

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California 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.

## **Exec Committee**

G. Gray, Chair  
L. Ackerman, Vice Chair  
D. De Jesus, Vice Chair  
F. Jung, Vice Chair  
C. Kurtz, Vice Chair  
J. Abdo, Board Secretary  
R. Atwater  
M. Camacho  
G. Cordero  
L. Dick  
A. Fellow  
P. Hawkins  
M. Luna  
T. McCoy  
G. Peterson  
B. Pressman  
M. Ramos  
R. Record  
T. Smith  
N. Sutley

## **Executive Committee**

Meeting with Board of Directors \*

**August 23, 2022**

**9:30 a.m.**

Teleconference meetings will continue until further notice. Live streaming is available for all board and committee meetings on [mwdh2o.com](http://mwdh2o.com) ([Click Here](#))

A listen only phone line is also available at 1-877-853-5257; enter meeting ID: 831 5177 2466. Members of the public may present their comments to the Committee on matters within the committee's jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference (833) 548-0276 and enter meeting ID: 815 2066 4276.

**Tuesday, August 23, 2022  
Meeting Schedule**

**09:30 a.m. Exec  
11:00 a.m. BOD Wksp**

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**MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012**

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- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**
- 2. OTHER MATTERS AND REPORTS**
  - a. Chairwoman's Report
  - b. General Manager's report of Metropolitan activities
  - c. General Counsel's report of Metropolitan activities
  - d. Interim General Auditor's report of Metropolitan activities
  - e. Ethics Officer's report of Metropolitan activities

- f. Report from Audit and Ethics Committee
- g. Report from Communications and Legislation Committee
- h. Report from Diversity, Equity, and Inclusion Committee
- i. Report from Engineering and Operations Committee
- j. Report from Finance and Insurance Committee
- k. Report from Imported Water Committee
- l. Report from Legal and Claims Committee
- m. Report from One Water (Conservation and Local Resources) Committee
- n. Report from Organization, Personnel and Technology Committee
- o. Report from Real Property and Asset Management Committee
- p. Report from Underserved Communities Committee
- q. Report from Water Planning and Stewardship Committee

**\*\* CONSENT CALENDAR ITEMS - ACTION \*\***

**3. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A.** Approval of the Minutes of the Executive Committee Meeting for June 28, 2022 (Copies have been submitted to each Director, Any additions, corrections, or omissions) [21-1445](#)

**Attachments:** [08232022 Exec 3A Minutes](#)

- B.** Approve draft committee and board meeting agendas, and schedule for September 2022 [21-1446](#)

**Attachments:** [09132022 Exec 3B Draft Package](#)

**4. CONSENT CALENDAR ITEMS - ACTION**

NONE

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**5. OTHER BOARD ITEMS - ACTION**

NONE

**6. BOARD INFORMATION ITEMS**

NONE

## 7. COMMITTEE ITEMS

- a. General Manager's Business Plan Fiscal Year 2022-2023

[21-1447](#)

**Attachments:** [08232022 Exec 7a Report](#)  
[08232022 Exec 7a Presentation](#)

## 8. FOLLOW-UP ITEMS

NONE

## 9. FUTURE AGENDA ITEMS

## 10. ADJOURNMENT

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# THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

## MINUTES

### EXECUTIVE COMMITTEE

**June 28, 2022**

Chairwoman Gray called the teleconference meeting to order at 12:02 p.m.

Members present: Directors Abdo, Atwater, Camacho, Cordero, De Jesus, Dick, Gray, Kurtz, Luna, Ramos, Record, and Smith.

Other Board members present: Directors Ackerman, Blois, Dennstedt, Erdman, Fellow, Fong-Sakai, Goldberg, Jung, McCoy, Miller, Morris, Ortega, Peterson, Pressman, Quinn, Repenning, Sutley, Tamaribuchi, and Williams.

Committee staff present: Beatty, Castro, Chapman, Hagekhalil, Hudson, Kasaine, Riss, Salinas, Scully, Upadhyay, and Zinke

Chairwoman Gray announced that there would be a reordering of the meeting agenda. Item 6a would be heard prior to item 1.

#### **6. BOARD INFORMATION ITEMS**

- a. Presentation and discussion by Assistant Secretary for Water and Science at the Department of the Interior Tanya Trujillo and Chief of the Boulder Canyon Operations Office Daniel Bunk on Colorado River drought conditions and actions from the federal perspective.

The following Director asked questions or made comments:

Director(s)

1. Peterson

Daniel Bunk responded to the Director comments or questions.

#### **1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE'S JURISDICTION**

	Name	Affiliation	Item
1.	Caty Wagner	Sierra Club California Senior Ecologist, Leader of the Women's Caucus, thirty-year Metropolitan employee, and a member of the public.	Public comment/Shaw Law Group report/OWC committee drought
2.	Ellen Mackey		Public comment/Shaw Law Group report Site reservoir/Tunnels/Shaw Law Group report
3.	No Name Provided		
4.	Leslie Chong	Ratepayer and concerned citizen	Shaw Law Group report Shaw Law report /Public comment
5.	Maura Mongan	Los Angeles Waterkeeper	Public comment/Colorado River/Drought/Shaw Law Group report /Hybrid Issues
6.	Conner Everetts	Green Los Angeles Water Committee	Public comment/Shaw Law Group report
7.	No Name Provided		

## 2. OTHER MATTERS AND REPORTS

- a. Subject: Chairwoman's Report

Presented by: Chairwoman Gloria D. Gray

Chairwoman Gray reported the Diversity, Equity, and Inclusion Forum will take place on August 23, 2022.

- b. Subject: General Manager's report of Metropolitan's activities

Presented by: General Manager Adel Hagekhalil

General Manager Hagekhalil reported on the following:

- The mandatory conservation efforts.
- The Regional Recycle Water project in Carson renaming.
- Management forum.
- Progress report to the State Auditor.
- Upcoming testimony to the Senate.

- c. Subject: General Counsel's report of Metropolitan's activities

General Counsel Scully reported on the following:

- Transition plan for Equal Employment Opportunity file transfer.
- Assistant General Counsel Heather Beatty will be attending the July Board meeting in her absence.

