



General Manager's Monthly Report



Activities for the Month of April 2025

Table of Contents



Message from the GM	3
Strategic Priorities Update	4-10
Executive Summary	11-13
Reflections	14
Water Supply Conditions Report	15
Reservoir Report	16

Message from the General Manager

Metropolitan reached significant milestones this month in our continuing efforts to ensure future reliability and adapt to a changing climate. The Board adopted an Implementation Strategy for climate adaptation planning (CAMP4W) and also heard recommendations for business model refinements to help maintain financial sustainability while managing growing demands for investment.

Both of these milestones are the product of many months of discussion and analysis. They are deeply rooted in Metropolitan's collaborative structure and reflect the diverse expertise of countless people within Metropolitan and its member agencies.

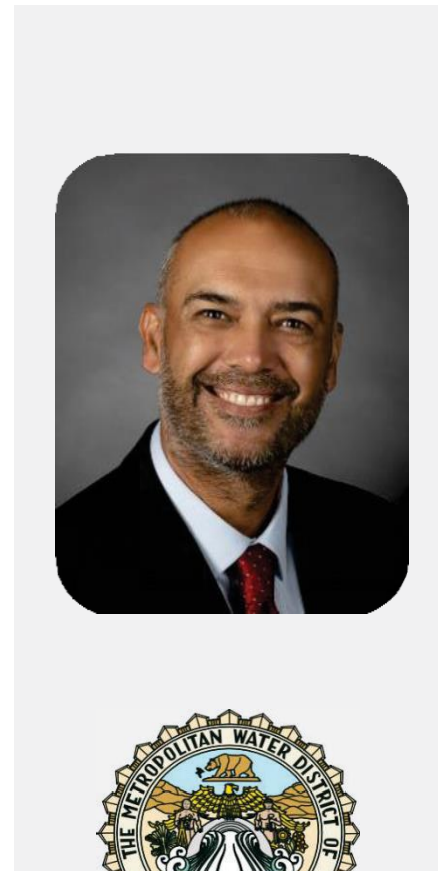
CAMP4W has been a board driven initiative since its origin at the February 2023 board retreat, and critical work was achieved through an innovative Task Force model set forth by Chair Ortega in which 14 member agency managers jointly served alongside board members.

At the request of Board leadership, Business Model refinements have been ideated, scoped and prioritized through working groups of member agency managers and guided by a "liaison group" of managers who helped steer an inclusive process. As stated in the April "Report by the Business Model Review and Refinement Ad Hoc Working Group," the resulting work "required a significant time commitment" from the member agency managers. For their commitment of time and energy, I am deeply grateful.

CAMP4W and a refined business model work in tandem to ensure Metropolitan can make the strategic investments needed to remain resilient and reliable as our climate changes.

The work thus far has been shaped by collaboration and teamwork. I believe that we will successfully tackle the challenges ahead, because we will continue working together every step of the way.

Deven Upadhyay
General Manager



Strategic Priorities Update

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



Empower the workforce and promote diversity, equity, and inclusion



Goal Dashboard

6 Outcomes on target and two Outcomes completed.

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

In April, staff provided the Board a quarterly update on the Desert Housing and Recreation Interim Action Plan. Of the 37 identified projects, 25 have been completed. Additionally, 61 out of 88 housing refurbishments are finished. To date, \$10 million of the \$15.5 million budget has been expended.

EEO staff held office hours at Metropolitan's four Desert facilities on April 23 and April 30. During this time, EEO staff were available to meet with employees in the Desert region to share more information about the EEO Office's policies and procedures, and to assess any EEO work-related concerns. These office hours are part of the objective to increase awareness of Metropolitan's EEO policies and programs and to help safeguard the right to a discrimination-free, harassment-free, and retaliation-free workplace for all employees.

National Safety Council (NSC) is developing training slides for safety leadership, and safety staff has approved the proposed curriculum from NSC. Meanwhile, the latest revision of HSE 101.5 Safety Committee Procedures is in review with the bargaining units.

The GM and Auditor have worked closely to improve coordination during the audit process. In March and April, staff provided the Auditor with six audit responses and status updates on the implementation of past audits, bringing up to date all current audit responses.



