



Organization, Personnel & Technology Committee

Semi Annual Report on Equal Employment Opportunity Policy and Affirmative Action

Item 6a

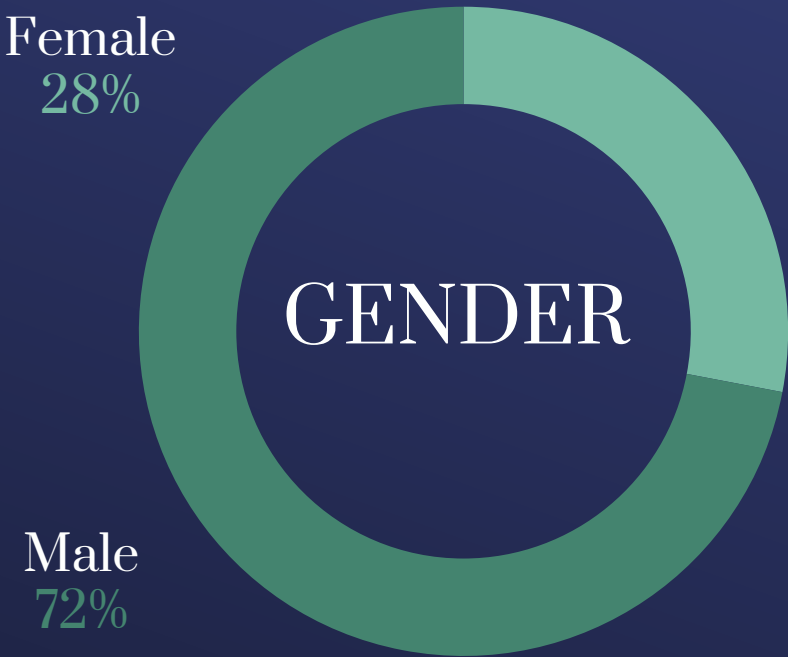
December 12, 2022

Overview

- Workforce and Personnel Action Demographics
- Update on Affirmative Action and Nondiscrimination Programs

