

**International Boundary and Water Commission
United States and Mexico
United States Section**



Annual Performance Report Fiscal Year 2008

	Boundary Preservation	Water Quality	
	Water Conveyance	Resource & Asset Management	

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STRATEGIC GOAL 1 – BOUNDARY PRESERVATION

Preserve the United States – Mexico boundary, through binational cooperation, in accordance with international agreements.

Strategic Objective 1.1 – Boundary Demarcation

Maintain and restore monuments, markers, plaques, and buoys that demarcate the U.S. – Mexico boundary at border ports of entry, international reservoirs, and on the land boundary in accordance with international agreements.

Strategy

The U.S. Section will conduct inspections to identify deficiencies and provide corrective measures for each boundary monument and marker in accordance with IBWC Minutes No. 244 and 249. The agency will develop and implement restoration plans for all U.S. – maintained land boundary monuments and markers every ten years. The U.S. Section, together with the Mexican Section, will resurvey all boundary monuments and intermediate markers to establish their precise geographic coordinates. The U.S. Section will perform the necessary maintenance on all boundary demarcation plaques and replace missing pavement markers at all border ports of entry where it is responsible for this maintenance in accordance with IBWC Minute No. 302. The U.S. Section will continue to inspect and maintain the buoys and markers, which identify the jurisdictional line at Amistad and Falcon international reservoirs, in accordance with IBWC Minutes Nos. 202 and 235. The Commission will also determine the precise geographic coordinates of these the buoys and markers.

Performance Goals

1.1.1 Meet provisions stipulated in IBWC Minutes No. 249 by inspecting and restoring Western Boundary Monuments Nos. 168, 169, and 170 (at/near Lukeville, Arizona), and repainting Monuments Nos. 91 and 92 (at/near Naco, Arizona), and Monuments Nos. 123 and 123A (at Nogales, Arizona). Monument Nos. 91, 92, 123, and 123A were initially restored in FY 2006. Unfortunately, the paint used on those monuments was not durable enough to withstand desert conditions and is peeling off. The new paint will be of a higher grade and have an ultraviolet inhibitor to better withstand the extreme elements.

Status: The U.S. Section did not restore any monuments this year, because resources were reallocated to work on the Rio Grande levee-raising initiatives at various locations in New Mexico and Texas.

1.1.2 Establish precise geographic coordinates for 236 international land boundary monuments by performing a GPS survey. Of the 276 total land boundary monuments, 39 were surveyed in FY 2007 by the U.S. Section. One monument has been knocked down and will require reconstruction at a later date. The U.S. Section contracted with INEGI, Mexico's geographical information agency, to survey and establish coordinates for these 236 monuments.

Status: INEGI has completed surveying and establishing coordinates for the 137 of remaining 236 boundary monuments. INEGI expects to complete the survey and establish coordinates for remaining 99 monuments in FY 2009. (42% below target)

- 1.1.3 Meet provisions of IBWC Minute No. 302 by restoring demarcation markers and plaques at all U.S.-maintained border ports of entry.

Status: The U.S. Section inspected and restored the demarcation plaques and pavement markers at 7 of the 21 U.S. Section-maintained ports of entry listed in Minute 302. The goal was not met, because the agency redistributed resources to address higher priority requirements (i.e. repair and improvement of flood control levee system). In addition, the agency postponed demarcation efforts at international bridges in Laredo, TX to prevent further impact to commuters, because construction work at one bridge increased traffic congestion at the other bridges. (67% below target)

- 1.1.4 Inspect and maintain the demarcation buoys and markers at Falcon and Amistad International Storage Dams in accordance with IBWC Minutes No. 202 and No. 235.

Status: Falcon demarcation monuments could not be inspected nor maintained, because water levels remained too low for access to the top of the pillars. Amistad demarcation buoys were inspected 9 times this fiscal year and lanterns were replaced at the upper end of the reservoir.

Strategic Objective 1.2 – River Boundary Preservation

Maintain and preserve the Rio Grande and Colorado River as the international boundary in accordance with the 1970 Treaty between the U.S. and Mexico.

Strategy

The U.S. Section will work with the Mexican Section to minimize and resolve problems brought about by changes in the course of the Rio Grande and/or Colorado River. The Colorado River boundary is 24 miles long, while the Rio Grande boundary is 1254 miles in length. In an effort to prevent shifting of the river boundary, the Commission will prohibit construction of works that may obstruct or deflect river flows. The U.S. Section will carry out the required channel and floodway maintenance, such as sediment removal and vegetation clearing, to sustain the course of the boundary rivers. The agency may also build and maintain works to stabilize and preserve the character of the limitrophe channel and protect the riverbank against erosion.

In the event the Rio Grande or the Colorado River changes course and/or separates a tract of land from its territory, the IBWC will apply the 1970 Treaty. Under the provisions of this Treaty, the Commission has the right to restore or rectify a boundary channel that has changed course, if it so desires. Thus, the U.S. Section will work closely with the Mexican Section to resolve all river boundary issues in an effective and timely manner.

Performance Goal

- 1.2.1 Initiate discussions with the Mexican Section to reestablish segments of the Colorado River channel that form the international boundary in accordance with provisions of the 1970 Treaty.

Status: The U.S. and Mexican Sections did not initiate discussions on the subject, because both countries acknowledged that a new set of imagery that depicts the course of the current river channel is needed prior to commencing formal discussions and negotiations concerning potential land transfers.

Strategic Objective 1.3 – River Boundary Mapping

Develop and produce updated mosaic maps that delineate the Rio Grande and Colorado River boundaries in accordance with treaty provisions and minutes.

Strategy

The U.S. Section, in close consultation with the Mexican Section, will develop updated mosaic maps for approval by both Commissioners as stipulated in the 1970 Treaty. The agency will utilize Geographic Information System (GIS) technology to develop these maps, which will delineate the Rio Grande and Colorado River boundary and include key landmark features. The U.S. Section will plan and execute the necessary efforts to update the boundary maps as required by the 1970 Treaty. IBWC Minute No. 278, dated March 1989, jointly approved the current boundary maps developed from photographic surveys conducted in 1982 and 1983.

Performance Goals

- 1.3.1 Meet the provisions of the 1970 Boundary Treaty by producing an official set of updated Rio Grande boundary maps in cooperation with the Mexican Section.

Status: The IBWC, in cooperation with the U.S. Geological Survey and Mexico's mapping agency (INEGI), completed a pre-final set of Rio Grande boundary photomaps for final review and approval by both IBWC Commissioners late. The Commissioners provided their final comments in Aug. 2008. The final set of photomaps is expected to be produced and formally approved by both Governments in Dec. FY 2009. (25% below target)

- 1.3.2 Meet the provisions of the 1970 Boundary Treaty by initiating discussions with the Mexican Section concerning the bilateral development of a draft set of updated Colorado River boundary maps. The IBWC acquired Digital Orthophoto Quadrangles (DOQ) of the Colorado River boundary in December 2006.

