



**TO:** Mayor and Councilmembers

**SUBMITTED BY:** Jennifer Jennings, Human Resources/Risk Manager

**SUBJECT:** Status of Current Staffing Vacancies in Compliance with AB 2561 (2024) – Local Public Employees: Vacant Positions

**RECOMMENDATION:**

Conduct a public hearing regarding the status of current staffing vacancies in compliance with AB 2561 (2024) – Local Public Employees: Vacant Positions.

**BACKGROUND:**

California State Assembly Bill (AB) 2561 was approved on September 22, 2024, and added §3502.3 to the Government Code. This law imposes three requirements on local agencies: (1) at least once each fiscal year, an agency’s governing board must hold a public hearing and receive the agency’s report on the status of vacancies and recruitment and retention efforts; (2) during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles; and, (3) the agency must allow the recognized employee organization for a bargaining unit to make a presentation at the hearing.

**DISCUSSION:**

This report is presented to comply with §3502.3 of the Government Code. If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the City must, upon request of the recognized employee organization, include specified information during the public hearing.

The City has two bargaining units – Service Employees International Union (SEIU) Local 620, General and Service Employees International Union (SEIU) Local 620, Miscellaneous. As of March 31, 2026, the SEIU Local 620 (General) bargaining unit had 60 budgeted FTEs with three vacancies (two full-time and one part-time), resulting in a 4% vacancy rate. The SEIU Local 620 (Miscellaneous) bargaining unit had 24 budgeted positions with three vacancies, resulting in a 13% vacancy rate. Therefore, neither bargaining unit is currently subject to this requirement. The City is in the process of recruiting for the open SEIU General and Miscellaneous positions.

The City must also identify any changes to policies, procedures or recruitment activities that impact the City's efforts to reduce its vacancies. So far within Fiscal Year 2025-26, the Human Resources/Risk Management Division (Division) has conducted 32 recruitments and onboarded 34 new employees. Eligibility lists were used successfully to hire four new employees, eliminating the need to conduct new recruitments and allowing vacancies to be filled expediently. The Division enhanced outreach to potential candidates through strategic advertising with several professional organizational job boards (such as American Public Works Association (APWA), American Planning Association (APA), California Parks & Recreation Association), as well as local job ads placed in print with the Santa Barbara Independent and online with Craigslist. The city also subscribes to Diversity Jobs (Circa) which sends all open jobs to a wide and diverse group of community organizations.

The City has seen a successful rate of internal promotions with five employees achieving promotions since the start of the current fiscal year. To continue the success rate of internal promotions, over the next few years the Division will be partnering with other departments on initiatives meant to strengthen promotional pathways in career development. The City also continues to see successful utilization in the City's tuition reimbursement program, as well as Trainee Appointments.

**FISCAL IMPACTS:**

There is no fiscal impact associated with this item.

**ALTERNATIVES:**

None.

**LEGAL REVIEW BY:** Isaac Rosen, City Attorney

**APPROVED BY:** Robert Nisbet, City Manager