

The Metropolitan Water District of Southern California

Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

OPE Committee

M. Katz, Chair
G. Bryant, Vice Chair
L. Ackerman
B. Dennstedt
C. Douglas
D. Erdman
S. Faessel
J. Lewitt
J. McMillan
B. Pressman
M. Ramos
N. Sutley

Organization, Personnel, and Effectiveness Committee - Final - Revised 2

Meeting with Board of Directors *

October 14, 2025

12:30 p.m.

Written public comments received by 3:00 p.m. the business day before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here: <https://mwdh2o.legistar.com/Legislation.aspx>.

The listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848.

Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference and in-person. To provide public comment by teleconference dial 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).

Disclaimer: Written and oral public comments are received in compliance with the Ralph M. Brown Act. Please note that Metropolitan does not endorse or ensure the accuracy or reliability of the information provided as public comment or by third parties.

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

Teleconference Locations:

Conference Room • 1545 Victory Boulevard, 2nd Floor • Glendale, CA 91201

3008 W. 82nd Place • Inglewood, CA 90305

Alandale Insurance Agency • 337 West Foothill Boulevard • Glendora, CA 91740

Peters Ridge • 2136 Spyglass Trail West • Oxnard, CA 93036

1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))

**** CONSENT CALENDAR ****

2. COMMITTEE ACTION (ONLY)

- A. Approval of the Minutes of the Organization, Personnel, and Effectiveness Committee for September 9, 2025 [21-5116](#)

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

- 7-8 Adopt a resolution designating authorized agents for funding from the Federal Emergency Management Agency and the California Office of Emergency Services; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [21-5082](#)

Attachments: [10142025 OPE 7-8 B-L](#)

**** END OF CONSENT CALENDAR ****

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

- 8-2 Authorize an agreement with TBD to provide security guard services for a maximum period of five years at a total cost not-to-exceed \$TBD million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [DEFERRED on 9/30/2025] [21-5080](#)

- 8-3 Authorize an extension to June 30, 2026, on the existing 5-year contract with Securitas to provide security guard services; and authorize an increase of \$6 million in funding for the contract to a new not-to-exceed amount of \$61 million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [REVISED SUBJECT 10/3/2025] [21-5081](#)

Attachments: [10142025 OPE 8-3 B-L](#)

- 8-7 Update on negotiations and approve entering into Reopener Agreement between The Metropolitan Water District of Southern California and The Supervisors Association of The Metropolitan Water District of Southern California; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6. Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer and Gifty J. Beets, Human Resources Section Manager of Labor Relations. Employee organization: The Supervisors Association of The Metropolitan Water District of Southern California]. [ADDED SUBJECT 9/30/2025] [21-5134](#)

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

NONE

6. COMMITTEE ITEMS (INFORMATIONAL)

- a. Safety and Environmental Program Quarterly Update [21-5119](#)
- b. Update on labor negotiations. [Conference with Labor Negotiators; to be heard in closed session pursuant to Gov. Code 54957.6
Metropolitan representatives: Katano Kasaine, Assistant General Manager, Chief Financial Officer, Adam Benson, Finance Group Manager, Gifty J. Beets, Human Resources Section Manager and Mark Brower, Human Resources Group manager. Employee Organization(s): The Employees Association of The Metropolitan Water District of Southern California/AFSCME Local 1902; the Management and Professional Employees Associations MAPA/AFSCME Chapter 1001; the Supervisors Association; and the Association of Confidential Employees.] [21-5118](#)
- c. Discussion of Department Heads – Auditor, Ethics Officer, General Counsel, and General Manager – Performance and Goal Setting [Public employee performance evaluation; to be heard in closed session pursuant to Gov. Code Section 54957]. [REVISED SUBJECT on 10/6/2025] [21-5130](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Human Resources activities [21-5117](#)
Safety, Security, and Protection activities

Attachments: [10142025 OPE 7a Human Resources Activities](#)

8. FOLLOW-UP ITEMS

NONE

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Action

- **Board of Directors**

Organization, Personnel and Effectiveness

10/14/2025 Board Meeting

7-8

Subject

Adopt a resolution designating authorized agents for funding from the Federal Emergency Management Agency and the California Office of Emergency Services; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Executive Summary

This action approves an updated resolution designating authorized agents to accept federal and state financial assistance for declared disasters. The resolution is required to be updated every three years or when there are changes in authorized agents.

