



STRATEGIC PLAN

FY 2020 - 2024



Contents

EXECUTIVE SUMMARY	1
MISSION, VISION, VALUES AND BEHAVIORS.....	2
GOALS & PERFORMANCE MEASURES.....	3
AGENCY-WIDE ACTION PLANS FY 2020 - 2024	6
DATA COLLECTION & MANAGEMENT.....	7
LOAN ASSISTANCE.....	9
HYDROLOGIC INVESTIGATIONS & WATER ALLOCATION ASSESSMENTS	10
WATER CONSERVATION, EFFICIENCY, & REUSE.....	13
WATER/DROUGHT PLANNING ASSISTANCE	15
HAZARD MITIGATION.....	17
PROVIDING DATA & INFORMATION TO THE PUBLIC.....	18
PUBLIC OUTREACH & EDUCATION	19
STRATEGIC PARTNERSHIPS.....	20
EMPLOYEE TRAINING	21
SUCCESSION PLANNING	22
FITNESS & WELL-BEING	23

Executive Summary

In September of 1999, the OWRB embarked on its first strategic planning document, a process initiated through numerous meetings involving more than two dozen members of our management team. Every year since, this core group has convened to conduct in-depth discussions of the constantly changing factors that impact our statutorily mandated projects and programs.

The focus of these meetings, as well as each successive strategic plan, is to build upon past successes and identify new initiatives that can assist the agency in meeting future challenges and opportunities. We spend a considerable amount of time assessing various environmental factors—such as the challenging economy, technological trends, evolving demographics, and new statutes—that impact the quality and effectiveness of our service to Oklahomans. The result is an annually updated five-year plan detailing the agency’s priorities and direction.

Our mission statement describes the Water Board’s many roles in the environmental arena—managing, protecting, and improving our water resources. Our staff’s renowned competence and professionalism is a key factor in providing this service to Oklahomans.

Our vision, values and behaviors are our collective sentiments and beliefs, and they represent the cornerstone principles for what our agency aspires to be—Oklahoma’s water agency.

In addition to goals that provide specific direction, agency-wide key performance measures are a core component of our management philosophy in order to assure the optimum use of management energy and, just as important, to gage success and monitor our performance. Each year, management and staff are committed to delivering improved services regardless of budgetary factors.

Agency-wide action plans, such as implementation of the recently completed *2012 Update of the Oklahoma Comprehensive Water Plan*, speak for themselves. They include specific tasks and timelines for completing projects that have the greatest potential to improve the health and prosperity of Oklahomans.

Our success in implementing this strategic plan can only be determined in the coming years. Regardless, I believe the process for developing this plan is valuable in itself because it provides a mechanism for OWRB staff to thoroughly assess how well the agency serves its customers—the citizens of Oklahoma. This annual process affirms the intelligence, passion, and commitment my colleagues at the OWRB bring to their jobs. All Oklahomans are extremely fortunate to have such dedicated professionals working on our behalf.

Sincerely,



Julie Cunningham
Executive Director

The OWRB Strategic Planning Team

Chris Adams	Josh Bailey	Mark Belden	Mary Nell Brueggen
Kate Burum	Bryce Callies	Bill Cauthron	Julie Chambers
Lindy Clay	Matt Cogburn	Jessica Correll	Julie Cunningham
Charles de Coune	James Decker	Steven Emmett	Joe Freeman
Sara Gibson	Jerri Hargis	Brian Harrison	Lori Johnson
Aaron Milligan	Owen Mills	Jason Murphy	Chris Neel
Cole Perryman	Lance Phillips	Cleve Pierce	Monty Porter
Laura Oak	Charles O’Malley	Mary Schooley	Tracy Scopel
Jason Shiever	Yohanes Sugeng	Derrick Wagner	Tonya White
Darla Whitley	Kent Wilkins		

Mission

To protect and enhance the quality of life for Oklahomans by managing and improving the state's water resources to ensure clean and reliable water supplies, a strong economy, and a safe and healthy environment.

Vision

As the state's water agency, we shall:

- Resolve Oklahoma's increasingly complex water issues through leadership, innovation, and sound science.
- Partner with citizens and other stakeholders in planning and balancing multifaceted, long-range water needs.
- Be the recognized experts in our field and known for our exemplary service to the public.

Values and Behaviors

Commitment to Professionalism and Ethics

We, the employees of the Oklahoma Water Resources Board, dedicate ourselves to applying expertise and the highest vocational standards in formulating recommendations and making decisions. We will conduct our business in a fair, honest, and ethical manner.

