



# COUNTY OF HUMBOLDT

For the meeting of: 2/10/2026

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**File #:** 26-78

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**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, Human Resources presentation, bargaining unit presentations, 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, requires public agencies to report on position vacancies annually. The legislation mandates that public agencies conduct a 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.

Following are vacancy rates as of Jan. 2, 2026 by bargaining unit for this report:

- All Units - 16.99%

- AFSCME - 17.79%
- M&C - 13.76%
- HDSO - 15.66%
- LEM -9.09%
- CAA/Teamsters -6.66 %

**SOURCE OF FUNDING:**

General Fund

**FINANCIAL IMPACT:**

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 2026-01-02 - All Units
2. Vacancy Data 2026-01-02 - AFSCME
3. Vacancy Data 2026-01-02 - M&C
4. Vacancy Data 2026-01-02 - HDSO
5. Vacancy Data 2026-01-02 - LEM
6. Vacancy Data 2026-01-02 - CAA - Teamsters

**PREVIOUS ACTION/REFERRAL:**

Meeting of: May 13, 2025

File No.: 25-466