



Arizona Department of Environmental Quality (ADEQ) 2025 -2029 Strategic Plan

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Statewide Vision: An Arizona for everyone.

Agency Vision: Through consistent, science-based environmental regulation; and clear, equitable engagement and communication; With integrity, respect, and the highest standards of effectiveness and efficiency; Because Arizonans treasure the unique environment of our state and its essential role in sustaining well-being and economic vitality, today and for future generations.

Agency Mission: Protect and enhance public health and the environment in Arizona.

Agency Description: The Arizona Legislature established the Arizona Department of Environmental Quality agency under the Environmental Quality Act of 1986 to serve as a separate, cabinet-level agency to administer all of Arizona's environmental protection programs.

Resource Assumptions: Enter # of full-time employees (FTEs) and funding data by type (e.g. General fund (GF), appropriated funds (AF), non-appropriated funds (NAF), and federal funds (FED)).

FY	FTEs	GF	AF	NAF	FED	Total *
25	589	\$0	\$92,027,000	\$76,603,000	\$28,719,100	\$168,630,000
26	591	\$0	\$128,029,600	\$96,175,300	\$36,660,700	\$224,204,900
27	606	\$2,000,000	\$121,395,700	\$98,346,000	\$19,430,400	\$221,741,700

*Total reflects GF + AF + NAF. FED funding shown is broken out from NAF

Director's Summary: ADEQ works to sustain well-being and economic vitality for Arizonans by protecting and enhancing public health and the environment. Our work includes tackling long-standing water quality challenges by investing in solutions that deliver safe, reliable drinking water for Arizona communities. In FY 26, using federal American Rescue Plan Act (ARPA) funding, we advanced a critical project at the San Simon Domestic Water Improvement District in Cochise County to install a new well and treatment system that reduces high, naturally-occurring fluoride, bringing attention to ongoing challenges like the sky-high cost of infrastructure improvements in rural areas and the need for qualified operators to sustain systems. Strengthening water system technical capacity and expanding sustainable solutions for rural systems struggling to serve clean drinking water remains a top priority. To understand why ozone concentrations in Maricopa and parts of Pinal County are not declining despite reduced emissions, we convened top air quality experts to launch the Ground Level Ozone Research (GLOR) Project, to help inform future planning and policy changes. We gathered data from dozens of known contaminated sites, and are evaluating statewide data regarding potential abandoned mine land and per- and polyfluoroalkyl substances (PFAS) sites to support actuarial assessments of estimated cleanup costs and ensure long-term solvency. We are dedicated to delivering science-based environmental regulation effectively and efficiently, while building trust among those we regulate and communities throughout Arizona.



Outcome #	Agency Five-Year Outcomes	FY Initiated	Statewide Priority Alignment	Annual Progress Towards 5-Year Outcome
1	Outcome Status: Continuing By June 2029, 100% of public drinking water systems will serve water meeting federal safe drinking water standards.	FY24	Water Security & Sustainability	FY26 Annual Objective(s): 1.1: By June 2026, restore water to federal safe drinking water standards at 20 small drinking water systems.Target: 20 Actual: 40 1.2: By June 2026, prevent 10 drinking water systems from exceeding standards. Target: 10 Actual: 15 5-Year Status: To date, 93% of public drinking systems are meeting federal safe drinking water standards. ADEQ restored safe drinking water to 41 small systems and prevented 14 public water systems from exceeding standards, protecting 80,809 Arizonans. ADEQ assisted six systems with ARPA funding protecting a total population by those efforts of 11,157.
2	Outcome Status: Continuing By June 2029, increase the percentage of people breathing air that meets National Ambient Air Quality Standards (NAAQS) by submitting to the Environmental Protection Agency (EPA) all required plans and documentation to achieve attainment with NAAQS.	FY25	Water Security & Sustainability	FY26 Annual Objective(s): 2.1: By June 2026, submit to the Governor's Regulatory Review Council (GRRC) the Notice of Final Rulemaking for any control measures to be included in the Yuma PM10 moderate State Implementation Plan (SIP), which will bring the area into compliance with NAAQS.Target: 100% Actual: 63% 5-Year Status: ADEQ continued progress towards attaining and maintaining the NAAQS through air monitoring, planning, stakeholder engagement, and SIP development. The additional resources from the Air Quality Fee Fund (AQFF) helped facilitate the submission of the Hayden Sulfur Dioxide (SO2) & Lead SIPs. To date, 43% of the required plans and documentation have been submitted.
3	Outcome Status: Continuing By June 2029, ADEQ will identify 100% of transmission paths from onsite wastewater systems and Abandoned Mine Lands (AML) that are causing safe drinking water exceedances.	FY25	Water Security & Sustainability	FY26 Annual Objective(s): 3.1: By June 2026, complete 100% of an inventory of documented statewide septic systems. Target: 100% Actual: 100% 3.2 By June 2026, complete 70% of a survey to identify AML sites.Target: 70% Actual: 100% 5-Year Status: ADEQ has partnered with Gila County to replace 11 cesspools to date, using ARPA funding. To date ADEQ has identified 588,494 septic systems statewide. ADEQ received the AML site inventory survey data on 6/30/2026. Following a content review, ADEQ can now confirm the survey to identify AML sites is 100% complete. In FY27 ADEQ will visit sites and develop the methodology to identify the transmission paths.