Proposed Action(s)/Recommendation(s) and Options

Staff Recommendation: Option #1

Option #1

Adopt a resolution designating authorized agents for funding from the Federal Emergency Management Agency (FEMA) and the California Office of Emergency Services (Cal OES).

Fiscal Impact: None

Business Analysis: This option would allow Metropolitan to receive other FEMA and Cal OES grants including reimbursement for disaster-related damage.

Option #2

Do not approve this resolution.

Fiscal Impact: Additional funds would be required to provide funding for disaster-related damage.

Business Analysis: Metropolitan will be unable to receive reimbursement funds for work that has been completed and authorized for reimbursement, consistent with Metropolitan Operating Policy C-21, Accounting and Administration of Federally Funded Grants and Cooperative Agreements.

Alternatives Considered

Not applicable

Applicable Policy

Metropolitan Operating Policy C-21: Accounting and Administration of Federally Funded Grants and Cooperative Agreements

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

Related Board Action(s)/Future Action(s)

By Minute 51729 dated September 10, 2019, the Board approved the Designation of Applicant's Agent Resolution for Non-State Agencies, as set forth in Agenda Item 7-7 board letter.

California Environmental Quality Act (CEQA)

CEQA determination(s) for Option #1:

The proposed action is not defined as a project under CEQA because it involves organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5)).

CEQA determination(s) for Option #2:

None required

Details and Background

Background

As a public agency that provides a vital service, Metropolitan is eligible for federal and state disaster relief assistance whenever Metropolitan facilities sustain disaster-related damage and there is a declaration of the disaster by the President of the United States or the Governor of California. Funding is obtained from FEMA and Cal OES. Recent examples of Metropolitan's disaster repair efforts qualified for recovery grant funding include \$946,000 for the January 2023 storms and recovery grants from Tropical Storm Hilary in 2024 that resulted in over \$200,000 in damage.

FEMA and Cal OES require disaster assistance applicants to submit a board-approved Designation of Applicant's Agent Resolution for Non-State Agencies (Resolution) every three years, or any time a change in authorized agents is requested. The authorized agents are responsible for the administrative procedures related to the reimbursement of funds. An updated resolution is requested at this time since the last resolution was made in December 2022. The Resolution (**Attachment 1**) identifies the following staff as authorized agents for Metropolitan to obtain financial assistance for declared disasters:

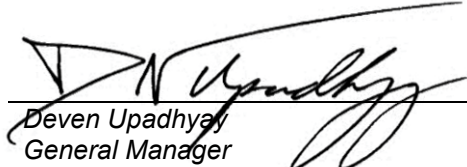
- Assistant General Manager, Water and Technical Resources
- Group Manager, Safety, Security, and Protection Officer
- Group Manager, Engineering Services

Summary

The receipt of grant funds requires that the Board designate a signatory to receive the grant funds. This action authorizes a resolution designating signatory agents for all FEMA and Cal OES grants. This resolution allows Metropolitan to receive grant funding, to pursue grant funding for future projects and to apply for disaster relief assistance. Additionally, without this resolution, staff would utilize operation and maintenance (O&M) funds for such projects, which may limit the number of other projects that can be completed under the biennium O&M budget.



Gonzalo Barriga
Group Manager
Safety, Security, and Protection Officer
10/6/2025
Date



Deven Upadhyay
General Manager
10/6/2025
Date

Attachment 1 – Cal OES 130

Ref# hr12711907



Cal OES ID No: _____

DESIGNATION OF APPLICANT'S AGENT RESOLUTION FOR NON-STATE AGENCIES

BE IT RESOLVED BY THE _____ OF THE _____
(Governing Body) (Name of Applicant)

THAT _____, OR
(Title of Authorized Agent)

_____, OR
(Title of Authorized Agent)

(Title of Authorized Agent)

is hereby authorized to execute for and on behalf of the _____,
(Name of Applicant)

a public entity established under the laws of the State of California, this application and to file it with the California Governor's Office of Emergency Services for the purpose of obtaining federal financial assistance for any existing or future grant program, including, but not limited to any of the following:

