



Marin Water FY23 Annual Strategic Goals

Board of Directors

March 5, 2024



Introduction

- Year-end Review of 2023 Annual Strategic Goals
 - Communications
 - Engineering
 - Human Resources
 - Watershed
 - Water Resources
 - Finance

- Next Steps

Communications

- ✓ Website Improvements

~~March\April 2023~~ October 1, 2023

- ✓ Agenda Management System

~~April 2023~~ September 25, 2023

Outreach Support for key District efforts

- ✓ Rate Setting – July 2023

- ✓ Strategic Water Supply Assessment – ~~April 2023~~ October 2023

- ✓ Recreation Management Plan – December 2023

- Storytelling Collateral

~~August 2023~~ ~~October 2023~~ December 2024

Engineering

1. Long Term Capital Planning

- ~~Develop 30-yr and 10-yr CIP plans (May 2024)~~ Updates CIP (November 2024)
- Develop 30-yr CIP plan (December 2027)

2. Information Technology Strategic Plan

- ~~Finalize IT Strategic Plan (August-December 2023)~~ (will be added to 2025 workplan)

3. ERP (SAP) Conversion

- Phase I – Needs Assessment and ERP Options Review (~~September/December 2023~~ January 2024-March 2024)
- ✓ ■ Phase II – Contract Development, Prepare bid documents, Vendor Selection (December 2024)
- ✓ ■ Phase III – Implementation, Sandbox testing, staff training, “Go Live” (July 1, 2026)



Engineering

4. Help Desk Service Contract

- ✓ ▪ Conduct 2 and 4 month Review (March/May 2023)
- ✓ ▪ Report Out to the Board (May 2023), Extended Contract thru Sept 2023
- ✓ ▪ Report Out to the Board (~~May 2023~~ September 2023)

5. District Paving Program

- ▪ Pursue MOUs with City/County for pilot. Contract with expert consultant to assist (~~August 2023~~ ~~October 2023~~ November 2024)



Human Resources

- ✓ 1. Recruitment -Transition to new recruitment platform (March 2023)
- ✓ 2. Diversity, Equity and Inclusion
 - Employee work group meeting for logistics and training focus (July 2023)
 - District-wide DEI Survey (November 2023)
 - Training to all staff (Launch December 2023)
 - DEI Follow-up initiatives (September 2024)
- ✓ 3. Online Performance Management Tool
 - Complete conversion (March 2023)
 - 360 Performance Evaluations
 - ☐ SLT (~~July 31, 2023~~)-(October 31, 2023), Mid-Managers (~~December 2023~~ -February 2024)(March 2024), Supervisors (July 2024)
- 4. Employee Engagement
 - ▪ Bring on new dedicated positions to develop District-wide Training Program (~~September 2023~~~~December 2023~~) (April 2024)
 - ▪ Develop training development plan -Onboarding, Supervisor/Management, technical, career development, etc. (~~December 2023~~ -May 2024) (December 2024)
 - ✓ ▪ Launch another Employee Engagement Survey (~~December 2023~~)(February 2024)
 - ▪ Communications Protocol –develop standards for internal communications (~~December 2023~~) (April 2024)
- ✓ 5. Collective Bargaining Agreement –New Contract in place (~~July 2023~~ November 2023)



Watershed

BFFIP

- ✓
 - EIR Addendum (June-September 2023)
 - Approved at July 11th Board Meeting
 - State block grant proposal with One Tam (May-July 2023)
 - One Tam Forest Health Grant Submitted to Wildlife Conservation Board on July 28th (Block grants were not rolled out by the state and One Tam submitted individual grants to WCB, Cal Fire and Coastal Conservancy.)

Lagunitas Creek Enhancement

- ✓
 - On-schedule for final restoration designs (April 2024)
 - 65% Designs presented at the August 1st Board Meeting & 90% designs completed in February 2024
 - ✓
 - On-schedule for construction bidding (May 2024)-Currently working to finalize permits to support construction

Azalea Hill Trail Restoration

- ✓
 - Completed bidding retaining wall construction
 - Construction completed and one more bridge planned for spring 2024
 - ✓
 - Coastal Conservancy Grant Submitted on July 28th but not funded. Grant through CCNB secured for crew time to work on Azalea Hill hiking trail, social trail decommissioning and remaining 20 stream crossings.

Recreation Management Plan

- ✓
 - Watershed census survey report finalized (April 2023)
 - Presented at June 15th Watershed Committee Meeting
 - ✓
 - Draft Plan (~~November 2023-December 2023~~) (February 2024)
 - Final Plan (March 2024)



Water Resources

1. Water Supply Resiliency

- ✓
 - Resource (with consultants) projects from selected Roadmap (~~May 2023~~–September 2023)
- ✓
 - Develop approach and schedule for individual projects and overall Roadmap (~~July 2023~~–November 2023)
- ✓
 - Begin implementation of Roadmap, including near-term actions (March 2023)

2. Conservation Program

- - Finalize the Conservation Master Plan (~~June 2023~~–~~December 2023~~–May 2024)
- - Water loss review (~~December 2023~~–April 2024)
- ✓
 - Begin implementation of conservation element from Roadmap (February 2023)



Finance

- ✓ 1. Complete Budget/Rate Setting Process (May 2023)
 - Board presentations (January/February)
 - Public workshops (February)
 - Prop 218 Notice (March)
 - Adoption Hearing and Configure billing system (May)

- 2. Connection Fees Update
 - ▪ Develop project plan (~~August 2023~~ March 2024)
 - ▪ Complete (~~early 2024~~ September 2024)

- 3. Begin updating financial policies by September 2023
 - ▪ Develop project plan by August 2023
 - Reserves, Procurement, Debt Management, Investments
 - ▪ Two Policies updated (~~December 2023~~ June 2024)
 - ✓ Reserves (October)
 - Procurement (June 2024)



Summary

- 2023 dominated by complex COSA/Rate Setting/Budget process, renewal of Union MOU and adoption of Water Supply Roadmap
- Number of advancements on enhancing “touch points” with customers (e.g. agenda management system)
- Continued successes on leveraging rate revenue with outside grant funding
- New leadership in Operations Division – 3 promoted superintendents and numerous cascading internal promotions
- Working to “ramp-up” capital delivery
- Moving forward key HR initiatives (360s, recruitment process, performance management system, employee engagement survey, DEI)
- Work on Watershed including Recreation Plan process, Azalea Hill and fuels reduction (including first prescribed fire in 15-20 years)