

• General Manager's October Activity Report

Summary

The attached report details the activities of the Office of the General Manager for the month of October 2006. Metropolitan has delivered sufficient water supplies to meet all firm, replenishment and agricultural demands and has achieved full compliance with drinking water quality standards.

This report summarizes the status of Metropolitan's core business in terms of:

- Water Management
- System Operations
- Capital Investment Plan
- Real Estate Management
- Finance
- Business Processes / Operations
- External Affairs
- Business Outreach
- Workforce

Attachments

General Manager's Monthly Activity Report



Colorado River

Deliveries (As of 10/31/06): 593.5 TAF (CY 2006)

	Reservoir Storage	
	10/23/2006 Storage	Percent of Capacity
Lake Powell	12.5 MAF	51%
Lake Mead	13.9 MAF	54%

Salton Sea Draft EIR Released—On October 19, 2006, the California Resources Secretary released the Draft Programmatic Environmental Impact Report for the Salton Sea Ecosystem Restoration Program. The 90-day public review period for the Draft PEIR ends on January 16, 2007. Staff has initiated review of the document and will provide reports at the November and December Board Committee Meetings.

Colorado River Basin States—Secretary of the Interior Dirk Kempthorne met with representatives of the Basin states on October 30 to acknowledge the significance of the recent Basin States' agreement to better manage the Colorado River and to encourage continued cooperation among the states. Secretary Kempthorne noted that the Colorado River water issues are among his top priorities and acknowledged that his philosophy is one of empowering local agencies to solve local problems.

State Water Project

Deliveries (As of 10/31/06): 1.412 MAF (CY 2006)

	Storage To-Date	Percent of Capacity
Lake Oroville	2.78 MAF	79%
San Luis Reservoir	1.43 MAF	71%
San Luis State Share	1.02 MAF	96%

2007 State Water Project Water Order—Metropolitan submitted its 2007 Initial SWP Order to DWR prior to the contractual deadline of October 1, 2006. Metropolitan requested its full Table A amount of 1,9011,500 AF. DWR will announce its initial SWP allocation for 2007 by December 1, 2006.

Federal Energy Regulatory Commission—FERC issued a Draft Environmental Impact Statement on September 28, 2006 for a proposed license for the Oroville Facilities for power generation. The DEIS largely reflects the settlement with key interested parties regarding proposed license conditions in March 2006. FERC's DEIS embraced nearly all aspects of settlement in their Proposed Action but added some requirements that could affect cost. Staff will report to the Board on the final analysis of the FERC staff recommendations in December 2006.

Kern County Water Agency Discussions—Staff is exploring opportunities to develop mutually advantageous water management programs with Kern County Water Agency. In December, staff intends to seek Board approval for a proposed "Five Year Operations Agreement" with Kern. The concept is to shift delivery times to the agencies to result in water quality benefits to Metropolitan and allow Kern to save costs.



CALFED/Bay-Delta

Delta Strategic Plan Program Manager Appointed—

The Secretary of Resources appointed Rod Meade as Executive Director of the Delta Vision process. Mr. Meade is from Southern California and has expertise on the development of multi-species habitat conservation plans.

Bay-Delta Conservation Plan Cost-Share

Agreement—As part of the Memorandum of Agreement and the Planning Agreement, the potentially regulated entities have drafted a Cooperative Cost-Share Agreement to fund fishery agency staffing and private consulting costs. The total cost identified in the Cooperative Agreement over the next two years is \$13.5 million, of which Metropolitan's share would be \$2.8 million based on its proportionate share of the SWP Delta water charge.

Delta Risk Management Strategy—

The draft report for the Delta Risk Management Study is scheduled for release in March 2007. The report is expected to look at sustainability of the Delta and assess major risks to the Delta resources from floods, seepage, subsidence, and earthquakes. DRMS would also evaluate the consequences, and develop recommendations to manage the risk. Staff is participating in the process and providing input. A final report is scheduled for release in January 2008.

Lake Perris

The California Department of Water Resources has completed its initial reconnaissance study, which qualitatively analyzes a full range of reservoir sizes. Because of the qualitative nature of DWR's study, Metropolitan, Desert Water Agency and Coachella Valley Water District have jointly asked DWR to conduct a supplemental analysis to incorporate costs for a subset of reservoir sizes. DWR initiated the supplemental reconnaissance study process, and anticipates issuing a draft supplemental study report in mid-November, and completing a final report in mid-December 2006. Meanwhile, DWR continues with feasibility studies and investigations to remediate the Perris Dam facilities.

