

AB 2561 Presentation: Status of City of El Segundo Full-time Vacancies and Recruitment and Retention Efforts in Calendar 2025

Presented by Human Resources Director Rebecca Redyk

Agenda

- Assembly Bill 2561
- Policies and Procedures for Public Hearing
- Employee Organizations
- Full-time Vacancy Rate
- Recruitment & Retention
- Obstacles in Hiring
- Summary

Assembly Bill 2561- Findings

- Job vacancies in local government are widespread and significant problem for public sector
- High vacancies impact public service delivery and subject workers to heavier workloads
- There is a statewide interest in appropriate staffing for public agency operations



Assembly Bill 2561- Requirements

- Annual public hearing to present the status of vacancies, recruitment and retention efforts, and obstacles in the hiring process
- Present additional information if the vacancy rate in a bargaining unit is at least 20%
- Allow recognized/represented employee organizations for bargaining units to make presentations at the public hearing

Polices and Procedures for AB2561 Hearing

- Written notice of the hearing to recognized employee organizations
- Vacancy rate
- Inquire if the bargaining unit intends to make a presentation
- Opportunity for 10-minute presentation if desired
- If engaged in bargaining for successor MOU, refrain from making proposals not presented in bargaining
- If 20% vacancy, unit may request additional information from City

Polices and Procedures for AB2561 Hearing

- City Presentation- 10 minutes per Bargaining Unit
- Employee Organization Presentation- 10 minutes
- City Council Questions & Discussion
- Final City Comments- 3 minutes per Bargaining Unit
- Final Bargaining Unit Comments- 3 minutes
- Public Comment- 2 minutes per Person

Employee Organizations

- City Employees' Association – AFSCME (CEA)
- Firefighters' Association- IAFF (FFA)
- Police Managers' Association (PMA)
- Police Officers' Association (POA)
- Police Support Services Employees' Association (PSSEA)
- Supervisory & Professional Employees' Association (SPEA)
- Unrepresented Management & Confidential Series (M&C)

Full-time Vacancy Rate

Employee Organization	Budgeted Positions FY24-25	Positions Filled	Vacancies (#)	Vacancies (%)
CEA	82	74	8	9.8%
FFA	39	38	1	2.6%
PMA	7	7	0	0%
POA	54	53	1	1.9%
PSSEA	13	13	0	0%
SPEA	39	32	7	17.9%
M&C	53	45	8	15.1%
Total	287	262	25	9.1%

*Total Authorized does not include 7 part-time elected officials



Recruitment & Retention- Benefits

- Holidays- 12 + 1 Floating Holiday
- Personal Leave Day- 1 Per Calendar Year
- Vacation Leave Accrual- Based on Years of Public Service
- Voluntary Binding Arbitration- \$10,000 / \$30,000
- Lateral Police Officer Incentive- \$40,000
- Generous Retiree Medical
 - Actives and Retirees Receive Equal Contribution
- Employee Engagement Activities

Recruitment & Retention- Hiring Process Improvements

- Revision of Classification Specifications
 - Provide Flexibility in Educational Requirements
 - Clarify Essential Duties
- Streamlining of Testing Process
 - Revision of Approved Exam Plans
 - Flexibility to Conduct Interview Panels with Internal Staff
 - Online Written Exams for Some Positions
 - Same Day Written Exam and Physical Agility Testing (PAT) for Police Officer Trainees
- NeoGov Electronic Onboarding



Obstacles in Hiring

- Shrinking Labor Pool
 - Impacts of the Pandemic- “The Great Resignation”
 - Increased Expectations from Candidates- Salary, Work Schedule, Accelerated Promotional Advancement
- Competition with Other Public Agencies
 - Hybrid & Work From Home
 - Incentives to Stay- Compensation, Promotion, Title
- Human Resources Staffing Levels
 - Demands of Seasonal/Part-time Hiring
 - Filling Vacancies Created by Promotions

Summary

- AB2561 Requires Annual Public Hearing Prior to Budget Adoption
- Policy and Procedures for Hearing
- Employee Organizations- 7
- Citywide Full-time Vacancy Rate- 9.1%
- Shrinking Labor Pool with Increased Candidate Expectations
- Ongoing Employee Engagement Efforts



Thank you

