

Human Resources Department

Presented by:

Laura Maravilla
Director of Human Resources

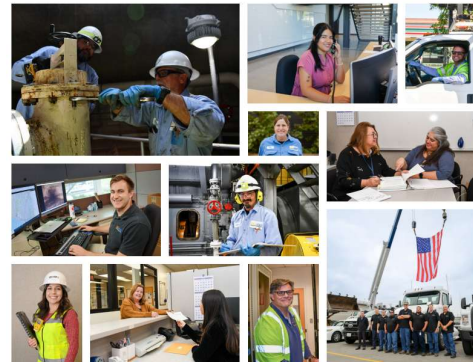
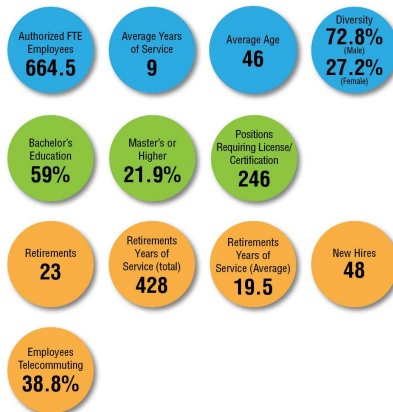
Administration Committee

October 8, 2025

OC SAN
ORANGE COUNTY SANITATION DISTRICT

1

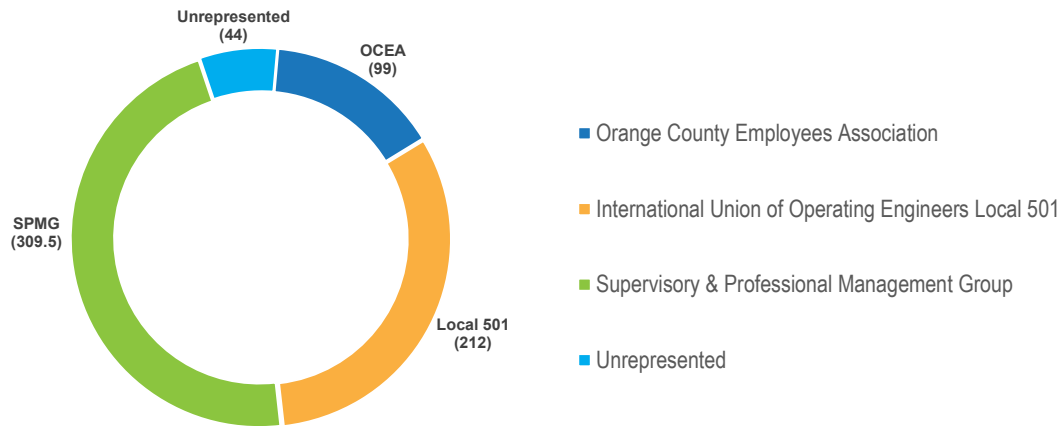
OC San At-A-Glance



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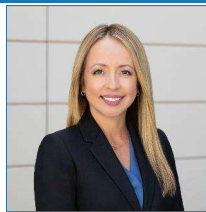
2

OC San Workforce



3

Human Resources Department



Laura Maravilla
Director of Human Resources

Human Resources



Thys DeVries
Human Resources Manager

Risk Management



John Frattali
Safety and Health Manager

4

4

Key Responsibilities

- Recruitment
- Onboarding
- Benefits
- Compensation
- Employee Development
- Workforce Planning

HR Operations



- Collective Bargaining
- Performance Management
- Discipline
- Workers' Compensation

Employee & Labor Relations



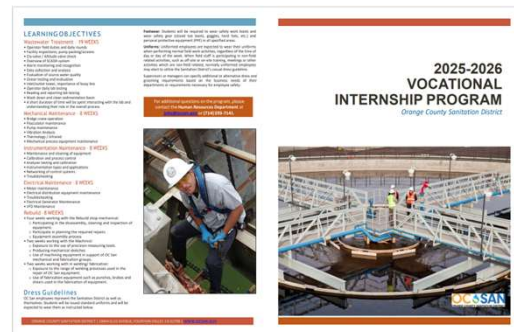
- Workplace Safety
- Emergency Management
- Physical Security

Risk Management



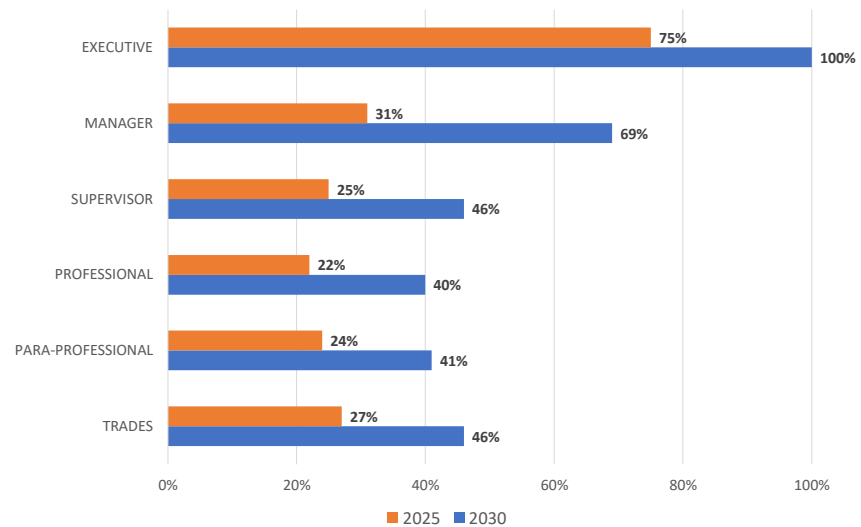
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Employee Development



6

Workforce Planning



Retirement eligibility based on OC San service.
Does not reflect reciprocity with any other pension plans

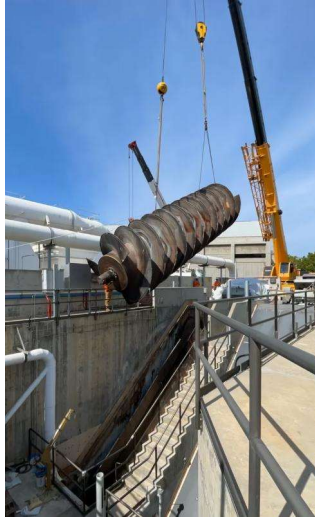
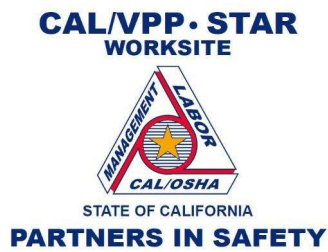
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Workplace Safety



8

Safety Through Action



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Emergency Management



10

Physical Security



11

Questions?

Laura Maravilla
Director of Human Resources
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12

12