CALIFORNIA natural resources AGENCY

EDMUND G. BROWN JR., *Governor*
JOHN LAIRD, *Secretary for Natural Resources*

July 31, 2012

Mr. Anthony Saracino, Chair
California Water Commission
1416 Ninth Street
Sacramento, California 94236-0001

Dear Mr. Saracino:

I would like to thank you for your July 3, 2012 letter from the California Water Commission (CWC) regarding the serious workforce recruitment and retention crisis impacting the State Water Project (SWP). I share CWC's concerns over how this crisis in the SWP's operations and maintenance (O&M) workforce continues to threaten the reliability of the SWP infrastructure and the state's water supply, not to mention the safety of SWP employees working in these facilities and the safety of the public who live and work downstream.

I will continue to lead discussions within the Administration to resolve this matter. During the last two budget cycles, the Administration and Legislature have addressed half of the SWP reliability problem by evaluating and approving nearly 70 new hydroelectric power utility trades and crafts positions for SWP O&M through the Budget Change Proposal (BCP) process. These new positions establish an appropriately sized workforce to improve SWP reliability. However, bottom-of-the-market salaries remain a significant barrier to improving SWP reliability. Not surprisingly, the Department of Water Resources (DWR) reports nearly 100 vacancies in these critical hydropower classifications including 48 new BCP positions. DWR simply cannot fill these positions due to the lack of qualified candidates.

Under my direction, the California Natural Resources Agency and DWR will continue working with the California Department of Human Resources (CalHR) with the goal of resolving this issue by the end of the year. In the meantime, I will direct DWR executive management to continue providing periodic updates on this issue to the CWC.

If you have any questions or further concerns regarding this issue, you may contact DWR Deputy Director Carl Torgersen at (916) 653-8043.

Sincerely,

John Laird
Secretary for Natural Resources

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cc: Julie Chapman, CalHR
Mark W. Cowin, DWR Director
Carl A. Torgersen, DWRDeputy Director
Kathie Kishaba, DWRDeputy Director
Ana Matosantos, DOF Director