

ZONE 7 WATER AGENCY

Human Resources

Annual Report

November 18, 2026

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



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

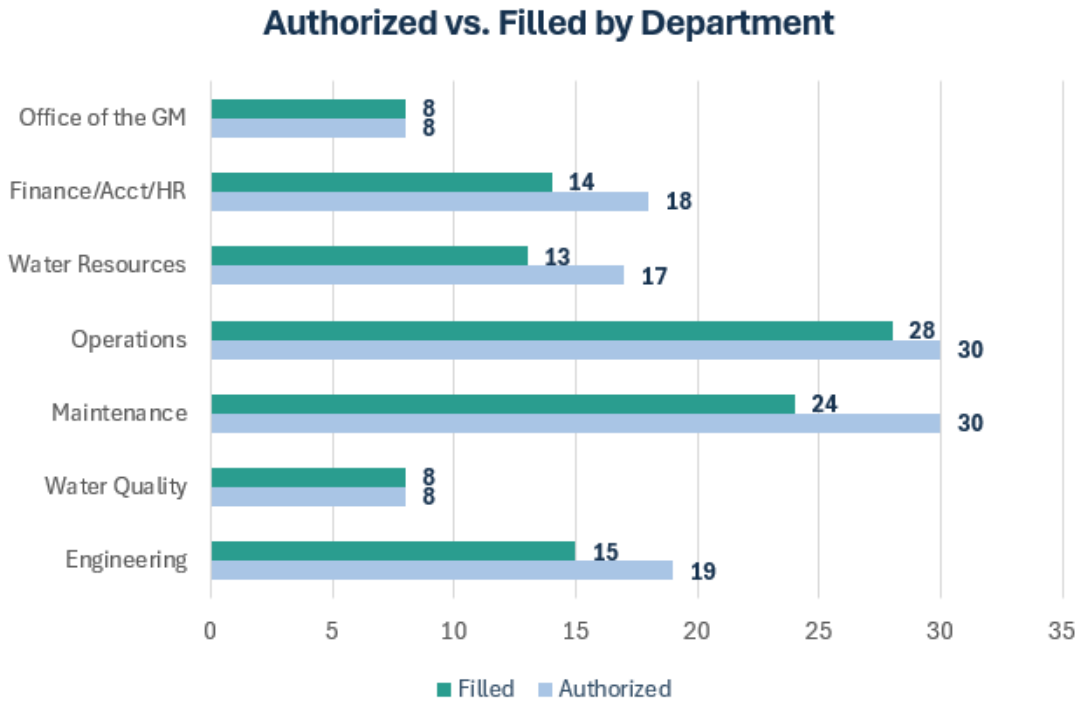
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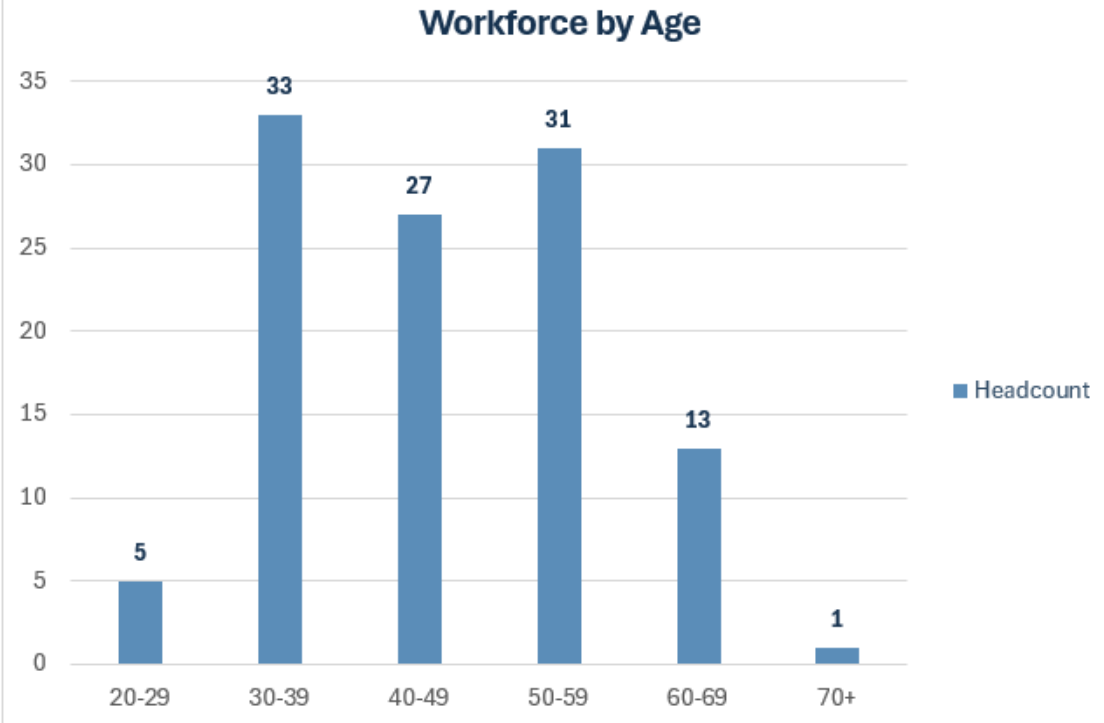
Highlights