- d. Subject: General Auditor's report of Metropolitan's activities

Presented by: General Auditor Gerry Riss

Nothing to add to his report.

The following Director asked questions or made comments:

Director(s)

1. Luna

Staff responded to the Director comments or questions.

- e. Subject: Ethics Officer's report of Metropolitan's activities

Presented by: Ethics Officer Abel Salinas

Ethics Officer Salinas reported on the following:

- Administrative Code regarding ad hoc committees
- Lobbying registration

The following Directors asked questions or made comments:

Director(s)

1. Fong-Sakai
2. Kurtz

Staff responded to the Director's comments or questions.

- g. Subject: Report from Communications and Legislation Committee

Presented by: Committee Vice Chair Cordero

Committee Chair Cordero announced that the Committee will hear one consent item:

- Express support, if amended, for AB 2108 (Rivas, D-Hollister and Garcia, D-Bell Gardens): Water policy: environmental justice: disadvantaged and tribal communities

The Committee will hear two committee items:

- Written report on activities from Washington, D.C.
- Written report on activities from Sacramento.

Lastly, the Committee will also hear the External Affairs Management Report.

h. Subject: Report from Engineering and Operations Committee

Presented by: Committee Chair Smith

Committee Chair Smith announced that the Committee will hear the following three consent items:

- Amend the Capital Investment Plan for fiscal years 2022/2023 and 2023/2024 to include replacement of an expansion joint on the Upper Feeder at the Santa Ana River Bridge; and determine that there is a need to continue the emergency action of executing a no bid contract for the expansion joint replacement (Requires four-fifths vote of the Board).
- Adopt the CEQA determination that the proposed action has been previously addressed in the certified 2015 Final EIR and related CEQA documents; and award \$25,972,700 contract to Mladen Buntich Construction Company, Inc. for Stage 3 lining rehabilitation of the Etiwanda Pipeline.
- Authorize an agreement with Jacobs Engineering Group, Inc., in an amount not to exceed \$700,000 to perform final design of security upgrades at the Joseph Jensen Water Treatment Plant.

In addition, the Committee will hear one committee item:

- Update on Drought Initiatives for State Water Dependent Areas.

Lastly, the Committee will hear the following two management reports:

- Water System Operations Manager's report.
- Engineering Services Manager's report.

j. Subject: Report from Legal and Claims Committee

Presented by: Committee Chair Dick

Committee Chair Dick announced that the Committee will hear the following:

- The General Counsel's monthly activities.

In closed session, the Committee will hear a report on:

- *San Diego County Water Authority v. Metropolitan* litigation and consider a request to authorize an increase in maximum amount payable under contract for legal services with Manatt, Phelps & Phillips, LLP in the amount of \$1.5 million for a total amount not to exceed \$4.4 million.

Organization, Personnel and Technology Committee reported out of order.

m. Subject: Report from Real Property and Asset Management Committee

Presented by: Committee Vice Chair Peterson

Committee Vice Chair Peterson announced that the Committee will hear the following one committee item:

- An update on District Housing and Recreation; and

Lastly, the Real Property group manager will present her monthly report.

n. Subject: Report from Water Planning and Stewardship Committee

Presented by: Committee Chair Atwater

Committee Chair Atwater announced that the Committee will hear one committee item:

- Update on Water Surplus and Drought Management and Water Shortage Emergency Condition.

Lastly, there will be three management reports on:

- Colorado River Manager's Report
- Bay-Delta Manager's Report
- Water Resource Management Manager's Report



Director Ortega entered the meeting.

- I. Subject: Report from Organization, Personnel and Technology Committee

Presented by: Board Administrator Castro for Committee Vice Chair McCoy

The Committee will be meeting in July and will hear two committee items:

- Update on implementation of recommendations from State Audit and independent review of workplace concerns.
- Labor Negotiations Update.

Lastly, there will be no Information Technology Manager's Report and Human Resources Manager's Report in July.

### **CONSENT CALENDAR ITEMS – ACTION**

#### **3. CONSENT CALENDAR OTHER ITEMS – ACTION**

- A. Approval of the Minutes of the Executive Committee Meeting for May 24, 2022.

Chairwoman Gray asked Directors if there were any comments or discussion on the minutes of May 24, 2022 Executive Committee Meeting. None were made.

- B. Direct the Executive Committee to place item on the agenda for the July 12, 2022 regular board meeting to waive confidentiality of the final four Shaw Law Group reports for the Board to take action in closed session to allow the Board to confer with Counsel regarding anticipated litigation, as permitted by the Brown Act. Chairwoman Gray made remarks.

- C. Add to the July board an agenda item to waive all applicable provisions of the Administrative Code and authorize the Chairwoman, without approval of the Board, to appoint members, chairs and vice-chairs of committees to fill current vacancies and to stand up the Underserved Communities, Diversity, Equity and Inclusion and Imported Water Committees established by Board approval on November 23, 2021.

- D. Approve draft committee and board meeting agendas, and schedule for July 2022.

Chairwoman Gray then asked Directors if there were any comments, additions, or corrections to the July 2022 Draft Packet. No comments were made.

Chairwoman Gray called for the vote on the Consent Calendar Other Items.

Director Dick made a motion, seconded by Director Atwater to approve the consent calendar Items 3A, 3B, 3C, and 3D as listed.

The vote was:

Ayes: Directors Abdo, Atwater, Cordero, De Jesus, Dick, Gray, Kurtz, Luna, Ramos, and Record

Noes: None

Abstentions: None

Absent: Camacho and Smith

The motion for Item 3A, 3B, 3C, and 3D passed by a vote of 10 ayes; 0 no; 0 abstain; and 2 absent.

#### **4. CONSENT CALENDAR ITEMS – ACTION**

None

#### **END OF CONSENT CALENDAR ITEMS**

#### **5. OTHER BOARD ITEMS – ACTION**

None

#### **6. BOARD INFORMATION ITEMS**

- b. Update on Colorado River Conditions
- c. Discussion regarding Metropolitan's comment period and reading written comments aloud

The following Directors asked questions or made comments:

	Director(s)
1.	Abdo
2.	Luna
3.	Kurtz
4.	Peterson
5.	Record
6.	Dick
7.	Record
8.	Goldberg
9.	Ortega

Staff responded to the Directors comments or questions.