Metropolitan's Workforce as of June 30, 2022

1760 regular employees



BIPOC
57%



2 or More
2%

Decline
0%

AI/AN
1%

Asian
20%

Black
6%

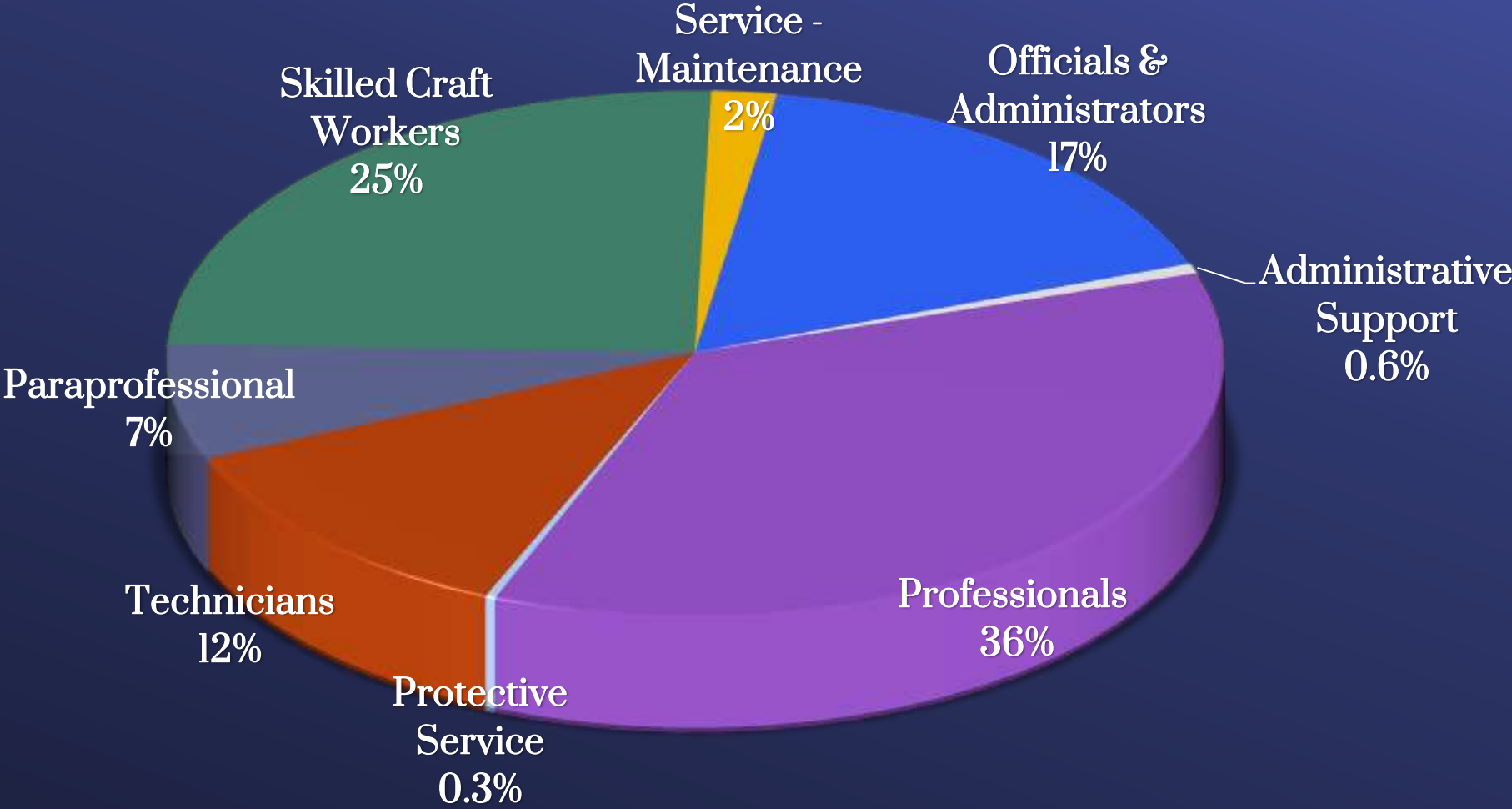
Hispanic
29%

NH/PI
0%

White
43%

Metropolitan's Workforce as of June 30, 2022

1760 regular employees



Metropolitan's Workforce as of June 30, 2022

regular employees

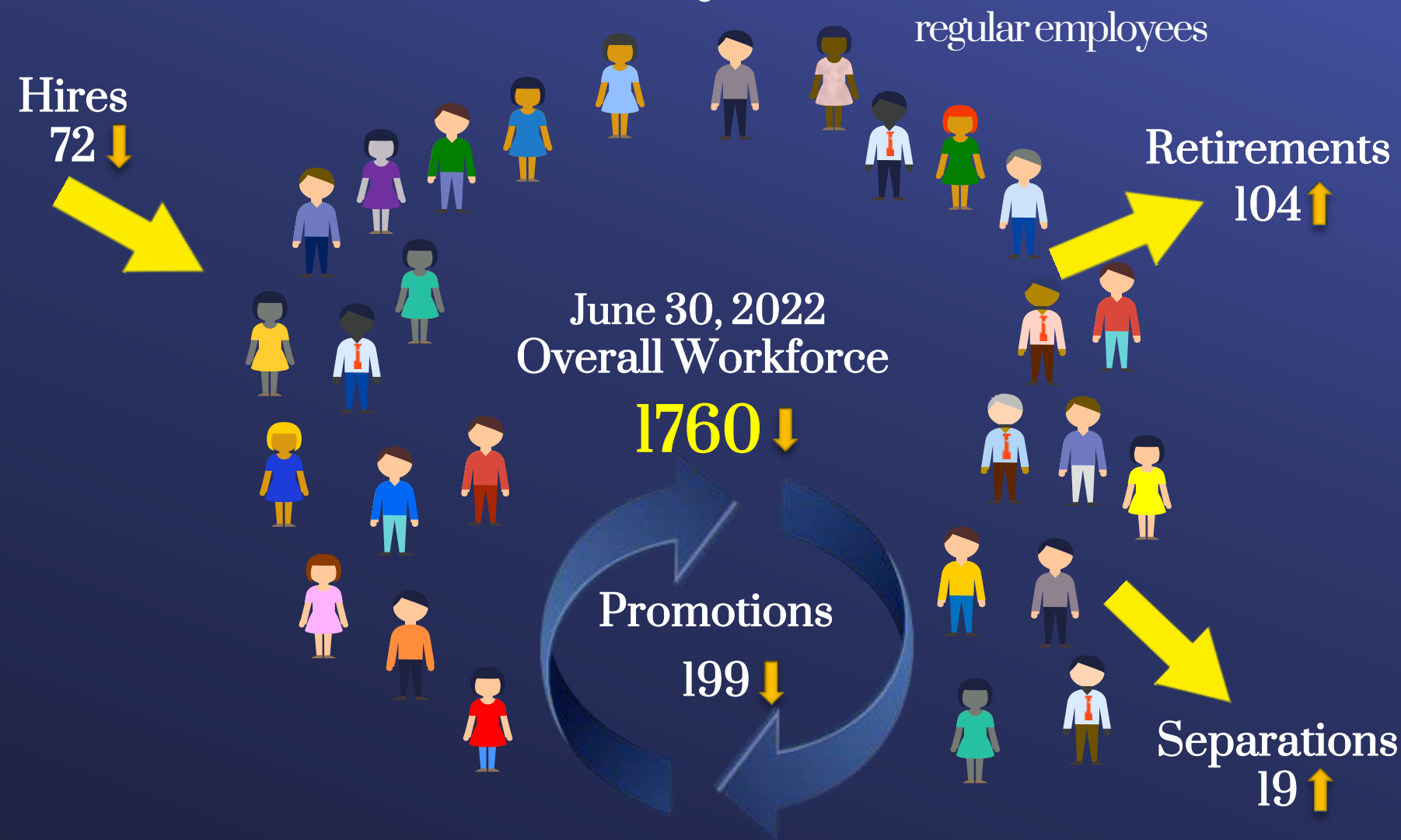
	Gender		Race						
EE04 Category (1760)	Female	Male	2 or More	AI/AN	Asian	Black	Hispanic	NH/PI	White
Officials & Administrators (307)	32%	68%	1%	.3%	22%	7%	20%	.3%	50%
Professionals (630)	44%	56%	2%	.3%	34%	7%	22%	.2%	34%
Technicians (216)	9%	91%	1%	0%	16%	4%	30%	1%	48%
Protective Service Workers (5)	0%	100%	0%	0%	20%	20%	20%	0%	40%
Paraprofessionals (114)	76%	24%	3%	0%	13%	11%	51%	0%	22%
Administrative Support (10)	40%	60%	0%	0%	10%	10%	50%	0%	30%
Skilled Craft Workers (442)	1%	99%	1%	1%	4%	5%	36%	.2%	53%
Service Maintenance (36)	14%	86%	3%	3%	0%	6%	44%	0%	44%

