



**SPECIAL NOTICE REGARDING
CORONAVIRUS DISEASE 2019 (COVID-19)
AND PARTICIPATION IN PUBLIC MEETINGS**

On March 4, 2020, Governor Newsom declared a State of Emergency resulting from the threat of COVID-19. Governor Newsom issued Executive Order N-25-20 (3-12-20) and Executive Order N-29-20 (3-17-20) which temporarily suspend portions of the Brown Act relative to conducting public meetings. Subsequent thereto, Governor Newsom issued Executive Order N-33-20 (3-19-20) ordering all individuals to stay at home or at their place of residence. Accordingly, it has been determined that all Board and Workshop meetings of the San Bernardino Valley Municipal Water District will be held pursuant to the Brown Act and will be conducted via teleconference. There will be no public access to the meeting venue.

BOARD OF DIRECTORS WORKSHOP - RESOURCES
THURSDAY, APRIL 1, 2021 – 2:00 P.M.

PUBLIC PARTICIPATION

Public participation is welcome and encouraged. You may participate in the April 1, 2021, meeting of the San Bernardino Valley Municipal Water District online and by telephone as follows:

Dial-in Info: (877) 853 5247 US Toll-free
Meeting ID: 979 215 700
PASSCODE: 3802020

<https://sbvmwd.zoom.us/j/979215700>

If you are unable to participate online or by telephone, you may also submit your comments and questions in writing for the District's consideration by sending them to comments@sbvmwd.com with the subject line "Public Comment Item #" (insert the agenda item number relevant to your comment) or "Public Comment Non-Agenda Item". Submit your written comments by 6:00 p.m. on Wednesday, March 31, 2021. All public comments will be provided to the Chair and may be read into the record or compiled as part of the record.

IMPORTANT PRIVACY NOTE: Participation in the meeting via the Zoom app is strongly encouraged. Online participants MUST log in with a Zoom account. The Zoom app is a free download. Please keep in mind: (1) This is a public meeting; as such, the virtual meeting information is published on the World Wide Web and available to everyone. (2) Should you participate remotely via telephone, your telephone number will be your "identifier" during the meeting and available to all meeting participants; there is no way to protect your privacy if you elect to call in to the meeting.



SAN BERNARDINO VALLEY MUNICIPAL WATER DISTRICT
380 E. Vanderbilt Way, San Bernardino, CA 92408

BOARD OF DIRECTORS WORKSHOP - RESOURCES

AGENDA

2:00 PM Thursday, April 1, 2021

CALL TO ORDER

Chairperson: Director Hayes
Vice-Chair: Director Harrison

1) INTRODUCTIONS

2) PUBLIC COMMENT

3) SUMMARY OF PREVIOUS MEETING

3.1 March 4, 2021, Meeting (Page 3)
[Summary Notes BOD Workshop - Resources 030421](#)

4) DISCUSSION ITEMS

4.1 2020 Integrated Regional Urban Water Management Plan (IRUWMP) Status Update (Page 9)
[Staff Memo - 2020 Integrated Regional Urban Water Management Plan \(IRUWMP\) Status Update](#)
[2020 IRUWMP 60-Day Public Hearing Notice](#)

4.2 Update on Water Supply Conditions (Page 15)
[Staff Memo - Update on Water Supply Conditions](#)
[Figures from the Upper Santa Ana River Watershed Integrated Regional Water Management Plan](#)

4.3 CEO/General Manager's 2021/2022 Goals (Page 18)
[Staff Memo - GM Goals 2021-2022](#)
[2021/2022 CEO/General Manager Goals List](#)
[Departmental Goals Presented in January 2021](#)

5) FUTURE BUSINESS

6) ADJOURNMENT

PLEASE NOTE:

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the District's office located at 380 E. Vanderbilt Way, San Bernardino, during normal business hours. Also, such documents are available on the District's website at www.sbymwd.com subject to staff's ability to post the documents before the meeting. The District recognizes its obligation to provide equal access to those individuals with disabilities. Please contact Melissa Zoba at (909) 387-9228 two working days prior to the meeting with any special requests for reasonable accommodation.



DATE: April 1, 2021
TO: Board of Directors Workshop - Resources
FROM: Staff
SUBJECT: Summary of March 4, 2021 Board of Directors Workshop – Resources

The Resources Workshop convened on March 4, 2021. Vice President Hayes chaired the meeting via video conference.

Directors Present: President Kielhold, Vice President Hayes, Director Botello, Director Harrison, and Director Longville.

Staff Present:

Wen B. Huang, PE, MS – Chief Engineer/Deputy General Manager
Cindy Saks, CPA – Chief Financial Officer/Deputy General Manager
Bob Tincher, PE, MS – Chief Water Resources Officer/Deputy General Manager
Melissa Zoba, MBA, MPA – Chief Information Officer

Anthony Flordelis – Systems Analyst
Kristeen Farlow, MPA – External Affairs Manager
Matthew E. Howard, MS – Water Resources Senior Project Manager
Jose Macedo, ML, CPT-P (USA Retired) – Clerk of the Board/Assistant to the CEO
Adekunle Ojo, MPA – Manager of Water Resources
Shavonne Turner, MPA – Water Conservation Program Manager

Members of the Public Present:

Chris Palmer, California Special Districts Association
Melody McDonald, San Bernardino Valley Water Conservation District
David Raley, San Bernardino Valley Water Conservation District

Pursuant to the provisions of Executive Order N-29-20 issued by Governor Gavin Newsom on March 19, 2020 this meeting will be conducted by teleconference only.

