



STAFF REPORT

Meeting Type: Board of Directors
Title: Public Hearing and Report In Compliance with Assembly Bill 2561. (Gov. Code § 3502.3.)
From: Vikkie Garay, Human Resources Manager
Through: Ben Horenstein, General Manager
Meeting Date: April 21, 2026

[Handwritten initials: BG, BH]

TYPE OF ITEM: Approve X Informational

RECOMMENDATION: Hold a Public Hearing pursuant to California State Assembly Bill 2561 (AB 2561 codified at Cal. Govt. Code § 3502.3) to receive a report on the status of District vacancies and recruitment and retention efforts

SUMMARY: AB 2561 requires public agencies, including the District, to hold at least one public hearing per fiscal year to report on vacancies and recruitment and retention efforts and to identify any policies, procedures, and recruitment activities that may present obstacles in the agency's hiring process.

AB 2561 also provides all recognized employee organizations with the opportunity to make a presentation to the Board. Service Employee International Union (SEIU), Local 1021, the recognized employee organization or bargaining unit for represented employees in the District, was notified of this item and invited to make a presentation on District vacancies and recruitment and retention efforts.

DISCUSSION: At the public hearing, staff will present on current vacancies within the bargaining unit, as well as District recruitment and retention efforts.

The current vacancy rate for positions in the bargaining unit is 11%. In April 2025, the vacancy rate was 11% and in April 2026, the vacancy rate is 11%. The recruiting staff has recently extended two job offers; these upcoming hires will adjust the vacancy rate in the bargaining unit from 11% to 10%.

AB 2561 also provides that the District should identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles. Staff have not identified any necessary changes to policies and procedures that may present obstacles in the hiring process. Staff continue to employ modern and efficient recruitment processes to fill vacant positions and will continue to review processes to look for ways to improve the effectiveness of the process.

To support employee retention, the District has numerous programs in place to foster positive employee experiences such as a comprehensive onboarding program, employee engagement and recognition programs, commuter benefits, alternative work schedules, telework and career growth opportunities.

ENVIRONMENTAL REVIEW: Not applicable.

FISCAL IMPACT: There is no fiscal impact associated with this status update.

ATTACHMENT(S): None.