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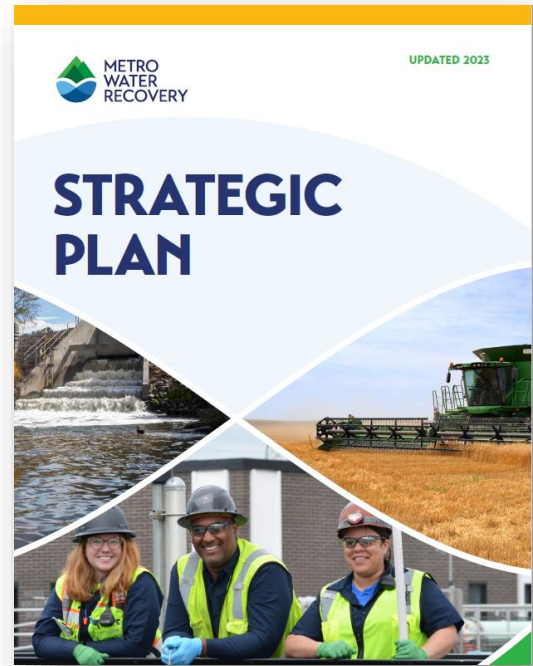
Strategic Plan Update Board of Directors Approve

Metro is thrilled to announce the completion of the updated strategic plan. It was approved by the Board of Directors during the May board cycle after extensive outreach and thoughtful deliberation of the Strategic Plan Committee, made up of Board members and staff, and facilitated by strategic planning consultants.

Our last strategic plan was created in 2016, and since that time we accomplished over 90 percent of what we set out to do. Over the last seven years, Metro has grown as an organization. We strengthened our position as leaders in the clean water industry.

Through the execution of this plan, Metro is positioned for the next level of organizational growth. The Board of Directors led the way for a planning process to create an updated strategic plan that will guide us in the coming years.

Since the start of 2022, employees from all departments helped shape this update. Thank you to all who provided valuable feedback!



Metro's Updated Strategic Plan

Metro's updated strategic plan has some notable changes. We've transitioned from seven goals to three enduring pillars: Our People, Our Work, and Our Communities. These are not temporary goals, but rather the fundamental elements which define our organization.

Each pillar is underscored by specific areas of focus which we will strive to improve over the next three to five years:

Our People: Employee Engagement and Growth, Diversity, Equity, and Inclusion

Our Work: Resource Optimization, Sustainability

Our Communities: Engagement and Outreach, Water Partnerships

[Link to Metro's Updated Strategic Plan](#)

Introducing Brad Bagby Digital Communications Specialist

Born and raised just outside of Abilene, Texas, Brad followed his college girlfriend to Colorado in 2008, where they married and now have 2 young children. He is one of the newest members of the StratComm team serving as a Digital Communications Specialist having been hired in May 2023.

Prior to working at Metro, Brad served as a university newspaper editor and a local news newscast producer. In his last job, he worked for a satellite internet company for 8 years where he served a variety of roles including Social Media, Customer Care, and Email Marketing. While in a very different industry, Brad is very excited about his role at Metro.

“I think what makes this role very exciting for me is that I can bring in some of that previous experience and apply it to this brand-new world that I’m joining. I’m learning so much about something that the average person in society hardly, if ever, gives a second thought about. I think an exciting challenge for me is to bring a lot more awareness of our mission and daily operations to a wider audience.”

In the Digital Communications Specialist Role, Brad will primarily focus on Metro’s website and Social media presence. Additional responsibilities will include assisting with ADA Accessibility compliance in Metro’s digital spaces.

Outside of work, Brad enjoys listening to 80s metal, wrestling his children, container gardening, and is a competitive homebrewer (22 medals and counting!).



Brad Bagby enjoying some vacation time.

