

“A multicounty agency authorized to plan for and acquire supplemental water supplies, encourage water conservation and use of recycled water on a regional basis.”

*[BAWSCA Act, AB2058 (Lou Papan-2002)]*

## **Board of Directors Meeting**

**May 21, 2026**

# Call To Order/Roll Call/Salute to Flag



# Comments by Chair



Jensen, 2011

# Board Policy Committee Report



BAWSCA 2018

# Consent Calendar

- A. Approval of March 19, 2026 Minutes
- B. Budget Status Report – As of March 31, 2026
- C. Bond Surcharge Collection, Account Balance and Payment Report – as of March 31, 2026
- D. Investment Report – As of March 31, 2026
- E. Directors' Reimbursement Report – As of March 31, 2026
- F. Employee Reimbursement Report – As of March 31, 2026



# SFPUC Report



Ragsdale, 2023



Hetch Hetchy  
**Regional Water System**

Services of the San Francisco Public Utilities Commission

# Water Supply Conditions Update

Alison Kastama

BAWSCA and Wholesale Customer Liaison

May 21, 2026

# May 18, 2026, Reservoir Storage

Reservoir	Current Storage <sup>1,2,3</sup> (AF)	Maximum Storage <sup>4</sup> (AF)	Available Capacity (AF)	Percent of Maximum Storage	Normal Percent of Maximum Storage <sup>5</sup>
<u>Tuolumne System</u>					
Hetch Hetchy	360,900	360,360	0	100.0%	<b>76.4%</b>
Cherry	267,400	273,345	5,945	97.8%	-
Eleanor	26,710	27,100	390	98.6%	-
Water Bank	570,000	570,000	0	100.0%	<b>94.3%</b>
<b>Total Tuolumne Storage</b>	<b>1,225,010</b>	<b>1,230,805</b>	<b>6,335</b>	<b>99.5%</b>	-
<u>Local System</u>					
Calaveras	58,433	96,670	38,237	60.4%	-
San Antonio	44,694	53,266	8,572	83.9%	-
Crystal Springs	46,469	68,953	22,484	67.4%	-
San Andreas	15,998	18,675	2,677	85.7%	-
Pilarcitos	1,940	3,125	1,185	62.1%	-
<b>Total Local Storage</b>	<b>167,534</b>	<b>240,689</b>	<b>73,155</b>	<b>69.6%</b>	-
<b>Total System Storage</b>	<b>1,392,544</b>	<b>1,471,494</b>	<b>79,490</b>	<b>94.6%</b>	<b>83.4%</b>
<b>Total without water bank</b>	<b>822,544</b>	<b>901,494</b>	<b>79,490</b>	<b>91.2%</b>	-



Hetch Hetchy  
**Regional  
Water  
System**

# Other California Reservoirs

Data as of Midnight: 17-May-2026

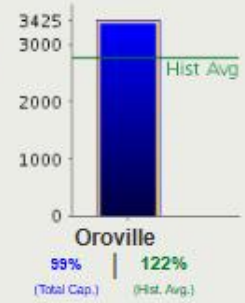
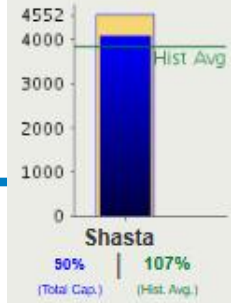
Change Date:

**LEGEND**

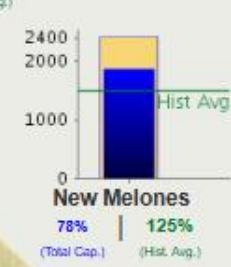
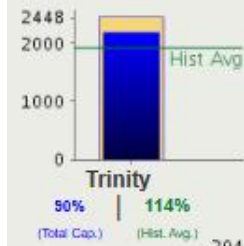
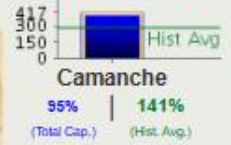
**Blue Bar:** Storage level for date  
**Gold Bar:** Total reservoir capacity  
**Green Line:** Historic level for date.

Capacity (TAF) | Historical Avg Mark

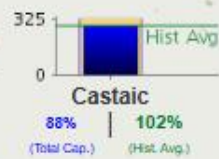
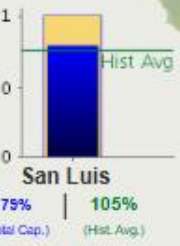
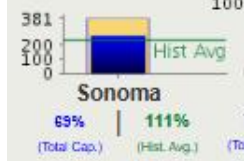
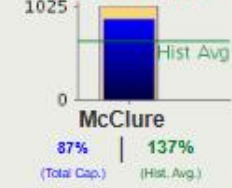
**% of Capacity | % Hist. Avg.**  
 (Click res. 3 char. code for details)



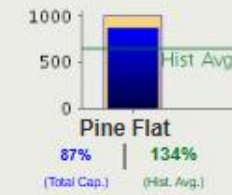
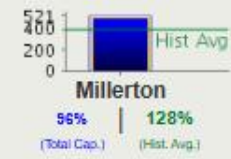
Data from: 05/14



Data from: 05/16



Data from: 05/14



# California Drought Monitor

Map released: Thurs. May 14, 2026

Data valid: May 12, 2026 at 8 a.m. EDT

## Intensity

- None
- D0 (Abnormally Dry)
- D1 (Moderate Drought)
- D2 (Severe Drought)
- D3 (Extreme Drought)
- D4 (Exceptional Drought)
- No Data

