



# Human Resources

Finance and Administration

April 25, 2024



# Overview

- Recruitment Updates
  - Website and Applicant Portal Refresh
  - Recruitment Status
  - Position Occupancy
- Commuter Benefits
- 360 Reviews Update

# Recruitment – District Website

The screenshot shows the top navigation bar of the Marin Water website. On the left, there is a language selector set to "English". In the center, there are three utility icons: "Report a leak", "Start New Service", and "Pay My Bill". On the right, there is a search bar. Below the navigation bar is the Marin Water logo and a horizontal menu with the following items: "Customer Accounts & Billing", "Your Water", "Water Efficiency", "Mt. Tam Watershed", "Education & Outreach", and "About Us". Below the menu is a blue banner with the word "Employment" in white text.

- < About Us
- Service Finder
- Meetings & Agendas Hub
- Board of Directors
- Board & Committee Meetings Overview
- Who We Are
- Financial Information
- Newsroom
- Bids & Proposals
- Employment Opportunities**

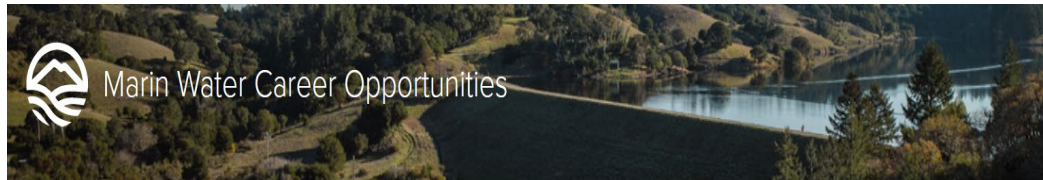


We know that providing clean drinking water to our community takes more than rain. As the first municipal water district in California, Marin Water's proud history of service is upheld by our dedicated staff and their efforts to deliver high-quality water, strengthen our water system, support our customers and protect the Mt. Tam Watershed. We invite you to explore the range of meaningful career opportunities and apply to join the team.

[View current job openings](#)

## Working at Marin Water

# Recruitment – Job Posting Website



Marin Water invites you to explore our exciting career opportunities. Join a team committed to providing high quality water to customers in our service area. We offer an array of opportunities.

Marin Water is committed to employee safety and the values a diverse, equitable and inclusive workplace.

Learn more about our Mission and History.

Note to applicant: It is important that your application show all the relevant education and experience you possess. Applications and/or supplemental questionnaires may be rejected if incomplete. The system will not accept an application that has been started, and not completed and submitted prior to the closing time.

For technical difficulties, please contact the GovernmentJobs.com Customer Support Help Desk between 6:00 AM and 6:00 PM Pacific Time Monday - Friday at 1-877-204-4442.

[SHOW LESS](#)

