



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Date: March 10, 2020

To: Board of Directors
Member Agency Managers
All Metropolitan Employees

From: Jeffrey Kightlinger, General Manager

Subject: Succession Plan

March 2006, 14 years ago, was my first Metropolitan Board meeting as General Manager. It was one of the most important and special days of my life. Today, with more than a little sadness, I would like to announce my intent to step down as General Manager at the end of this year.

I have discussed my plans with Chairwoman Gray and we agree that it is important to the district to ensure a smooth succession. Accordingly, I am announcing my plans at this time to provide the Board with sufficient time to run a thorough recruitment and interview process.

I look forward to working closely with Chairwoman Gray and the Board on a successful transition to new leadership over the remainder of this year. Generally, it has taken about six months to recruit someone for the General Manager position. Assuming a new General Manager is brought on by late fall, I will make myself available to assist her or him in the transition process through the end of the year.

It has been an honor and a privilege to serve as Metropolitan's General Manager. Metropolitan is the premier public sector water utility with an outstanding work force that is second to none. People always tell me how impressed they are with Metropolitan's staff. I consider myself so fortunate to have had the opportunity to work with such a talented workforce.

I want to thank Chairwoman Gray for her strong leadership and personal support for me. She is the right leader at the right time for Metropolitan. I would like to thank the Board for always putting Metropolitan first in its thinking and for making the sound decisions that will ensure water supply reliability for Southern California for generations to come. I want to thank the member agencies and my water colleagues for their friendship and guidance. And most of all, I

want to thank all of the employees at Metropolitan for making these past years so richly rewarding on both a personal and professional level. It has been my pleasure to work with each and every one of you.

We have quite a lot to accomplish the rest of this year with regards to Delta conveyance, the State Board's Water Quality Control Plan update, our Integrated Resource Plan 2020 revision, a review of our rate structure and critical decisions on our Regional Recycled Water Project. And I intend to work hard with everyone to make progress on all of these issues and more in the coming year. Thank you.