- **Federally declared Disaster (DR), Fire Mitigation Assistance Grant (FMAG), California State Only Disaster (CDAA), Immediate Services Program (ISP), Hazard Mitigation Grant Program (HMGP), Building Resilient Infrastructure and Communities (BRIC), Legislative Pre-Disaster Mitigation Program (LPDM),** under
- Public Law 93-288 as amended by the Robert T. Stafford Disaster Relief and Emergency Assistance Act of 1988, and/or state financial assistance under the California Disaster Assistance Act.
- **Flood Mitigation Assistance Program (FMA),** under Section 1366 of the National Flood Insurance Act of 1968.
- **National Earthquake Hazards Reduction Program (NEHRP)** 42 U.S. Code 7704 (b) ((2) (A) (ix) and 42 U.S. Code 7704 (b) (2) (B) National Earthquake Hazards Reduction Program, and also The Consolidated Appropriations Act, 2018, Div. F, Department of Homeland Security Appropriations Act, 2018, Pub. L. No. 115-141
- **California Early Earthquake Warning (CEEW)** under CA Gov Code – Gov, Title 2, Div. 1, Chapter 7, Article 5, Sections 8587.8, 8587.11, 8587.12

That the _____, a public entity established under the
(Name of Applicant)

laws of the State of California, hereby authorizes its agent(s) to provide to the Governor's Office of Emergency Services for all matters pertaining to such state disaster assistance the assurances and agreements required.



Please check the appropriate box below

- ☐ This is a universal resolution and is effective for all open and future disasters/grants declared up to three (3) years following the date of approval.
- ☐ This is a disaster/grant specific resolution and is effective for only disaster/grant number(s): _____

Passed and approved this ____ day of _____, 20 ____

(Name and Title of Governing Body Representative)

(Name and Title of Governing Body Representative)

(Name and Title of Governing Body Representative)

CERTIFICATION

I, _____, duly appointed and _____ of
(Name) (Title)

_____, do hereby certify that the above is a true and
(Name of Applicant)

correct copy of a resolution passed and approved by the _____
(Governing Body)

of the _____ on the _____ day of _____, 20 ____.
(Name of Applicant)

(Signature)

(Title)



Cal OES Form 130 Instructions

A Designation of Applicant's Agent Resolution for Non-State Agencies is required of all Applicants to be eligible to receive funding. A new resolution must be submitted if a previously submitted resolution is older than three (3) years from the last date of approval, is invalid, or has not been submitted.

When completing the Cal OES Form 130, Applicants should fill in the blanks on pages 1 and 2. The blanks are to be filled in as follows:

Resolution Section:

Governing Body: This is the group responsible for appointing and approving the Authorized Agents.

Examples include: Board of Directors, City Council, Board of Supervisors, Board of Education, etc.

Name of Applicant: The public entity established under the laws of the State of California.

Examples include: School District, Office of Education, City, County or Non-profit agency that has applied for the grant, such as: City of San Diego, Sacramento County, Burbank Unified School District, Napa County Office of Education, University Southern California.

Authorized Agent: These are the individuals that are authorized by the Governing Body to engage with the Federal Emergency Management Agency and the California Governor's Office of Emergency Services regarding grants for which they have applied. There are two ways of completing this section:

1. **Titles Only:** The titles of the Authorized Agents should be entered here, not their names. This allows the document to remain valid if an Authorized Agent leaves the position and is replaced by another individual. If "Titles Only" is the chosen method, this document must be accompanied by either a cover letter naming the Authorized Agents by name and title, or the Cal OES AA Names document. The supporting document can be completed by any authorized person within the Agency (e.g., administrative assistant, the Authorized Agent, secretary to the Director). It does not require the Governing Body's signature.
2. **Names and Titles:** If the Governing Body so chooses, the names **and** titles of the Authorized Agents would be listed. A new Cal OES Form 130 will be required if any of the Authorized Agents are replaced, leave the position listed on the document, or their title changes.



Checking Universal or Disaster-Specific Box: A Universal resolution is effective for all past disasters and for those declared up to three (3) years following the date of approval. Upon expiration it is no longer effective for new disasters, but it remains in effect for disasters declared prior to expiration. It remains effective until the disaster goes through closeout unless it is superseded by a newer resolution.

Governing Body Representative: These are the names and titles of the approving Board Members.