Delivery of Products, Services, and Solutions

We make our best effort to provide high quality, information, products, and services in the most cost-efficient and timely manner. We are forward-thinking, embrace change, and encourage innovative and creative approaches to solving contemporary and future water issues.

Seeking Stakeholder Involvement

We actively seek and value input from stakeholders, elected officials, business, non-profit, and government partners, staff and board members to assist in informing decisions and actions.

Investment in Our People

We value and strive to maintain a diverse workforce at all levels of our organization. We support the enhancement and professional growth of employees by providing training and leadership opportunities, modern equipment and appropriate compensation.

Responsibility and Respect

All employees accept responsibility to incorporate the above values and behaviors, to complete work and duties assigned in a professional and timely manner, and to take the initiative to suggest and implement improvements in the way we do business. Employees are given responsibilities that best suit their abilities and talents considering the needs of the agency. By accepting assigned responsibilities, employees gain the respect of our customers, including our co-workers and Board members.

Goals & Performance Measures

Goal #1

Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma's water resources.

Agency-wide Key Performance Measures (KPM):

1. **Description:** Develop and implement strategies to increase the amount/quality of vital data through agency programs by 50% by 2024 in order to make more informed decisions regarding protection of public health and the environment.

KPM: % increase in volume/quality of data collected annually.

2. **Description:** Due to the exponentially increased demand for infrastructure financing over the next 50 years, OWRB will work to make available at least 60% percent of Oklahomans water and wastewater loan financing by 2024, and work with other funding agencies to ensure applicants receive the most cost effective and appropriate funding available. Additionally, the agency will provide a path for financing stormwater and green infrastructure in the Clean Water State Revolving Fund program.

KPM: OWRB loan amount financed compared to the total water and wastewater loans funded (as provided by the Oklahoma State Bond Advisor's office).

3. **Description:** Complete eleven (11) groundwater hydrologic basin yield investigations and analyses, complete four (4) stream water system investigations and analyses, and recommend water allocation policy limits on twelve (12) groundwater basins by 2022 to ensure fair appropriation and reliable water supplies to meet current and long-term domestic, economic and environmental demand.

KPM: Number of hydrologic studies and allocation models completed by 2022

4. **Description:** Implement Oklahoma's Water for 2060 Act (82 O.S. 1088.11 *et seq.*) to minimize forecasted shortages and avoid unnecessary development of new supplies and infrastructure by promoting water conservation, efficiency, reuse and recycling through all agency programs, implementing the recommendations of the Water for 2060 Advisory Council.

KPM: Volume of freshwater saved through agency efforts.

5. **Description:** Promote and provide technical/policy support of regional and local water planning efforts, including emergency/drought planning; serving in advisory capacities on regional planning projects, federal/state drought and climate planning committees, water use sector group meetings; and conducting presentations on planning tools.

KPM: Materials developed and number of technical assistance visits performed

6. **Description:** Through reasonable regulations, improve the safety of dams, protect the natural and beneficial functions of the floodplain, and ensure the integrity of water well construction in order to protect lives and property, to reduce costs of disaster relief, and to prevent potential pollution of Oklahoma's groundwaters.

KPM: Increase the percentage number of EAP for high hazard potential dams, number of communities participate in the NFIP program, and percentage of well drillers renewal and inspection rate.

Goal #2

Build partnerships and increase public awareness to encourage responsible stewardship of Oklahoma's water resources.

Agency-wide Key Performance Measures (KPM):

1. **Description:** Provide agency data, associated reports and information via the website in a user-friendly format that can be easily accessed and interpreted by the public.

KPM: Percentage increase of quality data/reports provided to the public each year.

2. **Description:** Compared to existing efforts, increase outreach activities by 10% per year to inform and educate agency customers on water, infrastructure, and land use issues and assistance programs by conducting and/or participating in community assistance visits, workshops, meetings, inspections, as well as by issuing more press releases and website/social media announcements.

KPM: Number of outreach activities per year.

3. **Description:** Build strategic partnerships that both increase public awareness of OWRB programs and establish mutually beneficial partnerships with targeted stakeholders.

KPM: Number of new organizations and entities engaged annually.

Goal #3

Improve service to the public by maximizing agency efficiency and innovation, and through promotion of a healthy, safe, productive and inclusive working environment.