EEO Office Hours

Office hours were held in all four Desert facilities to improve access to EEO staff for all employees

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

Participated in ten events that ranged from Desert region career fairs and regional workforce development meetings with CRIT, educational institutions, and community organizations. Coordinated in person and virtual sessions with community organizations, including a Step into Tech webinar around careers in water. The webinar increased awareness of the water sector, job and internship opportunities with K-12, community colleges, CSUs, and communities we serve.

The Organizational Development & Training Unit developed a program for new Engineering Services team managers to supplement district-wide training, and sessions were held over the last six months on tailored management topics.

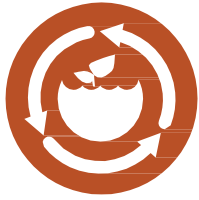
In addition, succession planning and skill development have been supported by the Career Launch Program. This year's program culminated with Module 6, which was held this month and included presentations on the Pure Water Southern California Program and the Property Planning & Acquisitions Unit. Next year's Program will start in the Fall of 2025.

The Organizational Development & Training Unit is rolling out a survey to employees to schedule the MPA cohort program, to support employee skill development. We have met with four universities (CA Baptist, Cal Poly Pomona, CSU Northridge, and UAGC) and will be scheduling online information sessions for interested parties in May (for a Fall session start).



Career Launch

Six sessions composed a successful program to support succession planning and cross-functional skill development



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.

On April 22, the CAMP4W Taskforce enthusiastically received the business model refinement proposals and agreed to send each proposal to its home committee.

The home committees (One Water, EOT, FAAME) are expected to begin discussing the proposals in June, and member agency ad hoc groups will continue to meet to further develop proposals accordingly.

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

Metropolitan convened another meeting of the Southern California Water Utilities Grants Network, which shared with member agencies and others information about upcoming grants and application deadlines; how Prop. 4 funds are developing relative to the state's budget; and requirements for federal grant compliance and audits.



Business Model

Refinement proposals were presented to the CAMP4W Task Force.



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.

The Board adopted the implementation strategy of the Climate Adaptation Master Plan for Water (CAMP4W), culminating two years of development and an extensive board-led process to better prepare for resource uncertainties in a climate-changed future. The action provides a roadmap to guide investments and decision-making on proposed water projects and programs. It sets “time-bound” targets for identifying needed supplies and initiates a policy framework that helps integrate climate adaptation and risk reduction strategies into Metropolitan’s programs, planning, and operations. As stated above, related work to refine the business model is underway in anticipation of the financial demands of future investment needs.

The Water Resources Sub-Working Group reviewed and discussed the Local Resources Program and Conservation program incentive approaches and their regional benefits. Among the Business Model recommendations was for staff to continue these approaches and initiate a process to further refine program elements and incentive rates. Further, the recommendation was made for the Finance Group to explore an alternative revenue collection approach to fund the Local Resources and Conservation programs, recognizing that revenues supporting both programs are currently collected on the variable water rate, which is directly affected by sales reduction that results from their successful implementation.

Metropolitan has also reviewed and mutually terminated six of the nine Conjunctive Use Programs that have been inactive, concentrating management of water into groundwater basins by focusing on the programs that are still active. This follows work to support groundwater recharge through implementation of a Reverse Cyclic Program (RCP), which provides member agencies with a means of balancing current and future expenditures and water deliveries. For agencies with Groundwater Storage, the RCP can work in tandem with the Cyclic Program over multiple years to effectively manage wet year supply opportunities.

Projects are advancing toward the objective of enhancing the long-term water supply reliability for the State Water Project dependent areas, with construction expected to be complete in June 2025 for the Inland Feeder Badlands Tunnel Surge Protection and the Wadsworth Pump Plant Bypass. For the



CAMP4W Approval

Board adoption of Implementation Strategy launches use of new evaluative criteria and efforts to integrate climate adaptation into all aspects of our work.

Sepulveda Feeder pump stations, a guaranteed maximum price (GMP) cost analysis was completed by an independent cost estimator, and we established a three-GMP approach based on the separation of work packages into Venice Pump Station, Sepulveda Slope Stabilization, and Sepulveda Pump Station. The GMP for Venice Pump Station construction is expected to be awarded in the summer of 2025.