Water Supply Planning

Greater Los Angeles County Integrated Regional Water Management Plan—

Staff has been participating as a nonvoting member of the leadership committee for the development of the Greater Los Angeles County IRWMP. Staff has also provided comments to the public review draft IRWMP, which was released for comments on September 30, 2006. The voting members of the leadership committee will be conducting a public hearing on the Plan on November 15, 2006. The Plan is scheduled for adoption on December 13, 2006. The stated purpose of the IRWMP is "to define a clear vision and direction for sustainable management of water resources in the Greater Los Angeles County Region for the next 20 years, present the basic information regarding possible solutions and the costs and benefits of those solutions, and to inspire the Region and potential funding partners outside this Region that these solutions make sense, are good for the community and are economically feasible."

During the IRWMP process, the various agencies in the Region identified over 1,300 projects in different stages of planning, ranging from conceptual to ready for design. The draft interim IRWMP, which included 13 priority projects, was submitted to the state in June 2006 as part of an application for Proposition 50, Round 1, implementation grants. In general, the IRWMP is consistent with Metropolitan's policies on Integrated Water Resources Planning for a diverse resource portfolio and projects offering multiple benefits.



Local Resources Program

Whittier Narrows Recycled Water Project—In partnership with Metropolitan under the Local Resources Program, Upper San Gabriel Valley Municipal Water District celebrated commencement of the Whittier Narrows Recycled Water Project on October 26, 2006. The project will deliver about 2,300 acre-foot per year of tertiary treated recycled water from Los Angeles County Sanitation Districts' Whittier Narrows Water Reclamation Plant to customers in El Monte for landscape irrigation. Major users include a park, golf course and high school. The project will increase regional supply reliability by reducing dependency on imported water. Metropolitan committed up to \$200 per acre-foot for 25 years under a Local Resource Program incentive contract.

Conservation

California Friendly Landscape Pilot—Eastern Municipal Water District will receive the 2006 Theodore Roosevelt Environmental Award for Excellence in Conservation and Natural Resources Management from the Association of California Water Agencies in recognition of the "California Friendly Landscape Pilot Rebate Program for New Homes" it is implementing with Metropolitan. The award will be presented in December.



Conservation continued.....

Water/Energy Pilot Program—In October, the California Public Utilities Commission directed the four major regulated energy utilities in the state to develop a \$10 million pilot program for embedded energy savings in cold-water conservation actions. Pending final approval by the full Commission, the pilot would commence in July 2007 and require each energy utility to partner with "one large water provider." Metropolitan's plan is to partner with Southern California Edison and Southern California Gas Company to secure additional funding for Metropolitan's water conservation programs.

California Friendly Gardening Class—In response to feedback and interest received from Metropolitan employees that attended July's Smart Irrigation Day with its display of new water conservation devices and programs, staff conducted two separate landscape irrigation efficiency classes for Metropolitan employees. These classes are offered throughout the year to the general public in partnership with Metropolitan's member agencies, and provide basic instruction on landscape design, irrigation systems, soils and fertilizers, and California Friendly plants. More than 30 employees attended the classes held at Metropolitan's Union Station Headquarters.

Commercial Rebate Program—Metropolitan secured the assistance of Southern California Gas and Southern California Edison's rebate vendor to integrate existing energy sector incentives for commercial laundries into Metropolitan's region-wide commercial rebate program, thereby doubling the rebate available to customers. Commercial customers will receive a single rebate of \$260 for each commercial clothes washer instead of applying for separate energy and water rebates. Expanding the one-stop-shopping concept to include energy incentives will increase the performance of our conservation program.



System Operations

Water Demands

Cash Year (May-April)

2.140 MAF	Current Projection
2.108 MAF	Budget Projection
(32,000) AF	Difference

System Operations

Our October estimated deliveries of State Water Project are expected to be 161,800 AF. Staff configured system operations for the Second Lower feeder shutdown, and continues system planning for future shutdowns. Management has been involved in the design and testing of the new SMART Ops hydraulic modeling program and staff has participated in the design of the Energy Management system phase 2 program. All hydro plants that were within allowable flow ranges were operated averaging 60 megawatts per hour.



Eagle Rock Control Center

System Maintenance / Shutdowns

The Remote Field Eddy Current/Transformer Coupling inspection was completed on the Second Lower Feeder, from 219th and Western to the PV Reservoir. No visual damage to the interior of the pipe was noticed and no joints required repairing.