Agency-wide Key Performance Measures (KPM):

1. **Description:** Enroll 100% of all supervisors in 12 hours (24 hours for new supervisors) of training and staff in 8 hours of training each year utilizing HRDS workshops and/or other training appropriate to staff responsibilities and provide training in-house to supplement training requirements.

KPM: Percentage of supervisors/staff enrolled in requisite training annually.

2. **Description:** Develop agency standard operating procedure to improve sharing of critical agency responsibilities and to increase the number of cross-trained personnel, thus fully preparing the agency for succession planning by 2018.

KPM: Percentage of personnel cross-trained and engaged in sharing responsibilities annually.

3. **Description:** At least thirty-three percent of employees participate in regular health and wellness programs available to State employees or other community-based wellness activities.

KPM: Percentage of employees participating in fitness, health and wellness programs.

Agency-wide Action Plans FY 2020 - 2024

OWRB AGENCY-WIDE ACTION PLANS			
Program Title	Goal / KPM	Division/Unit (Primary)	Team Leader(s)
Data Collection & Management	Goal 1 KPM 1	Water Quality/Planning & Management	Bill Cauthron/Chris Neel
Loan Assistance	Goal 1 KPM 2	Financial Assistance	Joe Freeman
Hydrologic Aquifer Investigations & Water Allocation Assessments	Goal 1 KPM 3	Planning & Management	Kent Wilkins/Chris Neel
Water Conservation, Efficiency, & Reuse	Goal 1 KPM 4	All	Owen Mills
Water/Drought Planning Assistance	Goal 1 KPM 5	All	Julie Cunningham/ Owen Mills
Hazard Mitigation	Goal 1 KPM 6	Planning & Management	Yohanes Sugeng
Providing Data & Information to the Public	Goal 2 KPM 1	Water Quality/Planning & Management	Kent Wilkins/Bill Cauthron
Public Outreach & Education	Goal 2 KPM 2	All	Cole Perryman
Strategic Partnerships	Goal 2 KPM 3	All	Director / Chiefs / Public Information
Employee Training	Goal 3 KPM 1	All	Brian Harrison / Chiefs
Succession Planning	Goal 3 KPM 2	All	Chiefs
Fitness & Wellbeing	Goal 3 KPM 3	Administration/ Financial Assistance	C. de Coune

ACTION PLAN: Goal #1, KPM #1

Data Collection & Management

AGENCY GOAL:	Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma’s water resources.
KPM:	Develop and implement strategies to increase the amount/quality of vital data through agency programs by 50% by 2024 in order to make more informed decisions regarding protection of public health and the environment.
Leader	Bill Cauthron/Chris Neel

Tasks	By Whom	Completion Date
Identify critical data needs, programs to meet data needs and avenues for data dissemination	Program Managers/Sections Heads	Ongoing
Assess if data needs can be met by the agency technically, statutorily, etc.	P&M/WQ Technical staff	January 2018
Prioritize data needs/activities for agency programs	P&M/WQ Technical staff	November 2018
Make data-related recommendations to upper management	P&M/WQ Technical staff	February 2018
Work with management team to implement recommendations re: data	P&M/WQ Technical staff	March 2018
As needed, research funding mechanisms for implementing work outlined.	Management Team	March 2019
Development and Implementation of a Data Management Network: <ul style="list-style-type: none"> Phase 1: Database Implementation and Data Migration Phase 2: Biological Database Development; Initial Application Development Phase 3: Advanced Application Development 	P&M/WQ Technical staff/Admin-IT Staff	Phase 1 – January 2017 Phase 2 – December 2019 Phase 3 – Ongoing
Water Rights Permitting database: Maintain and improve collection of water rights data to enhance the quality and dissemination of data.	Water Rights Permitting staff	Ongoing
Water Use Database: Improve procedures for the collection and dissemination of reported water use data including the ongoing QA/QC of existing reported data and the continued enhancement of the water use reporting system.	Water Rights Permitting staff	Ongoing
Evaluate and update datasets used for determination of unappropriated surface water available.	Water Rights Permitting staff, T. Scopel, E. Sherrod	Ongoing

