

- **Board of Directors**  
**Legal, Claims and Personnel Committee**

October 16, 2001 Board Meeting

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**10-2**

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**Subject**

Semiannual report on diversity

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**Description**

This report summarizes Metropolitan's diversity efforts for the period January 1, 2001, through June 30, 2001.

During this six-month period, Human Resources management continued to review and implement policy recommendations as required by Metropolitan Water District's Affirmative Action/Equal Employment Opportunity, Operating Policy No. H-07. We continually strive to promote equal opportunity and diversity in both our employment programs and business contracting opportunities. Currently, we are reviewing and revising our disability management procedures as well as our recruiting and selection processes.

We encourage all employees to share in our goal and do their part for us to be successful in our core business of delivering high quality water supplies to Southern California. The following tables, Applicant Rate ([Attachment 1](#)), Personnel Activity ([Attachment 2](#)) and Workforce Diversity by EEO4 Job Category ([Attachment 3](#)), summarize the makeup of Metropolitan's workforce and applicant pool during the reporting period.

The new Diversity Trend Analysis table depicts the changes in Metropolitan's workforce from 1994 to 2001.

**Employee Organization Advisory Team (EOAT)**

During this reporting period, the EOAT was actively involved in supporting and coordinating the activities of the various employee organizations. In addition to working on Career Day, EOAT helped develop a new recruiting/selection feedback process, assisted in drafting an employee self-identification form, partnered in the development of an improved communication process and held a book fair.

The Chief Executive Officer, Chief Operating Officer and Group Managers have been active participants and supporters of these events. EOAT met with the Special Projects Manager and the EEO Program Manager several times during this period to assist in the coordination of these celebrations and to provide information on the diversity of Metropolitan's workforce to the EOAT.

EOAT met with the Assistant Manager of Human Resources and the EEO Program Manager on a number of diversity-related issues raised by the employee organizations. The Executive Office continues to work closely with the EOAT to increase inclusiveness and foster communication in an effort to infuse diversity into our business and organizational management.

**Metropolitan Workforce Comparison 12-8-2000 vs. 6-30-2001**

| Category               | 12-08-00     |              | 6-30-01                                   |              |
|------------------------|--------------|--------------|---|--------------|
|                        | Number       | Percentage   | Number                                    | Percentage   |
| <b>Total</b>           | <b>1,719</b> |              | <b>1,704 (includes 4 unknown by race)</b> |              |
| <b>White</b>           | <b>1,041</b> | <b>60.6%</b> | <b>1,013</b>                              | <b>59.4%</b> |
| <b>Black</b>           | <b>150</b>   | <b>8.7%</b>  | <b>151</b>                                | <b>8.9%</b>  |
| <b>Hispanic</b>        | <b>286</b>   | <b>16.6%</b> | <b>293</b>                                | <b>17.2%</b> |
| <b>Asian</b>           | <b>224</b>   | <b>13.0%</b> | <b>226</b>                                | <b>13.3%</b> |
| <b>Native American</b> | <b>18</b>    | <b>1.0%</b>  | <b>17</b>                                 | <b>1.0%</b>  |
| <b>Total Minority</b>  | <b>678</b>   | <b>39.4%</b> | <b>687</b>                                | <b>40.3%</b> |
| <b>Males</b>           | <b>1,291</b> | <b>72.8%</b> | <b>1,267</b>                              | <b>74.4%</b> |
| <b>Females</b>         | <b>428</b>   | <b>24.9%</b> | <b>437</b>                                | <b>25.6%</b> |

During the past six months we experienced an increase in most of the protected class representation in our full-time workforce.

