



**WATER
AGENCY**

**Recruitment and Retention
California Assembly Bill 2561 (AB 2561)**

June 17, 2026
Human Resources

Strategic Plan Goal and Initiative

GOAL A
Professional Workforce
Preferred Employer for Skilled, Motivated, and Professional Staff

Initiative 1

Maintain a high-quality workforce to meet current and future needs and challenges



Major Strategic Plan Initiatives that are planned to be undertaken in the next 5 years support each of the stated Goals. The funding of Initiatives will occur through the normal budget process and progress on funded Initiatives will be regularly reported to the Board of Directors. The Initiatives are described below.

In·i·ti·a·tive
noun
1. The ability to assess and initiate things independently: "use your initiative, imagination, and common sense"
2. The power or opportunity to act or take charge before others do



Professional Workforce
PREFERRED EMPLOYER FOR SKILLED, MOTIVATED, AND PROFESSIONAL STAFF

Initiative #1 – Maintain a high-quality workforce to meet current and future needs and challenges

Initiative Description – This initiative includes programs and activities designed to attract and retain top talent and demonstrate our commitment to continuous improvement to ensure the workforce remains well-positioned to perform the functions required of Zone 7. This initiative also seeks to enhance opportunities for collaboration and teamwork.

Anticipated Activities – Key activities are anticipated to include:

- Maintain programs that foster employee engagement and encourage a supportive, inclusive, and respectful workforce culture
- Continue to conduct classification studies to assess overall organizational structure and identify paths for career progression
- Continue to conduct compensation studies to ensure salaries are competitive



2025–2029
5-YEAR STRATEGIC PLAN

AB 2561 – Key Provisions

Requires public agencies to present the status vacancies and recruitment/retention efforts in a public hearing at least once per fiscal year

Employee organizations have a right to make presentations

20% vacancy threshold

Vacancies

Bargaining Unit	Vacancy Rate
Alameda County Management Employees Association (ACMEA)	14.29 percent
Building Trades Council of Alameda County (BTC)	19.05 percent
International Federation of Professional and Technical Engineers (Local 21)	11.8 percent
Service Employees International Union 1021 (SEIU)	7.5 percent

Unrepresented Management – 25 percent

Recruitment & Retention

- Recruitment Strategies (intern program, job fairs, targeted recruitment, etc.)
- Competitive Wages + Longevity Pay
- Alternate Work Schedules
- Hybrid (In-Office/Home) Work Option for qualifying positions
- Training and Professional Development Opportunities
- Tuition Reimbursement
- Employee Engagement activities

ZONE 7 VALUES

*"Our shared values guide all our actions."
Valerie Pryor, General Manager*



Team
We collaborate and are inclusive, valuing all perspectives to improve our services, systems, and organization.

Service
We are responsive, respectful, and professional.



Fiscal Responsibility
We are committed to ensuring the responsible and transparent management of public funds, adhering to the highest standards of accountability and efficiency.



Safety
We are committed to public and employee safety.

Transparency
We carry out our mission ethically and transparently, and with integrity.



Environmental Responsibility
We deliver our services in an environmentally responsible manner considering the energy, climate, people, and natural resource stewardship.

Leadership
We cultivate leaders and expect our agency to proactively lead and innovate.



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Questions?