



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Human Resources Group

- Human Resources Activities Report

Summary

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

Purpose

Informational

Detailed Report

GM Business Plan

The Human Resources Group's goal to improve the workplace includes accelerating recruitment to reduce Metropolitan's vacancy rate. As of July 1, 2025, the District's vacancy rate is at 9.65%, down from 9.80% the previous month. This marks the fifth consecutive month of decline. Additionally, a monthly recruitment status report continues to be shared with Group Managers. The Recruitment Unit has also started tracking how long positions have been vacant and proactively following up with managers to determine the plan for those vacancies. Target time to fill metrics have been established to evaluate recruitment efficiency. Performance is being monitored against the benchmark, and trends impacting time to fill are being analyzed.

The Recruitment Unit also plans to deploy a recruitment surge team. Interviews are currently in progress, and positions are expected to be filled in August through September.

The District continues to use the annual survey to inform workplace improvement strategies. The 2025 annual workplace assessment is scheduled to launch in August 2025 with a target completion date in September 2025. Metropolitan has an agreement in place with a consulting firm, Quantum, to connect with management at least annually and help them craft work plans that are responsive to employee feedback. The first round of meetings took place in May 2025 between District management and Quantum analysts, with the next round of meetings expected to take place in the last quarter of 2025.

To promote Metropolitan's mission and values, the Human Resources Group has incorporated the START values into the onboarding experience and will continue to do so as the new version of the employee orientation is developed.

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 June to July, 547 employees attended training on topics such as Recognizing Discrimination, Harassment and Retaliation; Negotiation Skills; Thinking with Critical Insight; Success Signals: Color Styles for Effective Communication; and Personal Security Awareness. LinkedIn Learning, MWD's e-learning platform, was accessed for training on the following

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topics: *How to Succeed in an Internal Job Interview, Recognizing Ageism to Be More Inclusive, Balancing Multiple Roles as a Leader, and Managing Your Time.*

HR Core Business: Provide Excellent Human Resources Services

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

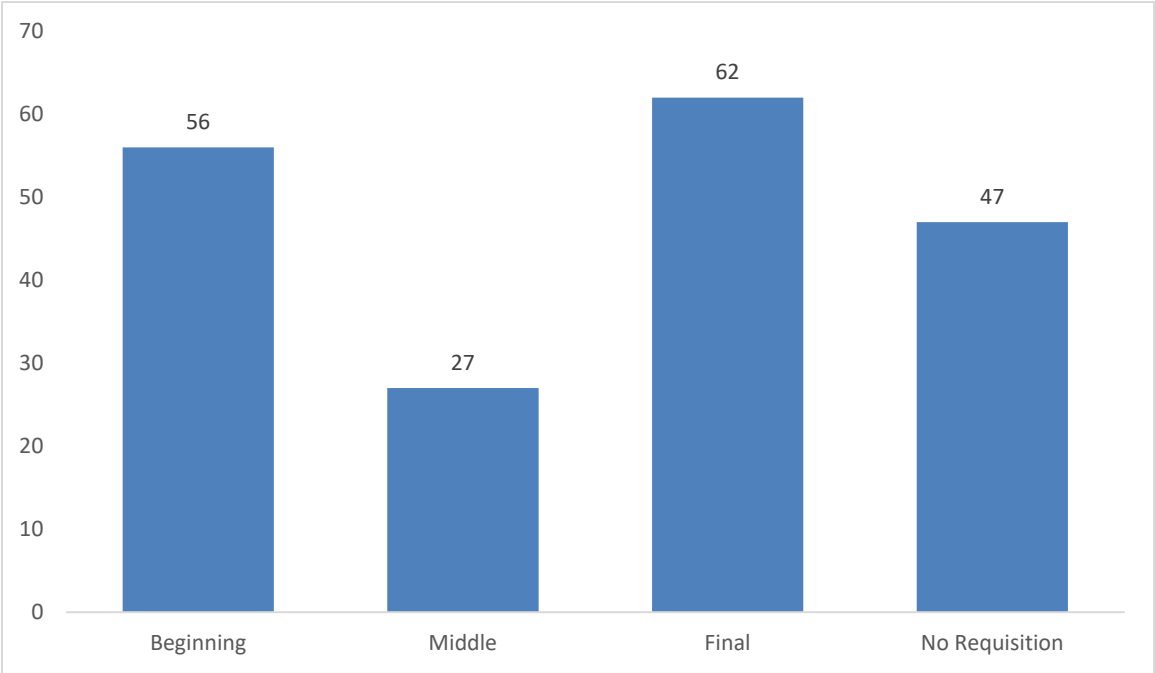
The Business Support Team successfully planned and coordinated a Chair Yoga wellness webinar held live on July 23, 2025, in partnership with Kaiser Permanente. This interactive session provided employees with practical insights into the benefits of yoga, resources, and easy ways to incorporate it into a busy workday. Participants were guided through restorative chair yoga exercises that could be performed at their desks, designed to stretch and lengthen the spine, boost circulation, and release muscle tension.