Status: The IBWC initiated discussions with the Mexican Section to initiate the bilateral development of draft maps for the Colorado River Boundary in May 2008. The IBWC will collect a new set of imagery containing the Colorado River Boundary in FY 2009.

STRATEGIC GOAL 2 – WATER CONVEYANCE

Provide flood protection to U.S. residents and ensure the efficient conveyance, utilization, and accurate accounting of boundary and transboundary river waters through the operation and maintenance of flood control structures, dams, reservoirs, power plants, and gaging stations in accordance with domestic law and international agreements.

Strategic Objective 2.1 – Accounting of Rio Grande and Colorado River Waters

Ensure the allocation of Rio Grande and Colorado River waters, including the accurate measurement and accounting of these waters, in accordance with the 1906 Convention and the 1944 Treaty.

Strategy

The U.S. Section will work diligently with the Mexican Section and U.S. Bureau of Reclamation to ensure that Rio Grande and Colorado River waters are allocated and delivered between both countries in accordance with the Convention of 1906 and the 1944 Treaty. The agency will also strive to resolve any issues in a fair and diplomatic manner.

The U.S. Section will regularly operate and maintain all hydrologic gaging stations and telemetry system equipment used to collect, measure, transmit, compile, and account for the allocation of Rio Grande and Colorado River waters between the U.S. and Mexico. Both Sections will continue to exchange hydrologic data and computations with each other to verify and ensure accuracy. The U.S. Section will coordinate regularly with the Mexican Section to review basin conditions and determine strategies for treaty compliance.

Performance Goals

- 2.1.1 Comply with the requirements of the 1906 Convention by cooperating with U.S. partners to ensure deliveries of Rio Grande waters to Mexico.

Status: Although Mexico did not request its full allocation of 60,000 acre-feet for the annual delivery cycle ending in December 31, 2007, this goal was met. Due to rainfall and low irrigation demands, Mexico suspended its deliveries at 58,769 acre-feet on September 21, 2007. (On target)

- 2.1.2 Comply with the requirements of the 1944 Treaty by cooperating with U.S. partners to ensure deliveries of Colorado River waters to Mexico.

Status: The full allotment of Colorado River waters, 1,500,000 acre-feet, was available to Mexico for the delivery cycle ending in December 2007. All monthly requests from Mexico were met. (On target)

- 2.1.3 Comply with the provisions of the 1944 Treaty by working with Mexico to ensure deliveries of Rio Grande waters to the U.S.

Status: Due to excessive rain in the region, Mexico allocated 788,554 acre-feet of water to the U.S. in the Lower Rio Grande in FY 2008. In addition, Amistad and Falcon International Reservoirs were filled to capacity. As a result, a new five-year cycle will begin in FY 2009 (October 2008) in accordance with the 1944 Treaty. (On target)

- 2.1.4 Publish the 2005 Rio Grande Water Bulletin, and the 2005 Colorado River and Western Boundary Streams Water Bulletin.

Status: The 2005 Colorado River and Western Boundary Streams Water Bulletin was published in September 2008. The 2005 Rio Grande Water Bulletin was not published in FY 2008; however, it was sent for publishing in September 2008.

Strategic Objective 2.2 – Flood Control

Improve and maintain the capacity and structural integrity of U.S. Section flood control projects to ensure the conveyance of design flood flows in accordance with the domestic law, treaties, and applicable IBWC minutes.

Strategy

The U.S. Section will maintain its flood control levees, floodplains, and channels to ensure proper conveyance of river waters within the established flood control parameters. Levee maintenance will consist of grading, spot repairs, and resurfacing. The U.S. Section will maintain its floodplains and channels through mowing and sediment removal activities. The agency will acquire the necessary permits and environmental documentation prior to commencing any of the silt removal activities. Targeted silt removal areas include: upstream and downstream of Morelos Dam in the Colorado River, upstream of Retamal Dam in the Lower Rio Grande, and areas with heavy sedimentation in the Upper Rio Grande, including the Chamizal concrete-lined segment and at arroyo confluences.

The U.S. Section has conducted a preliminary economic benefits analysis and a condition assessment of its three Rio Grande Flood Control Systems – Upper Rio Grande, Presidio Valley, and Lower Rio Grande. Flood control studies identified levee segments having structurally deficient embankments and/or foundations, as well as segments with inadequate capacity to convey established flood flows. Deficient levee segments, which warrant improvement, will be improved in order of priority. A long-range plan for design and construction of the necessary flood control improvements along the Rio Grande, including environmental enhancements, will be prepared and implemented. Construction of these improvements and environmental enhancements will be staggered among the out-years to accommodate annual resource levels.

Performance Goals

- 2.2.1 Conclude a Hydraulic-Hydrology Study, and a Conceptual Restoration Plan and Cumulative Effects Analysis to identify potential areas for environmental enhancements and/or habitat restoration between Caballo Dam and American Dam in the Upper Rio Grande.

Status: The hydraulic-hydrology study was completed in September 2007. However, conclusion of the Draft Conceptual Restoration Plan and Cumulative Effects Analysis is expected in November 2008.

- 2.2.2 Conclude the planning phase for rehabilitation of the Lower Rio Grande Flood Control System by completing the programmatic environmental impact statement (PEIS), the environmental assessments, and the exploratory geotechnical investigations.
- Status: The exploratory geotechnical investigations were completed in December 2007, and the PEIS was completed in January 2008. The Environmental Assessment (EA) for improvements to the North and Main Floodway Levee System was completed November 2007. All other EA's were concluded prior to FY 2008. Cultural Resources Surveys will be performed prior to construction. (On target)*
- 2.2.3 Conduct an environmental assessment for flood control improvements in the Upper Rio Grande region from American Dam to downstream of Fort Quitman, Texas.
- Status: Due to issues with the Texas Historical Commission, the performance period for the Environmental Assessment (EA) was extended. The Draft EA was submitted in August 2008, and the Final EA is expected in December 2008.*
- 2.2.4 Begin a comprehensive cultural resources survey and consultation with interested parties to avoid or minimize damage to significant historic properties along the domestic segment of the Rio Grande between Caballo, New Mexico and El Paso, Texas as required by Section 106 of the National Historic Preservation Act.
- Status: Due to unexpected coordination delays with the Historic Preservation Agencies of the States of Texas and New Mexico, field work was not completed in FY 2008 as intended. The Draft Cultural Resources Survey Report is expected in December 2008.*
- 2.2.5 Perform comprehensive geotechnical investigations and evaluate the embankment and foundation of existing flood control levees in the Upper Rio Grande at Hatch, New Mexico; Mesilla, New Mexico; and Canutillo, Texas to determine required improvements.
- Status: The evaluation of the Mesilla and Hatch levees were completed in June 2008 and August 2008, respectively. Evaluation of the Canutillo levees is on-going and is expected to be concluded in December 2008.*
- 2.2.6 Prepare final design plans and specifications for structural and capacity improvements to the Hidalgo Levee Phase 2 (1.2 miles) in the Lower Rio Grande.
- Status: The final design for improvement of the Hidalgo Levee was initially completed in June 2008. However, it was determined that a floodwall and floodgate will also be required at the Hidalgo International Bridge Port of Entry. Revised final design drawings and specifications, including the additional work, are expected in February 2009.*
- 2.2.7 Work with stakeholders to develop final design plans and specifications for structural and capacity improvements to the Mission Levee (12.1 miles) in the Lower Rio Grande.
- Status: The final design was completed for the entire length of the Mission Levee, except for the 850-foot stretch from the crossing of the in-take canal to the Edinburg Pumping Plant, in July 2008. Final design plans and specifications for this 850-foot segment are scheduled to be performed in FY 2009. (1.3% below target)*

