



BOARD OF DIRECTORS

Agenda Report

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File #: 2026-4909

Agenda Date: 5/27/2026

Agenda Item No: 3.

FROM: Robert Thompson, General Manager
Originator: Laura Maravilla, Director of Human Resources

SUBJECT:

AB 2561 COMPLIANCE - ANNUAL REPORT ON EMPLOYEE VACANCIES, RECRUITMENT AND RETENTION

GENERAL MANAGER'S RECOMMENDATION

RECOMMENDATION:

- A. Conduct a Public Hearing to present the status of vacancies, recruitment and retention:
1. Open Public Hearing
 2. Receive Staff report and recommendations
 3. Report of written communications by the Clerk of the Board
 4. Public Comment
 5. Close Public Hearing
 6. Discussion by Board
- B. Receive and file the Annual Report on Vacancies, Recruitment and Retention.

BACKGROUND

Assembly Bill 2561 (AB 2561), which amended the Meyers-Milias-Brown Act (MMBA) in January 2025 by adding California Government Code Section 3502.3, requires public agencies to conduct an annual public hearing before their governing body regarding:

1. The status of vacancies;
2. Recruitment efforts; and
3. Retention strategies.

The law also requires additional reporting when vacancies within a single bargaining unit meet or exceed 20% of the total authorized full-time positions. For the current fiscal year, Orange County Sanitation District is below the threshold and is not subject to additional reporting requirements.

RELEVANT STANDARDS

- Comply with California Government Code Section 3502.3

PRIOR COMMITTEE/BOARD ACTIONS

This item is reported annually prior to the approval of the Fiscal year budget.

ADDITIONAL INFORMATION

N/A

CEQA

N/A

FINANCIAL CONSIDERATIONS

N/A

ATTACHMENT

The following attachment(s) may be viewed on-line at the OC San website (www.ocsan.gov) with the complete agenda package:

- Presentation