



General Manager's Monthly Report



Activities for the Month of January 2025

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Message from the General Manager

I am honored and grateful for the opportunity to step into the role of General Manager. After nearly three decades of service at Metropolitan, I deeply understand our shared commitment and responsibility to deliver reliable, sustainable water supplies to Southern California. While this commitment has remained a constant throughout Metropolitan's history, it is only by embracing change that we have evolved into the world-class organization we are today.

We must make strategic investments in infrastructure, climate adaptation, and our workforce to position Metropolitan for long-term success. This work is not just for us—it is for future generations. We are creating a resilient, sustainable system that will serve Southern California for years to come.

As we build a stronger Metropolitan, Southern California is going to be rebuilding too, recovering from the devastating wildfires. I want to recognize the unwavering commitment of our teams throughout the fire emergency. Whether it was adjusting operations, staffing emergency centers, supporting communications, or ensuring our member agencies had the resources they needed, our employees made a significant difference. I also acknowledge those within our organization and our member agencies who were personally impacted. We remain committed to supporting them.

In parallel, we face a shifting political landscape with potential policy changes in water regulations, infrastructure investments, and operations on the Colorado River and State Water Project. While the shifting has created uncertainty, we are not standing still. We are proactively engaging with federal and state leaders to protect the interests of our region and ensure that Metropolitan remains at the forefront of these discussions.

Additionally, diversity, equity, and inclusion remain a core priority. Metropolitan has long embraced programs that cultivate a diverse workforce, support underserved communities, and engage with stakeholders across the region. These are values the Board has championed because they make us stronger and more effective. Together, we will continue to build upon them.

I look forward to continuing to work closely with the Board and each of your agencies as we navigate these challenges and opportunities together.

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

8 Outcomes in progress are on target

■ 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.

Over 70 percent of the workforce has received the Civil and Inclusive Workplace training as of the end of 2024.

The Equal Employment Opportunities Office (EEO) has been working to increase employee access to EEO, including by conducting an educational and interactive presentation at the Weymouth Treatment Plant. The presentation included a discussion of Metropolitan's EEO policies, a manager's obligation to immediately report EEO-related incidents, and the EEO complaint process.



Sustain Metropolitan's mission with a strengthened business model



Goal Dashboard

5 Outcomes in process. 1 Outcome behind schedule.

■ **Develop revenue and business model options that support the needs of the member agencies as well as Metropolitan's financial sustainability and climate adaptation needs.**

The member agency-led Business Model Workgroup met and made further progress toward shaping near-term recommendations that it can present to the Working Group in March. In addition to reviewing the discussions of two of its three sub-working groups, there was discussion about how longer-term recommendations might emerge, including through the planned System Reliability Study. All member agencies used a virtual platform to share refinement options and to develop and prioritize potential refinement options. A GM strategic roundtable followed by two workshops helped prioritize these refinement options. General agreement has been reached to focus on eight areas as possible near-term refinements, listed below, while still working to identify long-term refinement areas.

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

■ **Identify and secure programmatic cost savings, organizational efficiencies and external funding.**

In addition to the broader evaluation of the effect on other areas of Metropolitan's business, the Centralized Grants Office, External Affairs, and other involved staff are closely monitoring executive orders and actions from the Trump administration which have created widespread concern about grant funding being delayed or cancelled. Work is paused, for example, on finalizing agreements for "Bucket 2" funding of long-term conservation of Colorado River water. We are sharing overall status and pertinent information with the Southern California Water Utilities Grants Network that the Grants Office initiated last year, and we will continue to update the Board as the situation develops.



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.

Climate Adaptation

Staff has completed the first Climate Adaptation Master Plan for Water (CAMP4W) Annual Report, which is a primary feature of Metropolitan's progression toward an adaptive management approach to resource planning. The Annual Report provides up-to-date data to inform decisions on project and program investments and strategy development. It tracks signposts, which serve as measurable indicators of the direction and trends of identified drivers of change, and also summarizes the status of time-bound targets and reports on progress made toward CAMP4W goals and initiatives. This first Annual Report includes ongoing tracking of signposts for water supply and demand. Future Annual Reports will also include infrastructure and financial signposts, which will be further refined over the coming year.

