



GREAT REDWOOD TRAIL AGENCY

MEETING DATE: May 15, 2025

AGENDA ITEM: 5. Public Hearing on Job Vacancies, Recruitment & Retention in Compliance with AB 2561

FROM: Elaine Hogan

RE: Public Hearing on Job Vacancies, Recruitment & Retention in Compliance with AB 2561

EXECUTIVE SUMMARY:

California State Assembly Bill (AB) 2561 was approved on September 22, 2024, and added §3502.3 to the Government Code. This law requires public agencies to present the status of their vacancies in a public hearing before their governing body at least once per fiscal year prior to the adoption of a final budget for the fiscal year. GRTA has no vacancies. Two recruitments were conducted this fiscal year and both were successful, resulting in the hiring of Operations Manager, Bridget Nichols, and Financial Development Manager, Tyler Egerer.

BACKGROUND:

With the passage of AB 2561, the California State Legislature declared the following:

- (a) Job vacancies in local government are a widespread and significant problem for the public sector affecting occupations across wage levels and educational requirements.
- (b) High job vacancies impact public service delivery and the workers who are forced to handle heavier workloads, with understaffing leading to burnout and increased turnover that further exacerbate staffing challenges.
- (c) There is a statewide interest in ensuring that public agency operations are appropriately staffed and that high vacancy rates do not undermine public employee labor relations.

As such, AB 2561 added Section 3502.3 to the Government Code mandating that public agencies "...present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year" and that "...the presentation shall be made prior to the adoption of the final budget."

During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process. If the public agency has a recognized employee organization or bargaining unit, they are entitled to make a presentation at the public hearing. If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, there is additional information the public agency must include during the public hearing, such as the total number of vacancies within the bargaining unit and the average number of days to complete the hiring process. GRTA does not have a bargaining unit, so these

provisions do not apply to our agency.

As a very small public agency that is in the beginning stages of development, GRTA does not currently have any vacancies. At the beginning of the fiscal year (FY), July 1, 2024, GRTA had one employee, the executive director. Since then, two additional employees have been hired, an operations manager and a financial development manager. Both of those recruitments were open for four weeks and posted in several online and print publications in our service area. Both were successful and the positions have been filled. These positions were accounted for in our FY 24-25 budget and all positions are currently filled.

RECOMMENDATION:

Staff recommend the Chair open the public hearing and receive the staff report. Following public comment the public hearing can be formally closed by the board. Staff is not requesting any action on this item.

FISCAL IMPACT:

None.