**Diversity Analysis**

**Applicants**

Metropolitan processed a total of 1,687 applications of which 789 (46.8 percent) of the applicants identified themselves as members of minority groups. Females accounted for 606 (35.9 percent) of the applicants and whites for 898 (53.2 percent).

| White |     | Black |     | Hispanic |     | Asian |     | Native American |   | Total Minority | Females | Males |
|-------|-----|-------|-----|----------|-----|-------|-----|-----------------|---|----------------|---------|-------|
| M     | F   | M     | F   | M        | F   | M     | F   | M               | F |                |         |       |
| 609   | 289 | 104   | 105 | 205      | 106 | 157   | 104 | 6               | 2 | 789            | 606     | 1,081 |

**New Hires**

Metropolitan had a total of 36 new hires during this period. Of those hired, 28 (77.8 percent) were minorities, eight (22.2 percent) were white and 19 (52.8 percent) were female.

| White |   | Black |   | Hispanic |   | Asian |   | Native American |   | Total Minority | Females | Males |
|-------|---|-------|---|----------|---|-------|---|-----------------|---|----------------|---------|-------|
| M     | F | M     | F | M        | F | M     | F | M               | F |                |         |       |
| 6     | 2 | 1     | 3 | 7        | 8 | 2     | 3 | 1               | 3 | 28             | 19      | 17    |

**Promotions**

A statistical analysis of personnel activities for the period reflects a total of 51 promotions. Twenty-two positions (43.1 percent) were awarded to minorities, 29 positions (56.9 percent) to whites and 20 positions (39.2 percent) to females.

| White |   | Black |   | Hispanic |   | Asian |   | Native American |   | Total Minority | Females | Males |
|-------|---|-------|---|----------|---|-------|---|-----------------|---|----------------|---------|-------|
| M     | F | M     | F | M        | F | M     | F | M               | F |                |         |       |
| 21    | 8 | 3     | 5 | 5        | 5 | 2     | 2 | 0               | 0 | 22             | 20      | 31    |

**Retired/Separated**

Fifty-nine employees retired/separated from Metropolitan during this period. Of those who left Metropolitan employment, 16 (27.1 percent) were minorities, 43 (72.9 percent) were white and 20 (33.9 percent) were female.

| White |    | Black |   | Hispanic |   | Asian |   | Native American |   | Total Minority | Females | Males |
|-------|----|-------|---|----------|---|-------|---|-----------------|---|----------------|---------|-------|
| M     | F  | M     | F | M        | F | M     | F | M               | F |                |         |       |
| 32    | 11 | 2     | 0 | 5        | 2 | 0     | 7 | 0               | 0 | 16             | 20      | 39    |

**Diversity Trend Analysis 1994 to 2001**

During the period from 1994 to 2001 Metropolitan’s regular workforce declined by over 370 employees. However, due to the organization’s ongoing commitment to diversity and aggressive affirmative action efforts, the representation of minorities increased by 6.1 percent and females by almost 4 percent.

**1994**

**2001**

|                        | Number       | Percent      | Number       | Percent      | % Change         |
|------------------------|--------------|--------------|--------------|--------------|------------------|
| <b>Total Employees</b> | <b>2,076</b> |              | <b>1,704</b> |              | <b>-17.9%</b>    |
| <b>Whites</b>          | <b>1,365</b> | <b>65.8%</b> | <b>1,013</b> | <b>59.4%</b> | <b>-6.4%</b>     |
| <b>Blacks</b>          | <b>118</b>   | <b>7.7%</b>  | <b>151</b>   | <b>8.9%</b>  | <b>+ 1.2%</b>    |
| <b>Hispanics</b>       | <b>291</b>   | <b>14.0%</b> | <b>293</b>   | <b>17.2%</b> | <b>+ 3.2%</b>    |
| <b>Asians</b>          | <b>233</b>   | <b>11.2%</b> | <b>226</b>   | <b>13.3%</b> | <b>+ 2.1%</b>    |
| <b>American Indian</b> | <b>21</b>    | <b>1.0%</b>  | <b>17</b>    | <b>1.0%</b>  | <b>no change</b> |
| <b>Females</b>         | <b>453</b>   | <b>21.8%</b> | <b>437</b>   | <b>25.6%</b> | <b>+ 3.8%</b>    |
| <b>Race Unknown</b>    |              |              | <b>4</b>     | <b>.023%</b> |                  |
| <b>Total Minority</b>  | <b>711</b>   | <b>34.2%</b> | <b>687</b>   | <b>40.3%</b> | <b>+ 6.1%</b>    |

