





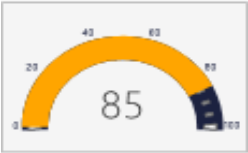
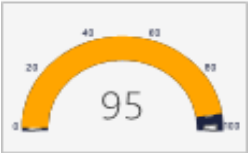
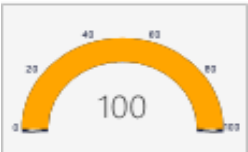
SMART TRACKER - FY 25

Strategic Priority	Goal	Outcome	% Complete	Status	YTD Achievement
1. EMPOWER the workforce and promote diversity, equity, and inclusion	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 to fulfill Metropolitan’s Mission	1.1.1-Renovate desert housing and update plans for future housing		On Target	Nov-2024: Board approved key agreement to provide design and architectural services. ----- Feb-2025: Board approved a construction contract, which supports the Desert Housing and Recreation Interim Action Plan. ----- Quarterly board reports provide updates on work to improve conditions at the four residential villages (Aug., Oct., Apr) ----- Jun-2025: This Outcome is progressing well, and the work extends into the new fiscal year
		1.1.2-Promote Vision and Values and initiate civil and inclusive workplace training to all Metropolitan employees		Completed	Organizational Vision and Values developed, with promotion underway and ongoing. Civil and Inclusive Workplace Trainings initiated and ongoing.
		1.1.3-Increase employee awareness of and access to EEO		Completed	Jul-2024:EEO piloted its new live virtual sexual harassment prevention training. ----- Nov-2024: The EEO Office completed and closed its last legacy case, the final EEO investigation filed prior to the new EEO Office being established. ----- Apr-2025: EEO held office hours for all Desert locations (Oct. & Apr.) ----- May-2025: EEO Investigations 101 trainings held (Nov. & May) ----- June-2025: 98% of staff have completed the EEO Office’s mandatory training, "Recognizing Discrimination, Harassment and Retaliation."

		1.1.4-Implement the National Safety Council recommendations		Completed	<p>Jul-2024:Safety Review Request (SRR) E-Form was implemented to facilitate an employee’s ability to report safety issues and suggestions.</p> <p>-----</p> <p>Nov-2024: Performed improvements to the SRR database and process flow to streamline their review, based on stakeholders’ feedback.</p> <p>-----</p> <p>Jun-2025: Executive Safety Committee approved the Safety Leadership training for final development and deployment.</p> <p>The Office of Safety, Security and Protection has established regular tracking and reporting on Metropolitan-wide performance metrics and is continuing to refine them in the coming fiscal year.</p>
		1.1.5-Partner with department heads on issues affecting the District		Completed	<p>Nov-2024:All-Manager meetings featured Ethics Office (Nov.)</p> <p>-----</p> <p>Feb-2025:Group Manager meeting featured Auditor Office (Feb.)</p> <p>-----</p> <p>Mar-2025:Group Manager meeting featured Ethics Office (Mar.)</p> <p>-----</p> <p>Apr-2025:All expected audit responses have been submitted (no past-due responses are outstanding)</p> <p>-----</p> <p>May-2025: Close coordination between OGM and Legal Department resulted in resolution of 15-year litigation with San Diego County Water Authority.</p> <p>-----</p> <p>Jun-2025:Offices of the General Auditor and General Manager are co-leading the "Process Matters" efficiency initiative.</p> <p>Ethics Office participated in June Safety Month Safety Fairs in the field.</p> <p>All Department Heads are working together to institute a common District-wide Business Plan</p>
	1.2-Prepare and support the workforce by expanding training and skill development and updating strategies to recruit and retain diverse talent to meet the	1.2.1-Update recruitment processes and shorten recruitment timeline		On Target	<p>HR is using an eligibility list and proactive candidate identification for historically hard to fill positions.</p> <p>A monthly recruitment status report is now routinely shared with Group Managers that lists all approved and vacant positions and their recruitment status. By now tracking how long positions have been vacant staff is able to identify needs for additional recruitment efforts.</p>