<p>Ensure consistency of data between the WTRTS database, OnBase records, and GIS applications for surface and groundwater application and permit review; address missing shapefiles and known possible water availability calculation errors.</p>	<p>Water Rights Permitting Staff, Tracy Scopel, E. Sherrod</p>	<p>Ongoing</p>
<p>Pit water documentation (SB 597); quarterly and annual monitoring reports, review monitoring plans, and additional as required per rule.</p>	<p>Kent W., Chris N., Jonathan A., Matt C.</p>	<p>Ongoing</p>
<p>Marginal Quality Water; develop rules, establish general requirements, and establish permitting application and review process.</p>	<p>P&M Staff</p>	<p>Ongoing</p>
<p>Continue document conversion for Financial Assistance documents, Well Logs, Water Rights, Active Legal Cases, and Rulemaking [2016]</p> <ul style="list-style-type: none"> • Create comprehensive agency document plan to address conversion of backlogged documents, and to maximize our current assets and resources. [Fall 2016] • Continue expanding workflow processes to each division as per the project matrices created and maintained by Steven. [2017] • Increase interoperability between line of business applications by adding "Application Enabler" functionality, where appropriate, to existing business processes. [2017] 	<p>Water Rights Permitting & FA staff</p>	<p>Ongoing</p>
<p>GRDA Grand River Comprehensive Water Plan: Will develop and provide regional water supply, demand and shortages by sector by basin Specifically, the project will:</p> <ul style="list-style-type: none"> • Update and expand upon the 2012 OCWP Grand Regional report data on regional supply and demand with projections to 2070 • Water Quality data gaps analyses and inventory • Model water availability / water balance for the region including specific demands such as ESA, D.O. requirements, recreation, etc. • Assist with the necessary data and information needs for GRDA's next FERC relicensing requirements. 	<p>O. Mills</p>	<p>September 2021</p>
<p>Oklahoma Comprehensive Water Plan:</p> <ul style="list-style-type: none"> • Data, maps, viewers, reports, public input, etc. will be added through the OCWP portal page as the multi-year project progresses. 	<p>O. Mills</p>	<p>September 2024</p>

ACTION PLAN: Goal #1, KPM #2

Loan Assistance

AGENCY GOAL:	Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma’s water resources.
KPM:	Due to the exponentially increased demand for infrastructure financing over the next 50 years, OWRB will work to make available at least 60% percent of Oklahomans water and wastewater loan financing by 2024, and work with other funding agencies to ensure applicants receive the most cost effective and appropriate funding available. Additionally, the agency will provide a path for financing stormwater and green infrastructure in the Clean Water State Revolving Fund program.
Leader	Joe Freeman

Tasks	By Whom	Completion Date
Secure adequate funding levels for current borrowers by continually monitoring bond proceeds, federal grants, and interest earnings available to OWRB.	J. Freeman, L. Johnson, L. Oak, and K. Burum	Ongoing
Secure future funding levels by updating the cash flow models in order to schedule bond issues.	L. Oak	Ongoing
Update the Project Priority List as needed to coordinate with Oklahoma Communities regarding funding requests and future need of each program, Clean Water State Revolving Fund and Financial Assistance Loan Program.	J. Hargis	Ongoing
Maintain adequate relationships with other funding agencies to ensure that applicants receive the most cost effective and appropriate funding available.	Financial Assistance	Ongoing

ACTION PLAN: Goal #1, KPM #3

Hydrologic Investigations & Water Allocation Assessments

AGENCY GOAL:	Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma’s water resources.
KPM:	Complete eleven (11) groundwater hydrologic basin yield investigations and analyses, complete four (4) stream water system investigations and analyses, and recommend water allocation policy limits on twelve (12) groundwater basins by 2022 to ensure fair appropriation and reliable water supplies to meet current and long-term domestic, economic and environmental demand. KPM: Number of hydrologic studies and allocation models completed by 2022

Leader	Kent Wilkins/Chris Neel
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Tasks	By Whom	Completion Date
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Complete Groundwater Hydrologic Investigations Reports

Complete 20-year-update hydrologic Investigation and report for the Gerty Sand groundwater basin.	C. Neel, B. Waltman	June 2019
Complete hydrologic investigation and report for the Cimarron Alluvium and Terrace aquifer.	J. Correll, J. Hernandez, C. Neel	June 2019
Complete hydrologic investigation and report for the Ogallala-Roger Mills aquifer.	J. Sanford, D. Wagner	June 2019
Complete 20-year-update hydrologic Investigation and report for the Elk City groundwater basin.	D. Wagner, C. Neel	June 2019
Contract with the USGS to complete hydrologic Investigations report for the Salt Fork of the Red River alluvium and terrace aquifer.	C. Neel, K. Wilkins	March 2019
Contract with the USGS to complete 20-year-update hydrologic Investigation and report for the Washita River alluvium and terrace Reach I groundwater basin.	C. Neel, K. Wilkins	June 2019
Contract with the USGS to complete 20-year-update hydrologic Investigation and report for the Washita River alluvium and terrace Reach 3 and 4 groundwater basins.	C. Neel, K. Wilkins	June 2020
Complete hydrologic investigation and report for the Blaine aquifer.	D. Wagner, S. Hussey	December 2021
Complete 20-year update hydrologic investigation and report for the Vamoosa-Ada aquifer.	J. Correll, A. Lepera, J. Hernandez	December 2021