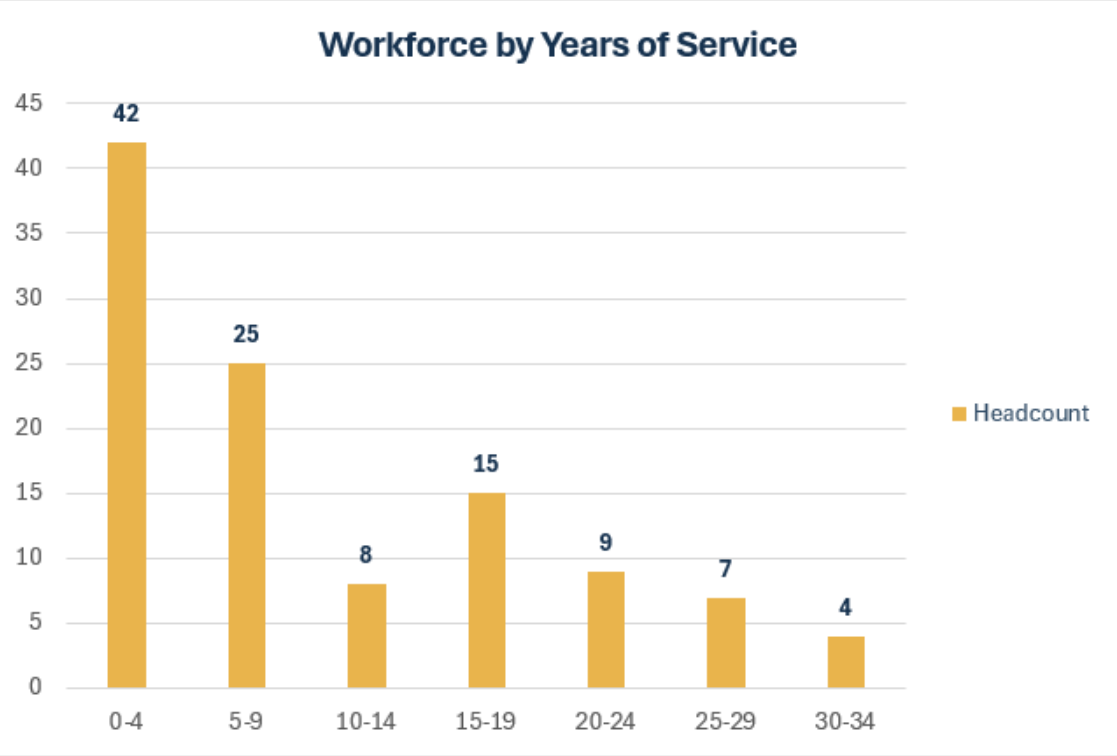
Workforce Demographics

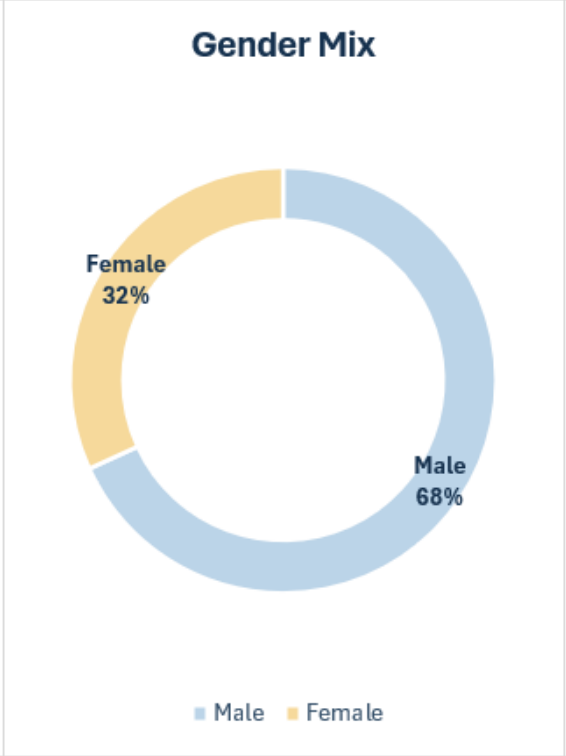
REGULAR FTE	TEMP POSITIONS	FILLED POSITIONS	VACANCIES	FILL RATE
132.5	3	110	20	84.6%

