



Human Resources Group

• Human Resources Monthly Activities Report

Summary

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

Purpose

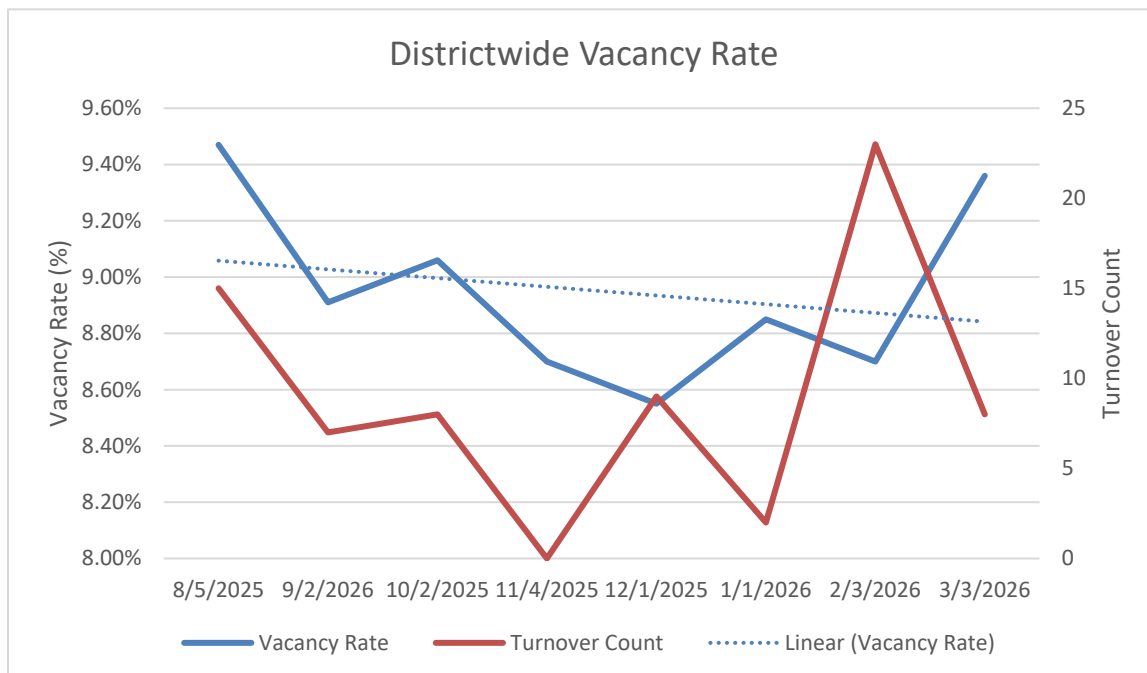
Informational

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 March 3, 2026, the District’s vacancy rate is at 9.36 percent, an increase from 8.70 percent the previous month. 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. Results from the 2025 Workplace Assessment can be found on the IntraMet.

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 February to March, employees attended several key compliance training sessions on topics such as *Cybersecurity Awareness, Recognizing Discrimination, Harassment and Retaliation, and Civil Treatment Workplace for Employees*. LinkedIn Learning, MWD’s e-learning platform, was accessed for training on the following topics: *Being Positive at Work, Persuasion at Work: Five Tips to Communicate with Influence, and Build an AI-Powered Smart Budget Tracker*.

OD&T Unit kicked off its 16th cohort of Metropolitan Management University for twenty-two new managers on March 4, 2026. This first session focused on equipping new leaders to succeed in their new role—not just as high performers with a new title, but as leaders who enable results through others. The next session, held on March 18, covered using a delegation tool to plan the delegation of assignments to elevate their team’s skills and autonomy over time. This session also covered how to give feedback effectively.

Ethics and EEO staff came together to participate in an Assertive Communication class.

OD&T Unit and External Affairs’ Inspection Trip Team planned and coordinated the Spring 2026 Employee Inspection Trips. Five inspection trips are currently scheduled, and the first one took place from March 24-25. 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.

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 introduced a district-wide wellness challenge to foster healthy competition and improve employee well-being. The platform allows for all activities, including walking, swimming, cycling, dancing, or yoga, to be counted through

Board Report Human Resources Monthly Activities Report

automatic step conversion. Registration opened to all employees on March 16, and the challenge is set to begin on April 1.

