



CITY OF POMONA

COUNCIL REPORT

May 5, 2025

To: Honorable Mayor and Members of the City Council

From: Anita D. Scott, City Manager

Submitted By: René Anderson, Human Resources/Risk Management Director

SUBJECT: RECEIVE AND FILE REPORT REQUIRED BY ASSEMBLY BILL NO. 2561 RELATED TO PUBLIC AGENCY EMPLOYMENT

RECOMMENDATION:

It is recommended that the City Council take the following action:

- 1) Receive and file report required by Assembly Bill No. 2561 related to Public Agency Employment.

EXECUTIVE SUMMARY:

California State Assembly Bill No. 2561 (AB 2561) was signed into law by Governor Newsom on September 22, 2024, and amends the Meyers-Milias-Brown Act by adding Government Code §3502.3. Under this law, public agencies are required to report annually before their governing body on job vacancies, recruitment efforts, and retention strategies.

SB1439/GOVERNMENT CODE §84308 APPLICABILITY:

☐ When this box is checked, it indicates the agenda item is subject to the Levine Act SB1439 requirements. Councilmembers are reminded to check their campaign contributions and determine whether they have received a campaign contribution of \$500 or more that would require disclosure and/or recusal from discussing or acting on this agenda item. Campaign contributions of \$500 or more made 1) by any person or entity who is identified in the agenda report as the applicant or proposer or 2) on behalf of the applicant or participant, including a parent, subsidiary or otherwise related business entity, or 3) by any person who has a financial interest in the agenda item requires a councilmember to comply with SB1439.

FISCAL IMPACT: None.

PUBLIC NOTICING REQUIREMENTS:

On April 21, 2025, electronic notices were sent to employee organizations informing them of their opportunity to make a presentation to the City of Pomona's City Council. Attachment No. 1 includes the notices sent respectively to the Pomona Police Officers' Association, the Pomona Police Managers' Association, the Pomona Mid-Management/Confidential Employees' Association, the Pomona City Employees' Chapter and Pomona Part-Time General Unit, which are both represented by the Teamsters Local 1932.

DISCUSSION:

Assembly Bill No. 2561 (AB 2561) is a legislative measure aimed at addressing job vacancies within local public agencies in California. Effective January 1, 2025, public agencies are required to present at least once per fiscal year on the status of job vacancies, along with recruitment and retention efforts. Provisions of this bill entitles recognized employee organizations the opportunity to make a presentation before the City Council during the public hearing.

The City of Pomona currently has 648 authorized full-time positions and employs approximately 150 part-time employees across various departments. As of April 10, 2025, there were sixty-one (61) full-time vacancies. The largest number of vacancies within a classification is Police Officer with eighteen (18) vacancies.

Pursuant to AB 2561, if vacancies within a single bargaining unit reach or exceed 20% of authorized full-time positions, the agency is required to provide additional information upon request from the recognized employee organization. At this time, no bargaining unit has met this threshold. Therefore, this requirement is not currently applicable.

The Human Resources Department has implemented a comprehensive range of recruitment strategies to enhance outreach efforts and attract highly qualified candidates. While the City of Pomona once experienced employee turnover to agencies offering more competitive benefits, we now retain talent due to improved salary rankings compared to benchmarked agencies and enhanced benefits package. Attachment No. 2 describe the efforts and achievements of the City of Pomona to recruit and retain effectively.

Pursuant to AB 2561, if there are policies, procedures, or recruitment activities that may present obstacles in the agency's hiring process, then the City should identify potential changes that may alleviate the obstacles. The City of Pomona has no such obstacles.

Prepared by:

Jouslynn Griffin, MBA, Sr. HR Analyst

ATTACHMENTS:

Attachment No. 1 – Notice to Employee Organizations

Attachment No. 2 – AB 2561 Presentation