THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

Board Report

Human Resources Group

- **Human Resources Activities Report**

Summary

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

Purpose

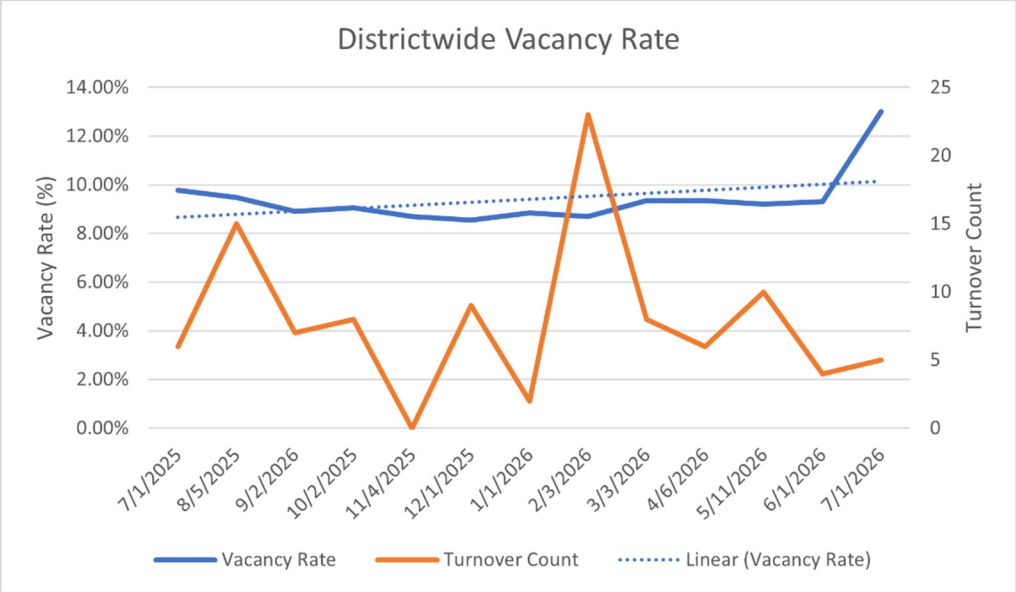
Informational

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 July 1, 2026, the District's vacancy rate is at 13.01 percent, an increase from 9.31 percent the previous month. During budget development for fiscal years 2027/28 and 2028/29, the Board approved 79 new PCNs, effective July 1, 2026. The sharp increase in the vacancy rate reflects the addition of the 79 vacant PCNs and a new total of 2,045 budgeted positions. 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.
***Total Budgeted Positions as of July 1, 2026, is 2,053.5. 8.5 FTEs were approved for the recurrent positions as of August 2025. The recurrent positions are excluded from the vacancy rate calculation.

