



STAFF REPORT

CITY of YORBA LINDA

ADMINISTRATION DEPARTMENT

DATE: MAY 20, 2025

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: DAVID ALBAUGH, ADMINISTRATIVE SERVICES DIRECTOR

SUBJECT: PUBLIC HEARING ON VACANCIES PURSUANT TO GOVERNMENT CODE SECTION 3502.3

RECOMMENDATION

It is recommended that the City Council receive and file this report, and conduct a public hearing pursuant to Government Code Section 3502.3.

BACKGROUND

Assembly Bill 2561 (AB 2561) amended the Meyers-Millas-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, which can lead to increased workloads, employee burnout, lower morale, and reduced service delivery to citizens.

DISCUSSION

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. Staff will present the following required information at the public hearing, including information for the 2024/25 Fiscal Year to date:

1. The status of vacancies at the City of Yorba Linda.
2. Information on the City of Yorba Linda's recruitment efforts.
3. Obstacles in the City of Yorba Linda's policies, procedures, and recruitment activities that may create challenges in the hiring process.

If the number of job vacancies within a single bargaining unit equals or exceeds 20% of the total number of authorized full-time positions, the presentation must also include the following information:

1. The total number of job vacancies within the bargaining unit.
2. The total number of applicants for vacant positions within the bargaining unit.

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3. The average number of days to complete the hiring process from when a position is posted.
4. Opportunities to improve compensation and other working conditions.

The presentation will include this additional information, but as of May 12, 2025, there are no bargaining units with a vacancy rate exceeding 20%.

The recognized employee organization for each bargaining unit at the City of Yorba Linda may also make a presentation during the public hearing concerning vacancies, recruitment, and retention efforts. There are two recognized employee organizations at the City of Yorba Linda: The Mid-Management Association and the Yorba Linda Chapter of the Orange County Employees Association. Staff have notified the City's two bargaining units of the public hearing and advised them of their opportunity to address the City Council on the matter.

FISCAL IMPACT

There is no fiscal impact associated with this report.