Distribution and Storage (As of 10/23/06)

	<u>Current Storage</u>	<u>End of Month Forecast</u>
Lake Mathews	153,900	143,000
Lake Skinner	38,300	38,000
DVL	764,800	762,700

All replenishment, including State Water Project water, Colorado River water and blends of the two, was available subject to system capability and availability of groundwater spreading facilities. The following replenishment and conjunctive use deliveries continue:

	<u>Agency</u>	<u>Connection Replenishment</u>	<u>CFS</u>
Direct	Foothill	FM-01 (Injection)	2
	Inland Empire	CB-11B/13T/14T/15/18	53
	Inland Empire	CB-59	70
	MWDOC	OC-28/28A	100
	Upper District	USG-03	100
In-lieu	MWDOC	Various	110
	Central Basin	CenB-19	2
	West Basin	WB-04	2
	Fullerton	F-05/08	24
	Santa Ana	SA-01/02/04/06	13
	Anaheim	A-02/A-07	23
Direct	Conjunctive Use		
	Foothill	FM-01 (Injection)	2
	Calleguas	CA-02	10
In-lieu	Inland Empire	CB-12/16	25
	MWDOC	CM-8/11/OC-44B	27
	Three Valleys	PM-15	13
	Calleguas	CA-02	7



Power Operations and Planning

On October 3, Power Resources staff met with representatives of a wind development project who expressed interest in connecting to Metropolitan's Colorado River Aqueduct electrical transmission circuits. The connection would be located near Searchlight, Nevada and may transmit up to several hundred megawatts of new wind power. Metropolitan is working with the California Independent System Operator and Southern California Edison company on the process to review the request and perform the necessary technical studies.

Water System Operations and Water Resource Management staff met with DWR personnel on October 12 and 31 to discuss SWP West Branch operations during and after planned maintenance on the Castaic and Pyramid Lake facilities. The maintenance projects require Castaic Lake to be drawn down to approximately one-half its storage capacity. Metropolitan is working to minimize any operational impacts if winter rains wash a large amount of debris into Pyramid Lake particularly in light of the fact the Day Fire burned over 40 percent of the Pyramid Lake watershed.

Metropolitan responded to a renewable energy Request For Proposal from the Southern California Public Power Authority. The response was submitted on October 16. The Southern California Public Power Authority is an organization consisting of local municipal and not-for-profit power utilities. These utilities are interested in acquiring additional renewable or "green" energy to serve their retail customers. Metropolitan's contract for the sale of energy from nine of its small hydro generators to the Southern California Edison company expires in 2008.

To ensure reliable power service, staff met Southern California Edison on October 11. SCE plans to implement system improvements to prevent disruptions in power service to the Diemer and Skinner water treatment plants during peak summer loads. In addition, SCE agreed to expedite infrastructure upgrades to provide additional power service for Metropolitan's plant expansions and ozone facilities.

Treatment Plants

The Skinner plant celebrated its 30th Anniversary of water treatment. Concurrently, the plant continued preparations for a major shutdown to tie-in the fourth expansion. This shutdown will begin November 27. As part of the Emergency Power Improvements initiative, Metropolitan staff met with senior executives from Southern California Edison to discuss power reliability to the treatment plants in the Edison service area (Weymouth, Diemer, and Skinner).

San Fernando Tunnel Inspection

The San Fernando Tunnel was visually inspected on June 8 and August 29, 2006. The tunnel is in good condition structurally. Materials in the tunnel have been tested and found to be nonhazardous. The volatile organic compounds, oil and grease levels were determined as being nondetect.

Safe Drinking Water Award

Metropolitan received a national award for maintaining the Directors Award of recognition from the Partnership for Safe Water, a national volunteer initiative developed by Environmental Protection Agency and other water organizations representing water suppliers striving to provide their communities with drinking water quality that surpasses the required federal standards. The Directors Award is presented to water systems who have completed a successful review in the Partnership's Self-Assessment and Peer Review phase, a phase in which utilities examine the capabilities of their treatment plant operation and administration and then create a plan for implementing improvements. Metropolitan's F. E. Weymouth, Henry J. Mills, Joseph Jensen, Robert B. Diemer and Robert A. Skinner water treatment plants have maintained the Directors Award for five years, an honor achieved by only 65 water utilities across the country.