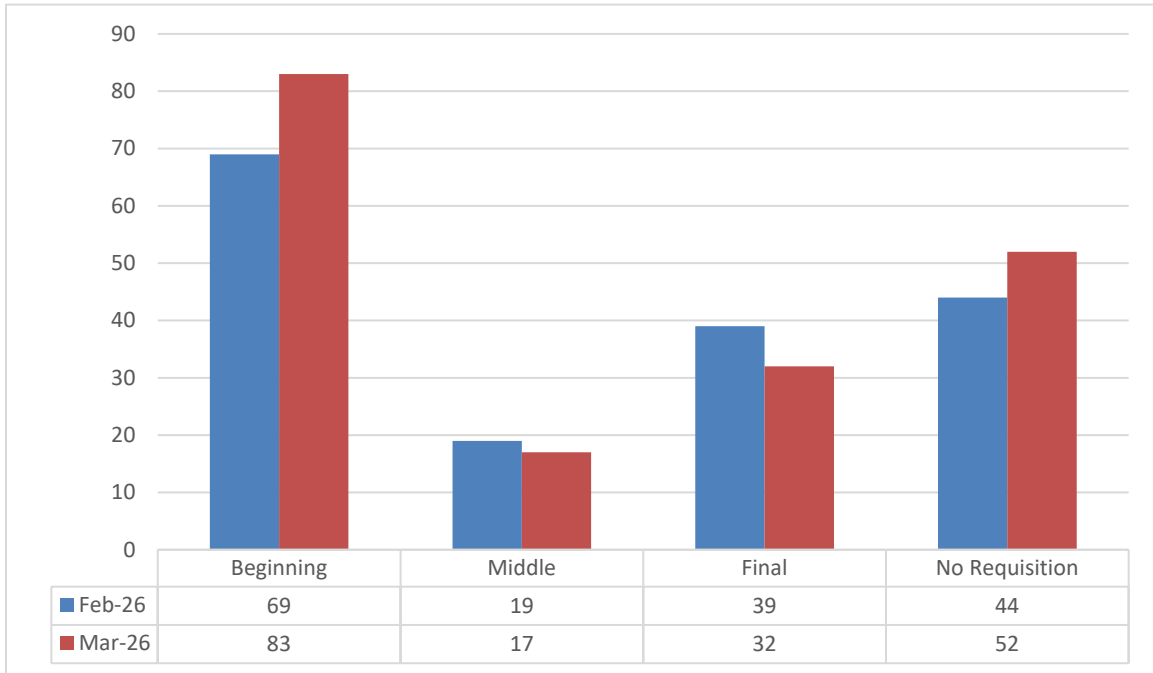
Last month's webinar, planned and coordinated by the Business Support Team, *Cultivating Compassion*, was held on March 25, 2026. The event required two hours of staff time for preparation and hosting.

Human Resources Metrics

Group	Vacancy Count	Vacancy %
BAY DELTA INITIATIVES	0	0.00%
BOARD OF DIRECTORS	0	0.00%
CONVEYANCE & DISTRIBUTION GROUP	33	12.27%
DIVERSITY, EQUITY & INCLUSION	0	0.00%
ENGINEERING SERVICES GROUP	21	5.48%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	4	6.45%
FINANCE AND ADMINISTRATION	7	5.69%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	5	10.42%
INFORMATION TECHNOLOGY GROUP	12	9.09%
INTEGRATED OPS PLAN & SUPPT SRVC	21	8.43%
OFF 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	5	10.64%
TREATMENT & WATER QUALITY GROUP	43	11.14%
WATER RESOURCE MANAGEMENT GRP	11	16.42%
Grand Total	184	9.36%

Board Report Human Resources Monthly Activities Report

Current Recruitment Stages Status (3/3/2026)



Personnel Snapshot

	March 2026	Prior Month February 2026
Headcount		
Regular Employees	1,821	1,824
Temporary Employees	65	64
Interns	5	5
Recurrent	13	13
Annuitants	17	16

Transactions Current Month and Fiscal YTD (includes current month)			
External Hires	FY 24/25 Totals	March 2026	FISCAL YTD
Regular Employees	110	5	85
Temporary Employees	57	5	48
Interns	5	0	5
Internal Promotions	85	6	56
Management Requested Promotions	160	15	88
Retirements/Separations (regular employees)	94	8	78
Employee-Requested Transfers	19	5	17

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