3. Summary of Previous Meeting

The meeting notes from the February 4, 2021 meeting were reviewed with no comments.

4.1 Presentation by Chris Palmer, California Special Districts Association

External Affairs Manager Kristeen Farlow explained SBVMWD is an active member of the California Special Districts Association (CSDA) and introduced CSDA Senior Public Affairs Coordinator Chris Palmer, regional representative for the Southern Network.

Mr. Palmer gave an overview of federal legislation. He noted that special districts were not included in the Cares Act passed in 2020 so were excluded from COVID-19 funding sources. To overcome this, H.R. 535, and S. 91 "Special Districts Provide Essential Services Act" were introduced and are moving forward but are still not part of the new funding bill. Some districts are impacted by non-paying customers, he noted, and explained that CSDA is doing a national push as statewide, special districts have a growing revenue shortfall.

In response to Vice President Hayes, Palmer explained that language in H.R. 535 would define special districts as a local form of government and would allocate up to 5 percent of any federal funds coming to the state directly to special districts. He said that an infrastructure package is expected in the summer and CSDA is working to make sure that special districts are included.

Mr. Palmer detailed some state bills including on remote meetings (AB 361 and AB 703), and ACR 17 designating Special Districts Week May 16 to 22, 2021. CSDA offers professional development webinars, both live and on demand, and are free for CSDA members in 2021, Palmer advised. He pointed out upcoming events.

Mr. Palmer explained the Special Districts Leadership Foundation, its programs, and available scholarships. He pointed to resources on the CSDA website and gave an overview of the CSDA Communities pages. Vice President Hayes pointed out that regular CSDA emails contain good information.

In response to Director Botello, Mr. Palmer indicated that AB 703 was derived from the Paradise Fire tragedy and resulting Brown Act compliance challenges where the districts were not allowed to meet outside their boundaries and or to do virtual meetings. The

COVID-19 situation will not be the last emergency for the state, Palmer noted, so this would provide flexibility for virtual meetings where constituents can still participate.

Director Botello asked about CSDA fees and benefits, and Mr. Palmer explained that fees are based on annual operating revenue. Chief Financial Officer/Deputy General Manager Cindy Saks confirmed the cost this year was \$7,800. He explained the benefits of legislative advocacy, professional development, member services, and a local representative. Botello suggested communication with Congressman Pete Aguilar to advocate for the special districts' position. Mr. Palmer confirmed that Congressman Aguilar is supportive.

Director Harrison advised that the agenda for the CSDA Legislative Committee meeting on March 5 was 260 pages. Vice President Hayes indicated that the Santa Ana River Watershed Project Authority (SAWPA) had concerns about overreach in AB 377 and asked Mr. Palmer to look at it.

Action Item(s): Receive and file.

5.1 Update on the Sites Reservoir Project

Chief Water Resources Officer/Deputy General Manager Bob Tincher reminded the Board about its support of the development of the Sites Reservoir in Northern California. The Sites Project Authority Annual Report 2020 is included in the Board packet, he noted.

Tincher highlighted the new leadership of Executive Director Jerry Brown, and addition of two new partners which will reduce the cost of unsubscribed participation. Of the 232,000 acre-feet (af) of water anticipated from the reservoir, Valley District's portion is between 12,000 and 17,000 af per year, approximately 8 to 10 percent. This changes as partners change, but it is getting down to the agencies that really want to build the project.

He explained the working of the off-stream reservoir and its right-sizing, cutting about \$2 billion from the original proposal. He gave an overview of the 2020 highlights and milestones and said work continues on obtaining Prop. 1 and WIIN Act funding to cut the costs. Work is ongoing on state and federal permits for the project including water rights. He pointed out that the project was named in the Governor's Water Resilience Portfolio.

Mr. Tincher advised that the project has a strategic plan and shared the plan's vision: "Affordable water sustainably managed for California's farms, cities, and environment for generations to come," and its mission: "The Authority will build and operate a climate-resilient, 21st Century water storage system to responsibly manage and deliver water, improve the environment, and provide flood control and recreational benefits."

Project construction could begin around 2024, Tincher reported. He pointed out that Valley District General Manager Heather Dyer was quoted in the report. He also advised that better financial reporting was coming out. Collectively, Tincher noted, the project participants have invested \$37 million which is a great signal that there are dedicated partners.

Action Item(s): Receive and file.

5.2 Discuss Water Use Efficiency and Education Program Update

Water Conservation Program Manager Shavonne Turner advised that on February 12, the District was welcomed by the U.S. Environmental Protection Agency as a WaterSense EPA promotional partner and will participate in hosted campaigns throughout the year, such as Fix a Leak Week in March. Promotions will include the value and importance of water via outreach, marketing efforts and cross-promotion. Although participation is at no cost, the District will be required to submit an annual report, Ms. Turner advised.

Ms. Turner provided data on reimbursement requests for turf removal and low water use plants totaling \$14,856 since July 1, 2020. She noted that the District also funds 50 percent of retrofit costs for large water users specific to the weather-based irrigation controller program. Ms. Turner provided additional detail at the request of Director Botello, who advocated for added transparency. Ms. Saks described the invoices from the retail agencies and verification process. Director Longville pointed out that there will be improvements when the new water efficiency plan is implemented.

