



Human Resources Group

• Human Resources Monthly Activities Report

Summary

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

Purpose

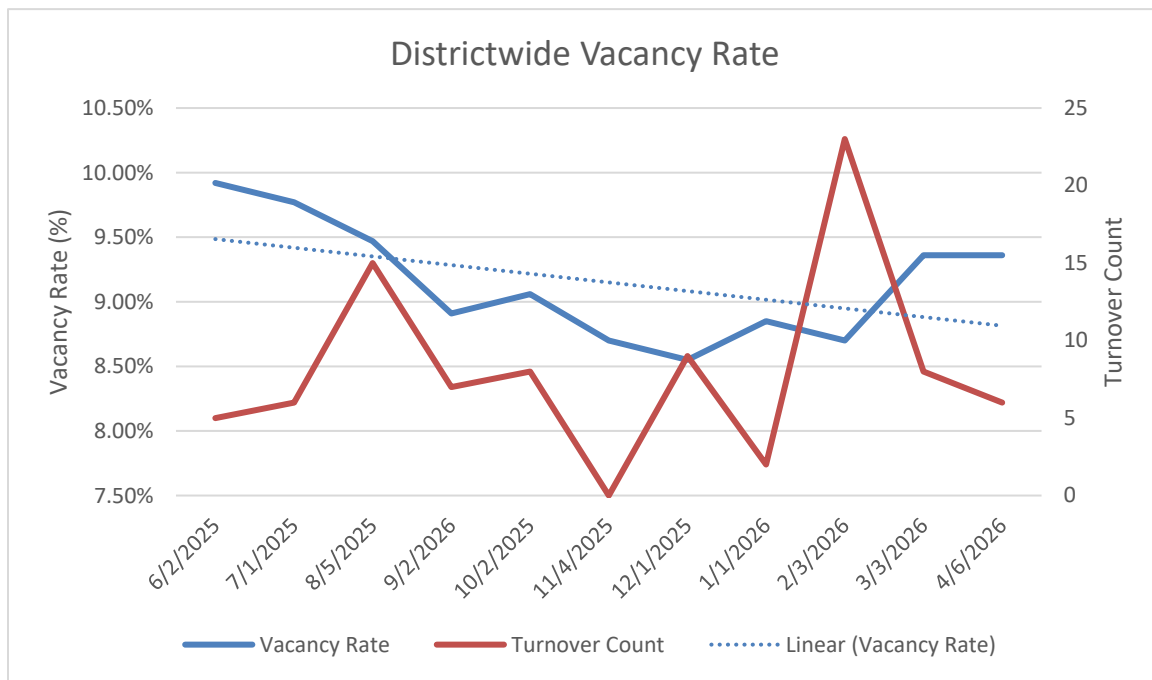
Informational

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 April 6, 2026, the District’s vacancy rate remains at 9.36 percent. 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.

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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, on the District's SharePoint

Human Resources Group partnered with Desert Management on the April employee appreciation events, hosted at the different sites in the Desert. The approach this year reinforces the District's appreciation for the shutdown work and aligns with feedback from the Workplace Assessment where employees asked to have more localized events. The location-specific events allowed all staff to share a meal together during the shift change and is sensitive to the operational needs of each location.

HR Priorities

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

The Organizational Development & Training (OD&T) 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. Training available from OD&T also educates employees on legal and regulatory policies to mitigate risk and ensure a safe and ethical workplace. From March to April, employees attended several key compliance training sessions on topics such as *Cybersecurity Awareness*, *Recognizing Discrimination, Harassment and Retaliation*, *Civil Treatment Workplace for Employees*, and *Government Ethics 101*. LinkedIn Learning, MWD's e-learning platform, was accessed for training on the following topics: *Inspirational Leadership Skills: Practical Motivational Leadership*, *Succeeding in Project Management as an Introvert*, and *Staying Strong in the Face of Career Setbacks*.