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

Metropolitan continues to track the development of irrigation technologies. Palo Verde and Imperial farmers have shown interest in the automated headgate technology developed by Rubicon Water; however, cost is a barrier to widespread implementation (\$100k–\$200k per field). Metropolitan will seek to assist its Palo Verde lessees in pursuing grant funding if appropriate state funding becomes available (such as another round of SWEEP grants). Some PVID farmers have been working with the Riverside County Farm Bureau, who could act as a local distribution partner.

Metropolitan is preparing a healthy soils pilot, which would introduce soil biologicals on a newly or recently planted alfalfa field in the Palo Verde Valley on Metropolitan land to study the effect on yield, water holding capacity, plant health, plant quality, and soil health. The WaterStart organization recently provided funding to begin this pilot, and Metropolitan will provide some matching funds to provide an on-site digester to inject the biologicals into the irrigation system.

In pursuit of other agricultural best practices, Metropolitan is seeking to convert portions of farming on our Delta islands to rice, which can limit or reverse land subsidence while also providing ecological benefits and reduce greenhouse gas emissions. Metropolitan’s tenant farmer will be planting rice on 355 acres within Holland Tract in Spring 2025. On Webb Tract, we are in the final stages of the RFP process to secure a rice farming tenant for up to 1,300 acres. On Bacon Island we anticipate receiving agriculture lease proposals in mid-May in response to our RFP, which prioritized crops that reduce land subsidence.

The California Department of Fish & Wildlife (CDFW) submitted comments on Metropolitan’s Draft Statutory Exemption for Restoration Projects (SERP) application for the Webb Tract Wetland Restoration Project. Staff is preparing the final SERP application for submittal.

Metropolitan released its third Annual Climate Action Plan Report on Earth Day, April 22. The district continues to be on track towards its 2045 carbon neutrality goal through the purchase and production of carbon-free energy, the deployment of renewable diesel and zero emission equipment, additional water efficiency measures as well as other important GHG reducing initiatives. The Annual Report includes the 2023 GHG Inventory, status of implementation strategies and highlights from the last year.

Climate impacts and benefits have been integrated into Metropolitan's updated CIP scoring criteria to better prioritize projects in the next biennium.



Climate Action Plan

The 3rd Annual Climate Action Plan Report shows the District on track towards its 2045 carbon neutrality goal

The Water Use Efficiency Coordinator meeting was held in person this April at Union Station. Long Beach Utilities shared their implementation approach for the “Conservation as a California Way of Life” regulation, including landscape transformations and “boots on the ground” community outreach. CalWEP also presented updates on key task forces, including grants, education and outreach, water loss, and commercial and industrial programs—all designed to support agencies in their efforts. Additionally, there was a presentation highlighting the Member Agency Administered Program, which provides funding for local projects that support legislative compliance.

As we approach the 2025 One Water Awards in May, we intend to promote conservation and engage with the CII sector through evergreen materials being created and leveraging the Awards event.



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.

Dam safety remains a priority. The dam assessment for Lake Mathews is complete. The assessment for Lake Skinner is about 90 percent complete. A dam monitoring system for Garvey has been installed. The installation for the DVL system upgrade began in March, and the forecasted completion is on target.

Staff provided an Annual Infrastructure Resilience Update to the Board this month and is preparing the 2025 seismic report.

The Cyber Security Operations Center Co-Managed Services started on March 1. The consultant is implementing process changes to incorporate the new service into Metropolitan's cyber defense and incident response plans.

All Emergency Operations Center (EOC) positions are staffed. Per America’s Water Infrastructure Act (AWIA), Risk Assessment has been completed, self-certified and filed with the EPA. We are on track to complete the Emergency Response Plan (ERP) update, per AWIA, by the September 2025 deadline.



Risk Assessment

EPA required risk assessment is completed, and we are on schedule to complete the Emergency Response Plan update by the September 2025 deadline.

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

Contracting Services and SRI are rolling out the sustainable procurement initiative, to improve the ability of our procurement practices to emphasize sustainability factors. Training webinars with district stakeholders and end-users will be scheduled in May.



