

SMART TRACKER

Goal	Outcome	% Complete (graphic)	Status	Status Update
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.	1.1.1-Establish Office of Diversity, Equity, and Inclusion.	60	Borderline	Jan - 2023 - Update by Thomas, Liji ----- The DE&I Office currently has 4 open head count so we are still building the office... We are working with HR to get the situation resolved as quickly as possible. I hope to have the office completely staffed in the next 6 months (by June 2023).
	1.1.2-Establish Office of EEO	100	Completed	Oct - 2022 - Update by Wisdom,Jonaura ----- ...EEO policies have been updated and approved; the EEO Complaint & Investigative Process was submitted to the CSA by the October 20, 2022 deadline; the iSight case database system went live on October 20, 2022...
	1.1.3-Assess current EEO caseload and close 25% of open cases.	100	Completed	Jan - 2023 - Update by Wisdom,Jonaura ----- EEO has closed 82% of the cases inherited on April 18, 2022.
	1.1.4-Implement reforms identified in the Workplace Climate Assessment and California State Audit.	100	Completed	Pending CSA acceptance of this weeks submittal. Report to the Board scheduled May 9, 2023.
	1.1.5-Expand and improve Management and Leadership Development program	80	On Target	Mar - 2023 - Update by Chan,Susan ----- The Metropolitan Management University (MMU) graduated its 13th cohort with its concluding session focusing on building agile/spontaneous coaching and communication skills. The most recent MMU cohort debrief will take place at the end of the month with continued recommendations to evolve the program to meet MWD's leadership goals.

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	1.1.6-Complete National Safety Council analysis and implement recommendations.	45	On Target	<p>Mar - 2023 - Update by Thompson,Keia L -----</p> <p>This month the General Manager sent a communication to all staff that the National Safety Council (NSC) completed its assessment of Metropolitan's safety program and published the Safety Culture Assessment report. The report is now available for employees to review. Beginning this year, the NSC will work with Metropolitan leadership in implementing the safety program improvement recommendations in the report.</p> <p>This month staff presented an update to the Board on the findings and recommendations in the National Safety Council's (NSC) Safety Culture Assessment report. Staff is establishing a workgroup and preparing an implementation plan to address all recommendations in the NSC report.</p>
<p>1.2-Prepare and support the workforce by expanding training and skill development and updating strategies to recruit and retain diverse talent at a time when Metropolitan's needs are evolving and employee expectations about the workplace are changing.</p> <p>KASAINÉ</p>	1.2.1-Update recruitment strategies and practices.	90	On Target	<p>Mar - 2023 - Update by Chan,Susan -----</p> <p>Recruitment Training took place 3/20/2023-3/23/2023 and will be ongoing for new hiring managers. Additional strategies are being negotiated with MWD Bargaining Units.</p>
	1.2.2-Update training curriculum and increase cross-training and mentorship opportunities.	60	On Target	<p>Mar - 2023 - Update by Chan,Susan -----</p> <p>OD&T is working on the development of resources for managers (training and a conversation tool) to have focused career development conversations with team members during this year's MyPerformance cycle.</p>
	1.2.3-Institutionalize knowledge transfer from retiring staff.	60	Borderline	<p>Mar - 2023 - Update by Chan,Susan -----</p> <p>OD&T featured ESG's succession plan in the concluding session of the graduating MMU cohort. It will likely be more prominently featured in the program moving forward and possibly influence a class project in the next program rollout (July/August).</p>

