



## AGENDA STAFF REPORT

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**Agenda Number: B**  
**File ID: 0000.00**

**Section Name: PUBLIC HEARINGS**  
**Project ID:**

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**MEETING DATE:** May 28, 2025

**SUBJECT:** AB-2561 Public Hearing on Vacancies, Recruitment, and Retention Efforts

**TO:** BOARD OF DIRECTORS

**FROM:** HUMAN RESOURCES, SCOTT HUNTER

### **GENERAL MANAGER RECOMMENDATION:**

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#### **RECOMMENDATION:**

Conduct a public hearing on vacancies and recruitment and retention efforts in compliance with Assembly Bill No. 2561.

#### **BUDGET IMPACT:**

There is no direct financial impact associated with conducting a public hearing pursuant to Government Code Section 3502.3. However, addressing recruitment and retention issues could involve future budgeting and bargaining considerations, which would be presented to the Board in the future, as necessary.

#### **PROCUREMENT METHOD:**

☒ N/A

If other, please explain: .

#### **BACKGROUND**

Pursuant to Government Code Section 3502.3, the District is required to do the following:

1. Public Hearing: At least once each fiscal year, at a public hearing before the Board of Directors, the District shall present information regarding the status of vacancies and recruitment and retention efforts and identify any necessary changes to policies, procedure and recruitment activities that may lead to obstacles in the hiring process. If the Board of Directors adopts an annual or multi-year budget during the fiscal year, the presentation must occur prior to the Board's adoption of the final budget for the District.

2. Employee Organization Participation: Allow the recognized employee organization for each bargaining unit at the District to make presentations during the public hearing concerning vacancies and recruitment and retention efforts. There are two bargaining units at the District: Coachella Valley Water District Employee Association (CVWDEA-Teamsters Local 1932) & Association of Supervisory Support Evaluation Team (ASSET). Human Resources staff have notified the District's two bargaining units of the public hearing and advised them of their opportunity to address the Board on the matter.

3. Additional Reporting for High Vacancy Rates: If vacancies within a single bargaining unit meet or exceed 20 percent of authorized full-time positions in that bargaining unit, upon request of the recognized employee organization for that bargaining unit, the District must provide additional information during the public hearing, including the following: (1) the total number of vacancies; (2) the number of applicants; (3) the average time to fill positions; and (4) opportunities to improve compensation and working conditions for employees in the bargaining unit. No vacancy rates within either of the District's two bargaining units meet or exceed 20 percent of authorized full-time positions in that bargaining unit. Therefore, Item No. 3 above does not apply to the District and is not included in this presentation. The presentation does detail the vacancy rate, number of vacancies and status of vacancies for each bargaining unit, among other information pertaining to the District's recruitment and retention efforts. Attached for reference are the presentation slides and Assembly Bill No. 2561.

**PRIOR BOARD ACTION:**

N/A

**DISTRICT STRATEGIC PLAN GOAL(S)/OBJECTIVES(S):**

N/A

**ENVIRONMENTAL IMPACT:**

This is not a project as defined by CEQA; therefore, approval does not require any CEQA action.

**PUBLIC NOTICE REQUIRED**

N/A

**LEGAL REVIEW**

Jay Tinnaman, Esq.

**ATTACHMENTS**

Att 1 - AB-2561 Text

Att 2 - AB-2561 ppt Deck