



Human Resources Group

• Human Resources Monthly Activities Report

Summary

This report provides a summary of the Human Resources Group monthly activities for February 2026.

Purpose

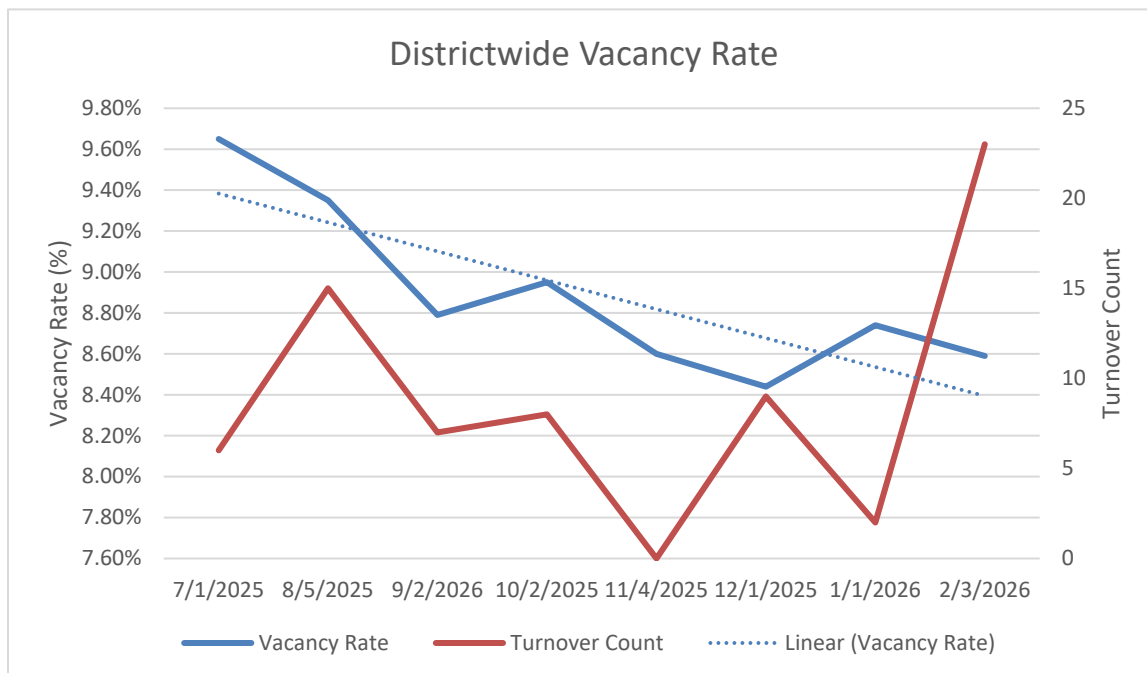
Informational

Detailed Report

GM Business Plan

Accelerate recruitments to reduce the vacancy rate.

The Human Resources Group’s goal to improve the workplace includes accelerating recruitment to reduce Metropolitan’s vacancy rate*. As of February 3, 2026, the District’s vacancy rate is at 8.59 percent, a decrease from 8.74 percent the previous month. Additionally, a monthly recruitment status report continues to be shared with Group Managers.



*Vacancy Rate is the percentage of unfilled positions within the District out of the total number of positions.

**Turnover Count is the count of employees who separated from the District. Separations include retirements, voluntary and involuntary separations, and deaths.

Use annual assessments to inform workplace improvement strategies.

The District continues to use the Annual Employee Survey to inform workplace improvement strategies. The Annual Employee Survey, administered by Quantum Workplace, launched in August 2025. The detailed findings were shared with the District on the IntraMET on February 10, 2026. Participation increased to 57 percent, representing a 3.1 percent gain over 2024. Overall favorability remained relatively stable at 60 percent.

The most notable improvement was in confidence in leadership integrity, which increased by more than 18 percent year over year. While this is a meaningful gain, fewer than half of respondents currently believe executive leaders consistently demonstrate integrity. In contrast, perceptions related to executive strategy and communication declined, signaling a need for greater clarity and connection between leadership decisions and day-to-day employee experience.

Feedback continues to point to opportunities in two primary areas:

- **Change Management & Communication:** Only 25 percent of respondents report understanding the reasons behind organizational change, though this represents a slight improvement from last year.
- **Career Development:** While 51 percent of employees feel they are making progress in their development, fewer believe there are clear opportunities for advancement.

Additional key insights:

- Perceptions of leadership integrity improved across major work groups, while views on change management varied significantly.
- Employees based at Union Station experienced a 2 percent increase in overall favorability, with notable gains in leadership integrity, pride, and advocacy.
- Managers reported higher overall favorability than non-managers but showed elevated risk of burnout, with over 40 percent indicating they are struggling or completely overwhelmed by workload demands.

HR Priorities

Partner with Metropolitan leadership to support learning, development, and adaptive workforce planning initiatives.

The Organizational Development & Training Unit has a goal to enhance the overall performance and development of employees of Metropolitan, which is essential for the success and overall growth and development of Metropolitan’s workforce. From January to February, employees attended trainings on topics such as *Recruitment Procedure Training*, *7 Habits of Highly Effective People*, *Influencing without Authority*, and *Work Skills – Organize Your Work*. LinkedIn Learning, MWD’s e-learning platform, was accessed for training on the following topics: *Leadership Foundations*, *How to Measure and Improve Organizational Performance*, and *Cultivating Ambition to Reach Your Career Goals*.