Tracking these signposts is essential for identifying trends that may signal a need to modify or update the Integrated Resources Plan (IRP) Regional Needs Assessment assumptions and/or the CAMP4W Time-Bound Targets. Because this is the first report following the CAMP4W process, it has been provided to the Board and member agencies for comment to best set the template for future annual reports.

Staff also provided to the Board and member agencies a Draft Climate Adaptation Policy Framework, to help guide the implementation of CAMP4W, including the development and pursuit of new and enhanced policies, initiatives and partnerships. While many of the Board's deliberations related to CAMP4W to date have focused on the development of the Climate Decision-Making Framework, board policy direction is necessary to institutionalize climate adaptation across the agency. The Framework identifies five high-level policy objectives which provide guidance for proactively integrating climate adaptation planning and implementation into Metropolitan activities.



CAMP4W Annual Report

Tracking signposts supports an adaptive management approach to resource planning in the face of uncertainties of climate change

Equitable Supply Reliability

Progress is being made in several projects to improve long-term water supply reliability for the State Water Project-dependent areas, including the following, which are among the highlights from January:

- The contractor is modifying the entry gate to prepare for the arrival of the large isolation valve for the Wadsworth Pump Plant Bypass, which is to be installed in the coming weeks.
- The start of Phase 2 of Sepulveda Pump Stations is planned for March 2025.
- Phase 2 of the Surface Water Storage Study is 80 percent complete, having identified a shortlist of potential sites and a set of proposed evaluation criteria. Completion is anticipated by June 2025. An update was given to the Subcommittee on Pure Water Southern California and Regional Conveyance (PWSCRC).

- **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.**

Climate Action Plan

The recruitment for a Climate Action Plan Program Manager is complete, and the new staff will join Metropolitan in February 2025.

Staff has completed the verification process for reporting 2023 emissions to The Climate Registry, and staff is preparing the Climate Action Plan annual report to be issued this spring.

Staff received feedback from the Institute for Sustainable Infrastructure in support of our preparing a final submittal for a second project to the Envision program, which rates sustainability features of infrastructure projects.

Delta Conveyance Planning

In January, the Delta Stewardship Council dismissed the four appeals of California Department of Water Resources certification of consistency for 2024–2026 geotechnical work related to the Delta Conveyance Project. It dismissed the appeals for lack of jurisdiction because the 2024–2026 geotechnical work is not a covered action.

Outdoor Water Use Efficiency

The Water Use Efficiency coordinator meeting held in January included discussion of tools that will assist agencies with Conservation as a California Way of Life (CAACWOL) legislative compliance, including a matrix developed by staff highlighting areas where agencies can rely on Metropolitan's regional programming to comply with specific commercial, industrial, and institutional best management practices spelled out in the framework.

Pure Water

With terms consistent with direction from the Board of Directors, the agreement with the United States Bureau of Reclamation (USBR) to accept up to \$125.5 million in Large-Scale Water Recycling Program (LSWR) grant funding was finalized on January 10, 2025. Metropolitan staff continues to monitor the new administration's actions related to federal funding and grants. Solicitations for another round of LSWR funding may be made this spring, and staff is discussing whether to apply for this additional funding.

The Conveyance Facilities Conceptual Design Report is anticipated to be complete in the next couple of months. Preliminary design of the first two pipeline reaches is anticipated to be complete later this year. Current work includes utility and geotechnical investigations, incorporating value engineering comments to increase the amount of tunneling in the first reach, and development of preliminary design report and drawings. A market sounding for Reach 1 and Reach 2 CM/GC is also anticipated in February, followed by advertisement this summer.

At the January PWSCRC, presentations covered a quarterly update, program benefits/demand variability, and potential staging. Staging options for program capacities of 45 mgd and 75 mgd with IPR-quality purified water were discussed in depth, including goals and objectives, required facilities, meeting variable flow demands, direct potable reuse (DPR) testing, and costs. Derek Zondervan, a manager at the LA County Sanitation Districts, discussed their support for the program, specifically with at least 75 mgd of capacity.

DPR pilot testing planning and design continues, while investigations into potential treated water augmentation (TWA) with direct connections to Metropolitan's existing potable water feeders have been initiated and will be complete later this spring.

