



**PUBLIC HEARING:
AB2561 VACANCY REPORTING**

**City Council Meeting
May 13, 2025**



The slide features a teal banner at the top with the title 'PUBLIC HEARING: AB2561 VACANCY REPORTING'. Below the banner, on the left, is the text 'City Council Meeting May 13, 2025' and the official seal of the City of Signal Hill. The seal depicts a lighthouse, a ship, and a sun, with the text 'CITY OF SIGNAL HILL' and 'A BEACON OF PROGRESS'. The right side of the slide shows a photograph of the City Hall building, a white structure with a sign that reads 'CITY HALL', set against a clear blue sky with palm trees in the foreground.

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OVERVIEW

- AB 2561 Background
- Vacancy Update
- Recruitment & Retention Efforts
- Conclusion



The slide features a background image of a large, illuminated sculpture of a person standing next to a ladder, with a rainbow visible in the sky. A teal box on the right contains the title 'OVERVIEW' and a list of four items: 'AB 2561 Background', 'Vacancy Update', 'Recruitment & Retention Efforts', and 'Conclusion'. To the right of the teal box is a vertical legend with five colored squares: black, teal, light teal, green, and grey.

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BACKGROUND

- AB 2561: Effective January 1, 2025
- Adds Govt. Code Section 3502.3 to the Meyers –Miliias Brown Act (MMBA)
- New mandates for public sector agencies related to vacancy tracking and reporting for represented bargaining groups.

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AB 2561 MANDATES

Public Agency Annual Reporting & Presentation:

- Requires Public Hearing Prior to Budget Adoption
- Vacancies Rates
- Recruitment Efforts
- Retention Strategies

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VACANCIES OVERVIEW

Employee Unit	# of Vacancies	# of Budgeted FTEs	% of Vacancies
SIGNAL HILL MANAGEMENT PERSONNEL	3	24	12.5%
SIGNAL HILL EMPLOYEES ASSOCIATION	10	59	16.9%
SIGNAL HILL POLICE OFFICERS ASSOCIATION	7	32	21.9%
TOTAL	20	115	17.4%

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RECRUITMENT EFFORTS

Full-Time City-Wide Recruitments

Year	# of Applicants	# of Recruitments	# of Hires
2023	2240	47	16
2024	3233	36	27
2025 (as of 4/30/25)	2704	22	12

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RECRUITMENT EFFORTS

Police Officer Recruitments

Year	# of Applicants	# of Recruitments	# of Hires
2023	304	6	5
2024	348	6	6
2025 (as of 4/30/25)	236	4	0

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RECRUITMENT & RETENTION EFFORTS

- Police Lateral Recruitment Incentive Program
- Targeted recruitment for Police Officer vacancies
- Social media campaigns
- Industry specific and targeted web employment advertising
- Utilization of job boards and job fairs at educational institutions and other community events
- Continued use of NeoGov, LinkedIn, and other platforms to manage and attract candidates.
- Revisions to job descriptions to align with industry standards

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RECRUITMENT & RETENTION EFFORTS

- City-wide classification and compensation study
- Implementation of market equity adjustments for all positions
- Adopted multi-year agreements with the City's bargaining units
- Enhanced benefits package
- Enhanced Longevity Pay for Police Officers
- Longevity Pay for Dispatcher Jailer positions
- Longevity Lump Sum Pay (SHEA)

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RECRUITMENT & RETENTION EFFORTS

- Employee Engagement Committee
- Year-round employee engagement and wellness events and activities
- Employee Recognition Programs
- Increase Tuition Reimbursement Program
- Training & Development Opportunities
- Positive Labor Relations

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CONCLUSION

- Continue to assess internal practices and workforce conditions to identify and address recruitment and retention efforts.
- The City is committed to maintaining a skilled and resilient workforce and complying with the requirements of AB 2561.
- Receive and file report.

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CITY COUNCIL QUESTIONS



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