

# AB 2561

## Annual Vacancy Reporting

April 21, 2026



# AB 2561 | Public Hearing Purpose

Signed into law in 2024, effective January 1, 2025

Requires public agencies to hold a public hearing - before final budget adoption - to report on the agencies vacancy rates, recruitment efforts, and hiring obstacles annually

If  $\geq 20\%$  vacancy in any bargaining unit

- Additional data (applicants count, hiring timelines, retention efforts etc.) must be provided upon request
- Employee groups may present on recruitment and retention

Failure to comply with the law may result in an unfair practice charge through the Public Employment Relations Board (PERB)

# Citywide Vacancy Rates

Employee Group	FTE's Budgeted	Vacancies	Vacancy Rate
Firefighters' Association	39	0	0%
Management	7	0	0%
Mid-Management	23	1	4.3%
Municipal Employees Association	98	10	10.2%
Police Officers' Association	70	4	5.7%
Elected & Appointed Officials	7	0	0%
City Manager	1	0	0%
<b>City Overall</b>	<b>245</b>	<b>15</b>	<b>6.1%</b>



# Employee Association Vacancy Rates

## Represented Group's Vacancy Rates:

- MFA | 0 vacancies | rate 0%
- MPOA | 4 vacancies | rate 5.7%
- MMEA | 10 vacancies | rate 10.2%

No bargaining group currently meets or exceeds the 20% vacancy threshold that would trigger enhanced reporting under the new legislation



# Recruitment Activity

- Vacancies within the City arise from a range of factors, including: **retirements, promotions, resignations, and terminations**
- A recruitment process typically takes about 12 weeks to complete and consists of the following:
  - Planning
  - Posting job announcements
  - Applicant testing and interviews
  - Candidate selection
  - Passing pre-employment processes
  - Onboarding

# Recruitment Activity (continued)

2025 | the City filled 44 full-time positions and 78 part-time positions

- HR received 2,167 applications for full-time positions and 1,541 for part-time, temporary positions, demonstrating consistent interest in City employment opportunity
- The City also encourages and supports succession planning initiatives aimed at promoting career growth and fostering opportunities for advancement and will hire within if there is an opportunity



# Employee Separation

2025 | 24 full-time employees separated from the City, due to the following reasons:

- 17 employees voluntarily resigned
- 4 employees retired
- 3 employees were released from probation

# Employee Retention Efforts

In 2025, the City implemented several initiatives designed to improve employee satisfaction, promote longevity, and enhance professional growth.

These efforts include:

- Classification and Compensation Study, effective January 2026
- Established 5-year MOU ending July 1, 2027, incorporating competitive wages and benefits
- Professional development and internal promotional opportunities
- Employee engagement initiatives
- Highlighting organization values
- Fostering positive work culture



# Recommendation

- Today's Presentation and Public Hearing fulfills the requirements of AB 2561
- All groups are under the 20% vacancy threshold with overall vacancy rate of 6.1%
- Recommend City Council receive and file report following the Public Hearing

Thank you



Questions?