



# **AB 2561: Status of City of Huntington Beach Vacancies and Recruitment and Retention Efforts**

City Council Meeting  
June 3, 2025

# AB2561 Overview

- Signed into law on September 22, 2024
- Adds Government Code Section 3502.3 to amend the MMBA
- Imposes new obligations on public agencies related to tracking and presenting information on vacancies
- Effective January 1, 2025, an agency must present this information at a public hearing before the agency's governing body at least once per fiscal year and prior to budget adoption



# Vacancy Update

- Stats as of January 1, 2025\*:
  - Total Vacancies: 92
  - Total # of Budgeted Positions: 1005.75
  - % of Vacancies: 9.1%
- Stats as of May 23, 2025:
  - Total Vacancies: 51
  - Total # of Budgeted Positions: 1005.75
  - % of Vacancies: 5.1%

\*January 1 will be used as base date for year over year comparison



# Vacancies by Bargaining Unit

Bargaining Unit	Vacancies (#)	Budgeted FTE	Vacancies (%)
HBMT	44	398	11.0%
MEO	19	131	14.5%
HBFA	5	123	4%
FMA	1	8	12.5%
POA	15	260	5.8%
PMA	0	13	0.0%
MSMA	1	18	5.6%
NA**	7	25	28.0%

\*Data as of 1/1/25

\*\* Non-Associated Non-Represented Appointed Management



# Recruitment Efforts

Fiscal Year 2024/25 to date

- Applications Received: 13,3661
- Recruitments Opened: 171
- Recruitments Currently Open: 40
- Current Eligibility Lists: 30



# Recruitment Efforts

Strategize with each hiring department to

- Determine appropriate job posting sites and marketing strategies
- Customize job announcements
- Review projected recruitment timeline
- Assess ongoing recruitment activity

Continuous communication with each hiring department until positions are filled



# Recruitment and Retention

## Competitive Benefits:

- Work Schedules
- Salary Adjustments set by MOU
- Retirement Benefits through CalPERS
- Deferred Compensation participation
- General Leave program
- Paid Holidays
- City Contribution to Medical Premiums
- EAP





# Questions?