conservation X Q 1 Jobs found [Grid Icon] [List Icon] Sort Filter

## Water Conservation Specialist III New

Corte Madera, CA

Full-Time - \$8,972.00 - \$10,886.00 Monthly

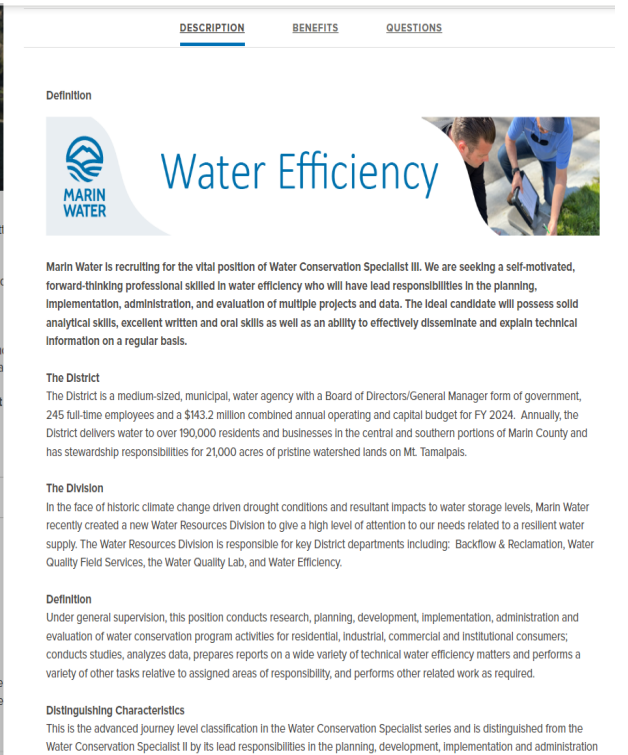
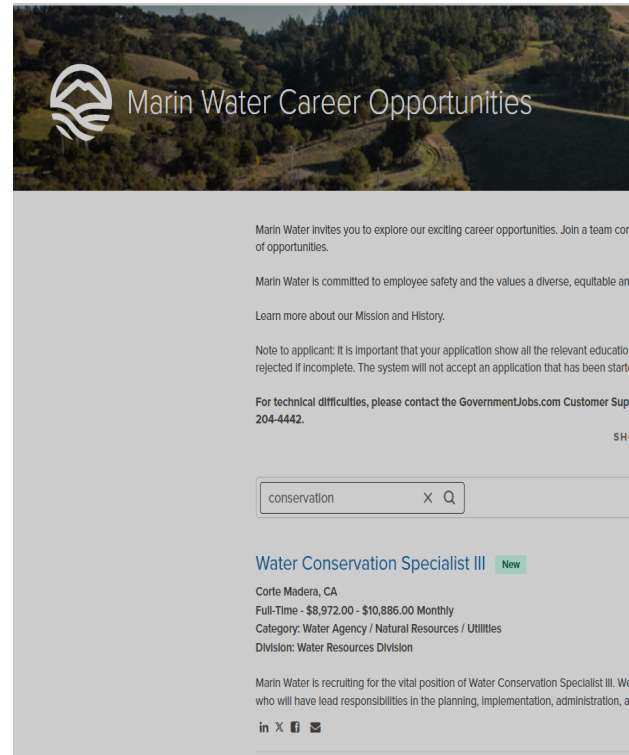
Category: Water Agency / Natural Resources / Utilities

Division: Water Resources Division

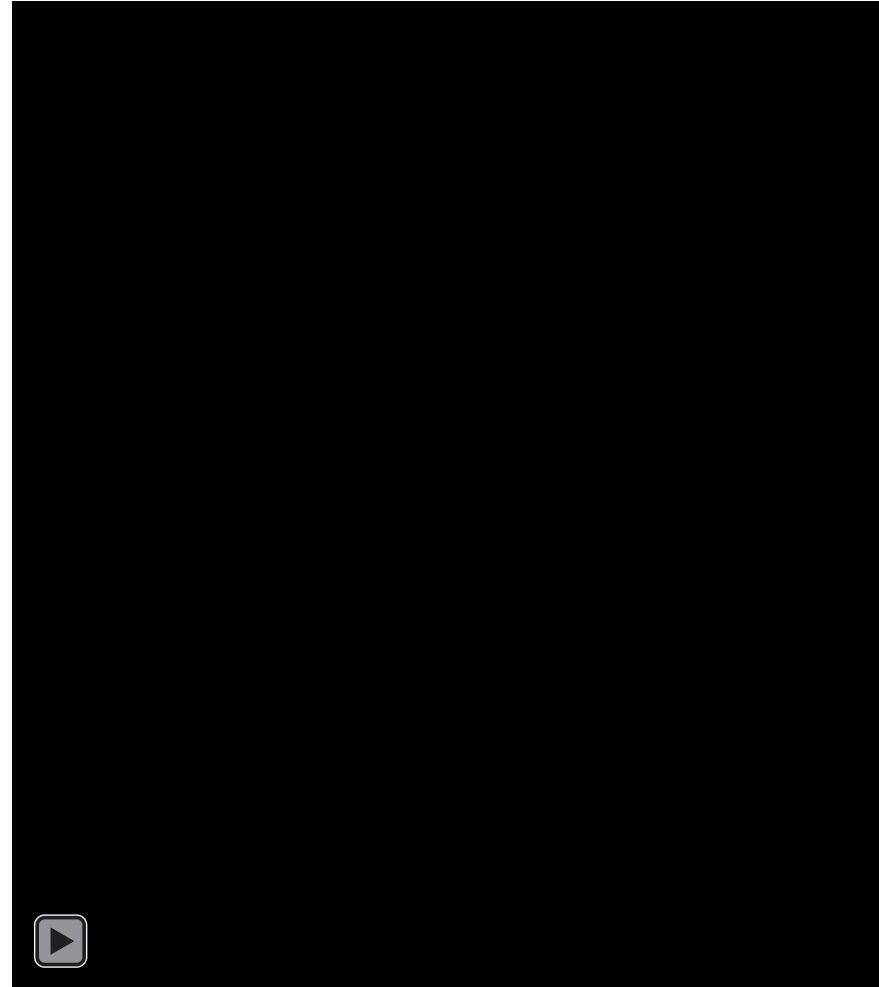
Marin Water is recruiting for the vital position of Water Conservation Specialist III. We are seeking a self-motivated, forward-thinking professional skilled in water efficiency who will have lead responsibilities in the planning, implementation, administration, and evaluation of multiple projects and data. The ideal candidate will possess solid analyti...