Director Botello acknowledged Ms. Turner's work and said he looked forward to working with her. Mr. Tincher reminded the Board that at a prior workshop, Manager of Water Resources Adekunle Ojo had detailed the significant water savings achieved and advised that staff is working on new reporting that will focus on water savings. Director Harrison noted that all agencies have been given this offer, but most have not taken advantage of it; however, those that have are well documented.

Vice President Hayes indicated that this is a snapshot in time, and other entities such as East Valley and San Bernardino Municipal water districts have participated in the past. Mr. Ojo pointed out that many agencies wait until the end of the fiscal year to submit for their reimbursements.

President Kielhold asked if the retailers were responsible for validation of the claims. Ms. Turner said she examines invoices and reaches out to the agencies with any questions. Director Longville indicated that some retailers have validation processes, and some do not, and some retailers have no programs at all. Kielhold stated that if the retailer is not providing verification, then Valley District should do so. Director Botello posited that the process should be standardized across the District.

Ms. Farlow pointed out that Valley District does site inspections for the weather-based irrigation controller program and the turf rebate program because the funding is going directly to the end-use customer from the District; whereas the District relies on the retailers to perform inspections for the devices eligible for the cash they are distributing directly to their customers.

Vice President Hayes said she was confident these comments would come back to the Board in the policies to be implemented as the program improves and evolves.

In response to Vice President Hayes, Ms. Farlow noted that the amount reimbursed in the last fiscal year was \$489,000 related to the agreement with San Bernardino.

Ms. Turner continued. She presented the outreach and education program and upcoming workshops, website hits and social media. She presented social media videos and Vice President Hayes commented.

Ms. Turner concluded her presentation and advised that the implementation of water efficiency programs will take some time, but all will be beneficial. Mr. Ojo pointed out that the emphasis is on incentives but there are many other things that can be done for retailers and partners to manage demand, but education and outreach are a foundational aspect. Director Longville pointed out that the Valley District Water Demand diagram is holistic and said that if there is activity in all those areas, the District is going in the right direction.

Mr. Huang advised that the Water Use Efficiency Assessment is still in progress.

Action Item(s): Receive and file.

6. Future Business

Director Longville requested an update on the following items at a future workshop:

- Status of reusable shopping bag design and distribution
- Update on potential partnership or collaboration opportunities with Kimbark Elementary

7. Adjournment

Staff Recommendation

Receive and file.



DATE: April 1, 2021

TO: Board of Directors Workshop - Resources

FROM: Matt Howard, Water Resources Senior Project Manager
Adekunle Ojo, Manager of Water Resources

SUBJECT: 2020 Integrated Regional Urban Water Management Plan (IRUWMP) Status Update

Summary

At the April 1, 2021 Resources Workshop, staff will provide a progress update on the preparation of the 2020 Upper Santa Ana River Watershed Integrated Regional Urban Water Management Plan (IRUWMP), which is due to the California Department of Water Resources (DWR) by July 1, 2021. The IRUWMP is a simultaneous update and combination of two planning documents and this is the first time they are being combined anywhere in California.

DWR released the long-awaited Draft Guidebook for the 2020 UWMP in August 2020. The Board awarded the contract for this trail-blazing project on September 15, 2020 to Water Systems Consulting, Inc. (WSC) and WSC is on track to deliver the project on schedule.

The basic elements of the IRUWMP that are complete, or nearly complete, include:

- Assessment of the reliability of water supply sources over a 20-year planning horizon
- Baseline demand forecast, scenario planning, and a shortage contingency analysis
- Discussion of imported and local water supplies, demand management measures, supply reliability assessment, and a water shortage contingency plan

The next steps over the next 30-45 days include:

- Release of the Draft IRUWMP and Regional Water Shortage Contingency Plan – early April
- Public Draft Released – late April or first week of May

Background

Valley District and 15 other agencies prepared the original Integrated Plan in 2007 pursuant to the Regional Water Management Planning Act. The Integrated Plan is a comprehensive planning document that evaluates the region's water resources and develops goals and management strategies to provide a reliable water supply for the Valley District service area; it also provides access to State funding to support and advance integrated, multi-benefit regional projects. The Integrated Plan also created the Basin Technical Advisory Committee (BTAC) to facilitate implementation and update of the Integrated Plan and to provide a forum for discussion of regional water management. The Integrated Plan was last updated in 2015 and was due for update in 2020.

In 2010, nearly all of the retail water agencies in the Valley District service area chose to create the first Regional Plan rather than develop their own individual Urban Water Management Plans (UWMP). The Regional Plan also evaluates the area's water resources and requires each retail water agency to prove that their water supply will be able to withstand a short-term or long-term drought and to show how they are meeting statewide water conservation requirements, among other things. The Regional Plan was last updated in 2015 and is updated every five years, due to DWR in years ending in 1 or 6, with the next update being due on July 1, 2021.

Rather than continue updating these overlapping documents independently, Valley District and its partners made the bold move to combine them into a single new document – the ***2020 Upper Santa Ana River Watershed Integrated Regional Urban Water Management Plan*** (IRUWMP). The vision is that the overlapping sections of the two documents can be combined to create one cohesive document that outlines the region's plans for providing a sustainable water supply while also meeting all of the requirements of both the Urban Water Management Planning Act (Division 6 Part 2.6 of the California Water Code §§10608 – 10656) and the Regional Water Management Planning Act (Division 6 Part 2.2 of the California Water Code §§10530 – 10546).

