

## STAFF REPORT

**Meeting Date:** June 16, 2025

**Prepared By:** Jodi Holeman, District Manager

**Agenda Item:** Public Hearing on Employment Vacancies and Recruitment Efforts (AB 2561)

### RECOMMENDATION:

Staff recommends that the Board of Trustees:

1. Receive the presentation on the status of job vacancies, recruitment, and retention efforts.
2. Provide direction to staff regarding recruitment and retention strategies.

### BACKGROUND:

California Assembly Bill 2561, which took effect January 1, 2025, requires public agencies to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year prior to the adoption of a final budget. This public hearing fulfills this requirement before the Board of Trustees considers adoption of the FY 2025-2026 budget following this presentation.

### ANALYSIS:

#### Current Vacancy Status

The Consolidated Mosquito Abatement District ("District") currently has 13 authorized full-time positions. As of June 16, 2025, 0 (zero) positions are vacant, representing an overall vacancy rate of 0%.

Vacancies by Department:

1. Administration: 0 of 4 positions (0%)
2. Operations: 0 of 6 positions (0%)
3. Laboratory: 0 of 3 positions (0%)

The District has no Bargaining Units

#### Current Recruitment and Retention Efforts

1. Recruitment Efforts.
  - o Expanded job advertising to regional colleges and specialized job boards.
  - o Created streamlined application process.
  - o Improved social media presence for recruitment.
2. Retention Efforts.
  - o Enhanced professional development opportunities.
  - o Implemented flexible work schedules where operationally feasible.
  - o Improved onboarding process.
  - o Created employee recognition program.

#### Identified Obstacles to Reducing Vacancies

1. Competitiveness of compensation packages with the surrounding communities.
2. Specialized positions requiring specific experience.
3. Lack of advancement opportunities.
4. Limited housing options in the immediate area for new employees.

5. Limited remote work options for positions.

**FISCAL IMPACT:**

There is no fiscal impact related to vacancies, as the District currently has no vacant positions.

**ALTERNATIVES:**

1. Provide alternative direction to staff regarding recruitment and retention strategies; or
2. Request additional information for consideration at a future meeting.