2.2.8 Work with stakeholders to develop final design plans and specifications for structural and capacity improvements to the Common Levee and the Anzalduas Dike (0.7 miles) in the Lower Rio Grande.

Status: The final design for improvement of the Common Levee and the Anzalduas Dike was concluded in April 2008. (On target)

2.2.9 Work with stakeholders to develop final design plans and specifications for structural and capacity improvements to the Main Floodway's North Levee in Hidalgo County from the Banker Weir to Highway No. 115 (4.8 miles) in the Lower Rio Grande.

Status: The final design was completed in May 2008. (On target)

2.2.10 Construct *Phase 1* of the Hidalgo Levee improvements (3.3 miles) in the Lower Rio Grande.

Status: This project was not constructed as planned. Hidalgo County Drainage District No. 1 (HCDD1) and the Department of Homeland Security (DHS) requested that the U.S. Section not proceed with any construction plans, which overlap with the footprint of the planned DHS border fence, in order to allow HCDD1 to enter into an agreement with DHS for the redesign and construction of an integrated levee/floodwall instead of a levee and fence. As a result, construction of this project will be performed in FY 2009.

2.2.11 Construct approximately 18.1 miles (discontinuous) levee improvements between Donna Pump and Brownsville in Hidalgo and Cameron Counties in the Lower Rio Grande.

Status: The U.S. Section worked on 9.1 miles of levee in FY 2008. Of this amount, 2.1 miles were totally completed and 7.0 miles were partially completed. (65% below target)

2.2.12 Preserve floodway capacities for conveyance of established flood flows by mowing levee slopes and floodplain as follows:

- Upper Rio Grande – 9,375 total acres (1.5 mowing cycles on 6,250 acres);
- Presidio – 1,225 total acres (3 mowing cycles on 400 acres + 25 acres of slope mowing per year);
- Lower Rio Grande – 8,000 total acres (1 mowing cycle).

Status: The U.S. Section substantially met its goal for Presidio and exceeded its goal in the Upper Rio Grande. In the Lower Rio Grande, equipment breakdowns and the reallocation of resources from mowing to levee-raising prevented the agency from meeting its goal. Below is the cumulative amount of mowing performed by the U.S. Section in FY 2008:

- Upper Rio Grande – 11,418 total acres;
- Presidio – 1,171.5 total acres
- Lower Rio Grande – 5,758 total acres

2.2.13 Maintain Rio Grande flood control system levees by performing necessary spot repairs, grading and resurfacing.

Status: The U.S. Section maintained its levees by reconditioning 3.8 miles of levee slopes and crowns in the Lower Rio Grande, 15.2 miles in Presidio, and 44 miles in the Upper Rio Grande.

2.2.14 Pursuant to the 1906 Convention, ensure the efficient conveyance of waters in the Upper Rio Grande by removing approximately 50,000 cubic yards of accumulated sediment in the river channel at major arroyos above International Dam to prevent obstruction of flows.

Status: The U.S. Section concluded its annual silt removal activities by removing a total volume of 34,600 cubic yards of accumulated sediment at the confluences of major arroyos in the Canalization Segment of the Rio Grande. Although the actual volume was less than the estimated amount of 50,000 cubic yards, all major arroyo areas were completed from December 2007 to February 2008. (On target)

2.2.15 Maintain the flow capacity along the Rectification Segment of the Upper Rio Grande by removing approximately 100,000 cubic yards of accumulated sediment.

Status: A total volume of 271,138 cubic yards of silt was removed between International Dam and the concrete-lined Chamizal Channel in the Rio Grande. (Above target)

2.2.16 Ensure the accurate measurement of water flow data by performing annual maintenance on eight gaging stations in the Upper Rio Grande, and fifteen gaging stations in the Lower Colorado River.

Status: The agency performed routine inspections and maintenance on all gaging stations. Fabricated and installed a new flood gaging station for the Upper Rio Grande at the BOTA Bridge in July 2008. The 11-mile gage on the Colorado River was vandalized in September 2008, and the procurement process for replacement was initiated.

2.2.17 Initiate efforts to address binational issues concerning the design requirements for the capacity of the Lower Colorado River flood control system by conducting a joint flood flow study with the U.S. Bureau of Reclamation (USBR). The findings of the study will be used by both the U.S. and Mexico to confirm or amend the current design capacity of the flood control system in FY 2008 (or later).

Status: The joint flood flow study with the USBR was not completed, because additional topographical data was needed between Laguna Dam and the Northerly International Boundary (NIB) to conduct a valid study. The USBR performed the necessary cross-sectional survey and submitted the survey data to the U.S. Section in July 2008. The U.S. Section is developing the hydraulic model and coordinating survey data issues with the USBR.

2.2.18 Initiate efforts to improve the flow capacity of the Colorado River immediately above and below Morelos Dam by conducting a habitat restoration study (required under the USFWS Biological Opinion) and acquiring the mandatory permits for silt removal. After the habitat restoration study is completed, the U.S. Section will coordinate with the Mexican Section to begin development the project design and execution plan, which are expected in FY 2009.

Status: The U.S. Section acquired the mandatory permits for sediment removal in August 2008. However, the habitat restoration study was not completed. A draft study report is expected in October 2008.

Strategic Objective 2.3 – Safe Operation of Dams

Operate and maintain IBWC dams in a safe and efficient manner for compliance with the Federal Guidelines for Dam Safety, and enhance security for protection of the international dams in accordance with the Critical Infrastructure Protection Framework Agreement between the U.S. and Mexico.

