

To: Board of Directors

Date: June 8, 2026

From: Kristina Martinez, Director of Human Resources

Reviewed by: WC.

SUBJECT: Assembly Bill (AB) 2561 – Status of Job Vacancies

Background:

Assembly Bill (AB) 2561 was signed into law by Governor Newsom to address staffing levels in public agencies. The bill requires agencies to report on the status of vacancies as well as recruitment and retention efforts, at a public hearing prior to adoption of the final budget each fiscal year.

Summary of Issues:

In compliance with AB 2561, staff used the FY 2026 budget as a baseline to conduct a comprehensive review of staffing levels across all bargaining units, including the Amalgamated Transit Union (ATU) Local 1605, Teamsters Local 856, and Machinists Automotive Trades District Lodge No. 1173. Additional reporting requirements may be included if the number of vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions.

The table below represents a current snapshot of vacancies as of May 31, 2026, and will be presented as part of the budget hearing, prior to final adoption of the FY 2027 budget. Additionally, this review indicates that none of the bargaining units currently meet or exceed the 20% vacancy threshold that would prompt additional reporting requirements under AB 2561.

Bargaining Unit	Vacant Positions (as of 5/31/2026)	Budgeted Positions (FY 2026)	Vacancy Rate
Amalgamated Transit Union (ATU) Local 1605	0	150	-
Teamsters Local 856	0	11	-
Machinists Automotive Trades District Lodge No. 1173	5	31	16.1%

County Connection remains committed to its employees and the communities it serves. Staff continues to monitor staffing levels relative to the budget and in order to maintain efficiency, protect current service levels, and respond to new service demands. Open positions are posted to County Connection's website, published in various recruitment sources online, and may also be published in local newspapers. Beginning January 2024, the Board of Directors approved an Employee Referral Pilot Program which was

implemented to address staffing shortages primarily in the Transportation and Maintenance departments. This program will be placed on a temporary hold effective July 1, 2026, as part of the austerity measures impacting departmental budgets in the next fiscal year. The Human Resources department also participates in local job fair events when available and works with agencies such as the California Employment Development Department (EDD) and the Workforce Development Board of Contra Costa County in its recruitment and outreach efforts.

Financial Implications:

None at this time. Staff will continue to monitor staffing levels relative to the budget approved the Board of Directors on an annual basis which includes budgeted positions.

Recommendation:

None. Staff will continue to report on the status of vacancies as well as recruitment and retention efforts, at a public hearing prior to adoption of the final budget each fiscal year per AB 2561.

Action Requested:

None. For information only.

Attachments:

None.