

ANNUAL REPORT: VACANCIES/RECRUITMENT & RETENTION EFFORTS – AB 2561

JUNE 24, 2025



ASSEMBLY BILL 2561

- **Assembly Bill 2561 (AB 2561), which was enacted as Government Code § 3502.3, became effective January 1, 2025.**
- **AB 2561 Requirements**
 - **Public agencies must present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year**
- **Purpose**
 - **To increase transparency and promote equitable employment opportunities.**



BACKGROUND

- **Challenges in Public Sector Employment:**
 - **Job vacancies in public agencies are widespread, which has a significant impact on public sector service delivery.**
 - **High vacancy rates contribute to increased workloads for existing employees, which leads to burnout and higher turnover.**
 - **There is a statewide interest in ensuring that public agencies are adequately staffed to support public service functions.**



ANALYSIS/DISCUSSION

- In compliance with AB 2561, the City of Hermosa Beach is required to take the following actions:
 - Report job vacancies, recruitment, and retention efforts at a public hearing at least once each fiscal year.
 - Identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.
 - Provide recognized bargaining units with an opportunity to participate in the public hearing.
 - If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions in a particular bargaining unit, provide additional data upon request of the recognized employee organization, including:
 - Total number of vacancies
 - Number of applicants
 - Average time to fill vacancies
 - Opportunities to improve compensation and working conditions



VACANCIES

- **As of June 12, 2025, the City of Hermosa Beach has a total of 151 full-time-equivalent (FTE) budgeted positions. There are currently 9 vacancies, which represents an overall vacancy rate of 5.96%. Below is a list of current vacant positions:**
 - **Equipment Mechanic** – Active recruitment
 - **Senior Engineer** – Active recruitment
 - **Assistant Engineer** – Active recruitment
 - **Police Captain** – Preparing for recruitment
 - **Deputy City Manager** – Will not be filled at this time
 - **Lead Special Events & Filming Coordinator** – Active recruitment
 - **Police Service Officer** – Candidates currently in backgrounds
 - **Community Services Officer** – Candidates currently in backgrounds
 - **Code Enforcement Officer** – Start date pending for selected candidate



VACANCIES BY DEPARTMENT

Vacancies by Department				
Department	Total Budgeted Positions	Total Current Staff Members	Vacant Positions	Vacancy Rate
City Clerk	4	4	0	0.00%
City Manager's Office	9	8	1	11.11%
Community Development	13	12	1	7.69%
Community Resources	8	7	1	12.50%
Administrative Services	14	14	0	0.00%
Police	68	65	3	4.41%
Public Works	35	32	3	8.57%



VACANCIES BY BARGAINING UNIT

Vacancies by Bargaining Unit				
Bargaining Unit	Total Budgeted Positions	Total Current Staff Members	Vacant Positions	Vacancy Rate
General & Supervisory (Teamsters)	61	56	5	8.20%
Professional & Administrative	39	37	2	5.13%
Police Officers Association	34	34	0	0.00%
Police Management	4	3	1	25.00%
Management	7	6	1	14.29%
Unrepresented	6	6	0	0.00%

RECRUITMENT & RETENTION EFFORTS

- In 2022, the City implemented the “Hermosa is Hiring” campaign to attract and retain top talent through highlighting the City’s team culture and encouraging residents, locals, and others to apply for open positions.
- In 2022, the City also implemented a sign-on bonus program to help attract and retain top talent.
- Professional Development – The City supports employees’ professional development through tuition reimbursement for continuing education.
- Employee Recognition & Appreciation – The City has programs that support employee recognition and appreciation, such as the merit pay program, instant bonus program, and employee appreciation events throughout the year.
- The City is continually evaluating and enhancing its programs and processes as needed to boost recruitment and retention efforts.



THANK YOU!

Brandon Walker, Administrative Services Director

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