

**FILE NUMBER: 2025-113**

**DATE:** Tuesday, May 6, 2025

**SUBJECT: Conduct a Public Hearing and Report on District Employment Vacancies**

**DESCRIPTION: Conduct a Public Hearing and Report on District Employment Vacancies**

**EXECUTIVE SUMMARY:**

Assembly Bill 2561, which took effect January 1, 2025, requires local agencies hold an annual public hearing before the governing body to present information regarding workforce vacancies, as well as recruitment and retention efforts. The purpose is to support transparency in public sector staffing. Staff will present relevant workforce data and information during the public hearing in compliance with Government Code Section 3502.3.

**RECOMMENDATION:**

Conduct a public hearing and receive a presentation on workforce data, consistent with the requirements of AB 2561.

**FISCAL IMPACT:**

There is no fiscal impact.

**COMPASS STRATEGIC GOALS:**

This agenda item supports the following Strategic Goal(s).

- A Port that the public understands and trusts.
- A Port with an innovative and motivated workforce.
- A financially sustainable Port that drives job creation and regional economic vitality.

**DISCUSSION:**

Assembly Bill 2561, which took effect on January 1, 2025, requires local agencies to hold an annual public hearing before the governing body to present information on workforce vacancies, recruitment and retention efforts, and obstacles in the hiring process. The intent of the legislation is to increase transparency and support effective staffing in the public sector.

As part of this requirement, staff will provide a presentation summarizing the current vacancy rates, recruitment efforts, retention initiatives, and challenges impacting hiring processes.

The presentation will include:

- Status of vacancies
- Recruitment and retention efforts

The current vacancy rates are:

- Port-wide (includes represented and unrepresented) - 9.0%
- Unrepresented - 9.5%
- California Teamsters 911 - 11.6%
- Harbor Police Officers Association 5.1%

AB 2561 also provides an opportunity for recognized labor organizations to address the governing body during this public hearing.

This item is for informational purposes only and does not require any action by the Board of Port Commissioners.

### **General Counsel's Comments:**

The Office of the General Counsel has reviewed this agenda as presented to it and approves the same as to form and legality.

### **Environmental Review:**

The proposed Board action, including without limitation a public hearing and report on District employment vacancies, does not constitute a project under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because there is not a potential to result in a direct or indirect physical change in the environment. Therefore, the proposed Board action is not subject to CEQA and no further action under CEQA is required.

The proposed Board action complies with Section 35 of the Port Act which allows for the Board to do all acts necessary and convenient for the exercise of its powers. The Port Act was enacted by the California Legislature and is consistent with the Public Trust Doctrine. Consequently, the proposed Board action is consistent with the Public Trust Doctrine.

The proposed Board action does not allow for development, as defined in Section 30106 of the California Coastal Act, or new development, pursuant to Section 1.a. of the District's Coastal Development Permit Regulations. Therefore, issuance of a Coastal Development Permit or an exclusion finding is not required.

### **Diversity, Equity, and Inclusion Program:**

This agenda sheet has no direct impact on District workforce or contract reporting at this time.

### **PREPARED BY:**

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