

Assembly Bill 2561

**Compliance Reporting
for Local Public Employees
Vacant Positions**

June 10, 2026

AB 2561 Public Agency Requirements



- Introduced in 2025 to create greater transparency and accountability in public sector staffing
- Present the status of job vacancies, recruitment and retention efforts at least once per fiscal year.
- CCWD bargaining units have the right to make presentations concerning positions within their bargaining unit

District Data

<i>Turnover Rate</i>	<i>Vacancy Rate</i>
13.6%	4.43%

Reasons for Vacancy:

- 1 moved out of state
- 4 retired
- 1 ability to work from home full time.
- 1 promotional opportunity
- 1 probationary termination
- 2 terminations

By Bargaining Unit Data

SEIU

<i>Turnover Rate</i>	<i>Vacancy Rate</i>
12.50%	4.03%

Turnover Rate

Vacancy Rate

15.38%

7.08%

MCU

Recruitment Efforts

- Culture built on shared values that prioritize safety, well-being, and mutual respect – creating a thriving environment
- Job Fairs and Career Events
- Enhanced job postings
 - Job board specific to water industry and/or profession
 - Social Media
 - Website – Mailing List (189 subscribers)



Retention Efforts

- **Employee Relations and Wellness Committee**
 - Anniversary milestone recognition
 - All Employee Meetings
 - Annual Kids day
 - Step Challenge
- **Career Ladder**
- **Competitive Compensation and Benefits**



SEIU Bargaining Unit Presentation

Presented by:

**Andrea Colavita Pinkham
SEIU Local 1021 Field Representative**

Thank You!

Questions
and
Answers