The award was presented to the Metropolitan's Board of Directors at their meeting on October 11, 2006, by the following Partnership representatives:

- Dr. Robert Cheng, City of Long Beach, Program Effectiveness Assessment Committee Chairperson
- Jack Hoffbuhr, Executive Director, American Water Works Association
- Steven John, Director of Region 9 of the United States Environmental Protection Agency
- Robert Renner, Executive Director, AWWA Research Foundation



Summary

- Ongoing Contracts – 32 construction contracts and 4 related procurement contracts were ongoing through September. The total bid amount of 29 construction contracts in progress is over \$1.058 billion.
- September Payments – Over \$27 million in contract payments were made for construction performed in the month of September. Almost \$14 million was related to work at the Skinner plant, including the ongoing construction of ozonation facilities, the 110-mgd Module 7, and the upgraded chemical feed and storage systems.
- Major Contracts – The Inland Feeder, Arrowhead East Tunnel advanced 725 feet for a total of 15,660 feet, which is 70 percent of the tunnel length during October. Progress continued to be very good as favorable rock conditions resulted in longer mining cycles. During October, the Arrowhead West Tunnel advanced 340 feet for a total of 7,165 feet, which is 36 percent of the tunnel length.
- Other Contracts - At the Skinner plant, Module 7 construction is 91 percent complete, and ozone facility construction is 35 percent complete. At the Diemer plant, construction continues on the vehicle maintenance facility (68 percent complete) and plant maintenance facility (88 percent complete), while the south slope stabilization contractor performed shoring and utility relocations prior to grading operations. Construction is approximately 20 percent complete.
- Awarded Contracts – In October, the Board appropriated a total of \$6.6 million in capital funds, awarded 1 procurement contract totaling \$17.5 million, and authorized final design and right-of-way acquisition for the Perris Valley Pipeline as a Metropolitan-led project to be executed under a traditional design-bid-build method.



Construction at Skinner treatment plant

Facility Plans

In an effort to better integrate local and regional water systems and planning efforts, Metropolitan and its member agencies are conducting joint Integrated Area Studies (IAS) to identify local and regional facilities that will be required to meet future water demands. Due to the importance of reaching a consensus on demand projections and facility timing analyses, Metropolitan's methodologies and assumptions were reviewed by a Technical Panel (composed of member agency staff) and by an expert panel composed of water industry consultants. The panel findings were discussed in the September 21 Joint Central Pool and Riverside/San Diego IAS meeting. There was a general consensus that no major changes were needed in Metropolitan's overall approach for demand forecasting and facility planning in the short term. The expert panel agreed that Metropolitan's method of using peak factors to determine the future maximum day flow through Metropolitan facilities is the industry standard. Metropolitan will pursue additional peaking analysis with the collection of accumulated data from the automated meter readings. Scenario planning cases are now being developed to evaluate the sensitivity of facility timing and sizing.



Real Estate Management

Diamond Valley Lake Recreation
 Construction Progress

- Landscaping for Searl Parkway Phase 1 limits has been completed.
- The Construction of Searl Parkway Phase 2 is 70 percent complete and is anticipated to be completed by January 2007.

Real Estate Activities

Opened escrow for the surplus sale of a single-family residence (19835 Gavilan Road near Lake Mathews). Escrow is scheduled for 45 days. Multiple easements were accepted that support the Crop Rotation, Forbearance, and Following Program in the Palo Verde Valley. Entered into escrow for a sale-by-quitclaim of two excess fragment strips of land. These landlocked lots are near Lake Mathews