Contract with the USGS to complete hydrologic investigation and report for the Roubidoux and Boone aquifers.	C. Neel	June 2022
Contract with the USGS to complete hydrologic investigation and report for the Salt Fork of the Arkansas River alluvium and Terrace aquifer.	C. Neel	June 2022
Maximum Annual Yield Recommendations		
Submit recommendations for the maximum annual yield and equal proportionate share of the Rush Springs groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	June 2019
Submit recommendations for the maximum annual yield and equal proportionate share of the Gerty Sand groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2019
Submit recommendations for the maximum annual yield and equal proportionate share of the Washita River Alluvium and Terrace Reach I groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2019
Submit recommendations for the maximum annual yield and equal proportionate share of the Ogallala-Roger Mills Alluvium and Terrace groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2019
Submit recommendations for the maximum annual yield and equal proportionate share of the Cimarron River Alluvium and Terrace groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	January 2020
Submit recommendations for the maximum annual yield and equal proportionate share of the Elk City groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	January 2020
Submit recommendations for the maximum annual yield and equal proportionate share of the Salt Fork of the Red River Alluvium and Terrace groundwater basin to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2020
Submit recommendations for the maximum annual yield and equal proportionate share of the Washita River Alluvium and Terrace Reaches 3 and 4 groundwater basins to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2021
Submit recommendations for the maximum annual yield and equal proportionate share of the Blaine groundwater basins to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2022

Submit recommendations for the maximum annual yield and equal proportionate share of the Vamoosa-Ada groundwater basins to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	December 2022
Submit recommendations for the maximum annual yield and equal proportionate share of the Roubidoux and Boone groundwater basins to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	June 2023
Submit recommendations for the maximum annual yield and equal proportionate share of the Salt Fork of Arkansas River Alluvium and Terrace groundwater basins to the OWRB.	J. Cunningham, K. Wilkins, C. Neel	June 2023
Stream Water Systems		
Develop GIS-based automated system for tracking surface water permits in the settlement area basins	T. Scopel, M. Cogburn, E. Sherrod	June 2019
Complete allocation model and hydrologic investigations report for the Upper Washita River (1-8-2, 1-8-3, and 1-8-4).	E. Sherrod, C. Neel	December 2019
Update allocation model and complete hydrologic investigations report for the Upper Red River System (1-15-1, 1-15-2, 1-16, and 1-18).	E. Sherrod, C. Neel	June 2019
Collaborate with the U.S. Bureau of Reclamation on WaterSMART "Upper Red River Basin Study"	C. Neel, E. Sherrod	June 2019
Collaborate with the U.S. Bureau of Reclamation on WaterSMART "Upper Washita Basin Study"	C. Neel, E. Sherrod	June 2020

ACTION PLAN: Goal #1, KPM #4

Water Conservation, Efficiency, Reuse

AGENCY GOAL:	Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma’s water resources.
KPM:	4. Description: Implement Oklahoma's Water for 2060 Act (82 O.S. 1088.11 <i>et seq.</i>) to minimize forecasted shortages and avoid unnecessary development of new supplies and infrastructure by promoting water conservation, efficiency, reuse and recycling through all agency programs, implementing the recommendations of the Water for 2060 Advisory Council.
Leader	Owen Mills