Date of Report: 8/18/2026

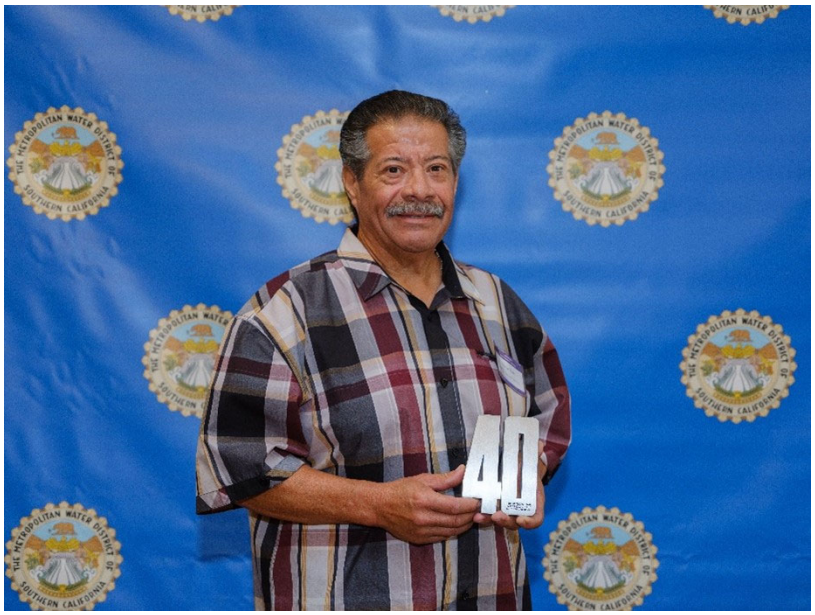
HR Priorities

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 June to July, employees attended several key compliance training sessions on topics such as *Civil Treatment Workplace for Employees*, *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: *Data Forecasting with Claude*, *Copilot in Teams: AI-Powered Collaboration (2024)*, *Leading and Motivating People with Different Personalities*, and *Managing Your Well-Being as a Leader*.

In June and July, OD&T continued its ongoing work of partnering with leadership to strengthen learning, development, and adaptive workforce planning across the organization. Efforts this period were centered on recognizing long-term employee contributions, preparing the next generation of skilled workers, and supporting the growth of new managers stepping into leadership roles.

On June 11, OD&T hosted the semiannual Service Awards Luncheon, an event that honors employees who have reached milestones of more than 20 years of service. Group managers participated in presenting awards, and several honorees shared personal stories reflecting on how they began their journeys at Metropolitan, as well as meaningful moments that shaped their careers. Each honoree received a commemorative numeral recognizing their years of dedication. With 65 total honorees, the luncheon served as a reminder of the deep experience, commitment, and continuity that drive Metropolitan's mission forward.



Honoring a milestone achievement as Oscar Real is recognized for 40 years of service at the MWD Service Awards Luncheon.

To support the long-term success of Metropolitan's incoming workforce, OD&T delivered Pre-Apprentice Study Skills Training on June 8 at Diamond Valley Lake. Apprentices from both desert and

in-town locations received instruction designed to help them navigate the four-year electrical and mechanical apprenticeship program. Training included communication styles using Success Signals/Colors, reading comprehension, note-taking strategies, budgeting study time, stress management, and effective listening. These foundational skills are essential in preparing apprentices for the demands of their program and the expectations of future journeyman roles.

Delivering structured, day-long training at Diamond Valley Lake to support pre-apprentices in building foundational study skills for the apprenticeship program.

On July 15, Metropolitan celebrated the graduation of the latest cohort of the Metropolitan Management University. Participants completed sessions focused on core leadership competencies including delegation, delivering feedback, DiSC communication styles, and emotional intelligence. This milestone represents another investment in building strong, capable leaders prepared to support an evolving workforce.

Together, these initiatives underscore OD&T's commitment to equipping employees at every stage of their careers with the training, recognition, and support they need to thrive.

