



San Luis Obispo Local Agency Formation Commission

TO: MEMBERS OF THE COMMISSION

FROM: ROB FITZROY, EXECUTIVE OFFICER

DATE: APRIL 16, 2026

SUBJECT: PUBLIC HEARING TO CONSIDER ANNUAL WORKFORCE VACANCY REPORT IN COMPLIANCE WITH ASSEMBLY BILL 2561

RECOMMENDATION

Action: Conduct the statutorily required public hearing regarding LAFCO's current workforce vacancy status and receive and file the report below.

WORKFORCE STATUS UPDATE

Assembly Bill (AB) 2561 was introduced to address the issue of job vacancies in local government, which adversely affects the delivery of public services and employee workload. AB 2561 became effective January 1, 2025, and requires public agencies to hold at least one public hearing per fiscal year to discuss vacancies and recruitment and retention efforts. The public hearing should be conducted before final adoption of the agency's annual budget. To the extent there are any recognized employee organizations, such organizations are permitted to make presentations during the hearing regarding the vacancies, retention, and recruitment efforts. Additional information may be required in the hearing for workforce vacancy rates above 20% of authorized full-time positions.

Status of Vacancies

LAFCO currently has three authorized and budgeted full-time positions: One Executive Officer and two analysts. It has one authorized three-quarter-time budgeted position, Commission Clerk. All authorized positions are budgeted and filled, and no vacancies exist.

Hiring Obstacles

AB 2561 also requires that during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles. Staff has identified no necessary changes to policies,

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procedures, or recruitment activities that may present obstacles in the hiring process.

Recruitment and Retention Efforts

LAFCO's current staffing has remained stable in recent years. However, attracting well-qualified candidates remains challenging in a competitive labor market. Although LAFCO offers a comprehensive benefit package, candidates tend to focus primarily on the base hourly salary. The Executive Officer seeks to keep LAFCO competitive as an employer by conducting regular surveys of other LAFCOs' salary and benefits packages, as well as comparing our positions to similar jobs locally, such as the County of San Luis Obispo. In addition, LAFCO supports employee recruitment and retention by encouraging participation in professional development opportunities, including participation in CALAFCO conferences and trainings.