

# Assembly Bill 2561 Public Hearing

Status of Coachella Valley Water District Vacancies, Recruitment and Retention Efforts



## Board of Directors Meeting

May 28<sup>th</sup>, 2025

## Assembly Bill 2561 (AB-2561)

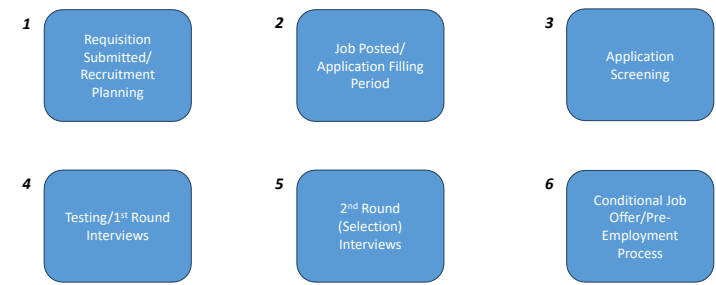
- Effective January 1<sup>st</sup>, 2025, Government Code section 3502.3 was added to the Meyers-Milias-Brown Act (MMBA).
- MMBA authorizes local public employees, as defined, to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on matter of labor relations.
- There is a statewide interest in ensuring that public agency operations are appropriately staffed and that high vacancy rates do not undermine public employee labor relations.

## Assembly Bill 2561 (AB-2561) cont.

- A public agency shall present information on the following during a public hearing before the governing board at least once per fiscal year:
  - 1.) The status of vacancies
  - 2.) Recruitment and retention efforts
  - 3.) Any necessary changes to policies, procedures and recruitment activities that may lead to obstacles in reducing vacancies.
- If the vacancy rate is at least 20% in a bargaining unit, additional obligations may apply.
  - As of today, CVWD bargaining unit vacancy rates are well below 20%.



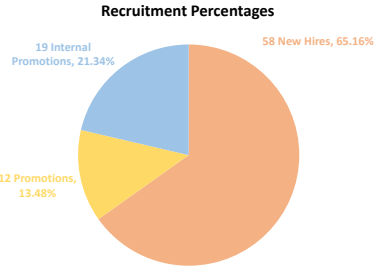
CVWD Recruitment Efforts & Selection Process Overview



Recruitment Information – Calendar Year 2024

- 570 Budgeted Positions
- 89 Recruitments Posted
  - 19 Internal Promotions
- 70 Vacancies Filled
  - 58 New Hires
  - 12 Promotions

Vacancy Rate at end of 2024: 3.6%



## Vacancy Rates as of May 4, 2025

- 570 budgeted positions; 28 vacancies
- District-wide vacancy rate: 4.9% (28 vacancies/570 positions)

## Status of Vacancies as of May 4, 2025

Classification/Position	Unit	Cause of Vacancy	Status
Records Specialist	CVWDEA	Resignation	Under Internal Review
Management Analyst	CVWDEA	Resignation	Application Filling Period
Administrative Assistant	CVWDEA	Promotion	Interviewing
Engineer I/II	CVWDEA	Resignation	Under Internal Review
Construction Inspector	CVWDEA	Resignation	Under Internal Review
Engineering Aide II	CVWDEA	Retirement	Under Internal Review
Safety & Training Specialist	CVWDEA	Retirement	Interviewing
Conservation Program Specialist I	CVWDEA	Retirement	Interviewing
Customer Service Rep	CVWDEA	Resignation	Orientation Schedule 5/27
Domestic Water Technician	CVWDEA	Resignation	Orientation Schedule 5/27
Control Systems Operator	CVWDEA	Retirement	Interviewing
Domestic Water Technician	CVWDEA	Termination	Under Internal Review
Meter Reader I	CVWDEA	Resignation	Interviewing
Administrative Assistant	CVWDEA	Retirement	Interviewing



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## Status of Vacancies as of May 4, 2025 cont.

Classification/Position	Unit	Cause of Vacancy	Status
Sr. Canal Water Technician	CVWDEA	Retirement	Under Internal Review
Canal Water Technician	CVWDEA	Resignation	Under Internal Review
Service Worker	CVWDEA	Termination	Interviewing
Collections Maintenance Tech	CVWDEA	Division Transfer	Interviewing
Network Systems Manager	ASSET	Retirement	Application Filling Period
Engineering Tech Supervisor	ASSET	Retirement	Reviewing JD
Chief Construction Inspector	ASSET	Retirement	Reviewing JD
Environmental Administrator	ASSET	Resignation	Application Filling Period
Environmental Administrator	ASSET	Vacancy	Application Filling Period
Operations Crew Chief Dom	ASSET	Promotion	Job Offer
Executive Assistant	DBCP	Resignation	Application Filling Period
Deputy Clerk of the Board	DBCP	Resignation	Application Filling Period
HR Analyst	DBCP	Resignation	Application Filling Period
HR Analyst	DBCP	Retirement	Application Filling Period



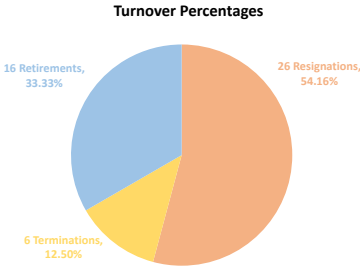
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# Retention Information – Calendar Year 2024

2024 Exit Employees: 48

- 2024 Staffing Turnover Rate: 8.8% (48 employee exits/average number of employees)



### Retention Efforts – Salary, Benefits, Engagement & More

Employee Input/Feedback	Committees	Employee Events & Recognition	Total Compensation Study Refresh	Organizational & Staffing Growth
Employee Benefits	Workplace Flexibility	Employee Well- Being/Wellness Programs	District-Wide Organizational & Staffing Analysis	District Publications & Newsletters
Diversity & Inclusion	Employee Relations	Labor Relations & Union/Employee Association Partnerships	Internal Promotion Paths & Professional Development	Rewards & Recognition



## Hiring Challenges & Solutions

- The District continuously reviews applicable policies, procedures and recruitment activities to identify any potential obstacles in the Districts hiring process/recruitment efforts and makes changes in the following areas to address these obstacles:
  - Hiring Policies
  - Recruitment Process
  - Salary & Benefits
  - Classifications, Job Descriptions & Position Requirements
  - Advertising & Outreach
  - Staff Development



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These hiring and retention efforts contribute to a positive workplace culture, which is key in allowing the District to attract, engage and retain top talent.

Question/Comments?