State legislation passed in 2018 established new requirements for urban water management plans, which now must include a water shortage contingency plan and drought risk assessment methodology that compares available supplies with projected water demands. Under these requirements, water suppliers must now plan for a dry period that lasts for five (5) consecutive years, an increase from the previous requirement of three (3) years. A new 30-year drought scenario that is more consistent with the length of drought the region may experience based upon past hydrology and the results of the RAND evaluation of the Regional Plan's supplies and demands are also incorporated into this planning process and the new document.

List of Participating Agencies:

2020 IRUWMP	
IRWMP Agencies	UWMP Agencies
1. Big Bear Lake Department of Water and Power	1. City of Colton
2. Big Bear City Community Services District	2. East Valley Water District
3. East Valley Water District	3. City of Loma Linda
4. Fontana Union Water Company	4. City of Redlands
5. City of Loma Linda	5. City of Rialto
6. City of Redlands	6. Riverside Highland Water Company
7. City of Rialto	7. San Bernardino Municipal Water Department
8. City of Riverside Public Utilities Department	8. San Bernardino Valley Municipal Water District
9. San Bernardino County Flood Control District	9. South Mesa Water Company
10. San Bernardino Municipal Water Department	10. West Valley Water District
11. San Bernardino Valley Municipal Water District	11. Yucaipa Valley Water District
12. San Bernardino Valley Water Conservation District	
13. San Gorgonio Pass Water Agency	
14. South Mesa Water Company	
15. West Valley Water District	
16. City of Yucaipa	
17. Yucaipa Valley Water District	

Fiscal Impact

There is no fiscal impact associated with this update. The Board approved funding for this project at the September 15, 2020 Regular Board of Directors meeting. The total cost for this project is \$393,100. After taking into consideration the reimbursement from our partners, Valley District’s net cost will be \$120,460.

Staff Recommendation

Receive and File

Attachment

2020 IRUWMP 60-Day Public Hearing Notice

March 23, 2021

Delivered via Email

Subject: 2020 Integrated Regional Urban Water Management Plan for the Upper Santa Ana River Watershed

Dear Regional Stakeholder:

Notice is hereby given that the San Bernardino Valley Municipal Water District (Valley District) and its partners (Participating Agencies) are in the process of preparing the 2020 Upper Santa Ana River Watershed Integrated Regional Urban Water Management Plan (2020 IRUWMP). The 2020 IRUWMP updates and merges the 2015 Upper Santa Ana River Watershed Integrated Regional Water Management Plan (2015 IRWMP) and the 2015 San Bernardino Valley Regional Urban Water Management Plan (2015 RUWMP) into a single comprehensive document for guiding water resource management for the Upper Santa Ana River Watershed, the first of its kind in California.

The 2020 IRUWMP is being developed in compliance with the Urban Water Management Planning Act, the Integrated Regional Water Management Planning Act, and other applicable laws and regulations. All of the agencies participating in the development of the 2020 IRUWMP are listed in the table on the following page, along with an indication of whether the 2020 IRUWMP serves as that agency's 2020 UWMP.

Water Code section 10621(b) requires an urban water supplier updating its UWMP to notify cities and counties within its service area of the update at least sixty (60) days prior to holding a public hearing. This letter serves as notice that the Participating Agencies that are using the 2020 IRUWMP as their 2020 Urban Water Management Plan (referred to hereafter as Participating UWMP Agencies), plan to adopt and submit the 2020 IRUWMP to the California Department of Water Resources by the July 1, 2021 deadline. The Participating UWMP Agencies will also be adopting their respective updated Water Shortage Contingency Plans (WSCPs) as part of the 2020 IRUWMP.

A draft of the 2020 IRUWMP, which will include the WSCPs for each of the Participating UWMP Agencies, will be available for public review on the Participating UWMP Agencies websites starting in May 2021 and each one will hold an individual public hearing on their respective chapters of the 2020 IRUWMP and WSCP, in advance of their adoption in May or June 2021. The public hearings will be noticed and announced by each Participating UWMP Agency's public meeting agenda; each agency's web site address is shown in the table on the following page.

Board of Directors and Officers

JUNE HAYES
Division 1

GIL J. BOTELLO
Division 2

SUSAN LONGVILLE
Division 3

T. MILFORD HARRISON
Division 4

PAUL R. KIELHOLD
Division 5

HEATHER P. DYER
General Manager

Participating Agency	2020 IRUWMP serves as Agency 2020 UWMP?	Agency Website
Big Bear City Community Services District	No	www.bbccsd.org
City of Big Bear Lake Department of Water	No	www.bbldwp.com
City of Colton	Yes	www.ci.colton.ca.us
City of Loma Linda	Yes	www.lomalinda-ca.gov
City of Redlands	Yes	www.cityofredlands.org
City of Rialto	Yes	www.rialtoca.gov
City of San Bernardino Municipal Water Department	Yes	www.sbmwd.org
East Valley Water District	Yes	www.eastvalley.org
Elsinore Valley Municipal Water District	No	www.evmwd.com
Fontana Water Company	No	www.fontanawater.com
Riverside Highland Water Company	Yes	www.rhwco.com
Riverside Public Utilities	No	www.riversideca.gov/utilities
San Bernardino County Flood Control District	UWMP not required	cms.sbcounty.gov/dpw
San Bernardino Valley Municipal Water District	Yes	www.sbvmd.com
San Bernardino Valley Water Conservation District	UWMP not required	www.sbvwd.org
San Geronio Pass Water Agency	No	www.sgpwa.com
South Mesa Water Company	Yes	southmesawater.com
West Valley Water District	Yes	www.wvwd.org
Western Municipal Water District	No	www.wmwd.com
Yucaipa Valley Water District	Yes; separate notice also provided	www.yvwd.dst.ca.us

