

# AB 2561 Compliance

## Annual Report on Vacancies, Recruitment and Retention

Presented by:

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Board of Directors Meeting

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**OC SAN**  
ORANGE COUNTY SANITATION DISTRICT

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## AB 2561 – Annual Public Hearing

- AB 2561 went into effect on January 1, 2025
  - Amends the Meyers-Milias-Brown Act (“MMBA”)
  - Requirement for public agencies to hold a public hearing on the status of their **vacancies, recruitment, and retention efforts**
  - Focus on transparency and appropriate staffing
- MMBA – CA law that governs labor relations
  - Grants public employees the right to join a union
  - Requires public agencies to meet and confer in good faith

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## Public Hearing Requirements

- Public agencies must present vacancy, recruitment, and retention data in a public hearing before adopting the final budget each fiscal year
- The data presentation should include:
  - (1) status of vacancies
  - (2) recruitment efforts
  - (3) retention strategies
- Additional reporting is required if the vacancy rate exceeds 20% of authorized FTEs in a bargaining unit

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## Bargaining Units

- **International Union of Operating Engineers Local 501 (Local 501)**
  - Operations and Maintenance Unit
- **Orange County Employees Association (OCEA)**
  - Administrative and Clerical Unit
  - Engineering Unit
  - Technical Services Unit
- **Supervisory and Professional Management Group (SPMG)**
  - Supervisor Group
  - Professional Group

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## Status of Vacancies

Fiscal Year 2024/25 Authorized FTEs: 663.5  
FTEs Represented by a Bargaining Unit: 620.5

Bargaining Unit	# of Vacancies	# of Authorized FTEs	Vacancy Rate (%)
Local 501	17	211	8%
OCEA – Administrative and Clerical Unit	3	45	7%
OCEA – Engineering Unit	4	25	16%
OCEA – Technical Services Unit	4	32	13%
SPMG – Professional Group	4	240.5	2%
SPMG – Supervisor Group	2	67	3%
<b>TOTAL</b>	<b>34</b>		

As of 5/19/2025

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## Vacancy Details

Vacant Positions	Days Vacant	Vacant Positions	Days Vacant
Construction Inspector (Civil/Mechanical) (re-post)	73	Lead Power Plant Operator	3
Construction Inspector (Civil/Mechanical) (re-post)	157	Maintenance Supervisor (Mechanical)	17
Construction Inspector (E&IC)	31	Maintenance Supervisor (Rebuild)	59
Contract/Purchasing Technician	73	Office Assistant	59
Data Management Tech II	59	Plant Operator	59
Engineer (Electrical)	17	Plant Operator	129
Engineer (Instrumentation & Controls)	45	Power Plant Operator II	50
Environmental Technician	17	Principal Environmental Specialist	507
Environmental Technician	73	Program Assistant	17
Environmental Technician (Odor Control)	101	Reliability Maintenance Technician	55
Instrumentation Technician II	19	Safety Inspector	35
Instrumentation Technician II (re-post)	353	Senior Engineer (Project Management)	59
Lead Electrical Technician (re-post)	157	Senior Mechanic (Mechanical)	31
Lead Instrumentation Technician	59	Senior Plant Operator (re-post)	224
Lead Mechanic (Collections)	31	Senior Plant Operator (re-post)	311
Lead Mechanic (Collections)	31	Senior Plant Operator (re-post)	340
Lead Plant Operator (re-post)	227	Welder/Fabricator	59

Positions filled to date in FY 2024-25 = 106

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## Recruitment Strategies

- Internal Mobility/ Promotions
- Job Boards and Niche Sites
- Internships
- Social Media
- Passive Candidate Sourcing
- Partnerships – Education, Industry and Community

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## Retention Strategies

- Competitive Compensation and Benefits
- Employee Training and Development
- Internal Mobility/ Promotions
- Employee Engagement
  - Core Values
  - Recognition and Rewards Programs
  - Employee Events
- Work-Life Balance
- Performance Management

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## Potential Barriers and Solutions

- Potential Policy/ Procedural Barriers
  - Recruiting Policy and Process
  - Position Requirements
  - Fixed Pay Scales
- Continuous review of applicable policies, procedures, and recruitment activities

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# Questions?

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