Examples include: Chairman of the Board, Director, Superintendent, etc. The names and titles **cannot** be one of the designated Authorized Agents. A minimum of three (3) approving board members must be listed. If less than three are present, meeting minutes must be attached in order to verify a quorum was met.

Certification Section:

Name and Title: This is the individual in attendance who recorded the creation and approval of this resolution.

Examples include: City Clerk, Secretary to the Board of Directors, County Clerk, etc. This person **cannot** be one of the designated Authorized Agents or Approving Board Member. If a person holds two positions (such as City Manager and Secretary to the Board) and the City Manager is to be listed as an Authorized Agent, then that person could sign the document as Secretary to the Board (not City Manager) to eliminate "Self-Certification."



- **Board of Directors**
Organization, Personnel and Effectiveness Committee

10/14/2025 Board Meeting

8-3

Subject

Authorize an extension to June 30, 2026, on the existing 5-year contract with Securitas to provide security guard services; and authorize an increase of \$6 million in funding for the contract to a new not-to-exceed amount of \$61 million; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Executive Summary

Currently, Metropolitan has a five-year, \$55 million security guard contract with Securitas. The contract period began on January 1, 2021, and is scheduled to terminate on December 31, 2025. Metropolitan anticipated a timely transition to the new contract and has received three competitive bids for that new contract. Unexpectedly, Metropolitan received a protest from one of the bidders. Resolution of the bid protest may not allow for the timely award of and transition to the new contract. To allow time for processing the protest, staff recommends amending the existing contract with a six-month time extension to June 30, 2026, and an increase of the contract's not-to-exceed amount to \$61 million to cover the extended duration. The increase will cover the anticipated costs of Metropolitan's contracted security needs through the end of the contract extension period. The funds utilized for the amended contract are budgeted in Metropolitan's current biennial budget, and this action does not increase the planned expenditures for the security services for the remainder of the two-year budget cycle. It is anticipated this protest will be resolved and the new contract will be awarded before the June 30, 2026, extension date.

Proposed Action(s)/Recommendation(s) and Options

Staff Recommendation: Option #1

Option #1

Authorize an extension to June 30, 2026, on the existing five-year contract with Securitas to provide security guard services; and authorize an increase of \$6 million in funding for the contract to a new not-to-exceed amount of \$61 million.

Fiscal Impact: Expenditure of an additional \$6 million in operations and maintenance funds, which is a budgeted and planned for expenditure in the current and next biennial budget periods.

Business Analysis: This option will extend the contract for six months and provide the necessary funding of \$6 million through the end of the extended contract period to meet the security needs stated in Metropolitan's Security Action Plan.

Option #2

Do not proceed with a six-month extension amendment and instead approve a month-to-month extension of the guard services contract at an anticipated cost of \$1.1 million per month.

Fiscal Impact: None.

Business Analysis: This option may need significant administrative resources to negotiate month-to-month guard services and require additional board approvals.

Alternatives Considered

Not applicable

Applicable Policy

Metropolitan Water District Administrative Code Section 8121: General Authority of the General Manager to Enter Contracts

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

Related Board Action(s)/Future Action(s)

By Minute Item 52176, dated November 10, 2020, the Board authorized entering into an agreement with Securitas to provide security services for a five-year contract for a maximum payable total of \$55 million, as set forth in Agenda Item 7-6 board letter.

California Environmental Quality Act (CEQA)

CEQA determination(s) for Option #1:

The proposed action is not defined as a project under CEQA because it involves organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5)).

CEQA determination(s) for Option #2:

None required

Details and Background

Background

Metropolitan owns and operates critical water infrastructure throughout Southern California. On October 23, 2018, Congress passed the America's Water Infrastructure Act, authorizing the U.S. Environmental Protection Agency (USEPA) to collect vulnerability assessments and an emergency response plan from drinking water utilities. Subsequently, the U.S. Department of Homeland Security (DHS) was also given the responsibility for assessing and protecting the nation's critical infrastructure, including the water sector.

Both DHS and USEPA provide guidance and oversight for water utilities to protect critical water infrastructure. These agencies stress the benefits provided by a professional guard force for controlling access, patrolling, and responding to incidents. Further, Metropolitan's ability to protect its employees and facilities—and to adjust its response to changing threats—requires the flexibility and specialization best obtained through contracted guard services, which can provide on-call emergency staffing and specialized capabilities on short notice.