Valley District and our regional partners invite you to submit comments and consult with Valley District or any of the agencies regarding the preparation of the 2020 IRUWMP. If you have any input for the 2020 IRUWMP or require additional information, please contact me directly at (909) 387-9230 or by email at matth@sbvmwd.com.

Sincerely,

Matthew Howard

Matthew Howard
Water Resources Senior Project Manager
San Bernardino Valley Municipal Water District



DATE: April 1, 2021

TO: Board of Directors' Workshop - Resources

FROM: Bob Tincher, Chief Water Resources Officer/Deputy General Manager

SUBJECT: Update on Water Supply Conditions

At this workshop, staff will make a presentation on local and statewide water supply conditions to keep the Board and stakeholders informed about developing conditions. As always, Valley District encourages all customers to use water efficiently.

Background:

Precipitation in California is “feast or famine”, being highly variable from year to year with rapid shifts from very wet to very dry conditions. The water year starts in October and the state gets most of its rainfall from December through March. Valley District has developed a robust water supply portfolio consisting of demand reduction, imported water, local runoff/stormwater capture and recycled water. This diverse water supply portfolio supports a sustainable and reliable water supply for the San Bernardino Valley in drought conditions such as the 22-year drought the region is currently experiencing.

The Department of Water Resources just recently announced that Valley District’s allocation of State Water Project Water (SWP) will be reduced from 10% to 5% due to the dry hydrologic conditions in Northern California. There is still a chance that spring storms could increase the allocation although, as of today, that does not appear likely. The SWP has only had a 5% allocation one other time, in 2014. Although water conditions are dry in Northern California, the region has received a lot of snow in our local mountains which will help overcome the lower SWP allocation.

The region’s water supply planning documents, *Upper Santa Ana River Watershed Integrated Regional Water Management Plan (IRWMP)* and *San Bernardino Valley Regional Urban Water Management Plan (RUWMP)*, plan for dry conditions like these. One of the primary water

management strategies is to import as much SWP water, as possible, during wet years and then rely on that stored water supply in dry years. The region currently has almost 9 million acre-feet of groundwater in storage. The attached figures, from the RUWMP, demonstrate how the region plans to maximize the use of SWP water in wet years and then shift to groundwater when less SWP water is available in dry years.

In 2014, when the SWP allocation was 5%, Valley District met with the retail water agencies to develop a plan for shifting from SWP water to groundwater. Staff will again be working with the retail water agencies, through the Basin Technical Advisory Committee, to develop a plan should the allocation remain at 5%. Staff will also be bringing a recommendation that the Board consider purchasing additional water through the Yuba Accord.

Fiscal Impact:

There is no fiscal impact related to this item

Staff Recommendation:

Receive and File

Attachments:

Figures from the Upper Santa Ana River Watershed Integrated Regional Water Management Plan

Figure 4.2 from the San Bernardino Valley Regional Urban Water Management Plan (RUWMP) demonstrates the region’s plan to import water in wet years when it is plentiful.

