

**STATE OF CALIFORNIA
REGIONAL WATER QUALITY CONTROL BOARD
SAN FRANCISCO BAY REGION**

**STAFF SUMMARY REPORT: Eileen M. White
MEETING DATE: September 9, 2026**

ITEM: 6

**San Francisco Bay Regional Water Quality Control Board Strategic Workplan –
Status Update on Fiscal Year 2025/26 Performance Measures – Informational Item**

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DISCUSSION

This item provides a status update on the implementation of our San Francisco Bay Regional Water Quality Control Board (Regional Water Board) Strategic Workplan (Strategic Workplan) for fiscal year (FY) 2025/26. The Strategic Workplan was developed to provide an overview of what we do and to create transparency about our work for the public we serve. It describes our overarching organizational priorities, and the water quality programs we implement to achieve our mission to preserve, enhance, and restore the quality of the San Francisco Bay Region's water resources for the protection of the environment, public health, and beneficial uses.

The Strategic Workplan includes organizational priorities and actions, priorities by program and associated targets and milestones, and performance measures and targets tracked by the State Water Resources Control Board (State Water Board). We implemented our programs with a focus on the priorities included in the Strategic Workplan and a goal of achieving our targets and milestones. Appendix A contains the tables from the Strategic Workplan annotated with fiscal year 2025/26 status updates.

Below is a summary of our progress in addressing our three overarching organizational priorities: climate action, environmental justice and racial equity, and workforce planning and development. For our water quality programs, we highlight key accomplishments organized by the Workplan categories: Plan and Assess, Regulate, Clean Up, and Enforce.

Climate Action

We continued our ongoing work to incorporate climate action into all our program activities and utilize our authority to advance climate adaptation planning, coordination, technical assistance, and permitting, including the following:

- We participated in multi-agency and stakeholder groups, such as the San Francisco Estuary Partnership, the San Francisco Bay Restoration Authority, the Bay Restoration Regulatory Integration Team and its Policy and Management Committee, the Bay Area Regional Collaborative, and Bay Adapt, to develop long-range planning efforts and support specific projects to facilitate San Francisco Bay shoreline resilience and adaptation to projected sea level rise. We also continued to participate in local efforts, such as the [Resilient State Route 37 Partnership](#), [Oakland Alameda Adaptation Committee](#), [San Francisco Waterfront](#)

[Resilience Program](#), and [City of San Rafael's Canal Community Planning Project](#).

- We continued our work with the Association of Bay Area Governments, the Bay Area Air District, the California State Coastal Conservancy, Caltrans District 4, the Metropolitan Transportation Commission, and the San Francisco Bay Conservation and Development Commission to address increased threats of flooding and sea level rise in the nine-county San Francisco Bay Area region.
- We, in partnership with the U.S. Army Corps of Engineers (Corps), prepared and released for public review the draft Joint Environmental Assessment and Environmental Impact Report (EA/EIR) for the San Francisco Bay Federal Channel Maintenance Dredging Program (Program), responded to public comments and finalized the joint EA/EIR under the National Environmental Protection Act and California Environmental Quality Act for the San Francisco Bay Federal Channel Maintenance Dredging Program. This document included analysis of alternatives to increase beneficial reuse of dredged sediment to restore Bay tidal wetlands and adapt to rising sea levels. These alternatives involve offsetting additional costs of beneficial reuse by allowing more placement of sediment at disposal sites within the Bay rather than deep ocean and by allowing more hydraulic dredging rather than clamshell dredging. In addition, the Regional Water Board adopted the 401 Certification/Waste Discharge Requirements for the Corps' maintenance dredging program that incorporates strategic placement and other innovative approaches to increase beneficial reuse of dredged sediment.
- The Bay Restoration Regulatory Integration Team (BRRIT) continues to improve permitting for multi-benefit habitat restoration projects. Seven projects were fully permitted and one project completed construction (Palo Alto Horizontal Levee Pilot Project). The BRRIT continues to provide technical assistance on complex projects. For example, the BRRIT worked successfully with the Santa Clara Valley Transportation Authority to complete bioassay studies evaluating the potential ecotoxicity of material from the BART Silicon Valley Phase II Extension. This allowed the Water Board and Bay Conservation and Development Commission to concur that the material is suitable for beneficial reuse in the South Bay Salt Ponds, provided appropriate management practices are implemented.
- We reviewed and approved the last three Long-Term Flood Protection Plans submitted in response to an amendment of waste discharge requirements issued in February 2024 for 19 bayfront and oceanfront landfills and 8 industrial facilities. The plans identify long-term flood protection strategies by evaluating the potential and predicted impacts of climate change, specifically groundwater rise, sea level rise, and extreme climate events based on the latest state guidance and emerging science. Most landfills and industrial facilities have committed to working collaboratively with cities, neighboring properties, and any other applicable permitting agencies that may have jurisdiction over planning and adaptation projects. For those landfill and industrial facilities that have not made

this commitment, we encouraged collaboration with other sites and projects within the Operational Landscape Units.