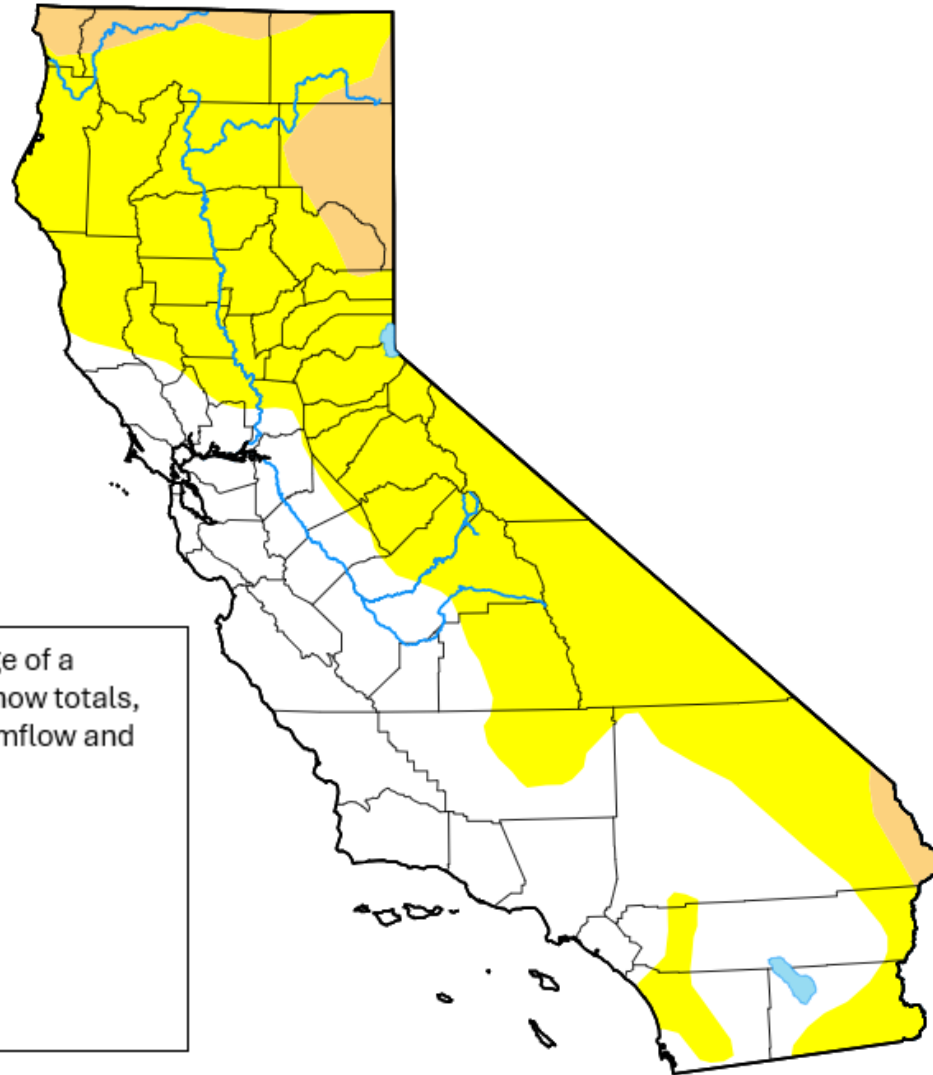
## Authors

United States and Puerto Rico Author(s):

[Rocky Bilotta](#), NOAA/NCEI

Pacific Islands and Virgin Islands Author(s):

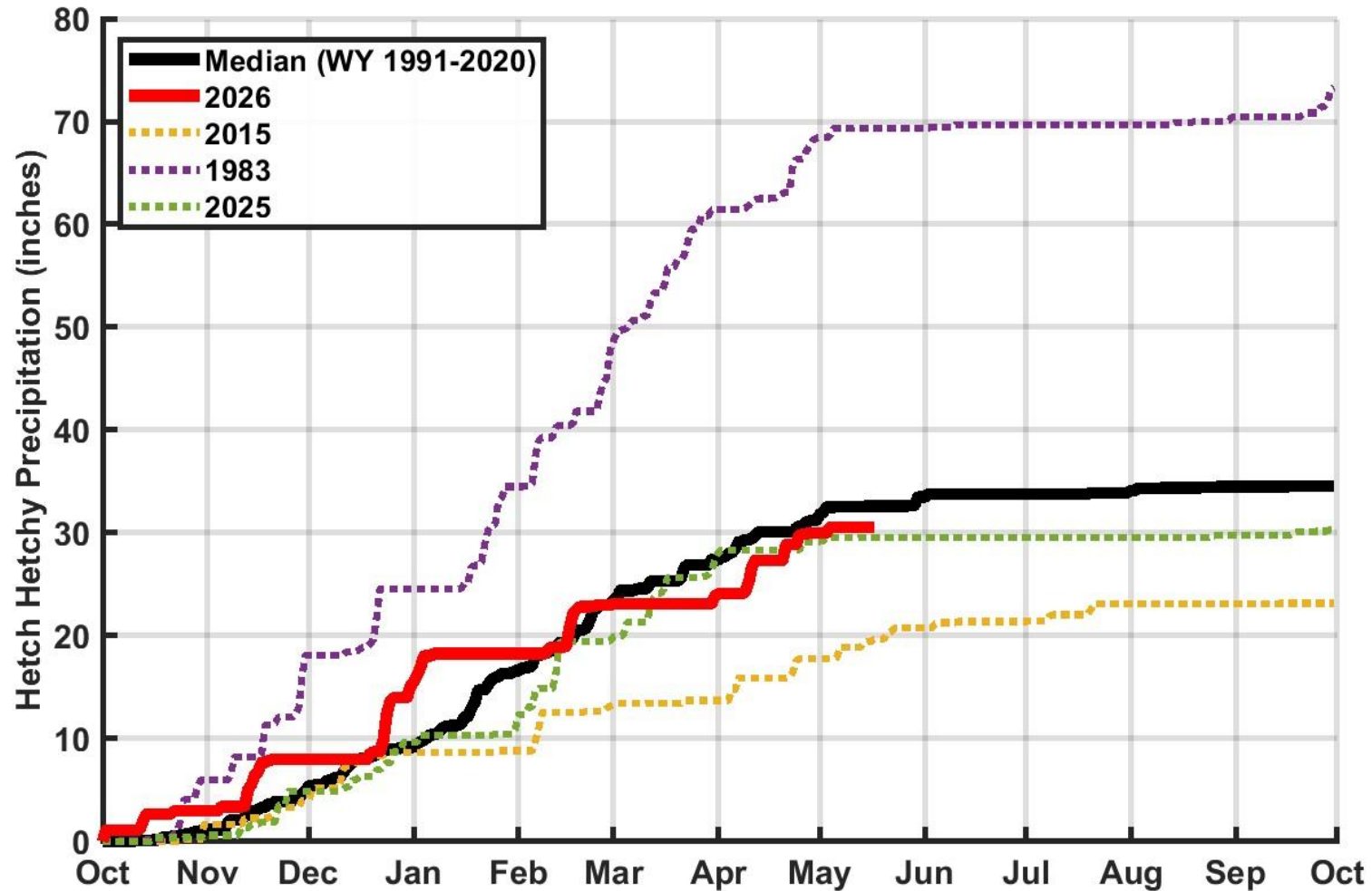
[Tsegaye Tadesse](#), National Drought Mitigation Center



