



Public Hearing on Job Vacancies, Recruitment and Retention Pursuant to Government Code Section 3502.3

Agenda Item C.1
Board of Directors
March 17, 2026



AB 2561 Background and Requirements

AB 2561 Background

Effective September 22, 2024, Assembly Bill 2561 amended the Meyers-Milias-Brown Act, adding Government Code Section 3502.3, which now requires all public agencies in the state to provide annual public updates on vacancy status and associated recruitment efforts.

This legislation was intended to respond to concerns in the California Legislature regarding widespread public sector vacancies, which can lead to heavier workloads, employee burnout, and increased turnover, which could negatively impact the delivery of public services.



AB 2561 Requirements

- Present a report (“Public Hearing”) on vacancies at least once per fiscal year prior to adopting an annual budget.
- Report must include:
 - Current status of vacancies
 - Recruitment and Retention strategies
 - Identify any necessary changes to policies, procedures and recruitment activities that “may lead to obstacles in the hiring process”
- The agency must allow the recognized employee organization for a bargaining to make a presentation at the hearing.
- Additional reporting requirements if vacancy rate >20% of total FTE





Current Vacancies and Recruitment Activity

Current Vacancies and Recruitment Activity

- Fiscal Year 25/26 - 53.5 budgeted positions
- To date, there is one vacancy:
 - Construction Worker I/II (tentative offer extended, pending background check)
- Recruitment Activity, March 2025-present
 - 13 total recruitments
 - 6 in-house promotional only
 - 7 open competition





Recruitment Process

Recruitment Process

- Job descriptions reviewed and updated as needed prior to opening a position.
- Position is posted internally for five days. If there are no qualified internal candidates, the position is then posted externally.
- Online application tracking system to screen and review all candidates
- HR pre-screens all candidates and works with the hiring manager to develop a final slate of candidates and create an interview and assessment plan that best suits the position.
- After candidates are interviewed, the interview panel discusses and identifies a top candidate, an offer is created and extended with General Manager's approval.
- HR manages the negotiation process until an offer is accepted or declined and then facilitates the pre-employment activities until the start date.



Recruitment Challenges



Recruitment Challenges

- Senior or Technical positions
- Geographic limitations



Retention Efforts



Retention Efforts

2021 - present

- 4.4% average turnover rate (excluding retirements)
- 14 retirements (25% of workforce)
- 39.2% of District employees have >10 years of service



Retention Efforts

- Competitive pay and benefits
- Employee development (education and certifications)
- Workplace culture
 - Small group meetings w/ General Manager
 - Wellness events
 - Potlucks/Lunches



Questions?