Managers as of June 30, 2022

regular employees

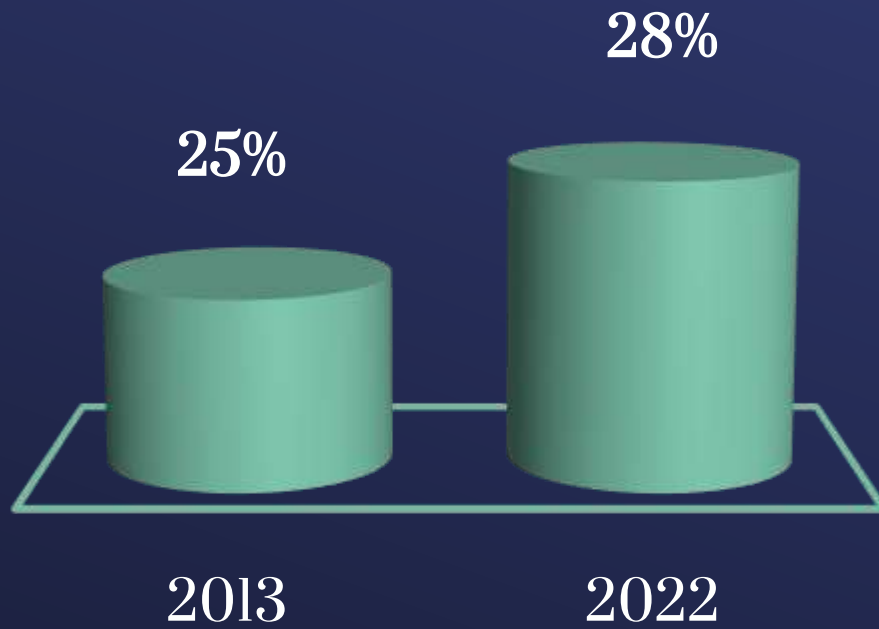
Manager Level (280)	Executive (19)	Mid-Level (91)	Front Line (170)
Female	47%	30%	32%
Male	53%	70%	68%
2 or more races	5%	0%	2%
Asian	16%	21%	23%
Amer Indian/Alaskan Native	0%	1%	0%
Black or African American	11%	8%	6%
Hispanic or Latino	11%	20%	22%
Native Hawaiian or other PI	0%	0%	1%
White	58%	50%	46%