A schedule showing proposed board actions for 2025/26 was prepared and presented to the Board in the quarterly update.



Pure Water Funding

**Agreement finalized
for USBR grant of up to
\$125.5 million**



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



Goal Dashboard

9 Outcomes in process and on target

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

Cybersecurity

Metropolitan completed over 138 cyber threat investigations for the month of January.

The first meeting of the Metropolitan Cybersecurity Executive Steering Committee was conducted in January. The results of this meeting were to agree on the cybersecurity performance metrics and to authorize the release of two cybersecurity standards manuals which will be published in March. These two new standards provide objectivity when processing technology change requests/exceptions and end-user account cybersecurity requirements.

Staff is negotiating an agreement with Computer Aid Incorporated for Co-Managed Services of the Cybersecurity Operations Center, for possible board approval in February.

Water Quality and Emerging Contaminants

It is anticipated that state mandated microplastics monitoring will be implemented in Q3 of 2025. Sampling locations for the anticipated monitoring order were selected and submitted to the State Water Resources Control Board. New particle filtering apparatus was evaluated with blanks and control samples using optical microscopy and laser directed infrared imaging for analysis.

A Member Agency Water Quality Managers meeting on emerging issues is tentatively scheduled on March 13 and will cover invasive golden mussels in the State Water Project, unregulated disinfection byproducts, and member agency accessibility to water quality reports.

An online workshop was organized bringing together regional agencies affected by the January wildfires. The Division of Drinking Water and an external expert discussed recovery and return-to-service of wildfire affected water systems.



Partner with interested parties and the communities we serve



Goal Dashboard

6 Outcomes in progress and on target

- Grow and deepen collaboration and relationships among member agencies, interested parties and leaders on the issues most important to them and toward mutual and/or regional benefits.

Metropolitan held an environmental listening session on February 3 to share the draft 2024 CAMP4W Annual Report.

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

On January 17, 2025, the Delta Stewardship Council dismissed the four appeals of the California Department of Water Resources (DWR) certification of consistency for 2024–2026 geotechnical work related to the Delta Conveyance Project. It dismissed the appeals for lack of jurisdiction because the 2024–2026 geotechnical work is not a covered action.

Chief Financial Officer

Finance staff finalized the selection of several underwriting/banking teams to assist Metropolitan with various debt-related financings over the next several months. Staff will work on financing schedules for the remainder of the year, including board reports and/or presentations for board consideration.

Colorado River Resources

In January, USBR released an Alternatives Report, which provides in detail the alternatives that USBR plans to analyze in the Draft Environmental Impact Statement (EIS) for the post-2026 Colorado River Guidelines. The Lower Basin states do not support any of the alternatives as written but are committed to working with the Upper Basin states to attempt to develop a seven-state consensus alternative that can be included in the Final EIS, which is anticipated in early 2026.

Diversity, Equity & Inclusion

In January, Workforce Development staff attended the Parker High School Career Expo and met with Mohave Community College faculty to develop stronger engagement in the desert areas. Staff also participated in a Resume Review workshop hosted by USC, and the Women in Water event in Elsinore Valley. Native nations outreach and engagement was conducted at the Navajo Language Preservation meeting, Hopi Sinom meeting, and Nuwuvi Language class and information regarding careers in water, job opportunities and the apprenticeship program was presented. Business Outreach and Community Engagement staff continued ongoing activities with over 40 business and community-based organizations, including attending two business-to-business networking events hosted by the Port of San Diego and the Filipino American Chamber of Commerce of Orange County, reaching over 300 small business owners.

Engineering Services

In response to the high winds, widespread public safety power shutoffs, and devastating wildfires, Engineering staff supported Water System Operations by participating in the Emergency Operations Center and providing technical expertise for initial emergency response and mutual aid assistance to Metropolitan member agencies and sub-agencies. The urgent rehabilitation of the Allen-McColloch pipeline was also completed in January, and the pipeline was returned to service.

