



Wastewater
Treatment



TRANSFORMING
WASTEWATER
TO RESOURCES



Recycled
Water



Energy
Production



Biosolids
Reuse

Vacancies, Recruitment, and Retention Public Hearing (AB 2561)

Special Board of Directors Meeting
May 27, 2026

Assembly Bill 2561 (AB 2561) Background



- Effective January 1, 2025, AB 2561 requires public agencies to present vacancy status and recruitment/retention efforts during public hearing before Board each fiscal year
 - Added GC Section 3502.3 to Meyers-Milias-Brown Act (MMBA)
- Sets forth requirements for public hearing, budget adoption, employee organization participation, and additional reporting for high vacancy rates (i.e., >20% for an individual bargaining unit)
- Board approved resolution for conducting public hearing on April 9, 2025

District Workforce



Workforce

Vacancies

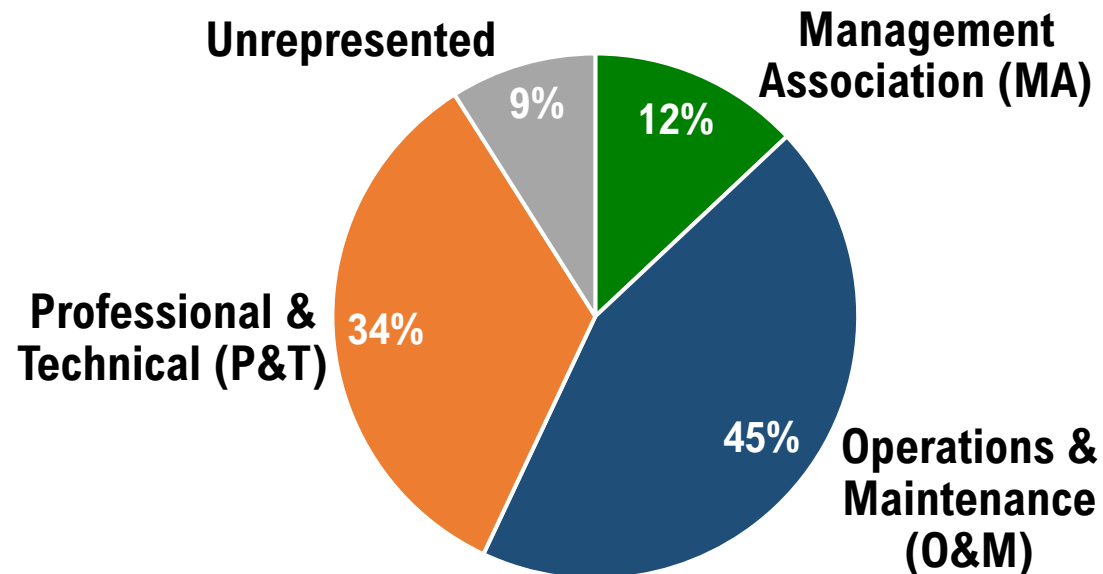
Recruitment/
Retention

Additional
Reporting

Potential
Improvements

FY24/25 Total Budgeted/Authorized Full-Time Positions = 75.5 FTEs

Services Rendered to the Public by
Budgeted/Authorized Workforce



District Vacancies

Workforce

Vacancies

Recruitment/
Retention

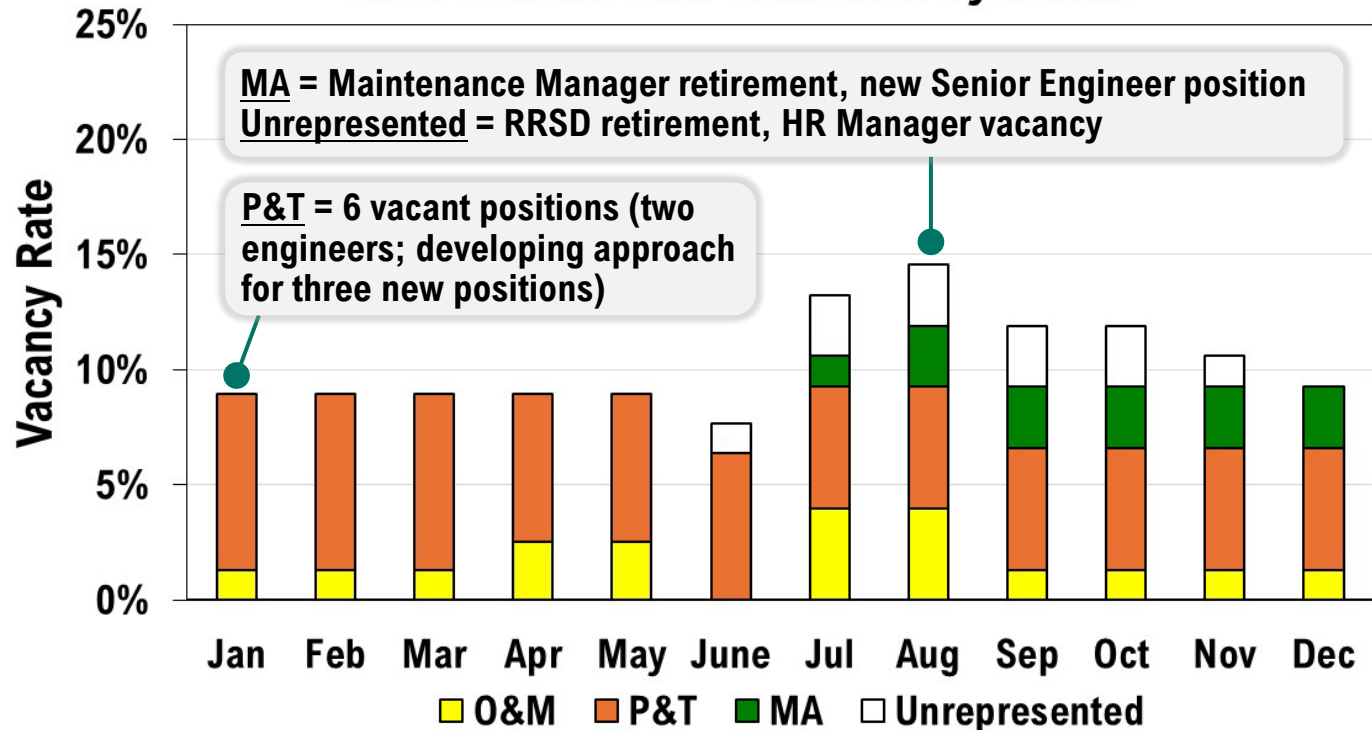
Additional
Reporting

Potential
Improvements

Average Vacancy Percentage at End of Each Month = 10.3%

- Highest Vacancy Percentage at End of a Month = 14.6% (Aug)
- Lowest Vacancy Percentage at End of a Month = 7.7% (Jun)

2025 District-wide Vacancies by Month



District Vacancies, Recruitment, and Retention



Workforce

Vacancies

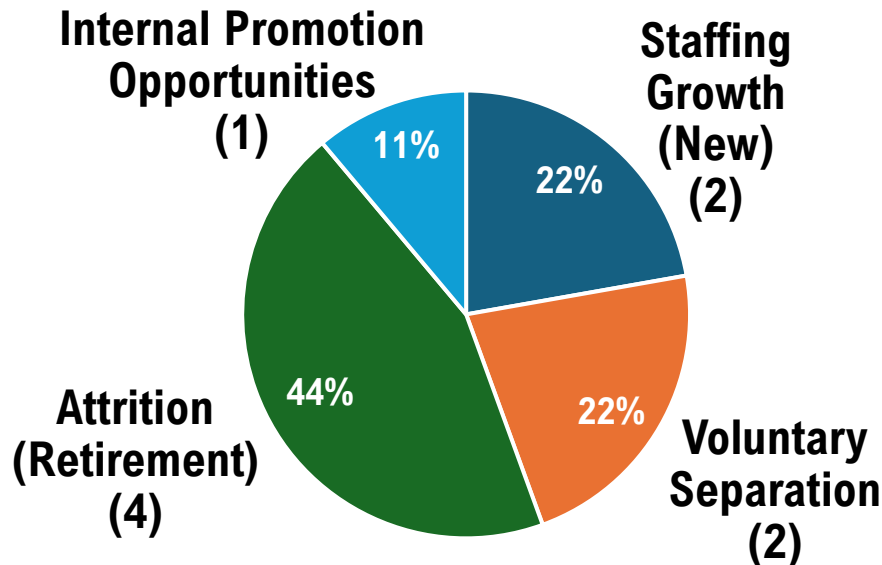
Recruitment/
Retention

Additional
Reporting

Potential
Improvements

- Total Vacancies “Created” in 2025 = 9 FTEs
- Annual Staff “Turnover” Rate = 2.6%
- Average Time to Fill Vacancy = 101 days (from initial job posting)