- We required vulnerability assessments at active cleanup sites to evaluate the adequacy of remedial actions and evaluated sea level and groundwater rise as part of all case closures. We continue to update our mapping tool to identify vulnerable cleanup sites using the latest research and California Ocean Protection Council's sea level rise predictions.

Racial Equity and Environmental Justice

We prioritized program activities to protect water quality and beneficial water uses in communities that have experienced historical racism and environmental injustice, including the following:

- We participated in coordinated multi-agency efforts with U.S. EPA, CalEPA, the Department of Toxic Substances Control, and others to engage in racial equity and environmental justice work such as the ongoing cleanup of contamination at the former Hunters Point Naval Shipyard in San Francisco.
- We continued to coordinate with Native American Tribes on Basin Plan amendments to designate water bodies with the Tribal Tradition and Culture¹ and Tribal Subsistence Fishing² Beneficial Uses.
- We have met regularly with partners that signed the January 2025 [West Oakland Environmental Indicators Project \(WOEIP\) Collaborative Memorandum](#): (U.S. EPA Region 9, CalEPA, the State Water Board and Regional Water Board, the Bay Area Air Quality Management District, the Department of Toxic Substances Control, WOEIP (a resident-led community-based environmental justice organization), and Radius Recycling Inc. (formerly known as Schnitzer Steel). Meetings have generally focused on expanded collaboration, looking beyond existing regulatory requirements, and understanding cumulative impacts to the community. Meetings also addressed responses to fires at Radius Recycling on March 11 and June 22, 2026. Actions taken by partner agencies are discussed in more detail in CalEPA's [Activity Log for Schnitzer Steel Industries, Inc. dba Radius Recycling](#).
- We identified that about 15 percent of our active Site Cleanup Program sites are in environmental justice communities. We continued to prioritize these and track cleanup progress with the goal of ensuring that cases are moving forward so that possible health and environmental exposures are identified and addressed as quickly as possible. We required remediation at 7 sites, closed 5 sites, and

¹ Tribal Tradition and Culture: Uses of water that support the cultural, spiritual, ceremonial, or traditional rights or lifeways of California Native American Tribes, including, but not limited to, navigation, ceremonies, or fishing, gathering, or consumption of natural aquatic resources, including fish, shellfish, vegetation, and materials.

² Tribal Subsistence Fishing: Uses of water involving the non-commercial catching or gathering of natural aquatic resources, including fish and shellfish, for consumption by individuals, households, or communities of California Native American Tribes to meet needs for sustenance.

determined that 4 additional sites are eligible for closure. We continued to push for investigation and mitigation measures to identify and quickly address any exposures at sites located in disadvantaged communities.

Workforce Planning and Development

As part of our ongoing commitment to workforce development and program effectiveness, we implemented a reorganization of our surface water divisions to strengthen staff capacity and enhance program delivery. This initiative reflects both our responsibility to support staff well-being and our dedication to providing timely, high-quality service to the public.

A key goal of the reorganization was to balance workloads across divisions by strategically aligning related programs and consolidating program staff to dedicated sections. By aligning staff resources, we can manage our programs more effectively while maintaining the flexibility to address emerging priorities.

The reorganization established a new section within the Watershed Management Division dedicated to the Creek, Wetland, and Bay Habitat Protection Program. This strengthens our ability to manage a growing workload in this program, while also enhancing technical skills, program consistency, and accountability.