**7. FOLLOW-UP ITEMS**

None

**8. FUTURE AGENDA ITEMS**

None

**9. ADJOURNMENT**

The meeting was adjourned at 1:49 p.m.

Gloria D. Gray  
Chairwoman of the Board



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA  
700 N. Alameda Street, Los Angeles, California 90012

**DRAFT**

### **Remainder Schedule of Meetings – August 2022**

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#### **Tuesday, August 23**

9:30 a.m.	Executive Committee
11:00 a.m. – 5:00 p.m.	Board Workshop for DE&I

### **Schedule of Meetings – September 2022**

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#### **Monday, September 5**

***Observance of Labor Day Holiday – District Offices Closed***

#### **Monday, September 12**

9:30 a.m.	Engineering and Operations Committee
11:30 a.m.	Break
12:30 p.m.	Communications and Legislation Committee
1:00p.m.	Imported Water Committee (TBD)

#### **Tuesday, September 13**

8:30 a.m.	Legal and Claims Committee
9:30 a.m.	Organization, Personnel and Technology Committee
10:30 a.m.	Real Property and Asset Management Committee
11:30 pm	Break
12:00 p.m.	Board Meeting

#### **Tuesday, September 27**

9:30 a.m.	Audit and Ethics Committee
10:30 a.m.	One Water (Conservation and Local Resources) Committee
11:30 a.m.	Break
12:00 p.m.	Executive Committee

***\*Note: Board members please call in 30 minutes in advance of the meeting start time***

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([Click to Access Board Meetings Page](#))

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California 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.

## **E&O Committee**

T. Smith, Chair  
S. Blois, Vice Chair  
R. Apodaca  
S. Blois  
M. Camacho  
D. De Jesus  
L. Dick  
S. Faessel  
L. Fong-Sakai  
R. Lefevre  
J. Morris  
G. Peterson  
H. Repenning  
H. Williams

## **Engineering and Operations Committee**

### **- Hidden**

Meeting with Board of Directors \*

**September 12, 2022**

**9:30 a.m.**

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**Monday, September 12, 2022**  
**Meeting Schedule**

**09:30 a.m. E&O**  
**12:30 p.m. C&L**  
**01:00 p.m. IW**

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**MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012**

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- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

## **2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A.** Approval of the Minutes of the Engineering and Operations Committee held August 15, 2022 **21-1480**

## **3. CONSENT CALENDAR ITEMS - ACTION**

- 7-1** Award a \$287,824 contract to Bishop, Inc. for replacement of the maintenance building roof at the Henry J. Mills Water Treatment Plant; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA **[21-1467](#)**

- 7-2** Authorize an increase of \$1,200,000 to an existing agreement with IBI Group, for a new not-to-exceed total of \$1,830,000 for design services, and an agreement with Fugro, in an amount not-to-exceed \$450,000 for geotechnical engineering services for the Weymouth Administration Building seismic upgrade project; the General Manager has determined that this proposed action is exempt or otherwise not subject to CEQA [21-1468](#)
- 7-3** Determine that there is a need to continue the emergency action of executing a no-bid contract for the Upper Feeder expansion joint replacement (Requires four-fifths vote of the Board); the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [21-1469](#)
- 7-4** Authorize an increase of \$690,000 to an existing agreement with Carollo Engineers, Inc., for a new not-to-exceed amount of \$990,000, to serve as the owner's advisor for development of the Sepulveda Feeder Pump Stations project with the alternative delivery approach referred to as progressive design-build; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (This action is part of a series of projects that are being undertaken to improve the supply reliability for State Water Project dependent member agencies) [21-1471](#)
- 7-5** Authorize two separate agreements with Calpine Energy Solutions, LLC and The Energy Authority, Inc. for the sale of renewable energy from the Phase I-II hydroelectric power plants; the General Manager has determined that the proposed actions are exempt or otherwise not subject to CEQA [21-1472](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

- a.** Capital Investment Plan quarterly report for period ending June 2022 **21-1482**
- b.** State Water Project Dependent Area Solutions: Drought Action/Project Portfolios Update **21-1483**
- c.** Pure Water Southern California Program Update **21-1484**

**7. MANAGEMENT REPORTS**

- |    |  |              |
|----|--|--------------|
| a. | Water System Operations Manager's Report | <b>21113</b> |
| b. | Engineering Services Manager's Report    | <b>21114</b> |

**8. FOLLOW-UP ITEMS**

NONE

**9. FUTURE AGENDA ITEMS****10. ADJOURNMENT**

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# Agenda

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## **C&L Committee**

G. Cordero, Chair  
C. Kurtz, Vice Chair  
J. Abdo  
L. Ackerman  
D. Erdman  
A. Kassakhian  
M. Luna  
J. Morris  
G. Peterson  
T. Quinn  
R. Record  
H. Repenning  
T. Smith

## **Communications and Legislation Committee - Hidden**

Meeting with Board of Directors \*

**September 12, 2022**

**12:30 p.m.**

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Meeting Schedule**

**09:30 a.m. E&O  
12:30 p.m. C&L  
01:00 p.m. IW**

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### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

- 2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Meeting of the Communications and Legislation Committee held August 15, 2022** **21-1485**

- 3. CONSENT CALENDAR ITEMS - ACTION**

NONE

### **\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

- |    |   |         |
|----|---|---------|
| a. | Update on Water Conservation Advertising Campaign | 21-1488 |
| b. | Report on activities from Washington, D.C.        | 21-1486 |
| c. | Report on activities from Sacramento              | 21-1487 |

**7. MANAGEMENT REPORTS**

- |    |                                    |       |
|----|------------------------------------|-------|
| a. | External Affairs Management Report | 21115 |
|----|------------------------------------|-------|

