



Action Item:12

Public Hearing: Annual Status of Vacancies, Recruitment, and Retention

April 17, 2026, Regular Meeting

Introduction

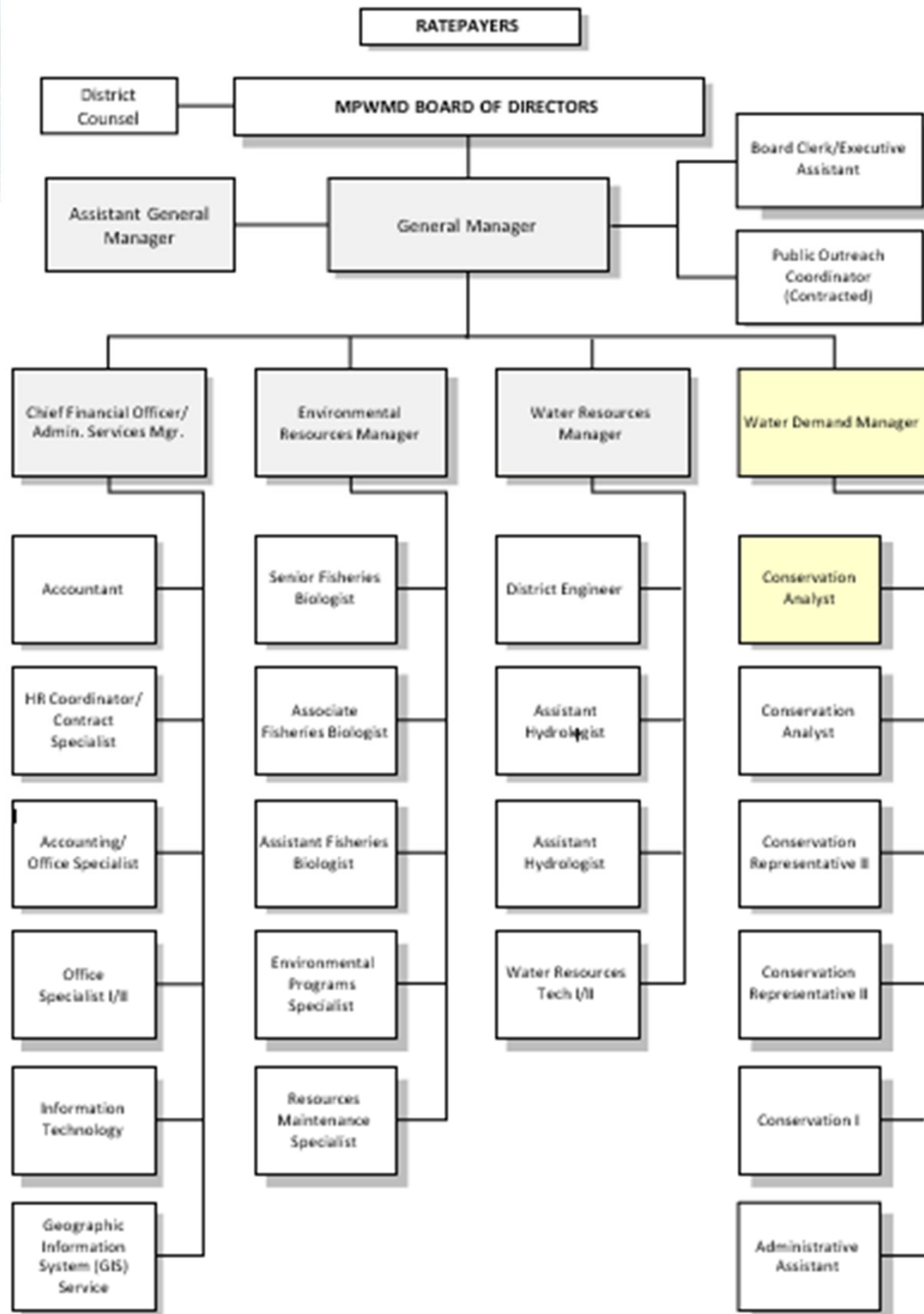
- AB 2561 added **Government Code Section 3502.3** to the Meyers-Milias Brown Act (MMBA), effective January 1, 2025
- AB 2561 requires local government agencies to present information on the following during a public hearing before the governing board:
 1. Status of vacancies
 2. Recruitment and retention efforts; and
 3. Any necessary changes to policies, procedures, and recruitment activities to reduce obstacles in the hiring process
 4. Recognized employee units can presentation during the public hearing
- If the vacancy rate is at least 20% in a bargaining unit, additional obligations may apply, including:
 1. The total number of job vacancies within the unit
 2. The total number of applicants for vacant positions within the unit
 3. The average number of days to complete the hiring process from when the position is posted
 4. Opportunities to improve compensation and other working conditions

Staffing and Vacancies

- No Vacancies in three bargaining units (MOUs)
- Budgeted positions across three MOUs:
 - General: 18
 - Management: 3
 - Confidential: 3
 - Contracted positions: 2
- Divisions:
 - Environmental Resources - 6
 - Water Demand - 7
 - Water Resources - 5
 - Financial & Administrative Services – 5 + 2 (contracted)
 - General Manager - 3



District Organization Chart



Recruitment & Retention

	<1 ys	1-5 yrs	6-10 yrs	10-20 ys	>20 yrs
General	1	9	4	2	2
Management				1	2
Confidential		2			1
Contract		1		1	

Recruitment

- District website, CSDA.net, GovernmentJobs.com, Indeed.com, other job boards
- RGS and Recruiters

Benefits

- Competitive Salary & Benefits
- Continued Cost of Living Increases

Employee and Labor Relations

- Communication
- Work Environment

Learning & Development

- Recognition & Appreciation
- CSDA, ACWA, GFOA, others

Risk

- Quarterly Safety Inspections
- Health & Safety Program