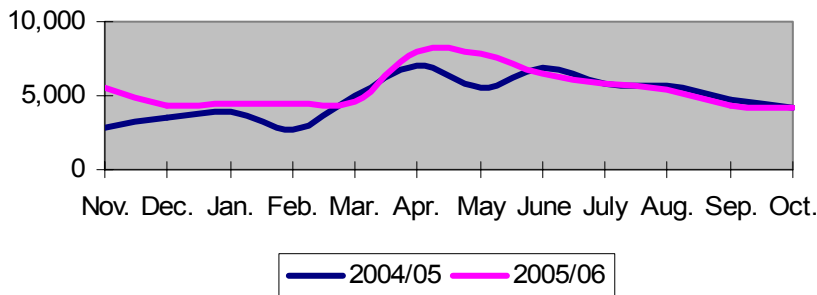
Diamond Valley Recreation Budget

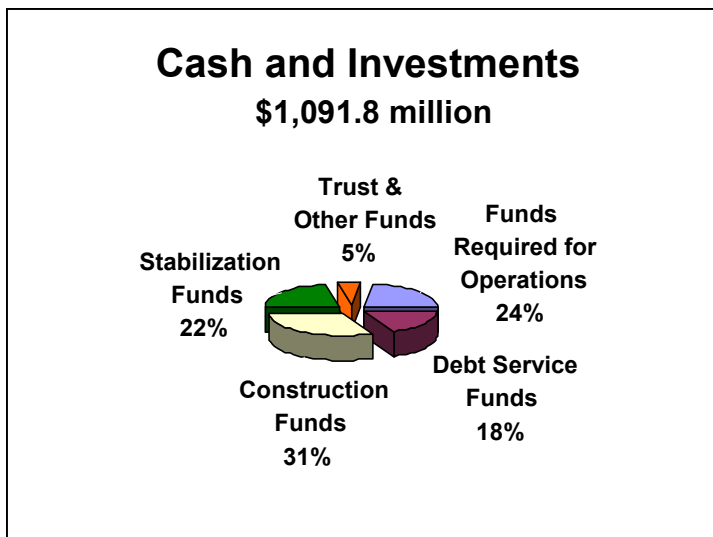
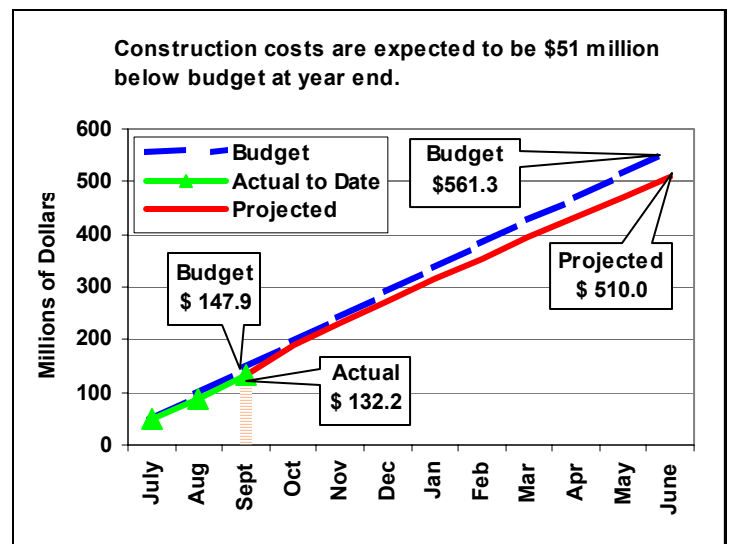
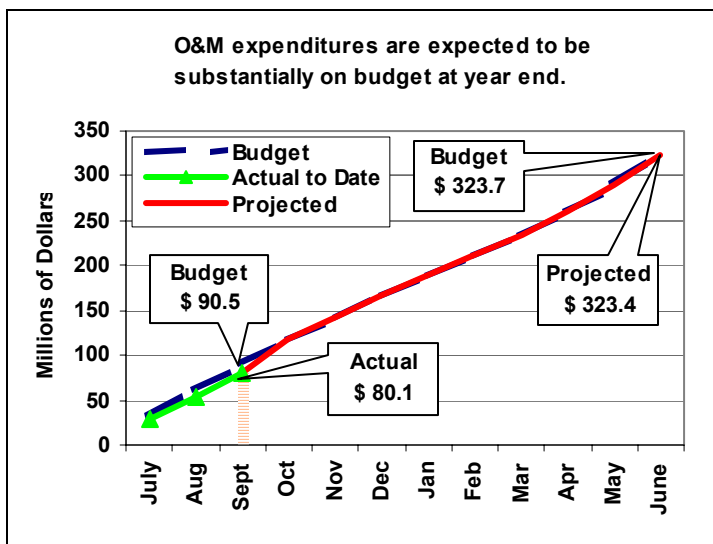
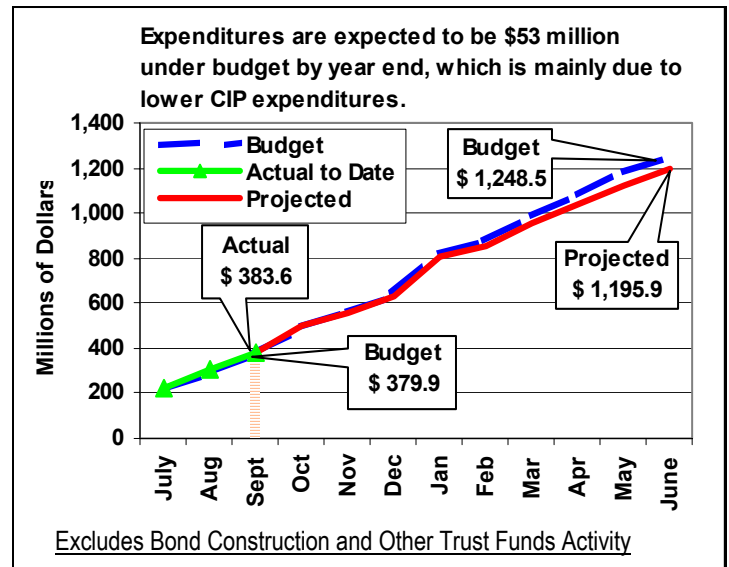
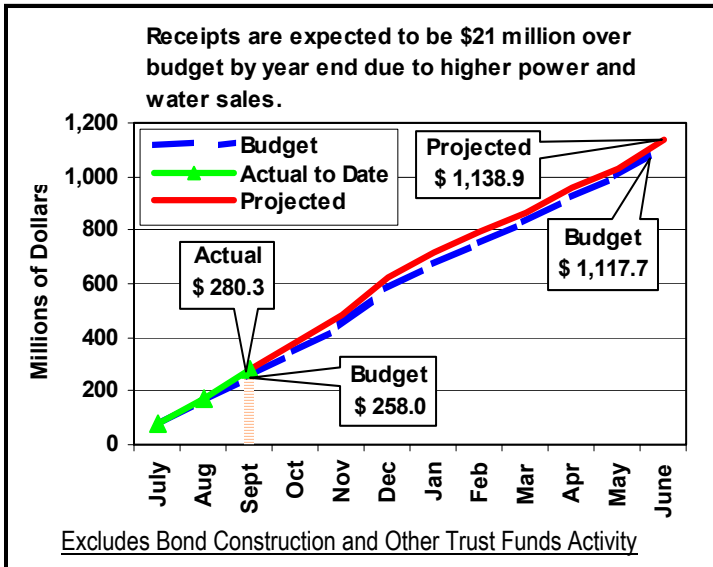
Appropriation Budget	
Total Appropriation	\$ 92.8 M
Approved distributed funds	\$ 68.1 M
Undistributed funds	\$ 24.7 M
Surplus Property Sales	\$ 4.7 M

