

**Committee Request for Board Action: None**

**11 attendees, representing 14 member agencies.**

**Round Table Discussion on staffing, scheduling, and knowledge transfer**

The committee held a round table discussion to allow agencies to share information about recruitment of new staff, retention, and transfer of institutional knowledge. The following questions were tee'd up for participants:

- a. How does the wastewater industry successfully attract millennials?
- b. Are PEPRAs an issue in recruiting new public agency employees?
- c. How does an agency successfully transfer institutional knowledge to new employees?
- d. How does an agency implement an internship program for collection system jobs?
- e. Are there any effective high school recruitment programs?

There was a discussion about how pay and benefits disparities between agencies are an issue for retention at some of the lower paying agencies. Some members reporting having good luck recruiting via Baywork. Some agencies have had success recruiting via internships, but others do not have a clear route from internship to employment. The group also discussed knowledge transfer, and how to ensure that institutional knowledge does not disappear when staff retire. Some agencies rotate staff positions to ensure that all staff have a breadth of knowledge. Other agencies discussed the use of electronic records to capture information.

**SSS WDR Update**

The State Water Board circulated a draft outline for SSMPs that may be included with the SSS WDR revision. BACWA provided the following comments for CASA to incorporate into their response to the State Water Board:

The new outline is substantially more prescriptive. Preparing a SSMP using the new outline will require additional staff resources and add cost. Although many agencies, including NapaSan, have established programs (asset management, risk assessment, forecasted capital improvement needs, FOG pretreatment, communication, KPI, etc.), the effort to include or reference this information in the SSMP outweighs the benefits. For example, if someone (staff or public) were interested in forecasted capital improvement needs, the information would be more easily located in the agency's capital plan and/or approved budget. Listing this information in multiple locations creates additional complexity, effort, and opportunity for inconsistencies.

The group was not certain whether the recommended SSMP outline would be enforceable. The committee leadership will follow up with CASA.

**Advanced Quantitative Precipitation Information (AQPI)**

In 2017, all of the Integrated Regional Water Management Planning funds available to the San Francisco Bay Region were allocated to the AQPI project. AQPI plans to place up to five new X-band radar units throughout the Bay Area, specifically to provide more precise rainfall forecasting for atmospheric rivers. The project has been integrated into the Bay Planning Coalition and needs additional support from entities interested in obtaining the high resolution precipitation data. The Regional Water Board could be asked to give enforcement consideration to agencies who have provided funding to AQPI, and are at risk from third party lawsuits.

**Next Collection System Committee Meeting**

The committee will be transitioning to a quarterly schedule. Our next committee meeting will be held on April 25, 2019.