Strategy

To sustain a safe operating environment, the agency will conduct regular mechanical, electrical, and structural inspections of its dams and related structures. Some parameters will be inspected on a weekly basis, while others on a monthly basis. The U.S. Section will produce annual safety inspection reports to document and summarize inspection findings and corrective actions.

In accordance with the Federal Guidelines for Dam Safety, the U.S. Section will also conduct five-year inspections of all its dams with a binational panel of experts, the Joint Technical Advisors, to identify structural and safety deficiencies. Inspections of five international dams are performed jointly with Mexico, whereas the inspection of American Dam is conducted solely by the U.S. After each five-year safety inspection, the U.S. Section will develop a plan to correct deficiencies identified on the Joint Inspection Report. Corrective actions for deficiencies related to international dams will be administered in accordance with the 1944 Treaty and IBWC Minutes specific to the deficient structures. The agency will assess the potential risk factors and correct noted deficiencies in risk-based priority order.

The U.S. Section will collaborate with the Mexican Section to comply with the Critical Infrastructure Protection Framework Agreement between the U.S. and Mexico. Both Sections will work together to protect their shared critical infrastructure against terror attacks. This will be accomplished by conducting joint annual security assessments and developing strategies to secure all international diversion and storage dams. Given that American Dam is entirely in the U.S., the security inspection of American Dam will be conducted by the U.S. Section only.

In addition, the IBWC will conduct silt surveys every ten years to determine the reservoir capacities at Amistad and Falcon International Storage Dams. The Mexican Section will perform the survey at one reservoir, and the U.S. Section at the other. Both countries alternate reservoirs for each subsequent survey.

Performance Goals

- 2.3.1 Avoid a structural failure of Amistad Storage Dam by initiating foundation and embankment investigations to determine the extent of the seepage problem and begin developing remediation measures.

Status: Due to insufficient resources, the agency was unable to initiate the necessary foundation and embankment investigations. Nonetheless, the Commission assembled a binational team of experts to participate in the investigation and resolution of this problem.

- 2.3.2 Determine corrective measures to avert structural failure of American Diversion Dam by concluding the investigation and analysis of the secondary apron and concrete structure.

Status: The study was completed, and a final report was produced in December 2007.

- 2.3.3 Enhance security at Falcon Storage Dam by completing the final design plans and specifications for upgrade of the roadway lights.

Status: Final design plans and specifications were completed by the U.S. Section in December 2007.

- 2.3.4 Comply with the *Federal Guidelines for Dam Safety* by conducting the required 5-year safety inspection to identify deficiencies at International Diversion Dam.

Status: The 5-year safety inspection of International Diversion Dam was performed in February 2008. (On target)

- 2.3.5 Reduce the risk of operational failure at American Diversion Dam by replacing gates #1 through #3 of 13, and installing cathodic protection.

Status: A contract for the work was issued in August 2007. The work was completed in April 2008. (On target)

Strategic Objective 2.4 – Hydroelectric Power Generation

Operate and maintain IBWC hydroelectric power plants in a safe and efficient manner, and improve security at the power plants in accordance with the Critical Infrastructure Protection Framework Agreement between the U.S. and Mexico.

Strategy

The U.S. Section will operate the U.S. power plants at Amistad and Falcon International Storage Dams in accordance with IBWC Minute Nos. 202 and 210. The agency will regularly inspect and maintain these power plants to sustain reliable operations. Maintenance and repairs will be performed on a timely basis. The U.S. Section will also closely coordinate operations with the Mexican Section to ensure equal power generation by both countries each year.

To ensure fair and equitable power utilization between both countries, the Commission will develop a new IBWC Minute for equal generation and distribution of power during peak

demand periods. In an effort to improve power efficiency, the agency will regularly conduct evaluations of its power plant equipment and operations. The agency will strive to develop and implement strategies that can improve power efficiency and output at the power plants.

The U.S. Section has an obligation to protect its critical infrastructure against vandalism or terrorist attacks. The agency will also conduct security assessments to identify vulnerabilities at the power plants. The U.S. Section will address these vulnerabilities by implementing countermeasures at the plants to improve security.

Performance Goals

2.4.1 Perform the annual inspection and maintenance of the three generator units and related equipment at the Falcon Power Plant.

Status: The annual inspection and maintenance of the three generator units and related equipment was performed in November 2007. Furthermore, the agency repaired a leak in cooling coil for Generator Unit No. 2 in September 2008.

2.4.2 Perform the annual inspection and maintenance of the two generator units and related apparatus at the Amistad Power Plant.

Status: The Annual Generator Inspection was scheduled for September 2008, however due to high flows in the area at that time the inspection had to be cancelled.

2.4.3 Improve security at the Falcon Power Plant by installing surveillance cameras around the power plant, penstock intake, and spillway structure.

Status: This project was initiated, but it is not complete. Two surveillance cameras and recorders were installed and configured in FY 2008. This project is being performed as time and resources become available.

Strategic Objective 2.5: – Drainage & Irrigation Structures

Operate, maintain, and improve drainage and irrigation structures to ensure control and conveyance of water for irrigation and flood control purposes.

Strategy

The U.S. Section will maintain and improve its irrigation and drainage structures to ensure reliable operations for the conveyance of Rio Grande waters. Irrigation structures will be operated to convey Rio Grande waters, allotted to the U.S. in the 1906 and 1944 Treaties, to U.S. stakeholders for agricultural, industrial, and municipal uses. Drainage structures will be operated to convey unused irrigation waters and runoff to the river. However, drainage structures will be closed off during Rio Grande flood events to prevent flooding along adjacent lands and contain the floodwaters within the flood control system.

Performance Goals

2.5.1 Comply with the requirements of *Joint Powers Agreement IBM 01-23* between the U.S. Section and the Elephant Butte Irrigation District (EBID) by conducting an annual

inspection of the twenty-five wasteway culverts at levee crossing in the Upper Rio Grande and working with EBID to ensure that preventive maintenance is performed.

Status: The annual inspection of the twenty-five (25) wasteway culverts was conducted jointly with EBID in February 2007. Aside from routine operations and maintenance work by EBID, no major repairs were performed on these structures.

2.5.2 Comply with the provisions of *Memorandum of Understanding No. IBM 93-10* between the U.S. Section and the El Paso County Water Improvement District No. 1 (EPCWID) by working with EPCWID to ensure that maintenance of the American Canal Extension is performed.

Status: EPCWID performed the required maintenance throughout the year on the canal and its structures.

Strategic Objective 2.6: – Water Conveyance Support and Facilities

Manage, secure, operate, and maintain all administrative and indirect field office resources and assets utilized to support water conveyance operations and initiatives in an efficient and effective manner.