Metropolitan's Job Actions: July 2021 – June 2022

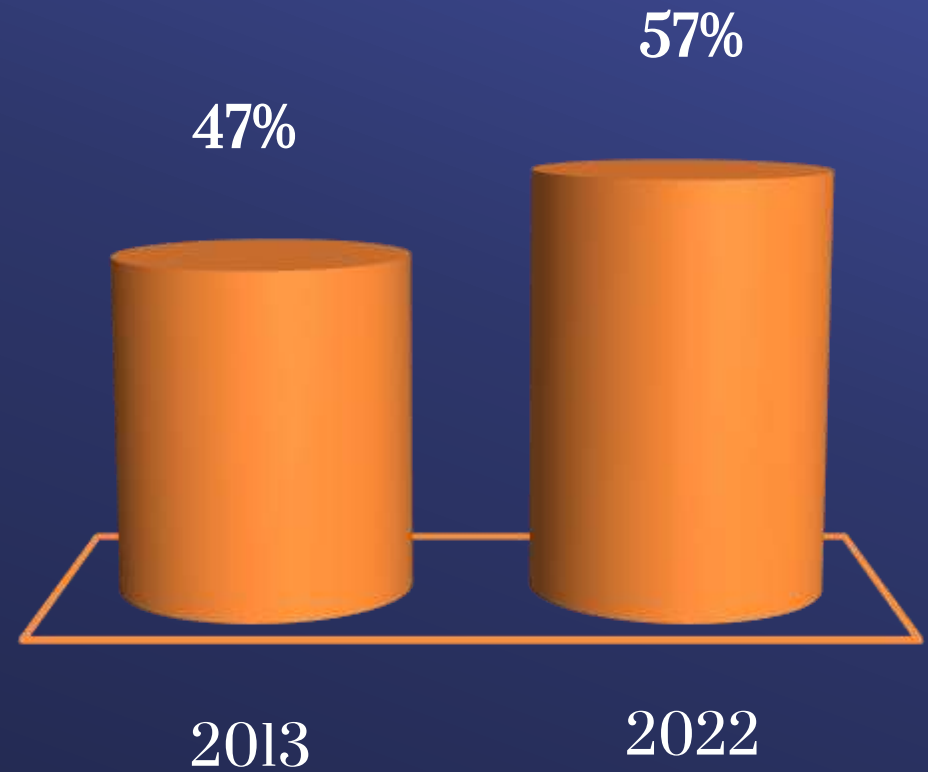


10 Year Workforce Comparison

Females



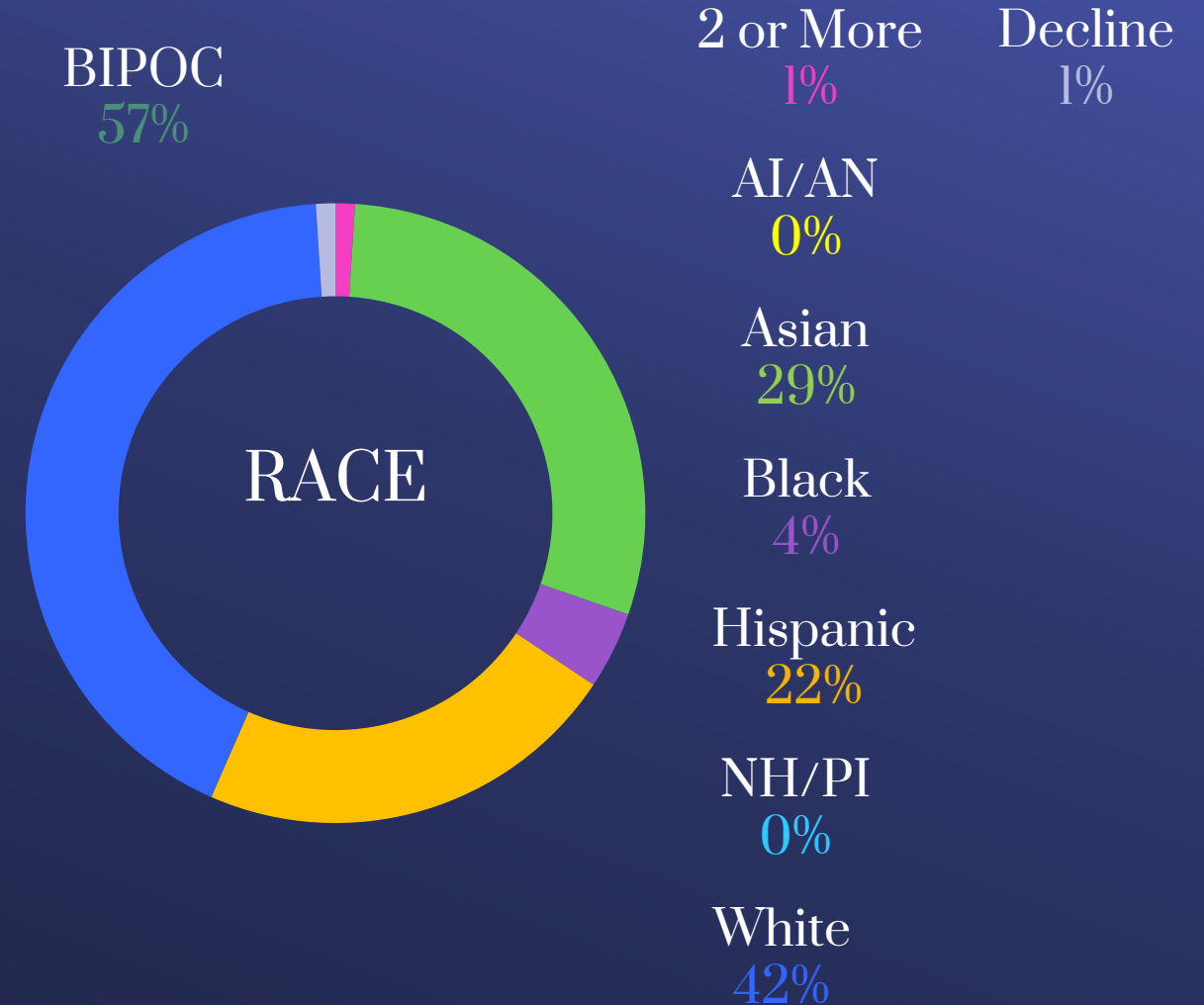
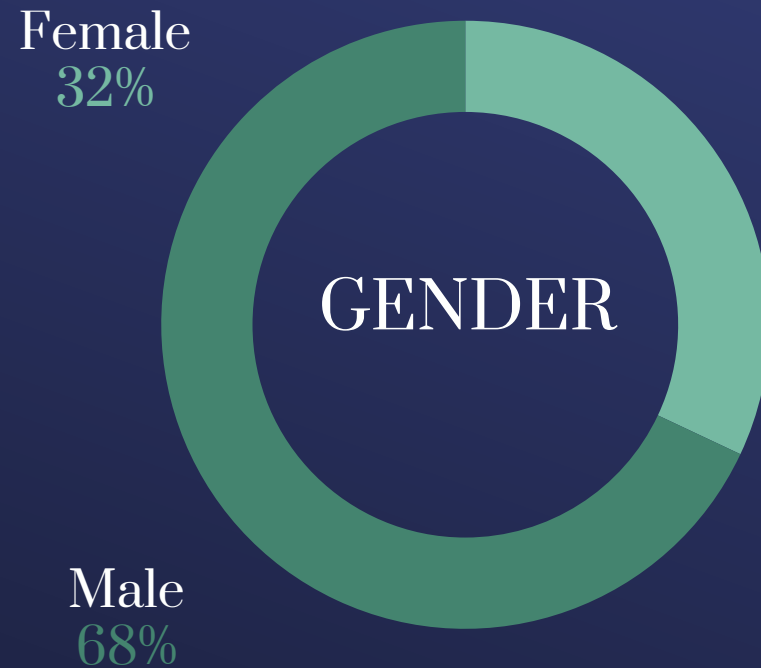
BIPOC



