

AB 2561 Vacancies, Recruitment and Retention

**Assembly Bill (AB) 2561 Status Update
Vacancies, Recruitment & Retention Efforts**

**Board Accepted Report At The May 29, 2025
Board Meeting. The Union was invited to speak. No one in attendance made
public comments. See Board vote below to accept the report.**

Summary	Recruited Positions during Fiscal Year					Number of Authorized Employees	20%	24-25 Vacancy Rate	24-25 Avg Time to Hire Days
	20-21	21-22	22-23	23-24	24-25				
Represented Group									
Collections & Maintenance Wkr I	✓								
Purchaser Plant Asset Coordinator		✓							
Collections Maint Utility Wkr I		✓							
Operator I-II		✓							
Lab Analyst I-II			✓				✓		
Lab Analyst I-II				✓					
Collections Maint Wkr I-II				✓					
Lab Analyst I-II					✓				
<i>Total Number Of Positions In Bargining Unit - Represented Group</i>	1	3	1	2	1	15	3.0	6.67%	45
Non-Represented Group									
Principal Engineer				✓					
Chief Plant Operator					✓				
Laboratory Manager					✓				
<i>Total Number Of Positions -Non-Represented Bargining Unit</i>	0	0	0	1	2	12	2.4	16.67%	65
<i>Total Number Of Positions Combined</i>	1	3	1	3	3	27	5.4	11.11%	58.33

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Recruiting Data by Position

Collections & Maintenances

Worker I

Position	
Date	Sep-20
Total Number of Applicants	8
Number of Qualified Applicants	8
Number of Applicants Interviewed	4
Number of Offers Refused	0

Purchaser Plant

Asset

Coordinator

Position	
Date	Jan-22
Total Number of Applicants	13
Number of Qualified Applicants	7
Number of Applicants Interviewed	4
Number of Offers Refused	0

Collections

Maintenance

Utility Worker I

Position	
Date	Apr-22
Total Number of Applicants	25
Number of Qualified Applicants	11
Number of Applicants Interviewed	6
Number of Offers Refused	0

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Position	<u>Operator I-II</u>
Date	Jun-22
Total Number of Applicants	12
Number of Qualified Applicants	9
Number of Applicants Interviewed	4
Number of Offers Refused	0

	<u>Lab Analyst I- II/Environmental Compliance Inspector</u>
Position	
Date	Mar-23
Total Number of Applicants	8
Number of Qualified Applicants	8
Number of Applicants Interviewed	4
Number of Offers Refused	0

	<u>Lab Analyst I- II/Environmental Compliance Inspector</u>
Position	
Date	Nov-23
Total Number of Applicants	22
Number of Qualified Applicants	8
Number of Applicants Interviewed	3
Number of Offers Refused	0

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Collections

Maintenance

Worker I-II

Position	
Date	Apr-24
Total Number of Applicants	18
Number of Qualified Applicants	6
Number of Applicants Interviewed	4
Number of Offers Refused	1

Lab Analyst I-

II/Environmental

Compliance

Inspector

Position	
Date	Sep-24
Total Number of Applicants	13
Number of Qualified Applicants	7
Number of Applicants Interviewed	4
Number of Offers Refused	0

Principal

Engineer

Position	
Date	Nov-23
Total Number of Applicants	11
Number of Qualified Applicants	2
Number of Applicants Interviewed	2
Number Of Offers Refused	0

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Position	<u>Chief Plant</u>
	<u>Operator</u>
Date	Feb-25
Total Number Of Applicants	9
Number Qualified Applicants	5
Number Applicants Interviewed	4
Number Offers Refused	0

Position	<u>Laboratory</u>
	<u>Manager</u>
Date	Mar-25
Total Number Applicants	11
Number Qualified Applicants	4
Number Applicants Interviewed	4
Number Offers Refused	0

Vacancy Rate = (Number of vacant positions/total budgeted positions) x 100

Average Time to Hire = Average time per position/total # of positions filled

Note: a Qualified Applicant may decline to interview because they have already taken a position elsewhere or their circumstances have changed

AYES:

NOES:

ABSENT:

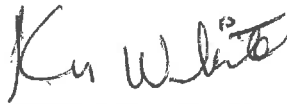
ABSTAIN:

BOARD MEMBERS: PRESIDENT WHITE, DIRECTORS: COLE, LONERGAN, SIEGFRIED, URQUHART

BOARD MEMBERS:

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Ken White, President of the Board

Attest:



Domine Barringer, Board Clerk