	talent, to meet the evolving needs and expectations of the workplace	1.2.2-Continue to expand a District wide workforce development program.		Completed	<p>Aug-2024: Workforce Development Manager was hired and began working in DE&I Office</p> <p>-----</p> <p>Mar-2025: Established a member agency workforce committee. The first meeting was held in March 2025 and will continue on a monthly basis.</p> <p>-----</p> <p>Apr-2025: Workforce development summit with member agencies scheduled for 5/1/25.</p>
		1.2.3-Grow staff development and training in key areas		Completed	<p>Oct-2024: ESG kicked off its Career Launch program to support career development and succession planning</p> <p>-----</p> <p>Nov-2024: Graduated the 14th cohort of Metropolitan Management University</p> <p>-----</p> <p>Apr-2025: Program to support new ESG team managers was developed to supplement districtwide training, and sessions were held over the last six months on tailored management topics.</p> <p>-----</p> <p>Apr-2025: Completed all six modules in the Career Launch Program.</p> <p>-----</p> <p>Jun-2025:MPA cohort program start dates will be offered in Fall and Spring. Info sessions with three education partners (University of La Verne, CSU Northridge, and Univ. of Arizona Global) are beginning in July 2025.</p>
2. SUSTAIN	2.1-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	2.1.1-In conjunction with the Climate Adaptation Master Plan for Water process, develop and review Business Model/revenue options, including to address equity and fairness		On Target	<p>Aug-2024:Regular workshops are being held to discuss treated water cost recovery. Member agencies have outlined and are engaged in a process for carrying out the review of the business model. The group has broken into three focused sub-working groups to focus on developing near-term recommendations.</p> <p>-----</p> <p>Feb-2025:Iterative and transparent process has provided the opportunity for member agencies to raise ideas and topics for discussion and analysis</p> <p>-----</p> <p>Apr-2025:Business model refinement proposals were developed by the member agency working groups and presented to the CAMP4W Taskforce.</p> <p>-----</p> <p>Jun-2025: Member agency workshops to develop the Integrated Strategy for Infrastructure Reliability have begun and are being held every other month.</p>

	2.2-Identify and secure programmatic cost savings, organizational efficiencies and external funding	2.2.1-Use the centralized grants office to ensure more consistent and coordinated pursuit of external funding		Completed	<p>Metropolitan convened quarterly meetings of the SoCal Water Grants Network. These will continue into the coming FY, with a next meeting expected in July 2025</p> <p>-----</p> <p>Trained 10 Metropolitan staff members through the Grant Administrators Training Certification tha was launched in Nov. 2024</p> <p>-----</p> <p>Expanded the reach of the SoCal Grants Water Network and improved information sharing for the network</p> <p>-----</p> <p>Monitored changes in federal funding and state Prop 4, in coordination with External Affairs staff</p> <p>-----</p> <p>Developed sub-recipient monitoring criteria for the Pure Water USBR grant</p>
		2.2.2-Pursue organizational efficiencies		Completed	<p>Aug-2024: FY 24/25 budget reductions have been identified across all Groups toward meeting the \$18 million O&M reduction target.</p> <p>-----</p> <p>Jun-2025: On track to meet budget targets of \$156M in then-unidentified savings and revenue. Identified since budget adoption include: \$17M new revenue for SDCWA/IID agreement to purchase 50TAF of full-service water rather than exchange IID conserved water; \$5M new revenue from sales agreements with Central Valley parties; and \$126M in cash management strategies for Reverse Cyclic Program.</p>
		2.2.3-Secure Inflation Reduction Act funding that supports Colorado River water use objectives		Completed	<p>Oct-2024: Agreements have been reached with IID and San Diego to implement "Bucket 1" federal funding from the Inflation Reduction Act.</p> <p>-----</p> <p>Dec-2024: Metropolitan received \$16.6 M in revenue associated with the increased water sales from the "Bucket 1" agreements with IID and San Diego.</p> <p>-----</p> <p>Jun-2025: "Bucket 2" negotiations with USBR have been completed and funded program implementation has begun.</p>
		2.2.4-Develop and advance affordability strategies		Missing Target	<p>Progress on affordability strategies is incomplete. Work toward possible affordability policy is expected to develop through CAMP4W Implementation.</p>