Partner with interested parties and the communities we serve



Goal Dashboard

5 Outcomes on target. 1 Outcome uncertain pending federal developments.

■ **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.**

Information on the adoption of the CAMP4W Implementation Strategy was shared in a press release and Metropolitan's e-news letter. The CAMP4W web page is a comprehensive resource for documents such as the Implementation Strategy, Annual Report, working memos, and other source material.

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

The team continues to strengthen relationships with Colorado River Indian Tribes (CRIT) and surrounding native nations. The team has participated in the CRIT Education Advisory Committee, collaborating with regional partners on workforce development strategies. Support also extended to the CRIT Language Bootcamp, where a resource table was hosted at this culturally significant event celebrating the Mojave, Chemehuevi, Hopi, and Navajo nations. Staff continues to conduct information sessions regarding careers in water.

Executive Summary

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

Bay-Delta Resources

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

The California Department of Fish & Wildlife submitted comments on Metropolitan's Draft Statutory Exemption for Restoration Projects (SERP) application for the Webb Tract Wetland Restoration Project. Staff is preparing the final SERP application for submittal later in April.

Chief Financial Officer

Over the past several months, staff has been working on the development of a new financing program that would enable the implementation of the Board's approval of financing for the purchase of replacement Fleet vehicles to support the ZEV Transition Program. Staff will be presenting a board action in May for the authorizing resolution.

Colorado River Resources

Following a federal government pause in approving new conservation agreements, in April, the Bureau of Reclamation (Reclamation) signed a System Conservation Agreement with Metropolitan and Bard Water District (Bard) to increase the size of the seasonal fallowing program this year. That new agreement will allow Bard to line a major canal in their service area this year, while adding additional water to Lake Mead. Metropolitan is hoping that a similar agreement can be signed with Reclamation soon to extend fallowing in Palo Verde Irrigation District through 2026.

Diversity, Equity & Inclusion

The Business Outreach Team actively engaged with the small business community through key events like the Secrets to Success: Thriving in 2025 conference and the Business Development Series, fostering partnerships, and promoting Metropolitan's mission. Simultaneously, Workforce Development efforts remained strong, with staff participating in job fairs, tech career events, and regional collaborations such as the CRIT Language Bootcamp and Education Advisory Committee. These initiatives highlight Metropolitan's ongoing commitment to supporting diverse businesses and building an inclusive regional workforce.

Engineering Services

To provide orientation for new hires and to promote collaboration among Metropolitan Groups, Engineering Services has been conducting a Career Launch Program for new engineering staff since 2012. The program currently consists of six modules including Metropolitan Organization; Engineering's Mission; Water Conveyance, Treatment, and Distribution Systems; Operations Planning and Water Resources; Metropolitan Initiatives; "Meet the Managers"; and a facility field trip. Presentations and discussions were led by Engineering/Operations managers, field staff, project managers, and the business team. The 2024–25 program, which included 30 participants, started in September and concluded in April. Engineering Services conducts this training to empower staff and provide proactive career support for new hires.

Equal Employment Opportunity Office

EEO staff held office hours at four Desert facilities, including Gene, Iron Mountain, Eagle Mountain, and Hinds. The office hours took place on April 23, 2025 and April 30, 2025. During this time, EEO staff was available to meet with Metropolitan employees in the Desert region to share more information about the EEO Office's policies and

procedures, and to assess any EEO work-related concerns. And on April 29th, EEO conducted a concurrence process training for Finance and Administration managers.

External Affairs

Metropolitan renamed the Wildflower Trail at [Diamond Valley Lake](#) in honor of former Board Director Judy Abdo, a conservation advocate who encouraged Southern Californians to landscape with native and drought-tolerant plants during her 28-year tenure. During the April 17, 2025 ceremony, Chair Ortega, Vice Chairs Camacho and Sutley, Directors Armstrong, Dennstedt, Erdman, Fellow, Gold, Kurtz, and McCoy, GM Upadhyay, former board chair Timothy Brick, and Metropolitan staff participated in the dedication. A new plaque in her honor was unveiled, mounted on a boulder marking the entrance to the popular [trail](#).

Human Resources

The Organizational Development & Training worked with External Affairs to re-launch Employee Inspection Trips. The first of five two-day trips left from Weymouth (following a plant and Water Quality Lab tour) then stopped at Diamond Valley Lake, Gene Camp, Intake, and Cooper Basin.

