

City Council Meeting  
June 3, 2025



# **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 this year- 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 2025	Vacancy Rate (%)
TSS	75	78	3	4%
General Services/OE3	139	151	12	8%
Mid-Manager Association	62	68	6	9%
MPEA	33	34	1	3%
MPOA	74	75	1	1%
MPSMA	9	10	1	10%
Fire Unit	45	45	0	0%



# City-Wide Vacancy Rate, Recruitment and Retention Efforts

FTEs-FY 25/25 Budget	# Vacancies at Start of FY	Vacancy Rate Start of FY	Current Vacancies (May 2025)	Current Vacancy Rate (May 2025)
475	39	8%	25	5%

- Decrease from 8% to 5% (Start to End of FY)
- Net 5 new positions added to FY24/25 budget = filled
- 47 requisitions for job openings
- 22 Internal Job Promotions (also contribute to vacancies)
- 11 Flex Staffing reclassifications and 4 job reclassifications from studies
- Flex Staffing arrangements – TSS, OE3, MMA (new in 2024) – promotes retention and promotional growth
- HR Outreach/Networking – Participation in job fairs



# Council Resolution – Fiscal Year 2024/25 Vacancy Report

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





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