Leases, Licenses and Entry Permits

Issued an entry permit to provide a staging area for emergency road repairs (CalTrans) in the city of Highland. Also executed a permanent easement for road improvements along Mentone Boulevard near the city of Redlands within San Bernardino County. Issued an entry permit to 20th Century-Fox Television for two days of filming of the television series "Vanished." The filming took place at the Joseph Jensen Water Treatment Plant. Another entry permit was issued to Warner Brothers Television Productions for two days of filming on the television series "The Nine." This filming was done at Metropolitan's Union Station Headquarters Building.

DVL Marina Usage Trends
Previous 24 Months
November 2004 through October 2006





Summary Financial Statistics

	Target	Actual
Fixed Charge Coverage	≥ 1.20 x	1.19 x
Revenue Debt Service Coverage	> 2.00 x	1.74 x
Revenue Bond Debt / Equity Ratio	< 100.0%	67.5%

Credit Ratings

- Moody's Investors Service	≥ Aa2	Aa2
- Fitch Ratings	≥ AA	AA+
- Standard & Poor's	≥ AA	AA+



Information Technology

In October, the Board appropriated \$4.440 million and authorized an agreement with CBH Consultants, Inc. and Cognas, Inc. to implement an Integrated Budget Management System. The project will replace four standalone custom-developed budgeting systems with an integrated system that will handle both the capital and O&M budgets. Benefits of the proposed integrated system include: improved capability for managers to monitor and analyze budgets and costs; better support for financial planning, forecasting and analysis activities; greater efficiency in preparing and publishing budget documents; and reduced maintenance of the system.

In October, the Board also appropriated \$2.160 million for Phase 2 of the Information Security Assessment/Remediation initiative as identified in the Information Technology Strategic Plan. This security initiative will provide upgrades and enhancements to Metropolitan's IT information security infrastructure to protect against cyber threats and Metropolitan's computing environment.

