



PUBLIC HEARING

City of San Bernardino Request for Council Action

Date: June 4, 2025

To: Honorable Mayor and City Council Members

From: Bill Gallardo, Interim City Manager
Andrea E. Russell, Director of Human Resources & Risk Management

Department: Human Resources

Subject: **AB 2561 Annual Vacancy Rate Report (All Wards)**

Recommendation:

It is recommended that the Mayor and City Council of the City of San Bernardino, California:

1. Conduct a public hearing in accordance with AB 2561 (2024); and
2. Receive and file a report on the City of San Bernardino's annual vacancy rate.

Executive Summary

Human Resources, in response to AB 2561, conducted a review of the total staffing and vacancy rates using the FY 24/25 budget, and using staffing/vacancy rates occurring during the FY24/25 year as of May 1, 2025.

Background

The State Legislature passed, and Governor Newsom signed AB 2561 (Chaptered at California Government Code §3502.3) effective January 1, 2025, requiring public agency employers to hold a public hearing to present the status of filled/vacant positions within the agency, and if vacancy rates meet or exceed 20% of the total number of authorized full-time Union represented positions, the agency is required to make additional reporting requirements. The Legislative Bill authorized the recognized bargaining unit shall be entitled to make a presentation at the public hearing at which the agency presents the status of vacancies and recruitment and retention efforts for positions within that bargaining group.

Discussion

As of May 1, 2025, vacancy data by bargaining unit is as follows:

BARGAINING UNIT	FY24/25 ACTUAL	FY24/25 VACANCIES	FY24/25 VACANCY RATE
GENERAL UNIT	278	41	14.75%
MANAGEMENT & CONFIDENTIAL UNIT	143	27	18.88%
MIDDLE MANAGEMENT UNIT	63	12	19.05%
SBPCA	119	14	11.76%
SBPOA	303	24	1.92%
SBPMA	16	0	0%
SBPDA	29	3	10.34%

As outlined above, no bargaining unit meets or exceeds the 20% vacancy threshold established in AB 2561. The Mayor and City Council are required to hold a public hearing prior to the annual budget adoption. This item will be brought back to the Mayor and City Council annually as required by law.

2021-2025 Strategic Targets and Goals

Holding a public hearing in accordance with AB 2561 aligns with Key Target No. 2. Focused Aligned Leadership & Unified Community by reviewing vacancy data that allows the City to identify strategies to build a culture that attracts, retains, and motivates the highest quality talent.

Fiscal Impact

There is no fiscal impact associated with receiving and filing a report the City of San Bernardino Vacancy Data as required by AB 2561.

Conclusion

It is recommended that the Mayor and City Council of the City of San Bernardino, California:

1. Conduct a public hearing in accordance with AB 2561 (2024); and
2. Receive and file a report on the City of San Bernardino’s annual vacancy rate.

Attachments

Attachment 1 Vacancy Data by Bargaining Unit as of May 1, 2025

Ward:

All Wards

Synopsis of Previous Council Actions:

N/A