3. ADAPT to changing climate and water resources	3.1-Provide each member agency access to an equivalent level of water supply reliability	3.1.1-Develop the Climate Adaptation Master Plan for Water to identify and adaptively manage investments toward supply and system resilience in the face of climate change		Completed	<p>Nov-2024: Successfully tested using CAMP4W Evaluative Criteria in assessment of three projects and one program in various stages of investment lifecycle</p> <p>-----</p> <p>Jan-2025: First CAMP4W Annual Report tracks signposts for water supply and demand and progress toward objectives.</p> <p>-----</p> <p>Apr-2025: CAMP4W Implementation Strategy adopted.</p> <p>-----</p> <p>Jun-2025: CAMP4W Implementation integrated into GM's Business Plan, which will extend progress and broaden key activities into the next fiscal year. Development of project assessments has been scheduled through 2025, and internal dashboards and tracking are also in development.</p>
		3.1.2-Complete technical analyses and resource program design improvements, to inform and be informed by CAMP4W and its Time Bound Targets		On Target	<p>Nov-2024: Design and implementation of modifications to the Reverse Cyclic Program to manage wet year supply opportunities</p> <p>-----</p> <p>Apr-2025: WRM staff and management played a critical role in the Business Model process and recommendations from the Water Resources Sub-Working Group, which resulted in recommendations to the Board in three major areas: 1) Local Supply Exchanges, 2) Sales of Water Outside the Service Area and 3) Local Resources Program and Conservation program. Recommendations in all three areas will be carried forward into future activity.</p>
		3.1.3-Enhance long-term water supply reliability for the State Water Project dependent areas		On Target	<p>Phase 2 of the Surface Water Storage Study is complete, narrowing the candidate sites from 95 to 10.</p> <p>-----</p> <p>Board action for construction of the Venice Pump Station is planned for July 2025.</p> <p>-----</p> <p>Wadsworth Pump Plant Bypass is scheduled for completion in July/August 2025.</p> <p>-----</p> <p>Inland Feeder-Badlands Tunnel Surge Protection construction is scheduled to be complete in July/August2025. The Inland Feeder Rialto Pipeline Intertie is 87 percent complete and to be complete in January 2026.</p>
	3.2-Advance the long-term reliability and resilience of the region's water sources through a One Water approach that recognizes the	3.2.1-Advance multiple strategies toward sustainable Colorado River supplies and toward broad agreement in long-term negotiations		Completed	<p>While resolution and the Administration's direction remain uncertain, staff participated extensively in multistate negotiations with US Bureau of Reclamation toward consensus-based alternatives to be included in the draft EIS for the Post-2026 Guidelines. Metropolitan has developed principles for California shortage sharing plan that it seeks to include in the seven-state agreement. Negotiations and advocacy extend into the coming fiscal year.</p>

	interconnectedness of imported and local supplies, meets both community and ecosystem needs and adapts to climate change	3.2.2-Implement and promote agricultural water-conservation and sustainable farming best practices		Behind Schedule	<p>Soil Moisture Project has been completed.</p> <p>-----</p> <p>Building off our research into healthy soils, Metropolitan contributed proposed criteria for the state's development of a definition of "regenerative" agriculture.</p> <p>-----</p> <p>Securing a transition of identified Delta land to rice farming has faced internal challenges as well as those of the marketplace and tenant negotiations.</p> <p>-----</p> <p>With WaterStart grant funding secured, Metropolitan is beginning a research effort to study the effects of soil biologicals applied on a newly or recently planted alfalfa field in the Palo Verde Valley. Metropolitan matching funds will provide an on-site digester to inject the biologicals into the irrigation system.</p> <p>-----</p> <p>Stemming from Metropolitan efforts to develop and pilot precision irrigation technologies, Palo Verde and Imperial farmers have shown interest in automated headgate technology developed by Rubicon Water, however cost is a barrier as well as the lack of institutional support from the irrigation district.</p>
		3.2.3-Implement the third year of the Climate Action Plan to reduce GHG emissions and use Metropolitan's land to maximize green energy production and other climate goals		Completed	<p>Mar-2025: Climate Action Program Manager was hired and began working in SRI Office</p> <p>-----</p> <p>Apr-2025: 3rd Annual Climate Action Plan Report completed and released; Metropolitan remains on track towards its 2045 carbon neutrality goal</p> <p>-----</p> <p>Jun-2025: Casa Loma Siphon Seismic Upgrade project achieved a Silver certification from the Institute for Sustainable Infrastructure</p>
		3.2.4-Expedite Pure Water Southern California project through pre-development activities		On Target	<p>Technical studies are complete toward a mid-2025 release of the draft EIR for Pure Water Southern California.</p> <p>-----</p> <p>Metropolitan is convening a regional Water Reuse Collaborative to share information and foster coordination in the planning of agency projects and programs (convened this FY in Nov., Feb., and May)</p> <p>-----</p> <p>Dec/Jan-2024: Agreement finalized for USBR grant of up to \$125.5 million in grant funding through the WaterSMART Large-Scale Water Recycling Program for Pure Water Southern California.</p> <p>-----</p> <p>May-2025: Draft PEIR released, starting a 60-day public comment period.</p> <p>-----</p> <p>Jun-2025: Following workshops with member agencies, anticipated terms will be discussed in a board workshop July 22, 2025.</p>

