






# **Assembly Bill 2561**

## CY 2025 Report

May 11, 2026

Human Resources

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# AB 2561 Background



## California Law & Government Code

Effective January 1, 2025, AB 2561 prompted the addition of Government Code §3502.3 to the Meyers-Milias-Brown Act (MMBA)



## Purpose

To address persistent job vacancies in local government



## Impacts

- Requires public agencies to annually track, analyze, and publicly report on job vacancies, recruitment, and retention efforts
- Mandates a public hearing before the governing body each fiscal year to present vacancy data and discuss hiring challenges

**Note:** Additional reporting required if a bargaining unit's vacancy rate exceeds 20% and grants employee organizations the right to present at a public hearing.



# CY2025 Vacancy Report

## By Month

CY2025	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug	Sep.	Oct.	Nov.	Dec.
Starting Vacancies	61	72	68	69	65	61	59	60	64	63	59	60
Created Vacancies	20	5	7	5	9	8	17	9	14	8	20	28
Vacancies Filled	9	9	6	9	13	10	16	5	15	12	19	10
Remaining Vacancies	72	68	69	65	61	59	60	64	63	59	60	78
Budgeted Positions	759	759	760	760	760	760	771	771	771	771	771	776
Monthly Vacancy Rate	9.49%	8.96%	9.08%	8.55%	8.03%	7.76%	7.78%	8.30%	8.17%	7.65%	7.78%	10.05%
Running Average Vacancy Rate	9.49%	9.23%	9.18%	9.03%	8.82%	8.65%	8.52%	8.49%	8.46%	8.38%	8.32%	8.47%



# CY 2025 End of Year Vacancies

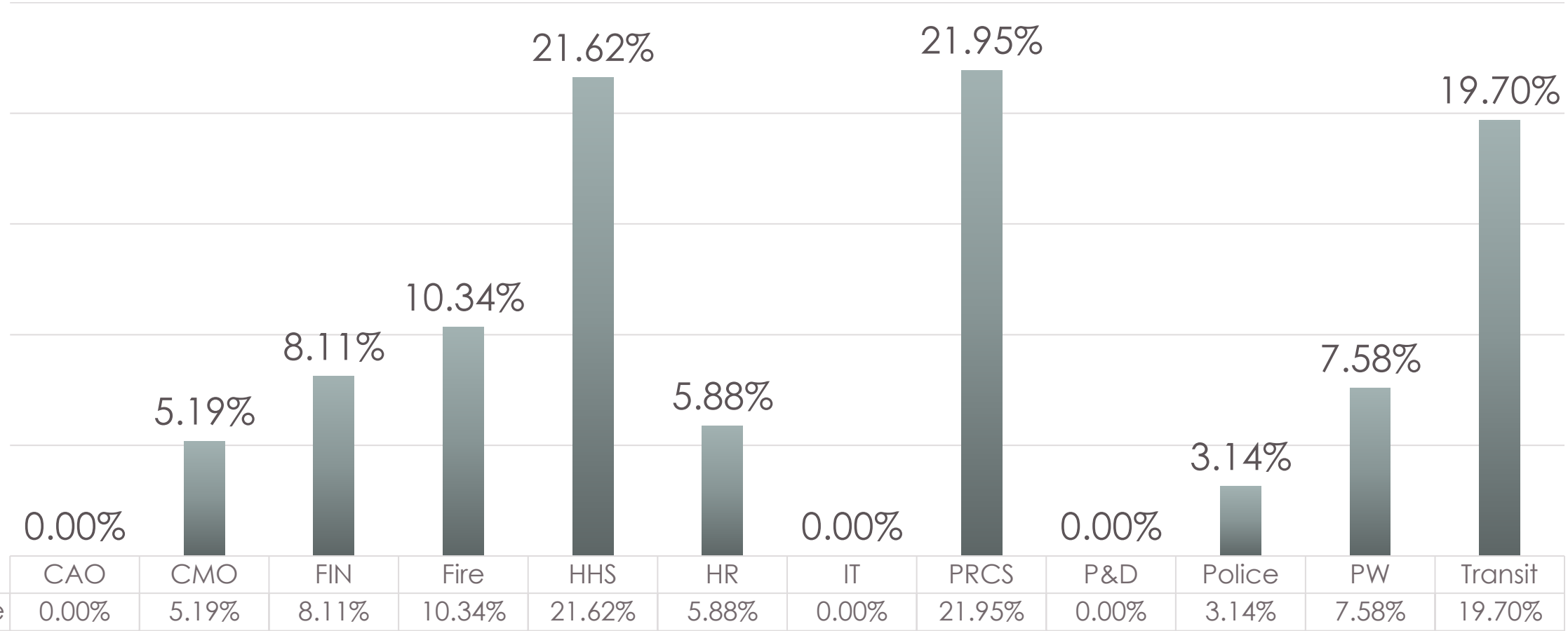
By Bargaining Unit (As of December 31, 2025)