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	1.2.4-Expand pathways to employment.		- Not Available -	<p>Jan - 2023 - Update by Thomas,Liji M -----</p> <p>To expand pathways to employment, Metropolitan is a signatory on IEWorks, a consortium that increases the number of highly qualified candidates for mission-critical positions in the water/wastewater industry, while promoting economic equity across the Inland Empire. Metropolitan also is part of the California Water, Wastewater, and Energy Workforce Development Program, in collaboration with the California Municipal Utilities Association. The Program recently received a \$4M High Road Training Partnership grant which will support, among other things, Metropolitan's</p>
2.1-Conduct a careful, deliberative and inclusive review of the rate structure to ensure the business model can adapt to changing needs of the member agencies and support sustainable local and imported supplies.	2.1.1-Review and assess Met's business model.		- Not Available -	<p>Mar - 2023 - Update by Schlageter,Martin D -----</p> <p>Discussions among member agency managers and at the Board's Subcommittee on Long-term Regional Planning Processes and Business Modeling helped scope and advance the initiation of a Climate Adaptation Master Plan for Water.</p>
KASAINÉ	2.1.2-Review Local Resource Program and identify alternative financing models.	15	Borderline	<p>Jan - 2023 - Update by Coffey,Brad -----</p> <p>Developing alternatives for participation in Doheny Desalination project. White paper under development (Teitz) to examine models of participation for a 10 million-gallon-per day (MGD) expansion from the initial 5 MGD plant. This would also consider regional integration and a potential exchange, facilitated by Metropolitan, between member agency participants.</p>

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2.2-Manage rate pressure on member agencies through attention to programmatic costs, organizational efficiencies and efforts to secure external funding for projects with broad and multi-purpose benefits. KASAINÉ	2.2.1-Develop non-rate revenue strategies.	70	On Target	Feb - 2023 - Update by Crosson,Elizabeth K ----- Issued an RFSI with Real Property to solicit concept ideas for developing renewable energy and storage projects on Metropolitan properties. Submissions are due April 11.
	2.2.2-Conduct an organizational efficiency review.	80	Borderline	Feb - 2023 - Update by Schlageter,Martin D ----- Board member and Member Agency interviews were completed in January, and Mohsen Mortada presented the summary of their findings at the February board retreat.
3.1-Provide each member agency access to an equivalent level of water supply reliability through necessary adaptive	3.1.1-Develop supply plan for extended drought conditions.	50	Borderline	Feb - 2023 - Update by Coffey,Brad ----- Staff developing Board presentation for March that provides an update on portfolio development.

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implementation of the IRP findings. COFFEY	3.1.2-Provide near-term water supply gap closure in response to drought emergency.	93	On Target	Mar - 2023 - Update by Ohigashi,Mark R ----- 1. Design is ongoing. Revised board date, final on-line date remains unchanged (This update relates to the Inland Feeder Rialto Pipeline Intertie). - 95% complete 2. Design is ongoing. Revised board date, final on-line date remains unchanged (This update relates to the Inland Feeder Badlands Tunnel Surge Protection). - 92% complete 3. Design is ongoing. Also, finalizing a construction easement with San Bernardino County Conservation District/ BLM. 4. Revised board date, final on-line date remains unchanged (This update
	3.1.3-Expand long-term water supply reliability for the State Water Project dependent areas.	50	On Target	Mar - 2023 - Update by Ohigashi,Mark R ----- Prepared an information board letter and presentation for the March Pure Water/Conveyance System Subcommittee meeting. The letter recommends actions (implementation and study) to enhance the supply reliability of SWP-dependent areas. Conducted the first workshop with the westside SWP-dependent area agencies to determine the methodology for the E-W conveyance study. After the March report to the subcommittee, the task to provide engineering support for the planning of long-term water supply reliability will continue with a new milestone to complete studies identified
	3.1.4-Initiate IRP Implementation Plan.	15	Borderline	Mar - 2023 - Update by Coffey,Brad ----- Staff presented IRP implementation as part of the Climate Adaptation for Water Plan to the Long-Term Regional Planning Processes & Business Modeling committee and sought feedback on its organization.