- Vacancies Filled with Existing Eligibility List = 0

CY25 Vacancies Created = 9 FTEs



Vacancy Rate by Bargaining Unit (as of 12/31/25):

- O&M = 3.0%
- P&T = 15.4%
- MA = 22.2% (>20%, triggers additional reporting requirement)

Additional Reporting Requirements for MA (>20% Vacancy)



Workforce

Vacancies

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Improvements

- Total Number of Vacancies = 2 of 9 positions (22%)
 - Due to addition of second Senior Engineer (SE) position in FY25/26 and retirement of Maintenance Manager (MM)
 - Positions were filled in Feb and Mar 2026, respectively
- Number of Applicants = 9 for SE, 53 for MM
- Average Time to Fill Two Positions = 70 days
- Opportunities to Improve Compensation and Working Conditions = None Required
 - Based on conditions that created these two vacancies (new position, retirement) and **positive outcomes in filling both positions (with two internal candidates)**, the District did not experience recruitment and/or retention issues that would require position-specific changes

Potential Improvements

Workforce

Vacancies

Recruitment/
Retention

Additional
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Improvements

- Due to significant industry-wide hiring challenges for engineering positions, District has shifted focus to recruiting at lower levels (junior vs. associate/assistant engineers)
- Significant engagement in developing future talent via internships, local career fairs, PTEC (LMC), Baywork, and STEM events
- Potential general recruiting improvements
 - Reducing time to update job descriptions
 - Enhancing recruitment advertising/marketing
 - Revise Recruitment and Selection Policy
- Implement recommended improvements following completion of current organizational culture assessment