In April, participants in Metropolitan Management University continued to build critical leadership capability, with a session focused on emotional intelligence and its role in effective management. Research consistently shows that emotional intelligence is a stronger predictor of leadership success than technical expertise alone, as it directly influences decision-making, communication, and team performance. Through the DiSC Workplace assessment, managers deepened their self-awareness and strengthened their ability to navigate diverse work styles. These same tools were extended beyond the classroom, with the Engineering Field Administrative Business Support Team, led by Johanna Clemens, participating in a dedicated team-building session on April 14.

The OD&T Unit also continued to support workforce development efforts, onboarding six new desert apprentices at Gene Camp on April 13 and an additional ten apprentices at Headquarters on April 27. These onboarding efforts reinforce Metropolitan's commitment to building technical expertise and ensuring operational continuity across critical functions.

Human Resources also sponsored three additional two-day employee inspection trips along the Colorado River Aqueduct, culminating at Gene Camp. These experiences provide employees with direct exposure to critical infrastructure and operations while strengthening their connection to the organization's

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mission. Recent participant feedback highlighted the Copper Basin reservoir boat tour, including a sighting of desert bighorn sheep, as well as the consistent high-quality of Gene Camp’s kitchen, where the thoughtfully prepared breakfast, lunch and dinner contributed to a positive and memorable program.

Collectively, these efforts reflect a coordinated approach to leadership development and employee engagement, ensuring Metropolitan’s workforce remains both highly skilled and deeply connected to the importance of the work they are doing.

OD&T Unit and External Affairs’ Inspection Trip Team planned and coordinated the Spring 2026 Employee Inspection Trips. Five inspection trips are currently scheduled for 2026. The two-day trips offer an engaging way to learn more about Metropolitan’s history, infrastructure, and operations while connecting with colleagues and seeing firsthand the work that supports water delivery for more than 19 million people across Southern California. Since the reinstatement of the Employee Inspection Trips in April 2025, 284 employees have participated in the events.



Photo by Brian Tubbs:

Employee Inspection Trip on March 24, 2026 at Diamond Valley Lake.

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Photo by Brian Tubbs and Emily Liemsakul:
Employees explore the inner workings of the Wadsworth Pumping Plant at Diamond Valley Lake.

