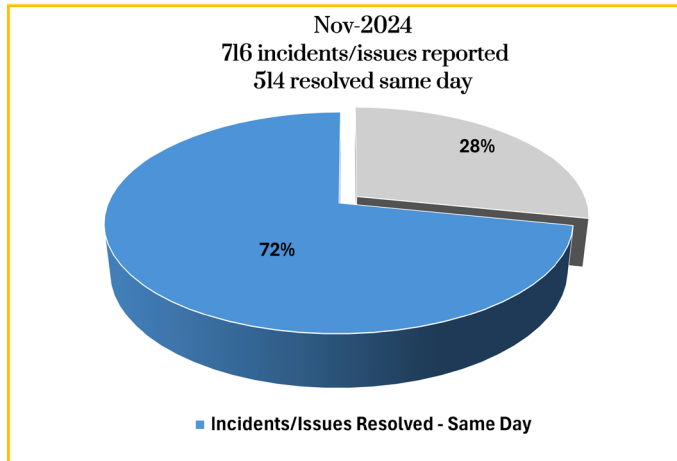
TDS = Total Dissolved Solids

TTHM = Total Trihalomethanes

RAA = Running Annual Average

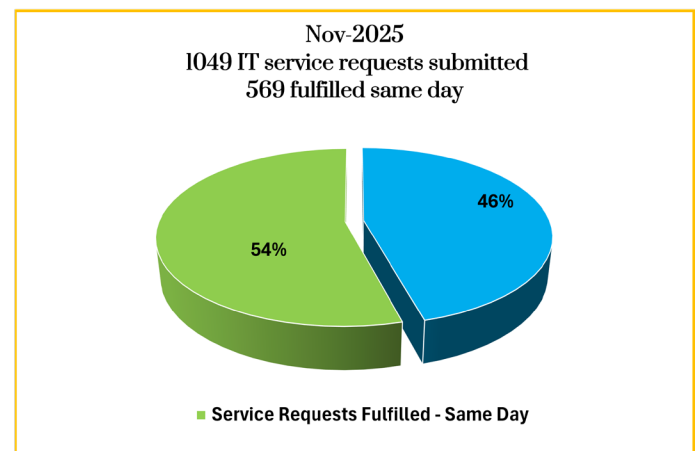
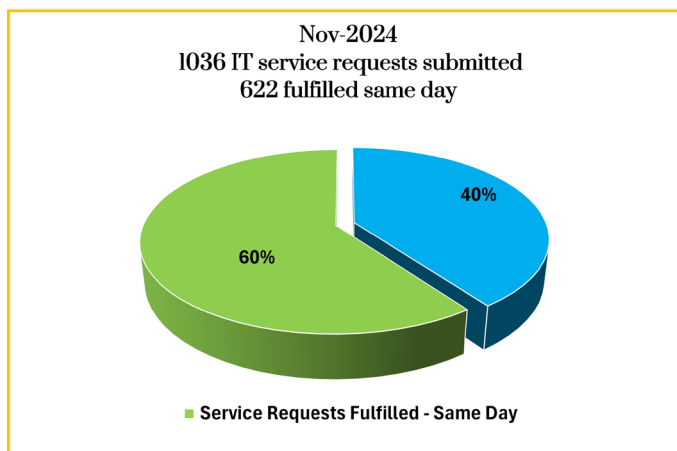


IT Incidents/Issues Reported and Resolved within Same Day Nov-2024 Vs Nov-2025



□ **IT Service Request:** An unexpected interruption/error is encountered and reported by an IT customer while using an IT application or system or a device.

IT Service Requests Submitted and Fulfilled Same Day Nov-2024 Vs Nov-2025



□ **IT Service Request:** A formal request by an IT customer for something standard, such as a password reset, new hardware, or software access, that follows a routine fulfillment process.



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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