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**File #:** 2026-4718

**Agenda Date:** 1/28/2026

**Agenda Item No:** 4.

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**FROM:** Robert Thompson, General Manager

**SUBJECT:**

**GENERAL MANAGER'S FY 2025-2026 WORK PLAN MID-YEAR REPORT**

**GENERAL MANAGER'S RECOMMENDATION**

**RECOMMENDATION:** Recommend to the Board of Directors to:

Receive and file the General Manager's FY 2025-2026 Work Plan Mid-Year Report.

**BACKGROUND**

Each year, the General Manager prepares a work plan of activities supporting Orange County Sanitation District's (OC San) strategic goals and initiatives to be accomplished during the fiscal year. The General Manager's FY 2025-2026 Work Plan was received and filed by the Steering Committee in June 2025. Attached is the mid-year report for the General Manager's FY 2025-2026 work plan.

**RELEVANT STANDARDS**

- Maintain a culture of improving efficiency to reduce the cost to provide the current service level or standard
- Plan for and execute succession, minimizing vacant position times
- Cultivate a highly qualified, well-trained, and diverse workforce
- Maintain and adhere to appropriate internal planning documents (Biosolids, Odor, and Energy Master Plans)
- Use all practical and effective means for resource recovery

**PRIOR COMMITTEE/BOARD ACTIONS**

June 2025 - Received and filed the General Manager's FY 2025-2026 Work Plan.

**ADDITIONAL INFORMATION**

The General Manager's proposed work plan includes 21 goals for the fiscal year. Thus far, five items in the work plan have been completed and the remainder are on track to be completed by June 30, 2026.

**FINANCIAL CONSIDERATIONS**

All items included in the General Manager's Work Plan are budgeted in the FY 2025-2026 Budget.

**ATTACHMENT**

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

- General Manager's FY 2025-2026 Work Plan Mid-Year Report