KINNELOA IRRIGATION DISTRICT
STRATEGIC GOALS & OBJECTIVES FOR 2025

The following are consistent with the District's fundamental mission to provide potable water to our customers:

1. Per customer feedback during KID's annual rate hearing in 2024, conduct an assessment of viable options for long-term delivery of potable water to the KID service area.

>Priority: High
>Completion date target: End of 4Q 2025
>Lead: GM and Board Chairman

2. Initiate and execute the District's 2024 10-year Water Master Plan/10-year Capital Improvement Plan, consistent with the its operational needs and revised 2025 operating budget. Implicit in this effort is an assessment of the financial impacts of the Eaton Fire to the District's 10-year Capital Improvement Plan, rate structure and borrowing profile.

>Priority: High
>Ongoing through 2025 (status updates monthly to Board)
>Lead: *Ad Hoc* Committee on Planning

3. Conduct a robust analysis of staff development and succession planning activities, including appropriate cost/benefit evaluation of retention of contract employees to perform specialized tasks such as grant writing, Eaton Fire follow-up with governmental as well as private entities, and financial organization.

>Priority: High
>Ongoing through 2025 (updates to Board as warranted)
>Lead: *Ad Hoc* Committee on Personnel

4. Building upon lessons learned from the 2025 Eaton Fire, and in conjunction with the Public Water Agency Group, Foothill MWD and its member agencies, and Los Angeles County, evolve the District's formal Disaster Preparedness and Emergency Response Plan.

>Priority: Medium
>Ongoing
>Lead: Director Eldridge