**8. FOLLOW-UP ITEMS**

NONE

**9. FUTURE AGENDA ITEMS****10. ADJOURNMENT**

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## **IW Committee**

G. Peterson, Chair  
D. Erdman, Vice Chair  
L. Ackerman  
R. Atwater  
G. Cordero  
L. Dick  
S. Faessel  
F. Jung  
T. McCoy  
J. Morris  
B. Pressman  
T. Quinn  
M. Ramos  
R. Record  
T. Smith

## **Imported Water Committee - Hidden**

Meeting with Board of Directors \*

**September 12, 2022**

**1:00 p.m.**

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12:30 p.m. C&L  
01:00 p.m. IW**

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### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

- 2. CONSENT CALENDAR OTHER ITEMS - ACTION**

NONE

- 3. CONSENT CALENDAR ITEMS - ACTION**

- 7-6** Adopt the Revision and Restatement of Bay-Delta Policy; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

**[21-1473](#)**

### **\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

- |    |   |                |
|----|---|----------------|
| a. | Update on Water Surplus and Drought Management and Water Shortage Emergency Condition       | <b>21-1489</b> |
| b. | Update on Colorado River Basin System Conditions and Colorado River Basin State Discussions | <b>21-1490</b> |

**7. MANAGEMENT REPORTS**

- |    |   |              |
|----|---|--------------|
| a. | Colorado River Manager's Report             | <b>21116</b> |
| b. | Bay-Delta Manager's Report                  | <b>21117</b> |
| c. | Water Resources Management Manager's Report | <b>21118</b> |

**8. FOLLOW-UP ITEMS**

NONE

**9. FUTURE AGENDA ITEMS****10. ADJOURNMENT**

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## L&C Committee

L. Dick, Chair  
B. Dennstedt, Vice Chair  
R. Atwater  
M. Camacho  
A. Fellow  
S. Goldberg  
T. Phan  
R. Record  
T. Smith  
N. Sutley  
S. Tamaribuchi

## **Legal and Claims Committee - Hidden**

Meeting with Board of Directors \*

**September 13, 2022**

**8:30 a.m.**

**Tuesday, September 13,  
2022**

**08:30 a.m. L&C  
09:30 a.m. OP&T  
10:30 a.m. RPA&M  
12:00 p.m. BOD**

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## **1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

## **2. MANAGEMENT REPORTS**

A. General Counsel's report of monthly activities **21119**

### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

## **3. CONSENT CALENDAR OTHER ITEMS - ACTION**

A. Approval of the Minutes of the Meeting of the Legal and Claims Committee held August 16, 2022 **21-1491**

## **4. CONSENT CALENDAR ITEMS - ACTION**

- 7-8 Approve amendments to the Administrative Code to establish reporting requirements to the Board on personnel related settlements; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [21-1475](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**5. OTHER BOARD ITEMS - ACTION**

NONE

**6. BOARD INFORMATION ITEMS**

NONE

**7. COMMITTEE ITEMS**

- a. General Counsel Business Plan for Fiscal Year 2022-2023 **21-1493**

**8. FOLLOW-UP ITEMS**

NONE

**9. FUTURE AGENDA ITEMS**

**10. ADJOURNMENT**

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# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California 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.

## **OP&T Committee**

A. Fellow, Chair  
J. Morris, Vice Chair  
S. Blois  
M. Camacho  
G. Cordero  
S. Faessel  
F. Jung  
R. Lefevre  
T. McCoy  
A. Ortega  
G. Peterson  
T. Smith  
S. Tamaribuchi  
H. Williams

## **Organization, Personnel and Technology Committee - Hidden**

Meeting with Board of Directors \*

**September 13, 2022**

**9:30 a.m.**

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**Tuesday, September 13,  
2022**

**08:30 a.m. L&C  
09:30 a.m. OP&T  
10:30 a.m. RPA&M  
12:00 p.m. BOD**

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- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

## **2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Meeting of the Organization, Personnel and Technology Committee held August 16, 2022** **21-1494**

## **3. CONSENT CALENDAR ITEMS - ACTION**

- 7-7 Adopt resolution designating Metropolitan's maximum contribution for medical benefits in order to comply with the current authorized Memoranda of Understanding; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [21-1474](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

- a. Update on Status of Recommendation from Independent Review of Workplace Concerns **21-1495**

**7. MANAGEMENT REPORTS**

- a. Human Resources Manager's Report **21120**  
b. Information Technology Manager's Report **21121**

**8. FOLLOW-UP ITEMS**

NONE

**9. FUTURE AGENDA ITEMS**

**10. ADJOURNMENT**

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# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California 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.

## **RP&AM Committee**

P. Hawkins, Chair  
G. Peterson, Vice Chair  
M. Camacho  
L. Dick  
D. Erdman  
A. Kassakhian  
C. Kurtz  
R. Record  
T. Smith  
N. Sutley

## **Real Property and Asset Management Committee - Hidden**

Meeting with Board of Directors \*

**September 13, 2022**

**10:30 a.m.**

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**Tuesday, September 13,  
2022**

**08:30 a.m. L&C  
09:30 a.m. OP&T  
10:30 a.m. RPA&M  
12:00 p.m. BOD**

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- 1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

### **\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

## **2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Meeting of the Real Property and Asset Management Committee held August 16, 2022** **21-1496**

## **3. CONSENT CALENDAR ITEMS - ACTION**

- 7-9** Authorize granting a new ten-year license agreement to Valley-Wide Recreation and Park District for the continued operation of a trail on Metropolitan fee-owned property in the city of Hemet and county of Riverside California Assessor Parcel Numbers; 454-070-016; 454-140-029; 454-140-033; 454-140-035, -036, -037; 454-160-001; 454-160-010, -011, -012, -013, -014, -015, -016; 454-280-024; 454-280-029; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [21-1476](#)
- 7-10** Authorize the General Manager to grant a permanent easement for electrical equipment purposes to Southern California Edison on Metropolitan property in Riverside County; the General Manager has determined that this proposed action is exempt or otherwise not subject to CEQA [21-1477](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

NONE

**7. MANAGEMENT REPORTS**

- a. Real Property Group Manager's Report **21122**

**8. FOLLOW-UP ITEMS**

NONE

**9. FUTURE AGENDA ITEMS**

**10. ADJOURNMENT**

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# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California 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.

