



Assembly Bill 2561:

Public Hearing on Job Vacancies
and Recruitment and Retention
Efforts

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Adoption of AB 2561

- On September 22, 2024, Governor Newsom approved Assembly Bill 2561 which requires public sector employers to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year.
- Assembly Bill 2561 became effective January 1, 2025.



AB 2561 Requirements

Assembly Bill 2561 added section 3502.3 to the Government Code which mandates the following:

- Public Agencies shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.
- If the governing board will be adopting an annual or multi-year budget during the fiscal year, the presentation shall be made prior to the adoption of the final budget.
- During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.



AB 2561 Requirements

- The recognized employee organization for a bargaining unit shall be entitled to make a presentation at the public hearing at which the public agency presents the status of vacancies and recruitment and retention efforts for positions within that bargaining unit.
- Additionally, if the number of job vacancies within a single employee organization meets or exceeds 20 percent of the total number of authorized full-time positions, the City is required to notify the appropriate bargaining unit and, upon request, include additional information during the public hearing.
- **None of the City's bargaining units are at a 20% vacancy rate.**



Current Vacancy Rates By Bargaining Unit

- The vacancy rates for each of the recognized employee organizations are as follows:
 - **SEIU – 6.94%**
 - **LMCEA – 10.20%**
 - **LPOA – 12.20%**
- There are no changes being recommended to policies or procedures which would have an impact on recruitment and retention efforts at this time for any of the recognized employee organizations.



Recruitment and Retention Efforts

Recruitment/Retention	SEIU	LMCEA	LPOA	UNREP
\$2,093/month toward healthcare	✓	✓	✓	✓
\$3,000 Tuition Reimbursement	✓	✓	✓	✓
Convert up to 40 Hours of Sick Leave to Vacation	✓	✓	✓	✓
Cost of Living Adjustment's (COLA's)	✓	✓	✓	✓
Vacation Cashout Options (Varies by MOU)	✓	✓	✓	✓
Post Retirement Medical Benefits (OPEB)	✓	✓	✓	✓
Vacation and Sick Leave Accruals	✓	✓	✓	✓
12 Paid Holidays, +1 Floating Holiday	✓	✓	✓	✓
Sworn Staff Incentives			✓	



Recruitment and Retention Incentives for Sworn Staff

- Newly hired sworn personnel will be credited with an initial vacation and sick leave balance of 40 hours upon hire.
- Vacation – Accruals consider years of service with prior employer as a sworn officer
- Education and POST certificate incentives
- \$1,200 per year for uniform allowance
- \$10,000 forgivable loan to encourage public safety personnel to live within the City



Additional Recruitment and Retention Incentives for Sworn Staff

- Classic CalPERS members receive a contribution to their deferred compensation plan based on their position title.
 - Chief: \$5,000 (\$192.31 per pay period)
 - Captain: \$4,000 (\$153.85 per pay period)
 - Lieutenant: \$3,500 (\$134.62 per pay period)
 - Sergeant and Lateral Officer: \$3,000 (\$115.39 per pay period)
- \$5,000 new hire sign on bonus



Council to Consider the Following:

1. Hold a Public Hearing; and
2. Adopt a Resolution Accepting the Status of City of Lathrop Employee Vacancies and Recruitment and Retention Efforts as Required by Assembly Bill 2561 (Government Code Section 3502.3)