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	3.1.5-Reach consensus on a plan to avoid critical elevations in Lake Powell and Lake Mead.		- Not Available -	<p>Jan - 2023 - Update by Schlageter,Martin D -----</p> <p>After months of negotiations, two separate proposals were submitted to the Bureau of Reclamation in January – one from California, and another from the six other states. While California was united in proposing water conservation that would comport with existing laws and agreements, we were unable to agree with states that want California to shoulder the majority of cuts under an inequitable framework and without the funding or tools to manage such cuts. Reclamation will proceed with modeling and environmental analysis of the necessary reductions, and the negotiations over both short-term actions and long-term solutions will continue. We are committed to pursuing a true consensus, one that maintains unity within California, includes agricultural, tribal and international concerns, shares responsibility among all the basin states, and protects the health of Southern California.</p>
	3.1.6-Implement and promote agricultural water-conservation best practices.	30	Borderline	<p>NOTE: New Outcome Lead assigned in March 2023</p> <p>Jan - 2023 - Update by Coffey,Brad -----</p> <p>Expanded PVID following under 500+ Plan. Submitted grant application to USBR for Part 1 of IRA funding in partnership with PVID and Bard. Awaiting notice from USBR. Completed study on water efficiency savings at PVID-- water savings to MWD are minimal because of return flows. Evaluating healthy soils pilots with Pool Property.</p>
	3.1.7-Increase outdoor water use efficiency.	50	On Target	<p>Mar - 2023 - Update by Goldman,Elise M -----</p> <p>Preparing to present the interactive turf dashboard to the April One Water & Stewardship Committee. Continuing effort to expand the tool and identify turf at the retail agency level. Retail level analysis expected completion Sept. 2023.</p>
3.2-Advance the long-term reliability and resilience of the	3.2.1-Establish Office of Sustainability, Resiliency and Innovation.	100	Completed	<p>Aug - 2022 - Update by Crosson,Elizabeth K -----</p> <p>Office is established. Staff hired and physical office set up. Strategic planning</p>

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<p>region's water sources through a One Water approach that recognizes the interconnected nature of imported and local supplies,meets both community and ecosystem needs,and adapts to a changing</p> <p>CROSSON</p>	<p>3.2.2-Launch district-wide process for developing a comprehensive sustainability and resiliency strategy.</p>	<p>45</p>	<p>On Target</p>	<p>Feb - 2023 - Update by Crosson,Elizabeth K ----- Hosted a GM Environmental Listening Session with environmental leaders and brought Isle Utilities on board to help develop the Strategy.</p>
	<p>3.2.3-Initiate near-term strategies identified in the Climate Action Plan.</p>	<p>75</p>	<p>On Target</p>	<p>Mar - 2023 - Update by Crosson,Elizabeth K ----- SRI is working with WSO on funding strategies for purchasing 10-12 zero emission trucks and expediting the installation of fleet charging infrastructure at Weymouth and Union Station. The team is also exploring green energy options for Pure Water Southern California facilities in Carson. The first annual Climate Action Plan Report will be released in April.</p>
	<p>3.2.4-Implement sustainable energy practices in CIP projects.</p>	<p>35</p>	<p>On Target</p>	<p>Mar - 2023 - Update by Ohigashi,Mark R ----- Engineering and Environmental Planning initiated effort to incorporate the requirements for contractor reporting on GHG emissions into Metropolitan's standard construction contract specifications.</p>
	<p>3.2.5-Determine targets for stormwater and develop programmatic strategies for supply and use-reduction.</p>	<p>55</p>	<p>On Target</p>	<p>Feb - 2023 - Update by Hacker,Matthew D ----- Staff (Christina Vallejo and Matt Hacker) attended the Chino Groundwater Basin Sustainability Tour hosted by the Chino Basin Water Conservation District on February 16. Part of the tour included a visit to the Montclair Basins Improvement Project, a project funded by Metropolitan under the stormwater recharge pilot program. A group photo is included in the attachments below. Staff met with the ARLA team on February 27 to discuss preliminary results of their stormwater capture pilot study. This study has focused on the potential for additional stormwater capture on residential sites in the Lower San Gabriel, Lower Los Angeles River, and Malibu Creek watersheds by</p>