## Board of Directors - Hidden

September 13, 2022

12:00 PM

Tuesday, September 13, 2022  
Meeting Schedule

08:30 a.m. L&C  
09:30 a.m. OP&T  
10:30 a.m. RPA&M  
12:00 p.m. BOD

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## 1. Call to Order

- a. Invocation: Arnold O. Castellanos, Senior Designer, Engineering Services Group/Design Section/Systems Design Unit
- b. Pledge of Allegiance: TBD

## 2. Roll Call

## 3. Determination of a Quorum

## 4. Opportunity for members of the public to address the Board on matters within the Board's jurisdiction. (As required by Gov. Code § 54954.3(a))

- a. Member Agency Overview: TBD 21-1457

## 5. OTHER MATTERS AND REPORTS

- A. Report on Directors' Events Attended at Metropolitan's Expense 21-1458
- B. Chairwoman's Monthly Activity Report 21-1459
- C. General Manager's summary of activities 21-1460

- |    |   |         |
|----|---|---------|
| D. | General Counsel's summary of activities         | 21-1461 |
| E. | Interim General Auditor's summary of activities | 21-1462 |
| F. | Ethics Officer's summary of activities          | 21-1463 |

**\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

**6. CONSENT CALENDAR OTHER ITEMS - ACTION**

- |    |  |         |
|----|--|---------|
| A. | Approval of the Minutes of the Bay-Delta Committee held January 25, 2022, the Special Board Meeting held August 9, 2022 and the Regular Meeting for August 16, 2022 (Copies have been submitted to each Director) (Any additions, corrections, or omissions)                             | 21-1464 |
| B. | Adopt resolution to continue remote teleconference meetings pursuant to the Brown Act Section 54953(e) for meetings of Metropolitan's legislative bodies for a period of 30 days; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA | 21-1465 |
| C. | Approve Committee Assignments  | 21-1466 |

**7. CONSENT CALENDAR ITEMS - ACTION**

- |     |  |                                |
|-----|--|--------------------------------|
| 7-1 | Award a \$287,824 contract to Bishop, Inc. for replacement of the maintenance building roof at the Henry J. Mills Water Treatment Plant; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (EO)   | <a href="#"><u>21-1467</u></a> |
| 7-2 | Authorize an increase of \$1,200,000 to an existing agreement with IBI Group, for a new not-to-exceed total of \$1,830,000 for design services, and an agreement with Fugro, in an amount not-to-exceed \$450,000 for geotechnical engineering services for the Weymouth Administration Building seismic upgrade project; the General Manager has determined that this proposed action is exempt or otherwise not subject to CEQA (EO) | <a href="#"><u>21-1468</u></a> |
| 7-3 | Determine that there is a need to continue the emergency action of executing a no-bid contract for the Upper Feeder expansion joint replacement (Requires four-fifths vote of the Board); the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (EO)  | <a href="#"><u>21-1469</u></a> |

- 7-4** Authorize an increase of \$690,000 to an existing agreement with Carollo Engineers, Inc., for a new not-to-exceed amount of \$990,000, to serve as the owner's advisor for development of the Sepulveda Feeder Pump Stations project with the alternative delivery approach referred to as progressive design-build; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (This action is part of a series of projects that are being undertaken to improve the supply reliability for State Water Project dependent member agencies) (EO) [21-1471](#)
- 7-5** Authorize two separate agreements with Calpine Energy Solutions, LLC and The Energy Authority, Inc. for the sale of renewable energy from the Phase I-II hydroelectric power plants; the General Manager has determined that the proposed actions are exempt or otherwise not subject to CEQA (EO) [21-1472](#)
- 7-6** Adopt the Revision and Restatement of Bay-Delta Policy; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (IW) [21-1473](#)
- 7-7** Adopt resolution designating Metropolitan's maximum contribution for medical benefits in order to comply with the current authorized Memoranda of Understanding; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (OPT) [21-1474](#)
- 7-8** Approve amendments to the Administrative Code to establish reporting requirements to the Board on personnel related settlements; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (LC) [21-1475](#)
- 7-9** Authorize granting a new ten-year license agreement to Valley-Wide Recreation and Park District for the continued operation of a trail on Metropolitan fee-owned property in the city of Hemet and county of Riverside California Assessor Parcel Numbers; 454-070-016; 454-140-029; 454-140-033; 454-140-035, -036, -037; 454-160-001; 454-160-010, -011, -012, -013, -014, -015, -016; 454-280-024; 454-280-029; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA (RPAM) [21-1476](#)

- 7-10** Authorize the General Manager to grant a permanent easement for electrical equipment purposes to Southern California Edison on Metropolitan property in Riverside County; the General Manager has determined that this proposed action is exempt or otherwise not subject to CEQA (RPAM) [21-1477](#)

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**8. OTHER BOARD ITEMS - ACTION**

NONE

**9. BOARD INFORMATION ITEMS**

- 9-1** Report on Conservation **21-1479**

**10. OTHER MATTERS**

- 10-1** Discussion of Department Head Evaluation Process Guidelines and Department Head Evaluation Presentation [Public employee's performance evaluations; General Manager, General Counsel, and Ethics Officer, to be heard in closed session pursuant to Gov. Code Section 54957] **21-1481**

**11. FOLLOW-UP ITEMS**

NONE

**12. FUTURE AGENDA ITEMS**

**13. ADJOURNMENT**

**NOTE:**

Each agenda item with a committee designation will be considered and a recommendation may be made by one or more committees prior to consideration and final action by the full Board of Directors. The committee designation appears in parenthesis at the end of the description of the agenda item e.g. (E&O, BF&I). Committee agendas may be obtained from the Executive Secretary.

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## • General Manager's Business Plan Fiscal Year 2022-2023

### Summary

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The attached document provides the General Manager's Business Plan for fiscal year 2022-2023.