The Business Support Team planned, organized, and coordinated a “Building Resiliency” wellness webinar. The live webcast was held April 30, 2025, and hosted by Kaiser Permanente. The webinar provided employees with the opportunity to identify how stress affects both the body and mind. Employees were invited to explore what resiliency means and create a realistic action plan to respond more healthily to everyday challenges.

Information Technology

New fiber service has been activated at Gene Camp, supporting our business applications via Lumen Telecommunication. Improvements to the Desert region will continue as we transition from microwave technology to fiber services, serving as our primary communication channel. Additional analysis will be conducted to determine the overall support and features that the fiber services will be providing in the near future.

Operations Groups

Shutdown work of the Eastside Pipeline and Wadsworth Pump Plant concluded with the installation of an 84-inch butterfly valve for the newly constructed Wadsworth Bypass. This valve completes the bypass, allowing the Wadsworth Pump Plant to release water from Diamond Valley Lake into the forebay while simultaneously pumping it back up the Inland Feeder toward Devil Canyon. As one of four drought mitigation projects currently under construction, the Wadsworth Bypass will help deliver DVL water to State Water Project dependent areas along the Rialto Pipeline, enhancing overall drought resiliency.

Safety, Security and Protection

Metropolitan’s Security and Emergency Management Unit is proud to launch a groundbreaking pilot program—introducing robotics into our facility security operations. What may seem like one small step for the robotic security dog is, in fact, a significant leap forward in modernizing how we protect critical infrastructure. This pilot marks the beginning of a transformative shift toward integrating advanced technologies that offer greater precision, 24/7 situational awareness, and real-time threat analysis. Equipped with high-definition imaging and autonomous capabilities, these robotic systems are designed to enhance our ability to monitor, assess, and respond to security challenges more effectively than ever before. This initiative represents a forward-thinking approach to security—one that aligns with our commitment to innovation, resilience, and operational excellence. We look forward to the insights this pilot will deliver and the future opportunities it may unlock.

Emergency Management continued training field staff to manage local emergencies through use of the Incident Command System. Metropolitan also hosted the quarterly Board of Director meeting for the California Utilities

Emergency Association and assisted the Sustainability, Resiliency, and Innovation Office by co-facilitating a visit to the Eaton Fire burn scar for representatives from outside water agencies.

The Safety Team completed various lead and ventilation assessments and inspection of x-ray machine with CDPH. The Environmental Team submitted various regulatory compliance reports for air quality, wastewater, and hazardous materials. Apprenticeship completed written testing and interviews for recruiting apprentices for the Desert Region. Safety and Technical Training began delivering updated lead training to include regulatory changes.

Sustainability, Resiliency and Innovation

As part of Metropolitan's *Process Matters* initiative, which launched at the beginning of April and will continue over the next 90 days, the Innovation Team is supporting employee engagement and the development of cross-functional solutions to improve internal operations. Working in coordination with External Affairs, SRI, and Audit staff, the team helped design and promote mechanisms for staff to submit ideas. It facilitated lunchtime collaboration events to spark dialogue and surface opportunities. Through this work, the team advanced its mission to identify and accelerate practical improvements that enhance efficiency, reduce delays, and better serve Metropolitan's member agencies and ratepayers.

Water Resource Management

In the area of Local Supply planning and regional coordination, the annual Local Supply Survey process was initiated with the member agencies. In the conservation area, staff held landscape training and certification classes and co-hosted a class with SoCalGas. Staff also met with and presented at a landscape symposium and provided a technical presentation at the Landscape Area Measurement Roundtable. In the State Water Project area, staff participated in a DWR workshop from their Subsidence Taskforce, a technical workgroup on Santa Ana Valley Pipeline area infrastructure improvements, and continued work on agricultural leases on Metropolitan's Delta Islands. In the Colorado River Area, staff led and participated in the Colorado River Basin Salinity Control Forum, participated with the California agencies and Lower Basin states to develop alternatives to the post 2026 guidelines, reviewed the draft 2024 Water Accounting Report to ensure accurate accounting of Colorado River use, and finalized agreements for funding and forbearance of system water for USBR Bucket 1 and Bucket 2 System Conservation Implementation Agreements.