		3.2.5-Advance planning efforts to enable consideration of statewide infrastructure projects Delta Conveyance Project and Sites Reservoir		On Target	Dec-2024:Metropolitan's 38-member board approved \$142 million to fund its share of environmental planning and pre-construction costs for the Delta Conveyance Project in 2026 and 2027. ----- May-2025:Metropolitan staff published a white paper on the Sites Reservoir Project. The report provides a status update on the permitting, environmental, and operational conditions of Sites Reservoir. The report also includes a benefits assessment.
		3.2.6-Implement and advance watershed wide science program and multi-benefit solutions, to promote a sustainable Bay-Delta within a holistic One Water approach		On Target	Sep-2024: Board approved funding to participate in three forest resilience programs in the northern Sierra Nevada. ----- Feb-2025: Released a Request for Proposals to engage a partner to cultivate rice on a minimum of 1,000 and up to 1,360 acres on Webb Tract with an initial base term of 10 years and an option to extend for an additional 5 years. ----- Jun-2025: Webb Tract's Wetland Restoration Statutory Exemption for Restoration Projects concurrence application has completed CDFW regional staff review, and we anticipate final approval soon.
		3.2.7-Increase outdoor water use efficiency		Completed	Regular meetings of the Water Use Efficiency coordinators are convened to support member agency conservation planning, communications, and programs ----- May-2025: One Water Awards here held, followed by additional promotion of awardees to increase the uptake of conservation techniques and technologies ----- Jun-2025: Bucket 2 funding for CII turf replacement is expected to take effect in early fall. In anticipation of the additional funding availability, materials, including from the One Water Awards event, are ready to support efforts to broaden engagement with the CII sector.
4. PROTECT public health, the regional economy, and Metropolitan's assets	4.1-Proactively identify, assess, and reduce potential vulnerabilities to Metropolitan's system, operations, and infrastructure	4.1.1-Enhance emergency preparedness and response plans		On Target	Aug-2024: Dam monitoring system at Garvey Reservoir is installed; Potential Failure Modes Analysis and risk assessment is completed for Lake Mathews; ----- May-2025: Dam safety assessments for Lake Mathews and Lake Skinner are complete.

		4.1.2-Implement cybersecurity strategies		Completed	<p>Jul-2024: Convened the first ever Member Agency Cybersecurity Summit</p> <p>-----</p> <p>Sep-2024: Quarterly reporting provided to the Board</p> <p>-----</p> <p>Oct-2024: Annual "Cybersecurity Awareness Training Campaign" was launched</p> <p>-----</p> <p>Jan-2025: Cybersecurity Executive Steering Committee established</p> <p>-----</p> <p>Feb-2025:Executed agreement with CAI for CSOC Co-Managed Services to start on March 1, 2025 for a period of three years with options to renew for two additional one-year periods</p> <p>-----</p> <p>Jun-2025: CAI assumed full responsibility for Cybersecurity Operations Center on June 1. Cyber incident response plan updates are underway, to be fully completed in August 2025.</p>
		4.1.3-Utilize risk-informed asset management strategies to assess and prioritize capital investments and O&M practices		On Target	<p>Aug-2024: System-wide criticality assessment and related prioritization of all operations facilities has been completed</p> <p>-----</p> <p>Feb-2025:Completed the CAMP4W Working Memo #7</p> <p>-----</p> <p>Apr-2025: Climate impacts and benefits have been integrated into CIP scoring criteria to better prioritize upcoming projects</p> <p>-----</p> <p>May-2025: Consultant-facilitated asset management maturity assessment workshops were completed to self-assess asset management practices</p> <p>-----</p> <p>Jun-2025: Staff have begun a review of the draft Asset Management Maturity Assessment as part of updating the Strategic Asset Management Plan. A final report is expected in August 2025.</p>