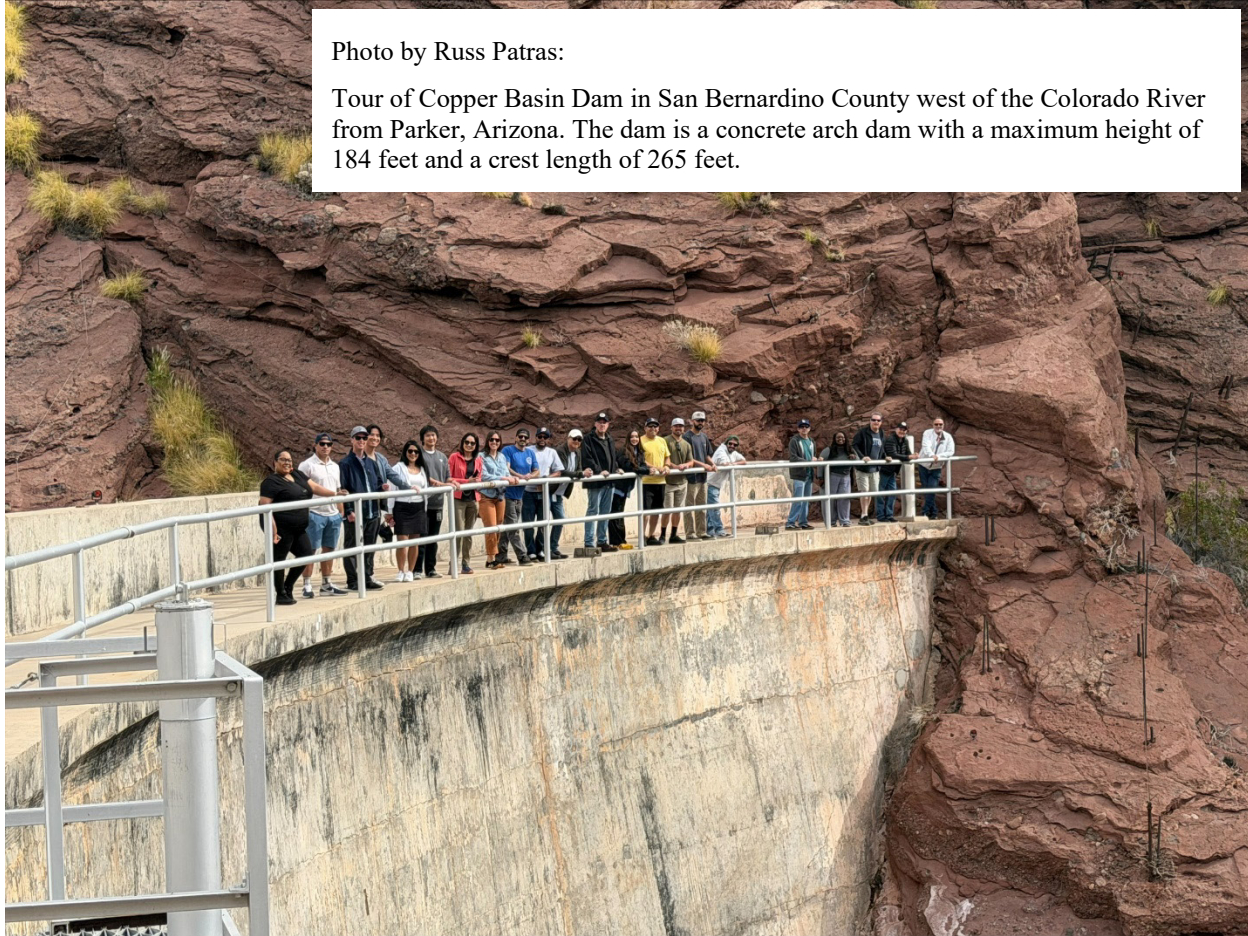


Photo by Russ Patras:

Tour of Copper Basin Dam in San Bernardino County west of the Colorado River from Parker, Arizona. The dam is a concrete arch dam with a maximum height of 184 feet and a crest length of 265 feet.

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 planned, coordinated, and implemented the Districtwide Bloom Spring Wellness Challenge under the MetFit Wellness Program. This four-week challenge promoted employee well-being through increased physical activity, engagement, and team participation across the organization. Employees tracked steps or minutes of activity, selected personal movement goals, and participated individually or as part of a team. The challenge supported the District's ongoing commitment to fostering a healthy, engaged workforce and encouraged positive wellness habits. Registration for the Bloom Challenge ended with a total of 345 registered participants.

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Photo by Vivian La Barreda, MWD
Legal Assistant

Running after sunset.



Photo by Kelly Lorenz, MWD Limnologist

SCUBA diving at Diamond Valley Lake to monitor, and search for golden mussels. SCUBA diving activity counts towards the Bloom Wellness Challenge goal.



Photo by Melissa Sanchez, MWD Team
Manager-Payroll

The Payroll Pacers Team:
Melissa Sanchez, Niki
Phun, Lavanya
Ragavendran, Marie
Kwan-Rakthet and Mariya
Rover

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Photo by Gifty Beets,
MWD Human Resources
Section Manager

The ER Sole-utions
Team: Janine Medina,
Isamar Munoz Marroquin
and Gifty Beets

Additionally, the Business Support Team successfully planned and coordinated a wellness webinar, held live on April 15, 2026, in partnership with Kaiser Permanente. This webinar introduced employees to tai chi as a gentle, low-impact form of exercise that combines slow, controlled movements with deep breathing. Participants learned about the benefits of tai chi—including mindfulness, balance, strength, and flexibility—and engaged in a guided tai chi practice suitable for the workplace. Last month’s webinar, *Cultivating Compassion*, held on March 25, 2026, attracted 14 registered participants across both the live session and on-demand viewings. The event required two hours of staff time for preparation and hosting.