### Purpose

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Administrative Code Requirement Section 6416, Annual Report to Executive Committee

### Attachments

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General Manager's Business Plan Fiscal Year 2022-2023



## General Manager's Business Plan for Fiscal Year 2022-2023

### **Introduction**

My commitment to the Board is the successful implementation of the Mission, in an open and ongoing collaboration with each of you and our Member Agencies. My leadership team and I are tirelessly monitoring and supporting the daily activities and core responsibilities of the organization to ensure the delivery of adequate and reliable supplies of high-quality water, consistent with our current Mission.

Nearly a century into its existence, Metropolitan has entered a time of unprecedented uncertainty, turbocharged by the upheaval of our climate. We face critical vulnerabilities and reliability challenges that demand leadership, innovation, emergency actions simultaneous with short and long-term planning, and a renewed commitment to one another.

My Business Plan reflects this critical moment by focusing on areas of change and opportunity that will strengthen the organization's readiness to fulfill its mission for the coming century. These areas of focus were identified through an inclusive and iterative process which formulated five Strategic Priorities and 10 Goals adopted by the Board earlier this year. The context of the Strategic Priorities and Goals is not restated here but is described in the [associated board letter](#).

### **Overview**

My Business Plan is a basis for implementing the change promised in the Strategic Priorities. It is operationalized through Group level business plans across the organization, regular executive oversight, and my monthly reporting to the Board. It encourages success and fosters collaboration to support one another and overcome challenges together.

Presented in the following pages, my Business Plan summarizes actions and outcomes to implement the Strategic Priorities and achieve their respective Goals. Among the core considerations underlying my planning:

- Implementation must complement or strengthen core business operations and maintain Metropolitan's tradition of service excellence and its role as industry leader;
- There is a focus on opportunities for change because change is necessary to accomplish our shared goals;
- Specific actions and outcomes are required to ensure progress and accountability at every level of the organization; and
- Expectations are aligned with the adopted biennial budget. The Business Plan will be reviewed at the end of Fiscal Year 2022-23 and revised as needed for the second year of the biennium.

**Strategic Priority #1****EMPOWER the workforce and promote diversity, equity, and inclusion**

**Leading Goal 1.1:** Build a safe, inclusive, and accountable workplace where all employees feel valued, respected, and able to meaningfully contribute to decisions about their work.

**Outcomes:**

- 1.1.1 Establish Office of Diversity, Equity, and Inclusion
- 1.1.2 Establish Office of EEO
- 1.1.3 Assess current EEO caseload and close 25% of open cases
- 1.1.4 Implement reforms identified in the Workplace Climate Assessment and California State Audit
- 1.1.5 Expand and update Management and Leadership Development program
- 1.1.6 Complete National Safety Council analysis and implement recommendations



**Leading Goal 1.2:** Prepare and support the workforce by expanding training and skill development and updating strategies to recruit and retain diverse talent at a time when Metropolitan's needs are evolving and employee expectations about the workplace are changing.

**Outcomes:**

- 1.2.1 Update recruitment strategies and practices
- 1.2.2 Update training curriculum and increase cross-training and mentorship opportunities
- 1.2.3 Institutionalize knowledge transfer from retiring staff
- 1.2.4 Expand pathways to employment

**Strategic Priority #2:****SUSTAIN Metropolitan's mission with a strengthened business model**

**Leading Goal 2.1:** Conduct a careful, deliberative and inclusive review of the rate structure to ensure the business model can adapt to changing needs of the member agencies and support sustainable local and imported supplies.

**Outcomes:**

- 2.1.1 Review and assess Metropolitan's business model
- 2.1.2 Review Local Resource Program and identify alternative financing models



**Leading Goal 2.2:** Manage rate pressure on member agencies through attention to programmatic costs, organizational efficiencies and efforts to secure external funding for projects with broad and multi-purpose benefits.

**Outcomes:**

- 2.2.1 Develop non-rate revenue strategies
- 2.2.2 Conduct an organizational efficiency review

**Strategic Priority #3:****ADAPT to changing climate and water resources**

**Leading Goal 3.1:** Provide each member agency access to an equivalent level of water supply reliability through necessary adaptive implementation of the IRP findings.

**Outcomes:**

- 3.1.1 Develop supply plan for extended drought conditions
- 3.1.2 Provide near-term water supply gap closure in response to drought emergency
- 3.1.3 Expand long-term water supply reliability for the State Water Project dependent areas
- 3.1.4 Initiate IRP Implementation Plan
- 3.1.5 Reach consensus on a plan to avoid critical elevations in Lake Powell and Lake Mead
- 3.1.6 Implement and promote agricultural water-conservation best practices
- 3.1.7 Increase outdoor water use efficiency

**Strategic Priority #3:****ADAPT to changing climate and water resources**

**Leading Goal 3.2:** 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 changing climate.

**Outcomes:**

- 3.2.1 Establish Office of Sustainability, Resiliency and Innovation
- 3.2.2 Launch district-wide process for developing a comprehensive sustainability and resiliency strategy
- 3.2.3 Initiate near-term strategies identified in the Climate Action Plan
- 3.2.4 Implement sustainable energy practices in CIP projects
- 3.2.5 Determine targets for stormwater and develop programmatic strategies for supply and use-reduction
- 3.2.6 Expedite the Pure Water Southern California project
- 3.2.7 Advance Delta Conveyance Project (DCP) planning and permitting
- 3.2.8 Complete Sites project planning and analysis
- 3.2.9 Implement watershed science and ecosystem restoration, to advance a holistic approach to the Delta

**Strategic Priority #4:****PROTECT public health, the regional economy, and Metropolitan's assets**

**Leading Goal 4.1:** Proactively identify, assess, and reduce potential vulnerabilities to Metropolitan's system, operations, and infrastructure.

**Outcomes:**

- 4.1.1 Assess emergency preparedness and response plans
- 4.1.2 Implement cybersecurity strategy.
- 4.1.3 Implement physical security improvements
- 4.1.4 Establish a unified framework for condition assessment and risk management
- 4.1.5 Review and update plans to mitigate risk to infrastructure from natural hazards
- 4.1.6 Incorporate climate science into risk assessments and scenario planning
- 4.1.7 Complete data center modernization



**Leading Goal 4.2:** Apply innovation, technology, and sustainable practices across project lifecycles (design, construction, operations, maintenance, and replacement).

