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## Addressing Vacancies for Public Agency Employees Assembly Bill (AB) 2561



# LEGISLATIVE INTENT OF AB 2561

- Effective January 1, 2025, this new law requires public employers to hold a public hearing to disclose the status of vacant employee positions and recruitment/retention efforts in the organization
- Long-term or position specific vacancies in local government can be a problem in the public sector affecting occupations across wage levels and educational requirements
- High vacancies impact public service delivery and can impact other workers
- AB 2561 is designed to foster transparency about the number and types of vacancies Western Water is experiencing, and how HR conducts recruitments and staff efforts to address them

# WESTERN WATER VACANCY RATE

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- Total authorized Full Time Employee positions: 172
- Number of vacancies: 4
- Percentage of vacancies: 2.33%





# RECRUITMENT AND RETENTION EFFORTS

- Targeted job ads published in various online platforms
- Community engagement via our Western Water's website and utilizing social media for advertising
- Posting job vacancies on Western Water's job board
- Employee Recognition Efforts
- Employee Team Building Events
- Staff Training and Development



# Thank you.

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