



City of Needles, California Request for City Council Action

☒ CITY COUNCIL ☐ NPUA

☒ Regular ☐ Special

Meeting Date: June 10, 2025

Title: Public Hearing on Vacancies to Comply with Assembly Bill 2561

Background: This item is being presented in response to Assembly Bill 2561 (AB 2561), signed into law by Governor Newsom on September 22, 2024, in response to new transparency requirements related to staffing vacancies. AB 2561 mandates that public agencies hold at least one public hearing each fiscal year before the adoption of their budgets to report on vacancy levels, evaluate hiring and retention efforts, and allow for participation by recognized bargaining groups. This report includes workforce data for the 2024 calendar year, along with the most current staffing status as of May 1, 2025.

Fiscal Impact: Potential cost increase to improve compensation, benefits, and working conditions, only if any bargaining group vacancy rate reaches or exceeds 20% of authorized positions and the cost to prepare this staff report.

Environmental Impact: N/A

Workforce Overview: As of May 1, 2025, the City has 71 full-time equivalent (FTE) budgeted positions. Of the 71, 3 are contract employees, 57 are full-time, 5 are Temporary-PT and 23 are Seasonal-PT. The 57 full-time positions are open to being represented by bargaining groups.

The City's overall vacancy rate is 3% and with the seasonal PT employees it is 14%.

Even though the City's vacancy rate is extremely low we will continue to explore workforce planning in alignment with AB2561. The City will continue to assess internal practices and workforce conditions to identify and address recruitment and retention challenges. Areas of focus may include:

- Exploring new advertising methods and platforms, particularly for hard-to-fill positions.
- Ensuring compensation and benefits remain competitive within the region
- Reviewing recruitment best practices and improving the onboarding experience

The ongoing self-assessment helps the City become an employer of choice, supports organizational resilience, and ensures the effective delivery of public services.

The City is committed to maintaining a skilled and resilient workforce and to complying with the requirements of AB 2561. The report and public hearing fulfill the requirements of AB 2561 and confirm that all represented bargaining units are below the 20% vacancy threshold. The City will continue to monitor staffing trends, address recruitment challenges, and invest in workforce development.

Recommended Action: Receive and file this report in compliance with AB2561.

Submitted By: Pam Osteen, Human Resources

City Manager Approval: Patrick J. Martinez Date: 06/05/25

Other Department Approval (when required): Barbara DiLeo Date: 05/23/25

Approved: ☐

Not Approved: ☐

Tabled: ☐

Other: ☐