**Outcomes:**

- 4.2.1 Complete the SCADA Control System replacement project at the Mills plant
- 4.2.2 Implement Enterprise Content Management system
- 4.2.3 Identify strategies to foster and focus innovation efforts
- 4.2.4 Develop procurement policies that prioritize sustainable products and practices

**Strategic Priority #5:****PARTNER with interested parties and the communities we serve**

**Leading Goal 5.1:** Grow and deepen collaboration and relationships among member agencies, interested parties, and leaders on the issues most important to them.

**Outcomes:**

- 5.1.1 Assess Community Partnering Program, legislative events, memberships, sponsored events and other Metropolitan funded community outreach activities
- 5.1.2 Implement in-house web content development and management capabilities
- 5.1.3 Create communication practices that facilitate input of interested parties into board consideration of policies and projects
- 5.1.4 Negotiate and implement Project Labor Agreement



**Leading Goal 5.2:** Reach underserved communities and non-traditional interested parties to better understand their needs and ensure their inclusion in decision making.

**Outcomes:**

- 5.2.1 Conduct analysis to identify needs of underserved communities within Metropolitan's service area
- 5.2.2 Identify and engage in programs that support the water resource and operational capacity of smaller agencies within the service area and have mutual benefits to Metropolitan's system
- 5.2.3 Identify tribal interests and engagement strategies
- 5.2.4 Locally implement the national Equity in Infrastructure Program



Executive Committee

# General Manager's Business Plan

Item 7a

August 23, 2022





Challenge  
Is  
Opportunity

## A Transformational Time

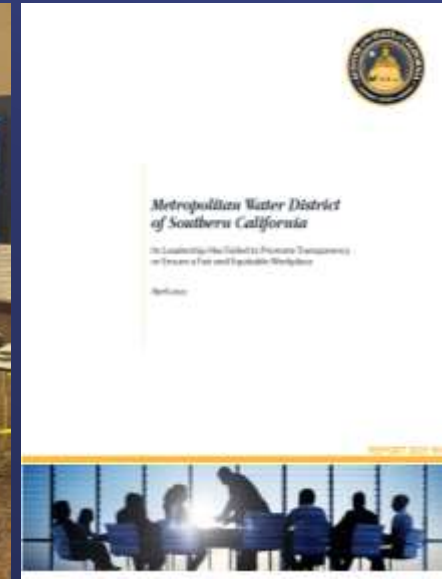




# Unprecedented Times

## Challenges

- Historic Drought
  - Colorado River
  - State Water Project
- Workplace Issues
- COVID-19
- Climate Change
- Budget Pressures
- Historic Inflation
- Emergency Repairs

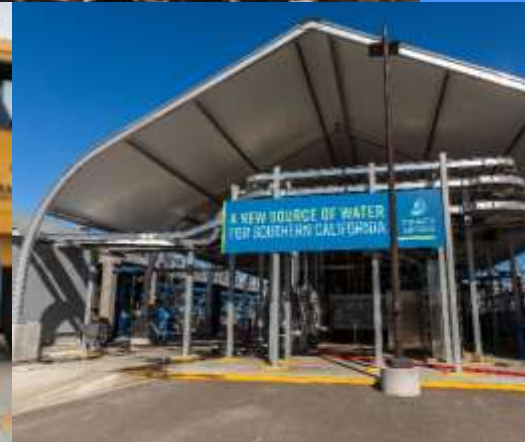
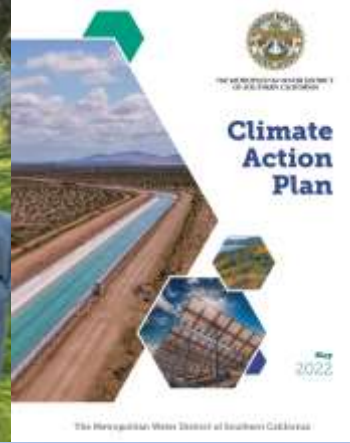




# Charting the Course for the Next Century

## Opportunities

- Culture of Excellence
- Region-wide Resilience
- Climate Action Plan
- Pure Water Southern CA
- State and Federal Funding
- Innovation
- Partnerships





## Strategic Priorities

Approved in April 2022

2-5 year horizon  
with a focus on  
the next 24 months

## Business Plan Implements Strategic Priorities







## Strategic Priorities

Approved in April 2022

2-5 year horizon  
with a focus on  
the next 24 months

# Business Plan Implements Strategic Priorities



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



# Business Plan Builds Accountability

Leadership

Collaboration  
Monitoring  
Support





# SMART

Specific  
Measurable  
Achievable  
Reasonable  
Time dependent

## Business Plan Charts Progress

5 Priority areas

10 Goals

49 Outcomes

>75 Target measures

Board Approved

Staff Managed



## Goal 1.1

### 6 Outcomes



**Build a safe, inclusive, and accountable workplace where all employees feel valued, respected, and able to meaningfully contribute to decisions about their work.**

#### **Outcomes:**

- 1.1.1 Establish Office of Diversity, Equity, and Inclusion
- 1.1.2 Establish Office of EEO
- 1.1.3 Assess current EEO caseload and close 25% of open cases
- 1.1.4 Implement reforms identified in the Workplace Climate Assessment and California State Audit
- 1.1.5 Expand and update Management and Leadership Development program
- 1.1.6 Complete National Safety Council analysis and implement recommendations





## Goal 1.2

### 4 Outcomes

# EMPOWER the workforce and promote diversity equity and inclusion



**Prepare and support the workforce by expanding training and skill development and updating strategies to recruit and retain diverse talent at a time when Metropolitan's needs are evolving and employee expectations about the workplace are changing.**

#### **Outcomes:**

- 1.2.1 Update recruitment strategies and practices
- 1.2.2 Update training curriculum and increase cross-training and mentorship opportunities
- 1.2.3 Institutionalize knowledge transfer from retiring staff
- 1.2.4 Expand pathways to employment