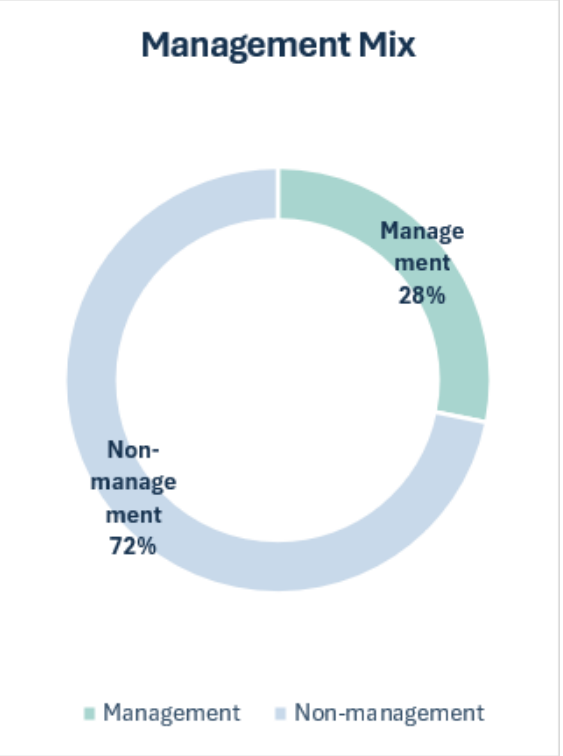




Workforce Demographics







RECRUITMENTS	HIRES	PROMOTIONS	SEPARATIONS	NET HIRES	TRAINING HOURS	ACTING ASSIGNMENTS
14	20	11	17	3	1,527	23

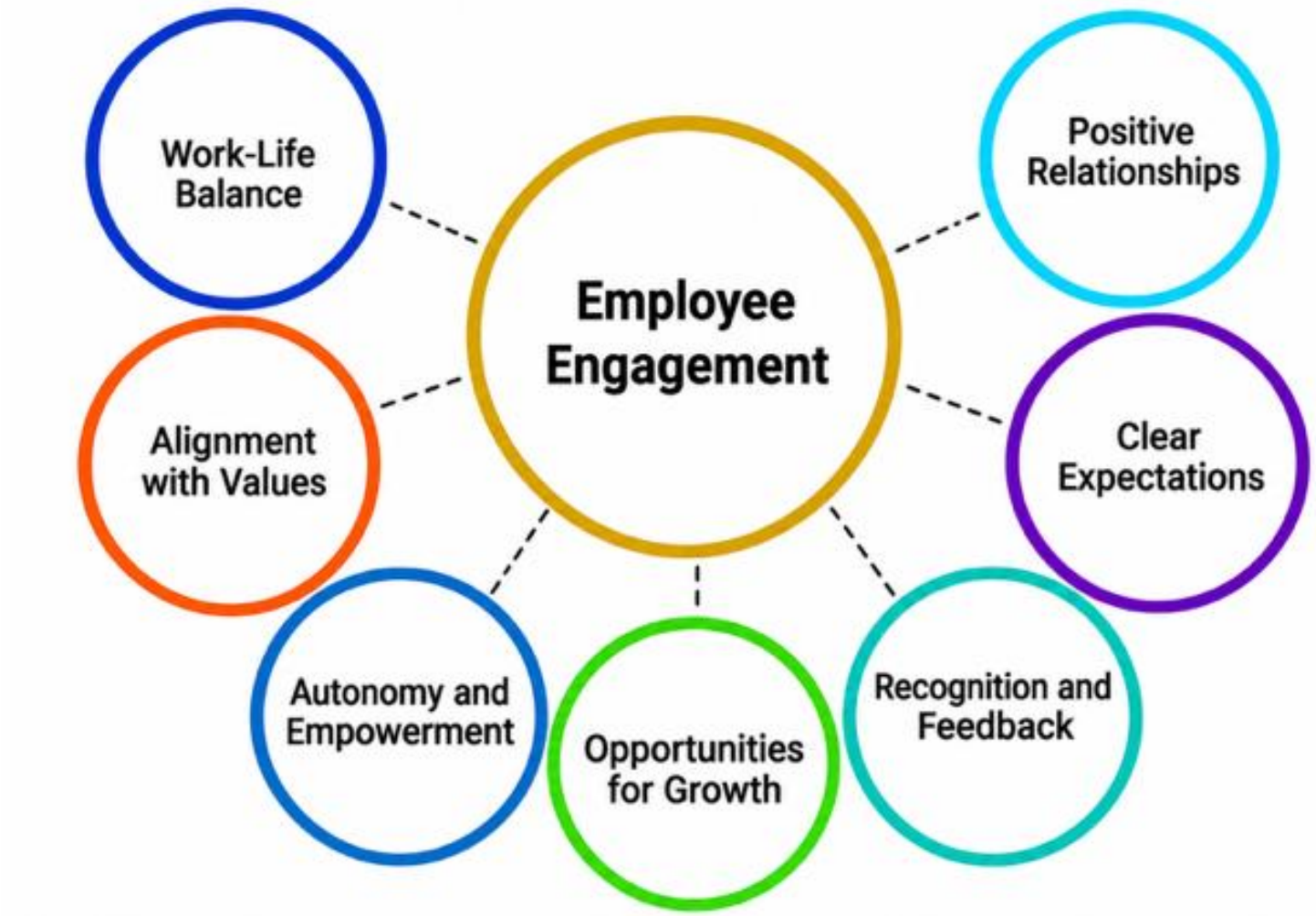
Workforce Demographics

Summary	Focus Areas
110 of 130 authorized positions are filled (84.6%) 20 vacancies	Close critical staffing gaps Prioritize recruitments by operational impact
45 employees are age 50+ (40.9%) 67 have under 10 years of service (60.9%)	Strengthen succession coverage Document critical knowledge and identify growth opportunities
20 hires, 17 terminations produced net growth of 3 Training averaged 13.9 hours per employee	Retain newer staff Focus on onboarding quality, manager check-ins, and early-career pathways
	Monitor representation and development

Workforce Demographics

Focus Areas	Strategic Approach
Close critical staffing gaps	Prioritize critical vacancies and identify and reduce avoidable hiring delays
Strengthen succession coverage Document critical knowledge and identify growth opportunities	Identify roles that present the greatest continuity risk
Retain newer staff Focus on onboarding quality	Strengthen the first-year employee experience, manager engagement, early feedback, and career-development
	Use workforce data to identify barriers, and broaden access to opportunities

Employee Engagement



2026 Summer Interns



"The mentorship, guidance, and opportunities to connect with professionals throughout Zone 7 made my internship a meaningful and valuable experience."

- Josiah Dyte, Water Supply Engineering



"Working on flood repair projects gave me valuable hands-on experience and sparked my interest in pursuing a career in water engineering."

- Adah Hu, Flood Protection Engineering



"My internship gave me the opportunity to apply classroom knowledge to real-world finance projects while building meaningful professional connections."

- Siri Gowda, Finance



"My internship exceeded my expectations! The hands-on projects, supportive team, and mentorship made Zone 7 a place where I could see myself building a career."

- Gavin Bautista, Water Quality Engineering

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Employee-Led Initiatives Program

MISSION STATEMENT

The Employee-Led Initiatives (ELI) program promotes a healthy workplace as a means to enhance workplace morale, foster a sense of pride for the Agency, and contribute to a more vibrant Zone 7 culture.







<u>FY 2026-27 Committee (Year 3):</u> Monique Santiago (Chair), Sal Segura (Vice Chair), Sophie Sidhu (Secretary), Ishika Chowdhury (Treasurer), Jenny Heller, Mike Garguilo, Brett O'Hara, Shelisa Jackson (HR)

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Questions?