The first round of testing for the implementation of Phase 1 of the automatic meter reading system upgrade was conducted. The AMR system is the primary source of data for water billing, providing information on the amount of water delivered to each member agency. Phase I will upgrade the system at 31 water meter locations. Upon successful completion of Phase I, staff plans to return to the Board for approval of funding to upgrade the rest of the system.

Metropolitan partnered with Santa Clara Valley Water District, the Association of California Water Agencies, the California Department of Health Services and other California water utilities to jointly plan and hold a SCADA / IT Cyber Security Forum for California water utilities in Sacramento on October 18, 2006. Approximately 70 individuals attended the forum. The theme of the forum was "putting theory into practice." Cyber security experts, including representatives from the FBI, provided presentations.

Metropolitan sponsored and held an Information Technology Member Agency Managers Forum on October 20, 2006.

Information Technology continued....

This was the third such forum that Metropolitan has held this year. The purpose of the forums is to share information, experiences and best practices on relevant information technology topics between Metropolitan and the Member Agencies. The topics discussed in October included deploying mobile technology, wireless meter reading, software licensing compliance and email retention / archiving policies. The next meeting is planned for January 2007.

Emergency Management

WSO conducted seven emergency exercises and hosted a member agency emergency management meeting. The exercises included a District-wide, semiannual radio and patrol route exercise; an incident command/finance function workshop and scenario session; a Member Agency Response System radio test; and Incident Command Center exercises at several plants, including Jensen, Weymouth, Skinner and Gene.

Handheld satellite phones for use in emergencies were distributed to Emergency Coordinators for placement in Incident Command Centers, Special Agent field sites, and the Emergency Operations Center. This marked the culmination of major planning and investment by WSO Emergency Response, with strong support from IT and Business Continuity staff. Handheld units are now available in the event of a catastrophic communications failure. IT/Telecommunications is working on a parallel effort to install antennas at field sites to also support a fixed satellite phone base station at each major facility. Satellite phones were the only form of voice communications that worked reliably after Hurricane Katrina, and are anticipated to be an important link in the communication chain after a major event in Southern California.



Satellite Phone



Federal Legislative Update

Congress adjourned September 30 and will remain in recess until after the November election.

State Legislative Update

Governor Schwarzenegger signed 910 and vetoed 261 bills passed by the legislature this year. Some of the most significant for Metropolitan and member agencies include:

- AB 32 (Nunez/Pavley) -- Signed: Establishes a comprehensive program of regulatory and market mechanisms to achieve quantifiable, cost-effective reductions of greenhouse gases.
- AB 2951 (Goldberg) -- Signed: Clarifies public utilities' ability to impose fees on specified public institutions, notably schools and state buildings, for equitable recovery of capital facility costs.
- AB 2496 (Laird) -- Vetoed: Would have mandated standards for high-efficiency toilets and waterless urinals, and required use of these water-saving devices.
- SB 1574 (Kuehl) -- Signed: Launches the Delta Vision actions that will determine a sustainable management program for the Delta, encompassing a full array of infrastructure and land-use resources. The Governor concurrently issued an Executive Order creating a Cabinet-level Delta Vision Committee, and a Blue Ribbon Task Force to provide oversight and input in the process.
- Eminent Domain: Five bills were signed into law, collectively establishing new rights for landowners and significant new obligations for public entities in condemnation proceedings.

Briefings and Tours

October 12 – 13: Metropolitan hosted a legislative inspection trip of Colorado River Aqueduct facilities. Participants included Assemblyman Bill Emmerson (Redlands), Assemblyman John Benoit (Palm Desert) with key staff members from their offices; Governor Schwarzenegger's Inland Empire Representative Larry Grable; and Senator Dick Ackerman's (Irvine) Field Representative. Directors Randy Record, Gene Koopman and Terry Mylne hosted the tour.

October 19 – 21: The Friant Water Users Authority hosted an inspection trip of their facilities and areas of interest on the upper San Joaquin River, with assistance from Metropolitan's Executive Legislative Representative Kathy Cole. Directors Dick, Griset, Peterson and Record, General Manager Jeff Kightlinger, Deputy General Manager Tim Quinn and other Metropolitan staff were briefed on potential water management strategies to restore a salmon fishery in the Upper San Joaquin River and current efforts to explore mutually beneficial partnerships within the watershed. The tour also included an opportunity to discuss water management issues with elected officials from the Fresno area including: Congressman George Radanovich, Congressman Jim Costa, Assembly members Juan Arambula and Mike Villines, Supervisor Connie Conway and Mayors Alan Autry and Victor Lopez.