2022 Annual Report Resilient by Design

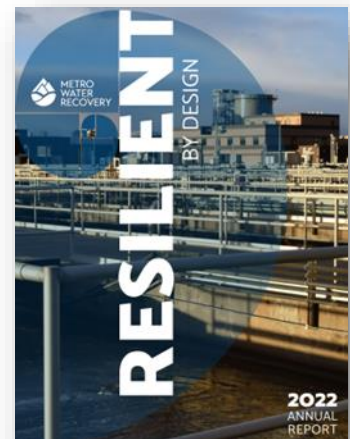
Resilient by Design refers to Metro’s facilities and to the people and teams putting those facilities in place and caring for them.

Metro Water Recovery’s 2022 annual report, released in April, highlights efforts and projects that reflect how the organization is achieving the seven 2016 Strategic Plan goals.

Details about Metro’s 2022 financials may be found in a separate document on the website, the [Annual Comprehensive Financial Report](#).

Thank you to those who contributed to the 2022 successes!

[Click here to read the 2022 annual report.](#)



2023 Platinum & Gold Award Recipients

Celebrating Pretreatment Compliance

On May 10, 2023, Metro Water Recovery recognized 14 local companies at our Gold Awards Ceremony. Representatives of the winning companies were welcomed to the Robert W. Hite Treatment Facility (RWHTF) to be honored. The companies recognized have excelled in industrial wastewater pretreatment requirements.

Metro’s [Industrial Pretreatment Program \(IPP\)](#) team members work alongside industrial businesses. The IPP team collects samples, reviews data, and reports, evaluates compliance, and takes enforcement action where necessary.

Pragati Sharma, Senior Industrial Pretreatment Manager, recognized that businesses put in a great deal of effort, “This is an exciting event as we get to celebrate hard work of Metro’s permitted industries. This is akin to not just earning an A, but 100% compliance. It is hard to maintain and takes effort every day. I appreciate that these industries put that level of effort for compliance with pretreatment requirements.”

In all, 11 gold awards were presented along with 3 platinum awards. The guest speaker this year was Al Garcia who serves as the Pretreatment Coordinator for EPA Region 8. [Learn more and check out event photos on Metro’s website.](#)



Al Garcia, Pretreatment Coordinator for EPA Region 8, delivering comments during the ceremony.

2022 Gold Award Recipients

The Ziegenfelder Company, Inc.

Lowry Landfill Superfund Site

Advanced Surface Technologies

Safeway Denver Milk Plant

Swire Coca-Cola, USA

CoorsTek Inc.

Water Remediation Technology, LLC

KBP Coil Coaters, Inc.

Industrialex Manufacturing Corp.

Denver Metal Finishing

Upsher-Smith Laboratories, LLC

2022 Platinum Award Recipients

(5 or more consecutive years of 100% compliance)

Advanced Circuits

United States Mint

Majestic Metals by Fathom



Regulatory Affairs – Compliance Team

Currents Employee Feature Regulatory Affairs – Compliance Team

Metro Water Recovery’s environmental obligations extend beyond the effluent discharge permits to air quality, biosolids application, waste management, and industrial and construction stormwater. This team provides regulatory support to all departments at Metro and supports all capital projects and activities with potential environmental impacts or requirements. [Learn more about the guardians of the guardians!](#)

Important Dates to Remember

July 15, 2023	Q2 Sewer Connection Charges Due
July 18, 2023 (5:30 pm)	Board of Directors Meeting
Aug. 15, 2023 (5:30 pm)	Board of Directors Meeting
Sept. 15, 2023	Q3 Annual Charges Due
Sept. 19, 2023 (5:30 pm)	Board of Directors Meeting
Oct. 16, 2023	Q3 Sewer Connection Charges Due

[Previous issues of *The Connector* can now be found on Metro’s website.](#)

Tour Tuesdays

Introducing Tour Tuesdays for 2023! Public tours for individuals and small groups being offered on the second Tuesday of the month, April through October, at 10:30 a.m. [See schedule via the website.](#) Reservations are required.

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