



## City Council Agenda Report

**Meeting Date:** May 27, 2025

**Prepared By:** Irene Barragan

**Approved By:** Gabriel England

**Subject:** Public Hearing Pursuant to Government Code Section 3502.3 to Receive a Report on City of Los Altos Vacancies, and Recruitment and Retention Efforts

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### COUNCIL PRIORITY AREA

- ☐ Public Safety
- ☐ Business Communities
- ☐ Circulation Safety and Efficiency
- ☐ Environmental Sustainability
- ☐ Housing
- ☒ General Government

### RECOMMENDATION

Receive the informational report on City of Los Altos Vacancies, and Recruitment and Retention Efforts Pursuant to Government Code Section 3502.3.

### FISCAL IMPACT

Not Applicable.

### ENVIRONMENTAL REVIEW

Not Applicable.

### PREVIOUS COUNCIL CONSIDERATION

Not Applicable.

### BACKGROUND

On September 22, 2024, Governor Gavin Newsom signed Assembly Bill (AB) 2561 into law, amending the Meyers-Milias-Brown Act (MMBA). This legislation introduced Government Code Section 3502.3, which mandates that all public agencies conduct at least one public hearing per fiscal year, prior to the adoption of the agency's annual budget, to address workforce conditions.

The required public hearing must include a report on:

- The status of current vacancy levels at the City of Los Altos.
- Information on the City of Los Altos recruitment and retention efforts.

- Identify any policies or practices that may impede hiring or retention efforts.

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 recognized employee bargaining units will have the opportunity to participate and present their perspectives during the public hearing.

The City recognizes three recognized bargaining units:

- Los Altos Peace Officers' Association (POA)
- Los Altos Municipal Employees Association (LAMEA)
- Sanitary Truck Drivers and Helpers Teamsters Union Local 350

Holding this public hearing ensures the City remains in compliance with state law while promoting transparency and accountability in workforce planning and budget development.

### ANALYSIS

As of April 30, 2025, the City has 150 full-time budgeted positions. No single labor bargaining unit has a vacancy rate of 20% or higher among its authorized and budgeted positions.

<b>Labor Bargaining Groups</b>	<b>Vacancy Rate</b> <i>As of April 30, 2025</i>
Los Altos Municipal Employee Association (LAMEA)	9%
Sanitary Truck Drivers and Helpers Union Local 350 Teamsters Union Local 350	11%
Los Altos Peace Officers' Association (POA)	15%

<b>Non-Labor Groups</b>	<b>Vacancy Rate</b> <i>As of April 30, 2025</i>
Unrepresented Management and Confidential	10%

### DISCUSSION

Assembly Bill ("AB") 2561 passed in 2024, and requires public agencies to hold a public hearing to address the status of job vacancies prior to the adoption of the upcoming final budget. Staff will present the following required information at the public hearing:

- The status of vacancies at the City of Los Altos.
- Information on the City of Los Altos recruitment and retention efforts.
- Obstacles in the City of Los Altos policies, procedures, and recruitment activities that may create challenges in the hiring process.

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 presentation will also include the following information:

- The total number of job vacancies within the bargaining group.
- The total number of applicants for vacant positions within the bargaining group.
- The average number of days to complete the hiring process from when a position is posted.
- Opportunities to improve compensation and other working conditions.

As of April 30, 2025, there are no bargaining units with a vacancy rate exceeding 20%.