October 26: Orange County Board of Supervisors Chairman Bill Campbell held a Community Leaders Briefing Breakfast at Tustin Ranch hosted by Metropolitan.

October 31: Metropolitan hosted a Community Leaders Briefing Breakfast in Agoura Hills, featuring presentations by Assembly Member Fran Pavley (Agoura Hills) and General Manager Jeff Kightlinger.

Media

- Metropolitan's California Friendly program was featured extensively in The San Diego Union-Tribune's fall gardening section, which was devoted to water wise plants.
- Extreme Engineering – a television program on the Discovery Channel – began filming a show on the Inland Feeder Project, especially focusing on the tunneling operation.

During the month, Metropolitan was specifically identified in 38 news stories.



Community Outreach & Other Events

October 7: Outdoor travel writers attending a conference in Idyllwild toured the museums and were guests on a fishing tour at Diamond Valley Lake, laying the foundation for possible future articles about DVL in publications across the country.

October 15: A "Community Appreciation Day" at Diamond Valley Lake attracted more than 1,000 Hemet-area residents to the east Marina, hiking trails and other facilities.

October 19: Metropolitan co-sponsored the Southern California Water Committee's Annual Dinner at the Millennium Biltmore Hotel at which Dennis Underwood was posthumously honored with the *Lifetime Achievement Award*.

October 24: Metropolitan assisted the Bureau of Reclamation in hosting a tribute to Dennis Underwood for his contributions to the Hoover Dam and Colorado River region at Hoover Dam.

October 27: The Water Education Foundation included a visit to DVL and the museums on its Southern California tour.

Agreement to Benefit Small Business

On October 19, 2006, California State and Consumer Services Agency Secretary Rosario Marin joined Metropolitan's General Manager Jeffrey Kightlinger, and representatives from the California Department of General Services to sign a memorandum of understanding; streamlining paperwork for small businesses seeking government contracts in California.

Under the MOU, the State of California and Metropolitan have agreed to work together to share small business certification data to assist entrepreneurs in becoming certified by both entities. It will help expand small business participation in public contracting.





Classification/Compensation Studies

Job descriptions for the Association of Confidential Employees have been finalized, with input from managers, and will be submitted to the ACE membership.

Cost-Containment Committees

Staff from Human Resources and Office of the Chief Financial Officer met with potential consultants to work on joint labor-management Health Benefits Advisory Committees.

Training

During October, courses were offered in 10 areas, including Conflict Resolution, Teamwork, Dealing with Difficult People, Customer Service, Avoiding Legal Liability, Project Management, Technical Writing Skills, and Managing and Enhancing Employee Performance. Staff participated in Water System Operations Boot Camp and Corporate Resources Group Leadership Forum follow-up activities and continued to support management efforts to address enhanced teamwork, organizational alignment and employee engagement by partnering with internal customers on training and development needs.

Service Awards/Recognition

The General Manager and Chief Administrative Officer attended celebrations of new employees completing their six-month probation. The Annual Employee Appreciation Picnic was successfully held at Knott's Berry Farm on October 28 and a Service Awards Luncheon was held on November 1.

New Employee Six-Month Celebration



Recruitment

The Short-Term Recruitment and Talent Acquisition (STRATA) project is underway with the successful execution of a contract with PeopleFilter Incorporated, who will provide a hosted web-based recruitment management system along with a contract recruiter. The goal is to complete the setup, training and implementation by the end of November. In other Recruitment news:

- As a result of targeted Advertising for the Pre-Apprentice Program, Metropolitan received over 700 applications
- The Transfer Request program is being utilized for open requisitions, over 20 requests received.

Apprenticeship Program

New apprentice recruitment was launched in early October for 30 positions within Water System Operations' O&M Teams. WSO submitted a recruitment plan to HR that specified a broad area of recruitment advertising through a wide variety of advertising media. Additionally, representatives from HR Recruitment and WSO Apprenticeship Programs participated in two job fairs, one at the Los Angeles Convention Center Construction Expo and another at the Orange County Career Days Job Fair. WSO will recruit for all 30 positions at one time. 1,000 applications are targeted for this recruitment. The positions are to be filled in a planned two-phase process, one in March 2007 and the other in May 2007.

The first of a series of half-day workshops was launched in late October to provide training to team managers and journey workers on how the apprenticeship program works and how to effectively conduct on-the-job training with their apprentices. Additionally, participants in this workshop will also learn their roles and responsibilities and those of others in the apprenticeship training system.