



ASSEMBLY BILL 2561 ANNUAL UPDATE

Human Resources Department

City Council Presentation
February 24, 2026

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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 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 RATE REPORT FOR CY 2025**

Bargaining Unit	Total FTE*	Vacant FTE*	Vacancy Rate
FIRE (RCFA)	217	5	2.30%
FIRE MANAGEMENT (RFMG)	10	1	10.00%
GENERAL (SEIU)	938.39	140.5	14.97%
REFUSE (SEIU)	43	7	16.28%
POLICE (RPOA)	354	28	7.91%
POLICE MANAGEMENT (RPAA)	23	0	0.00%
POLICE SUPERVISORY (RPOA)	52	1	1.92%
PUBLIC UTIL FIELD SUPERVISORY (IBEW)	32	3	9.38%
PUBLIC UTILITIES FIELD (IBEW)	205	25	12.20%
WASTEWATER (IBEW)	19	3	15.79%
Unrepresented (Executive, Senior Management, Management, Professional, Para-Professional, Supervisory, Confidential)	740	100	13.51%
City-Wide Totals:	2633.39	313.5	11.90%

*FTE = Full-Time Equivalent

**Vacancy data is fluid as separations, retirements, new-hires, and promotions are always in progress; vacant FTEs are as of 12/31/2025 a point in time.



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RECRUITMENT EFFORTS

- Marketing and Advertising Efforts
 - All open positions are advertised Online via Job Boards/Websites below.
 - Certain specialized positions may also be advertised on specific Associations or Industry-specific Organizations websites (Engineering, Finance, HR, Electric/Water, etc.)
 - Electronic Billboards – 91 FWY/Auto center and Mission Inn Ave.
- Regular attendance at Job/Career Fairs
 - Attended 12 events in 2025 and confirmed for 2 so far in 2026
 - Educational Partnerships with local colleges/universities, including Cal Baptist University, Claremont Lincoln University, DeVry University, National University, University of Redlands, American Public University System, and currently pending renewal with University of California, Riverside



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RECRUITMENT EFFORTS

Lateral Police Officer and Public Safety Dispatcher Hiring Incentives:

- \$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.

Hired through this program in 2025:

- Lateral Police Officers = 9 hires
- Public Safety Dispatcher = 1 hire

493 Total New-Hires or Promotions in 2025!



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RECOMMENDATION

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



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