We continued to promote and maintain an environment that attracts, retains, and engages a talented, diverse, and inclusive workforce in support of our mission, including the following:

- We continue to implement succession planning projects to facilitate the transfer of critical program knowledge as we experience a significant influx of retirements. About 60 staff have been hired or promoted to new positions in the last three years, and many of the new staff are early career professionals.
- We conducted several in-house training courses: a course on What Each Division Does, a course on Climate Change and Resiliency, a course on Disability Awareness and Etiquette, and a field trip along the San Francisco Embarcadero to observe various project and permit sites.
- Although state budget limits and associated restrictions have reduced our ability to attend conferences, we still participated in and presented at local conferences and at other external venues. We continued to share our experience and expertise, collaborate with others, and learn from the growing body of knowledge and passion within our extended community.
- We continued to implement organizational measures that promote and value employee contributions, employee wellness, racial equity, diversity and inclusion, and a learning culture, including supporting opportunities for staff to complete job-related training, supporting staff participation in CalEPA employee affinity groups, and providing a hybrid work environment to minimize commuting time.
- We, like many others, are reinventing the office as we adjust to a hybrid work environment and are adapting as we learn new strategies for creating, maintaining, and strengthening work relationships as we continue to build our

team. Programs such as the creation of an onboarding initiative to integrate cohorts of new staff through three in-person events with educational talks, informal lunches, and fun activities add to our cohesion and sense of community. Ongoing events like the annual summer picnic and winter celebration continue to bring staff together for stronger relationships and cross-pollination.

Program Accomplishments

Plan and Assess

- In June 2026, the Regional Water Board approved the Advance Restoration Plan (ARP) to address bacteria impairments at 6 San Francisco Bay beaches in San Mateo County: Oyster Point, Coyote Point, Kiteboard, Gull Park, Erckenbrack Park, and Marlin Park beaches. The ARP incorporates an adaptive restoration framework in lieu of developing a Total Maximum Daily Load (TMDL) to accelerate actions to restore water quality by building on existing regulatory authorities and the cooperation of local implementing agencies. The ARP identifies priority actions to reduce bacteria associated with human waste, dog waste, and stormwater runoff and establishes monitoring to evaluate progress toward attainment of water quality standards. We will evaluate progress using a weight-of-evidence approach and will adjust implementation priorities as needed. If the ARP does not result in sufficient progress toward resolving the impairments, we retain the option to develop TMDLs for the affected beaches.
- In April 2026, the Board adopted a Basin Plan amendment adding definitions for Tribal Tradition and Culture, Tribal Subsistence Fishing, and Subsistence Fishing beneficial uses. The amendment completed the first phase of one of our highest priority Basin Planning projects and aligned the Basin Plan with the statewide definition for the Tribal and Subsistence Fishing Beneficial Uses established by the State Water Board. The next phase of the project will focus on identifying appropriate waterbodies for designation of these beneficial uses through future Basin Plan amendments.
- We continued our collaborative multi-agency engagement on State Route 37 planning for climate change resilience, with the goal of developing a resilient phased adaptation project that will achieve both transportation and environmental goals.

Regulate

- We continued our collaborative Nutrient Management Strategy with the Bay Area Clean Water Agencies (BACWA) to improve knowledge of the fate and potential adverse consequences of nutrients in San Francisco Bay. We worked with Nutrient Management Strategy stakeholders through the Steering Committee to develop the FY 2026/27 science workplan. This plan directs the high-priority monitoring, modeling, and special studies to assess the effects of nutrients on San Francisco Bay considering needs that have arisen since the 2022 *Heterosigma akashiwo* bloom that resulted in widespread fish kills. Staff also participated in modeling meetings to articulate model improvements necessary to

inform future permit decisions and meetings to examine how *Heterosigma* causes fish kills. We wrote letters of support for U.S. EPA San Francisco Bay Program grants that would help fund the Nutrient Management Strategy and wastewater agencies to support nutrient reductions, nutrient trading, and improved monitoring.

