

San Francisco Bay Regional Water Board Strategic Plan

2026 BACWA Annual Members Meeting
May 15, 2026



Mary Cousins

Strategic Plan Purpose

- Describe what we do
- Create transparency
- Communicate organizational priorities
- Improve engagement and recruitment



**San Francisco Bay Regional
Water Quality Control Board
Strategic Plan**

April 2026

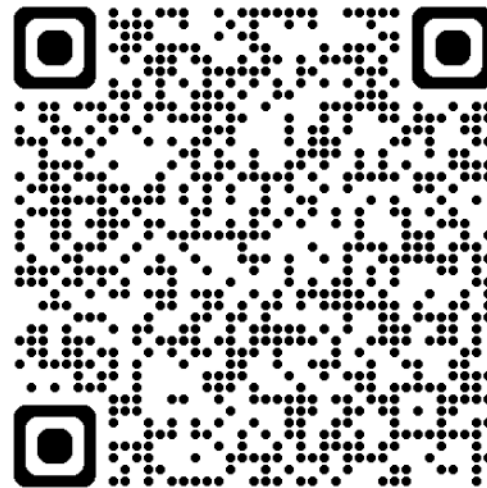


San Francisco Bay Regional Water Quality Control Board Strategic Plan

April 2026

2026 Update Overview

- Fiscal years 2027 and 2028 update
- Collaborative leadership team effort
- Available on Website

