

# SOUTH PLACER MUNICIPAL UTILITY DISTRICT STAFF REPORT

**To:** Board of Directors

**From:** Eric Nielsen, General Manager

**Cc:** Emilie Costan, Administrative Services Manager

**Subject:** Public Hearing: Annual Report on the Status of District Vacancies, Recruitment, and Retention Efforts (AB 2561)

**Meeting Date:** June 4, 2026

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## Overview

California State Assembly Bill (AB) 2561 was approved on September 22, 2024, and went into effect on January 1, 2025. Pursuant to AB 2561, at least once per fiscal year in a public hearing before their governing body, public agencies are required to present the status of their vacancies and recruitment and retention efforts. Agencies are required to identify any policies, procedures, and recruitment activities that may present obstacles in the agency’s hiring process. This presentation must be made prior to the adoption of a final budget.

As of the date this report was written, the South Placer Municipal Utility District (District) has the following vacancy rates:

<b>Employee Group</b>	<b>Budgeted FTE</b>	<b>Vacancies</b>	<b>Vacancy Rate</b>
Local 39	23.0	2.0 FTE (Maintenance Worker I/II)	9%
Unrepresented	7.0	0.0	0%

The District’s most recent recruitment for Maintenance Worker I/II resulted in the District hiring two qualified applicants, one of whom remains with the District, the other resulting in one of the current vacancies. The second Maintenance Worker I/II vacancy is a result of internal promotions. The retirement of the previous General Manager in December 2024 led to a series of promotions in the Field Services Department. The positions of General Manager, District Superintendent, Field Supervisor, Lead Worker, Maintenance Worker II / Electro-Mechanical Technologist, and Maintenance Worker II / Inspector were all filled by internal promotion. The District intends to recruit for the two vacant Maintenance Worker I/II positions in Fiscal Year 2026/27.

The District has been receiving a sufficient number of applications from qualified candidates during recruitment and currently has not identified any necessary changes to policies, procedures, or recruitment activities to eliminate obstacles in the hiring process.

The District offers a generous compensation and benefits package that helps to attract and retain talented employees. Current benefits offered include CalPERS retirement, District-paid health,

dental, and vision insurance, an optional 457 retirement plan with a District match up to \$150 per bi-weekly pay period, vacation time, sick leave, and life insurance.

The District's Strategic Plan, adopted on September 1, 2022, highlights the priority of making the District a great place to work and includes actions that promote employee recognition and team building. The District remains committed to fostering a positive environment for employees and is proud of staff's over 220 cumulative years of experience with the District.

A Notice of the June 4, 2026, Public Hearing regarding the Annual Report on the Status of District Vacancies, Recruitment, and Retention Efforts has been published in the Placer Herald and Loomis News for two consecutive weeks, on May 22<sup>nd</sup> and May 29<sup>th</sup>.

### **Recommendation**

Staff Recommends that the Board of Directors:

1. Hold a Public Hearing to receive comments regarding the Annual Report on the Status of District Vacancies, Recruitment, and Retention Efforts.
2. Close the Public Hearing and receive and file the Annual Report on the Status of District Vacancies, Recruitment, and Retention Efforts.

### **Strategic Plan Goal**

This action is consistent with the District's Strategic Plan Priorities:

Maintain an excellent regulatory compliance record  
Prepare for the future and foreseeable emergencies  
Make SPMUD a great place to work

### **Related District Ordinances, Policies, or Resolutions**

Board Policy No. 2015 Job Descriptions

### **Fiscal Impact**

There is no direct fiscal impact associated with this report.