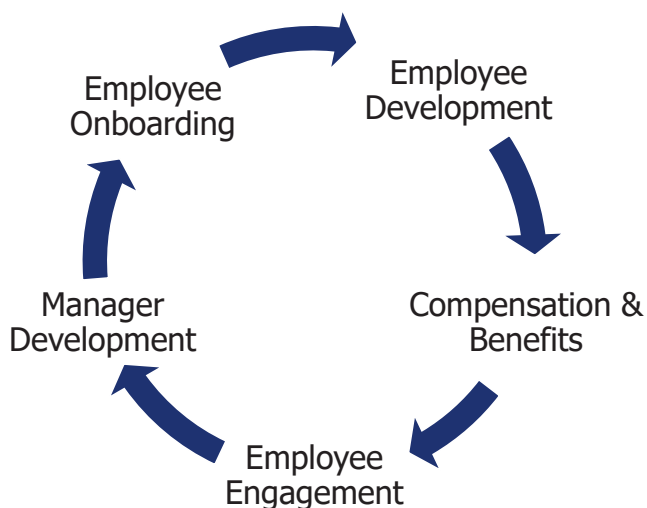


# AB 2561 - LOCAL PUBLIC EMPLOYEES; VACANT POSITIONS

April 23, 2025

## Employee Life Cycle

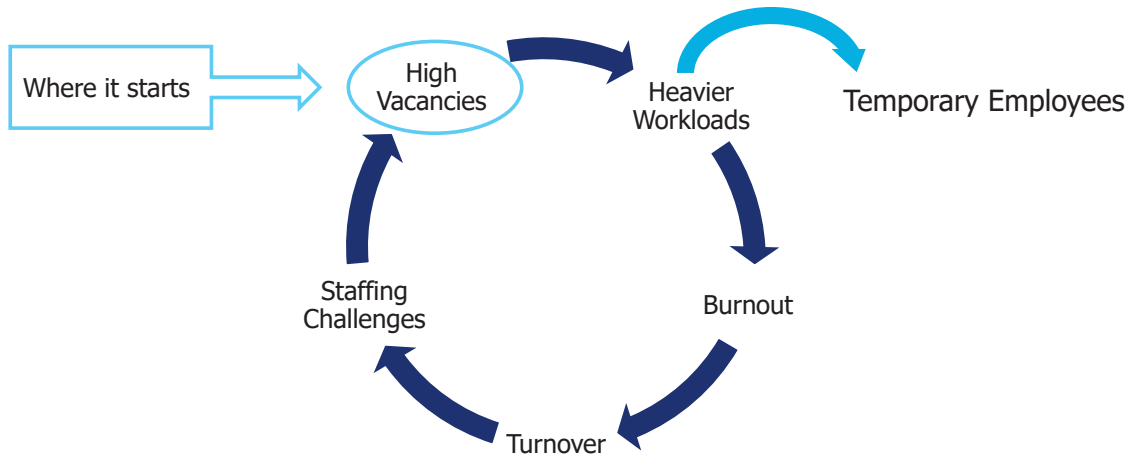


## Preferred Employer

- One Agency Philosophy
- Over 100 Applications Per Recruitment
- Regular Salary Surveys
- Continuously Reviewing Benefits
- Employee Engagement Program
- Reimbursement Policies

## Reason for New Law

AB 2561 declares job vacancies a widespread problem for local government and lead to a negative cycle of burnout and turnover.



3 | March 26, 2025



## Vacancy Information – General\*

Filled with 2 temporary employees.

CY 2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Vacancies Created	2	0	0	1	0	0	2	1	1	0	0	1
# of Vacancies Filled	0	0	0	1	1	0	0	0	0	2	1	2
# of Remaining Vacancies	2	2	2	2	1	1	3	4	5	3	2	1
# of Budgeted FTEs	56	56	56	56	56	56	56	56	56	56	56	56
% of Vacancies	3.57%	3.57%	3.57%	3.57%	1.79%	1.79%	5.36%	7.14%	8.93%	5.36%	3.57%	1.79%

Average Percentage of Vacancies at the End of Each Month: 4.2%

4 | April 23, 2025

*\*Data reflects entire agency, including represented employees*



## Recruitment Information – General



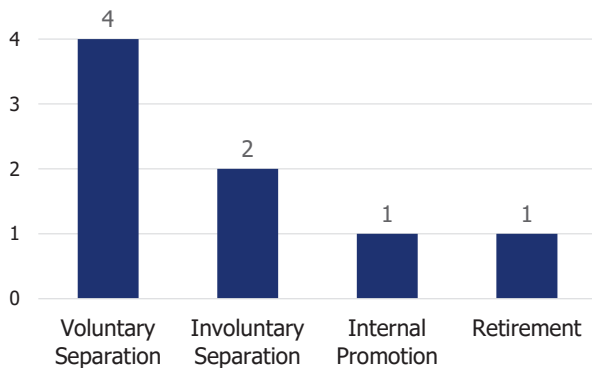
## Hiring Obstacles – General

The District reviewed applicable policies, procedures, and recruitment activities to identify any potential obstacles in the District’s hiring process.

Potential Obstacles	What The District Is Doing
25-mile Living Preference	Currently assessing this requirement.
Cost of Living	Annual salary survey for benchmark agencies. Agency Wide Classification & Compensation Study (12/2025).
Telecommuting	Continuing to keep pulse on trends in remote work.
Application Quality	Looking at competitiveness of benefits (Wellness, Retirement, Dental, other fringe benefits and stipends etc.). Continue to work on agency employee engagement.

## Retention Information – General\*

- Total # of Vacancies Created During 2024: 8
- Annual Staffing Turnover Rate (2024): 14.29%



Vacancy #	Reason
4	Voluntary Separation
2	Involuntary Separation
1	Internal Promotion
1	Retirement

## Vacancy Information – Represented

As of 12/31/2024:

$$\frac{1 \text{ Vacancy}}{38 \text{ Budgeted Positions}} = 2.6\% \text{ Vacancy Rate}$$

# Temporary Employees

- While Running A Recruitment
  - Filling In During Employee Leave
  - Short-term Projects
  - Temporary Workload Surge
- Reasons for Temporary Employees

Temporary Employee	Department	Reason
Department Assistant	Engineering	Workload Surge
CFO	Finance	Vacancy
Customer Service Representative I	Customer Services	Vacancy
Public Affairs Specialist ( <i>As-Needed</i> )	Public Affairs	Workload Surge