HR Core Business: Provide Excellent Human Resources Services

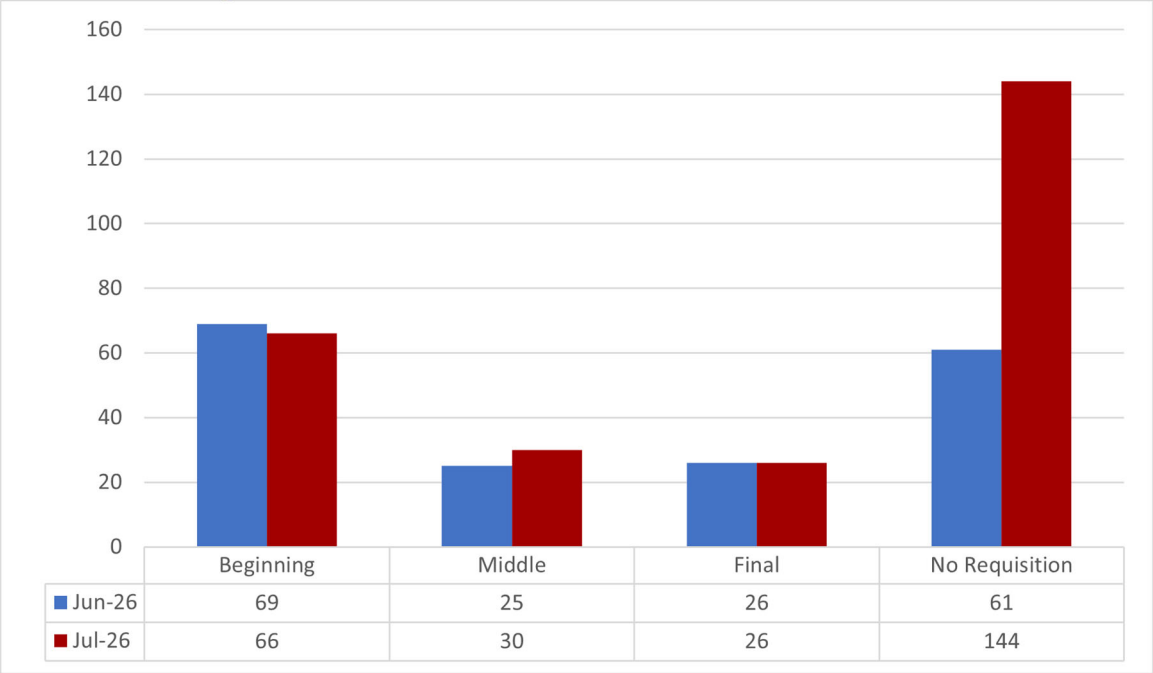
Administer all HR services with efficiency and a focus on customer service excellence, consistency, and flexibility.

The Business Support Team successfully planned and coordinated a wellness webinar, held live on July 15, 2026, in partnership with Kaiser Permanente. *Taking Care of Yourself* focused on practical ways employees can enhance their self-care through better sleep, regular exercise, healthy nutrition, and meaningful relationships. During the session, employees explored strategies to improve their overall health and well-being and were encouraged to develop a realistic action plan that leveraged their personal strengths to achieve a more balanced lifestyle. Last month's webinar, *Live Cooking Demo*, held on June 17, 2026, attracted six 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	2	0.00%
CONVEYANCE&DISTRIBUTION GROUP	57	13.01%
DIVERSITY, EQUITY & INCLUSION	1	8.33%
ENGINEERING SERVICES GROUP	32	6.27%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	2	3.23%
FINANCE AND ADMINISTRATION	9	5.65%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	9	10.42%
INFORMATION TECHNOLOGY GROUP	14	8.33%
INTEGRATED OPS PLAN&SUPPT SRVC	39	6.83%
OFF OF SAFETY, SECURITY&PROTECT	14	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	7	15.22%
TREATMENT&WATER QUALITY GROUP	57	11.66%
WATER RESOURCE MANAGEMENT GRP	9	13.43%
Grand Total	**266**	**13.01%**

Current Recruitment Stages Status (7/1/2026)



Personnel Snapshot

	July 2026	Prior Month June 2026
Headcount		
Regular Employees	**1,844**	**1,844**
Temporary Employees	**71**	**71**
Interns	**6**	**6**
Recurrent	**12**	**12**
Annuitants	**19**	**19**

Transactions Current Month and Fiscal YTD (includes current month)			
External Hires	**FY 25/26 Totals**	**July 2026**	**FISCAL YTD**
Regular Employees	**130**	**5**	**5**
Temporary Employees	**66**	**2**	**2**
Interns	**8**	**1**	**1**
Internal Promotions	**70**	**5**	**5**
Management Requested Promotions	**126**	**14**	**14**
Retirements/Separations (regular employees)	**98**	**5**	**5**
Employee-Requested Transfers	**22**	**5**	**5**

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