## Goal 2.1

### 2 Outcomes

# SUSTAIN Metropolitan's mission with a strengthened business model



**Conduct a careful, deliberative and inclusive review of the rate structure to ensure the business model can adapt to changing needs of the member agencies and support sustainable local and imported supplies.**

#### **Outcomes:**

- 2.1.1 Review and assess Metropolitan's business model
- 2.1.2 Review Local Resource Program and identify alternative financing models



## Goal 2.2

### 2 Outcomes

# SUSTAIN Metropolitan's mission with a strengthened business model



**Manage rate pressure on member agencies through attention to programmatic costs, organizational efficiencies and efforts to secure external funding for projects with broad and multi-purpose benefits**

#### **Outcomes:**

- 2.2.1 Develop non-rate revenue strategies
- 2.2.2 Conduct an organizational efficiency review



## Goal 3.1

### 7 Outcomes

# ADAPT to changing climate and water resources



**Provide each member agency access to an equivalent level of water supply reliability through necessary adaptive implementation of the IRP findings.**

#### **Outcomes:**

- 3.1.1 Develop supply plan for extended drought conditions
- 3.1.2 Provide near-term water supply gap closure in response to drought emergency
- 3.1.3 Expand long-term water supply reliability for the State Water Project dependent areas
- 3.1.4 Initiate IRP Implementation Plan
- 3.1.5 Reach consensus on a plan to avoid critical elevations in Lake Powell and Lake Mead
- 3.1.6 Implement and promote agricultural water-conservation best practices
- 3.1.7 Increase outdoor water use efficiency



## Goal 3.2

### 9 Outcomes

# ADAPT to changing climate and water resources



#### Outcomes:

**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 changing climate.**

- 3.2.1 Establish Office of Sustainability, Resiliency and Innovation
- 3.2.2 Launch district-wide process for developing a comprehensive sustainability and resiliency strategy
- 3.2.3 Initiate near-term strategies identified in the Climate Action Plan
- 3.2.4 Implement sustainable energy practices in CIP projects
- 3.2.5 Determine targets for stormwater and develop programmatic strategies for supply and use-reduction
- 3.2.6 Expedite the Pure Water Southern California project
- 3.2.7 Advance Delta Conveyance Project (DCP) planning and permitting
- 3.2.8 Complete Sites project planning and analysis
- 3.2.9 Implement watershed science and ecosystem restoration, to advance a holistic approach to the Delta





## Goal 4.1

### 7 Outcomes

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



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

#### **Outcomes:**

- 4.1.1 Assess emergency preparedness and response plans
- 4.1.2 Implement cybersecurity strategy.
- 4.1.3 Implement physical security improvements
- 4.1.4 Establish a unified framework for condition assessment and risk management
- 4.1.5 Review and update plans to mitigate risk to infrastructure from natural hazards
- 4.1.6 Incorporate climate science into risk assessments and scenario planning
- 4.1.7 Complete data center modernization



## Goal 4.2

### 4 Outcomes

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



**Apply innovation, technology, and sustainable practices across project lifecycles (design, construction, operations, maintenance, and replacement).**

#### **Outcomes:**

- 4.2.1 Complete the SCADA Control System replacement project at the Mills plant
- 4.2.2 Implement Enterprise Content Management system
- 4.2.3 Identify strategies to foster and focus innovation efforts
- 4.2.4 Develop procurement policies that prioritize sustainable products and practices



## Goal 5.1

### 4 Outcomes

# PARTNER with interested parties and the communities we serve



**Grow and deepen collaboration and relationships among member agencies, interested parties, and leaders on the issues most important to them.**

#### **Outcomes:**

- 5.1.1 Assess Community Partnering Program, legislative events, memberships, sponsored events and other Metropolitan funded community outreach activities
- 5.1.2 Implement in-house web content development and management capabilities
- 5.1.3 Create communication practices that facilitate input of interested parties into board consideration of policies and projects
- 5.1.4 Negotiate and implement Project Labor Agreement





## Goal 5.2

### 4 Outcomes

# PARTNER with interested parties and the communities we serve



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

#### **Outcomes:**

- 5.2.1 Conduct analysis to identify needs of underserved communities within Metropolitan's service area
- 5.2.2 Identify and engage in programs that support the water resource and operational capacity of smaller agencies within the service area and have mutual benefits to Metropolitan's system
- 5.2.3 Identify tribal interests and engagement strategies
- 5.2.4 Locally implement the national Equity in Infrastructure Program



# Improving Board Information

Easier to navigate  
Easier to read

## Business Plan Is Reported Monthly

### Strategic Priorities Update

#### Empower the workforce and promote diversity, equity, and inclusion

Build a safe, inclusive, and accountable workplace where all employees feel valued, respected, and able to meaningfully contribute to decisions about their work.

A neutral, independent EEO Office has been established. EEO executive leadership (Chief EEO Officer and Deputy Chief EEO Officer) has been hired and have submitted requisitions to initiate recruitments for the remaining budgeted EEO positions.

State audit EEO recommendations with a June deadline have been submitted to and accepted by the state auditor. Audit EEO recommendations with the October deadline are in various stages of implementation.

Metropolitan has partnered with the National Safety Council (NSC) to conduct an independent review of our safety program. Activities completed thus far include an All-Employee Safety Perception Survey, Safety Program Assessment, Focus Group and Individual Interviews, and On-Site Assessments. The NSC anticipates issuing its final report with recommendations on improving Metropolitan's safety program by the end of summer.

Prepare and support the workforce by expanding training and skill development and updating strategies to recruit and retain diverse talent at a time when Metropolitan's needs are evolving and employee expectations about the workplace are changing.

In July, 77 managers completed the Managing for Success in California in-person training program to develop skills and learn best practices for managing within the law. The Organizational Development & Training Unit launched its Metropolitan Management University, with its first session toward developing skills and core competencies.



# Annual Updates

Staff remains agile and responsive to changing conditions, Member Agency needs, and Board direction

## Business Plan Is a Collaborative Effort