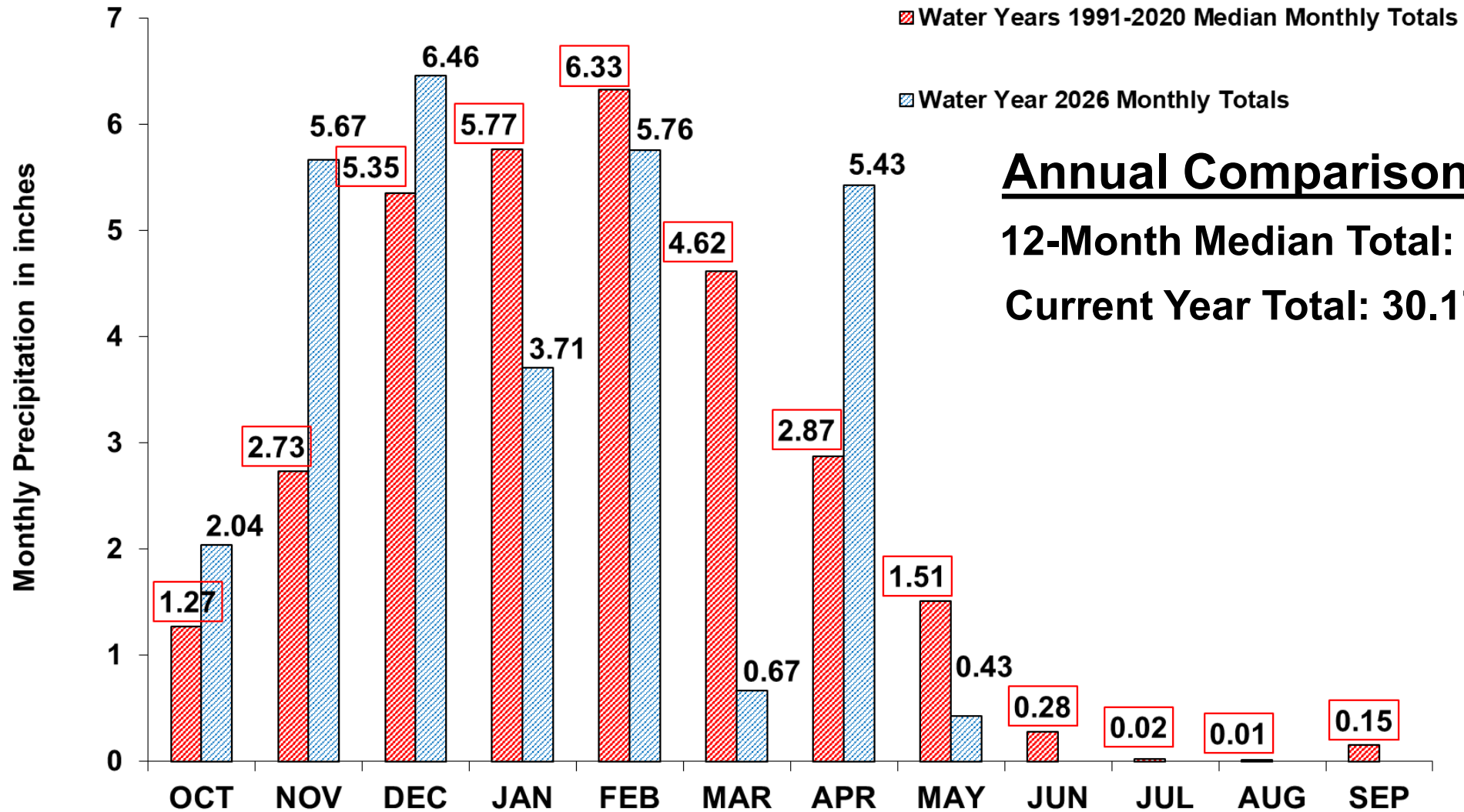
Color scale is based on the historical average of a combination of data including rainfall and snow totals, soil moisture levels, reservoir storage, streamflow and other data:

- >30% of historical average
- 20-30% of historical average
- 10-20% of historical average
- 5-10% of historical average
- 2-5% of historical average
- <2% of historical average

