

Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR's Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

A. GENERAL INFORMATION

1. Date

2025-12-22

2. Department

Department of Water Resources

3. Organizational Placement (Division/Branch/Office Name)

State Water Project Long-Term Planning, Risk, and Resiliency Office

4. CEA Position Title

State Water Project Long-Term Planning Officer

5. Summary of proposed position description and how it relates to the program's mission or purpose.
(2-3 sentences)

The Department of Water Resources proposes to allocate the above position to the CEA category. The State Water Project Long-Term Planning Officer is responsible for policy development and implementation for enterprise level risk management and water management related to long-term planning functions of the SWP in order to maintain and improve SWP operations. Additionally, this position will develop strategies for climate change, infrastructure resilience, and other SWP long-term planning objectives that incorporate asset management and enterprise risk management to ensure the most efficient operation of the SWP and public safety.

6. Reports to: (Class Title/Level)

Deputy Director, State Water Project / Exempt

7. Relationship with Department Director (*Select one*)

- ☐ Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.
- ☒ Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(*Explain*): This position will interact regularly with the Department of Water Resources (DWR) Director, Lead Deputy Directors, and Deputy Director, SWP regarding policy formulation for enterprise-level risk management and water management issues related to the SWP's long-term planning functions. The CEA reports to the Deputy Director and serves as a liaison to external interested parties at the Executive level.

8. Organizational Level (*Select one*)

☐ 1st ☐ 2nd ☒ 3rd ☐ 4th ☐ 5th (mega departments only - 17,001+ allocated positions)

B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

The State Water Project (SWP) has long been a cornerstone of the Department of Water Resources' (DWR) mission to support California's water supply, flood protection, recreation, and environmental stewardship. This position sets policies related to SWP enterprise-level risk management and water management issues related to the SWP's long-term planning functions. This role is critical to maintaining and improving SWP operations.

This position will play a key role in setting policies that support long-term reliability, resilience, and affordability for the 27 million Californians who depend on SWP water. The CEA will also formulate and implement policies concerning regulatory compliance, climate change adaptation, infrastructure resilience, and other SWP long-term planning objectives by integrating asset management and enterprise risk management principles to ensure efficient SWP operations and safeguard public safety.

This position will provide leadership, direction, and coordination to a multi-disciplinary team to conduct long-term planning for the SWP focusing on strategy and policy development to produce long-term plans that identify, assess, and prioritize major capital investments and other actions that will protect the reliability and affordability of the SWP against significant risks such as those resulting from climate change.

The SWP Long-Term Planning Officer will lead assessments of new facilities, reoperations or other changes to existing facilities, changes to contractual agreements, new SWP beneficiaries and partners, and new SWP purposes to improve SWP reliability and affordability and to better meet the water needs of California. This position will define and develop the core competencies needed by the team for effective long-term planning.

This position will establish policies to create alignment in medium and long-term planning activities that occur throughout the SWP. These policies include those that will standardize long-range planning scenarios, time horizons, modeling approaches, and assumptions related to external risks and future conditions. This CEA will ensure concepts of safety, sustainability, maintainability, and affordability are incorporated into SWP long-term planning activities. This position will create a centralized repository for long term planning analysis, models, and reports to improve consistency, transparency and comparability. This position will ensure long-term SWP planning activities are aligned with other key SWP plans and planning activities such as the Strategic Asset Management Plan, the SWP strategic plan, annual planning to develop the annual SWP workplan and budget, and planning for major projects and programs. This CEA will similarly ensure that long-term SWP planning is aligned with major water planning activities occurring outside of the SWP such as the California Water Plan. Will serve as the SWP's primary point of contact for planning activities occurring within the SWP.

The SWP Long-Term Planning Officer will serve as the SWP's lead spokesperson on SWP long range planning matters. Will clearly communicate complex water issues in a way that is accessible to different audiences including policy makers and the public. This position will develop relationships with key external parties with significant roles with respect to water in California such as leadership at California water agencies, federal agencies, non-governmental organizations and other advocacy groups, and local elected officials. The CEA will support SWP and DWR engagement with the State legislature and Congress.

This position will lead and manage the SWP Risk and Resilience Officer, the SWP climate action manager, the Manager of the Modeling Support Office, and the SWP Power Compliance Office. The CEA will oversee the preparation of relevant detailed program reports, plans, budgets, schedules, and performance measures to meet SWP strategic goals and objectives. Additionally, this position will establish priorities, timelines, and budgets, negotiate and mediate multi-party tradeoffs, establish decision criteria, and drive closure on complex issues. This position will monitor program performance, control costs and schedule compliance; implement corrections as needed; and foster a culture of safety, innovation, and accountability across SWP long-range planning activities. This position will be engaged with and will be a member of DWR's Governance Board and may act for the Deputy Director.

B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

- ☒ Program is directly related to department's primary mission and is critical to achieving the department's goals.
- ☐ Program is indirectly related to department's primary mission.
- ☐ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description: DWR's mission is to manage and protect the water resources of California in cooperation with other agencies, to benefit the state's people and to protect, restore, and enhance the natural and human environments. DWR manages California's water resources, systems, and infrastructure, including the State Water Project (SWP), in a responsible, sustainable way. Effective and accurate oversight of resources and capital investments related to the SWP is essential in making sound decisions in the maintenance of critical infrastructure to ensure the capacity to deliver water to over 27 million Californians and provide prime irrigation for 750,000 acres of agricultural land. Water reliability contributes to a significant percentage of the non-services related gross domestic product for the State.

