



BOARD OF DIRECTORS

Agenda Report

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File #: 2025-4295

Agenda Date: 5/28/2025

Agenda Item No: 2.

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 Employee Vacancies, Recruitment and Retention.

BACKGROUND

Assembly Bill 2561 (AB 2561) was signed into law by Governor Gavin Newsom on September 22, 2024. This bill amends the Meyers-Milias-Brown Act (MMBA) by adding California Government Code Section 3502.3. Starting January 1, 2025, public agencies must hold a public hearing before their governing body at least once per fiscal year and report on the following:

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

The law includes a requirement to report additional information if the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions. OC San's vacancies are below the threshold. Therefore, the additional requirements are not applicable for this year's annual reporting.

RELEVANT STANDARDS

- Comply with California Government Code Section 3502.3

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