



STAFF REPORT

Meeting Type: Finance & Administration Committee/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 24, 2025

[Handwritten signatures: Vikkie Garay and Ben Horenstein]

TYPE OF ITEM: Approve X Review and Comment

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

SUMMARY: AB 2561, which was signed into law on September 2024 with an effective date of January 1, 2025, 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 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 at 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 provide an update on current vacancies within the bargaining unit, as well as the District's recruitment and retention efforts.

The District is committed to positive employee engagement and 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, training and career growth opportunities.

The current vacancy rate for positions in the bargaining unit is 10%. The District employs recruiting staff committed to quality and efficient recruitment processes designed to attract well-qualified candidates. Recruitments within the District are ongoing and are in various stages of the recruitment and selection process. The recruiting staff has recently extended eight job offers with anticipated hire dates to occur on or before May 5, 2025. If the aforementioned candidates are hired by the anticipated start dates, the District vacancy rate in the bargaining unit will adjust from 10% to 8%.

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 has not identified any necessary changes to policies and procedures that may present obstacles in the hiring process. Staff continues 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.

ENVIRONMENTAL REVIEW: Not applicable.

FISCAL IMPACT: None.

ATTACHMENT(S): None.