B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

The SWP is the largest State-owned and operated water storage and delivery system in the country. The facility consists of 29 power and pumping plants, 23 dams, 36 storage reservoirs, over 400 miles of large canals and 300 miles of large pipelines and is a critical part of the life-sustaining infrastructure of California. SWP deliveries provide water to 27 million Californians and 750,000 acres of irrigated farmland. Three quarters of the State's disadvantaged communities are within the SWP service area and rely on the SWP for at least some of their water supply. DWR also operates the SWP to improve water quality in the Delta, control Feather River flood water, provide recreation, and enhance fish and wildlife habitat.

In July 2024, DWR published the SWP Delivery Capability Report (DCR), which concluded that SWP delivery capability and reliability could decline by as much as 23 percent within 20 years due to changing hydrology and extreme weather driven by climate change—underscoring the urgent need for SWP to address climate change impacts and upgrade critical infrastructure. A 23 percent reduction would equate to approximately 496,000 acre-feet of water per year—enough to supply about 1.7 million homes annually.

In May 2025, an addendum to the DCR further reported that, without intervention, continued land subsidence combined with climate change could reduce SWP deliveries by up to 87 percent by 2043. Under plausible future climate change and subsidence conditions, average annual deliveries could drop by as much as 1.5 million acre-feet, down to only 295,000 acre-feet.

In August 2025, DWR released the SWP Adaptation Strategy, which concluded that while climate change is likely to cause a long-term decline in average annual deliveries, a coordinated portfolio of actions can offset these reductions. The strategy evaluates multiple potential portfolios of actions under a range of future climate conditions, demonstrating the importance of proactive, adaptive management.

Together, these reports highlight the urgent need for significant investment to maintain and enhance the reliability of the SWP. The recently published Delivery Capability Report and the SWP Adaptation Strategy show that climate change and changing hydrology will impact water operations with reduction in deliveries by up to 87 percent by 2043, if no action is taken. Additionally, much of the SWP is more than 50 years old and requires significant rehabilitation and refurbishment to sustain reliable operation. Avoiding these dire outcomes will require substantial reinvestments that could be well over \$24 billion.

This need for substantial reinvestment across many potential infrastructure options demonstrates the urgent need to establish a new policy-setting long-term SWP planning role that will prioritize future actions that ensure continued water supply reliability while also optimizing the affordability of that water supply. The CEA will set policies that support long-term reliability, resilience, and affordability for the 27 million Californians who depend on SWP water. Specifically, the CEA will develop and prioritize strategies addressing regulatory compliance, climate change adaptation, infrastructure resilience, and other long-term planning objectives—integrating asset management and enterprise risk management principles to ensure efficient SWP operations and safeguard public safety while maintaining water affordability for communities across the state.

C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The CEA will be responsible for developing and implementing long-term SWP water management and planning policies that integrate the long-term planning efforts across multiple SWP Divisions and offices, aligning water operations, engineering, finance, and environmental stewardship functions under a unified strategic framework. These policies will determine the assumptions, scenarios, and descriptions of future conditions (such as those stemming from climate change like future conditions of sea level rise, hydrology changes, and temperature changes, as well as changes to the California water system including future environmental conditions and regulatory regimes, future ground water use, future land subsidence, land use and its associated water demand, population growth and its associated water demand, and the development of additional storage and conveyance) and risks that will be used across the State Water Project. These risks could include but not be limited to changes to our ability to convey water through the delta, vulnerabilities to natural disasters such as earthquakes and floods, supply chain and work force disruptions, cybersecurity and physical security.

Integrated long-term SWP water management and planning has a broad, statewide impact by ensuring the SWP can deliver water efficiently, equitably, and sustainably to support California's broader goals of climate adaptation, regional water self-reliance, and economic stability.

Additionally, this position will lead the development of Infrastructure Investment and Funding Prioritization policies designed to prioritize and sequence major capital investments needed to protect SWP reliability and affordability. This includes establishing criteria for cost-effectiveness, risk reduction, and climate resilience in capital planning decisions. Transparent and strategic infrastructure investment ensures that limited public resources are directed toward projects with greatest statewide impact that maximize system reliability, affordability, and public safety across California's interconnected water network.

This position will also have responsibility as the principal policy maker in developing and implementing the SWP's Climate Change Adaptation and Resilience Policy. This policy will guide investments and operational decisions to address changing hydrology, increase frequency of extreme weather events, and long-term shifts in water supply reliability. As a part of the policy, this position will identify adaptation strategies such as infrastructure modernization, reservoir operation, and integration of climate science into SWP planning models. This policy has a statewide impact, directly supporting California's ability to maintain a reliable water supply for 27 million residents and 750,000 acres of farmland by ensuring the SWP remains resilient under future climate conditions.

Lastly, the SWP Long-Term Planning Officer will establish a comprehensive Risk Management and Asset Resilience policies for integrating enterprise risk management (ERM) into the long-term planning activities of the SWP. This suite of policies will set standards for identifying, assessing, and mitigating operational, financial, and environmental risks that could affect water deliveries or public safety. Improved enterprise risk management will enhance the reliability of California's largest state-owned water system, safeguard public infrastructure investments, and reduce the potential for costly service disruptions or emergency response expenditures.

All of these policies will work in tandem to ensure a water system that is more resilient, reliable, and affordable for the 27 million Californians and 750,000 acres of agriculture it serves.

C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position's scope and nature of decision-making authority?

This CEA will act on and approve any and all matters under specific delegation that are not prohibited by law. Additionally, the CEA will have the authority to formulate, revise, and implement Department policies related to all SWP-related long-term planning, enterprise risk management, climate change, and energy regulatory compliance strategies across SWP operations statewide.

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

This position will develop and implement new policies for the long-term planning that will prioritize future reinvestment into existing and new SWP infrastructure. This effort will be coordinated in collaboration with SWP senior managers within the Department of Water Resources and senior managers of the State Water Contractor agencies.