



BOARD OF DIRECTORS

Agenda Report

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File #: 2025-4631

Agenda Date: 12/17/2025

Agenda Item No: 3.

FROM: Robert Thompson, General Manager

SUBJECT:

ORANGE COUNTY SANITATION DISTRICT 2025 STRATEGIC PLAN

GENERAL MANAGER'S RECOMMENDATION

RECOMMENDATION:

Adopt the Orange County Sanitation District 2025 Strategic Plan.

BACKGROUND

The Orange County Sanitation District (OC San) has prepared the 2025 Strategic Plan. The Strategic Plan is a policy level roadmap which defines the future desired state of the agency and lays out initiatives to move toward that desired state. The Strategic Plan is intended to be a living document that is adjusted to address new needs, or regulatory requirements faced by OC San.

The plan includes 16 individual policy areas which comprise the overall Strategic Plan. The policy statements were developed by the Executive Management Team based on input provided by Board Members and staff. The Board of Directors' input and direction drives the development and updating of the Strategic Plan.

RELEVANT STANDARDS

- Maintain and adhere to appropriate internal planning documents: Strategic Plan
- Sustain 1, 5, 20-year planning horizons
- Build brand, trust, and support with policy makers and community leaders

PRIOR COMMITTEE/BOARD ACTIONS

November 2025 - Recommended to the Board to Adopt the Orange County Sanitation District 2025 Strategic Plan.

September 2025 - Information Item: Orange County Sanitation District 2025 Proposed Strategic Plan.

July 2025 - Information Item: Risk Register.

June 2025 - Information Item: Levels of Service.

May 2025 - Information Item: Core Values.

April 2025 - Receive and file the Orange County Sanitation District Strategic Plan Presentation No. 2.

March 2025 - Receive and file the Orange County Sanitation District Strategic Plan Presentation.

CEQA

N/A

FINANCIAL CONSIDERATIONS

The adopted Strategic Plan will be the basis of Fiscal Year 2026-27 and 2027-28 budget development.

ATTACHMENT

The following attachment(s) may be viewed on-line at the OC San website (www.ocsan.gov) with the complete agenda package:

- Orange County Sanitation District 2025 Strategic Plan