



**WATER
AGENCY**

Human Resources

Annual Report

November 20, 2024

**ZONE 7 WATER
AGENCY**

100 NORTH CANYONS PARKWAY



Strategic Plan Goals and Initiatives



Water Quality



Water Reliability



Flood Protection

Goal E

Effective Operations: Provide the Agency with effective leadership, administration, and governance.

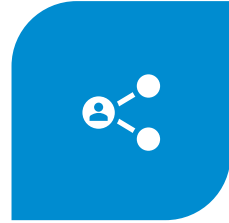
Initiative 11

Review professional development approach to maintain workforce capability for now and into the future.

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





Communication

- ✓ HR Mailbox
- ✓ Bi-weekly Admin Report
- ✓ Survey/Feedback
 - HR New Employee Check-in Meetings
 - Employee Work Schedules
 - Suggestion Box Program
 - How are We Doing?
 - Office Hours at DVWTP
 - Exit Interviews
 - 1:1 Meetings



10

3 New Positions
4 Revised Classifications
3 New Classifications

Positions/Classifications



16

9 in Que

Recruitments



Hires

19

Internal Promotions

4

External Hires

12

Flex Promotions

3



2053 Training Hours

Training & Development

General Statistics



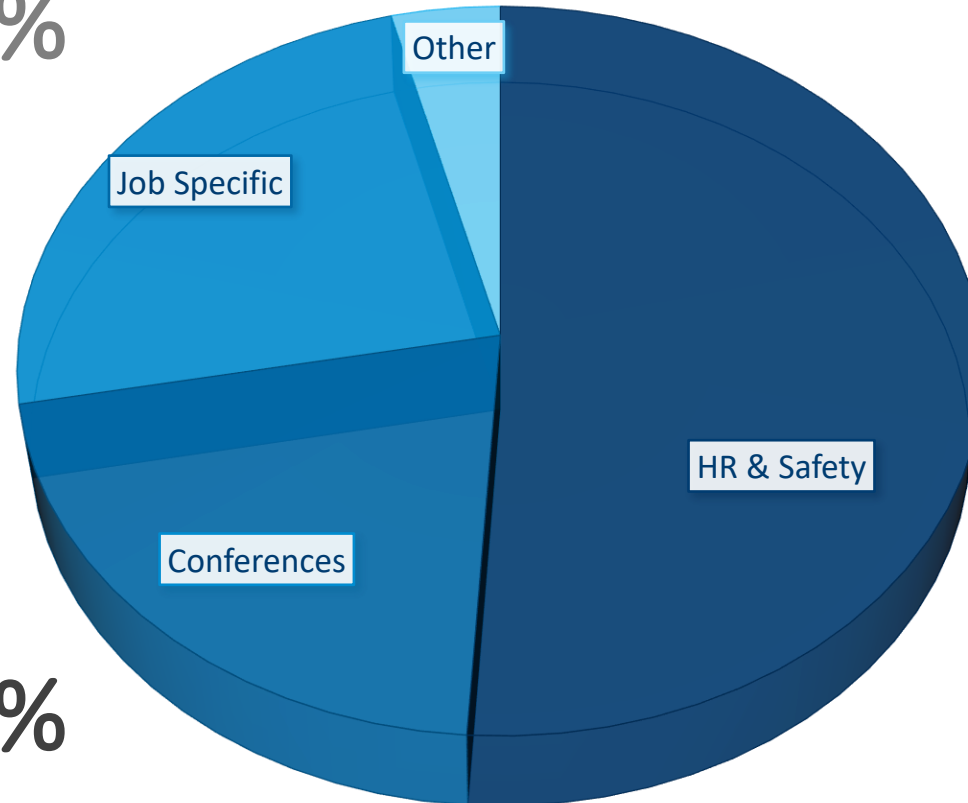
Training Hours

4%

Local Leadership Academy, CSDA
Legislative Days...

24%

AWWA Energy Webinars, InfoWater
Hydraulic Modeling, Correctly
Calculating Net Investment in Capital
Assets...



51%

HR/Safety – Ergo, Driver
Safety, Ethics,
Mindfulness, Time Mgmt,
First Aid, PPE, Injury
Prevention, Air Quality
Protection...

21%

ACWA, AWWA, CALPELRA, CAPPO,
CDSA, MMANC, SWMOA...,



Meet the Interns



"The tours of the facilities were insightful and fun!"

