



ANNUAL REPORT OF VACANCIES AB 2561

June 16, 2025
City Council Meeting



WHAT IS AB 2561?

- Effective January 1, 2025
- Adds Govt. Code Section 3502.3 to the Meyer-Milias-Brown Act
- Imposes new obligations on public sector agencies related to tracking and presenting information on job vacancies



WHAT IS AB 2561?

- AB 2561 states that job vacancies are a widespread and significant problem for the public sector
- California Legislature found that excessively high vacancy rates can contribute to:
 - Negative impacts on public service delivery to citizens
 - Increased workloads
 - Burnout/increased turnover



CITY'S AB 256 I OBLIGATION

- Mandate for Annual Reporting and Presentation of:
 - Vacancies, recruitment, and retention efforts before formal budget adoption
 - If a bargaining unit's vacancy rate is at or above 20%, regardless of the reason(s) for the vacancies, more comprehensive analysis and reporting is required



PUBLIC HEARING PURPOSE

- Increase transparency on staffing shortages in a public setting
- Identify how recruitment and retention challenges may be addressed
- Provides an avenue to discuss challenges related to maintaining a stable workforce



PURPOSE OF AB 2561

- Requires annual public hearing before budget adoption
- Invites input from recognized bargaining units during the public hearing
- The City has 4 recognized bargaining units:
 - MCCEA, Teamsters, MPOA, and MFFA



WORKFORCE OVERVIEW

- Total Employees (FTE): 205
- Vacancies: 22
- Overall Vacancy Rate: 11%
- No groups meet or exceed the 20% vacancy threshold



MONTCLAIR VACANCY DATA

Employee Group	Full Time Authorized	Vacancies	Vacancy Rate
Executive Management	11	1	9%
Management	19	2	11%
MFFA (Fire)	22	1	5%
MPOA (Police)	49	2	4%
MCCEA	36	3	8%
Teamsters	68	13	19%
City Overall	205	22	11%



CURRENT FULL-TIME RECRUITMENTS

- Entry Firefighter/Paramedic*
- Lateral FF/Paramedic*
- Entry Police Officer*
- Lateral Police Officer*
- Building Official*
- Police Dispatcher*
- Senior Police Dispatcher*
- Maintenance Worker
(Reviewing Applicants)
- Police Services Specialist
(In-House)

* = Continuously accepting applications for positions that often experience attrition



FY 2024-25 FULL-TIME RECRUITMENT ACTIVITY

- 43 full-time employees hired
 - 20 Recruitments
 - 1,888 Applications Reviewed
- Challenges:
 - Unqualified candidates
 - Current Jobs making Counter-Offer
 - Relocation issues



FY 2024-25 DEPARTURE REASONS

- Local Government Jobs
- Local Private Sector Jobs
- Resignation Without Employment
- Return to School
- Health-Related
- Termination
- Retirement



RETENTION EFFORTS

- Compensation and Benefit Comparisons with Survey Cities
- Comprehensive Benefits Package
- Employee Training and Development
- Educational Grants and Partnerships with Local Universities to Provide Discounted Tuition



RETENTION EFFORTS

- 4/10 Work Schedule
- Enhanced Short- and Long-Term Disability Program Compared to State Disability Program
- Premium Pay Components
- CalPERS Retirement Program
- Hiring Bonus Program (Police)



RETENTION EFFORTS

- Open communication with bargaining units
- Employee recognition
 - Employee appreciation events
 - Employee performance reviews
- Competitive employer-paid benefits
 - Employee health, vision, dental, and life insurance
 - Deferred Compensation contributions
 - Years of Service Awards / Longevity Incentives
 - Paid Leaves – Sick, Vacation, Holiday, Compensatory, Management, Bereavement



CONCLUSION

- Presentation and public hearing meets our AB 2561 obligation
- All groups are under the 20% vacancy threshold with overall vacancy rate at 11%
- No Council action is needed at this time
- Bargaining group presentations to follow (if any)



MPOA PRESENTATION



MFFA PRESENTATION



TEAMSTERS PRESENTATION