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 August 2026.

Purpose

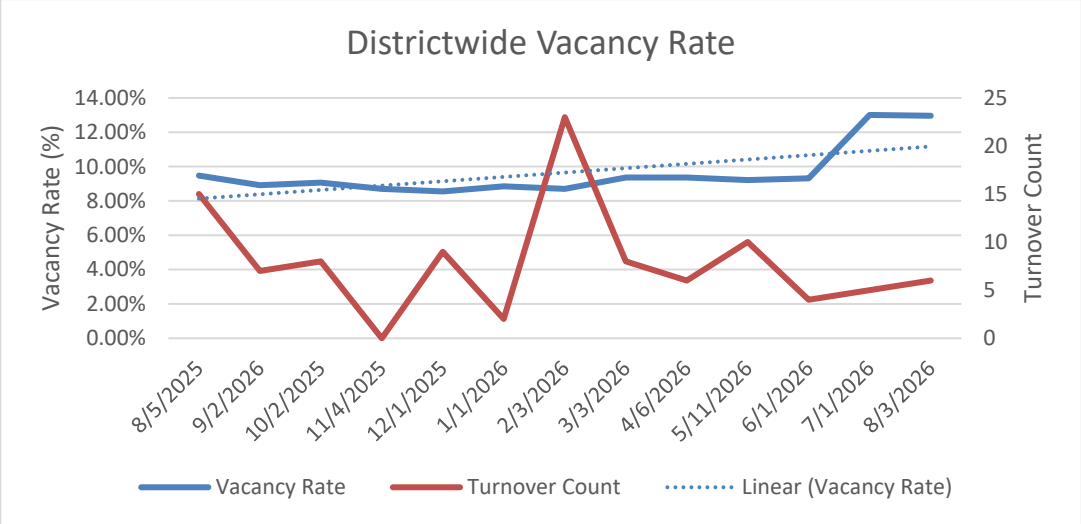
Informational

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 August 3, 2026, the District's vacancy rate is at 12.96 percent, a decrease from 13.01 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. The Recruitment Unit has begun the process of filling the 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: 9/15/2026

Use annual assessments to inform workplace improvement strategies.

The District continues to use the annual workplace survey to inform workplace improvement strategies. The 2026 annual workplace assessment launched on August 11, 2026, with a target completion date in September 2026. Metropolitan has an agreement in place with a consulting firm, Quantum Workplace, to deliver the final product. Quantum Workplace will summarize the collected responses, and results and progress information will be uploaded to the IntraMet.

HR Priorities

Partner with Metropolitan leadership to support learning, development, and adaptive workforce planning initiatives.

August was a calm month for the Organizational Development & Training (OD&T) Unit, providing an ideal window to focus on planning and laying the groundwork for the busy season ahead. While day-to-day activities remained routine, the quieter stretch allowed several important projects to advance.

Preparations are underway for the updated New Employee Orientation format launching in October. Content is being refreshed, the agenda is being fined-tuned, and logistics are being coordinated to support a smooth transition.

Early scheduling has begun for the Fall 2026 Inspection Trips, set to start in November. Key dates are being mapped out, and coordination with partners is progressing to ensure all arrangements are in place.

Overall, August was a behind-the-scenes month—steady, productive, and focused on setting OD&T up for a strong finish to the year.

