



CITY OF
EL SEGUNDO

AB 2561 Presentation: Status of City of El Segundo Full-time Vacancies and Recruitment and Retention Efforts in Calendar 2026

Presented by Director of Human Resources & Risk Management Rebecca Redyk

Agenda

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

Policies 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

Group	Budgeted Positions FY 25-26	Positions Filled	Vacancies (#)	Vacancies (%)
City Employees' Association	78	67	11	14.1%
Firefighters' Association	39	38	1	2.6%
Mangement & Confidential	53	48	5	9.4%
Police Management Association	7	7	0	0.0%
Police Officers' Association	59	57	2	3.4%
Police Support Services Association	13	12	1	7.7%
Supervisory and Professional Association	38	32	6	15.8%
Total	287	261	26	9.1%

*Total Authorized does not include 6 part-time elected officials



Recruitment & Retention- Benefits

- Holidays- 12 + 1 Floating Holiday
- Personal Leave Day
- Vacation Leave Accrual- Based on Years of Public Service
- Voluntary Binding Arbitration- \$10,000 - \$15,000
- 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 & Equity Adjustments
 - Provide Flexibility in Educational Requirements
 - Clarify Essential Duties
 - Provide Equity Adjustments to salary if needed
- 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
 - 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
- Promotional Exams
 - “Domino” effect on vacancies

Successes in Hiring

- Attained full staffing of safety positions in Police and Fire
 - Conducted promotional exams for Sergeant & Fire Division Chief
- Hard to fill positions were hired
 - Fire Marshal, Cultural Arts Coordinator, Human Resources Analyst (2), and Senior Plan Check Engineer

Summary

- AB2561 Requires Annual Public Hearing Prior to Budget Adoption
- Policy and Procedures for Hearing
- Employee Organizations- 6 represented + 1 unrepresented
- Citywide Full-time Vacancy Rate- 9.1%
- Shrinking Labor Pool with Increased Candidate Expectations
- Ongoing Employee Engagement Efforts

Thank you