**Training**

Metropolitan provides mandatory diversity awareness training to our employees, supervisors, and managers. Course Analysis YTD (**Attachment 4**) details the number of employees who have participated in some required EEO-related training classes and seminars provided at Metropolitan. A total of 466 employees participated in the following courses:

- AIDS in the Workplace - 193
- Diversity Awareness - 153
- Preventing Sexual Harassment - 120

**Policy**

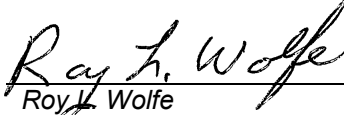

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Metropolitan Water District Administrative Code § 6304: Semiannual report on Affirmative Action Policy and Program. Metropolitan Water District Operating Policy No. H-07: "It is the philosophy and intent of The Metropolitan Water District of Southern California to ensure equal employment opportunity for all persons regardless of *race, gender, creed, national origin, color, disability as defined by law, disabled veterans status, Vietnam veteran status, religion, age (40 and above), medical condition as defined by law, marital status, ancestry, or sexual orientation.*"

**Fiscal Impact**

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None

|   |                   |
|---|-------------------|
| <br>Roy L. Wolfe<br>Manager, Corporate Resources   | 9/20/2001<br>Date |
| <br>Ronald R. Gastelum<br>Chief Executive Officer | 9/25/2001<br>Date |

**Attachment 1 – Applicant Rate**

**Attachment 2 – Personnel Activity**

**Attachment 3 – Workforce Diversity by EEO4 Job Category**

**Attachment 4 – Course Analysis YTD**



METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA  
Applicant Rates for the Period January 1, 2001 - June 30, 2001