Strategy

The U.S. Section will maintain its field office facilities and other assets in optimal condition by performing inspections, repairs, maintenance, and improvements in support of water conveyance activities. This will increase the life and reliability of field office assets, and avoid adverse operational issues. The agency will also conduct annual security assessments and develop strategies to address security vulnerabilities and secure critical infrastructure. The U.S. Section will furnish its field office personnel with protective gear and safety equipment, as required, to perform required tasks. Field office personnel will also assist the Asset Management Office to maintain inventories of agency property at field office locations.

Administrative staff will assist the field office managers in performing the administrative duties at field offices. To maximize performance, the agency will properly train and equip its personnel with the necessary tools to accomplish all administrative functions in support of agency operations. Administrative staff will perform the following functions:

- Preparation, distribution and filing of documents and other correspondence;
- Preparation of purchase requests and processing of receiving reports for ordering of supplies, equipment, and other services;
- Entry of employees' time and attendance data in the payroll system;
- Preparation and amendment of travel arrangements for offsite conferences, training, or meetings;
- Coordination and dissemination of messages, appointments, and interoffice information.

Performance Goals

2.6.1 Improve working conditions at Anzalduas Dam by completing the construction of a new maintenance shop building, including yard paving and fencing.

Status: Construction of this project began in January 2007, and was completed in February 2008. (On target)

- 2.6.2 Construct a sewage lift station at Falcon Storage Dam to pump wastewater for treatment to new septic system.

Status: Construction of the sewage lift station was completed in August 2008. (On target)

- 2.6.3 Improve safety at Falcon Storage Dam by installing new guardrail along the roadway and the power plant access ramp.

Status: Installation of the guardrail was completed in March 2008. (On target)

STRATEGIC GOAL 3 - WATER QUALITY

Improve the quality of boundary and transboundary waters, in concert with Mexico, to address salinity and border sanitation problems pursuant to international agreements and applicable U.S. law.

Strategic Objective 3.1 – Water Quality of Boundary and Transboundary Rivers

Improve the quality of boundary and transboundary river waters in accordance with domestic law and international agreements.

Strategy

The agency will work together with stakeholders to develop and implement solutions to reduce solid waste in the New River, thus improving water quality. The U.S. Section will also monitor the condition of the Wellton-Mohawk Bypass Drain, which is located in Mexico, and coordinate its maintenance with the Mexican Section. To improve the evaluation and exchange of water quality data on the Colorado River, the IBWC will jointly establish binational sampling protocols and conduct binational technical meetings to address issues. In addition, the agency will continue sampling and monitoring Colorado River and Rio Grande waters to identify water quality issues and develop binational solutions. The U.S. Section will prepare water quality reports to provide information to interested stakeholders along the border.

The U.S. Section will also continue to provide oversight and support to the Mexican Section for the operation and maintenance of the Morillo Diversion System, which is located in Mexico and sustains the freshwater quality of Rio Grande waters for agricultural and municipal uses by both countries. The Morillo Diversion System consists of a pumping plant, a weir, and the Morillo Drain, which is a diversion canal that parallels the Rio Grande. This system diverts highly saline waters, which would otherwise enter the Rio Grande, and conveys them through the diversion canal for discharge into the Gulf of Mexico.

The U.S. Section will continue to monitor the water quality of the Rio Grande under its Texas Clean Rivers Program. The agency will work with its program partners to collect water quality data and provide information about water quality in the Rio Grande disseminated through public outreach initiatives. These initiatives include providing water quality data to the state of Texas for compliance with the Clean Water Act and making it available on the agency's website, supporting schools on related research projects, introducing new monitoring stations, increasing water quality sampling partnerships, and information sharing.

Performance Goals

- 3.1.1 Ensure that Colorado River waters delivered to Mexico comply with the salinity requirements established under IBWC Minute No. 242 by collecting and analyzing water quality samples at established sites on a monthly basis.

Status: To ensure compliance with IBWC Minute No. 242, the agency collected and analyzed five hundred-fifty-two (552) water quality samples on the Colorado River and twenty-four (24) on the Sanchez Mejorada Canal.

- 3.1.2 Collect and analyze on a regular basis a sufficient number of samples to properly identify and address water quality issues and problems concerning the New River in accordance with IBWC Minute No. 264.

Status: Sixty-eight (68) water samples, including field data (dissolved oxygen, conductivity, pH, and temperature), were collected and analyzed in accordance with IBWC Minute No. 264. Additionally, forty-eight (48) sediment samples were collected and analyzed at the Northerly International Boundary.

- 3.1.3 Assist resource agencies in addressing Rio Grande water quality issues by collecting and assessing a sufficient number of samples to properly identify water quality problems.

Status: In 2008, the USIBWC Texas Clean Rivers Program (USIBWC CRP) for the Rio Grande collected 338 samples at 44 monitoring stations throughout the basin. The routine monitoring program provides the majority of water quality data in the basin each year, and data is sent to the Texas Commission on Environmental Quality as well as made available on the internet for stakeholders. In addition, USIBWC CRP works with private, state, and federal organizations to develop special studies to address water quality issues identified through the routine monitoring program.

- 3.1.4 Comply with provisions of the Clean Water Act by reporting water quality information of the New River, Colorado River, and Rio Grande to state resource agencies.

Status: The U.S. Section met the Clean Water Act requirements by providing regular updates of water quality data to state resource agencies via electronic communications, public meetings, and publications.

- 3.1.5 Meet the terms of the federal court consent decree entered against the U.S. Section by concluding the *Phase II Supplemental Ocean Monitoring Program* and preparing a final report of findings.

Status: The study was not completed in FY 2008, because the U.S. Section determined that further monitoring was needed to determine the source(s) of bacterial pollution. The agency added more parameters and extended the monitoring phase of the program through November 2008. The draft and final study reports are respectively due in January 2009 and February 2009.

Strategic Objective 3.2 – Wastewater Treatment

Improve and sustain the quality of effluent from IBWC international wastewater treatment plants in accordance with international agreements and applicable domestic law.

Strategy

The U.S. Section will test and implement cost-effective strategies, which were recommended in an optimization study to increase the rate of Total Suspended Solids removal and improve the quality of the advanced primary effluent discharged into the Pacific Ocean from the South Bay International Wastewater Treatment Plant (SBIWTP). In addition, the agency will develop and implement a solution, to achieve secondary treatment of the SBIWTP effluent. The U.S. Section will also work with the Mexican Section to improve the pretreatment program in Tijuana, Baja California, Mexico.

The U.S. Section will provide technical support to the City of Nogales, Arizona on a BECC-Certified project to upgrade the Nogales International Wastewater Treatment Plant to improve the effluent quality for compliance with State of Arizona discharge standards. The U.S. Section and the U.S. Environmental Protection Agency will work together with Mexico to improve the pretreatment program to reduce the discharge of chemicals and other pollutants into the sewage collection systems of Nogales, Arizona and Nogales, Sonora.