Equal Employment Opportunity Office

On January 13, 2025, EEO conducted an educational and interactive presentation for supervisory and non-supervisory employees at the F.E. Weymouth Water Treatment Plant in La Verne. The presentation included an overview of Metropolitan's EEO policies, EEO-protected categories, retaliation, a manager's obligation to immediately report EEO-related incidents, and the EEO complaint process. Also, on January 13, 2025, EEO provided an update on Metropolitan's Non-discrimination Program (NDP) results for fiscal year 2024 at the Ethics, Organization, and Personnel Committee.

External Affairs

On January 28, 2025, Chair Ortega, Vice Chair Camacho, Directors Bryant, Crawford, Dennstedt, Dick, Erdman, Fellow, Garza, Goldberg, Lewitt, Seckel and Sutley, former Metropolitan executives Gastelum and Ivey, GM Upadhyay, Metropolitan and member agency staff, and more than 100 guests attended the dedication of the Philip J. Pace Board Room.

Human Resources

The Business Support Team planned, organized, and coordinated “The Impact of Alzheimer’s and Dementia in Our Community” wellness webinar. The live webcast was held on January 22, 2025, and hosted by the Alzheimer’s Association. The webinar provided a brief informative program for employees to learn about the impact of the disease, local resources available, and ways to join the fight against Alzheimer’s and all other dementia.

Information Technology

Metropolitan made the new Revenue Meter Dashboard available to users across Metropolitan. This project was intended to establish a common framework for efficiently conducting future infrastructure reliability (asset management) projects for both ESG and WSO, tackling asset management for one class of equipment to inform the Strategic Asset Management Plan (SAMP). The Revenue Meter Dashboard brings together data from several disparate data systems such as WINS, Maximo (Metropolitan’s Computerized Maintenance Management System), and PI into a cohesive and simple to navigate interface. This dashboard is intended to provide Metropolitan staff that interact with revenue meters a more holistic view of the various data Metropolitan maintains to advise on decision-making related to these assets. The project team is working through a list of requests and issues to address after the “go-live” and plans to engage with the Operations Projects and Asset Management (OPAM) unit on the appropriate next steps for future asset classes. Staff can access the Revenue Meter Dashboard via the *Enterprise GIS* page of the IntraMet.

Operations Groups

Significant wildfires affected northern Los Angeles County this month, prompting Metropolitan to activate its Emergency Operations Center (EOC) from January 7–21 in response. Staff ensured reliable water deliveries by increasing treatment plant flows, coordinating with DWR to end a shutdown early, protecting critical infrastructure like the Sepulveda and Foothill Pressure Control Structures, and maintaining operations despite power disruptions. Metropolitan staff also collaborated with emergency responders and partner agencies through the Los Angeles County EOC and fire incident command posts. There were no major impacts to Metropolitan’s facilities; however, several local water systems sustained significant damage. Supporting these systems through mutual assistance, Metropolitan provided generators, pumps, skilled personnel, diesel fuel, and other equipment and supplies to support recovery efforts. Staff’s outstanding response to this catastrophic event ensured the protection of Metropolitan’s facilities, uninterrupted water deliveries, and continued assistance to severely affected water utilities.

Safety, Security and Protection

The Safety Team created six new Safety Talks. The Environmental Team submitted business plans for five facilities and completed pump-out of caustic soda from the Mills chlorine scrubber system. The Apprenticeship Team posted the job announcement to begin recruitment for Desert Region pre-apprentices and Technical Training is developing an online training for operating and charging of electric vehicles.

Sustainability, Resiliency and Innovation

SRI collaborated with External Affairs to host a CORO Public Affairs Fellow in January. The Fellow helped to engage young civic leaders in the CAMP4W process and identified concepts for sustainable operating strategies from other large public organizations that Metropolitan could consider in the future.

Water Resource Management

Water Resource Management staff played a key role in entering into grant agreements through USBR's Lower Colorado River Basin System Conservation and Efficiency Program. Metropolitan will receive up to \$186 million for conservation and water storage programs that will benefit the Colorado River system. Staff also led the effort to procure federal grant funding for up to \$125 million in planning funding for Pure Water Southern California. On the local supply development front, Metropolitan entered into a Local Resource Program agreement with the City of Los Angeles and a Future Supply Actions Funding agreement with Las Virgenes Municipal Water District that will further the research base for future ocean desalination. Metropolitan's long standing emphasis on conservation, water recycling and groundwater recharge was highlighted in its annual Public Hearing and completion of its Annual Achievement report which will be submitted to the California Legislature.