| EEO-4<br>Category                    | Caucasian |        |        | Black   |        |        | HISPANIC |         |        | ASIAN  |        |        | NAT. AMER. |         |       | TOTALS |        |      |
|--------------------------------------|-----------|--------|--------|---------|--------|--------|----------|---------|--------|--------|--------|--------|------------|---------|-------|--------|--------|------|
|                                      | M         | F      | T      | M       | F      | T      | M        | F       | T      | M      | F      | T      | M          | F       | T     | M      | F      | T    |
| <b>OFFICIALS/ADMINISTRATORS</b>      | 6         | 2      | 8      | 1       | 0      | 1      | 0        | 1       | 1      | 1      | 0      | 0      | 0          | 0       | 0     | 8      | 3      | 11   |
| % of Gender by Ethnicity             | 75.00%    | 25.00% |        | 100.00% | 0.00%  |        | 0.00%    | 100.00% |        | 0.00%  | 0.00%  |        | 0.00%      | 0.00%   |       |        |        |      |
| % of Total Applicants in Category    | 54.55%    | 18.18% | 72.73% | 9.09%   | 0.00%  | 9.09%  | 0.00%    | 9.09%   | 9.09%  | 9.09%  | 0.00%  | 9.09%  | 0.00%      | 0.00%   | 0.00% | 72.73% | 27.27% |      |
| <b>PROFESSIONALS</b>                 | 103       | 49     | 152    | 20      | 18     | 38     | 22       | 19      | 41     | 36     | 33     | 69     | 1          | 1       | 2     | 182    | 120    | 302  |
| % of Gender by Ethnicity             | 67.76%    | 32.24% |        | 52.63%  | 47.37% |        | 53.66%   | 46.34%  |        | 52.17% | 47.83% |        | 50.00%     | 50.00%  |       |        |        |      |
| % of Total Applicants in Category    | 34.11%    | 16.23% | 50.33% | 6.62%   | 5.96%  | 12.58% | 7.28%    | 6.29%   | 13.58% | 11.92% | 10.93% | 22.85% | 0.33%      | 0.33%   | 0.66% | 60.26% | 39.74% |      |
| <b>TECHNICIANS</b>                   | 183       | 33     | 216    | 31      | 16     | 47     | 44       | 15      | 59     | 80     | 16     | 96     | 0          | 0       | 0     | 338    | 80     | 418  |
| % of Gender by Ethnicity             | 84.72%    | 15.28% |        | 65.96%  | 34.04% |        | 74.58%   | 25.42%  |        | 83.33% | 16.67% |        | 0.00%      | 0.00%   |       |        |        |      |
| % of Total Applicants in Category    | 43.78%    | 7.89%  | 51.67% | 7.42%   | 3.83%  | 11.24% | 10.53%   | 3.59%   | 14.11% | 19.14% | 3.83%  | 22.97% | 0.00%      | 0.00%   | 0.00% | 80.86% | 19.14% |      |
| <b>PROTECTIVE SERVICES</b>           | 0         | 0      | 0      | 0       | 0      | 0      | 0        | 0       | 0      | 0      | 0      | 0      | 0          | 0       | 0     | 0      | 0      | 0    |
| % of Gender by Ethnicity             | 0.00%     | 0.00%  |        | 0.00%   | 0.00%  |        | 0.00%    | 0.00%   |        | 0.00%  | 0.00%  |        | 0.00%      | 0.00%   |       |        |        |      |
| % of Total Applicants in Category    | 0.00%     | 0.00%  | 0.00%  | 0.00%   | 0.00%  | 0.00%  | 0.00%    | 0.00%   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%      | 0.00%   | 0.00% | 0.00%  | 0.00%  |      |
| <b>PARAPROFESSIONALS</b>             | 29        | 157    | 186    | 12      | 52     | 64     | 16       | 64      | 80     | 13     | 47     | 60     | 0          | 1       | 1     | 70     | 321    | 391  |
| % of Gender by Ethnicity             | 15.59%    | 84.41% |        | 18.75%  | 81.25% |        | 20.00%   | 80.00%  |        | 21.67% | 78.33% |        | 0.00%      | 100.00% |       |        |        |      |
| % of Total Applicants in Category    | 7.42%     | 40.15% | 47.57% | 3.07%   | 13.30% | 16.37% | 4.09%    | 16.37%  | 20.46% | 3.32%  | 12.02% | 15.35% | 0.00%      | 0.26%   | 0.26% | 17.90% | 82.10% |      |
| <b>OFFICE &amp; CLERICAL</b>         | 4         | 22     | 26     | 3       | 15     | 18     | 1        | 3       | 4      | 3      | 7      | 10     | 0          | 0       | 0     | 11     | 47     | 58   |
| % of Gender by Ethnicity             | 15.38%    | 84.62% |        | 16.67%  | 83.33% |        | 25.00%   | 75.00%  |        | 30.00% | 70.00% |        | 0.00%      | 0.00%   |       |        |        |      |
| % of Total Applicants in Category    | 6.90%     | 37.93% | 44.83% | 5.17%   | 25.86% | 31.03% | 1.72%    | 5.17%   | 6.90%  | 5.17%  | 12.07% | 17.24% | 0.00%      | 0.00%   | 0.00% | 18.97% | 81.03% |      |
| <b>SKILLED CRAFT WORKERS</b>         | 231       | 0      | 231    | 28      | 1      | 29     | 106      | 1       | 107    | 23     | 1      | 24     | 4          | 0       | 4     | 392    | 3      | 395  |
| % of Gender by Ethnicity             | 100.00%   | 0.00%  |        | 96.55%  | 3.45%  |        | 99.07%   | 0.93%   |        | 95.83% | 4.17%  |        | 100.00%    | 0.00%   |       |        |        |      |
| % of Total Applicants in Category    | 58.48%    | 0.00%  | 58.48% | 7.09%   | 0.25%  | 7.34%  | 26.84%   | 0.25%   | 27.09% | 5.82%  | 0.25%  | 6.08%  | 1.01%      | 0.00%   | 1.01% | 99.24% | 0.76%  |      |
| <b>SERVICE-MAINTENANCE</b>           | 53        | 26     | 79     | 9       | 3      | 12     | 16       | 3       | 19     | 1      | 0      | 1      | 1          | 0       | 1     | 80     | 32     | 112  |
| % of Gender by Ethnicity             | 67.09%    | 32.91% |        | 0.00%   | 0.00%  |        | 84.21%   | 15.79%  |        | 0.00%  | 0.00%  |        | 0.00%      | 0.00%   |       |        |        |      |
| % of Total Applicants in Category    | 47.32%    | 23.21% | 70.54% | 8.04%   | 2.68%  | 10.71% | 14.29%   | 2.68%   | 16.96% | 0.00%  | 0.00%  | 0.89%  | 0.89%      | 0.00%   | 0.89% | 71.43% | 28.57% |      |
| <b>ETHNICITY &amp; GENDER TOTALS</b> | 609       | 289    | 898    | 104     | 105    | 209    | 205      | 106     | 311    | 157    | 104    | 261    | 6          | 2       | 8     | 1081   | 608    | 1687 |
| <b>% OF ETHNICITY &amp; GENDER</b>   | 36.10%    | 17.13% | 53.23% | 6.16%   | 6.22%  | 12.39% | 12.15%   | 6.28%   | 18.44% | 9.31%  | 6.16%  | 15.47% | 0.36%      | 0.12%   | 0.47% | 64.08% | 35.92% |      |

