



**STAFF REPORT
HOLLISTER CITY COUNCIL
MEETING DATE: June 2, 2025
REPORT # City Manager-2025-34**

AGENDA ITEM: STATUS OF VACANT POSITIONS AS REQUIRED BY AB 2561

DEPARTMENT: City Manager
DEPARTMENT HEAD: David Mirrione, City Manager
STAFF CONTACT: David Mirrione, City Manager

RECOMMENDED ACTION: Hold a public hearing and receive the report.

DISCUSSION:

California State Assembly Bill (AB) 2561 was approved on September 22, 2024, and added §3502.3 to the Government Code effective January 1, 2025. This law requires public agencies to present the status of their vacancies in a public hearing before their governing body at least once per fiscal year. The presentation must be made prior to the adoption of a final budget for the fiscal year.

The City's various bargaining units have the following vacancy rates:

Bargaining Unit	Number of Budgeted Positions	Number of Vacant Positions	Vacancy Rate <i>As of 6/9/25</i>
Confidential	19	3	15.8%
Hollister Fire Fighter Union (HFFU)	47	4	8.5%
Hollister Police Officers Association (HPOA)	58	12	20.7%
Mid-Management Association	15	4	26.7%
Service Employees International Union (SEIU)	62	8	12.9%
Total City-wide	222	39	17.5%

If vacancies within a single bargaining unit meet or exceed 20% of authorized full-time positions in that bargaining unit, upon request of the recognized employee organization for that bargaining unit, the City must provide additional information during the public hearing, including the following: (1) the total number of vacancies; (2) the number of applicants; (3) the average time to fill positions; and (4) opportunities to improve compensation and working conditions for employees in the bargaining unit. As of June 9, 2025, there are two (2) represented bargaining units with a vacancy rate at or exceeding 20%. Therefore, the City has prepared for such additional reporting requirements.

AB 2561 also requires that during the hearing, the agency must identify any necessary changes to policies, procedures, and recruitment activities that may lead to hiring obstacles. Staff have not identified any necessary changes to policies and procedures that may present obstacles in the hiring process. The City continues to take steps in support of recruitment and retention. There are currently 7 active recruitments for unfilled positions.

FISCAL IMPACT: N/A

PREVIOUS COUNCIL OR COMMISSION ACTION: N/A

CEQA: N/A

ATTACHMENTS: None.