Board Agenda Item 8

DATE: June 10, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Conduct a Public Hearing on the County's Vacancies in Accordance with California Government Code §3502.3

RECOMMENDED ACTION(S):

1. **Conduct a public hearing on the status of the County's vacancies, recruitment and retention efforts, and obstacles in the hiring process pursuant to California Government Code §3502.3 (GC §3502.3) - formerly known as Assembly Bill 2561 (AB 2561); and**
2. **Accept staff's report on the County's vacancies, recruitment and retention efforts, and obstacles in the hiring process, in accordance with the same.**

Approval of the recommended actions would meet the requirements for the County of Fresno to be in compliance with GC §3502.3, which took effect January 1, 2025.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the County of Fresno would still need to conduct a public hearing in accordance with GC §3502.3 prior to the adoption of the final budget for this upcoming fiscal year.

FISCAL IMPACT:

There is no fiscal impact associated with the recommended actions.

DISCUSSION:

AB 2561 introduced new requirements for public agencies to address and publicly report on staffing vacancies and recruitment and retention efforts on an annual basis prior to the adoption of the agency's fiscal year budget. The bill was chaptered into law on September 22, 2024, with an effective date of January 1, 2025. As part of this law, public agencies must also highlight hiring challenges and potential obstacles. If vacancy rates in a single bargaining unit meet or exceed 20%, agencies must provide, upon bargaining unit request, further details on job openings, applicant numbers, hiring timelines, and strategies for improving compensation and working conditions. Additionally, employee organizations are given the opportunity to make a presentation during these public hearings regardless of the vacancy rate within the unit they represent.

The County of Fresno conducted a comprehensive review of its workforce vacancy rates, recruitment and retention efforts, and obstacles in filling vacancies. The County's overall vacancy rate is 10.91%, as of May 8, 2025, reflecting a consistent reduction in vacancies over the last couple of years. This reduction in vacancies is significant when factoring in that the County has allocated numerous additional positions to

departments county wide. Currently, of the twenty-two (22) represented bargaining groups, only Units 31 - Public Defenders and 42 - Engineers have a vacancy rate at or above 20%.

- Human Resources Department presentation:
  - Background on GC §3502.3
  - Status of vacancies
  - Recruitment and retention efforts
  - Obstacles in filling vacancies

- Bargaining Units:
  - Each Unit shall be limited to three (3) minutes each

ATTACHMENTS INCLUDED AND/OR ON FILE:

Government Code §3502.3
Presentation

CAO ANALYST:

Sevag Tateosian