in X f e

Posted 6 days ago | Continuous



# Recruitment – New Brochure



# Recruitment – LinkedIn



**Marin Water**  
1,261 followers  
6d

Marin Water is seeking is seeking qualified applicants for the position of Controls Technician I/II! Visit this link to learn more about this opportunity <https://lnkd.in/gtePRrbQ>

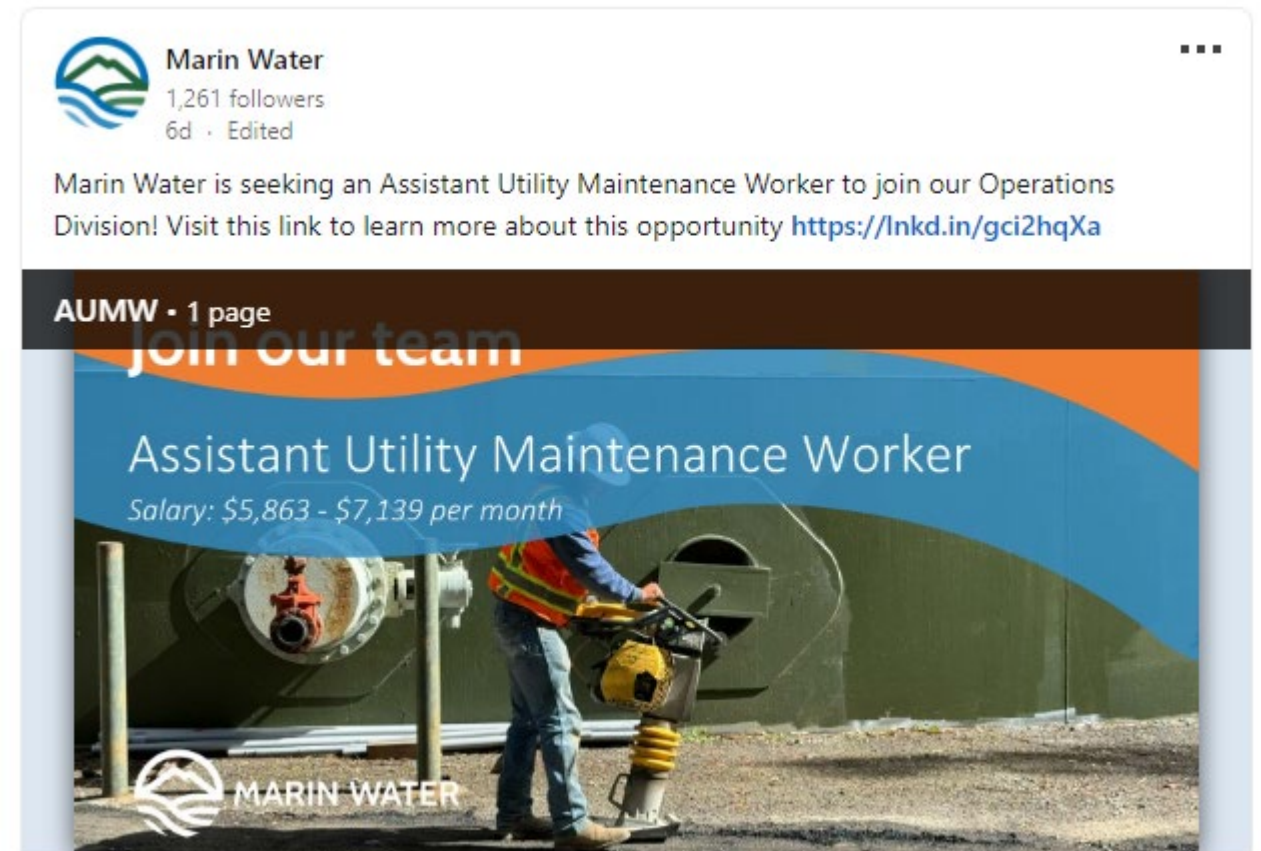
**Controls Technician I/II** • 1 page

**Join our team**

**Controls Technician I/II**  
Salary: \$7,769 - \$10,746 per month



 **MARIN WATER**




**Marin Water**  
1,261 followers  
6d · Edited


Marin Water is seeking an Assistant Utility Maintenance Worker to join our Operations Division! Visit this link to learn more about this opportunity <https://lnkd.in/gci2hqXa>

**AUMW** • 1 page

**Join our team**

**Assistant Utility Maintenance Worker**  
Salary: \$5,863 - \$7,139 per month



 **MARIN WATER**

# Current Recruitments

## Current Recruitments

- Assistant Utility Maintenance Worker
- Controls Technician I/II
- Engineering Technician- Facilities Designer I/II
- Engineering Technician Supervisor
- Information Systems Analyst II
- Program Manager for AMI
- Senior Customer Service Field Inspector
- Summer Helper
- Utility Crew Leader
- Water Quality Intern
- Water Quality Laboratory Manager

## Conditional Offers

- Associate/Assistant Engineer (2 positions)
- Information Systems Analyst Supervisor
- Senior HR Analyst – Training and Employee Engagement

# Recruitment – Promotions and New Hires (2024)

Through competitive recruitments, employees promoted to the following positions:

- Water Quality Technician - Limited Duration
- Field Supervisor
- Supervisor of Facilities Maintenance & Special Projects
- Engineering Manager I/II (Design)
- Safety Manager

Hires:

- Accountant I
- Assistant Utility Maintenance Worker
- Customer Service Representative I
- Customer Service Representative III
- Lab Technician
- Natural Resources Technician
- Treatment Plant Trainee
- Watershed Aide -Maintenance
- Watershed Aide - Volunteer Management & Community Outreach
- Watershed Aide -Vegetation Management (2 Positions)
- 6 Conditional Offers of Employment (4 Regular and 2 Seasonal)!