In order to provide around-the-clock, flexible response capabilities, security guard services have been secured independent of Metropolitan's workforce for decades. The security services include their own supervision and guard coverage at 18 major facilities (including Union Station Headquarters), and additional roving security patrols during off-hours and at unattended facilities. The guards facilitate access for employees, verify access for contractors and vendors, and observe and report any threats, intrusion attempts, or other emergencies. In addition, Metropolitan uses the guard service to staff the Security Watch Center and continuously monitor Metropolitan's system-wide electronic security system. This contracted service allows trained security staff to respond to threats without diverting water treatment plant and system operators from their core operational responsibilities.

The contract guard service provides Metropolitan maximum flexibility to close guard posts in areas where they are no longer needed or create new ones in conjunction with changing site conditions or threats. The guard service also provides a surge capacity of up to 20 percent more staff (40 guards) within 24 hours of any emergency request, thereby assuring the capacity to rapidly augment protection to meet emergency demands. In November 2020, the Board approved a five-year contract with Securitas Security Services Inc. for a maximum

payable of \$55 million. Since the time the contract was signed in 2020, Metropolitan has expanded the contract functions significantly to accommodate the evolving and changing security threat environment.

In December 2015, Security established an enhanced Security Action Plan to augment the security posture at Metropolitan. Additionally, other more recent factors have increased the need for additional security services. These factors include, but are not limited to, unprecedented wildfires and emergency declarations, the explosive growth in homelessness and resulting trespass and encroachment issues, civil unrest, and an increased need for armed guards at Metropolitan facilities.

Due to the upcoming scheduled termination of the current contract on December 31, 2025, and the evolving security threat environment, Metropolitan commenced the process to select a vendor for a new security contract in May 2025. The first step of the process involved identifying qualified firms for the subsequent bidding process. Ultimately, five firms were qualified for bidding, and three firms submitted bids for the new contract. Bids were opened in September 2025, and staff was prepared to make a recommendation to the Board for award in October 2025. However, Metropolitan unexpectedly received a bid protest. The protest resolution process will require additional time before a new contract can be presented to the Board for approval. Once the protest is resolved, staff will bring an action item to the Board to award the new contract.

Staff estimates the protest will take less than six months to process the protest, but based on prior experience, lengthy delays to the resolution process are possible. Consequently, staff recommends extending the current contract with Securitas to June 30, 2026. The contract extension will require that the expenditure limit of the contract be increased by \$6 million to ensure that Securitas can provide the necessary services through the extension period. The funds utilized for the amended contract are budgeted in Metropolitan's current biennial budget, and this action does not increase the planned expenditures for the security services for the duration of the two-year budget cycle.

Summary

This action authorizes an extension of the existing five-year agreement with Securitas to provide security guard services through June 30, 2026, and a \$6 million increase of the not-to-exceed amount of the contract to \$61 million.



Gonzalo Barrios
Group Manager
Safety, Security & Protection Officer
10/8/2025
Date