HR Core Business: Provide Excellent Human Resources Services

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

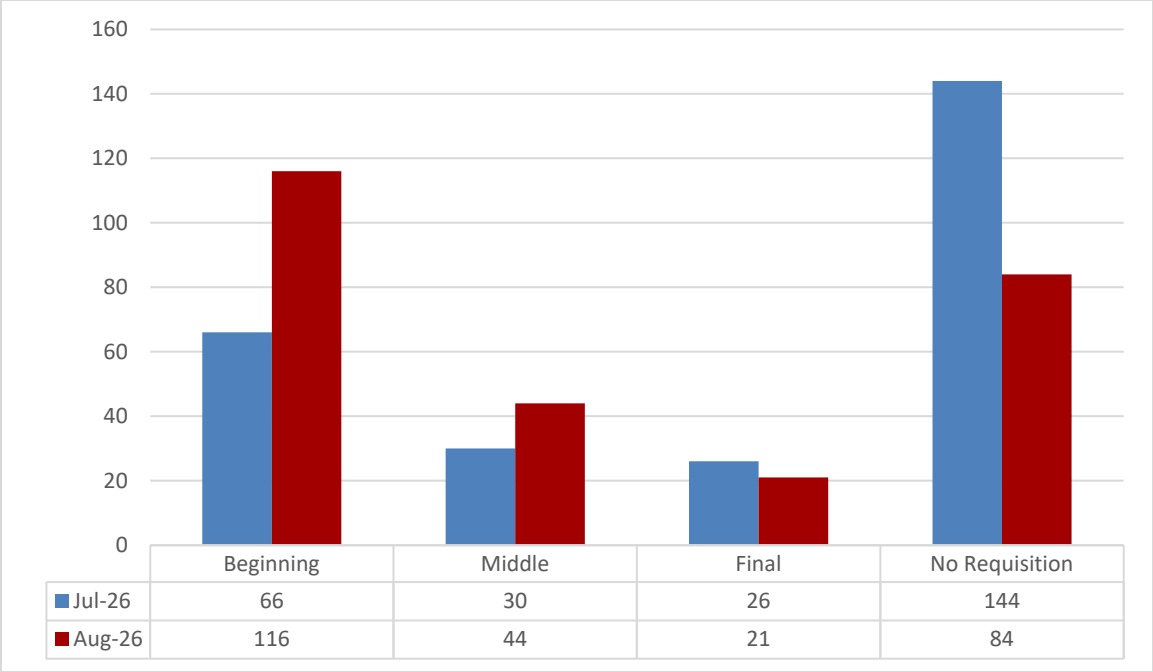
The Business Support Team planned, coordinated, and implemented its second District-wide Wellness Challenge, Coast to Coast, under the MetFit Wellness Program. The six-week challenge promoted employee well-being through increased physical activity, engagement, and team participation across the organization. Employees tracked steps or minutes of activity, selected personal movement goals, and participated individually or as a part of a team. This summer's challenge also promoted an eco-friendly, sustainable lifestyle and included taking two 2-minute timeouts daily. The challenge supported the District's ongoing commitment to fostering a healthy, engaged workforce and encouraged positive wellness habits. Registration for the Coast to Coast Challenge ended with a total of 244 registered participants.

The Business Support Team successfully planned and coordinated a wellness webinar, held live on August 19, 2026, in partnership with Kaiser Permanente. Strength Train at Your Desk focused on the benefits of strength training. During the session, employees learned about the benefits of strength training and then put those techniques into practice with a simple workout they could do right at their desk or workspace to build strength. Last month's webinar, Taking Care of Yourself, held on July 15, 2026, attracted 51 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	22.22%
CONVEYANCE & DISTRIBUTION GROUP	56	19.31%
DIVERSITY, EQUITY & INCLUSION	1	8.33%
ENGINEERING SERVICES GROUP	33	8.44%
EQUAL EMPLOYMENT OPPORTUNITY	0	0.00%
EXTERNAL AFFAIRS	2	3.23%
FINANCE AND ADMINISTRATION	10	7.94%
GENERAL COUNSEL	4	10.53%
HUMAN RESOURCES GROUP	9	17.31%
INFORMATION TECHNOLOGY GROUP	13	9.63%
INTEGRATED OPS PLAN & SUPPT SRVC	42	15.44%
OFF OF SAFETY, SECURITY & PROTECT	14	18.67%
OFFICE OF ETHICS	3	37.50%
OFFICE OF THE GENERAL AUDITOR	3	21.43%
OFFICE OF THE GENERAL MANAGER	3	12.50%
SUSTAINABILTY, RESILIENCE & INNOV	7	15.22%
TREATMENT&WATER QUALITY GROUP	54	13.57%
WATER RESOURCE MANAGEMENT GROUP	9	13.43%
Grand Total	**265**	**12.96%**

Current Recruitment Stages Status (8/3/2026)



Personnel Snapshot

	August 2026	Prior Month July 2026
Headcount		
Regular Employees	1,841	1,841
Temporary Employees	66	70
Interns	6	4
Recurrent	12	12
Annuitants	19	19

Transactions Current Month and Fiscal YTD (includes current month)			
External Hires	**FY 25/26 Totals**	**August 2026**	**FISCAL YTD**
Regular Employees	130	8	13
Temporary Employees	66	5	7
Interns	8	2	3
Internal Promotions	70	2	7
Management Requested Promotions	126	22	36
Retirements/Separations (regular employees)	98	11	16
Employee-Requested Transfers	22	5	10

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