

OREGON



WATER RESOURCES  
DEPARTMENT

# Item C - Project Implementation Update

11/16/2023

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# Background

- Agency priorities and ongoing work
- 2021-2023 Legislative Sessions – significant new work
- Governor’s Expectations – 11 categories
- Limited staff in foundational areas – policy, IT, HR, DEI, Strategic Planning, etc.

# Governor's Expectations

- Resolve SOS audit findings per management response or 12 months
- 360 Performance Reviews for Agency Directors every 2 years
- Continuity of Operations Plan
- Quarterly Performance Feedback for Employees: 90%
- Average time to fill positions target of <50 days. (posting to offer)
- New Hires:
  - Develop new employee orientation program - 60 days
  - DAS's customer service training - 60 days
  - Uplift Oregon's benefits workshop - (14) 30 days
  - Introductory manager training program - 90 days

# Governor's Expectations

- Annual Survey of Employee Engagement
- Agency succession plan
- Develop an information technology strategic plan
- Strategic Plans by June 1, 2024
- Diversity, Equity, and Inclusion Plan (DEI Plan), updated every two years (can combine with Strategic Plan).
- Affirmative Action Plan, updated annually.

# Rulemaking

Division	Topic
8, 9, 300, 410	Groundwater Allocation Policy
512	Malheur Lake Basin Program (Harney) - CGWA and other groundwater related actions
TBD	Water Project Community Engagement - HB 3293 (2021)
205, 240	HB 3343 (2023) Implementation: Well construction
TBD / 250 / 260 / 225	HB 4061 (2022), HB 2929 & SB 326 (2023) Implementation / Other updates needed for Water Distribution / Civil Penalty Assessment for Other than Well Constructors
380	HB 3103 (2021) - Stored Water Character of Use Transfers
77	Instream Water Rights
TBD	HB 2145 (2021) - Well Repair, Replacement and Abandonment Funding
TBD	HB 2010 (2023) Establishment of voluntary groundwater agreement
14	HB 2010 (2023) Implementation: Certified Water Right Examiner licensing requirements
93	HB 2010 (2023) Implementation: Modifications to Water Project Grants and Loans
TBD	HB 2010 (2023) Establish permanent place-based planning fund
85	HB 2010 (2023) Implementation: Water use reporting provisions

# Rulemaking

Division	Topic
<b>3</b>	Public Records Access and Reproduction
<b>33</b>	Programmatic Mitigation:
<b>79 [Repeal]</b>	Reservations of Water for Future Economic Development
<b>25 [Repeal]</b>	Groundwater in Klamath Basin
<b>76 [Repeal]</b>	Establishment of Minimum Perennial Streamflows
<b>95 [Repeal]</b>	Columbia Basin Water Development Loan Program
<b>340 (87)</b>	Municipal Reclaimed Water Registrations: Hold until after report complete as required by 2023 legislation
<b>507</b>	Umatilla Basin Program
<b>514 [New]</b>	Klamath Basin Program
<b>17</b>	SB 718 (2023) and Forfeiture Rebuttals
<b>5</b>	Land use
<b>18</b>	Allocation of Conserved Water
<b>19</b>	Drought Mitigation
<b>380</b>	Water Right Transfers
<b>4</b>	Procedural Rules for Mediation Communications
<b>82</b>	Acceptance of Applications for Water Uses in Addition to Classified Uses

# Conclusion

- Many projects
- Project scoping and assessing staffing
- Hiring and training
- Shifting work
- Opportunities for efficiencies
- More to come on projects at future meeting

Thank you.  
Questions?

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