Tasks	By Whom	Completion Date
As part of the Water-Use Data project (WISR check Goal 1 KPM 1 entry), develop and implement a process to track compliance with the Water for 2060 Act goals by annually comparing fresh water usage against OCWP’s 2010 baseline data for each demand sector, as well as tracking the volume of fresh water offset by conservation, reuse, recycling and marginal quality water usage.	K. Wilkins and M. Brueggen	Tracking Annually WISR – December 2019
Advise/participate in/or coordinate the following groups: Sulphur Reuse Study Technical Committee, OWRB-ODEQ DPR and Reuse working groups, Produced Water Working Group, OWRB-ODEQ Regionalization Working Group, 2060 Statewide Campaign Committee, Brackish Water Working Group.	J. Cunningham and O. Mills	Ongoing
Coordinate with State, Federal and other partners to facilitate widespread adoption of direct and indirect reuse projects in concert with Federal and State statutory provisions designed to protect water quality, including revising OWRB regulations as necessary. <ul style="list-style-type: none"> • Coordinate with DEQ to develop implementation rules for potable reuse. • Coordinate with DEQ DPR Workgroup to develop implementation rules • Advise and participate in reuse workgroups as needed. 	B. Callies and O. Mills	Annually December 2019 December 2019 Ongoing
Provide education to Oklahoma’s water and wastewater systems to ensure that systems are more water and energy efficient into the future using OASIS. OASIS is an online resource to help systems make more sustainable decisions.	L. Johnson	Ongoing

<p>Provide education to Oklahoma’s water and wastewater systems on how to use the planning guides. The guides assist systems planning for their water futures including evaluating conservation and water reuse.</p>	<p>J. Freeman and B. Callies</p>	<p>Ongoing</p>
<p>Review Fiscal Sustainability Plans including the utilization of water efficiency, water reuse and conservation efforts for wastewater systems funded under the CWSRF Program.</p>	<p>J. Freeman and B. Callies</p>	<p>Ongoing</p>
<p>Revise the CWSRF Priority Ranking System included in the Intended Use Plan to include additional ranking points for projects that promote water conservation, efficiency, reuse, recycling and who meet the affordability criteria of 25 or more points.</p>	<p>J. Freeman , L. Johnson, and L. Clay</p>	<p>Annual</p>
<p>Oklahoma Comprehensive Water Plan: Studies, public meetings, OCWP outreach will promote and encourage the Wf2060 Act as the state’s intended path forward throughout its planning activities. Supply, demand, gaps analyses and solutions will be directed to fit the 2060 Goals.</p>	<p>O. Mills</p>	<p>September 2024</p>
<p>Assist sole-source water systems through development of a site-specific bathymetric and firm yield study on 3 lakes per year (as funding permits). Implement any new permit availability from findings, and train local personnel through personal interaction and training on the uses of these studies.</p>	<p>O. Mills</p>	<p>Ongoing</p>

ACTION PLAN: Goal #1, KPM #5

Water/Drought Planning Assistance

AGENCY GOAL:	Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma’s water resources.	
KPM:	<p>Description: Promote and provide technical/policy support of regional and local water planning efforts, including emergency/drought planning; serving in advisory capacities on regional planning projects, federal/state drought and climate planning committees, water use sector group meetings; and conducting presentations on planning tools.</p> <p>KPM: Provide guidance and technical expertise to a minimum of 20 water suppliers, regional planning groups, sector groups, or federal/state advisory groups annually by 2024, and make presentations on the new OASIS and Water and Wastewater Planning Guides.</p>	
Leader(s)	Julie Cunningham/Owen Mills	
	Tasks	By Whom
	Identify existing or develop fact sheets, technical guidance documents, maps, and other useful information and develop a webpage to house these documents and highlight the project, availability of assistance, etc.	O. Mills D. Whitley T. Scopel
	Advise/participate on/or coordinate the following groups: National Weather Service Drought Early Warning System Advisory group, USGS South Central Climate Survey Stakeholder Advisory Committee, Arbuckle Simpson Region Drought Contingency Advisory Committee, NW Action Team, SW Action Team, Foss Planning Group, COWRA, East Central Univ. OKA Institute Advisory Council, GRDA Grand River Comprehensive Water Plan, Produced Water Working Group State Agency Committee.	O. Mills
	Identify existing or potential Regional Planning Groups (RPG) individual water suppliers, and state and tribal entities and reach out with offers to present, share institutional knowledgebase, data, make contact with governmental and other related organizations and technical resources, and where appropriate, assist with their search for funding. Facilitate, where appropriate, the startup of new RPGs.	O. Mills
	Oklahoma Comprehensive Water Plan: Will develop and provide technical assistance and information statewide for water supply, demand and shortages by sector by basin and address associated policy questions through public input, technical studies, and data analyses.	O. Mills
		Ongoing
		Ongoing
		Ongoing
		September 2024

GRDA Grand River Comprehensive Water Plan: Will develop and provide regional water supply, demand and shortages by sector by basin and address associated policy questions through public input, technical studies, and data analyses. Specifically, the project will:

- Update and expand upon the 2012 OCWP Grand Regional report
- Model water availability / water balance for the region including specific demands such as ESA, D.O. requirements, recreation, etc.
- Develop water permitting/contracting system for GRDA
- Assist with the necessary data and information needs for GRDA's next FERC relicensing requirements.