HR Core Business: Provide Excellent Human Resources Services

Administer all HR services with efficiency and a focus on customer service excellence, consistency, and flexibility.

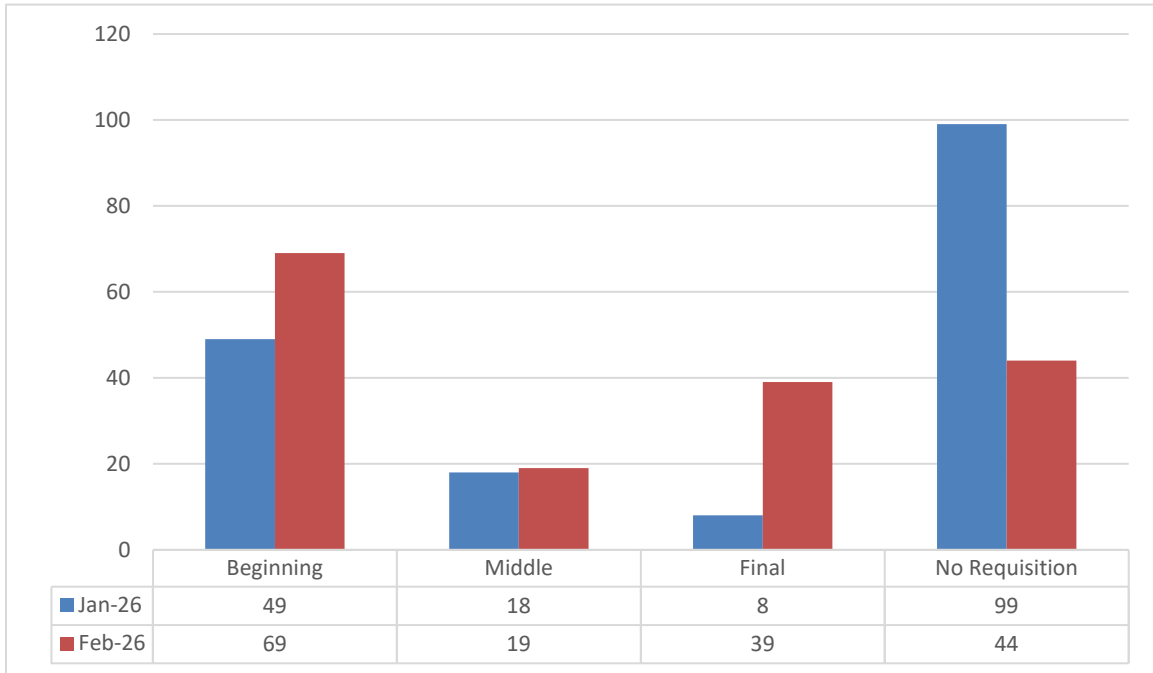
The Business Support Team successfully planned and coordinated a wellness webinar, held live on February 28, 2026, in partnership with Kaiser Permanente. This webinar invited employees to explore strategies for tuning into both body and mind, helping them identify self-care practices that promote better balance in their eating habits and mood. Last month’s webinar, *Body Harmony*, held on January 28, 2026, attracted 24 registered participants across both the live session and on-demand viewings. The event required two hours of staff time for preparation and hosting.

Human Resources Metrics

Group	Vacancy Count	Vacancy %
BAY DELTA INITIATIVES	0	0.00%
BOARD OF DIRECTORS	0	0.00%
CONVEYANCE & DISTRIBUTION GROUP	29	10.62%
DIVERSITY, EQUITY & INCLUSION	0	0.00%
ENGINEERING SERVICES GROUP	16	4.18%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	6	9.52%
FINANCE AND ADMINISTRATION	4	3.25%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	5	10.42%
INFORMATION TECHNOLOGY GROUP	11	8.33%
INTEGRATED OPS PLAN & SUPPT SRVC	21	8.40%
OFFICE OF SAFETY, SECURITY & PROTECT	9	12.68%
OFFICE OF ETHICS	3	37.50%
OFFICE OF THE GENERAL AUDITOR	3	21.43%
OFFICE OF THE GENERAL MANAGER	3	12.50%
SUSTAINABILTY, RESILIENCE & INNOV	3	6.67%
TREATMENT&WATER QUALITY GROUP	44	11.25%
WATER RESOURCE MANAGEMENT GRP	10	14.93%
Grand Total	171	8.59%

Board Report Human Resources Monthly Activities Report

Current Recruitment Stages Status (2/3/2026)



Personnel Snapshot

	February 2026	Prior Month January 2026
Headcount		
Regular Employees	1824	1,838
Temporary Employees	64	60
Interns	5	6
Recurrent	13	13
Annuitants	16	15

Board Report Human Resources Monthly Activities Report

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 24/25 Totals</u>	<u>February 2026</u>	<u>FISCAL YTD</u>
Regular Employees	110	9	80
Temporary Employees	57	7	43
Interns	5	0	5
Internal Promotions	85	5	50
Management Requested Promotions	160	9	73
Retirements/Separations (regular employees)	94	23	70
Employee-Requested Transfers	19	2	12

*Retirements/Separations data input by entry date.