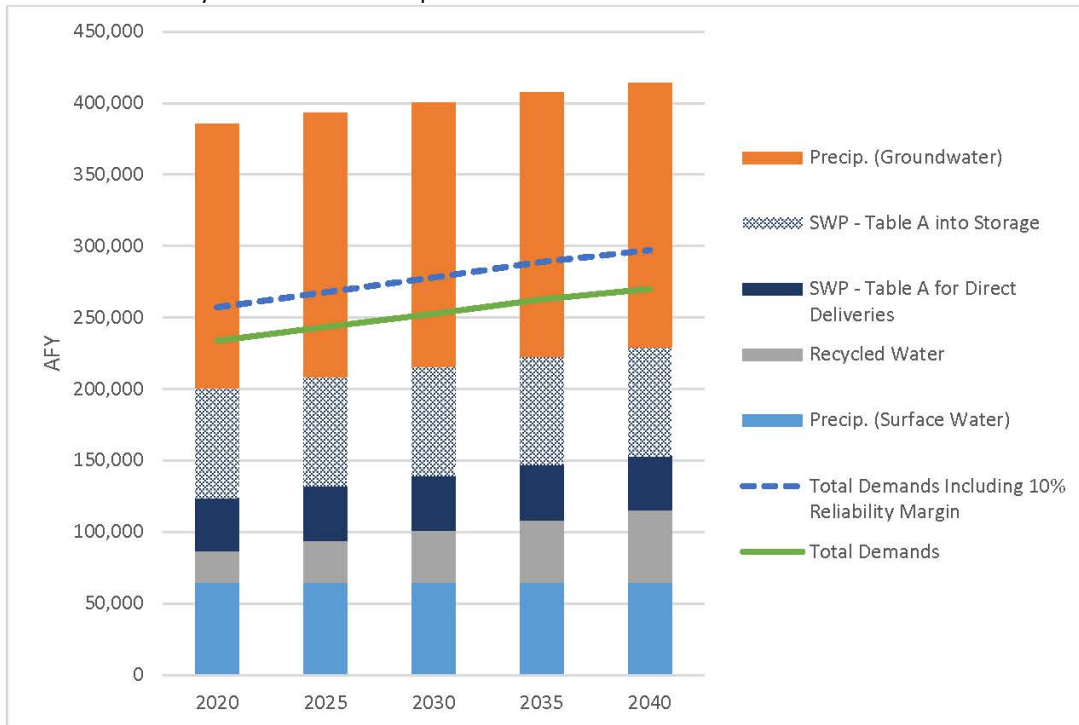


Figure 4-2. Estimated Regional Wet Year Supplies and Demands

Figure 4.3 from the RUWMP demonstrates the region’s plan to rely more on groundwater in dry years when imported water is in short supply

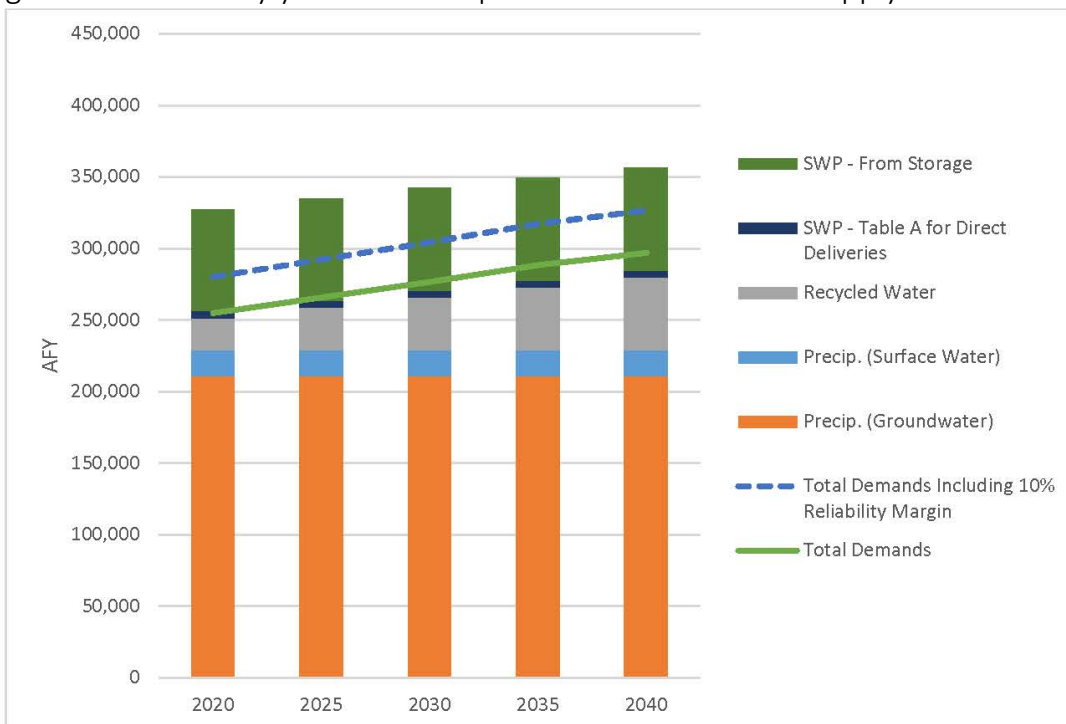


Figure 4-3. Estimated Regional Single Dry Year Supplies and Demands



DATE: April 1, 2021
TO: Board of Directors' Workshop – Resources
FROM: Heather Dyer, CEO/General Manager
SUBJECT: Discuss CEO/General Manager's 2021/2022 Goals

Each year, I identify my priorities for the District for the upcoming year. These priorities are converted into goals that can be acted upon by each department. While 2020 was truly an unprecedented year for us, I am pleased to report that we saw no loss of productivity across all departments. In fact, I would venture to say that 2020 was one of our most productive years on the books.

In 2021/2022, the District's focus will continue to be on collaboration and planning for a long-term reliable water supply. This will come in many forms, including the completion of our first-ever Strategic Plan, the final completion of the Habitat Conservation Program, the development of a Climate Resilience Plan, and the establishment of a Forest Headwaters Management working committee. Importantly, a major goal is to develop a Capital Improvement Program which will prioritize and plan for the financing and implementation of our many local water projects being permitted by the HCP, including the Active Recharge Projects, the Enhanced Recharge projects, and our regional recycled water infrastructure. Identifying creative options to help fund these projects will be crucial to maximizing the value of the local water captured and make our District funds stretch further. In order to inform these significant financial decisions, we will build a new financial model which will show trajectories of revenues and expenses under various scenarios. This tool will also help guide the Board's financial policy decisions and our long-term strategic planning for investments in local and statewide water

supply and related projects. Additionally, it is my goal to ensure the long-term strength and resilience of our internal District team by proactively addressing succession planning and employee development. I also would like to position the District as an employer of choice by being competitive in wages and benefits while also fostering the best work culture and offering consistent challenges and career growth to our employees. My proposed goals for 2021 are detailed in Attachment 1 and, as a reminder, the specific Departmental goals that were previously presented in January are included in Attachment 2.