# Hetch Hetchy Precipitation

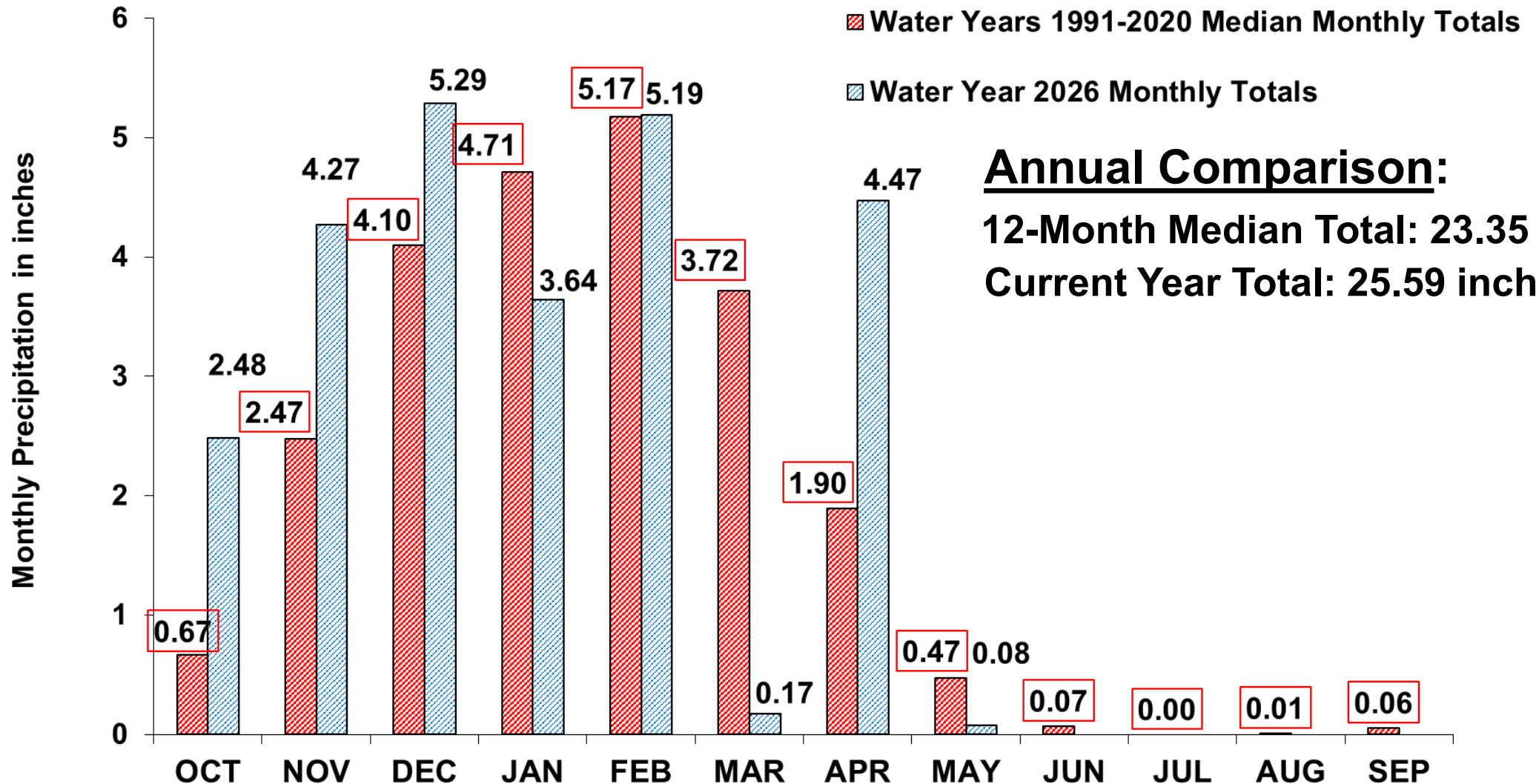


# Upcountry 6-station Precipitation Index as of May 17, 2026



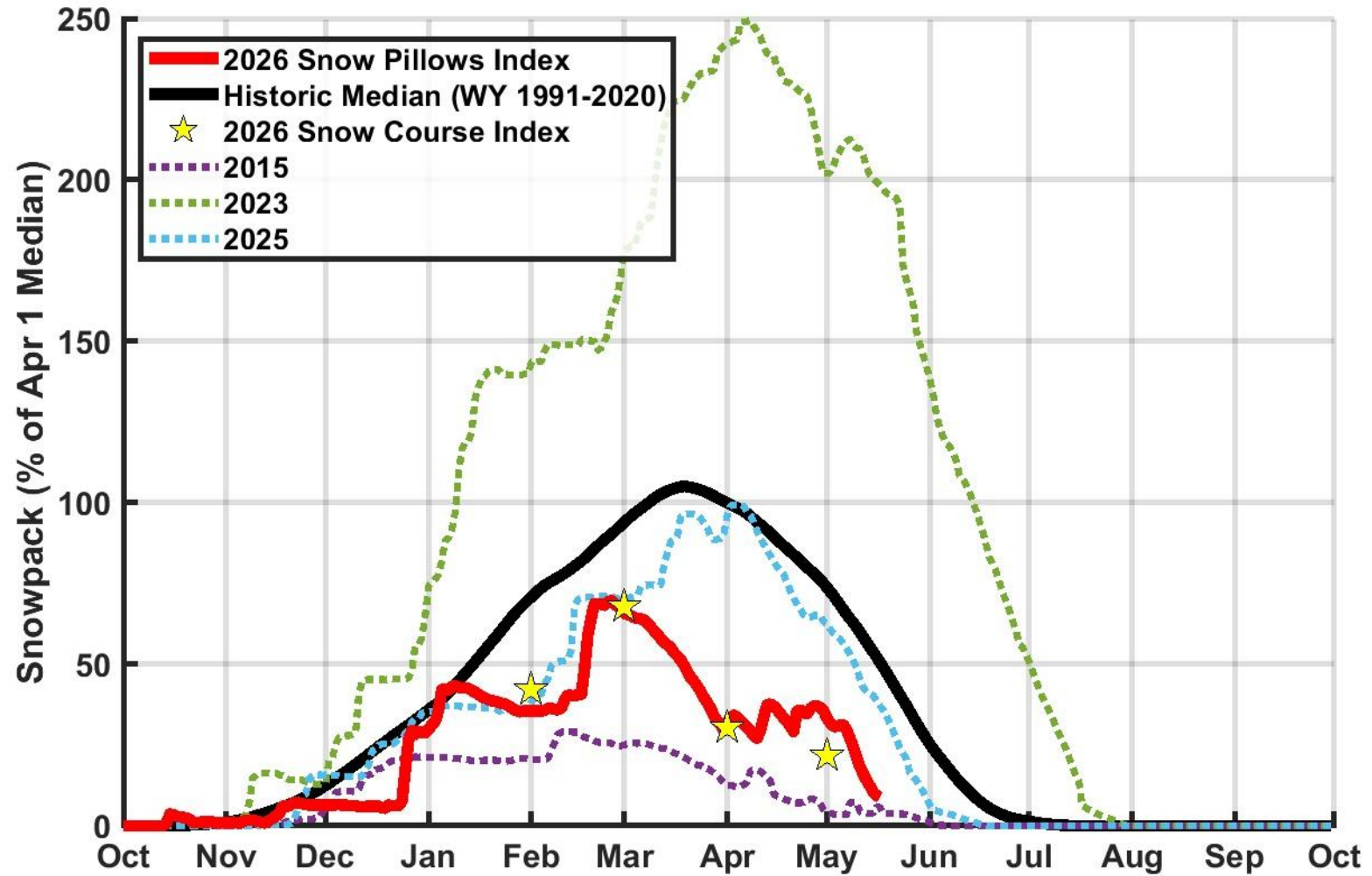
**Annual Comparison:**  
**12-Month Median Total: 30.92 inches**  
**Current Year Total: 30.17 inches**

# Bay Area 7-station Precipitation Index as of May 17, 2026



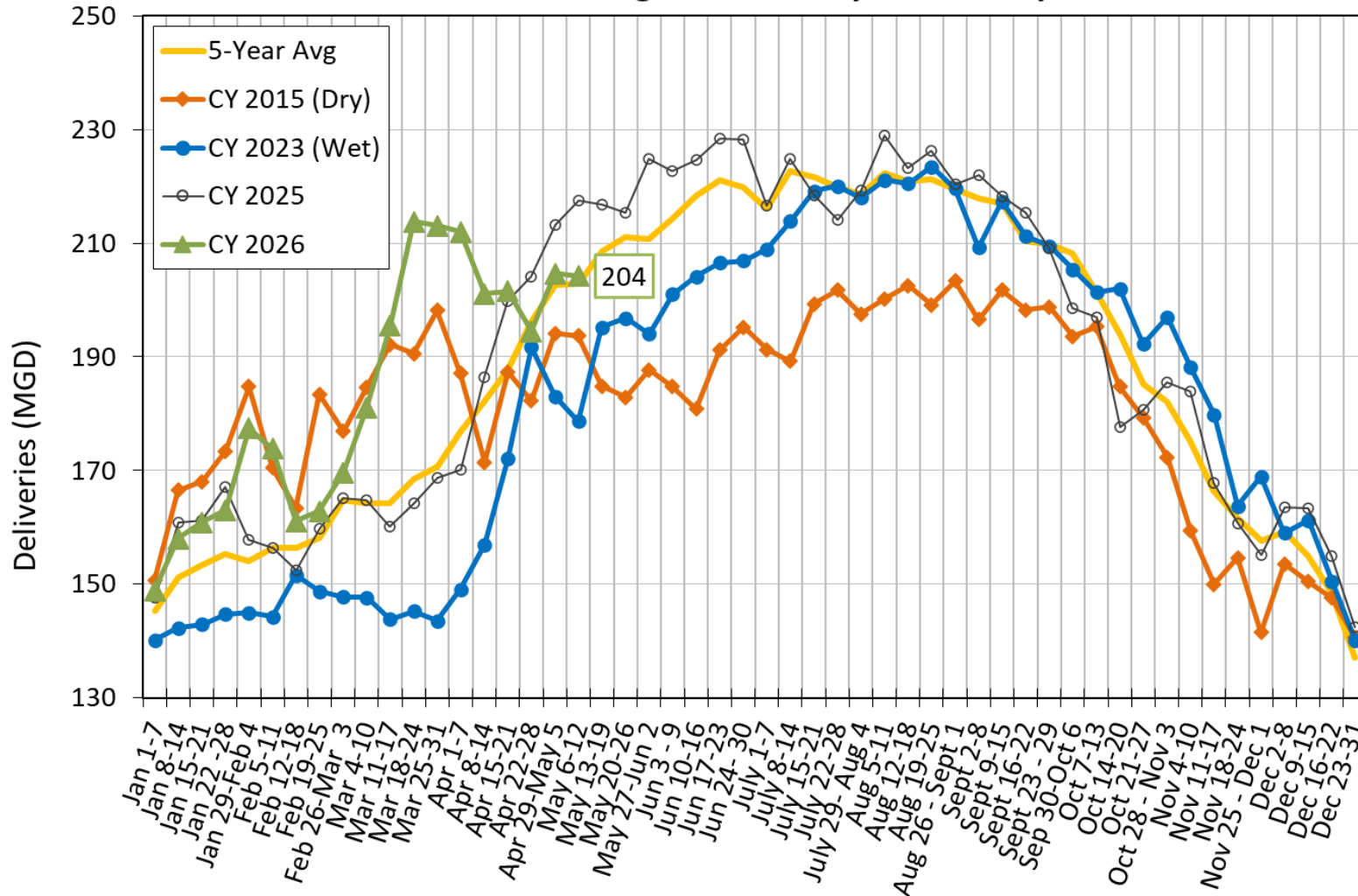
**Annual Comparison:**  
 12-Month Median Total: 23.35 inches  
 Current Year Total: 25.59 inches

# Upcountry Snowpack



# Total Deliveries

Regional Water System Total Deliveries  
Source: SFPUC Regional Water System County Meters





Services of the San Francisco Public Utilities Commission

# **2025 Urban Water Management Plan**

**May 21, 2026**

**Jennifer Lee  
Water Resources Utility Specialist**

# History of Urban Water Management Plans (UWMPs)



**Urban Water Management Planning Act** requires urban water suppliers to prepare an Urban Water Management Plan (UWMP) every 5 years and submit to the California Dept. of Water Resources.

