



ASSEMBLY BILL 2561

Human Resources Department

City Council Presentation

June 10, 2025

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ASSEMBLY BILL 2561

When: Effective January 1, 2025

Why: California legislature determined that vacancies are a widespread problem amongst public agencies and created this bill to ensure that high vacancy rates do not undermine an agency's ability to provide programs and services to their residents.

What: Public agencies are now required to present the status of vacancies and recruitment efforts annually per bargaining unit and hold a public hearing prior to budget adoption.



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VACANCY REPORT

Bargaining Unit	Budgeted FTE	Vacant FTE	Vacancy Rate (Vacant / Budgeted)
Fire (RCFA)	217	4	1.84%
Fire Management (RFMG)	10	0	0.00%
General (SEIU)	931.62	129	13.85%
Police (RPOA)	353	38	10.76%
Police Management (RPAA)	23	1	4.35%
Police Supervisory (RPOA)	52	1	1.92%
Public Utilities Field - Supervisory (IBEW)	32	3	9.38%
Public Utilities Field (IBEW)	205	20	9.76%
Refuse (SEIU)	43	0	0.00%
Unrepresented (Executive, Senior Management, Management, Professional, Para-Professional, Supervisory, Confidential)	752	80	10.64%
Totals	2618.62	276	10.54%



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RECRUITMENT EFFORTS

All open positions advertised on job boards:



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RECRUITMENT EFFORTS

Hiring Incentives for Lateral Police Officer and Public Safety Dispatcher:

- \$5,000 upon completion of the Training Program; and an additional
- \$5,000 upon successful completion of the probationary period with a minimum "meets standards" rating; and
- Newly hired Lateral Police Officers and Lateral Public Safety Dispatchers shall receive an initial frontload of Forty (40) vacation hours added to their vacation leave bank upon hire. The vacation hours may be utilized at any time provided it is approved by the department; hours have no expiration date.

Additional Outreach:

- Recruitment team attends various career fairs throughout the year.
- Advertise with various industry specific associations, as necessary.



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STRATEGIC PLAN ALIGNMENT



High Performing Government

- 5.1 Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization.
- 5.2 Utilize technology, data and process improvement strategies to increase efficiencies, guide decision making, and ensure services are accessible and distributed equitably throughout all geographic areas of the City.
- 5.3 Enhance communication and collaboration with community members to improve transparency, build public trust, and encourage shared decision-making.
- 5.4 Achieve and maintain financial health by addressing gaps between revenues and expenditures and aligning resources with strategic priorities to yield the greatest impact.
- 5.5 Foster a culture of safety, well-being, resilience, sustainability, diversity, and inclusion across the city organization

Cross-Cutting Threads



Community Trust



Fiscal Responsibility



Sustainability & Resiliency



Equity



Innovation



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RECOMMENDATION

That the City Council approve the Resolution, conduct a public hearing, and receive and file the City of Riverside's Workforce Vacancy report.



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