

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, MAY 06, 2025**

MINUTE ORDER NO. 20

**SUBJECT: PUBLIC HEARING IN COMPLIANCE WITH ASSEMBLY BILL 2561 (AB 2561),
CODIFIED IN GOVERNMENT CODE SECTION 3502.3, REGARDING
COUNTY OF SAN DIEGO VACANCIES, RECRUITMENT AND RETENTION
EFFORTS (DISTRICTS: ALL)**

OVERVIEW

On September 22, 2024, Governor Newsom signed into law Assembly Bill 2561 (AB 2561). Codified in Government Code section 3502.3, AB 2561 requires public agencies to present the status of vacancies by bargaining unit, and to present recruitment and retention efforts at a public hearing at least once per fiscal year prior to budget adoption. Recognized employee organizations are entitled to make a presentation at the hearing for positions within the organizations' bargaining unit.

Government Code section 3502.3 also requires public agencies with vacancies that exceed 20% in a single bargaining unit, to provide additional information including the average number of days to complete the hiring process from when a position is posted and opportunities to improve compensation and other working conditions.

This is a request for the Board of Supervisors to receive the 2025 Vacancy, Recruitment and Retention presentation in compliance with AB 2561, and to receive and consider public comment.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Hold a public hearing on May 6, 2025, in accordance with Government Code section 3502.3
2. Receive the 2025 County of San Diego Vacancy, Recruitment and Retention presentation.

EQUITY IMPACT STATEMENT

Equity is essential in efforts to attract and retain an engaged workforce. Today's presentation provides vacancy, recruitment and retention efforts that will inform the County of San Diego of the status vacancies and areas of challenges in hiring. This will support County departments in retaining a skilled, adaptable, and diverse workforce to provide essential services to the communities served in San Diego.

SUSTAINABILITY IMPACT STATEMENT

Maintaining a strong workforce through effective recruitment and retention directly supports the County's sustainability goals by enhancing our ability to consistently deliver essential services. Strong retention, and strategic staffing efforts ensure we minimize potential service disruptions and maximize resource efficiency, enabling the County to respond effectively to community needs and safeguard against future economic and social vulnerabilities.

FISCAL IMPACT

There is no fiscal impact associated with today's request to hold a public hearing and receive the 2025 County of San Diego Vacancy, Recruitment, and Retention presentation related to AB 2561. There is no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

Held the public hearing on May 6, 2025, in accordance with Government Code section 3502.3, and received the 2025 County of San Diego Vacancy, Recruitment and Retention presentation.

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter