

City Council Meeting
June 2, 2026



AB 2561

Vacancies, Recruitment and Retention Efforts

Presented by: Stephanie Van Steyn, Director of Human Resources

AB 2561 / Government Code Section 3502.3

- Assembly Bill 2561 – became effective for the first time in 2025.
- Requires Public Agencies to hold at least one (1) public hearing per fiscal year to discuss vacancies, recruitment and retention efforts.
- AB 2561 introduced to address the issue of job vacancies in local government which adversely affects the delivery of public services and employee workload.
- Employee Organization Participation – Notified the 7 Bargaining Units of this Public Hearing.



Vacancy Rates – By Bargaining Unit

- If a single bargaining unit meets or exceeds 20% of authorized full-time positions, the City must provide additional recruitment and retention information.
 - # vacancies
 - # applicants
 - Average # days to fill positions
 - Opportunities to improve compensation and working conditions
- None of the City's bargaining units are at a 20% vacancy rate.



Vacancy Rates – By Bargaining Unit

Bargaining Unit	# Current Members	Total Covered Positions	Vacancies as of May 2026	Turnover Percentage
TSS	73	75	2	2.67%
General Services/OE3	143	156	13	8.33%
Mid-Manager Association (MMA)*	44	54	10	18.52%
MPEA	34	35	1	2.86%
MPOA	78	79	1	1.27%
MPSMA	9	9	0	0.00%
Fire Unit	54	54	0	0.00%

* Two (2) vacancies in MMA are due to 2 recent promotions of individuals to Director positions



City-Wide Vacancy Rate, Recruitment and Retention Efforts

Citywide Vacancy Rate Change:

Last Year (May 2025) - 5%

Current (May 2026) - 6.5%

NEW POSITIONS ADDED – Fiscal Year 25/26:

- 8 new positions added with budget adoption
- 2 new positions added mid-year due to Public Works Re-Org
- 9 new Fire Safety Personnel added mid-year
- 3 Police Officer overfills added mid-year

RECRUITMENTS/JOBS FILLED:

- 42 requisitions for job openings
- 33 Internal Job Promotions (also contribute to vacancies)
- 19 Flex Staffing reclassifications
- 11 Reclassifications/Promotions
- Gallagher Study – Pending Reclassifications from this study; not yet implemented due to ongoing negotiations with bargaining units



Council Resolution – Fiscal Year 2025/26 Vacancy Report

- Human Resources Recommends City Council receive this report.
- Approve the Resolution attached to the Staff Report.





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