



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Group

• Human Resources Activities Report

Summary

This report provides a summary of the Human Resources Group activities for April 2025.

Purpose

Informational

Detailed Report

HR Priorities

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

The Organizational Development & Training worked with External Affairs to re-launch Employee Inspection Trips. The first of five two-day trips left from Weymouth (following a plant and Water Quality Lab tour), then stopped at Diamond Valley Lake, Gene Camp, Intake, and Cooper Basin.

Four hundred eighty-seven (487) employees attended virtual and in-person trainings on topics ranging from Trust Foundations, Implementing Mindfulness, Negotiation Skills, Advanced Outlook, Excel Pivot Tables, Communication Strategies, and Drug & Alcohol Awareness. LinkedIn Learning, MWD's e-learning platform, was accessed for topics like Increasing Career Visibility, Improving Your Listening Skills, Leadership Mindset, Project Management Foundations, Winning Support, and Building Stronger Work Relationships.

The Recruitment Unit filled 15 positions in the month of April. There are an additional 45 recruitments in the final stages of the recruitment process. Twenty-seven (27) new staffing requisitions were received, resulting in 179 positions being recruited for. Staff continues to work with All-Star Talent in an outreach campaign targeted towards hard-to-fill positions in the Desert, Environmental Planning, and Information Technology. This effort is aimed at making qualified candidates aware of the exciting opportunities available at Metropolitan. In addition, staff continues to make site visits which have included Jensen, Diamond Valley Lake, Lake Mathews, La Verne, and Carson Reuse Facility.

HR Core Business: Provide Excellent Human Resources Services

Objective #1: Administer all HR services with efficiency and a focus on customer service excellence, consistency, and flexibility.

The Business Support Team planned, organized, and coordinated a "Building Resiliency" wellness webinar. The live webcast was held April 30, 2025, and hosted by Kaiser Permanente. The webinar provided employees with the opportunity to identify how stress affects both the body and mind. Employees were invited to explore what resiliency means and create a realistic action plan to respond more healthily to everyday challenges.

Date of Report: [Type Date Here]

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HR Metrics	June 2024	April 2025	Prior Month March 2025
Headcount			
Regular Employees	1,810	1,806	1,803
Temporary Employees	52	42	39
Interns	2	1	1
Recurrents	17	14	14
Annuitants	23	18	18

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	April 2025	March 2025
Number of Recruitments in Progress (includes temps and Intern positions)	179	167
Number of New Staffing Requisitions	27	17
	April 2025	March 2025
Number of Job Audit Requests in Progress	15	15
Number of Completed/Closed Job Audits	2	6
Number of New Job Audit Requests	2	1

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	FY 23/24 Totals	April 2025	FISCAL YTD
Regular Employees	105	6	77
Temporary Employees	61	9	38
Interns	3	0	3
Internal Promotions	80	2	65
Management Requested Promotions	172	12	120
Retirements/Separations (regular employees)	71	3	83
Employee-Requested Transfers	14	3	14

Departures

Last	First Name	Classification	Eff Date	Reason	Group
Drooks	Philip	Pr Engineering Technician	2/22/2025	Retirement	Engineering Services Group
Lalla	Lori	Executive Office Manager	3/8/2025	Retirement	Office of The General Manager
Hill	Jeffrey	O&M Tech IV	3/14/2025	Retirement	Conveyance & Distribution Group