# Recruitment – Promotions and New Hires

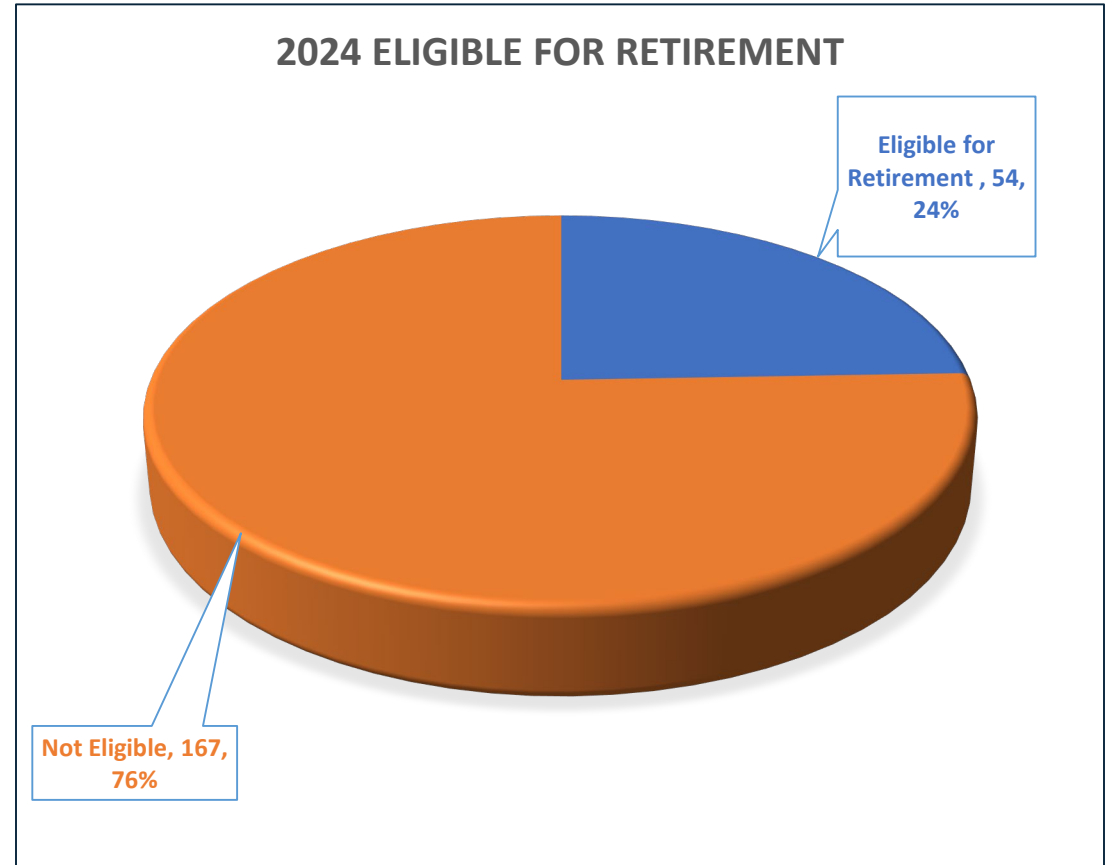
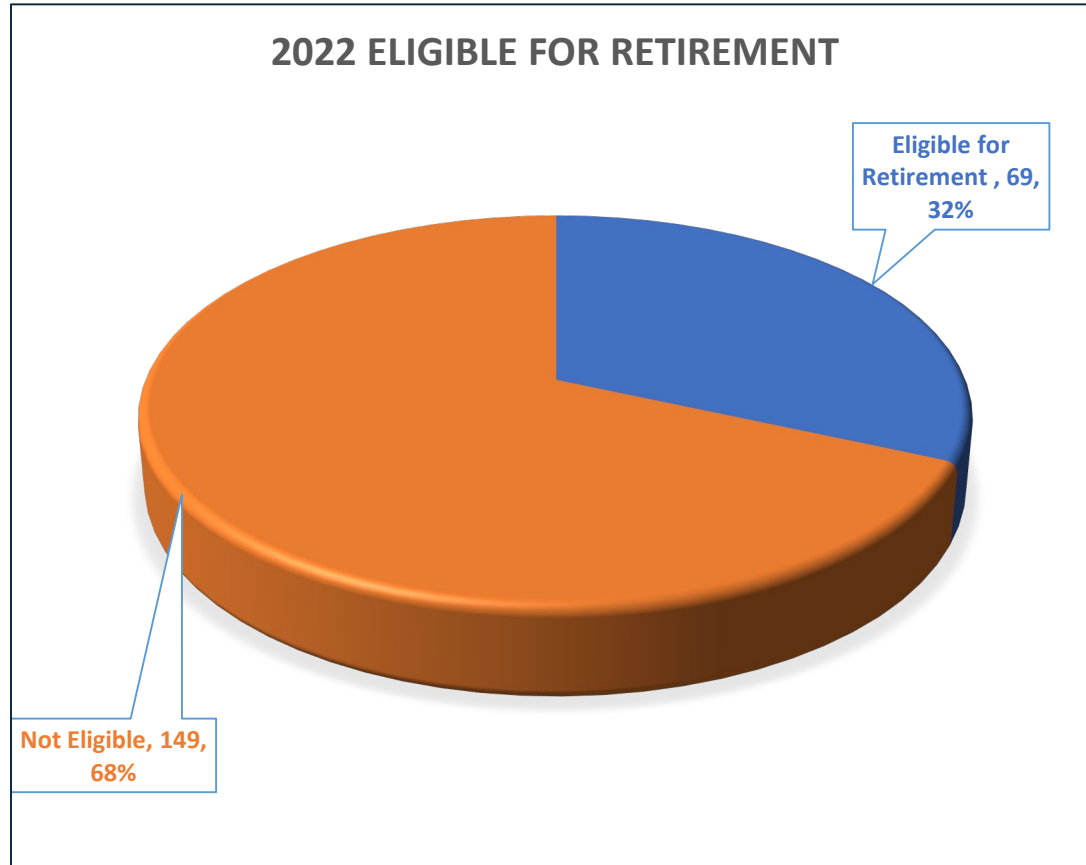
## April 2023 to April 2024

