



Human Resources Group

• Human Resources Monthly Activities Report

Summary

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

Purpose

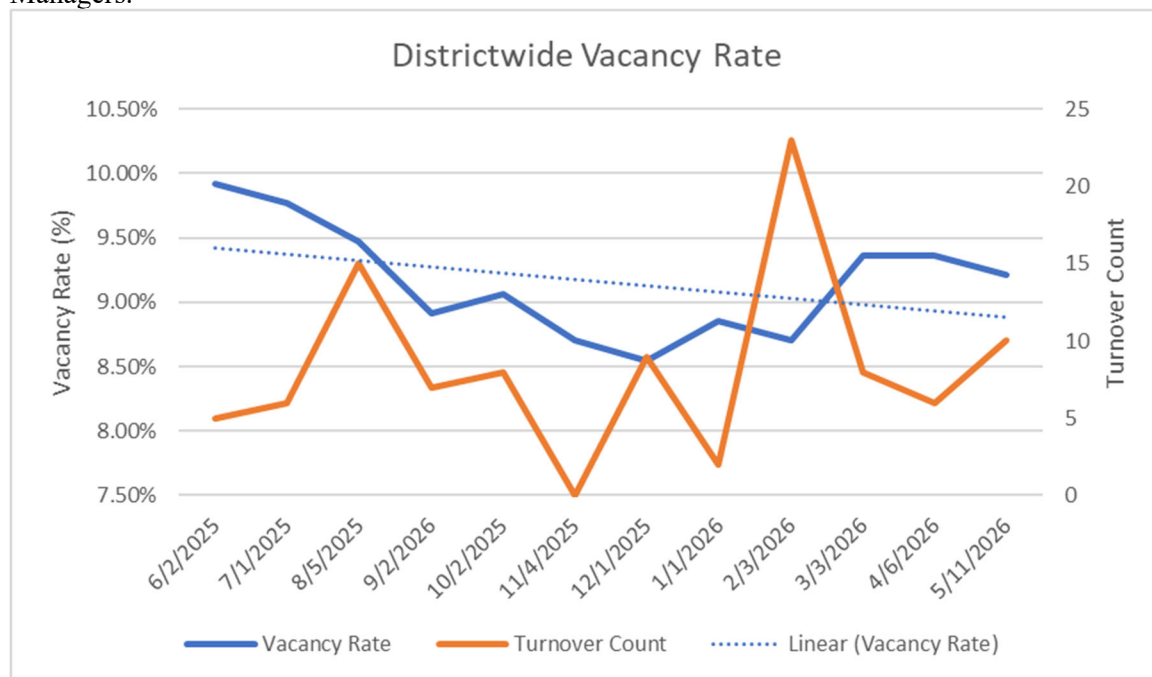
Informational

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 May 11, 2026, the District's vacancy rate is at 9.21 percent, a decrease from 9.36 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 April to May, 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: *Leadership Live with Dorie Clark: High-Trust Leadership In A High-Change World*, *AI Tech Talk: Why Every Engineering Leader Needs Hands-On Time with Today's AI Tools*, and *Project Management Simplified*.

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 wrapped up its first District-wide Bloom Spring Wellness Challenge. Engagement was strong, with 344 participants collectively logging over 95.5 million steps and earning 7,009 blossoms, exceeding the District's goal by nearly 70 percent. The challenge drove meaningful results, with an overall achievement rate of 67 percent. Participants who engaged socially through teams, friends, or a mobile app achieved a higher success rate at 72 percent to 76 percent.

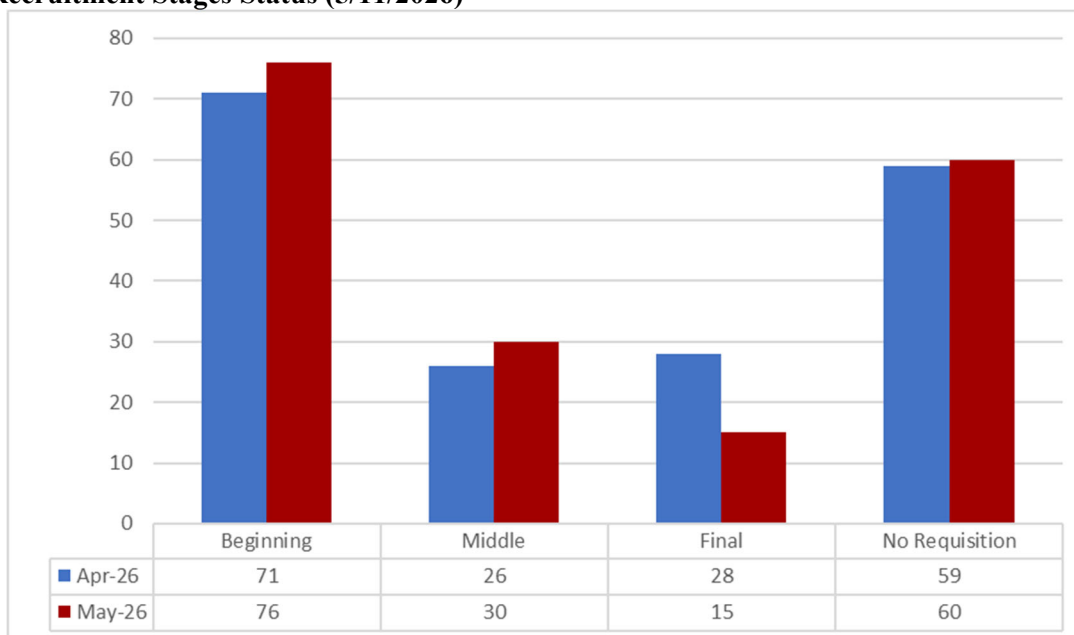
Additionally, the Business Support Team successfully planned and coordinated a wellness webinar, held live on May 20, 2026, in partnership with Kaiser Permanente. *Find Your Joy* showed employees how positive psychology and practical strategies can nurture their own happiness. Employees were introduced to concepts and evidence-based practices such as kindness, empathy, gratitude, and awe that foster social and emotional well-being. Last month's webinar, *Tai Chi Flow*, held on April 15, 2026, attracted 49 registered participants across both the live session and on-demand viewings. The event required two hours of staff time for preparation and hosting.

Board Report Human Resources Monthly Activities Report

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	2	16.67%
ENGINEERING SERVICES GROUP	23	6.01%
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	5	10.42%
INFORMATION TECHNOLOGY GROUP	11	8.33%
INTEGRATED OPS PLAN&SUPPT SRVC	20	8.03%
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	40	10.36%
WATER RESOURCE MANAGEMENT GRP	10	14.93%
Grand Total	181	9.21%

Current Recruitment Stages Status (5/11/2026)



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Personnel Snapshot

	May 2026	Prior Month April 2026
Headcount		
Regular Employees	1,843	1,834
Temporary Employees	66	70
Interns	3	4
Recurrent	13	13
Annuitants	20	19

Transactions Current Month and Fiscal YTD (includes current month)			
<u>External Hires</u>	<u>FY 24/25</u>	<u>May 2026</u>	<u>FISCAL YTD</u>
	<u>Totals</u>		
Regular Employees	110	21	125
Temporary Employees	57	4	60
Interns	5	0	5
Internal Promotions	85	3	67
Management Requested Promotions	160	15	118
Retirements/Separations (regular employees)	94	10	94
Employee-Requested Transfers	19	3	20

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