This act has been updated multiple times to reflect new statewide priorities, including:

- Water conservation mandates
- Drought resilience requirements
- Water loss reporting

1976-1977

1983

1984 – today

# What's Required to be Included in the UWMP

**Purpose:** Per the California Water Code, water suppliers must demonstrate they can reliably meet future demands associated with anticipated growth as projected by the local land use authority. *The UWMP is not a rate-setting document.*

## Required Components:

- System Description
- Water Demand Analysis
- Water Supply Characterization
- Water Supply Reliability Assessment
- Water Shortage Contingency Plan
- Conservation, Recycled Water, and Water Reuse
- Public Hearing, Public Review, and Plan Adoption

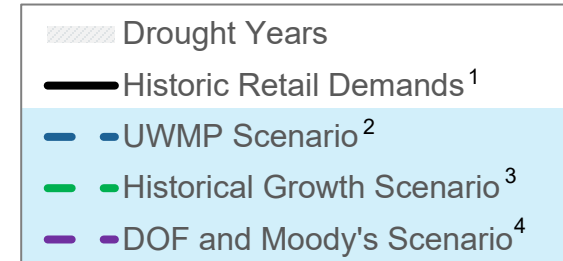
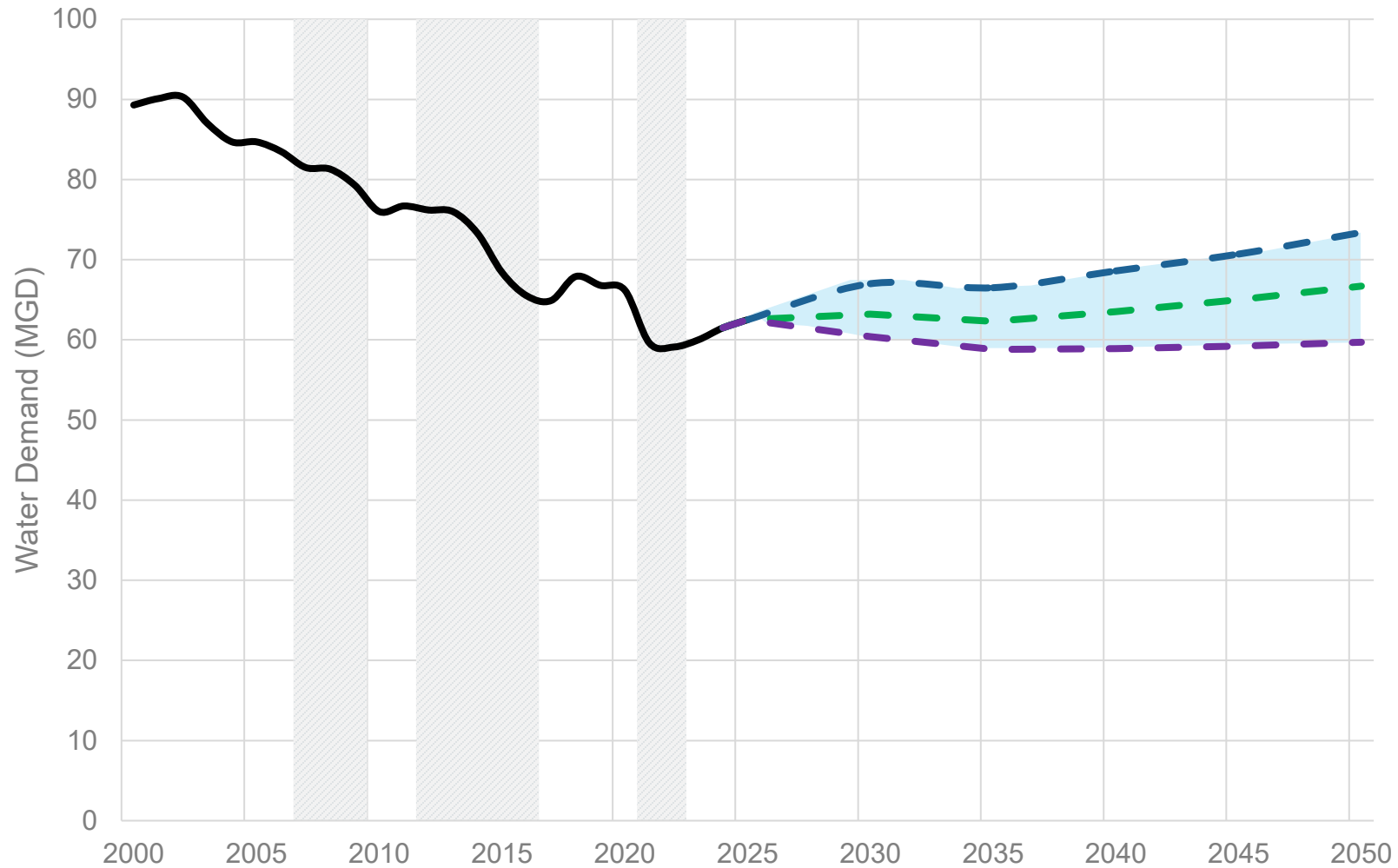
**Consequence for Not Submitting a UWMP:** Urban water suppliers become ineligible for many state grants and loans.



# New Updates to San Francisco's 2025 UWMP Retail Demand Projections

- The SF Planning Department is San Francisco's local land use authority. To comply with Water Code requirements, the SFPUC's uses housing and employment projections from the SF Planning Department as the basis for demand projections in the body of the UWMP.
- In addition to the UWMP requirements, the SFPUC conducted a sensitivity analysis to understand the key inputs driving changes in demand and coordinated with BAWSCA on their 2025 demand study update.
- The 2025 UWMP introduces two additional demand scenarios to show a range of potential retail demands **that will be considered for future water supply planning.**

# Multiple Demand Scenarios Show a Range of Potential Retail Demands



<sup>1</sup> Historic retail demands include in-City retail, suburban retail, and water losses.

<sup>2</sup> UWMP Scenario uses:

- SF Planning's housing and employment growth projections

<sup>3</sup> Historical Growth Scenario uses:

- Historic population estimates from the CA Dept. of Finance
- Historic job estimates from the CA Employment Development Dept.

<sup>4</sup> DOF and Moody's Scenario uses:

