

UNION PUBLIC UTILITY DISTRICT

JUNE 2026
REGULAR BOARD MEETING





AB 2561

Public Hearing on Job Vacancies
& Recruitment and Retention Efforts

Background

Adoption of AB 2561



1

Law as of January 1, 2025.
Amends the Meyers-Milas-Brown Act

2

Adds Section 3205.3 to the
Government Code

3

Applies to all Agencies under the MMBA

Requirements



1

Annual Public hearing
prior to adoption of
budget

2

Describe recruitment and
retention efforts

3

Recognized employee
organizations may
present at the hearing

4

Present vacancy status
and identify and
obstacles in the hiring
process.

Current Vacancies

As of June 15, 2026

Two (2) Water Operator Positions are vacant

2

**VACANT
POSITIONS**

2

**BUDGETED
POSITIONS**

22%

**VACANCY
RATE**

Recruitment Process



Review & Update Job
Descriptions



Post vacancies via social
media, newspaper,
website



Use online application
tracking,



Promote unique benefits
of working at UPUD

Challenges

Water Operator Positions require unique skills and certifications



Both Water Treatment and Distribution Certifications are required.



A small water agency needs to compete with neighboring agencies with higher salaries and resources

Retention Efforts



1

COMPETITIVE PAY & BENEFITS

Including generous health care and CalPERS retirement.

2

WORK-LIFE BALANCE

Generous PTO, annual merit increases and COLA's

3

CULTURE & TEAM BUILDING

Positive working environments, events, staff recognition, active culture work & District Values.

Next Steps

Public Comment is required prior to the adoption of the 2026-2027 budget.



The background of the slide is a grayscale image. On the left, the California state flag is shown waving, featuring a bear, a star, and the text "CALIFORNIA REPUBLIC". On the right, the California State Capitol building is visible, showing its large dome and classical architectural details.

STATE LEGISLATIVE UPDATES & POSITIONS

June 2026

LEGISLATORUM EST JUSTAS LEGES CONDERE.

ASSEMBLY MEMBER PATTERSON
WELCOMES
MOUNTAIN COUNTIES WATER
RESOURCES ASSOCIATION
TO THE ASSEMBLY FLOOR
WEDNESDAY, MAY 20, 2026

CURRY
LA
RIAS
KAHAN
R
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O
LY
RY
ER
EZ, J.
EZ, M.
K
DIAN
MR. SPEAKER

JOHNSON
KALRA
KRELL
LACKEY
LEE
LOWENTHAL
MACEDO
MCKINNON
MURATSUCHI
NGUYEN
ORTEGA
PACHECO
PAPAN
PATEL
PATTERSON
PELLERIN
PETRIE-NORRIS
QUIRK-SILVA
RAMOS
RANSOM
RODRIGUEZ, C.
RODRIGUEZ, M.
ROGERS
RUBIO
SANCHEZ
SCHIAVO
SCHULTZ
SHARP-COLLINS
SOLACHE
SORIA
STEFANI
TA
TANGIPA
VALENCIA
WALLIS
WARD
WICKS
WILSON
ZBUR
MR. SPEAKER

ADDIS
AGUIAR-CURRY
AHRENS
ALANIS
ALVAREZ
ARAMBULA
ÁVILA FARIAS
BAINS
BAUER-KAHAN
BENNETT
BERMAN
BOERNER
BONTA
BRYAN
CALDERON
CALOZA
CARRILLO
CASTILLO
CHEN
CONNOLLY
DAVIES
DEMAIO
DIXON
ELHAWARY
ELLIS
FLORA
FONG
GABRIEL
GALLAGHER
GARCIA
GIPSON
GONZALEZ, J.
GONZÁLEZ, M.
HADWICK
HANEY
HARABEDIAN
HART
HOOVER
IRWIN
JACKSON

JOHNSON
KALRA
KRELL
LACKEY
LEE
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MCWRA LOBBY DAY

Assemblymember **David Tangipa**

Assemblymember Republican Leader **Heath Flora**

Senate President Pro Tem **Monique Limon**

Brady Bocherding, Office of

Governor Newsom

Assembly Speaker **Robert Rivas**

Senator **Megan Dahle**

Assemblymember **Heather Hadwick**

Assemblymember **Diane Papan**

Senator **Roger Niello**

Assemblymember **Juan Alanis**

ACWA NEWS



Members of the ACWA Board of Directors gather at the State Capitol in late January, when they held their first full workshop and meeting of the 2026-'27 term. The Board received a briefing on ACWA's latest initiative, see article below, and heard updates on

Nemeth as Executive Director

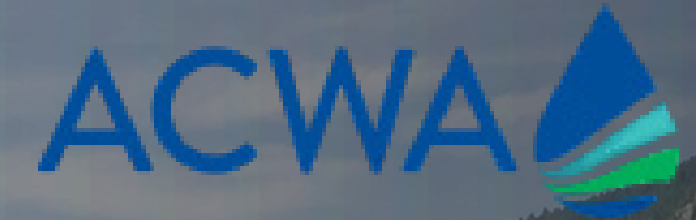


One of California's most prominent water leaders will lead ACWA when Department of Water Resources (DWR)

Director Karla

Nemeth assumes responsibilities as the association's next Executive Director Sept. 1.

