

Exhibit to Agenda Item #3

Brief the Board on the status of vacant positions in accordance with Assembly Bill (AB) 2561, i.e., Government Code section 3502.3.

Board Policy Committee and Special SMUD Board of Directors Meeting
Wednesday, May 13, 2026, scheduled to begin at 6:00 p.m.

Auditorium, SMUD Headquarters Building

Background: Assembly Bill No. 2561

Effective January 1, 2026, AB 2561 added Section 3502.3 to the Government Code requiring that:

1. A public agency shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.
2. The recognized employee organization for a bargaining unit shall be entitled to make a presentation at the public hearing at which the public agency presents the status of vacancies and recruitment and retention efforts for positions within that bargaining unit.
3. If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all of the following information during the public hearing
 - the total vacancies in the bargaining unit
 - the total applicants for those positions
 - the average number or days to complete the hiring process
 - the opportunities to improve compensation and other working conditions.

Vacancies as of March 31, 2026

	Vacant	Filled	Grand Total	% Vacant
IBEW	42	580	622	6.75%
OSE	19	333	352	5.40%
PSOA		39	39	
Grand Total	61	952	1013	6.02%

Summary

- SMUD vacancies are below 20% for all bargaining units
- Enhancements in policies, procedures or recruitment activities are evaluated prior to implementation to ensure impacts are mitigated
- SMUD's recruitment and retention efforts are focused on ensuring vacancies are filled with most qualified candidates
- Additional details will be provided in the SD-8 Board Report