The U.S. Section will continue to provide technical assistance and financial support to the Mexican Section to ensure proper operation and maintenance of the Nuevo Laredo International Wastewater Treatment Plant (NLIWTP). The NLIWTP treats raw wastewater from Nuevo Laredo, Tamaulipas, Mexico and discharges the treated effluent into the Rio Grande. This facility helps sustain the water quality of the Rio Grande by reducing sewage discharges into the river.

Performance Goals

- 3.2.1 Determine viable solutions to maximize the effectiveness of the SBIWTP by concluding the testing of O&M-based alternatives Nos. 4, 7, and 9 proposed in the SBIWTP Optimization Study Revised Final Report dated October 2005 by a panel of wastewater experts.

Status: The agency began implementation of these alternatives, which involved the introduction of additional chemicals into the system, in May 2007. It concluded the testing and evaluation phase in April 2008. A final report was produced in September 2008.

- 3.2.2 Work with the City of Nogales (Co-owner) to improve the effluent quality of the NIWTP and meet Arizona discharge standards by providing technical support and oversight for construction of plant upgrades, consisting of secondary clarifiers, aeration basins, a sludge dewatering system, aerobic digestion system, and refurbishment of headworks. Plant upgrades are expected to be completed in August 2009.

Status: The design-build contract was issued by the City of Nogales in November 2006. The design has been completed, and construction is approximately 74% complete. The project is on schedule to be completed by August 2009.

- 3.2.3 Comply with provisions of IBWC Minute No. 296 by operating and maintaining the SBIWTP without interruption in service. IBWC Minute No. 296 requires the treatment of up to 25 million gallons per day (mgd) of sewage from the City of Tijuana, Baja California, Mexico.

Status: The U.S. Section met this goal by providing uninterrupted sewage treatment at the SBIWTP in accordance with IBWC Minute No. 296.

- 3.2.4 Comply with provisions of IBWC Minute No. 276 by operating and maintaining the NIWTP without interruption in service. IBWC Minute No. 276 requires the treatment of up to 9.9 mgd of sewage from the City of Nogales, Sonora, Mexico.

Status: The U.S. Section met this goal by providing uninterrupted sewage treatment at the NIWTP in accordance with IBWC Minute No. 276.

- 3.2.5 Meet the terms of IBWC Minute No. 297 by providing resources to ensure proper operation and maintenance of the NLIWTP.

Status: The U.S. Section met its obligations under IBWC Minute No. 297 by providing financial support and technical oversight of wastewater treatment operations and maintenance activities at the NLIWTP.

Strategic Objective 3.3 – Water Quality Support and Facilities

Manage, secure, operate, and maintain all administrative and indirect field office resources and assets utilized to support water quality operations and initiatives in an efficient and effective manner.

Strategy

The U.S. Section will maintain its field office facilities and other assets in optimal condition by performing inspections, repairs, maintenance, and improvements in support of water quality activities. This will increase the life and reliability of field office assets, and avoid adverse operational issues. The agency will also conduct annual security assessments and develop strategies to address security vulnerabilities and secure critical infrastructure. The U.S. Section will furnish its field office personnel with protective gear and safety equipment, if deemed necessary, to perform required tasks. Field office personnel will also assist the Asset Management Office to maintain inventories of agency property at field office locations.

Administrative staff will assist the field office managers in performing the administrative duties at field offices. To maximize performance, the agency will properly train and equip its personnel with the necessary tools to accomplish all administrative functions in support of agency operations. Administrative staff will perform the following functions:

- Preparation, distribution and filing of documents and other correspondence;
- Preparation of purchase requests and processing of receiving reports for ordering of supplies, equipment, and other services;
- Entry of employees' time and attendance data in the payroll system;
- Preparation and amendment of travel arrangements for offsite conferences, training, or meetings;
- Coordination and dissemination of messages, appointments, and interoffice information.

Performance Goals

- 3.3.1 Improve the working conditions of personnel at the Nogales International Wastewater Treatment Plant by initiating discussions with the City of Nogales to request their financial participation in the design and construction of one or two buildings to house the administration, laboratory, and maintenance activities.

Status: With regards to this goal the Engineering Services Division is currently in the process of generating a design for subject facility through the A&E Design firm that our agency currently has on contract. The general intent here would be to have the design accomplished during the later part of FY 2009 and early FY 2010. Once the design has been completed the agency should be in a position to solicit the actual construction contract for this work in FY 2010.

STRATEGIC GOAL 4 - RESOURCE MANAGEMENT

Maximize organizational effectiveness through innovative management and accountability of human, physical, and fiscal resources.

Strategic Objective 4.1 – President’s Management Agenda

Ensure compliance with the President’s Management Agenda by developing and implementing strategies to address deficiencies and improve agency performance in the areas of Strategic Management of Human Capital, Competitive Sourcing, Improved Financial Performance, Expanded Electronic Government, and Budget and Performance Integration.

Strategy

The U.S. Section will comprehensively review and evaluate its current organization and functional requirements, and identify areas for improvement in human capital, competitive sourcing, financial performance, electronic government, and budget and performance integration. It will produce a strategic human capital management plan to attract, develop, and retain an efficient and effective workforce for achievement of mission objectives in accordance with the U.S. Office of Personnel Management’s Human Capital Assessment and Accountability Framework (HCAAF). The agency will also create and sustain a cost account system to track all financial data against associated project phases and strategic goals.

The U.S. Section will develop and implement the necessary Information Technology (IT) measures to meet requirements mandated by Federal Information Security Management Act (FISMA) and the National Institute of Standards and Technology. The agency will acquire and install the required software and hardware, modify IT system configurations, and implement policies to achieve system certification and accreditation with FISMA requirements. To improve efficiency and meet E-Government initiatives, the U.S. Section will develop and implement electronic processing systems for records management, travel, and vendor payments. The U.S. Section will also migrate to the Department of State’s Global Financial System. This will enable the agency to meet all mandatory federal financial system requirements, while standardizing its financial, budgetary, and acquisition functions and improving financial performance.

Performance Goals

- 4.1.1 Support the President's Management Agenda and policy of the Office of Personnel Management by developing and completing a Human Capital Strategic Management Plan.

Status: The Compliance Officer drafted a comprehensive Human Capital Strategic Management Plan and submitted it to the Human Capital Office for adoption in September 2008.

- 4.1.2 Achieve full compliance with the core financial system requirements mandated by the Office of Federal Financial Management by completing the two-year migration and implementation process from our current, non-compliant system to the Department of State's Global Financial Management System. The complete system conversion will include the travel, budget, finance, and procurement modules.