Human Resources Metrics

Group	Vacancy Count	Vacancy %
BAY DELTA INITIATIVES	1	5.88%
BOARD OF DIRECTORS	0	0.00%
CONVEYANCE&DISTRIBUTION GROUP	33	11.79%
DIVERSITY, EQUITY & INCLUSION	0	0.00%
ENGINEERING SERVICES GROUP	20	5.22%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	8	12.70%
FINANCE AND ADMINISTRATION	6	4.92%
HUMAN RESOURCES GROUP	4	8.51%
INFORMATION TECHNOLOGY GROUP	12	9.09%
INTEGRATED OPS PLAN&SUPPT SRVC	26	10.32%
OFF OF SAFETY, SECURITY&PROTECT	7	10.14%
OFFICE OF ETHICS	3	37.50%
OFFICE OF THE GENERAL MANAGER	6	23.08%
SUSTAINABILITY, RESILIENCE & INNOVATION	2	4.35%
TREATMENT&WATER QUALITY GROUP	47	11.81%
WATER RESOURCE MANAGEMENT GRP	11	16.42%
GENERAL COUNSEL	2	5.41%
OFFICE OF THE GENERAL AUDITOR	4	28.57%
Grand Total	192	9.65%

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Current Recruitment Status (7/1/2025)



Personnel Snapshot

	July 2025	Prior Month June 2025
Headcount		
Regular Employees	1,820	1,808
Temporary Employees	50	46
Interns	6	3
Recurrents	13	13
Annuitants	20	19

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Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 24/25 Totals</u>	<u>July 2025</u>	<u>FISCAL YTD</u>
Regular Employees	110	16	16
Temporary Employees	57	6	6
Interns	5	4	4
Internal Promotions	85	11	11
Management Requested Promotions	160	12	12
Retirements/Separations (regular employees)	94	6	6
Employee-Requested Transfers	19	2	2

Departures

Last	First Name	Classification	Eff Date	Reason	Group
Paz	Jaime	Assoc Environmental Specialist	5/2/2025	Retirement	OFF OF SAFETY, SECURITY&PROTECT
Ausman	Todd	IT Communication Tech III	5/6/2025	Other	INFORMATION TECHNOLOGY GROUP
Waibel	Corey	Instrumnt&Cntrl Tech II	5/7/2025	Resignation	TREATMENT&WATER QUALITY GROUP
Moss	Mark	Pr Public Affairs Rep	5/27/2025	Retirement	EXTERNAL AFFAIRS
Strazicich	Andrew	Wtr Trtment Plant Operator III	5/30/2025	Resignation	TREATMENT&WATER QUALITY GROUP
Cefalu	Robert	Instrumnt&Cntrl Tech III	6/3/2025	Retirement	TREATMENT&WATER QUALITY GROUP