

Assembly Bill (AB) 2561 Public Hearing

Annual Report on Vacancies, Recruitment and Retention

Presented by:

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AB 2561 – Annual Public Hearing

- Effective January 1, 2025
- Key requirements of AB 2561:
 - Annual public hearings on vacancies, recruitment and retention efforts
 - Identification of hiring process obstacles
 - Presentation required before final budget adoption
 - Recognized labor groups may present at the hearing
 - Additional reporting required for vacancy rates exceeding 20 percent

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Status of Vacancies

Fiscal Year 2025/26 Authorized FTEs: 669.5

FTEs Represented by a Bargaining Unit: 625.5

Bargaining Unit	# of Authorized FTEs	# of Vacancies	Vacancy Rate (%)
Local 501	212	8	4%
OCEA – Administrative and Clerical Unit	43	2	5%
OCEA – Engineering Unit	24	2	8%
OCEA – Technical Services Unit	31	1	3%
SPMG – Professional Group	245.5	11	4%
SPMG – Supervisor Group	70	1	3%
TOTAL	625.5	25	

As of 5/18/2026

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Vacancy Details

Position	Days Vacant	Position	Days Vacant
Accountant	31	Lead Plant Operator	63
Administrative Assistant	33	Lead Plant Operator (re-post)	311
Associate Engineer	17	Maintenance Specialist	6
Buyer	59	Maintenance Supervisor (Fleet Services)	242
Construction Inspector	3	Office Assistant	45
Construction Inspector (re-post)	185	Planner/Scheduler	143
Electrical Technician I	45	Scientist (Underfill)	115
Electrical Technician II	129	Senior Engineer (Instrumentation and Controls)	31
Engineer (Electrical)	48	Senior Engineer (PMO)	16
Engineer (Operations)	31	Senior Mechanic	241
Environmental Technician	101	Senior Planner/Scheduler	55
Human Resources Technician I	59	Senior Plant Operator	86
Instrumentation Tech I (Underfill)	31	Welder/Fabricator	423

Positions filled to date in FY 2025-26 = 102

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Recruitment and Retention Strategies

Recruitment

- Internal development
- Targeted outreach
- Direct recruitment efforts
- Continuous recruitments
- Internships
- Partnerships
- Compensation Studies

Retention

- Competitive Compensation and Benefits
- Employee Development
- Internal Mobility/Promotions
- Employee Engagement
- Work-Life Balance
- Safe and inclusive workplace

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Hiring Process Obstacles

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



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Recommendation

Receive and file the Annual Report on Vacancies, Recruitment and Retention.

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