Office of Diversity, Equity & Inclusion

PROGRAM DESCRIPTION

The month of May kicked off with a dynamic and engaging day at Metropolitan’s Inaugural Workforce Development Summit, entitled “Developing the Workforce of the Future Together.” The summit was developed in partnership with Metropolitan’s Member Agencies specifically for practitioners in the fields of workforce development and human resources to create an information-sharing space. Attendees were able to explore collective insights to advance a coordinated regional workforce development strategy. Metropolitan, in collaboration with our regional partners, brought key sectors together during the Workforce Development Summit on May 1st.



IMPORTANCE TO METROPOLITAN

Metropolitan served as the key organizer for the event and established a new member agency working group to ensure the event would effectively address the wide range of experiences, needs and challenges. Regional experts in education, technology and community partnerships came together to address current workforce development challenges and provide best practices to support local, diverse water and wastewater agencies. No single agency or initiative will solve the long-standing challenges (i.e. silver tsunami) that the water industry faces. Only by coming together and connecting the work of educational institutions, community organizations, and industry leaders to create responsive curricula and programs to drive meaningful change. This inaugural summit, intended to be an annual event, aligns and supports Metropolitan’s key workforce development priorities of developing and identifying career/educational pathways, supporting Metropolitan and member agency collaboration to share knowledge, increase industry awareness for regional collaboration and success.



Welcome from Senator Alex Padilla

MEMORABLE MOMENT

In a day full of memorable moments, one stand out was the soft launch of Metropolitan’s workforce development cloud-based web application. The app helps Metropolitan staff track and manage public engagement. The digital ecosystem supports connection and outreach efforts and provides enhanced access to job opportunities at Metropolitan and the member agencies in one location. The app underscores Metropolitan’s commitment and legacy of innovating to meet the moment and investment in people to power water for generations to come.



Staff from Calleguas MWD at Metropolitan’s Inaugural Workforce Development Summit

Water Supply Conditions Report

Water Year 2024-2025

As of 04/30/2025

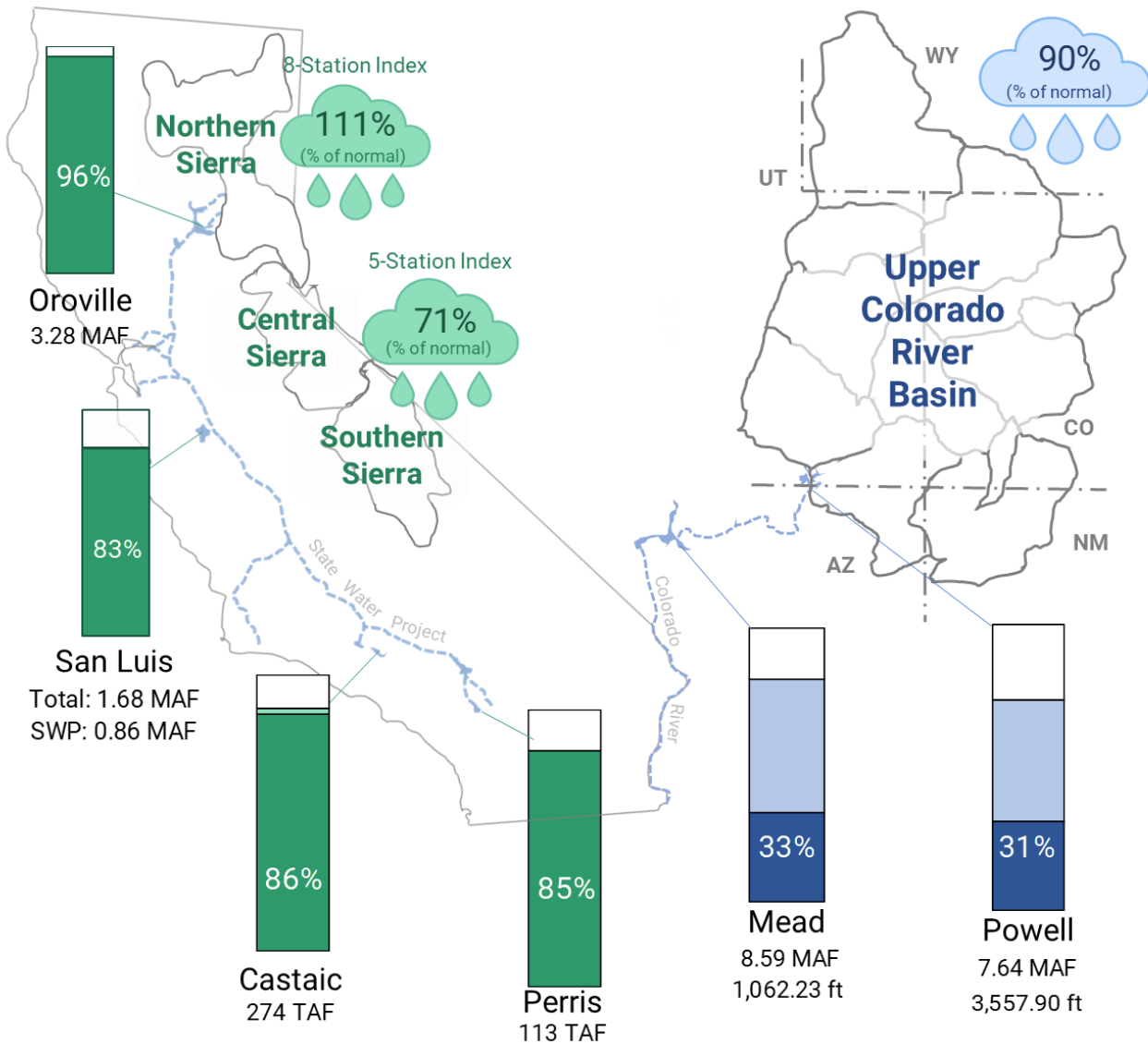
Extended Report: <https://www.mwdh2o.com/WSCR>

