



Board of Directors

Public Hearing: Assembly Bill 2561 – Public Agency Vacancy Reporting Requirements

Board Meeting
May 13, 2025

Public Hearing: Assembly Bill 2561

Subject

Public Hearing to receive staff and recognized employee organizations presentations on the status of job vacancies and recruitment/retention efforts, as required by Government Code §3502.3 (Assembly Bill 2561), and to receive public comment

Purpose

Informational

Background

- Assembly Bill 2561 (AB 2561), effective January 1, 2025
 - Amends Government Code, Chapter 10, Section 3500 with addition of Section 3502.3
 - Objective is to address staffing shortages, promote transparency, improve recruitment and retention efforts, and ensure that recognized employee organizations have a platform to voice concerns.

Requirements

- Public hearing before the Board of Directors
 - At least once per fiscal year.
 - Must be done before budget adoption.
 - Status of job vacancies by Bargaining Unit.
 - Discuss ongoing recruitment and retention efforts.
- Bargaining Units
 - Recognized Bargaining Units have the right to make presentations at the public hearing related to the vacancies in their respective bargaining units.
 - Recognized employee organizations were notified of the public hearing in accordance with Government Code § 3502.3.

Vacancy Overview of Authorized Full-Time Positions

Analysis was conducted on March 18, 2025

Barg Unit	No. of positions	No. filled	No. vacant	% filled	% vacant
DEPT HEAD – 00	4	4	0	100%	0%
UNREP – 01	43	39	4	91%	9%
AFSCME - 02	1342	1207	135*	90%	10%
SA - 03	99	85	14	86%	14%
MAPA - 04	356	324	32	91%	9%
ACE - 05	145	130	15	90%	10%
Total	1989	1789	200	90%	10%

*15 of these are apprentice positions. Offers have been extended.

This overview reflects positions authorized in the District's adopted budget for the current fiscal year and excludes temporary and part-time roles.

Current Recruitment Activity

Current Recruitment Status

Recruitment Status	Sum of Total	Percentage
Beginning	62	31%
Middle	28	14%
Final	54	27%
No Requisition	53	27%
Total	197	100%

Recruitment Data CY 2024

Recruitment Data for Calendar Year 2024

Barg Unit	No. of Pos Filled by External Hire	No. of Pos Filled by Internal Hire	No. of Pos Filled by Transfer	Total by BU
Unrep - 01	2	3	0	5
AFSCME - 02	78	23	12	113
SA - 03	1	6	1	8
MAPA - 04	5	38	0	43
ACE - 05	10	4	0	14
Total	96	74	13	183

Separations vs. Hires – 6 Year Trend

	Separations			Hires			
Calendar Year	Retirements	Other Separations	Total Separations	External Hire	Internal Hire	Transfer	Total Pos Filled
2019	88	32	120	155	87	14	256
2020	60	17	77	95	70	22	187
2021	98	28	126	80	56	11	147
2022	83	28	111	111	66	20	197
2023	65	19	84	121	77	18	216
2024	64	22	86	96	74	13	183
AVG	76	24	100	110	72	16	198

Use of Temporary Staffing

- MWD utilizes temporary and limited-term staff in key operational areas to maintain service levels and support projects as needed.
- Temporary staffing is used in compliance with MWD's operating policies.

Identified Challenges Impacting Vacancy Reduction

- Recruitment timeline efficiencies have varying impacts to them.
 - Established benchmark timelines to identify areas where efficiencies can be gained.
- Limited internal recruitment capacity.
 - Surge Staffing within Recruitment:
 - Additional Limited Term recruitment staff
 - Request for additional full-time positions through budget cycle. Achieve stabilized staffing level.

Identified Challenges Impacting Vacancy Reduction

- Communication gaps between hiring managers and HR caused lags in candidate selection.
 - Process Enhancements
- MWD has implemented procedural clarifications, timeline benchmarks, and new MOU language in response to these issues.
 - Process Enhancements
 - Eligibility lists
 - Prioritizing recruitments for entry to mid-level
 - Establishing benchmark timelines
 - Clarifying process and order
 - i.e., PCN Administration

Recruitment and Retention Efforts

- Retention
 - Competitive compensation and benefits
 - Improvements to workforce communication
 - Meaningful work
- Investments in employees
 - Ongoing workforce assessment
 - Tuition reimbursement
 - Reinstatement of Employee Inspection Trips
 - Training

Active Solutions

- Next Steps
 - 42% of current vacancies in final and middle stages
 - Surge Staffing
 - Instituted Eligibility list
 - Improvements to Communication
 - Ongoing Workforce Assessments
 - Employee Connection
 - Highlighting Benefits – 17% increase in tuition reimbursement participation
 - Continued investment in Employee Training

Questions?