Fiscal Impact

The costs associated with the annual CEO/General Manager goals are either included in the approved 2021 fiscal year budget or will be included in the upcoming proposed 2022 fiscal year budget.

Recommended Action

Provide feedback and direction on the CEO/General Manager's 2021/2022 goals.

Attachment

1. 2021/2022 CEO/General Manager Goals List
2. Departmental goals presented in January 2021



Presentation Item 4.3

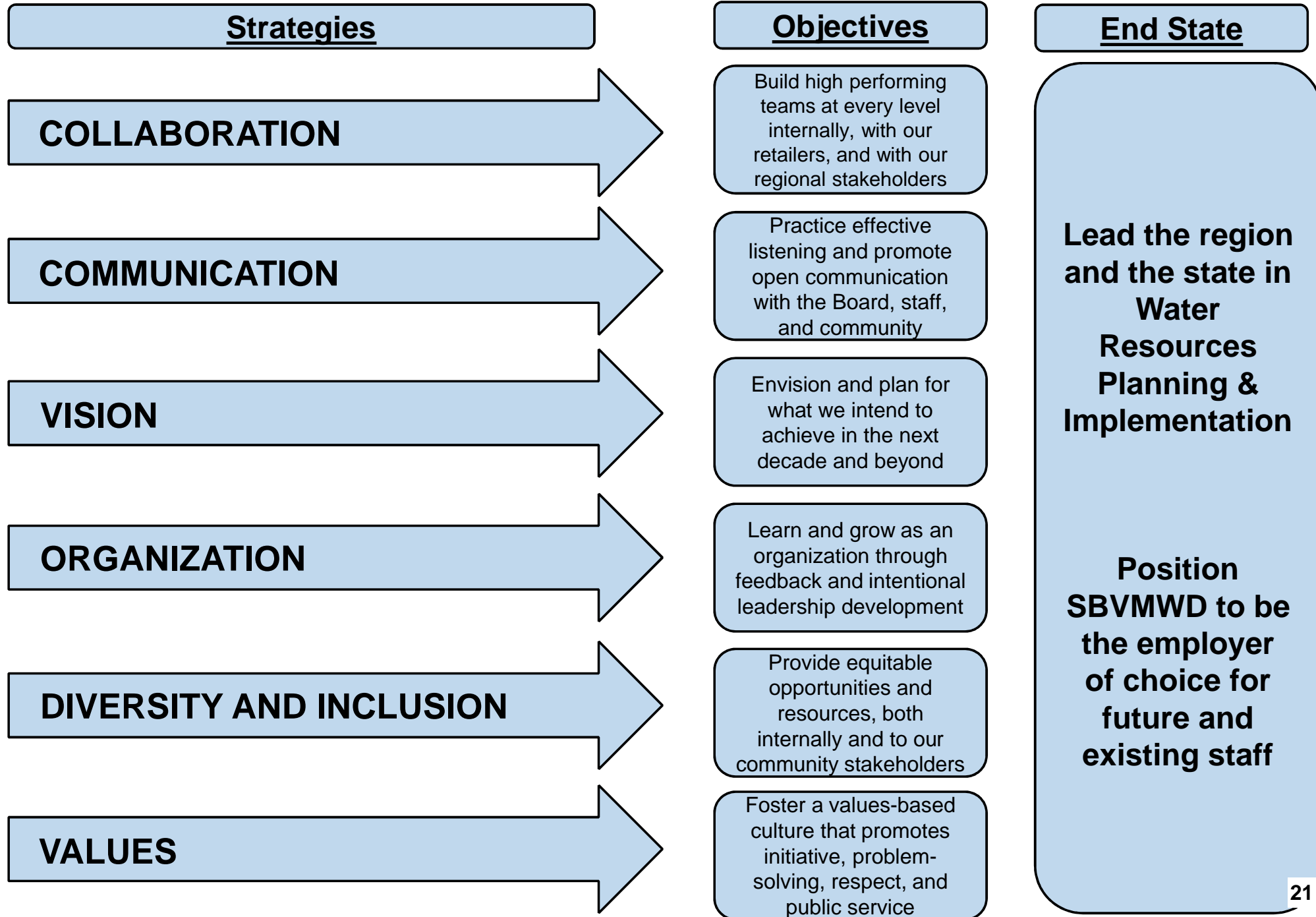
Heather Dyer, MS, MBA – Chief Executive Officer/General Manager

CEO/General Manager 2021/2022 goals

Staff Recommendation

Provide feedback and direction to CEO/General Manager

2021/ 2022 SBVMWD Goal Strategy Framework



2021/2022 Goals Overview

Purpose

Lead the region in Water Resource Planning and Implementation while making SBVMWD the employer of choice for future & existing staff.

External Goals

- ❖ Strategic Plan
- ❖ 7-Oaks Feasibility Study
- ❖ Habitat Conservation Program
- ❖ Climate Resilience Plan
- ❖ Headwater Resilience Partnership
- ❖ Demand Mgmt. Program
- ❖ Strategic Communications Plan
- ❖ Capital Improvement Program

Internal Goals

- ❖ Strategic Plan
- ❖ New Financial Model
 - Financial Policies
- ❖ Competitive Employer Positioning
 - Class and Compensation
 - Long Term Benefits
- ❖ Long-term Organizational Needs
 - Human Resources/Risk Mgmt./Safety Assessment
 - Succession Planning
 - Career Mapping
 - Employee Development
 - Workforce Pipeline

End State

Posture the District to be a regional leader, to maximize opportunities, and to ensure successful operations, fiscal responsibility, and public service for decades to come.

