



**WATER
AGENCY**

Human Resources Annual Report

November 19, 2025

Strategic Plan Goal and Initiative

GOAL A
Professional Workforce
Preferred Employer for Skilled, Motivated, and Professional Staff

Initiative 1

Maintain a high-quality workforce to meet current and future needs and challenges



Professional Workforce
PREFERRED EMPLOYER FOR SKILLED, MOTIVATED, AND PROFESSIONAL STAFF

Initiative #1 – Maintain a high-quality workforce to meet current and future needs and challenges

Initiative Description – This initiative includes programs and activities designed to attract and retain top talent and demonstrate our commitment to continuous improvement to ensure the workforce remains well-positioned to perform the functions required of Zone 7. This initiative also seeks to enhance opportunities for collaboration and teamwork.

Anticipated Activities – Key activities are anticipated to include:

- Maintain programs that foster employee engagement and encourage a supportive, inclusive, and respectful workforce culture
- Continue to conduct classification studies to assess overall organizational structure and identify paths for career progression
- Continue to conduct compensation studies to ensure salaries are competitive



Major Strategic Plan Initiatives that are planned to be undertaken in the next 5 years support each of the stated Goals. The funding of Initiatives will occur through the normal budget process and progress on funded Initiatives will be regularly reported to the Board of Directors. The Initiatives are described below.

Initiative
noun

1. The ability to assess and initiate things independently: "use your initiative, imagination, and common sense"
2. The power or opportunity to act or take charge before others do

HR Services



STRATEGIC
MANAGEMENT /
PLANNING



EMPLOYEE /
MANAGEMENT
CONSULTATION



TALENT
MANAGEMENT



RECRUITMENT AND
STAFFING



CLASSIFICATION
AND
COMPENSATION



TRAINING AND
DEVELOPMENT



EMPLOYEE AND
LABOR RELATIONS



EMPLOYEE HEALTH
AND WELLNESS

Highlights



Feedback

HR Mailbox
Bi-weekly Admin Report
Surveys/Feedback
New Employee Check-in Meetings
Suggestion Box
Office Hours at DVWTP
Exit Interviews
1:1 Meetings





11

9 New Positions

2 New Classifications

Positions/Classification



33

19 Completed

6 in Progress; 8 in Que

Recruitment



20

Internal Promotions

5

External Hires

15



2269 Training Hours

\$12k Claims Paid

Training & Development

8%

CA Municipal Utilities Capital Day,
Smart Management, Harvard
Business School, CSDA Legislative
Days, University of Phoenix...

14%

Job Specific

Other

62%

HR & Safety

Conferences

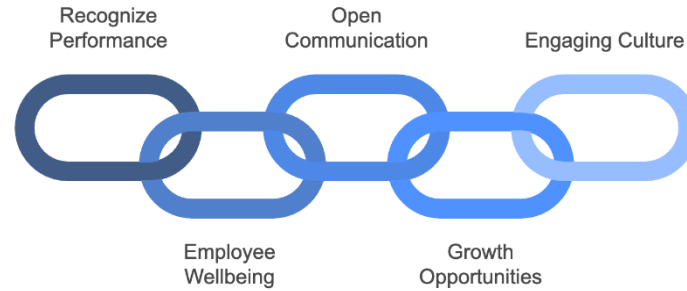
16%

HR/Safety – Ergo, Driver
Safety, Ethics, Confined
Space, Communication,
Household Budgeting, First
Aid, PPE, Injury
Prevention, Air Quality
Protection, Harassment
Prevention, Customer
Service, Electrical Safety,
Lock Out Tag Out, Fall
Protection...

Pump Operations,
PFAS/Basto/TTHM's, GFOA Financial
Prep, Water 101 Workshop, Well
Rehabilitation Methods, Trenching
and Shoring, Groundwater 101
Week...

ACWA, AWWA, CSMFO, Mid Pacific
Water Users, International
Maintenance, Bay Area Safety
Symposium...

Engagement Activities



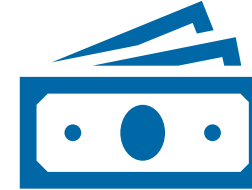
Employee Led Initiatives



Formation: On Feb 21, 2024, the Board authorized staff to develop an employee-led initiatives program.



Purpose: Employees lead organizing and participating in activities that foster a sense of ownership and pride.



Board-approved Budget: \$12,000 per fiscal year.

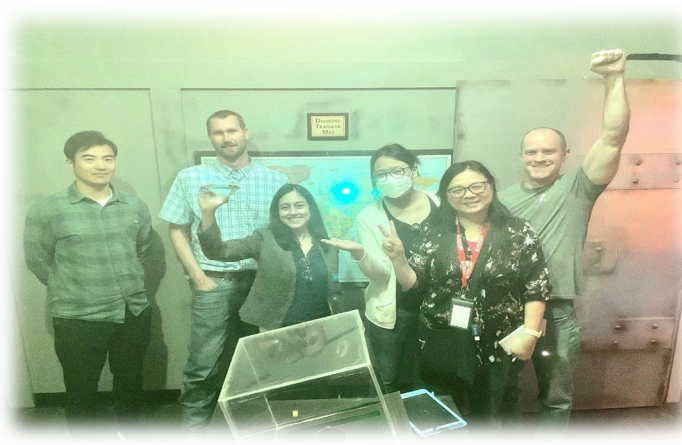
FY 2025-26 Committee (Year 2)

JaVia Green (Chair)
Mike Garguilo (Vice Chair)
Lira Walter (Secretary)
Edward Reyes (Treasurer)

Ishika Chowdhury
Junming Li
Brett O'Hara
Sal Segura
HR Support: Shelisa Jackson



Bocce Blast



Escape Room



North Canyons Basketball



City-Serve Volunteering



Bowling



PPWTP Ping Pong



Bocce Blast



Winners of the Fall Festival Ping Pong Tournament!



Fall Festival Ping Pong Tournament



Fall Festival at PPWTP

Recruitment & Retention

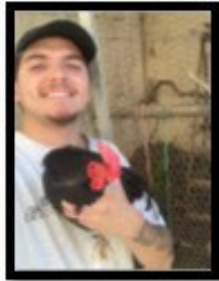
- ✓ Employee Engagement (employee led activities, employee recognition, seasonal activities, etc.)
- ✓ Recruitment Strategies (intern program, job fairs, targeted recruitment, etc.)
- ✓ Alternative Work Schedules
- ✓ Hybrid (In-Office/Home) Work Option for qualifying positions
- ✓ Training and Professional Development
- ✓ Tuition Reimbursement
- ✓ Competitive Wages
- ✓ Longevity Pay





"I really valued working on the PFAS facility... Overall, it was a great experience."
Alex Mendoza

"My internship at Zone 7 was truly a dream come true.... I loved collaborating with so many talented and supportive people... It was the best experience I could have asked for." **Annabelle Stine**



"...I got to work in different sections on real, meaningful projects that helped me grow both technically and professionally...Overall, it helped me clarify my career goals and confirmed that this is the kind of work I want to keep doing." **Luis Huerta**

"My internship at Zone 7 was an incredible learning experience. I worked on a flood mapping project inspired by the 2023 flooding event, and I'm proud that the map I created will be featured on the agency's website..." **Tianhan (Titus) Zhong**



Meet the Interns



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Questions?