Deven Upadhyay
General Manager
10/8/2025
Date

Ref# OSSP12710912



Group

- Human Resources Activities Report

Summary

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

Purpose

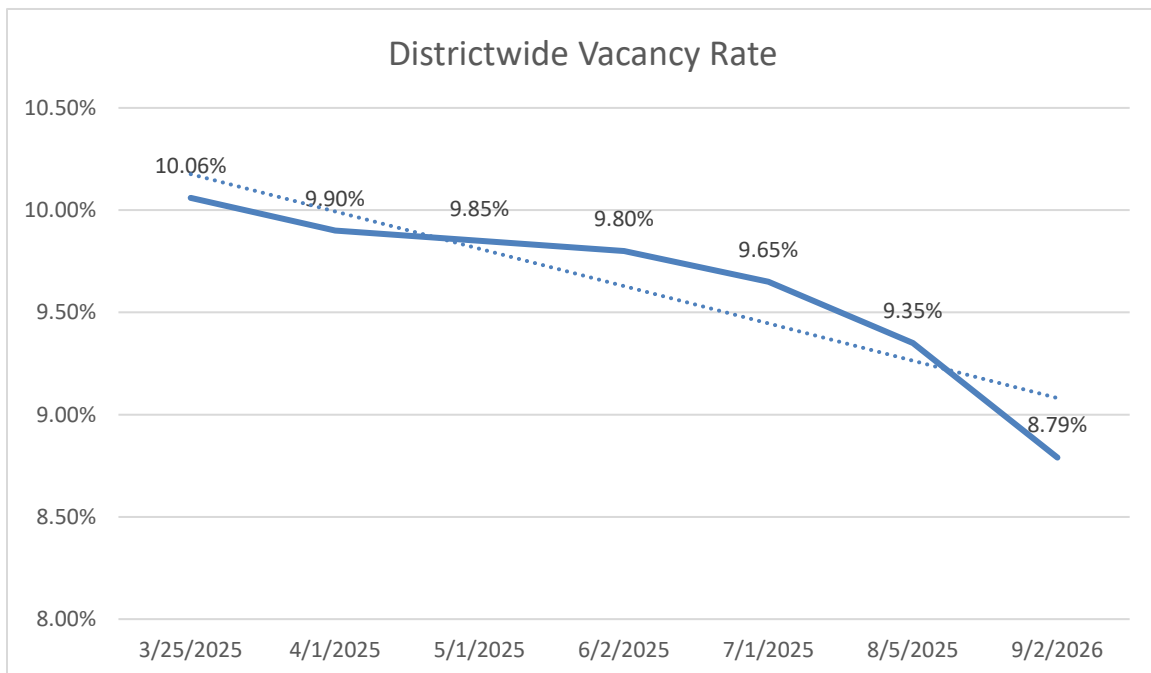
Informational

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 September 1, 2025, the District's vacancy rate is at 8.79%, down from 9.35% the previous month. This marks the seventh consecutive month of decline. Additionally, a monthly recruitment status report continues to be shared with Group Managers.



Board Report Human Resources Activities Report

The Recruitment Unit is in the process of deploying a recruitment surge team. Five Human Resources Assistants hired as part of this plan started in September. Three of the seven Recruiter positions are in the references stage. Final interviews concluded and decisions are in the finalization stage for the remaining four recruiter positions. The Recruitment Unit is also finalizing the deployment of a new Eform to support tracking staffing requisitions from start to finish, to reduce time to fill openings.

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 on August 25, 2025, is expected to take approximately 10-15 minutes to complete. The survey period closed on September 30, 2025. Responses will be analyzed and will be used to develop new strategies. Findings will be shared with all employees.

Promote START values.

START has been included in the onboarding experience and will continue to be integrated as the new version of the new employee orientation as it is developed, enhancing social interactions and team building, more successfully integrating new employees into their teams, and enhancing collaboration.

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. From August to September, 616 employees attended trainings on topics such as Using Power BI with Excel, Resume Writing, and Civil Treatment Workplace for Employees. LinkedIn Learning, MWD's e-learning platform, was accessed for training on the following topics: Thinking 101: How to Reason Better to Live Better, Management Essentials, and Leadership Ethics.

OD&T hosted its 15th cohort Metropolitan Management University course for managers. On September 10, 2025, MMU sessions, attended by EEO Management and the EEO Investigation team, focused on compliance training on leaves, and Americans with Disabilities Act (ADA) and California Fair Employment and Housing Act (FEHA) compliance. On September 24, 2025, MMU training sessions included advanced communication methods and presentation skills using a storytelling model.

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 an *Independence from Tobacco* wellness webinar held live on September 17, 2025, in partnership with Kaiser Permanente. This webinar invited employees to reflect on their personal experiences with tobacco and nicotine, and to consider whether now—or in the near future—might be the right time to make a change. It offered practical strategies and resources to support becoming

Board Report Human Resources Activities Report

tobacco-free. Participants were encouraged to develop a realistic action plan, grounded in their own strengths, to begin their journey toward independence from tobacco.