	GOALS	2021	2022	2023 & Beyond
1.	Valley District Strategic Plan	Complete Plan.	Develop Goal-Specific Action Plans	Implement Action Plans
2.	Seven Oaks Dam Water Conservation Feasibility Study. - Develop working relationship with Army Corps of Engineers	Begin Study.	Complete Feasibility Study to add Water Conservation as an authorized use of dam	
3.	Upper SAR Habitat Conservation Program	Complete Plan.	Receive Permits and Implement Program.	
4.	Valley District Climate Resilience Plan - Develop strategy to ensure District is prepared to handle the various threats and stressors resulting from climate change.	Complete Draft Plan.	Finalize Plan. Begin implementation. Use as supporting document to apply for climate-resilient infrastructure funding.	
5.	Headwaters Resilience Partnership. - Develop strategic framework for regional partnership with US Forest Service, CalFire, community groups, and other local stakeholders to focus planning efforts on proactive activities to promote the long-term health and resilience of our headwater forest areas.	Complete Partnership framework. Begin developing action plan.	Prepare strategic planning document. Explore various funding and partnership opportunities for implementation of headwaters management activities.	
6.	Valley District Demand Management Program. - Development of our re-envisioned Water Conservation Program that will provide meaningful opportunities and support to the retailers and community to reduce demand on our groundwater resources.	Complete Planning. Implement.	Measurement and Performance Tracking and Refinement of Program.	
7.	Valley District Capital Improvement Program - Plan the projects that the District envisions being built over the next 10 years. - Estimate costs and identify potential funding options for program	Complete Planning Document	Refine project designs, phasing, and costs.	Begin Implementation.

	GOALS	2021	2022	2023 & Beyond
8.	Strategic Communications Plan - Develop formal strategy to increase Valley District's visibility in the community and promote our many valuable initiatives to the people we serve.	Complete Plan.	Implementation.	
9.	New Financial Model. - Develop new modeling tool to predict revenues over time given various conditions and incorporate capital expenses and other obligations into long-term financial outlook	Complete Model.	Implementation.	
10.	Position District as competitive with neighboring water agencies for talent acquisition and employee retention. a. Class and Compensation Study (Phase I) b. Long-term Benefits Assessment (Phase II)	a. Complete Study. b. Begin Assessment.	Implement.	Regular review of comp and benefits every 2 - 3 yrs.
11.	Human Resources/Risk Mgmt./Safety Baseline Assessment - Complete assessment of our current needs and develop strategies to meet the current and future needs of the District	Complete Study. Implement.	Implementation.	
12.	District-wide Succession Plan and Employee Development Program - Complete assessment of District staffing needs in next 1-5 years and 6-10 years. Develop strategy to meet future needs by preparing and developing internal staff, where appropriate, while also positioning District to secure top talent	Begin Planning and Program Development.	Implementation.	
13.	Employee Handbook Update - Revise employee handbook including update of various personnel-related policies	Complete Update.	Implementation.	
14.	Workforce Pipeline Development (IEWorks or other similar program) - Identify opportunities to build a workforce pipeline within the region to ensure long-term availability of trained and qualified persons to staff future positions.	Begin Development.	Implementation.	

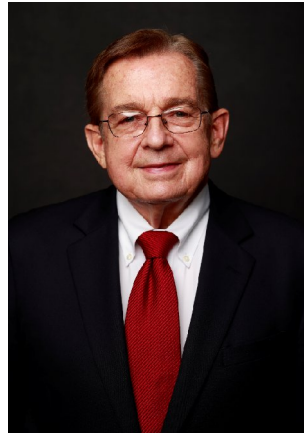
Director Comments and Discussion



Paul
Kielhold
President



June Hayes
Vice President



T. Milford
Harrison
Treasurer



Gil J.
Botello
Director



Susan
Longville
Director

Staff Recommendation

Provide feedback and direction to CEO/General Manager regarding proposed goals.

2021 GOALS

Business Information Services

- Enterprise Resource Planning (ERP) Tools
- Board Room Audio-Visual
- Development of Drone Program and Management Tools

Finance & Administration

- Update Long Range Financial Model
- Develop Financial Plan/Policy
- Financial and administrative support for ERP

Engineering & Operations

- Begin Construction of Phase 1B of Enhanced Recharge and Recycled Water Recharge Basins and Pipelines
- Complete design refinements for active recharge
- Renewable Energy - Waterman Hydro Construction and Admin. Building Solar

Water Resources

- Integrated Regional Urban Water Management Plan (IRUWMP)
- Water Use Efficiency Master Plan
- Basins' Management Zones/Tool and Yucaipa Groundwater Sustainability Plan
- Salt and Nutrient Mgmt. Plan

Habitat Conservation Program

- Establish JPA to Implement HCP
- Complete Comprehensive Adaptive Monitoring & Mgmt. Plan
- Develop Forest Headwaters Resilience Plan
- Begin Construction on Tributaries Restoration Projects