O. Mills

September 2021

ACTION PLAN: Goal #1, KPM #6

Hazard Mitigation

AGENCY GOAL:	Develop, implement and promote sound water policies, programs and plans to protect lives, property and Oklahoma’s water resources.	
KPM:	<p>Description: Through reasonable regulations, improve the safety of dams, protect the natural and beneficial functions of the floodplain, and ensure the integrity of water well construction in order to protect lives and property, to reduce costs of disaster relief, and to prevent potential pollution of Oklahoma’s groundwater.</p> <p>KPM: Increase the percentage number of Emergency Action Plans (EAP) for high hazard potential dams, number of communities participate in the NFIP program, and percentage of well drillers renewal and inspection rate.</p>	
Leader(s)	Y. Sugeng	
Tasks		
	By Whom	Completion Date
Identify existing and new high hazard dams in the state. Assist the dam owners to develop EAP by providing breach inundation maps, EAP template, and guidelines.	Y. Sugeng	Ongoing
Identify non-NFIP communities and provide outreach materials and information regarding participation in the NFIP and community benefits from floodplain management program. Provide on -site community meetings as requested.	A. Milligan	Ongoing
Provide several statewide continuing education classes for well drillers, increase the awareness of the importance of the license renewal, increase field inspections, and improve the efficiency of the well drillers program to address the OWRB’s rules and regulations violations.	C. O’Malley	Ongoing

ACTION PLAN: Goal #2, KPM #1

Providing Data & Information to the Public

AGENCY GOAL:	Build strategic partnerships that both increase public awareness of OWRB programs and establish mutually beneficial partnerships with targeted stakeholders.
KPM:	Provide agency data, associated reports and information via the website in a user-friendly format that can be easily accessed and interpreted by the public.
Leader(s)	Cole Perryman

Tasks	By Whom	Completion Date
Review existing data and reports on the website and add additional information when available. Consistently update and track website, map viewer, and application use.	T. Scopel, K. Wilson, and D. Whitley	Ongoing
Document imaging and greater transparency through digital conversion of historic and future agency records.	S. Emmett	Ongoing
Provide online access to maps of towns and rural water districts infrastructure that have been mapped by OWRB staff.	L. Clay	Annual
Oklahoma Comprehensive Water Plan: Develop and provide statewide water supply, demand and shortages by sector by basin and address associated policy questions through public input, technical studies, and data analyses.	O. Mills	September 2024

ACTION PLAN: Goal #2, KPM #2

Public Outreach & Education

AGENCY GOAL:	Build strategic partnerships that both increase public awareness of OWRB programs and establish mutually beneficial partnerships with targeted stakeholders.	
KPM:	Compared to existing efforts, increase outreach activities by 10% per year to inform and educate agency customers on water issues and assistance programs by conducting and/or participating in community outreach visits, workshops, seminars, and meetings, as well as by issuing more press releases and website/social media announcements.	
Leader	Cole Perryman	
	Tasks	By Whom
	Coordinate with Division staff to determine need for additional existing and/or new publications and materials to promote agency programs and water topics.	K. Wilson
	Floodplain Management Outreach/Education - Conduct NFIP Community Assistance Visits and CA Contacts, develop/Implement "Advance FPA course," and outreach to non-traditional audiences.	A. Milligan
	Dam Safety Outreach/Education - Develop and implement new technical O&M workshop series for engineers and owners, and implement new outreach/education mechanism through dam inspection and breach mapping effort for targeted dams' types.	Y. Sugeng
	Conduct educational events for Oklahoma students that promote Agency goals in conjunction with environmental and science education events.	S. Hussey
	Provide Board Member training, operator certification training and renewal training, technical assistance training, and long range planning in conjunction with the Oklahoma Rural Water Association to borrowers in the State Revolving Fund Programs, to ensure adequate system delivery to their customers.	B. Callies
	Increase outreach activities for Financial Assistance Division (FAD) by relevant conference booth attendance opportunities to inform and educate FAD's current/potential customers, stakeholders and the general public.	T. White
	Develop FAD's Marketing & Outreach Strategy/Plan.	T. White
	Create an FAD Calendar of Events for social media sharing.	T. White
		Completion Date
		Ongoing
		Ongoing
		Ongoing
		Annual
		Ongoing
		Ongoing
		June 2019
		June 2019