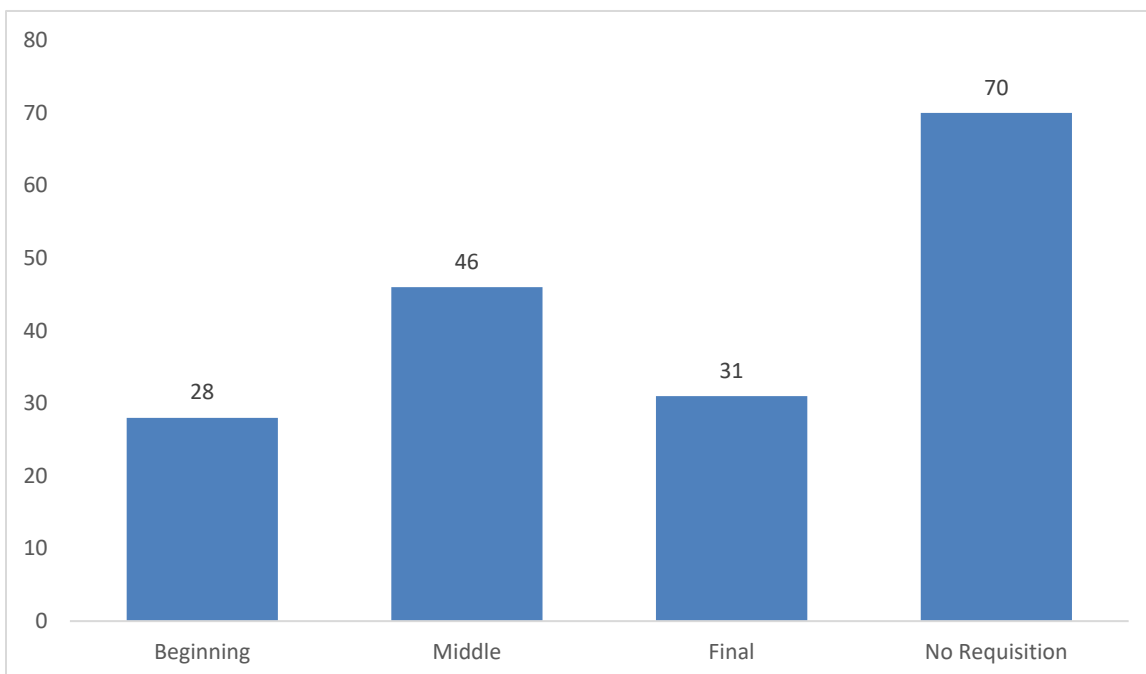
Last month's webinar, *Alcohol and Your Health*, held on August 20, 2025, attracted 33 registered participants across both the live session and on-demand viewings. The event required 2 hours of staff time for preparation and hosting.

Human Resources Metrics

Group	Vacancy Count	Vacancy %
BAY-DELTA INITIATIVES	1	5.88%
BOARD OF DIRECTORS	2	25.00%
CONVEYANCE&DISTRIBUTION GROUP	24	8.57%
DIVERSITY,EQUITY&INCLUSION	1	8.33%
ENGINEERING SERVICES GROUP	19	4.96%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	9	14.29%
FINANCE AND ADMINISTRATION	4	3.28%
GENERAL COUNSEL	2	5.41%
HUMAN RESOURCES GROUP	5	10.64%
INFORMATION TECHNOLOGY GROUP	12	9.09%
INTEGRATED OPS PLAN&SUPPT SRVC	24	9.49%
OFF OF SAFETY, SECURITY&PROTECTION	9	13.04%
OFFICE OF ETHICS	3	37.50%
OFFICE OF THE GENERAL AUDITOR	3	21.43%
OFFICE OF THE GENERAL MANAGER	4	15.38%
SUSTAINABILITY,RESILIENCE&INNOV	3	6.52%
TREATMENT&WATER QUALITY GROUP	39	9.80%
WATER RESOURCE MANAGEMENT GROUP	11	16.42%
Grand Total	175	8.79%

Board Report Human Resources Activities Report

Current Recruitment Status (9/1/2025)



Personnel Snapshot

	September 2025	Prior Month August 2025
Headcount		
Regular Employees	1,825	1,816
Temporary Employees	53	50
Interns	6	6
Recurrent	13	13
Annuitants	19	19

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 24/25 Totals</u>	<u>September 2025</u>	<u>FISCAL YTD</u>
Regular Employees	110	16	43
Temporary Employees	57	3	12
Interns	5	0	4
Internal Promotions	85	3	21
Management Requested Promotions	160	6	26
Retirements/Separations (regular employees)	94	7	28
Employee-Requested Transfers	19	0	3