



Vacancy Status and Recruitment & Retention Efforts

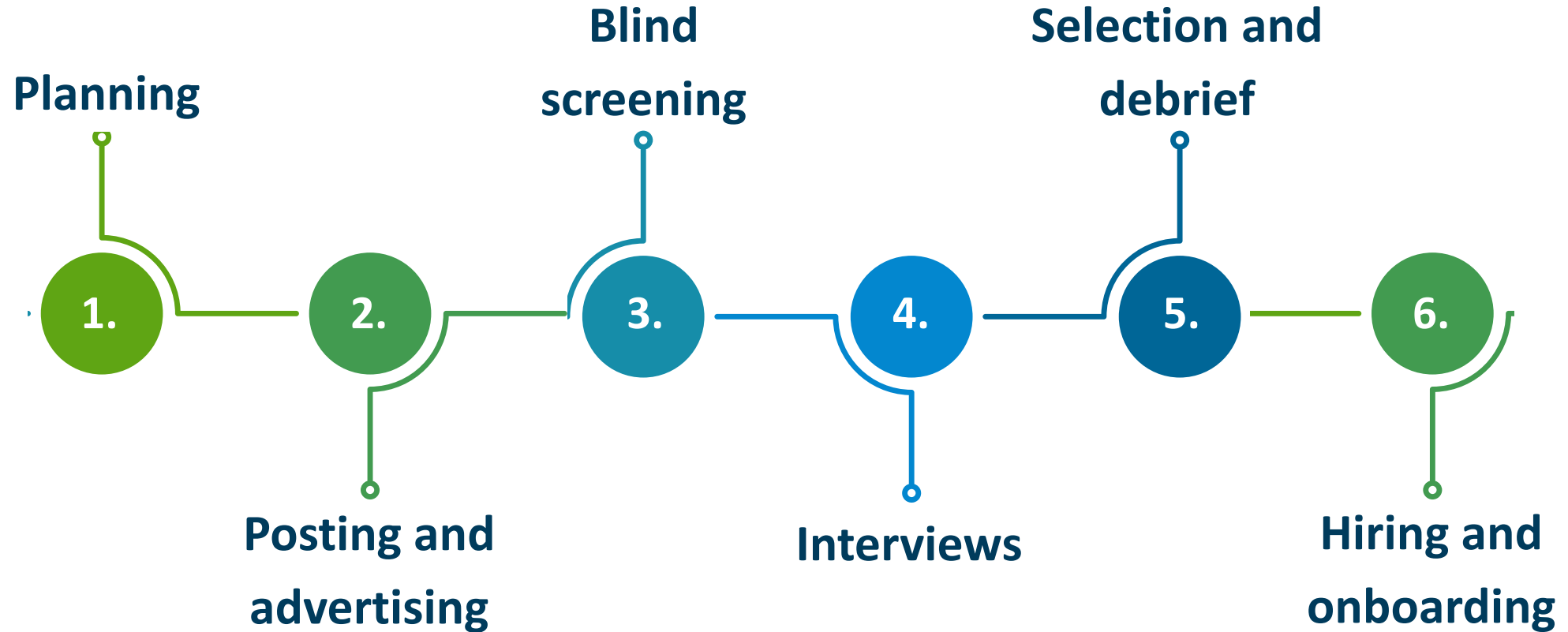
Presented by: Human Resources Division
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Key Metrics as of 4/18/25

Type	Total
Total Positions	876
Number of Positions filled	840
In Recruitment and/or Open	36
Vacancy Factor Includes Classified and Unclassified Positions	4.1%

Bargaining Unit	Vacancy Factor
Employees Association	4.5%
Engineer's Society	2.6%
Professional Management Association	4.6%

Recruitment Process Overview



Valley Water has not identified any obstacles in the hiring process requiring changes to policies, procedures, or recruitment activities.

Recruitment Programs & Initiatives



Recruitment Strategies

- **Advertising & Sourcing**
- Employee **Referral Program**
- **Talent Pipeline**
 - Next Gen Career Pathways
 - Apprenticeship Programs



Veteran Hiring Program

- **Veteran** applicants will be given **special consideration** throughout the initial and first interview stages.



Community Engagement Hiring Programs

- Partnered with **Community Based Organizations**
- 4 candidates successfully hired for the **Fair Chance Hiring Program**
- 1 candidate successfully hired for **Disabled Hiring Program**

Retention Efforts

100% Employer paid premiums for medical, dental and vision plans; retiree lifetime medical and reciprocity for public service

Deferred compensation (401a/457/Matching)

Rated 5th Healthiest Employer of Northern California

Flexible Spending Account

CalPERS Tier 2 members do not pay for employee contributions

Professional and tuition reimbursement



Questions?