Hire Activity

72 regular employees

July 1, 2021 - June 30, 2022



Source for Hires

7/1/21 thru 6/30/22
regular employees



Hires
72

Appointments - 4%

Employee Referral - 14%

Job Board - 21%

Non-Employee Referral - 6%

MWD Website/Email - 30%

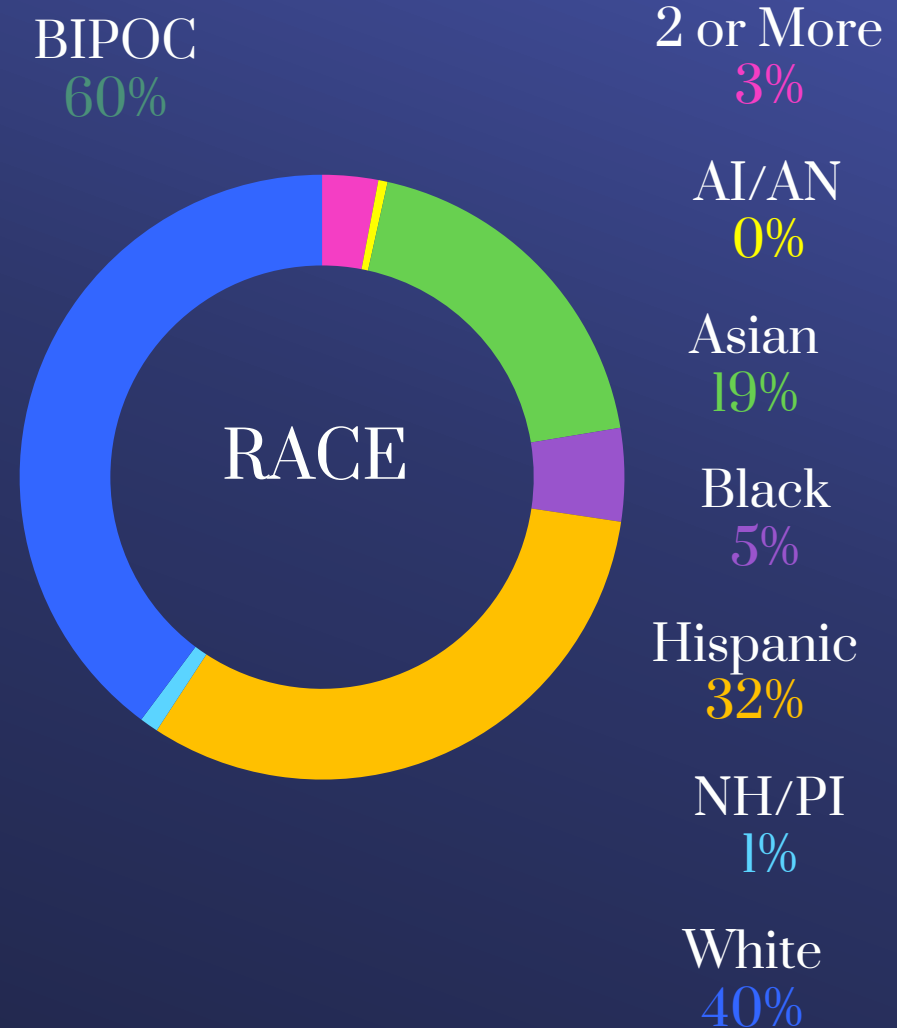
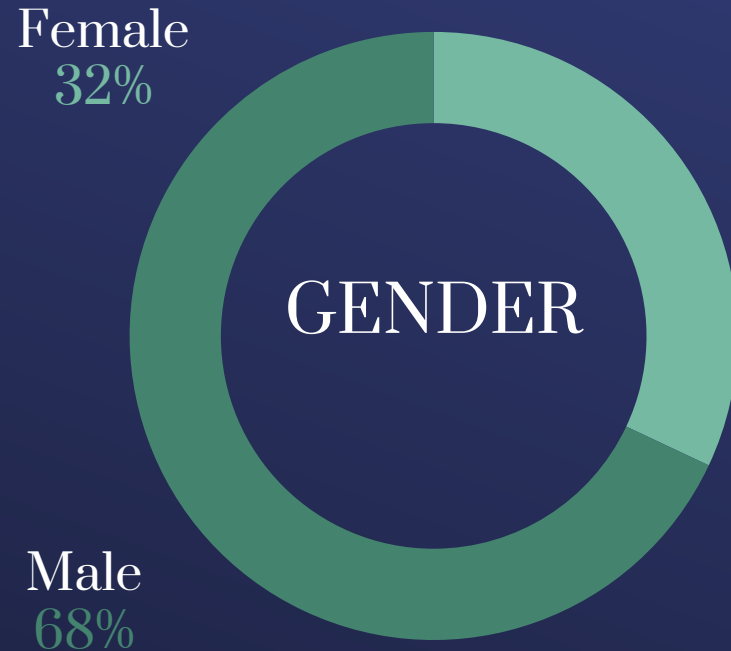
Sourcing - 1%

