



AGENDA SUMMARY EUREKA CITY COUNCIL

TITLE: AB 2561 Annual Position Vacancy Rate Presentation

DEPARTMENT: Human Resources

PREPARED BY: Will Folger, Director of Human Resources

PRESENTED FOR: ☐ Action ☒ Information only ☐ Discussion

RECOMMENDATION

Conduct a Public Hearing to receive the City's Annual Vacancy, Recruitment and Retention Rates Presentation.

FISCAL IMPACT

☒ No Fiscal Impact ☐ Included in Budget ☐ Additional Appropriation

COUNCIL GOALS/STRATEGIC VISION

DISCUSSION

AB 2561 was introduced to address the issue of job vacancies in local government, which may adversely affect the delivery of public services and employee workload. Among other requirements, the bill mandates that public agencies present the status of vacancies and recruitment and retention efforts during a public hearing before the agency's governing body at least once per fiscal year, prior to the adoption of the annual budget. The new law was effective January 1, 2025.

The City of Eureka has compiled recruitment, selection, onboarding, offboarding, payroll and position control data as of May 30, 2025, reflecting vacancy, recruitment and retention trends for the past year. The overarching staffing and turnover trends for the City over the last 11 months of the current Fiscal Year are reflected as follows:

- Annual Staffing Turnover Rate: 9%
- Average % of Vacancies at the End of Each Month: 10.04%
- Average number of Calendar Days from Job Posting to Eligibility List Creation: 31
- Total number of vacancies filled: 55

FY 2024 - 2025 Annual Average Vacancy Rate	
Labor Organization	Percentage
Teamsters Local 137	7%
Eureka Police Officers Association (EPOA)	14%
Non-Labor Agreements	Percentage
Management (Department Heads and Mid-Management)	11%
Confidential	1%

The presentation will provide a breakdown of vacancy rates by department and bargaining unit, as well as information on recruitment and retention challenges and efforts/strategies the City has employed to address and overcome them. The presentation is intended to support workforce transparency, improve recruitment strategies, and inform both local policy and state-level monitoring efforts.