

BOARD MEETING DATE: May 1, 2026

AGENDA NO. 32

PROPOSAL: Annual Report on South Coast AQMD Vacancies, and Recruitment and Retention Efforts for 2025

SYNOPSIS: Assembly Bill 2561 (Gov. Code § 3502.3) requires public agencies to hold a Public Hearing, at least once per fiscal year, to present information about agency vacancies, and recruitment and retention efforts. This item is to hold a public hearing to present information on the status of South Coast AQMD's vacancies, and recruitment and retention efforts for calendar year 2025.

COMMITTEE: Administrative, April 10, 2026; Recommended for Approval

RECOMMENDED ACTION:

Receive and file the report on South Coast AQMD vacancies, and recruitment and retention efforts for 2025.

Wayne Natri  
Executive Officer

AJO:mm

---

**Background**

California Government Code section 3502.3 requires public agencies to hold at least one Public Hearing with the Board per fiscal year to discuss vacancies, and recruitment and retention efforts. As part of the Public Hearing presentation, the law requires the public agency to identify any potential obstacles in the hiring process, and to recommend changes to policies, procedures, and recruitment activities. The law also provides an opportunity for agency-recognized unions to make a presentation on the agency's vacancies, and recruitment and retention efforts.

Under the statute, the agency may also be required to provide additional information about the recruitment process and related factors, if a single bargaining unit has a vacancy rate that meets or exceeds 20 percent.

This report presents vacancy, recruitment, and retention information for calendar year 2025; specifically, the data presented is as of December 31, 2025.

**Overall Workforce Data**

South Coast AQMD has three represented bargaining units: Office Clerical and Maintenance, Technical & Enforcement, and Professional Unit. Teamsters Local 986 represents the Office Clerical & Maintenance unit and the Technical & Enforcement unit. Office Clerical and Maintenance has 36 classifications (including Administrative Assistants, Fiscal Assistants, Maintenance Workers), with 193 total budgeted positions. [For this report, the six Career Development Intern positions are excluded from the Office Clerical and Maintenance count because it is a specialized program to train current or former foster care youth.] Technical & Enforcement has 35 classifications (including Inspectors, Instrument Specialists, Information Technology Specialists), with 247 total budgeted positions.

The South Coast Air Quality Management District Professional Employee Association (SC-PEA) represents the Professional Unit. The Professional Unit has 403 budgeted positions. The Professional Unit has 20 classifications, including Engineers, Program Supervisors, and Chemists.

In addition, South Coast AQMD has several unrepresented groups – Confidential (85 positions), Management (74 positions), and Deputies including executive staff (26 positions), with a combined 48 classifications.

**Vacancy, Recruitment, and Retention Information**

At the end of 2025, South Coast AQMD’s overall vacancy rate was 14.20 percent based on 1,028 budgeted positions. The 2025/26 budget sets forth a vacancy rate of 13 percent.

The vacancy rates for each bargaining unit, as of December 31, 2025, were as follows:

	<b>Vacancy Rate (%)</b>
Professional Unit	11.41
Technical & Enforcement	17.41
Office Clerical and Maintenance	18.13
Confidential	10.59
Management	16.22
Deputies	3.85

In 2025, South Coast AQMD’s recruitment efforts resulted in 38 new hires and 55 promotions. Vacancies were also filled by transfers, reassignments, and other internal processes.

In terms of evaluating employee retention, 11 vacancies created in 2025 were due to voluntary separation, 28 vacancies were due to retirements, and 3 vacancies were due to involuntary separation. Accordingly, based on the overall workforce and the reasons for vacancies, current recruitment and retention efforts seem to be keeping staff turnover to a manageable level.

Based on an assessment of the information on South Coast AQMD vacancies, recruitment and retention for 2025, staff did not identify any potential obstacles to continued progress in these matters. Therefore, there are no proposed changes to related policies or procedures.

**Proposal**

Staff recommends the Board receive and file the report on South Coast AQMD Vacancies, and Recruitment and Retention Efforts for 2025.