ACWA President Ernie Avila announced the Board of Director's selection of Nemeth during the 2026 Spring Conference in Sacramento. She brings an unprecedented breadth of experience, list of accomplishments and high-profile



KARLA NEMETH

ACWA Executive Director

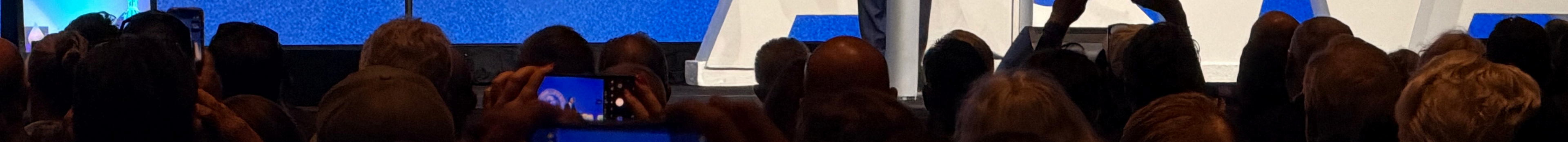
Start Date: September 1, 2026

ACWA Spring Conference

May 4th-7th



ACWA | 26 Spring Conference
May 5 - 7
Sacramento



A UNIFIED VISION FOR CALIFORNIA'S WATER

VISION 

FOR OUR WATER FUTURE





ACWA.COM/VISION

[Vision for Our Water Future - Full Video](#)



Vision for our Water Future

- More than 30 ACWA member agencies and partners have formally supported the Vision for Our Water Future initiative.
- The member-driven framework focuses on four priority actions and recommendations to advance a unified agenda for safe, reliable, and affordable water.
- Three working groups are developing recommendations for completion by year-end, supported by new ACWA member toolkit resources.
 - Affordability 
 - Aging Infrastructure 
 - Modernize Water Management



Wildfire Preparedness Bill

- ACWA-sponsored SB 1153 passed the Senate and has been **triple referred** to the Assembly Emergency Management Committee, Assembly Environmental Safety and Toxic Materials Committee, and Assembly Judiciary Committee
- Clarifies the limited role of water systems during wildfires and strengthens emergency preparedness in high-risk areas.
- Requires certain urban water suppliers to include wildfire response procedures in emergency response plans.

SB 1153 (Caballero)

SUPPORT



AB 2180 (Ward)

SUPPORT

Proposition 218 Rate Setting

- ACWA-sponsored AB 2180 passed the Assembly and went before the Senate Local Government Committee on June 10th.
- Clarifies Proposition 218 compliance when water agencies set rates, providing greater predictability and reducing legal disputes.
- Codifies the *Dreher v. LADWP* framework, allowing agencies to allocate costs using reasonable methodologies and available data.



Update to Organization Chart and Recommended Positions



CONSTRUCTION & DISTRIBUTION SUPERINTENDENT

June 2026



Why This Position Is Needed

- Expands UPUD's ability to complete more water system projects with in-house crews.
- Reduces reliance on outside contractors and associated markup costs.
- Improves project coordination, scheduling, and field oversight.
- Accelerates response times for system improvements, repairs, and emergency work.
- Provides dedicated leadership for construction and distribution operations as the District grows current employees.



Position Requirements

- Distribution III Certification
- Treatment II Certification
- Class A Driver's License
- OSHA 30-hour Construction Safety Certification
- Competent Person Trenching and Excavation Certification
- At least 5 years of excavation experience
- A combination of least 5 years of water distribution treatment construction experience



Financial & Operational Benefits

- Increased in-house construction capacity **lowers overall project costs.**
- Even modest reductions in contractor use can offset the position's annual cost.
- Better planning and supervision improve crew productivity and project efficiency.
- Conduct more small-scale projects.
- In-house project management, procurement oversight, and inspection oversight lowers CIP project costs.
- Creates long-term savings while strengthening UPUD's ability to maintain and improve critical infrastructure.

Salary Comparison

Construction Related Positions



Proposed:
\$45.66 - \$55.49

Agency	Min Hourly Wage	Max Hourly Wage
TUD Construction Maintenance Superintendent	\$48.97	\$59.52
TUD Construction & Maintenance Foreman	\$40.18	\$48.84
CCWD Construction Manager	\$52.84	\$70.92
CCWD Construction Senior	\$40.63	\$49.40
AWA Construction Supervisor	\$49.63	\$62.31
AWA Construction III	Unk	\$51.19

Conclusions



A Strategic Investment

- Expands in-house construction capacity.
- Reduces contractor costs and improves efficiency.
- Strengthens project oversight and delivery.
- Generates long-term savings and operational benefits.
- Supports reliable service and infrastructure improvements.



Proposed Organization Chart

