

### ADWR's Vision: Reliable Water Supplies to Meet the Needs of Current and Future Arizonans

**Mission:** To protect, conserve, and enhance Arizona's water supplies by confronting water management challenges in a bold, thoughtful, and innovative manner

**Agency Description:** ADWR administers the State's water laws through the compilation and analysis of water supply data, coordination of research to augment water supplies for future demand and development of policies that promote conservation and water availability.

ADWR defends the integrity of the state water supply by overseeing surface water, groundwater, and Colorado River water supplies. As the technical experts for the state, ADWR represents and supports the adjudications proceedings and negotiates with national and international partners.

ADWR protects Arizona against the loss of life and property through the implementation of the dam safety, flood warning, and floodplain management programs.

#### Executive Summary:

ADWR has identified six priorities to accomplish our mission:

**Protect the Colorado River System** by distributing DCP monies, finalizing groundwater conservation grants and preparing for the renegotiation of the 2007 interim guidelines.

**Support General Streams Adjudication** by improving web tools available to the public to further completion of necessary reports.

**Protect the Life and Property of Arizonans** by taking steps to help dam owners address safety deficiencies at a high-hazard dam.

**Improve the Accessibility and Accuracy of Arizona's Water Data** by launching an agency-wide data quality strategy and by creating a central query of frequently used reports and data sets.

**Advance Water Planning Priorities** by completing 4<sup>th</sup> Management Plans, completing the research phase for 5<sup>th</sup> Management Plans, and by filling modeling positions authorized by FY 2020 budget.

**Recruit, Retain, and Develop Highly Skilled Personnel** by reclassifying Hydrologist and Engineer positions to be more competitive and by continuing to sustain increased telework as appropriate.

### Summary of Multi-Year Strategic Priorities

#	Five Year Strategy	Start Year	Progress / Successes
1	Protect the Colorado River System	2017	Implemented interstate & intrastate components of the Drought Contingency Plan. Began coordination with Central Arizona Water Conservation District to consult with Arizona stakeholders regarding post-2026 operating guidelines.
2	Support General Streams Adjudication	2017	Completed reorganization of Adjudications to meet program needs. Filled 6 positions funded by FY 2020 budget by promoting from within (lack of qualified external candidates). Completed 89 Court assignments, including multi-year reports for the Navajo Reservation and the Lower Little Colorado River Watershed.
3	Protect the Life and Property of Arizonans	2017	Developed process to prioritize and help address safety deficiencies at high-hazard dams. Enhanced program for identifying, prioritizing & capping open hazardous wells.
4	Improve the Accessibility and Accuracy of Arizona's Water Data	2018	Upgraded data management site in accordance with best practices. Produced an internal guide to increase efficiency of water level measurement collection. Enhanced and updated publicly accessible databases. Published online dashboards displaying water data.
5	Advance Water Planning Priorities	2019	Addressed groundwater, augmentation, desalination and future management plan considerations through committee activities. Completed Phoenix Active Management Area (AMA) 4 <sup>th</sup> Management Plan (MP). Released Pinal and Santa Cruz AMA draft 4 <sup>th</sup> MPs, Pinal AMA Ground-water Model, Buckeye Waterlogged Area Assessment, and NW Basins Groundwater Assessment.
6	Recruit, Retain, and Develop Highly Skilled Personnel	2018	Prepared and submitted a classification plan for ADOA consideration. Expanded hiring outreach for potential applicants to professional organizations and universities. Implemented suggestions from employees to sustain strong engagement scores.

Strategy #	FY21 Annual Objectives	Objective Metrics	Annual Initiatives
1	Reduce the risk of Lake Mead falling to critical levels	<b>% probability of arriving at a critically low Lake Mead elevation of 1,025 feet or lower</b>	<ol style="list-style-type: none"> <li>1) Distribute monies for well infrastructure and system conservation</li> <li>2) Complete contracts for groundwater conservation grants</li> <li>3) Gather input from stakeholders to inform strategy for renegotiation of 2007 Interim Guidelines</li> </ol>
2	Meet all court-imposed deadlines	<b>% of assignments from the Adjudications Court completed by the deadline</b>	<ol style="list-style-type: none"> <li>1) Improve web tools to aid in the completion of reports being developed during FY 2021 and to inform stakeholders</li> <li>2) Update standard work to aid in the training of the high number of new employees within Adjudications</li> </ol>
3	Implement process to assist dam owners in decreasing safety deficiencies at a high-hazard dam	<b># of milestones completed</b>	<ol style="list-style-type: none"> <li>1) Complete 5 of 9 milestones to develop preliminary designs and cost estimates to address safety deficiencies for a high priority dam identified in the FY 2020 analysis</li> </ol>
4	Increase public ability to query and retrieve quality data	<b>Level of Maturity as rated by a comprehensive model for data management practices</b>	<ol style="list-style-type: none"> <li>1) Begin Phase 1 implementation of an agency-wide initiative to improve data quality (Data Quality Strategy)</li> <li>2) Create a central library of important queries, reports and datasets</li> </ol>
5	Expand and update coverage of groundwater models	<b># of groundwater basins identified with a critical need for updated or original models</b>	<ol style="list-style-type: none"> <li>1) Identify up to 5 groundwater basins with a critical need for updated or original models</li> </ol>
5	Adopt remaining 4 <sup>th</sup> MPs and progress toward development of 5 <sup>th</sup> MPs for the 5 AMAs	<b>% of 4<sup>th</sup> MPs adopted # of 5 MP meetings held with stakeholders</b>	<ol style="list-style-type: none"> <li>1) Complete Pinal and Santa Cruz AMA 4<sup>th</sup> MPs</li> <li>2) Complete initial research phase for development of 5MPs</li> </ol>
6	Bring salary levels for targeted positions closer to market	<b>% of ADWR offers accepted by applicants % of ADWR employees with 5 years experience or more</b>	<ol style="list-style-type: none"> <li>1) Obtain permission to use ADEQ’s classification structure for Hydrogeologist Positions and ADOT’s Engineer structure</li> <li>2) Compensate ADWR employees in accordance with performance</li> </ol>
6	Promote increased ongoing telecommuting	<b>% of total hours telecommuted</b>	<ol style="list-style-type: none"> <li>1) Modify agency telecommute policy to allow increased telework</li> <li>2) Assess IT resources to support increased ongoing telework</li> </ol>