

# 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

- Declared that job vacancies in local government are widespread and a significant problem for the public sector.
- Introduced measures to address staffing vacancies in public sector agencies.
- Effective January 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            | 32         | 9.2%         |
| Specific Execs   | 76             | 6          | 7.9%         |
| Unrep            | 2              | 0          | 0.0%         |
| <b>Overall</b>   | <b>427</b>     | <b>38</b>  | <b>8.9%</b>  |

Data as of Feb 28, 2026

# Recruitment & Retention Data

12 Months thru Feb 28, 2026

## Recruitment

- 36 Regular New Hires
- Avg 70 days req to hire

## *Overall (Reg + Temp)*

- 66 recruitments
- 3353 applications
- 72 hires

## Retention

- Avg MTC Service: 7.0 Yrs
- 28 Regular Hire Separations

## *Type of Separations*

- Retirement – 36%
- Resignation – 46%
- Other – 18%

# Recruitment & Retention

# Recruitment Strategies

- Regular review of current recruitment processes and procedures
- Regular assessment of recruitment outreach methods
- Pipeline development
- Interpretation of minimum qualifications
- Use of outside recruitment firms to leverage their sourcing and outreach when necessary

# 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
  - Semi-annual employee pulse survey