- We continued to coordinate with Bay Area municipal wastewater agencies to track compliance with the [2024 Nutrients Watershed Permit](#), which required municipal wastewater treatment plants to collectively reduce dry-weather total inorganic nitrogen loads to San Francisco Bay by 40 percent from 2022 levels within 10 years. Staff coordinated with BACWA to obtain information about nutrient load reduction planning, including alternatives analyses for proposed projects and status updates for ongoing projects that permittees are considering or implementing to reduce nutrient loads. Based on recent reporting, 8 of the 36 wastewater treatment plants regulated under the Nutrients Watershed Permit already perform sufficient nutrient removal to comply with the final effluent limits, and 23 dischargers have nutrient reduction projects in progress. Some of the dischargers are also evaluating multi-benefit projects including nature-based systems or recycled-water projects or both. Additionally, BACWA is actively working with the Freshwater Trust on the development of a regional nutrient trading framework, expected later this year, and some dischargers are waiting to review that framework before making final decisions on their compliance pathway.
- The Board reissued 11 National Pollutant Discharge Elimination System (NPDES) permits, and we inspected 33 NPDES wastewater discharge facilities and 13 wastewater discharge to land facilities.
- We implemented the [Statewide General Waste Discharge Requirements for Winery Process Water](#) (Winery Order), enrolling 11 wineries and coordinating with Napa County Environmental Health Department on outreach to wineries in Napa County.
- We continued to engage in collaborative efforts that promote increases in recycled water in the Region. We participate in statewide recycled water roundtables with the State Water Board and other regions, we coordinate quarterly meetings with the State Water Board's Division of Drinking Water to discuss projects in queue for review, and we attend quarterly meetings with the BACWA recycled water committee.
- We issued over 221 Water Quality Certifications and Notices of Applicability under general orders for projects discharging fill to creeks, wetlands, and the Bay. The Board reauthorized Sonoma County Water Agency's, the Contra Costa Flood Control Agency's, and San Mateo County Stream Maintenance Programs. We participated in the second Cutting the Green Tape Summit along with staff from State Water Board, the nine regional water boards, and the California Department of Fish and Wildlife to advance our shared goal of improving permitting for restoration projects in California. We are also participating in

quarterly coordination meetings with the Bay Area Flood Protection Agencies Association (BAFPAA).

- We continued our work on the Municipal Regional Stormwater NPDES Permit (MRP). Our MRP reissuance discussions with Permittees began in October 2025, and workgroup meetings to discuss updated permit requirements began in 2026. We also continue to participate in workgroups and technical advisory groups to help guide development of plans and reports to monitor low impact development water quality controls, monitor the effectiveness of trash controls, and develop reports on permittees' best management practices to address discharges associated with unsheltered homelessness and discharges associated with firefighting activities. We provided an update to the Board on MRP Permittees' overall success in meeting the June 30, 2025, 100 percent trash control deadline at the Board's December 2025 meeting. We brought five trash Cease and Desist Orders to the Board for adoption at the December meeting, and we are continuing to coordinate with Permittees that are still working to achieve compliance.
- We continued to work with State Water Board and Regional Water Board staff to develop language, including San Francisco Bay region-specific Total Maximum Daily Load (TMDL) requirements, for the reissuance of the Statewide Small and Non-traditional Municipal Stormwater Permit.
- We continued our work with Caltrans, municipalities adjacent to Caltrans right-of-way, and interested stakeholders, including Save the Bay, to reduce trash. Caltrans has made significant progress in implementing structural controls to control trash discharges from its Bay Area right-of-way. In FY 25/26, Caltrans reported regional partnership project progress that includes three newly executed contracts; one constructed large trash capture device; four advertised large trash capture devices; and continued development discussions with 9 Bay Area municipalities for 14 large trash capture devices. The newly executed and active construction projects control trash from 281 acres of Caltrans right-of-way and 4,438 acres of municipal right-of-way. We also continued to engage with Caltrans as they implement structural control pilot testing; corridor feasibility studies; and trash discharge studies to demonstrate benefits of nonstructural controls. The corridor-based trash control feasibility studies in Caltrans' prioritized Bay Area highway corridors will identify additional trash control implementation opportunities. We completed trash control assessments for Santa Clara County corridors (I-280, SR-85, SR-17, SR-87, and SR-101), and Mission Blvd from I-680 to I-880 in Alameda County. We'll continue working with Caltrans to conduct additional feasibility studies to develop additional trash reduction opportunities. We also inspected more than 500 acres of Caltrans right-of-way and provided an update to the Board on Caltrans' compliance with the trash reduction benchmarks and requirements in their 2019 trash control cease-and-desist order at the Board's December 2025 meeting.
- In the Land Disposal Program, which has 11 active landfills and 58 closed landfills, and includes regulatory oversight of abandoned mines, compost operations, and designated waste management units at industrial sites (such as

petroleum refineries and chemical plants), we completed 33 landfill inspections and 13 inspections at other types of land disposal facilities.