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	3.2.6-Expedite the Pure Water Southern California project.	87	On Target	<p>Mar - 2023 - Update by Ohigashi,Mark R -----</p> <p>The Program Manager consultant agreement is being routed for signatures. The Board authorized pipeline preliminary design consultant agreements in March. Neither the Program Manager nor the preliminary design work will begin until the state funds have been received. Funding is anticipated to be in early April 2023. CEQA technical studies continue and some of the "general" sections of the EIR are being written with the draft EIR scheduled for publishing in January 2024. The USBR grant was successfully submitted on February 28 and staff is pursuing support letters from agencies that have approved LOIs. A draft decision to incorporate a phased tMBR process approach has been developed and additional testing will be performed to confirm the preliminary decision and optimize design criteria. sMBR testing will be complete in May 2023.</p>
	3.2.7-Advance Delta Conveyance Project (DCP) planning and permitting.	50	On Target	<p>Mar - 2023 - Update by Hawk,Nina E -----</p> <p>The public comment periods for the Delta Conveyance Project (DCP) Draft Environmental Impact Report (EIR) and draft Environmental Impact Statement (EIS) have both concluded. The Department of Water Resources received more than 700 unique comment letters with over 6,000 individual comments, and they are continuing efforts to organize the comments and develop responses. The U.S. Army Corps of Engineers is starting the initial organization of the comments they received on the draft EIS.</p>
	3.2.8-Complete Sites project planning and analysis.	35	On Target	<p>Mar - 2023 - Update by Hawk,Nina E -----</p> <p>Work continues to advance; however, Sites project planning and analysis are</p>
	3.2.9-Implement watershed science and ecosystem restoration, to advance a holistic approach to the Delta.	55	On Target	<p>Mar - 2023 - Update by Hawk,Nina E -----</p> <p>Staff provided a Quarterly Bay-Delta Science Update in the Bay-Delta Board report covering key science activities for the period January 1 to March 31, 2023.</p>

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4.1-Proactively identify, assess, and reduce potential vulnerabilities to Metropolitan's system, operations, and infrastructure. CHAUDHURI	4.1.1-Assess emergency preparedness and response plans.	30	On Target	Note: Seismic updates provided at April Board meetings
	4.1.2-Implement cybersecurity strategy.	68	On Target	Mar - 2023 - Update by Campos,Larisa L ----- <ul style="list-style-type: none"> Completed installation and configuration of AV equipment for the Cybersecurity Operations Center Established a contract with a consultant for development of improvements to Metropolitan-wide cybersecurity governance Completed deployment of cloud security monitoring tools
	4.1.3-Implement physical security improvements.		- Not Available -	Mar - 2023 - Update by Thompson,Keia L ----- This month Metropolitan's Security Management Unit collaborated with the IT Group to launch a new project to focus more closely on the integration of physical and information technology systems to improve the detection and response to security threats
	4.1.4-Establish a unified framework for condition assessment and risk management.		- Not Available -	Mar - 2023 - Update by Ohigashi,Mark R ----- Met with WSO Asset Management staff to discuss data management of pipeline inspection data in Maximo. Met to discuss QA/QC of IMDC pipeline material data for inclusion in future asset management dashboard.

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	4.1.5-Review and update plans to mitigate risk to infrastructure from natural hazards.	55	On Target	Oct - 2022 - Update by Tseng,Alice ----- The Core Planning Team is currently working towards preparing an 80% Draft. HMP action items/projects are being reviewed for inclusion into the
	4.1.6-Incorporate climate science into risk assessments and scenario planning.	60	On Target	Mar - 2023 - Update by Crosson,Elizabeth K ----- Consultants presented to the SRI Council and shared the initial assessment of climate vulnerability gaps. Staff is evaluating and providing additional insights and information. The team will share initial results with the Board in May.
	4.1.7-Complete data center modernization.	100	Completed	Mar - 2023 - Update by Campos,Larisa L ----- The Datacenter Modernization and Relocation Project is complete. Upgrades to datacenter infrastructure to enhance Metropolitan’s resiliency has been successfully deployed and is operational. Project closure activities are underway.
4.2-Apply innovation, technology, and sustainable practices across project lifecycles (design, construction, operations, maintenance, and replacement) CROSSON	4.2.1-Complete the SCADA Control System replacement project at the Mills plant.	16	On Target	Mar - 2023 - Update by Ohigashi,Mark R ----- Completed Field Investigation Report. We have initiated detailed design for the SCADA Control System replacement at the Mills plant.
	4.2.2-Implement Enterprise Content Management system	75	On Target	Mar - 2023 - Update by Gonzales,Steve ----- The RFP posting period for the Enterprise Content Management System closed on March 6, and seven responsive proposals were received for evaluation
	4.2.3-Identify strategies to foster and focus innovation efforts.	25	On Target	Jan - 2023 - Update by Crosson,Elizabeth K ----- Innovation team has six pilots throughout the district on innovative technologies that improve efficiency and effectiveness. The team is also looking to launch a new employee engagement platform in February.

