

RESOLUTION 2025-###

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO ADOPTING PROCEDURES FOR PUBLIC HEARINGS ON CITY VACANCIES, AND RECRUITMENT AND RETENTION EFFORTS UNDER ASSEMBLY BILL (AB) 2561

WHEREAS, AB 2561 was introduced to address the issue of job vacancies in local government, which adversely affects 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. The bill was enacted into law and is codified at Government Code Section 3502.3. The new law is effective January 1, 2025;

WHEREAS, adoption of this Resolution is not directly included in the FY 2025-27 Council Priority Workplan Compliance Statement adopted on April 7, 2025, but is required for the City to comply with state law;

WHEREAS, the recommended Procedures for Public Hearings on City Vacancies, and Recruitment and Retention Efforts ("Procedures") establishes the framework for holding public hearings in order to comply with AB 2561 (Gov. Code § 3502.3.);

WHEREAS, the Procedures set forth requirements regarding the information that the City will provide concerning vacancies at the City, the City's recruitment and retention efforts, and the identification of changes to City policies, procedures, and recruitment activities. In the event that the vacancy rate in any bargaining unit is at least 20% of the total number of authorized full-time positions in the bargaining unit, the Procedures set forth additional information that the City will provide upon request of the employee organization that represents such bargaining unit; and

WHEREAS, the purpose of the Procedures is to comply with applicable law and to ensure transparency, accountability, and responsiveness to community needs regarding the City's staffing practices.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of San Pablo hereby adopts the Procedures for Public Hearings on City Vacancies and Recruitment and Retention Efforts under AB 2561, attached hereto as Exhibit A and incorporated herein by reference.

BE IT FURTHER RESOLVED that the foregoing recitations are true and correct and are included herein by reference as findings.

* * * * *

ADOPTED this 19th day of May 2025 by the following votes:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:

ATTEST:

Dorothy Gantt, City Clerk

APPROVED:

Arturo Cruz, Mayor