



COUNTY OF HUMBOLDT

For the meeting of: 5/13/2025

File #: 25-466

To: Board of Supervisors

From: Human Resources

Agenda Section: Public Hearing

Vote Requirement: Majority

SUBJECT:

Public hearing on AB2561 Vacancy Data

RECOMMENDATION(S):

That the Board of Supervisors:

1. Open the public hearing; and
2. Receive the staff report, presentation, and public comments; and
3. Close the public hearing.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3003 - Enhance employee recruitment and retention

DISCUSSION:

Assembly Bill 2561, enacted on Sept. 22, 2024, introduces new requirements for public agencies regarding job vacancy reporting. The legislation mandates that public agencies conduct a comprehensive public hearing at least once per fiscal year to address vacancy and recruitment efforts. Specifically, the bill requires public agencies to present the status of job vacancies and recruitment strategies during a public hearing before the governing board. This presentation must occur prior to the adoption of any annual or multi-year budget. During the hearing, the agency must identify policy, procedure, and recruitment challenges that may impede the hiring process.

The bill has specific provisions for agencies experiencing significant staffing shortages. When job vacancies reach 20% or more of authorized full-time positions within a single bargaining unit, the agency must provide detailed information upon request from the recognized employee organization. This includes reporting the total number of job vacancies, total applicants, average hiring process duration, and opportunities to improve compensation and working conditions.

Recognized employee organizations are entitled to make presentations during these hearings, ensuring their perspective is included in the vacancy discussion. The legislation aims to increase transparency in public sector employment and address widespread staffing challenges across local government agencies.

SOURCE OF FUNDING:

General Fund

FINANCIAL IMPACT:

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There are no direct costs associated with the public hearing on the AB2561 vacancy data other than staffing costs to prepare the data and agenda item.

STAFFING IMPACT:

The public hearing on AB2561 vacancy data will not impact current staffing levels.

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

1. Vacancy Data 2025-02-09 - All Units
2. Vacancy Data 2025-02-09 - AFSCME
3. Vacancy Data 2025-02-09 - M&C
4. Vacancy Data 2025-02-09 - HDSO
5. Vacancy Data 2025-02-09 - LEM
6. Vacancy Data 2025-02-09 - CAA

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A