- The Board issued the Conditional Waiver of Waste Discharge Requirements for Grazing Operations in Marin, Petaluma, Sonoma and Napa Counties (Conditional Waiver) on July 9, 2025. The Conditional Waiver renews and consolidates the existing grazing waivers for Tomales Bay, Sonoma Creek, and Napa River watersheds and expands the scope of coverage to include grazing operations located within the Petaluma River watershed and portions of Point Reyes National Seashore that were not previously covered. The Grazing Waiver implements 8 TMDLs and establishes consistent regulatory oversight of grazing operations throughout the Point Reyes National Seashore. Based on previous enrollment, we expect the Grazing Waiver will regulate about 133 grazing operations on approximately 129,000 acres.

Clean Up

- We continued progress on ensuring the safe reuse of former military bases. We closed 1 military cleanup site at the former Alameda Naval Air Station and 2 privatized military cleanup sites at Lennar Mare Island in Vallejo. The latter closures are a significant milestone because they are the last of approximately 240 petroleum cleanups at 14 investigation areas that make up the 675-acre Eastern Early Transfer Parcel at the former Mare Island Naval Shipyard. For two decades, Regional Water Board staff have collaborated with the Department of Toxic Substances Control to oversee all phases of investigation, remediation, and final closeout of the 14 investigation areas. We also continued to direct the Department of Defense facilities to evaluate climate change impacts when evaluating the effectiveness of soil and groundwater cleanup.
- The Site Cleanup Program (SCP) currently has 625 active cases that we manage and 107 inactive cases that we are systematically reviewing to determine if they should be re-activated, closed, or remain inactive. In FY 25/26, staff closed 28 SCP cases and moved 18 cases into the remediation phase.
- A major driver of work for the SCP is the threat to human health due to vapor intrusion of contamination from soil vapor to indoor air. More than half of our cleanup cases have soil vapor contamination from vapor-forming chemicals such as tetrachloroethene which was commonly used at dry cleaners for decades. We continued to prioritize vapor intrusion evaluations and accelerate vapor intrusion mitigation actions within days to weeks of discovery for sites with residences and commercial tenants.
- We completed an update to the Environmental Screening Levels (ESLs). Among other important updates, we expanded on the previous ESLs for perfluorooctanoic acid (PFOA) and perfluorooctane sulfonic acid (PFOS) by adding 14 additional PFAS compounds and exposure pathways for human health and ecological concerns. We also added short-term exposure levels for elemental mercury in groundwater, soil gas, and indoor air.

- We continued to prioritize identifying PFAS source properties in areas with known PFAS impacts to drinking water supply wells. We required PFAS investigations at 8 industrial facilities that potentially handled PFAS and may have inadvertently discharged PFAS to groundwater in the Livermore Valley.
- We presented alongside State and local drinking water agencies to the Alameda County Board of Supervisors' Health Committee. We provided updates on the Water Board's approach to regulating PFAS and PFAS monitoring results in drinking water supply wells in Alameda County.
- The Underground Storage Tank (UST) program currently has about 161 active cases, down from 183 last fiscal year. We exceeded our FY 25/26 performance targets for case closures and achieved nearly all of our target for cases transitioned into remediation. Much of the program's work continues to support affordable housing and commercial redevelopment. As anticipated, we received a significant increase in potential new UST cases, with more than 50 submittals related to single-wall tank removals and other potential new cases since the beginning of the calendar year. We streamlined our review process in response and completed reviews of approximately 40 potential cases during the last fiscal year.

Enforce

- We resolved 20 enforcement cases with penalties totaling \$7,449,280. These cases addressed wastewater treatment plant discharges above effluent limits, unauthorized discharges of sewage and fireworks, failure to be covered by the construction stormwater general permit, violations of cleanup and abatement orders, odor nuisance, and reporting violations. Settlements suspended \$6,178,490 of the penalties upon completion of supplemental environmental or enhanced compliance projects, allowing penalties to be directed to projects that would improve water quality in the Region. We also triaged complaints and spills and assisted regulatory programs with administrative enforcement.

APPENDICES

- A. San Francisco Bay Regional Water Quality Control Board Strategic Workplan Priorities and Performance Measures and Targets
- B. The San Francisco Bay Regional Water Quality Control Board Action Plan for Environmental Justice and Racial Equity

Appendix A

San Francisco Bay Regional Water Quality Control Board
Strategic Workplan Priorities and Performance Measures and Targets

Appendix B

The San Francisco Bay Regional Water Quality Control Board Action Plan for
Environmental Justice and Racial Equity