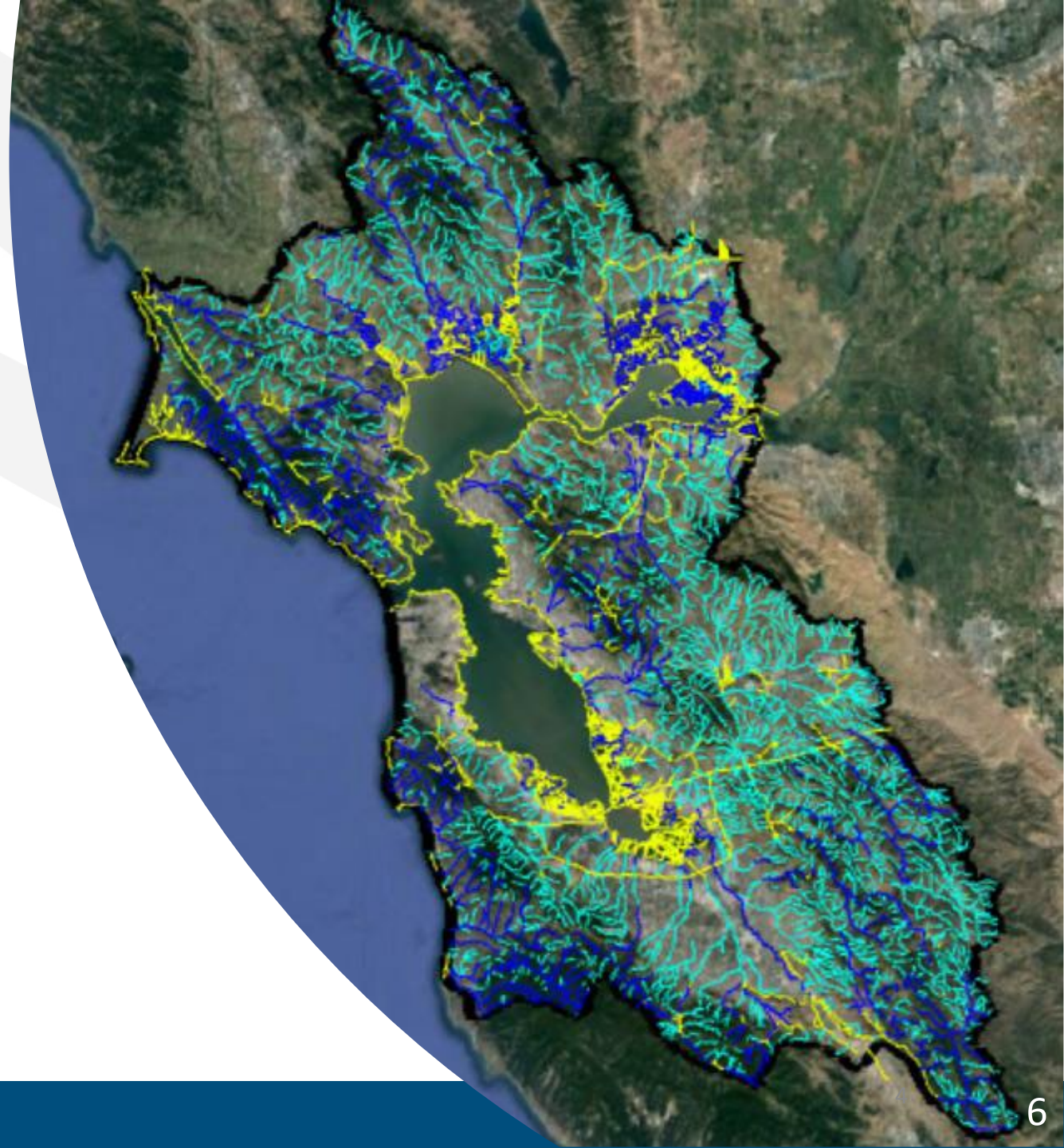


Links to:

[https://www.waterboards.ca.gov/
sanfranciscobay/about_us/
strategicPlan/2026_Strategic_Plan.pdf](https://www.waterboards.ca.gov/sanfranciscobay/about_us/strategicPlan/2026_Strategic_Plan.pdf)

Strategic Plan Overview

- Who we are
- What we do
- Our priorities
- Targets & milestones



What we do



PLAN & ASSESS



REGULATE



CLEAN UP



ENFORCE



Plan & Assess



Regulate



Clean Up





Enforce



Our Organizational Priorities



Climate Action



Racial Equity and Environmental Justice



Workforce Planning and Development



Climate Action

PROGRAM Priority Action	FY26/27 Targets & Milestones
WASTEWATER AND FLOOD MANAGEMENT INFRASTRUCTURE RENEWAL	
Ensure climate change resiliency (e.g., related to sea level rise, groundwater rise, and wildfires) in wastewater infrastructure renewal projects	Participate in forums to encourage infrastructure renewal that provides multiple benefits Facilitate infrastructure renewal through other permit-related tasks

Racial Equity and Environmental Justice

**San Francisco Bay Regional
Water Quality Control Board**
Racial Equity and
Environmental Justice
Action Plan
September 2023

PROGRAM Priority Action	FY26/27 Targets & Milestones
SITE CLEANUP AND UNDERGROUND STORAGE TANK PROGRAMS	
Apply environmental justice lens to inform cleanup priorities	Identify and implement regulatory actions for active cases in EJ communities to reduce pollution risks and threats Prioritize backlogged (i.e., inactive) cases in EJ communities based on risks and threats for regulatory action ...

Workforce Planning and Development

ORGANIZATIONAL PRIORITY

Priority Action

WORKFORCE PLANNING AND DEVELOPMENT

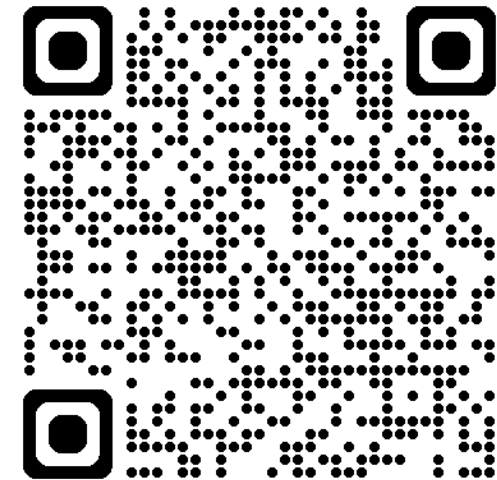
Create a welcoming and engaging environment through onboarding activities and by providing career and professional development

Engage employees in continuous improvement initiatives

Create a shared and collaborative learning organization by staff attending trainings and presenting and participating in conferences and symposiums

We're Hiring!

Supervisor for Recycled Water, Wastewater, Industrial / Construction Stormwater, and Enforcement. Apply by 5/26.



<https://calcareers.ca.gov/CalHrPublic/Jobs/JobPosting.aspx?JobControlId=517959>



Thank you!