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	4.2.4-Develop procurement policies that prioritize sustainable products and practices.		- Not Available -	Mar - 2023 - Update by Crosson,Elizabeth K ----- Staff is working to incorporate the requirements for contractor reporting on GHG emissions into Metropolitan's standard construction contract
5.1-Grow and deepen collaboration and relationships among member agencies, interested parties, and leaders on the issues most important to them. SIMS	5.1.1-Assess Community Partnering Program, legislative events, memberships, sponsored events and other Metropolitan funded community outreach activities	60	On Target	Jan - 2023 - Update by Sims,Sue ----- Nearing completion on report to assess CPP program including recommendations to increase sponsorship, strengthen branding and GIS tracking of projects, and integrate the CPP programs criteria to including SRI
	5.1.2-Implement in-house web content development and management capabilities.	45	On Target	Mar - 2023 - Update by Sims,Sue ----- Ongoing migration of four microsites to in house-servers and Amazon web hosting servers which will allow External Affairs to take over all site management and content.
	5.1.3-Create communication practices that facilitate input of interested parties into board consideration of policies and projects	25	On Target	Mar - 2023 - Update by Sims,Sue ----- Finishing white paper on public engagement which will need review and input with Board Administrators, AGMs.
	5.1.4-Negotiate and implement Project Labor Agreement	100	Completed	Dec - 2022 - Update by Tseng,Alice ----- This outcome was completed in November 2022. All three projects which are planned for board award in January will be covered by the PLA.

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5.2-Reach underserved communities and non-traditional interested parties to better understand their needs and ensure their inclusion in decision making. ZINKE	5.2.1-Conduct analysis to identify needs of underserved communities within Metropolitan’s service area.	95	On Target	Mar - 2023 - Update by Schaffer,Carolyn A ----- The analysis of needs and current efforts has been drafted and reviewed by staff in EA, WRM, DEI, ESG, and SRI. It will be provided to EA Group Manager by 4/7/2023.
	5.2.2-Identify and engage in programs that support the water resource and operational capacity of smaller agencies within the service area and have mutual benefits to Metropolitan’s system.	15	Borderline	Jan - 2023 - Update by Coffey,Brad ----- Co-funding with Eastern MWD a study examining affordability of water services in Southern California by UC Riverside. This study measures the affordability of water & sewer services (WSS) for residential customers over time and across water agencies using different measures of affordability, identifies affordability in disadvantaged communities, and compares WSS expenditures to other services (e.g., electricity, transportation, communications, and housing). MWD also participating, through California Urban Water Agencies as part of the SWRCB's technical assistance program for underserved water systems.
	5.2.3-Identify tribal interests and engagement strategies.	20	Borderline	Mar - 2023 - Update by Schaffer,Carolyn A ----- Staff is in the process of drafting a document on tribal engagement. It is expected to be complete by April 30.
	5.2.4-Locally implement the national Equity in Infrastructure Program.		- Not Available	Feb - 2023 - Update by Schlageter,Martin D ----- Metropolitan and Caltrans co-sponsored Feb. 23 "Dream Big" event to promote small business inclusion in government contracting and to consider how such programs can help close the income inequality gap.