



City Council Memorandum

City of Arts & Innovation

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JUNE 10, 2025
FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL
SUBJECT: CITYWIDE WORKFORCE VACANCIES – AB 2561

ISSUE:

California Assembly Bill 2561 (AB 2561) was approved by Governor Newsom on September 22, 2024, and went into effect as of January 1, 2025. The California Legislature determined that vacancies are widespread amongst public agencies and can be a significant problem because vacancies require employees to take on heavier workloads, resulting in burnout and increased turnover, which could negatively impact the delivery of public services.

RECOMMENDATION:

That the City Council

1. Conduct a public hearing and receive and file the City of Riverside's Workforce Vacancy report.

BACKGROUND:

On September 22, 2024, Governor Newsom signed AB 2561 into law to amend the Meyers-Milias-Brown Act ("MMBA") and create Government Code Section 3502.3 (GC 3502.3), thereby creating a new obligation for public agencies to publicly address the status of their vacancies. The legislature declared there is a statewide interest in ensuring that public agency operations are appropriately staffed and that high vacancy rates do not undermine the agency's ability to provide programs and services to their residents.

GC 3502.3 requires public agencies to present the status of their vacancies and recruitment and retention efforts during a public hearing before their governing board at least once per fiscal year prior to the adoption of a final budget for the fiscal year. During the presentation, the public agency is also required to identify any changes to policies, procedures, or recruitment activities that may lead to obstacles in the hiring process.

DISCUSSION:

AB 2561 requires a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year, prior to the adoption of the new budget, and entitles the recognized employee organizations to present at the hearing. If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the bill requires the public agency, upon request of the recognized employee organization, to include specified information during the public hearing.

Additionally, if the number of vacancies meets or exceeds 20% of the total number of authorized full-time positions in a particular bargaining unit, the public agency shall include the following information in its presentation upon request of the recognized employee organization:

1. The total number of job vacancies within a bargaining unit.
2. The total number of applicants for vacant positions within the bargaining unit.
3. The average number of days to complete the hiring process from when a position is posted.
4. Opportunities to improve compensation and other working conditions.

GC 3502.3 entitles recognized employee organizations, regardless of the vacancy rate, to make a presentation before the governing board of a public agency during the same public hearing in which the public agency makes its annual presentation on vacancies.

City of Riverside Bargaining/Employee Groups and corresponding vacancy rates as of April 28, 2025:

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%

Per the requirements of AB 2561, there is no further reporting necessary because no bargaining unit / employee group has a 20%, or higher, vacancy rate.

The City currently offers a Hiring Incentive for Lateral Police Officers and Public Safety Dispatchers. Additionally, positions are advertised on both Governmentjobs.com and CareersinGovernment.com. These two websites are specific to public agency positions, and they push out additional advertising to a variety of diverse sites. The recruitment team regularly

attends career fairs with various target groups such as the public, colleges, high schools, etc. For hard-to-fill positions, the position may be additionally advertised with an industry specific organization/website.

STRATEGIC PLAN ALIGNMENT:

Adopting the attached Resolution will contribute to the City of Riverside's Strategic Priority of a High Performing Government, Goal 5.1: *Attract, develop, engage and retain a diverse and highly skilled workforce across the entire City organization.*

1. **Community Trust** – Transparency regarding vacancy rates will ensure the community is aware of any Bargaining Unit experience staffing challenges.
2. **Equity** – The City recruits to fill vacancies based on merit-based principals which ensures equity as candidates are evaluated on knowledge, skills and ability.
3. **Fiscal Responsibility** – Reviewing vacancy rates will assist in determining if resources need to be allocated to a specific, targeted recruitment effort.
4. **Innovation** – Innovative recruitment strategies are followed to ensure the City hires the most qualified candidates.
5. **Sustainability & Resiliency** –It is vital to maintain appropriate staffing levels to ensure continuation of City services.

FISCAL IMPACT:

There is no fiscal impact associated with adopting the attached Resolution.

Prepared by:	Rene Goldman, Human Resources Director
Certified as to availability of funds:	Kristie Thomas, Finance Director/Assistant Chief Financial Officer
Approved by:	Edward Enriques, Assistant City Manager/Chief Financial Officer
Approved as to:	Rebecca McKee-Reimbold, Interim City Attorney