For the period January 1, 2001 through June 30, 2001

Report ID: MHR808A

Metropolitan Water District of Southern California  
PERSONNEL ACTIVITY BY EEO CATEGORY - REGULAR EMPLOYEES

Page No. 4  
Run Date

08/23/2001

For the period through  
11:52:28

Run Time

Personnel Action: HIR--Hire

Action Reason: HRP--New Hire - Replacement

| EEO4 Category                | Total     | Sex       |           | (1)-White |          | (2)-Black |          | (3)-Hispanic |          | (4)-Asian |          | (5)-Am. Indian |          | (6)-N/A  |          |
|------------------------------|-----------|-----------|-----------|-----------|----------|-----------|----------|--------------|----------|-----------|----------|----------------|----------|----------|----------|
|                              |           | M         | F         | M         | F        | M         | F        | M            | F        | M         | F        | M              | F        | M        | F        |
| Officials and Administrators | 1         | 1         | 0         | 1         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| Professionals                | 14        | 5         | 9         | 3         | 1        | 0         | 2        | 0            | 3        | 1         | 2        | 0              | 0        | 1        | 1        |
| Technicians                  | 0         | 0         | 0         | 0         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| Protective Service           | 0         | 0         | 0         | 0         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| Paraprofessionals            | 3         | 1         | 2         | 0         | 0        | 0         | 0        | 0            | 2        | 1         | 0        | 0              | 0        | 0        | 0        |
| Office/Clerical              | 3         | 0         | 3         | 0         | 1        | 0         | 1        | 0            | 1        | 0         | 0        | 0              | 0        | 0        | 0        |
| Skilled Craft                | 1         | 1         | 0         | 1         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| Service Maintenance          | 5         | 5         | 0         | 0         | 0        | 0         | 0        | 5            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| No EEO-4 Reporting           | 0         | 0         | 0         | 0         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| <b>TOTAL</b>                 | <b>27</b> | <b>13</b> | <b>14</b> | <b>5</b>  | <b>2</b> | <b>0</b>  | <b>3</b> | <b>5</b>     | <b>6</b> | <b>2</b>  | <b>2</b> | <b>0</b>       | <b>0</b> | <b>1</b> | <b>1</b> |

For the period January 1, 2001 through June 30, 2001

Report ID: MHR808A

Metropolitan Water District of Southern California  
PERSONNEL ACTIVITY BY EEO CATEGORY - REGULAR EMPLOYEES