Plant engineer summit at Lake Matthews, fall 2023



Plant engineers visiting the sulfuric acid tank farm at Skinner plant, spring 2024



Former Diemer plant engineers' reunion, spring 2022

“My experience as a plant engineer has made me more thoughtful about how the construction of a project may impact operations and how to better mitigate the concerns.”

Aristotle Bondoc, former plant engineer

PROGRAM DESCRIPTION

Metropolitan’s plant engineer program is a rotational, cross-training program designed to provide close and coordinated support to Operations on engineering-related projects and programs while providing developmental opportunities for Engineering staff. Under this program, individuals are assigned for up to a three-year period to work as an on-site plant engineer.

Plant engineers provide day-to-day engineering support for on-site operations staff in a variety of areas including but not limited to project management, project design, and general liaison functions between engineering and operations.

IMPORTANCE TO METROPOLITAN

Coordinated work between engineering and operations including evaluation of engineering studies, environmental documents, and technical reports is essential to support daily operations activities and engineering design, and to identify new project proposals required to update Metropolitan’s Capital Investment Plan. Plant engineers lead minor capital projects to promptly and cost-effectively rehabilitate aging equipment at their facility.

During the last 20 years, 42 employees have served as plant engineers under the Metropolitan’s plant engineer program. Their liaison function between Engineering and Operations has been a key factor in their professional development. Several current unit managers in both Engineering and Operations formerly served as plant engineers.

There are currently 10 rotational plant engineer opportunities to cover the different regions of Metropolitan’s distribution system, including five water treatment plant engineers; three field engineers serving the western, eastern and desert regions of the conveyance and distribution system; one construction services field engineer; and one plant engineer supporting the advanced purification center in Carson.

MEMORABLE MOMENT

Plant engineers hold a summit three times a year. The summit provides a unique opportunity for the plant engineers to share their experiences, discuss the challenges they might be facing with current projects, review safety procedures for Metropolitan’s facilities, and exchange ideas to better support urgent needs of operations.

“For me, personal growth has been the greatest take away from the program. The rotation put me out of my work comfort zone with a new reporting location and different responsibilities. This change has helped me understand my own strengths. I am more confident in my capabilities, my communication skills have improved, and I have embraced a mindset of lifelong learning.”