**Attachments**

Attachment A: South Coast AQMD Presentation

Attachment B: Teamsters 986 Presentation

Attachment C: Professional Employees Association Presentation

# Report of South Coast AQMD Vacancies, and Recruitment and Retention Efforts for Calendar Year 2025

Board Meeting

May 1, 2026

# AB 2561 (McKinnor)

- Effective January 1, 2025, AB 2561\* added new requirements to the Meyers-Milias-Brown Act, which governs public employee labor relations
- Addresses statewide interest in “ensuring that public agency operations are appropriately staffed and that high vacancy rates do not undermine public employee labor relations”
- Requires a Public Hearing once a fiscal year
  - Agency presents status of vacancies
  - Agency presents recruitment and retention efforts
  - Bargaining units can also present information
- Additional requirements are triggered if the vacancy rate for any bargaining unit exceeds 20%

\* Government Code Section 3502

# Vacancy Rate

As of December 31, 2025

Total FTEs	Vacant FTEs	Vacancy Rate
1028*	146	14.20%

\* Excludes 6 Career Development Intern positions, a training program for current or former foster care youth

# Bargaining Units and Non- Represented Employee Groups



## Professional

- 20 classifications
- Includes engineers, specialists, and chemists

Professional  
Employee  
Association  
(PEA)



## Technical and Enforcement

- 35 Classifications
- Includes inspectors, instrument specialists, information technology specialists

Teamsters



## Office Clerical and Maintenance

- 36 Classifications
- Includes administrative assistants, fiscal assistants, and maintenance workers

Non-  
Represented



## Confidential Management

Deputies (Executive staff)

# Vacancy Information by Bargaining Unit

As of December 31, 2025

Bargaining Unit	Total FTE	Vacancy Rate
Professionals (PRO)	403	11.41%
Technical and Enforcement	247	17.41%
Office Clerical and Maintenance	193*	18.13%
Confidential	85	10.59%
Management	74	16.22%
Deputies	26	3.85%

\* Excludes 6 Career Development Intern positions

# Recruitment Information 2025

New Hires	Promotions
38	55

# Retention Information 2025

Retirements	Voluntary Separations	Other
28	11	3

# Summary

- For 2025, agency was maintaining vacancies at or near the budgeted rate
- Recruitment efforts are keeping up with staffing needs
- Retention is within the normal course of workforce turnover
- No recommendations at this time to change any processes or policies

**OCM**

**150 +  
Employees**



**T&E**  
**190 +  
Employees**

100%

Office, Clerical & Maintenance (OCM)

&

Technical & Enforcement (T&E)