Page No. 5

08/23/2001

For the period through

11:52:28

Personnel Action: HIR--Hire

Action Reason: NPS--New Position

Run Date

Run Time

| EEO4 Category                | Total | Sex |   | (1)-White |   | (2)-Black |   | (3)-Hispanic |   | (4)-Asian |   | (5)-Am. Indian |   | (6)-N/A |   |
|------------------------------|-------|-----|---|-----------|---|-----------|---|--------------|---|-----------|---|----------------|---|---------|---|
|                              |       | M   | F | M         | F | M         | F | M            | F | M         | F | M              | F |         |   |
| -                            |       |     |   |           |   |           |   |              |   |           |   |                |   |         |   |
| Officials and Administrators | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Professionals                | 3     | 2   | 1 | 1         | 0 | 1         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 1 |
| Technicians                  | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Protective Service           | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Paraprofessionals            | 1     | 0   | 1 | 0         | 0 | 0         | 0 | 0            | 1 | 0         | 0 | 0              | 0 | 0       | 0 |
| Office/Clerical              | 2     | 0   | 2 | 0         | 0 | 0         | 0 | 0            | 1 | 0         | 0 | 0              | 0 | 0       | 1 |
| Skilled Craft                | 1     | 1   | 0 | 0         | 0 | 0         | 0 | 1            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Service Maintenance          | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| No EEO-4 Reporting           | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| TOTAL                        | 7     | 3   | 4 | 1         | 0 | 1         | 0 | 1            | 2 | 0         | 0 | 0              | 0 | 0       | 2 |

For the period January 1, 2001 through June 30, 2001

Report ID: MHR808A

Metropolitan Water District of Southern California  
PERSONNEL ACTIVITY BY EEO CATEGORY - REGULAR EMPLOYEES

Page No. 32

08/23/2001

For the period through

11:52:28

Personnel Action: REH--Rehire

Action Reason: REH--Rehire

Run Date

Run Time

| EEO4 Category                | Total | Sex |   | (1)-White |   | (2)-Black |   | (3)-Hispanic |   | (4)-Asian |   | (5)-Am. Indian |   | (6)-N/A |   |
|------------------------------|-------|-----|---|-----------|---|-----------|---|--------------|---|-----------|---|----------------|---|---------|---|
|                              |       | M   | F | M         | F | M         | F | M            | F | M         | F | M              | F |         |   |
| -                            |       |     |   |           |   |           |   |              |   |           |   |                |   |         |   |
| Officials and Administrators | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Professionals                | 1     | 0   | 1 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 1 | 0              | 0 | 0       | 0 |
| Technicians                  | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Protective Service           | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Paraprofessionals            | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Office/Clerical              | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Skilled Craft                | 1     | 1   | 0 | 0         | 0 | 0         | 0 | 1            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| Service Maintenance          | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| No EEO-4 Reporting           | 0     | 0   | 0 | 0         | 0 | 0         | 0 | 0            | 0 | 0         | 0 | 0              | 0 | 0       | 0 |
| TOTAL                        | 2     | 1   | 1 | 0         | 0 | 0         | 0 | 1            | 0 | 0         | 1 | 0              | 0 | 0       | 0 |



For the period January 1, 2001 through June 30, 2001

Report ID: MHR808A

Metropolitan Water District of Southern California  
PERSONNEL ACTIVITY BY EEO CATEGORY - REGULAR EMPLOYEES

