



REDCOM

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STAFF REPORT

TO: Board of Directors Meeting

DATE: March 6, 2025

APPROVED BY: Ethan Pawson, Counsel

PREPARED BY: Deborah Muchmore,
Human Resources Advisor (MTC)

ITEM 11: RECEIVE REPORT ON VACANCIES

RECOMMENDATION

Receive report on REDCOM vacancies for 2025 in compliance with the requirements of AB 2561 (GC § 3502.3) and allow labor unit presentation if requested by labor organization.

BACKGROUND

AB 2561 (GC § 3502.3) mandates that public agencies must present the status of their vacancies and recruitment and retention efforts in a public hearing at least once per fiscal year. The presentation must be made prior to approval of the annual budget and must identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process, during the hearing. Recognized employee organizations must be allowed to make a presentation at the vacancy hearing for positions within that bargaining unit. The public agency must provide advance notice of the public hearing to all recognized employee organizations and an opportunity for the labor organizations to respond.

DISCUSSION

REDCOM has 1.0 vacant FTE as of February 25, 2025, as we recently have hired two full-time dispatchers contingent on clearing our background process and Sonoma County Sheriff's Department security clearance due to REDCOM being located inside of their secured building. Both members will be recognized in the organization's representation organization. Total REDCOM full-time positions equal 31 FTE, and represented employees are equal to 22.5 FTE employees including seven part-time employees. One vacancy is less than 3.25 % of REDCOM's full-time staff and about 4.4 % of the labor unit's 22.5 FTE, both of which are well below the 20% threshold set by law.

REDCOM has made no changes in policies, procedures, and recruitment activities that may lead to obstacles in the hiring process and is actively recruiting for the one open position.

The recognized employee organization will have an opportunity to provide a presentation as part of this item.

FISCAL IMPACTS

All positions have been included for this fiscal year's budget and there is no fiscal impact to receiving this report

ATTACHMENTS

None