		4.1.4-Expand enterprise-wide collaboration for Security and Emergency Management initiatives		Completed	<p>Jul-2024:Expanded and trained our on-call Emergency Management Duty Officers and integrated them into emergency response procedures.</p> <p>Added virtual Emergency Operations Center (EOC) activation protocols to the draft Emergency Response Plan.</p> <p>-----</p> <p>Oct-2024: All EOC shifts participated in functional EOC exercise during the Great California ShakeOut Exercise.</p> <p>-----</p> <p>Dec-2024: New District Temporary staff added to Duty Officer rotation, meeting the target of five trained Security/Emergency Management staff available for on-call Duty Officer shifts.</p> <p>All EOC shifts offered CSTI (California Specialized Training Institute) training in 2024.</p> <p>EOC staff completed two MARS (Member Agency Response System) radio tests each month this year.</p> <p>-----</p> <p>Feb-2025: We now have five regular Duty Officer rotating weekly shifts.</p> <p>The recent EOC activation for the January Fires confirmed that the EOC staffing is complete, and we will update existing EOC rosters for the new year.</p> <p>-----</p> <p>Apr-2025: Risk Assessment has been completed and filed with the EPA by the Security and Emergency Management Unit Manager. We are on track to complete the ERP update, per AWIA, by the September 2025 deadline.</p>
		4.1.5-Conduct applied research and monitoring on emerging contaminants to address regional impacts		Completed	<p>Apr-2025: Completed preliminary design of upgraded Water Quality Laboratory. Board approved design phase.</p> <p>-----</p> <p>May-2025: New liquid chromatography tandem mass spectrometer for PFAS analysis was installed.</p> <p>-----</p> <p>Jun-2025: Annual nitrification workshop drew 120 participants. Other workshops for or in collaboration with member agencies have covered a range of water quality topics this year: wildfire impacts and recovery (Jan, Feb); emerging disinfection byproducts, invasive mussels, and regulatory updates (Mar); and water quality and operations management (Aug, Oct, Jan).</p>
	4.2-Apply innovation, technology, and sustainable practices across project lifecycles	4.2.1-Advance the SCADA Control System replacement project		On Target	<p>Staff has fully evaluated the results of the installed pilot equipment. The pilot phase is approximately 99 percent complete and is scheduled to be complete in August 2025.</p>

		4.2.2-Develop the infrastructure needed to transition Metropolitan’s fleet to Zero-emission vehicles consistent with regulatory requirements and Metropolitan’s commitment to sustainability		Completed	Oct-2024: The board authorized a consultant agreement for preliminary design for Zero Emission Vehicles (ZEV) infrastructure. ----- Dec-2024: Board approved a strategy for medium- and heavy-duty vehicle replacements consistent with state regulations promoting the transition to ZEVs. ----- Jun-2025: Staff hosted a site visit with CARB staff to discuss the plans and challenges of our transition to a zero emission fleet.
		4.2.3-Develop procurement policies that prioritize sustainable products and practices		Completed	Jun-2025: After extensive development and while more training and implementation will be needed, a Lunch & Learn for staff inaugurated the new Sustainable Procurement Guide established to support the use of sustainability criteria in procurement.
		4.2.4-Grow the Innovation Program		On Target	Nov-2024:Innovation Program Manager was hired and began working in SRI Office ----- Mar-2025:Innovation strategic plan initial draft prepared and under collaborative development ----- Apr-2025: Launched the Process Matters initiative to solicit efficiency improvements from staff
5. PARTNER with interested parties and the communities we serve	5.1-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	5.1.1-Implement public engagement and outreach plan for CAMP4W and business model refinement		Completed	Sep-2024: 140 people participated in a public forum to give input on development of the policies and partnerships element of CAMP4W; including environmental orgs, member agency reps and more ----- Jun-2025: Staff coordinated nearly triple the number of member agency meetings this year to support CAMP4W, business model discussions, sustainable infrastructure, and coordination on water supplies, operations and board items.
		5.1.2-Expand use of communication best practices, including expert panel presentations, that facilitate input of interested parties into board consideration of policies and projects		Completed	

		5.1.3-Regularly assess Internal Communications program to promote improvements in workplace culture and effectiveness that informs Metropolitan employees and supports their ability to serve as ambassadors		Behind Schedule	Sep-2024: "Water Champions" social media campaign launched to highlight employees and their work, weekly basis through 2024
	5.2-Reach disadvantaged communities and non-traditional interested parties to better understand their needs and ensure their inclusion in decision making	5.2.1-Update analysis of disadvantaged communities within Metropolitan service area and integrate the findings into our program activities and media buy strategies		Completed	<p>Oct-2024:Analysis of disadvantaged communities within Metropolitan's service area is complete, consolidating existing internal data resource.</p> <p>Jun-2025: Outreach for PWSC created multiple opportunities to help inform and create a dialogue with external organizations in disadvantaged communities, to engage their constituents, including community events and input.</p> <p>Metropolitan used its analysis of disadvantaged communities within its service area to inform conservation outreach. We focused on reaching underserved and ethnic communities through in-language advertising in select communities.</p>
		5.2.2-Increase tribal engagement		Completed	Staff meets with the Colorado River Indian Tribes (CRIT) education department on a quarterly basis to discuss workforce development education, training and job opportunities with surrounding community colleges and communities. Staff is expanding outreach to Chemehuevi Landing and Fort Mojave Indian Tribe
		5.2.3-Locally implement the national Equity in Infrastructure Program		Completed	<p>Procurement goal of 25% spent with small businesses was achieved in 2024 (reports are compiled annually).</p> <p>Staff has maintained an active leadership role in the California group of signatories to the Equity in Infrastructure Program.</p>