

AGENDA ITEM 2 A
Action Item

TIMED ITEM

1:00 PM

PUBLIC HEARING

MEMORANDUM

DATE: May 7, 2026
TO: El Dorado County Transit Authority
FROM: Steffi Ahart, Human Resources Manager
SUBJECT: Public Hearing on Job Vacancy Reporting and Recruitment Efforts

REQUESTED ACTION:

BY MOTION,

- 1. Open Public Hearing**
- 2. Accept Public Comment**
- 3. Close Public Hearing**
- 4. Review and Acknowledge El Dorado County Transit Authority Job Vacancy Status and Recruitment Efforts**

BACKGROUND

Effective January 1, 2025, **California Government Code §3502.3** requires public agencies to present the status of employee vacancies and their recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.

The purpose of the hearing is to provide transparency regarding staffing levels and to allow for discussion of recruitment and retention efforts, as well as any policies, procedures, or practices that may affect the agency's ability to attract and retain qualified employees. The statute also allows recognized employee organizations the opportunity to present information during the public hearing.

Additional reporting requirements under the statute apply when vacancies within a bargaining unit reach or exceed twenty percent (20%) of the total number of authorized full-time positions. At this time, the El Dorado County Transit Authority (El Dorado Transit) maintains staffing levels **below the twenty percent (20%) threshold specified in Government Code Section 3502.3.**

Consistent with Government Code Section 3502.3, staff is presenting the agency's current vacancy status and recruitment efforts according to the following schedule:

April 8, 2026, El Dorado Transit posted advanced notice of the public hearing in the Mountain Democrat

El Dorado County Transit Authority
May 7, 2026

April 13, 2026,	El Dorado Transit posted advanced notice of the public hearing on the website
April 8-28, 2026,	Public Comment Period
May 7, 2026,	Public Hearing at El Dorado Transit regularly scheduled Board meeting

DISCUSSION

In accordance with Government Code Section 3502.3, this report provides a summary of the agency's current vacancy status and general recruitment and retention efforts.

Current Vacancy Status

At the time of this report, El Dorado Transit has **two (2) vacant positions**. This vacancy level is **below the twenty percent (20%) threshold specified in Government Code Section 3502.3**. Accordingly, the additional reporting provisions of the statute are **not applicable**.

The agency continues to monitor staffing levels to ensure adequate operational coverage and continuity of transit services.

Recruitment Efforts

El Dorado Transit maintains ongoing recruitment practices to attract qualified candidates as vacancies occur. Positions are advertised through the Agency's website, Indeed, governmentjobs.com, Paylocity career page, social media and other appropriate public sector employment platforms. Recruitment activities are conducted in accordance with established policies and applicable regulations.

Retention Efforts

The agency supports employee retention through a competitive compensation and benefits program, participation in CalPERS, and a professional and collaborative work environment. Employee engagement and recognition efforts are utilized to support workforce stability and morale.

Recruitment and Hiring Process Review

Staff continues to evaluate recruitment and hiring procedures to ensure efficiency and to minimize potential barriers in attracting qualified applicants. At this time, staff has not identified any significant procedural barriers impacting recruitment; however, hiring timelines and candidate availability continue to be monitored.

The agency will continue to monitor vacancy levels and will provide additional information in accordance with Government Code Section 3502.3 should statutory thresholds be met in the future.