



Human Resources Group

• Human Resources Activities Report

Summary

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

Purpose

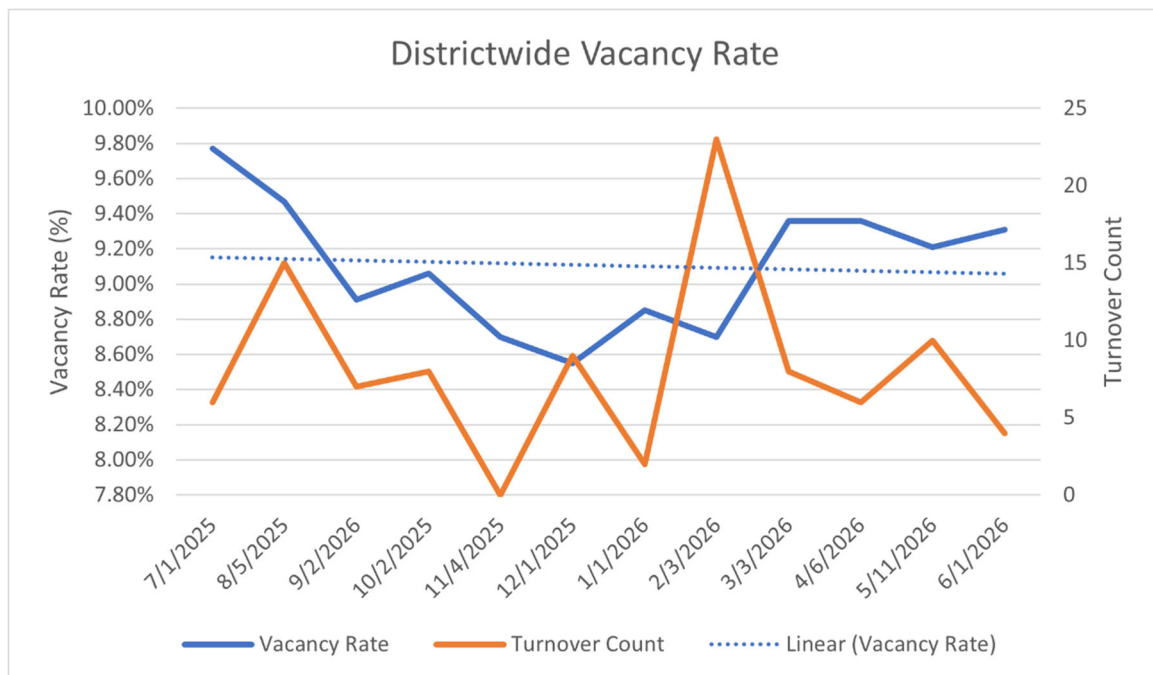
Informational

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 June 1, 2026, the District's vacancy rate is at 9.31 percent, an increase from 9.21 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.

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 May to June, employees attended several key compliance training sessions on topics such as *Cybersecurity Awareness 2025/2026*, *Drug and Alcohol Awareness*, *Recognizing Discrimination, Harassment and Retaliation*, and *Government Ethics 101*. LinkedIn Learning, MWD's e-learning platform, was accessed for training on the following topics: *Microsoft 365 Copilot Shorts: 20 Skills in 20 Minutes*, *Communicating through Disagreement*, and *Copilot in Outlook: Maximize Your Workday Efficiency (2025)*.

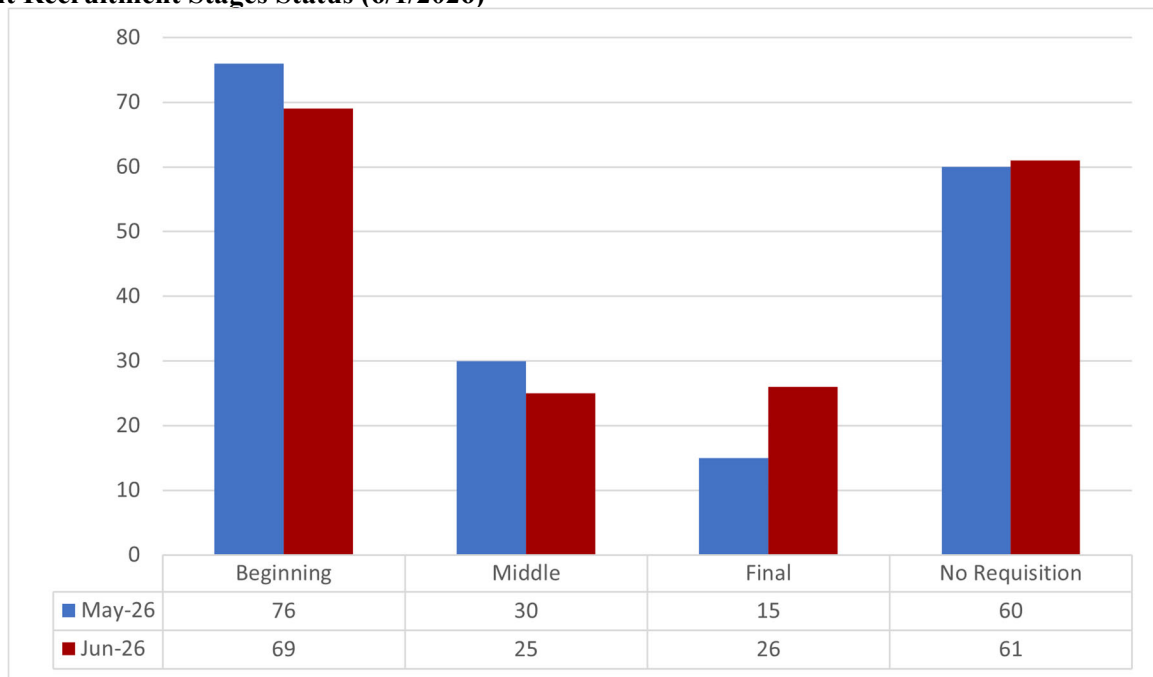
HR Core Business: Provide Excellent Human Resources Services

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 wellness webinar, held live on June 17, 2026, in partnership with Kaiser Permanente. Live Cooking Demo showed employees how to build satisfying, balanced, and flavorful meals. In this session, employees discovered key satiety strategies and healthy meal-prep tips. The event included a live cooking demonstration, showcasing fresh, nutritious dishes that brought these concepts to life. Last month's webinar, Find Your Joy, held on May 20, 2026, attracted 53 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	35	13.01%
DIVERSITY, EQUITY & INCLUSION	2	16.67%
ENGINEERING SERVICES GROUP	22	5.74%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	2	3.23%
FINANCE AND ADMINISTRATION	6	4.88%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	6	12.50%
INFORMATION TECHNOLOGY GROUP	11	8.33%
INTEGRATED OPS PLAN&SUPPT SRVC	18	7.23%
OFF OF SAFETY, SECURITY&PROTECT	10	14.08%
OFFICE OF ETHICS	3	37.50%
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	183	9.31%

Current Recruitment Stages Status (6/1/2026)**Personnel Snapshot**

	June 2026	Prior Month May 2026
Headcount		
Regular Employees	1,844	1,833
Temporary Employees	71	66
Interns	6	3
Recurrent	12	13
Annuitants	19	20

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 24/25</u> <u>Totals</u>	<u>June 2026</u>	<u>FISCAL YTD</u>
Regular Employees	110	5	130
Temporary Employees	57	6	66
Interns	5	3	8
Internal Promotions	85	3	70
Management Requested Promotions	160	8	126
Retirements/Separations (regular employees)	94	4	98
Employee-Requested Transfers	19	2	22

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