Unknown - 4%

Promotion Activity

199 Actions

July 1, 2021 - June 30, 2022



Retirement Activity

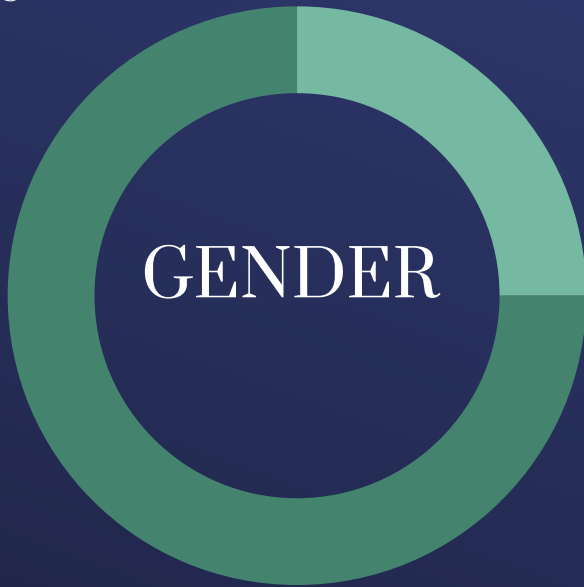
104 employees

July 1, 2021 - June 30, 2022

Female
25%

Male
75%

GENDER



BIPOC
50%

2 or More
2%

AI/AN
0%

Asian
26%

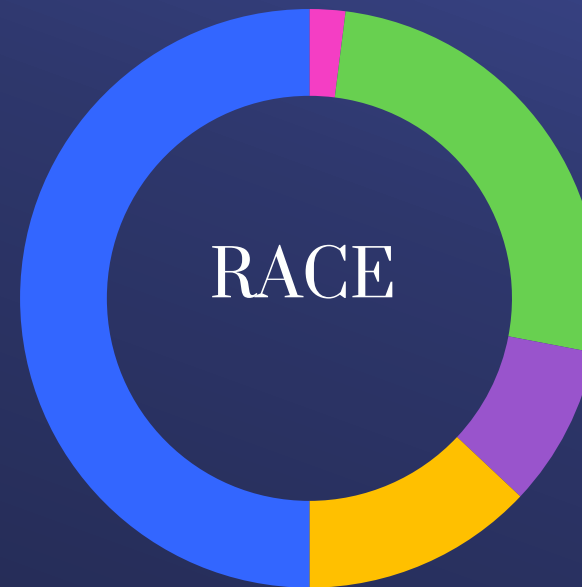
Black
9%

Hispanic
13%

NH/PI
0%

White
50%

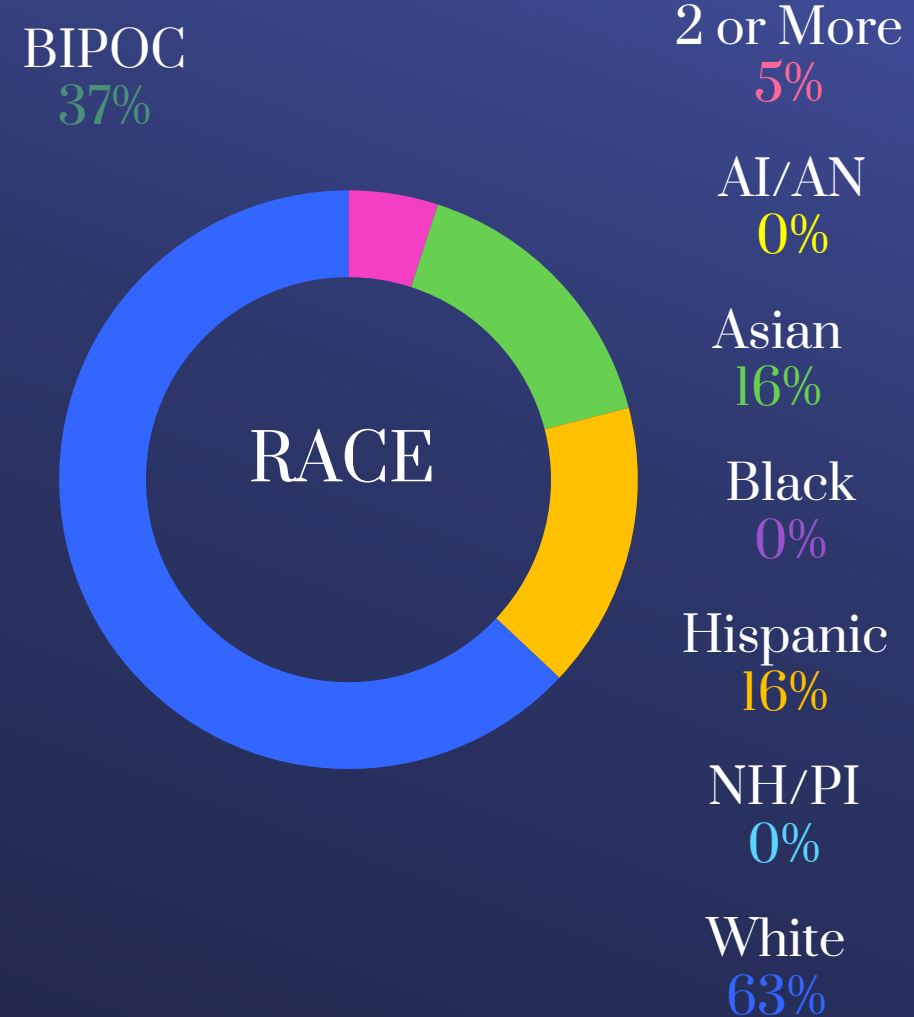
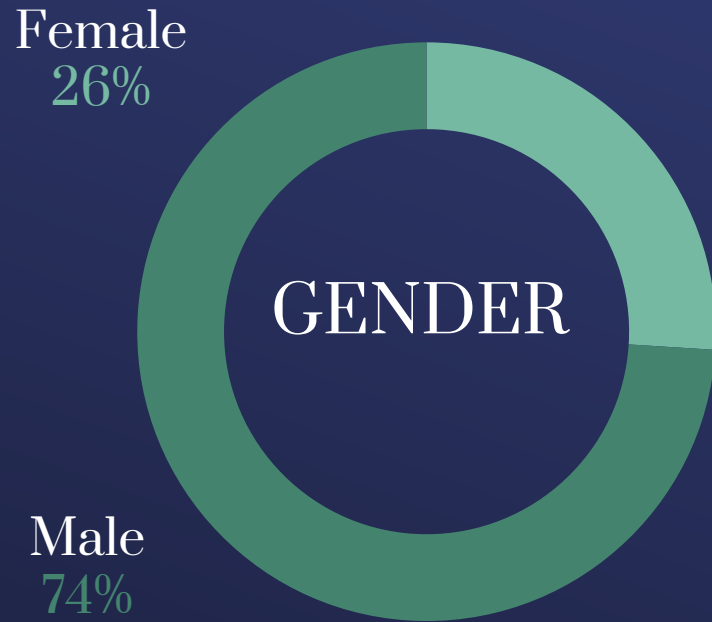
RACE