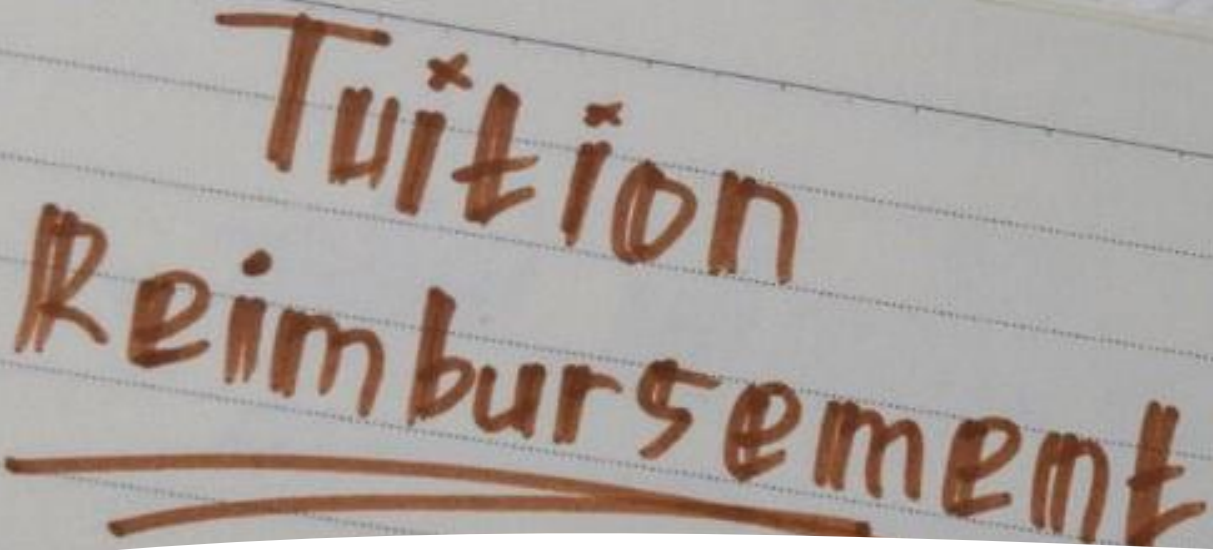
"I would recommend a friend."

"My overall impression of the internship program was great. It was an amazing experience."

- **Kevin Aguilar Alvarez** – San Jose State
- **Melissa Garcia** – San Jose State
- **Morgan Garner** – UC Davis
- **Elise Lo** – UC Berkeley
- **Michael Wong** – UC Davis

"Since this is my first internship, I wasn't very sure of what to expect..... From the day I got here I felt welcomed, and I enjoyed every moment I was here. I got the opportunity to learn a lot and also meet a lot of great people."

"It's like one big family!"



Tuition
Reimbursement

Reimbursements – Approx \$24k

Assistant Engineer
Assistant Water Resources Planner
Associate Control Systems Engineer
Groundwater Resources Manager
Human Resources Analyst
Water Plant Operator
Water Resources Technician



Networking Lunch – Oct 2023

Workspace Decorating and Costume Contest – Oct 2023

End of Year Get Together – Dec 2023

Potluck and Grill – Feb 2024

Service Awards/Employee Appreciation – May 2024

Ice Cream Social – July 2024

Potluck and Grill – August 2024

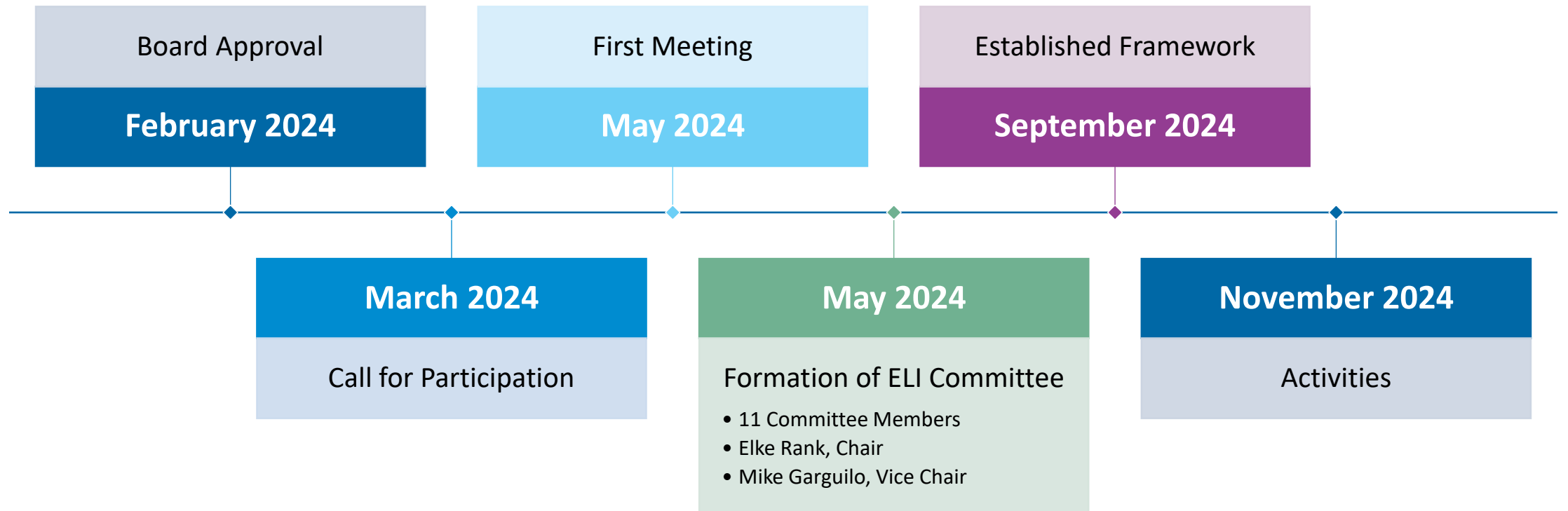
Workspace Decorating Contest – Oct 2024

Bocce Blast – Nov 2024



Engagement Activities

Employee Led Initiatives





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Questions?