Page No. 5

08/23/2001

Run Date

For the period through

13:19:51

Run Time

Personnel Action: PRO--Promotion

Action Reason: --

| EEO4 Category                | Total     | Sex       |           | (1)-White |          | (2)-Black |          | (3)-Hispanic |          | (4)-Asian |          | (5)-Am. Indian |          | (6)-N/A  |          |
|------------------------------|-----------|-----------|-----------|-----------|----------|-----------|----------|--------------|----------|-----------|----------|----------------|----------|----------|----------|
|                              |           | M         | F         | M         | F        | M         | F        | M            | F        | M         | F        | M              | F        | M        | F        |
| -                            |           |           |           |           |          |           |          |              |          |           |          |                |          |          |          |
| Officials and Administrators | 17        | 12        | 5         | 11        | 3        | 1         | 1        | 0            | 0        | 0         | 1        | 0              | 0        | 0        | 0        |
| Professionals                | 13        | 9         | 4         | 4         | 2        | 2         | 0        | 2            | 2        | 1         | 0        | 0              | 0        | 0        | 0        |
| Technicians                  | 5         | 4         | 1         | 3         | 1        | 0         | 0        | 0            | 0        | 1         | 0        | 0              | 0        | 0        | 0        |
| Protective Service           | 0         | 0         | 0         | 0         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| Paraprofessionals            | 8         | 2         | 6         | 1         | 1        | 0         | 2        | 1            | 2        | 0         | 1        | 0              | 0        | 0        | 0        |
| Office/Clerical              | 2         | 0         | 2         | 0         | 0        | 0         | 1        | 0            | 1        | 0         | 0        | 0              | 0        | 0        | 0        |
| Skilled Craft                | 3         | 3         | 0         | 2         | 0        | 0         | 0        | 1            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| Service Maintenance          | 3         | 1         | 2         | 0         | 1        | 0         | 1        | 1            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| No EEO-4 Reporting           | 0         | 0         | 0         | 0         | 0        | 0         | 0        | 0            | 0        | 0         | 0        | 0              | 0        | 0        | 0        |
| <b>TOTAL</b>                 | <b>51</b> | <b>31</b> | <b>20</b> | <b>21</b> | <b>8</b> | <b>3</b>  | <b>5</b> | <b>5</b>     | <b>5</b> | <b>2</b>  | <b>2</b> | <b>0</b>       | <b>0</b> | <b>0</b> | <b>0</b> |

For the period January 1, 2001 through June 30, 2001

Report ID: MHR808A

Metropolitan Water District of Southern California  
PERSONNEL ACTIVITY BY EEO CATEGORY - REGULAR EMPLOYEES

Page No. 21

08/23/2001

For the period through

11:52:28

Personnel Action: POS--Position Change

Action Reason: RTE--Retirees & Separations

Run Date

Run Time

| EEO4 Category                | Total | Sex   |       | (1)-White |       | (2)-Black |       | (3)-Hispanic |       | (4)-Asian |       | (5)-Am. Indian |       | (6)-N/A |       |
|------------------------------|-------|-------|-------|-----------|-------|-----------|-------|--------------|-------|-----------|-------|----------------|-------|---------|-------|
|                              |       | M     | F     | M         | F     | M         | F     | M            | F     | M         | F     | M              | F     |         |       |
| -----                        | ----  | ----- | ----- | -----     | ----- | -----     | ----- | -----        | ----- | -----     | ----- | -----          | ----- | -----   | ----- |
| Officials and Administrators | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Professionals                | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Technicians                  | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Protective Service           | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Paraprofessionals            | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Office/Clerical              | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Skilled Craft                | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| Service Maintenance          | 0     | 0     | 0     | 0         | 0     | 0         | 0     | 0            | 0     | 0         | 0     | 0              | 0     | 0       | 0     |
| No EEO-4 Reporting           | 59    | 39    | 20    | 32        | 11    | 2         | 0     | 5            | 2     | 0         | 7     | 0              | 0     | 0       | 0     |
| TOTAL                        | 59    | 39    | 20    | 32        | 11    | 2         | 0     | 5            | 2     | 0         | 7     | 0              | 0     | 0       | 0     |

Metropolitan Water District of Southern California  
 Total Regular Employees by EEO4 Job Category  
 All Regular Employees  
 As of June 30, 2001