Separation Activity

19 regular employees

July 1, 2021 - June 30, 2022



Veteran Hiring Ratio

	July 2014 thru June 2015	July 2015 thru June 2016	July 2016 thru June 2017	July 2017 thru June 2018	July 2018 thru June 2019	July 2019 thru June 2020	July 2020 thru June 2021	July 2021 thru June 2022
Hiring Benchmark	7%	6.9%	6.7%	6.4%	5.9%	5.7%	5.6%	5.5%
Total Hires (reg + temp)	183	165	160	203	235	193	131	121
Total Protected Veteran Hires	12	8	15	13	12	7	12	6
% of Protected Veteran Hires	7%	5%	9%	6.4%	5.1%	3.6%	9.2%	5%

Identified Underutilization

2021/2022 Nondiscrimination Plans

Nondiscrimination Plan Name (# of job groups)	Job groups with underutilization Female	Category	Job groups with underutilization BIPOC	Category
Audit, Legal, Ethics (5)	0		1 (BIPOC)	Professionals
Chief Administrative Officer (14)	1	Admin Support	1 (Hispanic)	Professionals
Chief Financial Officer (8)	0		1 (Hispanic)	Managers
Engineering Services (38)	0		5 (Asian, Hispanic)	Managers, Techs, ParaProf
External Affairs (7)	0		0	
Human Resources (6)	1	Managers	0	
Information Technology (15)	0		1 (Hispanic)	Technicians
General Manager/Bay Delta (5)	0		0	
Real Property (8)	1	Managers	0	
Water Resources Management (9)	0		0	
Water System Operations (65)	5	Profs, Techs, ParaProf	10 (BIPOC, Hispanic)	Managers, Profs, Skilled Craft, Service Workers

Summary

BIPOC employees continue to increase and outreach efforts should continue

- Steady increase of BIPOC employees over the last 15 years; 2016 was first year that BIPOC employees were majority; Asian and Hispanic employees increased over last 15 years while Black employees have decreased
- Majority of those hired were BIPOC; last 15 years BIPOC were hired at higher rates compared to Whites
- FY 21/22 had the lowest number of promotions over the last 8 years ; Black and White employees saw a decrease in rate of promotions compared to CY 2020 while all other race categories saw an increase
- Over last 15 years, 2016 had the highest number of retirements followed by FY 21/22; males retired at higher rates than females and White employees retired at their lowest rate in FY 21/22

Summary

Strategies to increase female representation should continue

- The % of females in the workforce has remained the same over the past 3 years
- Females were hired in FY 21/22 at a higher rate than their % in the workforce; females were hired in all EEO categories except Skilled Craft or Service Maintenance categories
- The rate of promotions for females decreased 2% compared to CY 2020 but was higher than their % in the workforce; CY 2020 had the highest % of females promoted in the past 15 years
- There was no real change in the rate of females retiring over the past 3 years; the % of females that retired in FY 21/22 was slightly lower than their % in the workforce