Nikki DuranAubrecht, Diemer plant engineer

Water Supply Conditions Report

Water Year 2024-2025

As of 01/31/2025

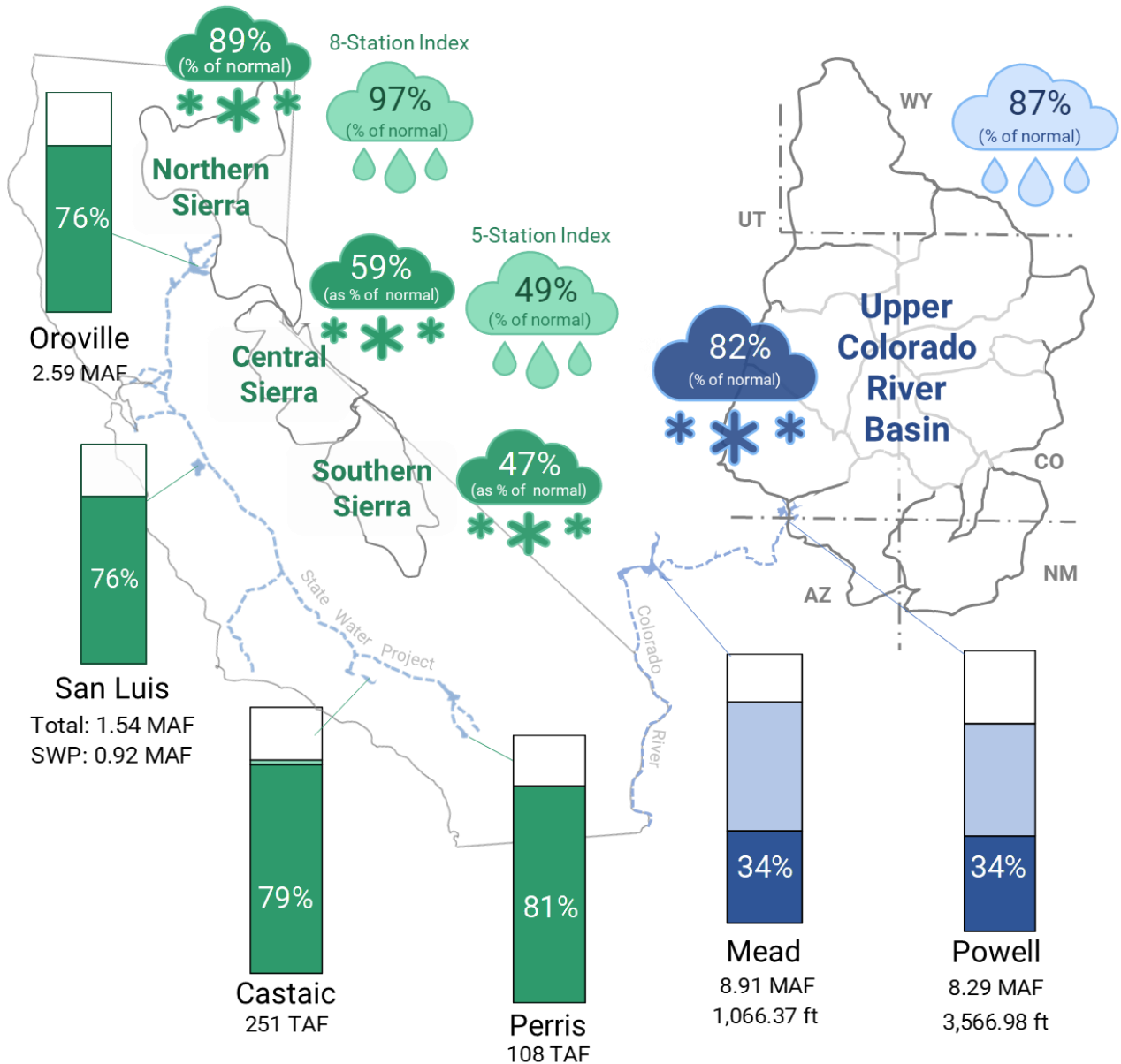
Extended Report: <https://www.mwdh2o.com/WSCR>

State Water Project Resources

SWP Allocation
20% Table A: 382,300 acre-feet

Colorado River Resources

Projected CRA Diversions
1,000,000 acre-feet



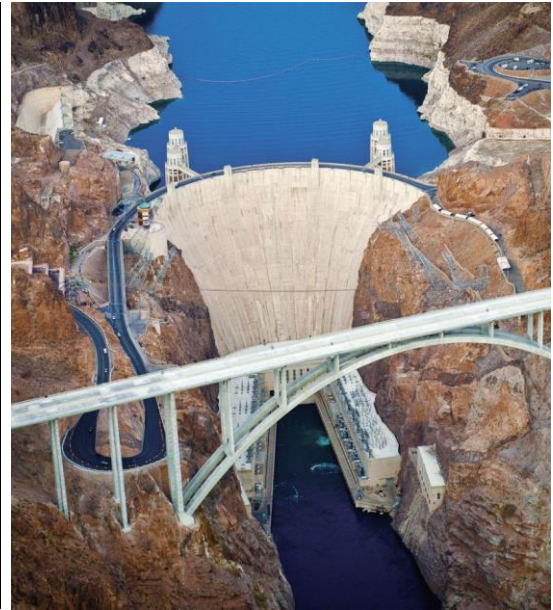
Reservoir Report

End of Month Reservoir Report

Monthly Update as of:

1/31/2025

<u>Reservoir</u>	<u>Current Storage</u>	<u>Percent of Capacity</u>
<i>Colorado River Basin</i>		
Lake Powell	8,292,542	34%
Lake Mead	8,923,000	34%
<i>DWR</i>		
Lake Oroville	2,588,562	75%
San Luis CDWR	922,438	87%
Castaic Lake	249,697	77%
Silverwood Lake	71,159	95%
Lake Perris	107,626	82%
<i>MWD</i>		
DVL	786,396	97%
Lake Mathews	151,389	83%
Lake Skinner	40,747	93%



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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