# SCAQMD

# TEAMSTERS 986

Southern Californias  
Largest Voting Local

## 30,000 UNION STRONG

ONTARIO

Riverside

Pasadena

DOWNEY

Orange  
County

West Hollywood

BURBANK

O  
r  
a  
n  
g  
e

CLAREMONT

UPLAND

El Monte

Santa Ana

Santa Monica

*Chino*

Long Beach

Rancho Palos Verdes

TEMECULA

*EAST VALE*

BREA

Hollywood

P  
a  
c  
i  
f  
i  
c  
  
P  
a  
l  
i  
s  
a  
d  
e  
s



# **South Coast Professional Employees Association (SC-PEA)**

AB 2561 Annual Presentation

South Coast AQMD  
Governing Board Meeting

May 1, 2026



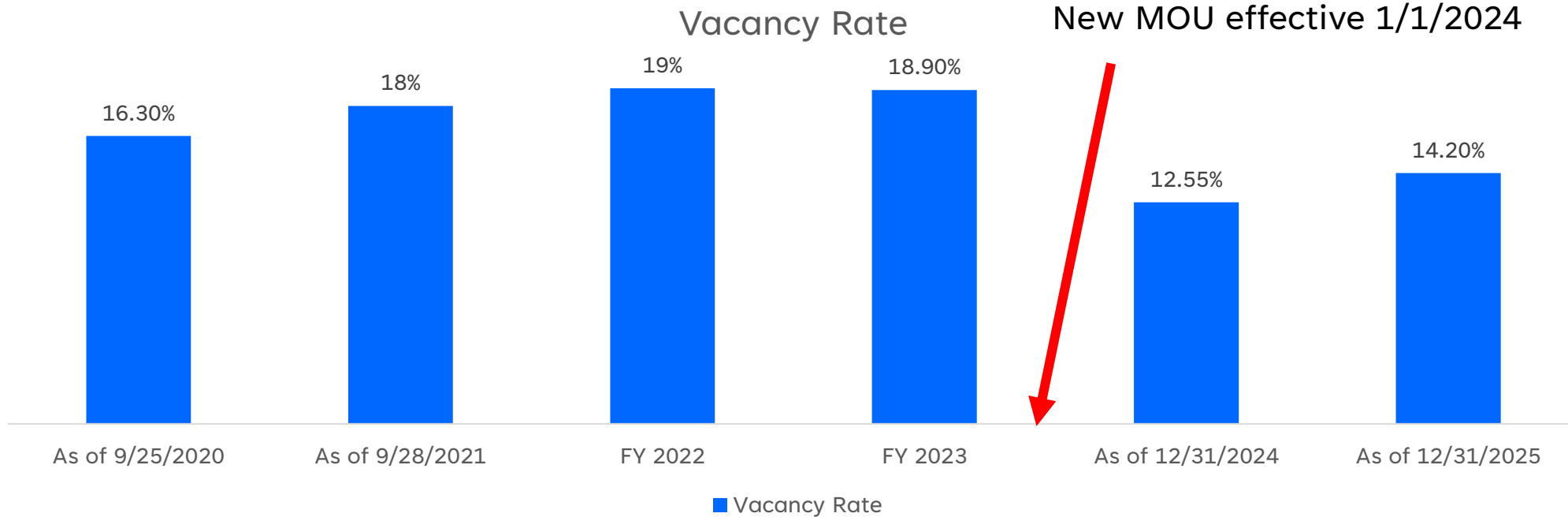
# Background: SC-PEA

- Certified in 1999 by Executive Officer
  - Represents Professional Unit
- 20 Different Classifications
  - Engineers, Chemists, Specialists, and other Professional Staff
- ~350 Represented Members





# Vacancy Rate since 2020



9/25/2020 – Data found in Governing Board Meeting October 2020 – Budget and Economic Outlook Update

9/28/2021 – Data found in Governing Board Meeting October 2021 – Budget and Economic Outlook Update

FY 2022 – Data found in Governing Board Meeting December 2022 – Annual Comprehensive Financial Report for AQMD FY 21/22

FY 2023 – Data found in Administrative Committee Meeting April 2024 – Annual Comprehensive Financial Report for AQMD FY 22/23

As of 12/31/2024 – Data found in Administrative Committee Meeting April 2025 - Report on South Coast AQMD Vacancies, and Recruitment and Retention Efforts for 2024

As of 12/31/2025 – Data found in Administrative Committee Meeting April 2026 - Report on South Coast AQMD Vacancies, and Recruitment and Retention Efforts for 2025

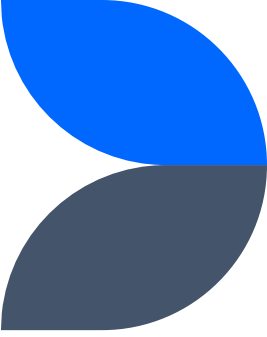
# Factors Crucial to Retention



Question 25: What are the factors that contribute to you wanting to keep working at South Coast AQMD?



Source: 2023 Agency-wide Survey (608 respondents)



# Main Takeaways

- Good Contracts Help with Recruitment and Retention
- Listening to Employees Helps with Recruitment and Retention
- Telework Helps with Recruitment and Retention



# Contact Information

- Lane Garcia, President
- X3297
- [lgarcia@aqmd.gov](mailto:lgarcia@aqmd.gov)
- Questions?