ACTION PLAN: Goal #2, KPM #3

Strategic Partnerships

AGENCY GOAL:	Build strategic partnerships that both increase public awareness of OWRB programs and establish mutually beneficial partnerships with targeted stakeholders.
KPM:	Compared to existing, increase strategic planning output for alliance building tasks below by 10% per year.
Leader	Executive Director/Divisions/Public Information

Tasks	By Whom	Completion Date
Special Events/Stakeholders		
Leverage Division staff professional organization membership/speaking appearances to boost outreach to new stakeholder groups and public audiences through agency content.	Executive Director Division Chiefs Program Managers	Ongoing
Increase sponsorship outreach efforts for Governor's Water Conference from previous year by 10%.	C. Perryman	Annual
Increase exhibitor outreach efforts for Water Appreciation Day from previous year by 10%.	C. Perryman	Annual
Funding Partnership/Opportunities		
Coordinate with Division staff to identify potential partner organizations for seeking additional planning and operational funding opportunities, service contracts, and project grants.	Executive Director Division Chiefs Program Managers	Ongoing

ACTION PLAN: Goal #3, KPM #1

Employee Training

AGENCY GOAL:	Improve service to the public by maximizing agency efficiency and innovation, and through promotion of a healthy, safe, productive and inclusive working environment.
KPM:	Enroll 100% of all supervisors in 12 hours (24 hours for new supervisors) of training and staff in 8 hours of training each year utilizing HRDS workshops and/or other training appropriate to staff responsibilities and provide training in-house to supplement training requirements.
Leader	Brian Harrison / Division Chiefs

Tasks	By Whom	Completion Date
Notify staff when the Spring and Fall HRDS workshop schedules become available.	B. Harrison	Spring/Fall of each year
Ensure all supervisors are enrolled in required training hours each year	Division Chiefs	Spring/Fall of each year
Send report of completed training workshops to Division Chiefs bi-annually	B. Harrison	Jan. / July of each year
Send annual report to OPM/HRDS regarding compliance with supervisory training rules	B. Harrison	July of each year
Create a training manual for onboarding new personnel in FAD	K. Burum, L. Johnson	September 2018

ACTION PLAN: Goal #3, KPM #2

Succession Planning

AGENCY GOAL:	Improve service to the public by maximizing agency efficiency and innovation, and through promotion of a healthy, safe, productive and inclusive working environment.
KPM:	Develop agency standard operating procedure to improve sharing of critical agency responsibilities and to increase the number of cross-trained personnel, thus fully preparing the agency for succession planning by 2018.
Leader	Division Chiefs / Section Heads / Brian Harrison

Tasks	By Whom	Completion Date
Identify critical tasks within each division and staff assigned to each task and submit report to B. Jepsen.	Division Chiefs/Section Heads	December 2018
Identify job families that contain required skill sets and education to perform critical tasks identified in report.	B. Harrison	February 2018
Work with Division Chiefs to identify appropriate cross-training opportunities within and across divisional lines.	B. Harrison	April 2018
Develop standardized components of procedures manuals, to include listing of tasks, accountabilities and documentation	Division Chiefs/Section Heads/ B. Harrison	December 2017
Review completed procedures manuals with staff and modify, as necessary.	Division Chiefs/Section Heads/ B. Harrison	Ongoing

ACTION PLAN: Goal #3, KPM #3

Fitness & Well-Being

AGENCY GOAL:	Improve service to the public by maximizing agency efficiency and innovation, and through promotion of a healthy, safe, productive and inclusive working environment.
KPM:	Thirty-three percent of employees participate in regular health and wellness programs available to State employees.
Leader	C. de Coune

Tasks	By Whom	Completion Date
Educate employees on wellness topics or opportunities through emails recurring no less than monthly.	Wellness Committee	Ongoing
Keep employees informed and encourage them to take advantage of the health and wellness programs sponsored by the Employees Benefit Council	Wellness Committee	Ongoing
Sponsor at least two OWRB health and wellness activities a year for employees.	Wellness Committee	Ongoing
Maintain the requirements necessary to be recognized as a Certified Healthy Oklahoma Business.	Wellness Committee	Ongoing