Outcome #	Agency Five-Year Outcomes	FY Initiated	Statewide Priority Alignment	Annual Progress Towards 5-Year Outcome
4	Outcome Status: Continuing By June 2029, develop and deploy comprehensive funding strategy to mitigate known Water Quality Assurance Revolving Fund (WQARF) sites and emerging PFAS and AML sites.	FY26	Water Security & Sustainability	FY26 Annual Objective(s): 4.1: By June 2026, complete planned WQARF sites actuarial assessment. Target: 100% Actual: 100% 4.2: By June 2026, conduct planned PFAS site actuarial assessments. Target: 100% Actual: 0 4.3: By June 2026, conduct planned AML site actuarial assessments. Target: 100% Actual: 0 5-Year Status: ADEQ conducted remediation at 12 AML sites using state and federal funding. ADEQ is using ARPA funding to better characterize PFAS contamination at six high priority WQARF sites to collect data needed to develop a comprehensive funding strategy to mitigate known WQARF PFAS sites. This work represents 35% of the overall strategy deployed to date. Upon review of assessment scope, it became clear that ADEQ could only complete one of the three assessments this year. PFAS & AML site actuarial assessments have been reprioritized to FY27
5	Outcome Status: Continuing To ensure the continuation of key ADEQ programs, ADEQ will increase the number of program funds that are sustainable from 57% to 100% by June 2029.	FY25	Water Security & Sustainability	FY26 Annual Objective(s): 5.1: By June 2026, complete revenue strategy for sustaining the agency. Target: 100% Actual: 75% 5-Year Status: Currently, 73% of ADEQ's funds are sustainable. ADEQ sustained mandated Solid Waste program operations using the \$1.3M appropriated in the FY26 executive budget for the Solid Waste Fee Fund. Correspondingly, ADEQ restarted the recycling grant program using the approximately \$2M appropriated in the FY26 executive budget for the Recycling Fund. ADEQ continued to address the growing environmental concern of PFAS and mitigation of illegal cesspools across the state using \$5.5M in ARPA funding to fulfill the general fund request. In FY27, ADEQ will implement the remaining components of the revenue sustaining strategy.



Outcome #	FY27 Annual Objectives	Objective Metrics	Annual Initiatives
1	1.1. By June 2027, restore water to federal safe drinking water standards at an additional 22 public drinking water systems. 1.2 By June 2027, prevent an additional 10 drinking water systems from exceeding standards.	1.1. # of systems restored to meeting safe drinking water standards 1.2. # of systems predicted to exceed standards that were avoided	1.1. Assist water systems in pursuing replacements for current federal funding to resolve exceedances. 1.2 Develop and implement a strategy to notify and get action from newly predicted facilities with the potential to exceed standards within the next 12 months. 1.2 Complete 500 TMF 2.0 surveys for public water systems.
2	2.1. By June 2027, submit to EPA the Yuma PM10 moderate SIP, based on the FY26 Rulemaking. 2.2. By June 2027, submit to EPA the Miami SO2 Nonattainment Area SIP, based on the FY26 Rulemaking.	2.1. % complete of submitting the Yuma PM10 Moderate SIP 2.2. % complete of submitting the Miami SO2 Nonattainment SIP	2.1. Submit the Notice of Final Rulemaking for control measures to be included in the Yuma PM10 moderate SIP to GRRRC. 2.1. Submit the Notice of Final Rulemaking for control measures in Yuma PM10 moderate SIP to the Secretary of State. 2.1. Submit the Yuma PM10 moderate SIP to EPA. 2.2. Submit the complete Miami SO2 SIP to EPA.
3	3.1 By June 2027, Complete 10% of data verification of the inventory of documented statewide septic systems. 3.2 By June 2027, complete 17% of AML field verifications of prioritized areas with the most impact to human health and the environment. 3.3 By June 2027, develop a process to understand the connection between inventories and drinking water exceedances.	3.1. % complete of data verification of the inventory of documented statewide septic systems 3.2. % complete of AML field verifications of prioritized areas 3.3. % complete of AML & OWTF methodology process development	3.1 Develop a seamless process for Onsite Wastewater Treatment Facility (OWTF) data gathering and data updating to ensure inventory is accurate and complete. 3.1 Complete survey to identify potential cesspools. 3.2 Develop the field verification tool and process to confirm AML sites. 3.3 Develop methodology for determining how AMLs and OWTF are impacting the surrounding aquifers and drinking water sources.
4	4.1. By June 2027, complete PFAS site actuarial assessment. 4.2 By June 2027, complete AML site actuarial assessment.	4.1. % complete of PFAS site actuarial assessment 4.2 % complete of AML site actuarial assessment	4.1. Evaluate available statewide data to assess sufficiency to inform an actuarial assessment related to potential PFAS sites. 4.2 Evaluate available statewide data to assess sufficiency to inform an actuarial assessment related to potential abandoned mine land sites.