Status: The system conversion to the Department of State's Global Financial Management System was completed in July 2008.

- 4.1.3 Meet FISMA and NIST requirements by developing and implementing a Continuity of Operations Plan (COOP).

Status: The IMD has produced a draft COOP plan which describes the two levels of COOP that the Agency should be prepared for. The first, and most likely, scenario that the IMD is preparing to test soon is the Pandemic COOP. This COOP will require the identification of "HQ Emergency Personnel" and their mission critical functions which the Agency is required to continue in case a Pandemic hits the El Paso area and employees are required to stay home to work for at least a week or longer. Currently, the list of potential "Emergency Personnel" is being routed around management, receiving justification of identified personnel mission critical functions by their respective division heads. Once this list is finalized, the IMD will begin to configure and issue emergency personnel laptops equipped with required software and connectivity resources. The test will consist of notifying designated Emergency Personnel to stay home and perform their mission critical functions via emergency laptops and ensure that all are able to complete their required work with their emergency laptops. The successful testing of this COOP scenario will enable the IMD to confidently demonstrate the Agency's ability to function in a Pandemic situation.

The second COOP scenario will take much longer to plan and the gathering of all required resources is currently taking place. The second COOP scenario involves having critical mission personnel report to the Las Cruces Project Office. This scenario will be put in place in the event that the current HQ building is destroyed and no longer exists. This is a less likely scenario but is still a situation that the Agency should prepare for. The IMD is in the process of gathering all hardware and software needed to mirror the current LAN room environment at our remote Las Cruces location so that all data files, vital records and connectivity to mission essential organizations like the Dept. of State, NFC, GFMS, ILMS is re-established at the remote location. The IMD is currently working to transition our IP and web hosting services to MCI/Verizon as part of the ongoing Networkx contract. As part of the new IP services infrastructure, Verizon will ensure that all field offices and all other external connections will be re-routed to the Las Cruces field office as the new HQ if this COOP scenario is ever activated. This may take over a year to prepare, configure and set up to successfully test.

- 4.1.4 Comply the E-gov Internal Efficiency and Effectiveness Initiative under of the PMA by migrating our current, non-standard business inventory application to that used by the Department of State, which is industry standard (ILMS).

Status: This initiative has been successfully completed. The IBWC is now directly connected to the Department of State's financial system (GFMS, ILMS) and all current purchasing and inventory procedures are being conducted with this new system.

- 4.1.5 Improve the agency IT network backbone by upgrading the routers, switches, and cabling to attain Gigabit connection speeds.

Status: This initiative has been successfully completed. During the recent building renovations, the IMD supervised and assisted in the establishment of two new data centers; one on the third and one on the first floor. The new data centers enabled all network devices (PC's, Printers, Plotters, VTC) to be connected to their respective floor's switches and routers which is then connected to the main 2nd floor LAN room via multimode fiber connection. Also, all CAT-5 cable was removed and replaced with CAT-6 data cable establishing gigabit speed between PC's and file servers within our LAN room. In fact two CAT-6 data lines were dropped at each location where only one data line existed before. The second line was dropped in anticipation of moving the Agency to a Voice over Internet Protocol (VOIP) phone system in the future.

Strategic Objective 4.2 – General and Administrative Requirements

Properly manage, secure, improve, utilize, and maintain resources and assets to sustain all general and administrative functions at headquarters in an effective and efficient manner.

Strategy

The U.S. Section will manage and account for all agency supplies, materials, and capital assets, such as heavy mobile equipment, vehicles, furniture, etc., through the Asset Management Office. This office will order, stock, and replenish all supplies and materials needed to sustain an efficient work environment. The Asset Management Office will assist with packing, shipping, and distribution of items. It will also work closely with all divisions and offices to update and maintain inventories of agency property. Agency property will be marked with barcodes for simple and accurate identification. Each barcode will correspond to a unique record in an electronic database, which will provide a clear description and location of the item.

Administrative staff provides a critical role in the U.S. Section's operations. To maximize performance, the agency will properly train and equip its personnel with the necessary tools to accomplish all administrative functions in support of agency operations. They perform many duties including, but not limited to:

- Preparation, distribution and filing of documents and other correspondence;
- Preparation of purchase requests and processing of receiving reports for ordering of supplies, equipment, and other services;
- Entry of employees' time and attendance data in the payroll system;
- Preparation and amendment of travel arrangements for offsite conferences, training, or meetings;
- Coordination and dissemination of messages, appointments, and interoffice information.

Performance Goals

- 4.2.1 Improve ordering, procurement, and tracking of supplies and consumable materials by implementing an automated central supply system that will provide detailed expenditure and distribution records for headquarters.

Status: The agency adopted the Department of State's procurement and financial management systems (the Integrated Logistics Management System and the Global Financial Management System) to track ordering, receiving, and detailed cost data of supplies and materials. A supply-tracking software system (Intellitrack) was purchased at the end of the FY 2008 to track the usage and distribution of supplies and consumable materials. The IBWC will install and implement this supply-tracking software system in FY 2009.

- 4.2.2 Improve access and utilization of data by operating, improving, and/or maintaining an enterprise GIS that is fully accessible and operational through the existing U.S. Section computer network and the Internet.

Status: The USIBWC GIS Program continues to provide personnel access to data for use in the development of environmental plans, engineering reports, water quality/quantity updates, and has been used in support of the IBWC Strategic Plan. Two new servers and a data storage server have been incorporated and will provide the system adequate resources to continue to support personnel throughout the agency. A GIS Analyst was hired in Feb 2009 to assist in project development and employee training. Additional licenses were purchased to accommodate new users and the GIS software will be upgraded in 2009 to incorporate new features for improved performance.

Strategic Objective 4.3 – Diplomatic Affairs

Improve the disclosure and exchange of information with Mexico and U.S. stakeholders through community outreach programs and proactive communication.

Strategy

The U.S. Section will strive to keep the general public and its stakeholders informed of all its plans and on-going activities. The U.S. Section will continue to update and post IBWC news, press releases and other public information on its official website (www.ibwc.gov). The agency will also correct website design problems to ensure accessibility of current and reliable information. The agency will also hold periodic Citizens' Forums, which are public meetings, with its stakeholders and interested parties at each of five regional project areas (San Diego, Lower Colorado River, Southeastern Arizona, El Paso/Las Cruces, Lower Rio Grande Valley). The purpose of these meetings will be to brief the public and stakeholders, exchange information, and address issues.

