

AB 2561 - STATUS OF VACANCIES AND RECRUITMENT AND RETENTION

Report and Public Hearing

May 7, 2025



- On September 22, 2024, Governor Newsom signed AB 2561 into law creating a new obligation for public agencies to publicly address the status of their vacancies and recruitment and retention efforts.
- It was determined that excessive vacancies can be a significant problem in the public sector and could negatively impact the delivery of public service and employee morale.
- The new law became effective January 1, 2025.

- AB 2561 imposes three requirements on local agencies:
 - (1) at least once each fiscal year, an agency's governing board must hold a public hearing and receive the agency's report on the status of vacancies and recruitment and retention efforts
 - (2) during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles
 - (3) the agency must allow the recognized employee organization for a bargaining unit to make a presentation at the hearing

Background



- If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions the following additional information is to be presented:
 - (1) The total number of job vacancies within the bargaining unit
 - (2) The total number of applicants for vacant positions within the bargaining unit
 - (3) The average number of days to complete the hiring process from when a position is posted
 - (4) Opportunities to improve compensation and other working conditions.

Vacancy Rates



Table 1: Vacancy Rate by Bargaining Group as of April 15, 2025

Gold Coast Transit District	Positions	Vacancy Rate	Active Count
Service Employees International Union Local (SEIU) 721	Bus Operator Mechanical Administrative	4.1%	189
International Brotherhood of Teamsters Local 186	Supervisory Reservations/Dispatch	0%	24
Non-Represented	Management, Professional & Administrative	13.3%	26

Recruitment & Retention



Classification and Salary Structure

In 2023, GCTD conducted a review of employee's classifications and compensation compared to peer agencies.

In August of 2023, GCTD and Teamster Local 186 came to agreement on a new Memorandum of Understanding (MOU) for supervisor in the department of Operations, Maintenance and Planning & Marketing.

In September of 2024, GCTD and SEIU Local 721 finalized a new three-year Memorandum of Understanding (MOU) for union-represented administrative staff, bus operators, and maintenance employees.

Performance Review Process

In 2024, GCTD updated its performance management process for Teamsters & Non-Represented Management & Professional positions.

The performance review focuses on areas of achievement, improvement, and setting new goals for the future

Recruitment & Retention



Onboarding & Promotional Process	Strategic Plan
<p>Currently GCTD is working with un-complicate HR, Inc. (UHR) to develop a structured Onboarding Plan.</p> <p>This plan hopes to:</p> <ul style="list-style-type: none">• Create a welcoming environment for newly hired and promoted employees• Enhance job satisfaction and retention• Provide support, tools, and resources to help transition into their new position• Provide clear and consistent expectations from their supervisor.	<p>In July 2023, GCTD approved a three-year Strategic Plan, guided by input from our employees, the leadership team and Board of Directors, who worked together to explore opportunities for the future and identify how to address future challenges.</p>

Highest Employee Count



Table 3: Positions with Highest Employee Count Vacancy Rate

Gold Coast Transit District	Budgeted FTE	Actual FTE	Vacancy Rate
Bus Operator (Fixed Route)	126	121	3.96%
Bus Operator (Demand Response)	40	39	2.5%

RECOMMENDATION

IT IS RECOMMENDED that the Board of Directors receive a presentation on the status of vacancies and recruitments and retention – Assembly Bill 2561 – and hold a public hearing to receive input on information presented.

Questions?