- CA Dept. of Finance's population projections
- Moody's employment projections

# Future Uses of the Additional Demand Scenarios

---

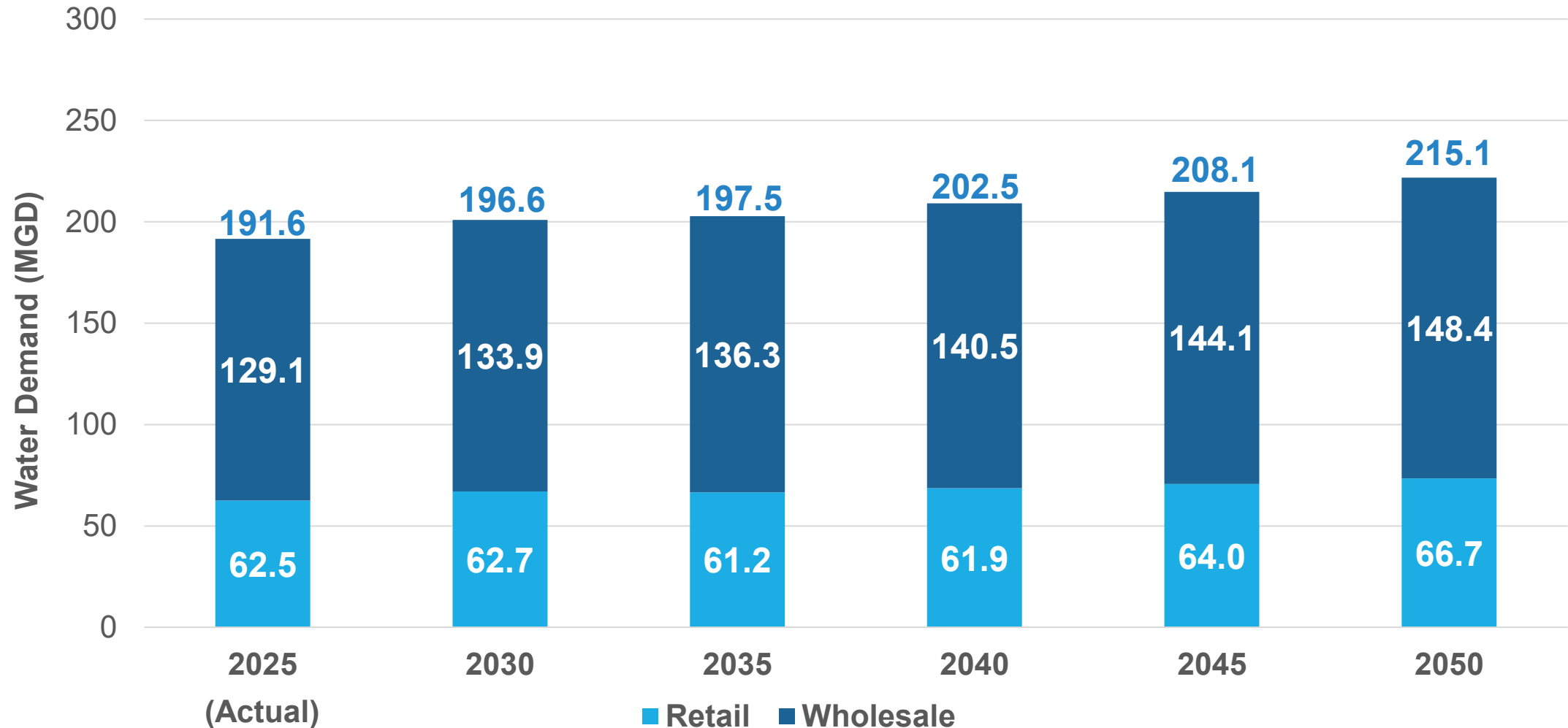
- Implementation of the Bay-Delta Plan Amendment / Tuolumne River Healthy Rivers and Landscapes Program
- Water supply planning for the Alternative Water Supply Program

## Demands Reflected in the UWMP

---

- SFPUC uses a sophisticated econometric model to project water demands for each customer class. This model was used to develop three demand scenarios for retail customers in SFPUC's UWMP, and individual water use is expected to decrease.
- Individual water use is combined with housing and employment growth (such as the projections from the San Francisco Planning Department) to project total demands.
- SFPUC does not project Wholesale Customer demands. BAWSCA coordinates Regional Water System purchase projections and provides them to the SFPUC for the UWMP.

# Total Retail Demands on the RWS and Wholesale Purchase Projections



# Water Supply and Demand Comparison

---

- California Water Code requires UWMPs to include a 5-year drought risk assessment, which compares projected supplies and demands during a 5-year drought.
- Previously, UWMPs (up through the 2015 UWMP) evaluated a 3-year multiple dry-year period.

# Water Supply and Demand Comparison

---

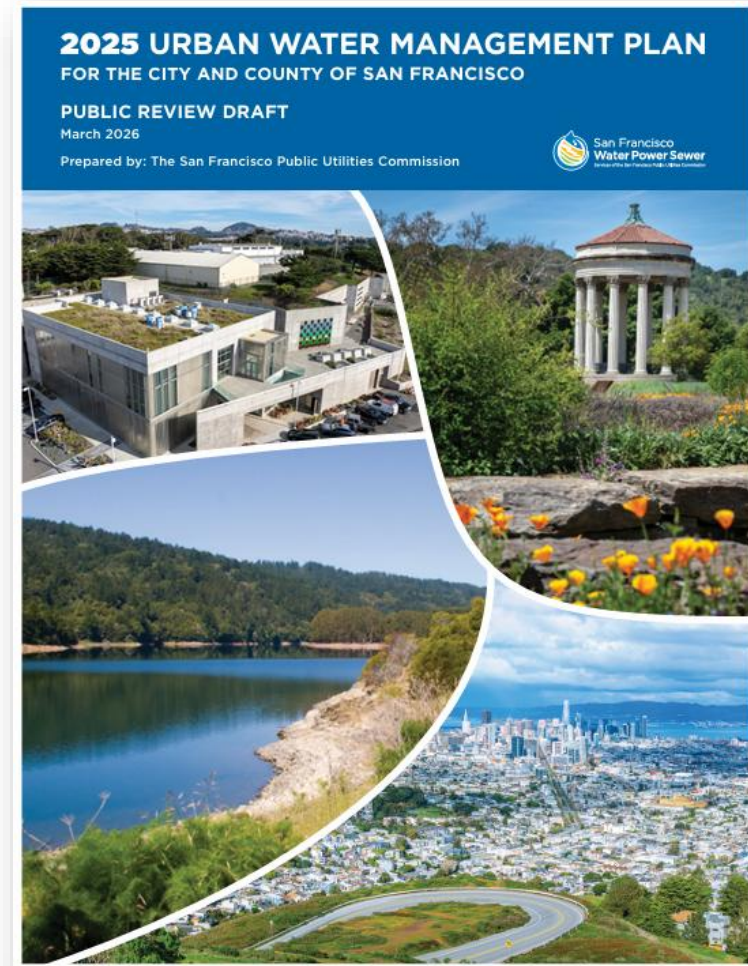
- **Without Implementation of the Bay-Delta Plan Amendment:**  
There are no anticipated shortages of RWS supplies during the UWMP's 5-year drought period.
- **With Implementation of the Bay-Delta Plan Amendment:**  
The SFPUC anticipates up to a 43% reduction of RWS supplies during the UWMP's 5-year drought period.

# SFPUC's Water Shortage Contingency Plan

- A plan that outlines various shortage levels and corresponding water reduction actions to take in the event of a water shortage emergency.
- Demand reduction actions that the SFPUC may implement:
  - Increase public information campaigns
  - Expand fixture rebates and giveaways
  - Increase information on customer water use through My Account
  - Adopt temporary water waste prohibitions
  - Operational changes, such as reducing line flushing
- Demand reductions begin with voluntary cutbacks before mandatory reductions, if necessary.

# SFPUC's 2025 UWMP Public Comment Process

- San Francisco's Draft 2025 UWMP is available at [www.sfpuc.gov/uwmp](http://www.sfpuc.gov/uwmp).
- The public comment period was from 3/16 to 4/20, and the public hearing was held on 4/14.
- SFPUC staff will bring the Final 2025 UWMP for consideration of adoption on 6/23. Adopted UWMPs are due to the State by 7/1.