- 72 Filled Vacancies
  - 53 New Hires
    - 38 Regular Positions
    - 15 Seasonal Positions
  - 19 Promotions - competitive
- 10 Promotions – Non-competitive

## January 2022 to April 2024 (2 years, 4 months)

- 35 Retirements
- 24 Voluntary Separations
- 2 Probationary Separations

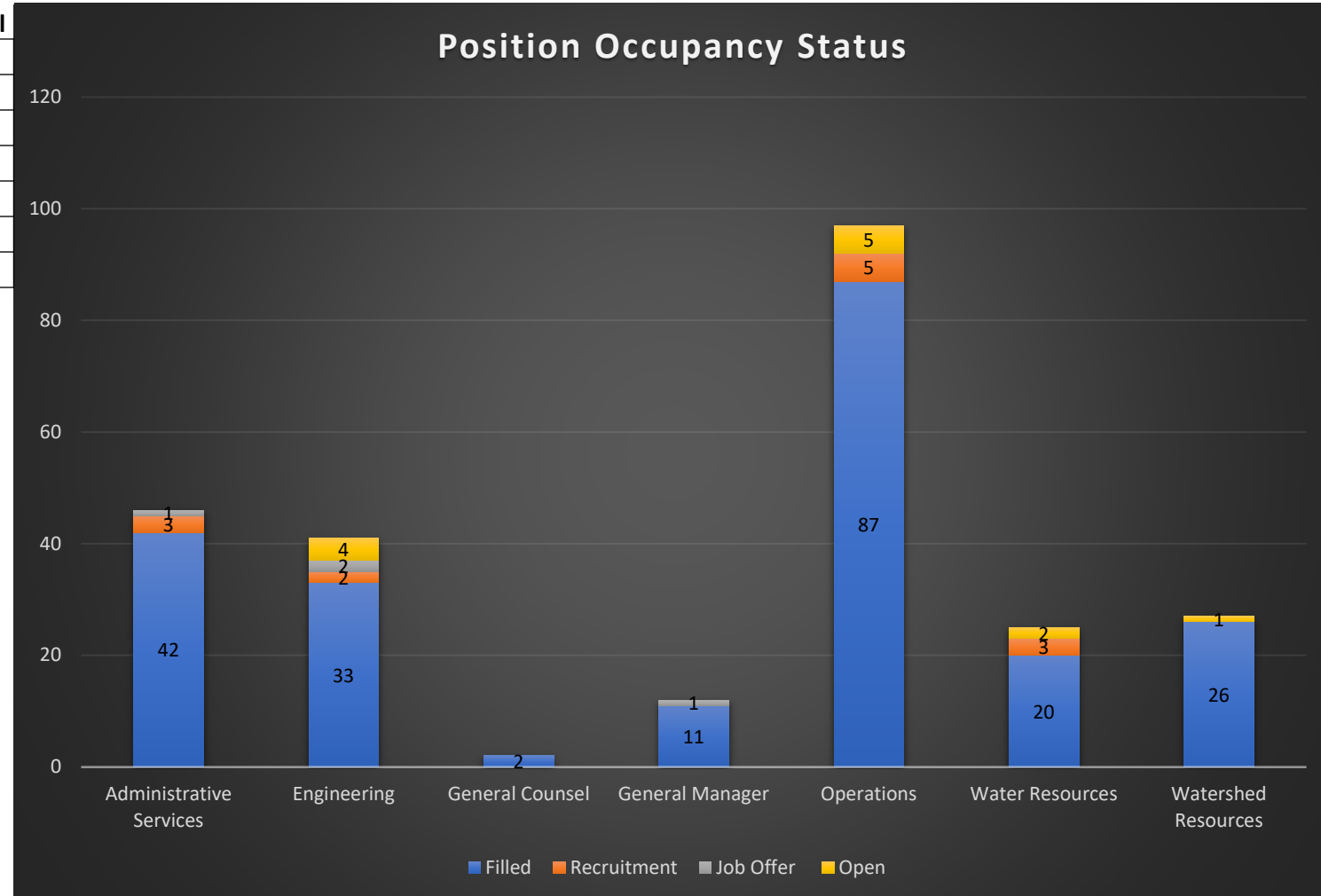
# Retirement Eligibility



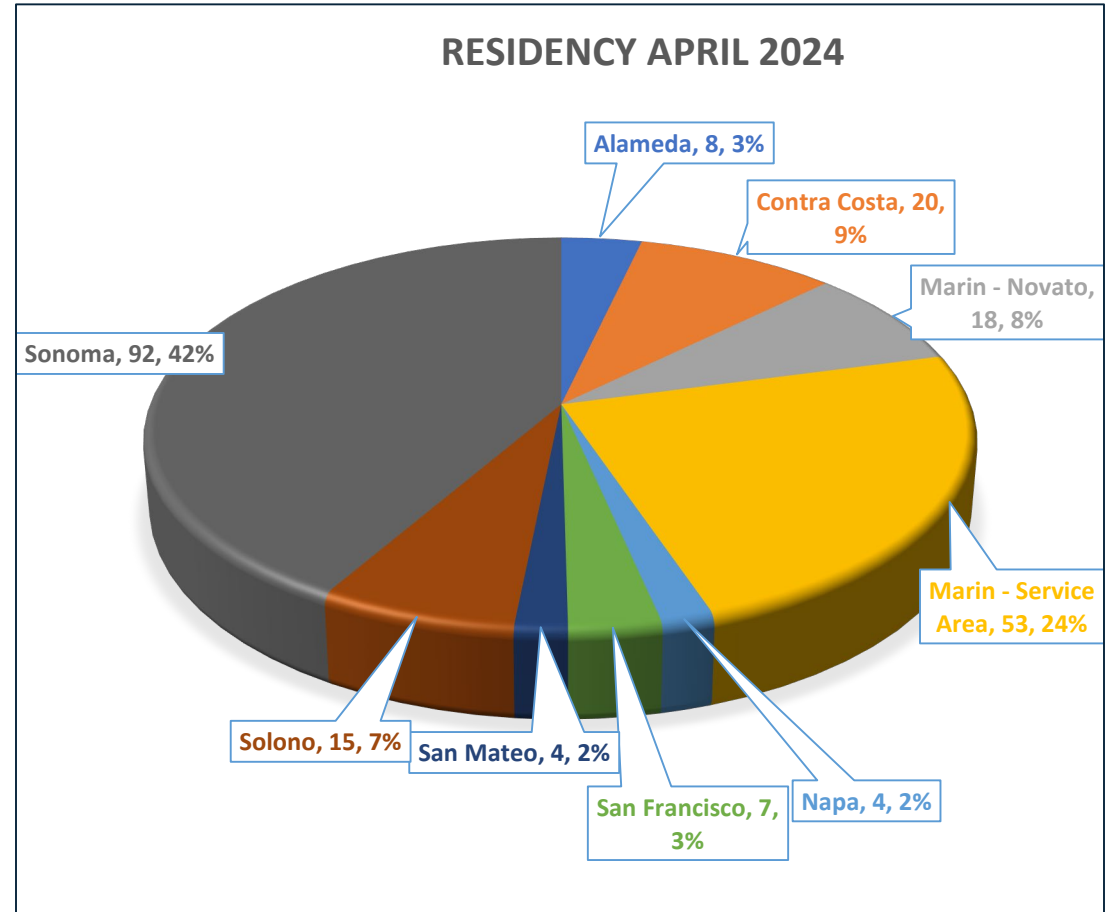
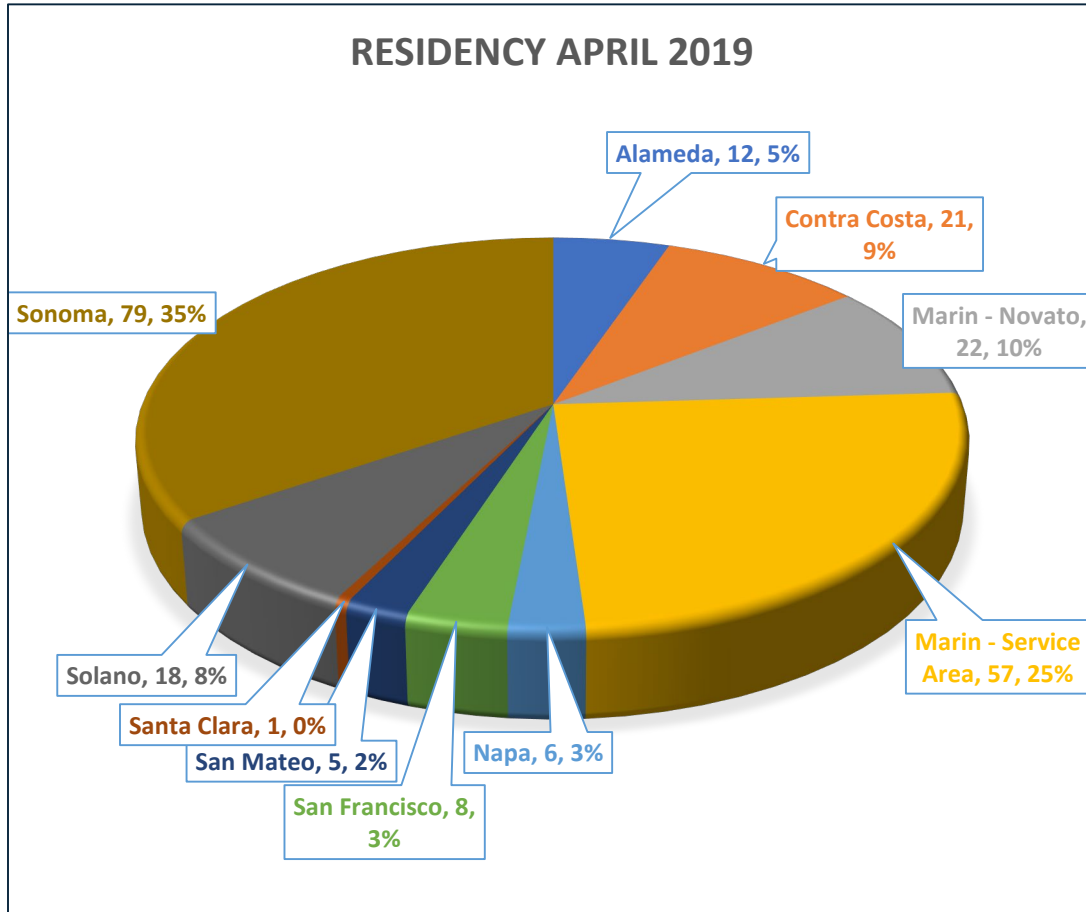
This data represents employees who could retire in [December 2024](#) or within 5 years with the minimum benefit

# Position Occupancy by Division

Division	Filled	Recruitment	Job Offers	Open	Division Total
Administrative Services	42	3	1		46
Engineering	33	2	2	4	41
General Counsel	2				2
General Manager	11		1		12
Operations	87	5		5	97
Water Resources	20	3		2	25
Watershed Resources	26			1	27
	221	13	4	12	250



# Employee Residency



# Commuter Benefits

- Pre-tax spending for commuting via public transportation
  - District subsidy - \$75 per month match
  - 40 employees participate
- Bike Reimbursement Program
  - for qualifying bike expenses - \$20 per month
- Telework



# Status of 360 Mid Managers

- SLT Complete – December 2023
- 360 Review training – February 2024
  - Successful conversations
  - Coaching vs. Telling
  - Receiving Feedback
- Mid Managers – March/April 2024

## Next Steps

- Consider timing and approach for extending 360 to the Supervisor group

# Summary

- The District has refreshed employment pages
- A significant number of positions have been backfilled
- The District offers commuter benefits
- 360 reviews for managers are in process

**Thank you!**