



Public Hearing: Staff Vacancies

Action

Author: Erik Johnson

Attachments: No

Referring Committee: Policy & Innovation

Issue:

A public hearing on staff vacancies

Request:

Approve

Recommendation for Board:

The Policy & Innovation Committee recommended that the board hold a public hearing on staff vacancies.

Recommendation for Committee:

That the Policy & Innovation Committee recommend that the board hold a hearing on staff vacancies.

Background:

In 2024, the Governor signed AB 2561, which requires an annual public hearing for all public agencies on vacancies. Under Government Code Section 3502.3, public agencies must now do the following:

1. Track job vacancies at the agency;
2. Present information on the status of the vacancies and the agency's recruitment and retention efforts. An agency must present this information at a public hearing before the agency's governing body at least once per fiscal year. If an agency will adopt an annual or multiyear budget in a given year, the public hearing must occur prior to the governing body adopting the agency's budget; and
3. Identify, during the public hearing, any policies, procedures, and recruitment activities that may present obstacles in the agency's hiring process and potential changes that may alleviate such obstacles.
4. If the vacancy rate exceeds 20 percent, additional steps are required.

SACOG's budget is approved in conjunction with the overall work program. SACOG does not budget for a set number of positions, but instead the control is the overall project budget. At the management level, the budget is developed with specific positions in mind, but this approach allows for more flexible management with SACOG's staff. For example, as staff have left, management has replaced higher level positions with lower-level positions, and vice versa. Management has also held open positions due to the lack of need for an

immediate replacement, or due to a change in budget or other factors.

Discussion/Analysis:

SACOG budgeted for two positions that are unfilled: an associate analyst planner and a communications analyst I. SACOG's vacancy rate is less than 5 percent and does not trigger additional requirements under this law. As of this writing, SACOG has no posted job openings.

Due to the lack of an immediate need for the two positions, management decided to not fill them. They are not included in the draft 2025-2026 budget. Including these positions would have made it difficult to balance the budget.

Management regularly reviews its hiring policies, procedures and recruitment activities. There are no significant obstacles to meeting SACOG's staffing needs at this time.

Fiscal Impact/Grant Information:

There is no fiscal impact from this hearing.

List of Attachments:

Not applicable