# Public Comments on Items Not on the Agenda



Sandkulla, 2023

# Action Calendar



SFPUC

# Proposed FY 2026-27 Work Plan, Results to be Achieved, and Operating Budget



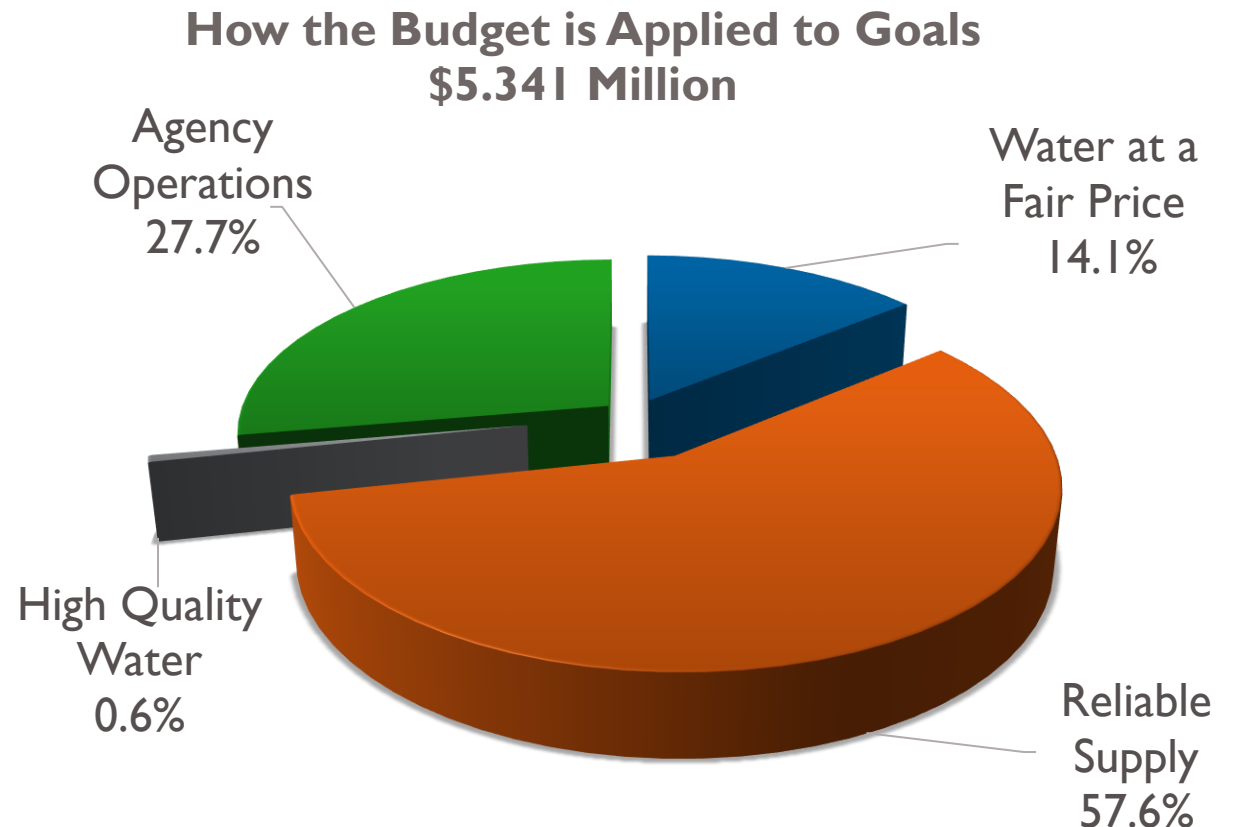
BAWSCA 2018

# Proposed FY 2026-27 Work Plan Addresses Critical Issues Between Now and 2065 to Achieve BAWSCA's Goals

- Continue BAWSCA's role in managing the Water Supply Agreement to protect the member agencies' financial and water supply interests, including a review of the role of SFPUC's debt in setting rates and negotiations toward necessary 2028 WSA amendments
- Administer BAWSCA's bonds
- Oversee SFPUC's WSIP, 10-Year CIP, and Asset Management including review of the expected new Strategic Asset Management Plan
- Continue to monitor SFPUC's Alternative Water Supply Planning
- Participate in the Bay Delta and FERC Proceedings to protect regional water supplies
- Complete development of BAWSCA's Strategy 2050 and plan specific implementation work efforts
- Implement core and subscription conservation programs

# Proposed Operating Budget Is 3.73% (\$207K) Below Approved FY 2025-26 Budget

- FY 2026-27 Proposed Operating Budget = \$5,340,828
  - Includes budget allowance for a 5% adjustment to existing salaries for both COLA and merit-based increases
- Total annual budget equivalent to \$2.83 (14 cents lower) per resident



# Considerations for Funding the Operating Budget

- BAWSCA's primary source of funding is its assessments on member agencies (AB 2058)
- BAWSCA historically uses four principles when considering how to fund Operating Budget
  - Budget sufficient resources to achieve the desired Work Plan results.
  - Spend only what is needed to achieve the results.
  - Apply incremental and prudent increases in assessments as necessary.
  - Maintain a prudent General Reserve balance within Board guidelines.
- Currently estimating spending 90-95% of FY 2025-26 approved budget
- Funding plan for FY 2025-26 Operating Budget required 2.3% increase in assessments
- Current General Reserve balance: \$1,405,262
  - 25% of adopted FY 2025-26 Operating Budget

# Four Funding Options Analyzed for Proposed Operating Budget of \$5,340,828

	FY 2025-26	FY 2026-27			
Fund Source	Adopted Funding Plan as of 05/15/25	Option 1 1.7% Assessment Decrease	Option 2 0% Assessment Increase	Option 3 1% Assessment Increase	Option 4 2% Assessment Increase
Assessments	\$5,395,709	\$5,340,828	\$5,395,709	\$5,449,666	\$5,503,623
Transfer from/(to) GR	\$152,023		(\$54,881)	(\$108,838)	(\$162,795)
Total Op. Budget/Funds	\$5,547,732	\$5,340,828	\$5,340,828	\$5,340,828	\$5,340,828
Est. EOY Transfer to GR		\$0	\$0	\$0	\$0
Est. EOY Reserves	\$1,405,262	\$1,405,262	\$1,460,143	\$1,514,100	\$1,568,057
% of Total Budget	25%	26%	27%	28%	29%
Assessment to Budget Ratio	97%	100%	101%	102%	103%

# Recommendation

That the Board approve the:

- Proposed Fiscal Year 2026-27 Work Plan and Results to be Achieved;
- Proposed Operating Budget of \$5,340,828; and
- Recommended Funding Plan Option 2 with 0% Assessment increase.

# Approval of Professional Services Contracts for FY 2026-27



BAWSCA 2018

# Eight Professional Services Contracts for FY 2026-27 that are funded by the Proposed Operating Budget

Contract #	Consultant (Work Description)
1	E Source (Water Loss Management Program)*
2	Hanson Bridgett (Legal Counsel)
3	Hazen & Sawyer (Engineering/Water Mgmt.)*
4	IGService (Auditing/Accounting Services)
5	KNN Public Finance (Financial Advisor)
6	Richard Sykes (WSIP, 10-Year CIP)
7	Stetson Engineering (Water Analyses, WSA)
8	Water Systems Consultants (Water Use Efficiency)

*\*Consultant contract also includes a subscription conservation program component*

# Six Consultant Contracts needed to implement Subscription Conservation Programs in FY 2026-27

Contract #	Consultant (Work Description)
1	AM Conservation Group (School Education Program)
2	EarthCapades (School Assembly Program)
3	Global Sun Landscape (Lawn Be Gone Inspection Services)
4	M&M Backflow and Meter Maintenance (Customer Meter Testing Program)
5	VertexOne (Home Water Use Reports Program)
6	Waterfluence, LLP (Large Landscape Conservation Services)

# Recommendation

That the Board approve the fourteen (14) contracts, subject to legal counsel review, for legal, engineering, financial, and water conservation services necessary to be in place by July 1, 2026

# Approval and Adoption of BAWSCA Pay Schedules for FY 2026-27 and Correction for FY 2024-25



BAWSCA 2018

# Adoption of BAWSCA Pay Schedules for FY 2026-27 and Correction of Pay Schedule for FY 2024-25

- BAWSCA is a participating agency in CalPERS which requires that BAWSCA's employees' reportable compensation comply with the California Public Employee's Retirement Law
- The Board must approve and adopt pay schedules each fiscal year
- Following the Board's action, the approved and adopted pay schedules will be posted on BAWSCA's publicly available website and formally transmitted to CalPERS
- Pay schedules will be approved and adopted again in September following the CEO/GM evaluation
- Pay schedules for FY 2026-27 reflect the annual minimum and maximum salaries for each classification
  - FY 2026-2027 Non-CEO salary schedules have been updated to reflect CPI increase of 3.104% to ensure that approved salary ranges stay competitive
- Pay schedule for FY 2024-25 is retroactively being corrected as necessary in the event of possible future audits by CalPERS
  - The top range salary for the Water Resources Manager position is corrected from \$247,967 to \$248,774
- At their meeting of April 8<sup>th</sup>, the BPC recommended that the Board approve and adopt the BAWSCA Pay Schedules for FY 2024-25 and FY 2026-27

# Recommendation

That the Board approve and adopt the BAWSCA Pay Schedules for FY 2026-27 and corrected Pay Schedules for FY 2024-25.

# Authorization to Negotiate and Execute an Agreement with a Human Resources Management Services Provider



L. Ash, 2017

# BAWSCA is seeking to contract with an on-call Human Resources (HR) Management Service provider

- BAWSCA released a Request for Proposals (RFP) for HR Management Services on March 20, 2026
  - The RFP was sent (via email) to the attention of 10 potential interested firms, it was also posted on BAWSCA's website
  - 8 proposals were received from interested firms
- Proposals received were reviewed by a panel comprised of internal and external agency staff
  - The top three scoring firms were invited to consultant interviews (held via zoom on May 7<sup>th</sup> and 8<sup>th</sup>)
  - The top two firms (based on a combination of interview and proposal scores) advanced to the reference check stage; references were checked during the week of May 11<sup>th</sup>.
  - CPS HR was identified as the recommended HR Service Provider for BAWSCA Board Consideration
- BAWSCA Board Policy Committee (BPC) engagement:
  - The BPC was informed of the intent to seek an on-call HR Management Service Provider at their April 8<sup>th</sup> Meeting
  - At that time, the BPC was informed that BAWSCA had yet to receive proposals, hence a selection recommendation was not yet possible
  - The BPC passed a resolution that: 1) confirmed that the solicitation process conformed to agency practices, and 2) advised the CEO on what additional information the Board may require for a selection recommendation at the May 21<sup>st</sup> Board Meeting
- HR Consultant support has been included in the proposed FY 2026-27 work plan and budget
  - A maximum budget of \$100k has been established for this work effort

# Scope of On-Call HR Management Services

- The first task of the HR Consultant will be to update BAWSCA's Personnel Handbook
  - The Personnel Handbook was last adopted by the BAWSCA Board in 2012
  - The Handbook has not been updated since 2012, yet changes in employment law merit an update
  - The updated Handbook must be suitable for Board approval and identify any required BAWSCA policies that also need updating to be consistent with the Handbook and existing laws
- Additional HR assistance in the following work areas may be requested over the course of the contract:
  - Annual goal setting and review process
  - Benefit documentation and administration
  - Legal compliance as it relates to the review and interpretation of current, revised and/or new HR-related laws, policies and procedures
  - Recruiting, hiring and employee onboarding
  - Offboarding employees
  - Managing leave
  - Managing disability accommodation requests
  - Misc. HR functions and support (such as support regarding investigations of complaints by employees, reviewing of counseling or other disciplinary actions, training or coaching, etc.)

# Recommendation

That the Board authorize the CEO/General Manager to negotiate and execute a contract with CPS HR Consulting, subject to legal counsel's final review, up to an amount not to exceed \$100,000 to provide Human Resources Management Services

# CEO Report



BAWSCA 2018

# Bay Delta Plan and FERC Relicensing Process



BAWSCA 2018

# Bay-Delta Plan and FERC Process Update (1 of 2)

- **Bay-Delta Plan Phase 1 (Tuolumne River)**
  - The State Water Board continues the development of a 2<sup>nd</sup> draft of their draft Scientific Basis Report (SBR) for the Tuolumne River Healthy Rivers and Landscape Plan
  - The subsequent 2<sup>nd</sup> draft SBR will be provided for peer-review – the State Water Board is currently in the process of identifying possible parties to take part in that peer-review
  - Concurrent with the peer-review, existing environmental documents will be reviewed and revised by staff if needed
  - The next public hearing or workshop in the proceeding will possibly occur in 2026
- **Bay-Delta Plan Phase 2 (Sacramento System)**
  - Revised draft updates to the Phase 2 Bay-Delta Plan were released on Dec. 12<sup>th</sup>
  - Hearings were held on Jan. 28-30, 2026, to take public comments. Written comments were received on Feb. 2, 2026 (BAWSCA did not comment; the SFPUC commented via the SJTA)

# Bay-Delta Plan and FERC Process Update (2 of 2)

- **California Legislative Analysts' Office (LAO)**
  - On March 18, 2026, the LAO released a report entitled “The Bay-Delta Plan and Voluntary Agreements: Ensuring Effective Legislative Oversight”
  - The report provided recommendations for legislative oversight of proposed HRL Plans
- **Litigation**
  - On March 2, 2026, BAWSCA filed its opening brief in the appeal challenging the March 15, 2024, decision in the State Water Board Cases
  - The State Board’s combined respondent’s brief must be served and filed by September 21, 2026
  - BAWSCA’s reply brief will be due October 12, 2026
- **FERC Update**
  - CEQA review for the CWA 401 Certification associated with licensing at Don Pedro and La Grange is ongoing

# Upcoming Tours



BAWSCA 2017

# SFPUC has offered BAWSCA Two Tours This Year

- Regional Water System Tour including Hetch Hetchy (June 16-17)
  - Overnight tour
  - Board members and service area elected officials/agency staff
  - A few spaces remain
- Local Facilities and Watershed Tour September 24
  - Full day tour will visit Millbrae Operations Center, Harry Tracy WTP, Crystal Springs Dam, plus other locations
  - Please let Lourdes know if you are interested

# CLOSED SESSION



BAWSCA 2018

# Report from Closed Session



BAWSCA 2018

# Additional Time for Public Comments – If Time Permits



L. Ash, 2017

# Directors' Discussion



Sandkulla, 2023

# Next Meeting and Adjournment

## Next Meeting

July 16, 2026  
6:30 pm

Foster City Community Building  
Wind Room