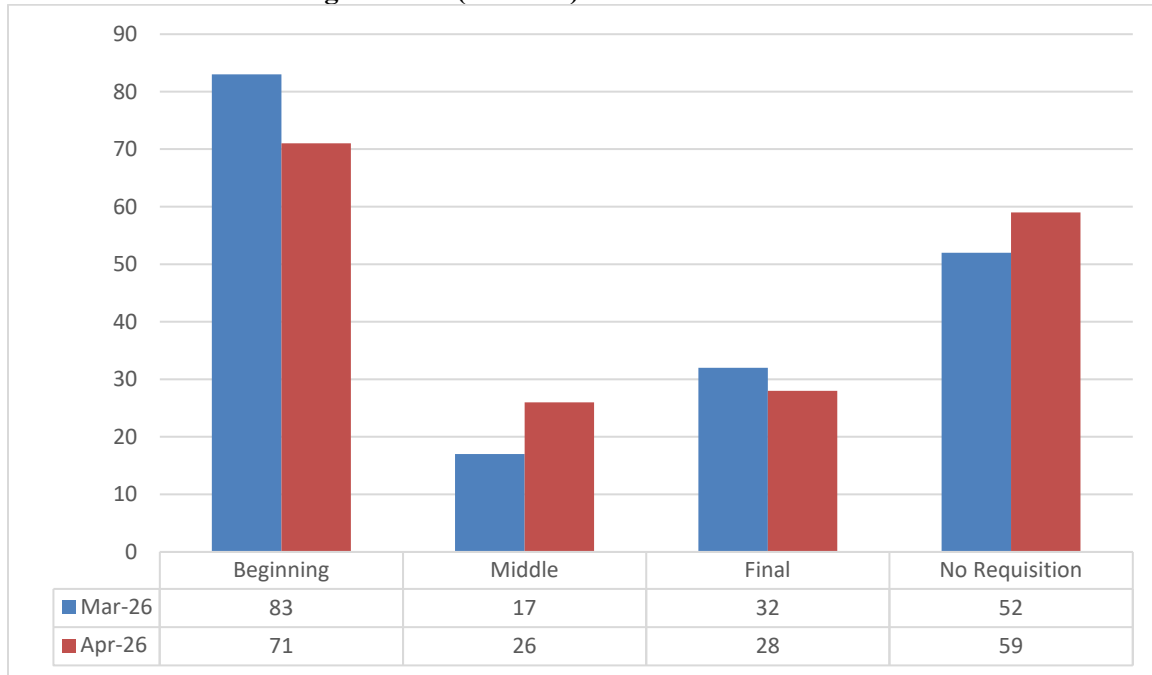
Human Resources Metrics

Group	Vacancy Count	Vacancy %
BAY DELTA INITIATIVES	0	0.00%
BOARD OF DIRECTORS	0	0.00%
CONVEYANCE & DISTRIBUTION GROUP	31	11.52%
DIVERSITY, EQUITY & INCLUSION	2	16.67%
ENGINEERING SERVICES GROUP	24	6.27%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	2	3.23%
FINANCE AND ADMINISTRATION	7	5.69%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	5	10.42%
INFORMATION TECHNOLOGY GROUP	11	8.33%
INTEGRATED OPS PLAN & SUPPT SRVC	22	8.84%
OFF OF SAFETY, SECURITY & PROTECT	9	12.68%
OFFICE OF ETHICS	3	37.50%

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Group	Vacancy Count	Vacancy %
OFFICE OF THE GENERAL AUDITOR	3	21.43%
OFFICE OF THE GENERAL MANAGER	4	16.67%
SUSTAINABILTY, RESILIENCE & INNOV	5	10.64%
TREATMENT & WATER QUALITY GROUP	42	10.88%
WATER RESOURCE MANAGEMENT GRP	10	14.93%
Grand Total	184	9.36%

Current Recruitment Stages Status (4/6/2026)



Personnel Snapshot

	April 2026	Prior Month March 2026
Headcount		
Regular Employees	1,834	1,821
Temporary Employees	70	65
Interns	4	5
Recurrent	13	13
Annuitants	19	17

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Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 24/25</u>	<u>April 2026</u>	<u>FISCAL YTD</u>
	<u>Totals</u>		
Regular Employees	110	19	104
Temporary Employees	57	8	56
Interns	5	0	5
Internal Promotions	85	8	64
Management Requested Promotions	160	15	103
Retirements/Separations (regular employees)	94	6	84
Employee-Requested Transfers	19	0	17

*Retirements/Separations data input by entry date into PeopleSoft.