



Assembly Bill (AB) 2561 Presentation: City of Atwater Vacancies and Recruitment and Retention Efforts

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Legislative Intent of AB 2561

- Foster transparency regarding the number of vacancies the City is experiencing, how the City conducts recruitments, and the efforts to address them.
- Effective January 1, 2025, all public employers are required to disclose the status of vacancies and recruitment and retention efforts.
- Such information shall be presented during a public hearing before the governing board each fiscal year prior to the adoption of an annual budget.



Workforce Information - General

- Total Budgeted/Authorized Full-Time Positions FY 24/25: 105
- Services Rendered to the Public by the Budgeted/Authorized Workforce include:
 - Administrative and Support Services
 - Public Works and Infrastructure Services
 - Parks, Recreation, and Community Services
 - Planning, Zoning and Development Services
 - Public Safety Services



Vacancy Information - Bargaining Units

Bargaining Unit	# of Budgeted FTEs	# of Vacancies	% of Vacancies
Atwater Police Officers' Association	35	0	0%
Clerical Unit	16	2	12.5%
Mid-Managers Unit	11	1	9.09%
Miscellaneous Unit	33	4	12.12%
Unrepresented Full-time Employees (City Manager/Department Directors/HR staff)	10	1	1%



Hiring Issues, Recruitment & Retention

- The City continuously reviews applicable policies, procedures, and recruitment activities to identify any potential obstacles in the City's hiring process.
- Recruitment Efforts include targeted job ads on various platforms including social media and job-specific boards.
- Retention Efforts include training and development of existing staff, succession planning, and an ongoing city-wide benefits study to ensure employee benefits are competitive with surrounding agencies.

