

EMPLOYEE VACANCY RATES AND CITYWIDE RECRUITMENT AND RETENTION EFFORTS (AB 2561)

June 3, 2025



Note: This PowerPoint presentation is intended solely as a visual aid to an oral staff presentation of an agenda report topic. In the event of any differences between the presentation and the agenda report, the information in the agenda report prevails.

LEGISLATIVE BACKGROUND

- AB 2561 (effective Jan 1, 2025) requires public agencies to annually report on vacancies, and recruitment and retention efforts, prior to budget adoption.
- Legislative Intent:
 - Job vacancies are a widespread and significant problem for the public sector
 - High job vacancies impact public service delivery, with understaffing leading to burnout and increased turnover that further exacerbate staffing challenges
 - Statewide interest in ensuring that public agency operations are appropriately staffed



LABOR MARKET TRENDS

- Increased turnover during “Great Resignation” and after (post-pandemic environment)
- “Job seeker” market – more positions available than qualified individuals
- Lower interest in public employment
- Competition for talent, especially for difficult to fill positions (e.g. Police Officer)
- Some agencies offering large bonuses (up to \$100,000) and salary increases (15% in one year) in response
- Historic inflation necessitating more competitive salary adjustments



RECRUITMENT & HIRING TRENDS

- Annual positions filled has been approximately 70 per year since 2022, which represents approximately 20% of total FTE staffing annually.
- Nearly 50% of City employees have been with the City for 4 years or less
- Increased number of positions filled, as well as internal promotions and appointments
- Time-to-Recruit (Position opening until candidates referred to hiring manager) dropped from 82 to 30 days (between FY20 to FY25 YTD)



RECRUITMENT EFFORTS

- NEOGOV system implemented (2020) to streamline recruitment and applicant tracking
- Additional part-time staffing dedicated to recruitment oversight
- Candidate pipeline programs: Office Assistant Pool, Fire Apprentices, Police Intern
- Consolidated testing and increased efficiencies, such as scheduled monthly testing for Police Officer (written and PAT), and more job-related recruitment exams (e.g. performance exams for Maintenance Workers)



RECRUITMENT & RETENTION EFFORTS

- Council previously approved recruitment bonuses for Police Officer and hard-to-fill positions, and referral bonus for employees who refer Police Officers
- Wellness perks: Calm app, fitness memberships, additional holidays
- Negotiated increases to support both recruitment and retention
 - Prior retention incentives approved by City Council
 - Competitive labor agreements authorized



VACANCY RATES BY BARGAINING UNIT

Employee Group	Budgeted	Filled	Vacancies	Vacancy Rate
Unrepresented Employees	31	26	5	16.13%
Firefighters Association (MBFA)	30	30	0	0.00%
Mid Mgmt. Association (MBMEA)	59	51	8	13.56%
Police Mgmt. Association (PMA)	7	7	0	0.00%
Police Officers Association (POA)	64	58	6	9.38%
Teamsters	157	141	16	10.19%
TOTAL	348	313	35	10.06%

Employee vacancy rates are as of May 21, 2025



VACANCY RATES BY DEPARTMENT

Department	Budgeted	Filled	Vacancies	Vacancy Rate
Community Development	39	34	5	12.82%
Finance	21	17	4	19.05%
Fire	41	40	1	2.44%
Human Resources	8	8	0	0.00%
Information Technology	11	10	1	9.09%
Management Services	10	8	2	20.00%
Parks & Recreation	21	21	0	0.00%
Police	120	109	11	9.17%
Public Works	77	66	11	14.29%
TOTAL	348	313	35	10.06%

Employee vacancy rates are as of May 21, 2025



