

MTC Position Vacancies

AB 2561 Public Hearing



**METROPOLITAN
TRANSPORTATION
COMMISSION**



Agenda

- AB 2561
- Data
- Recruitment & Retention Efforts
- Employee Organization Presentations (If Requested)

AB 2561

About AB 2561

- Declares that job vacancies in local government are widespread and a significant problem for the public sector.
- Introduces measures to address staffing vacancies in public sector agencies.
- Effective January 1, 2025

Key Provisions of AB 2561

- Track job vacancies.
- Hold annual public hearings.
- Present status of vacancies and recruitment/retention efforts.
- Bargaining units may present, if desired.
- Additional obligations for bargaining units with vacancy rates of 20% or more.

Data

Vacancy Rates

Bargaining Unit	Authorized FTE	Vacant FTE	Vacancy Rate
CSR/Confidential	349	31	8.9%
Specific Execs	75	6	8.0%
Unrep	2	0	0.0%
Overall	426	37	8.7%

Data as of May 19, 2025

Recruitment & Retention Data

Past 12 Months

Recruitment

- 35 Regular New Hires
- Avg 71 days req to hire

Overall (Reg + Temp)

- 69 recruitments
- 3305 applications
- 56 hires

Retention

- 25 Regular Hire Separations
- Avg MTC Service: 8.6 Yrs

Type of Separation

- Retirement – 36%
- Resignation – 52%
- Other – 12%

Recruitment & Retention

Recruitment Strategies

- Review of current recruitment processes and procedures
- Regular assessment of recruitment outreach methods
- Pipeline development
- Interpretation of minimum qualifications

Retention Strategies

- Comprehensive benefit package
- Hybrid work environment and flexible work arrangements
- Clarifying and updating workforce policies
- Classification Plan updates and related initiatives
- Training & Development
- Data Collection & Analysis
 - Regular employee feedback opportunities