State Water Project Resources

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

Colorado River Resources

Projected CRA Diversions
994,000 acre-feet



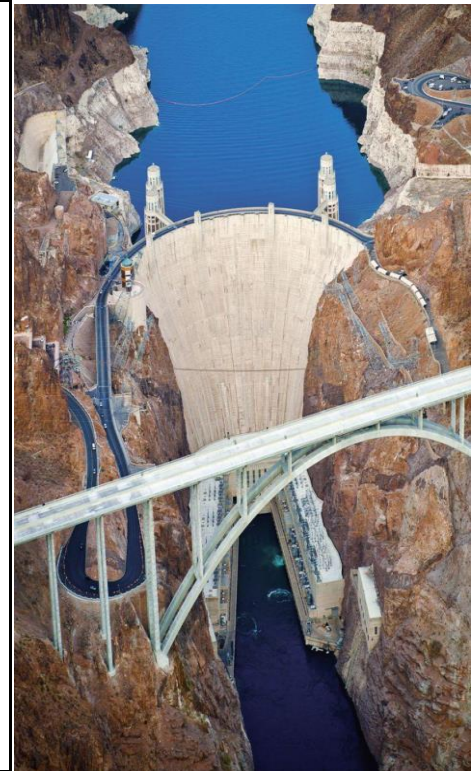
Reservoir Report

End of Month Reservoir Report

Monthly Update as of:

4/30/2025

<u>Reservoir</u>	<u>Current Storage</u>	<u>Percent of Capacity</u>
<i>Colorado River Basin</i>		
Lake Powell	7,635,296	31%
Lake Mead	8,575,000	33%
<i>DWR</i>		
Lake Oroville	3,286,824	96%
San Luis CDWR	849,330	80%
Castaic Lake	275,523	85%
Silverwood Lake	72,379	97%
Lake Perris	113,352	86%
<i>MWD</i>		
DVL	781,504	96%
Lake Mathews	153,032	84%
Lake Skinner	30,751	70%



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.

700 N. Alameda Street, Los Angeles, CA 90012
General Information (213) 217-6000
www.mwdh2o.com www.bewaterwise.com

General Manager: Deven Upadhyay
Office of the GM (213) 217-6139
OfficeoftheGeneralManager@mwdh2o.com