- FY27 Annual Objectives, Metrics & Initiatives Continued.
- Stakeholder Engagement and Communication Summary.

Outcome #	FY27 Annual Objectives	Objective Metrics	Annual Initiatives
5	5.1. By June 2027, ADEQ will implement the remaining components of the revenue sustaining strategy.	5.1. % revenue sustaining strategy implemented	5.1. Monitor & reevaluate revenue strategy to identify necessary changes. 5.1. Continue and strengthen annual fee inventory and audit.

Stakeholder Engagement Strategies:

Outcome 1: Internal engagement will involve leadership and the drinking water team through regular engagement with the team, typically bi-weekly meetings to continually develop and implement continuous improvement countermeasures. Externally, we will involve public water systems and EPA through direct outreach to troubled systems, regular training for owners and operators, and monthly meetings with EPA to prevent or correct safe drinking water exceedances.

Outcome 2: Internal engagement will involve Air Quality Improvement Team & leadership through bi-weekly meetings to ensure alignment & stay on schedule. Externally, we will involve industry, government entities, and the general public in regular stakeholder meetings and workshops to identify appropriate & cost-effective control measures.

Outcome 3: Internal engagement will involve surface water & groundwater teams and leadership through regular engagement with the teams, typically bi-weekly meetings to ensure alignment & stay on schedule. Externally, we will involve Public Water Systems, County Health Departments, State Mine Inspector, universities, Arizona Mining Association (AMA) through regular stakeholder meetings to identify AML and on-site wastewater impacts to public water systems.

Outcome 4: Internal engagement will involve water and waste teams & leadership through bi-weekly meetings to ensure alignment and stay on schedule. Externally, we will involve WQARF stakeholders, AMA, and Industry in stakeholder meetings featuring support for the programs.

Outcome 5: Internal engagement will involve agency leadership through daily and monthly meetings to monitor progress and adjust as needed. Externally, we will involve Office of Strategic Planning and Budget (OSPB) and the regulated community through stakeholder engagement to support funding requirements.

Stakeholder Communication Strategies:

Outcome 1: Internally, we will communicate with the drinking water team & leadership via performance metrics, meeting agenda items, and team huddles to ensure alignment and track resource allocation. Externally, we will communicate with public water systems and the EPA through phone calls, virtual meetings, and leadership agenda items to understand what is required to return to compliance, or prevent non-compliance.

Outcome 2: Internally, we will communicate with the Air Quality Improvement Team and leadership via performance metrics, meeting agenda items, and team huddles to ensure alignment and track progress. Externally, we will communicate with industry, government entities, and the general public through phone calls, virtual meetings, and leadership agenda items to maintain awareness and get updates on our schedule.

Outcome 3: Internally, we will communicate with the surface water and groundwater teams and leadership via performance metrics, meeting agenda items, and team huddles to ensure alignment and track progress. Externally, we will communicate with public water systems, county health departments, the State Mine Inspector, universities, and the AMA through phone calls, virtual meetings, and leadership agenda items to maintain awareness, get updates on our schedule, and provide support.

Outcome 4: Internally, we will communicate with water and waste teams and leadership via performance metrics, meeting agenda items, and team huddles to ensure alignment and track progress. Externally, we will communicate with WQARF stakeholders, the AMA, and industry through phone calls, virtual meetings, and leadership agenda items to maintain awareness and provide support.

Outcome 5: Internally, we will communicate with ADEQ leadership via regular reports, performance metrics, and team huddles to track progress and ensure performance. Externally, we will communicate with OSPB and the regulated community through stakeholder meetings and ongoing correspondence to maintain maintain alignment with OSPB and provide support.