| EEO4 Job Category        | White        | Black       | Hispanic     | Asian        | Nat Amer    | Males        | Females      | Totals        | Total Minority |
|--------------------------|--------------|-------------|--------------|--------------|-------------|--------------|--------------|---------------|----------------|
| Officials/Administrators | 110          | 14          | 24           | 14           | 2           | 133          | 31           | 164           | 54             |
|                          | 67.1%        | 8.5%        | 14.6%        | 8.5%         | 1.2%        | 81.1%        | 18.9%        | 100.0%        | 32.9%          |
| Professionals            | 363          | 43          | 58           | 149          | 2           | 417          | 201          | 618           | 252            |
|                          | 58.7%        | 7.0%        | 9.4%         | 24.1%        | 0.3%        | 67.5%        | 32.5%        | 100.0%        | 40.8%          |
| Technicians              | 180          | 10          | 42           | 27           | 3           | 233          | 29           | 262           | 82             |
|                          | 68.7%        | 3.8%        | 16.0%        | 10.3%        | 1.1%        | 88.9%        | 11.1%        | 100.0%        | 31.3%          |
| Protective Services      | 3            | 0           | 0            | 0            | 0           | 3            | 0            | 3             | 0              |
|                          | 100.0%       | 0.0%        | 0.0%         | 0.0%         | 0.0%        | 100.0%       | 0.0%         | 100.0%        | 0.0%           |
| Paraprofessionals        | 50           | 34          | 40           | 19           | 2           | 38           | 107          | 145           | 95             |
|                          | 34.5%        | 23.4%       | 27.6%        | 13.1%        | 1.4%        | 26.2%        | 73.8%        | 100.0%        | 65.5%          |
| Administrative Support   | 21           | 23          | 20           | 8            | 1           | 17           | 57           | 74            | 52             |
|                          | 28.4%        | 31.1%       | 27.0%        | 10.8%        | 1.4%        | 23.0%        | 77.0%        | 100.0%        | 70.3%          |
| Skills Craft             | 242          | 19          | 79           | 8            | 6           | 348          | 6            | 354           | 112            |
|                          | 68.4%        | 5.4%        | 22.3%        | 2.3%         | 1.7%        | 98.3%        | 1.7%         | 100.0%        | 31.6%          |
| Service/Maintenance      | 44           | 8           | 30           | 1            | 1           | 78           | 6            | 84            | 40             |
|                          | 52.4%        | 9.5%        | 35.7%        | 1.2%         | 1.2%        | 92.9%        | 7.1%         | 100.0%        | 47.6%          |
| <b>Totals</b>            | <b>1013</b>  | <b>151</b>  | <b>293</b>   | <b>226</b>   | <b>17</b>   | <b>1267</b>  | <b>437</b>   | <b>1704</b>   | <b>687</b>     |
|                          | <b>59.4%</b> | <b>8.9%</b> | <b>17.2%</b> | <b>13.3%</b> | <b>1.0%</b> | <b>74.4%</b> | <b>25.6%</b> | <b>100.0%</b> | <b>40.3%</b>   |

08/28/2001  
TRNG8

**METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**  
**COURSE ANALYSIS YTD**

Page 1 of 1

**Courses Taken During: 2001**

| Course                                    | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| HR0001 AIDS IN THE WORKPLACE              | 0   | 0   | 0   | 128 | 41  | 24  | 0   | 0   | 0   | 0   | 0   | 0   | 193   |
| HR0009 CHANGE MANAGEMENT WORKSHOP         | 0   | 0   | 87  | 0   | 11  | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 98    |
| HR0010 EMPLOYEE COLORADO RIVER INSPECTION | 0   | 0   | 0   | 0   | 0   | 36  | 0   | 0   | 0   | 0   | 0   | 0   | 36    |
| HR0020 DIVERSITY AWARENESS: TAPPING       | 0   | 0   | 0   | 35  | 45  | 73  | 0   | 0   | 0   | 0   | 0   | 0   | 153   |
| HR0057 PREVENTING SEXUAL HARASSMENT       | 0   | 0   | 0   | 25  | 95  | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 120   |
| HR0098 COACHING FOR COMPETITIVE PERFO     | 0   | 0   | 19  | 0   | 0   | 15  | 0   | 46  | 0   | 0   | 0   | 0   | 80    |
| <b>Total:</b>                             | 0   | 0   | 106 | 188 | 192 | 148 | 0   | 46  | 0   | 0   | 0   | 0   | 680   |