

CITY COUNCIL AGENDA ITEM NO. G.2
04/28/2026

SUBJECT: Public Hearing for Compliance with Assembly Bill 2561 / Government Code Section 3502.3 Regarding Vacancies, Recruitment, and Retention Efforts

DEPARTMENT: Human Resources

STAFF: Teresa Fairbanks, Human Resources Manager
Sukari Beshears, Director of Human Resources / Risk Manager

TITLE/RECOMMENDATION

Public Hearing for Compliance with Assembly Bill 2561 / Government Code Section 3502.3 Regarding Vacancies, Recruitment, and Retention Efforts.

Staff recommends that the City Council receive the presentation for informational purposes during the public hearing at which the City will report on workforce vacancies, recruitment, and retention efforts.

FISCAL IMPACT

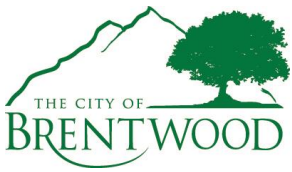
There is no direct fiscal impact associated with conducting the public hearing required under Government Code section 3205.3

BACKGROUND

Assembly Bill 2561 (AB 2561), which became effective on January 1, 2025, requires public agencies to report annually on the status of workforce vacancies as part of a statewide effort to address ongoing staffing shortages in local government. These shortages continue to affect service delivery and contribute to increased workloads for existing employees.

In accordance with the legislation, public agencies must conduct a public hearing at least once per fiscal year, prior to adoption of the upcoming fiscal year budget, to present information on current vacancies, recruitment activities, and employee retention efforts. The hearing must also identify any policies, procedures, or recruitment practices that may create barriers in the hiring process and outline potential changes to improve staffing outcomes.

This report provides vacancy, recruitment, and retention data for calendar year 2025.



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AB 2561 amended the Meyers-Milias-Brown Act by adding Government Code Section 3502.3, which requires local public agencies to enhance transparency and accountability in public sector staffing. The purpose of AB 2561 is to address growing concerns over staffing shortages in public agencies. To mitigate these impacts, the law requires agencies to report the following:

1. Public Hearing – Present the status of vacancies and recruitment and retention efforts

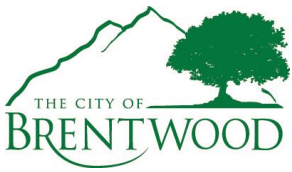
As of December 31, 2025, the City had 341 full-time equivalent (FTE) budgeted positions, with 324 FTE’s represented by a recognized bargaining unit. The City’s vacancy rate as of December 31, 2025 was 7%.

The City’s vacancy rate for the previous year was 11%.

Month	Vacancies End of Month	Hires	Separations	Promotions	Budgeted FTEs	Vacancy %
January	35.5	5	3	2	340	10%
February	33.5	5	3	2	340	10%
March	33.5	0	0	2	340	10%
April	28.5	6	1	3	341	8%
May	25.5	4	1	2	341	7%
June	24.5	4	3	1	341	7%
July	24.5	2	2	2	341	7%
August	25.5	1	2	1	341	7%
September	26.5	2	3	1	341	8%
October	26.5	2	2	1	341	8%
November	22.5	5	1	2	341	7%
December	22.5	3	3	4	341	7%

2. Identify any policies or practices that may hinder hiring or retention

Staff reviewed City policies and practices and did not identify any policies or practices that currently hinder hiring or retention at this time. Staff will continue to make this a priority and will inform the City Council if any issues are identified.



3. Employee Organization Participation

Allow the recognized employee organization for each bargaining unit at the City to make presentations during the public hearing concerning vacancies and recruitment and retention efforts. The Human Resources Department notified the City’s represented bargaining units of the opportunity to present. (Gov. Code § 3502.3(b))

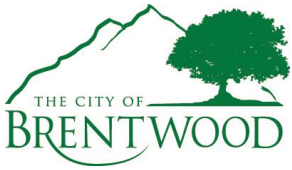
4. Additional Reporting for High Vacancy Rates

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 applicant volume, hiring timelines, and efforts to improve compensation, benefits and working conditions. (Gov. Code § 3502.3(c))

At the end of calendar year 2025, the City’s bargaining units with recognized employee organizations, were all under the 20% vacancy rate, which is summarized below:

Bargaining Unit	Vacancy Rate
Brentwood Employees’ Association-Miscellaneous Office Division	7%
Brentwood Employees’ Association-Public Works Division	0%
Police Lieutenants Group	0%
Brentwood Managers and Confidential Employees’ Association	5%
Brentwood Police Officers’ Association	8%*
Brentwood Supervisors and Professional Employees’ Association	14%
Unrepresented	Vacancy Rate
Unrepresented Executive & Senior Management	18%

*Two (2) Police Officer vacancies are “under-filled” by Police Officer Trainees graduating in calendar year 2026.



CITY COUNCIL STRATEGIC INITIATIVE

Not Applicable.

PREVIOUS ACTION

Not Applicable.

DATE OF NOTICE

April 10, 2026

ENVIRONMENTAL DETERMINATION

Not Applicable.

ALTERNATIVE OPTION(S)

Staff does not recommend any alternative options to ensure that the City has a final report on file to be compliant with AB 2561.

ATTACHMENT(S)

Not Applicable.