The agency will also strive to improve diplomatic ties with Mexico. The U.S. Section will work cooperatively with the Mexican Section to resolve problems in a manner that can benefit both countries, yet support the interests of the U.S. The U.S. Section will hold Commission meetings with the Mexican Section on a recurring basis (usually every 4 to 8 weeks) to surface binational concerns, address issues, and resolve problems. Commission meetings are formal meetings between the Mexican Section and U.S. Section that involve the Commissioner, Secretary, and Principal Engineers of each Section. In addition, to effectively coordinate all

diplomatic efforts, the U.S. Section will send regular reports (typically every 2 to 8 weeks) to the U.S. Department of State.

Performance Goals

- 4.3.1 Increase public awareness and involvement by conducting periodic Citizens' Forum meetings at key regions to brief the public of IBWC plans and activities, exchange information, develop cooperative efforts, and address public concerns.

Status: The Public Affairs Office conducts Citizens' Forum meetings approximately every 90 days in FY 2008. There were 4 Lower Rio Grande meetings, 4 Rio Grande meetings, and 3 Colorado River meetings. Additionally, there was 1 public outreach meeting in Southeast Arizona. The Public Affairs distributed 33 news releases.

- 4.3.2 Surface binational concerns, address issues, and resolve problems between the U.S. Section and Mexican Section by conducting Commission meetings on a recurring basis (usually every 4 to 8 weeks).

Status: In CY 2008, the Commission scheduled and formally met on six different occasions in spite of the September 2008 tragedy where both Commissioners lost their lives. Various issues and topics of mutual interest and concern to both Sections of the Commission were discussed at these meetings.

- 4.3.3 Address the maintenance of the rectified channel and flood control works along the Upper Rio Grande border with Mexico by concluding an IBWC Minute that clearly specifies each country's maintenance responsibilities.

Status: Minute No. 313 Maintenance in the Rectified Channel of the Rio Grande was approved by the Government of the United States of America and the Government of the United Mexican States and signed by the U.S. and Mexican Commissioners on February 5, 2008.

- 4.3.4 In accordance with the 1970 Treaty, conclude a new IBWC Minute to approve a new set of Rio Grande boundary maps, thus superseding IBWC Minute No. 268.

Status: A draft of Minute No. 315 Adoption of Rio Grande Boundary Photomaps is pending final review and approval of the photomaps by both Sections of the Commission. It is anticipated that the Minute will be approved by the Government of the United States of America and the Government of the United Mexican States and should be signed by the U.S. and Mexican Commissioners by the end of June 2009.

- 4.3.5 Assist Mexico in addressing low water supply concerns at Tijuana by concluding a new IBWC Minute to extend emergency water deliveries of Colorado River waters to the City of Tijuana at Otay.

Status: Minute No. 314 Extension of the Temporary Emergency Delivery of Colorado River Water for Use in Tijuana, Baja California was approved by the Government of the United States of America and the Government of the United

Mexican States and was signed by the U.S. and Mexican Commissioners on November 14, 2008.

Strategic Objective 4.4: – Compliance and Legal Requirements

Ensure full adherence of U.S. Section actions with applicable laws and regulations by training employees, requiring compliance, and documenting infractions and corrective actions.

Strategy

The U.S. Section will research and prepare an inventory list of all applicable requirements (laws, regulations, mandates, etc.), which the agency must consider on a recurring or per action basis. The U.S. Section will also provide training to its employees and will operate in a manner to ensure full compliance with all known requirements. The agency will continue to update this inventory on a regular basis, and document all incidences of non-compliance and the corrective actions taken.

The U.S. Section will implement an Environmental Management System (EMS) to ensure compliance with Executive Order 13148, titled “Greening the Government through Leadership in Environmental Management”, and that conforms to the International Organization for Standardization EMS standard ISO14001: 2004. The agency will utilize the framework developed under ISO14001 to incorporate an EMS at all U.S. Section facilities. The U.S. Section will consider environmentally-friendly “green” specifications during the preparation of project designs and will implement “green” alternatives whenever practical.

In addition to responding to external audit findings, the U.S. Section will conduct internal audits of its operational processes and controls for optimal effectiveness. Performance audits will focus on compliance and resource accountability requirements. The agency will utilize the audit findings to develop improvement strategies and plans of action for areas with deficiencies.

Performance Goals

- 4.4.1 Continue to develop and implement an agency-wide Environmental Management System (EMS) by preparing a scope of work for a contractor to assess the activities and requirements of Mercedes field office staff and develop an EMS for the office.

Status: Continue to develop and implement an agency-wide Environmental Management System (EMS) by preparing a scope of work for a contractor to assess the activities and requirements of the Mercedes, Las Cruces, Zac Dominguez, Presidio and Yuma Field Office staff and develop an EMS for the offices.

- 4.4.2 Meet the current Safe Drinking Water Act (SDWA) standards by installing and/or constructing upgrades to the Falcon Potable Water Treatment Plant.

Status: The field office has made upgrades to the potable water treatment plant's disinfection system in order to comply with SDWA standards. They also currently have a new filter unit on site and are working with the Environmental Management Division to facilitate the installation of this unit. Therefore, the upgrade is currently still in-progress.

- 4.4.3 Prepare and submit the FY 2007 and FY 2008 No FEAR Reports to the U.S. Congress, Attorney General, Equal Employment Opportunity Commission, and Office of Personnel Management.
*Status: FY 2007 No FEAR Report submitted 3 March 2008
FY 2008 No FEAR Report submitted 23 March 2009*
- 4.4.4 Develop and submit the Annual Complaint Activity and Status Report (MD 462) to the Equal Employment Opportunity Commission.
*Status: FY 2007 MD 462 Report submitted 30 October 2007
FY 2008 MD 462 Report submitted 27 October 2008*
- 4.4.5 Develop and submit the Disabled Veterans Affirmative Action Program Plan Certification and the Fiscal Year 2007 Accomplishment Report to the Office of Personnel Management.
*Status: FY 2007 Accomplishment Report mailed 26 November 2007
FY 2008 Accomplishment Report mailed 5 November 2008*
- 4.4.6 Prepare and submit the FY 2008 Workforce Analysis Report (MD 715) to the Equal Employment Opportunity Commission.
*Status: FY 2007 Workforce Analysis Report delivered 24 January 2008
FY 2008 Workforce Analysis Report submitted 28 January 2009*
- 4.4.7 Develop a more comprehensive Strategic Plan that better addresses all agency requirements and directly coincides with budget and accounting system program codes.
Status: The U.S. Section met this goal in April 2008.
- 4.4.8 Prepare the Performance and Accountability Report for FY 2007, and post it on the agency's website.
Status: The FY 2007 Performance and Accountability Report was completed and posted on the agency's website in December 2008.
- 4.4.9 In accordance with the Prompt Payment Act, meet the government-wide goal of paying less than or equal to \$200 in interest penalties per every \$1,000,000 in disbursements.
Status: There were no payments less than or equal to \$200 in interest penalties per every \$1,000,000 in disbursements in FY 2008.

- End -