Culver City Bargaining Unit	Budgeted Positions	Vacancies	Vacancy Rate
Culver City Employee Association	472	59	12.50%
Culver City Management Group	111	14	12.61%
Executives	16	3	18.75%
Firefighters Association	62	2	3.23%
Fire Management Group	6	0	0.00%
Police Officers Association	97	0	0.00%
Police Management Group	12	0	0.00%
<b>Totals</b>	<b>776</b>	<b>78</b>	



# FTE Vacancy Rate by Department

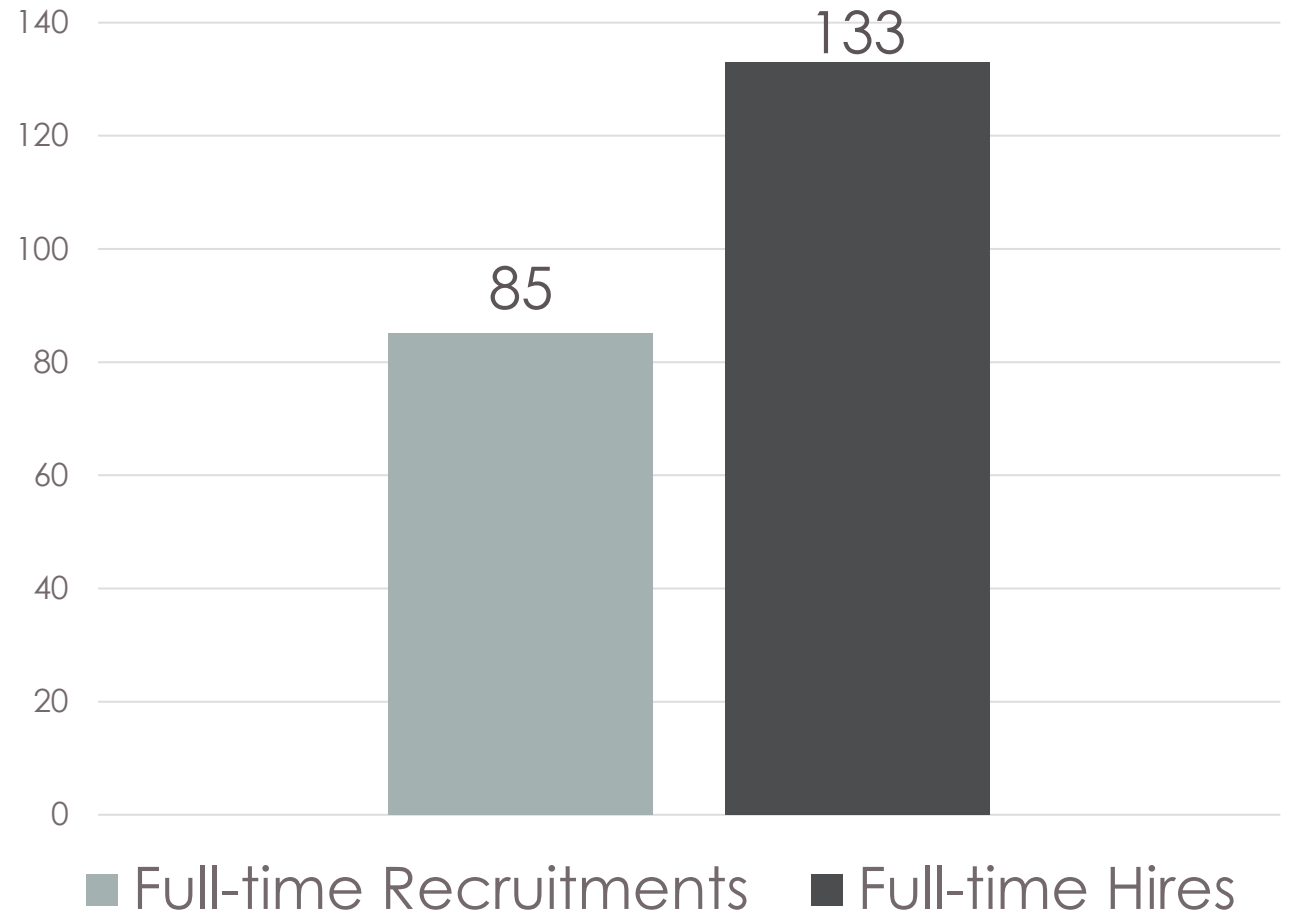
As of December 31, 2025





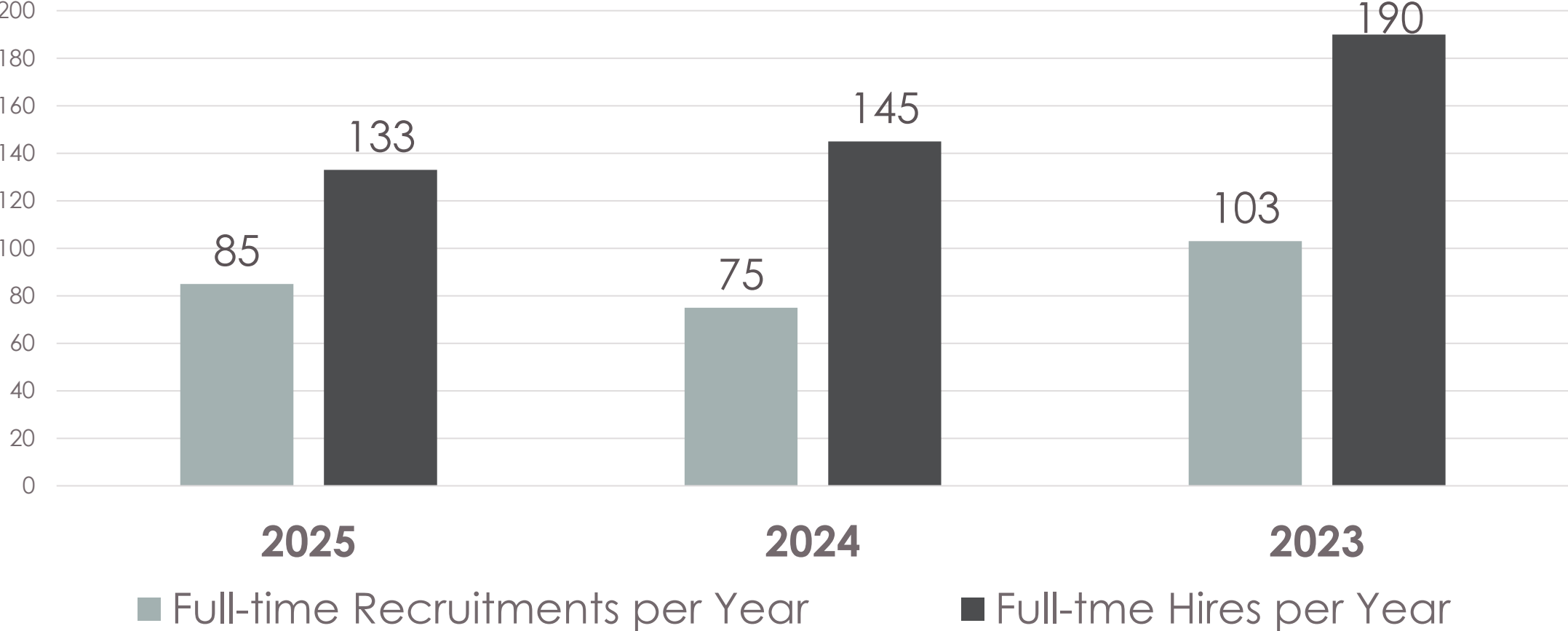
# Full-Time Recruitments

CY 2025



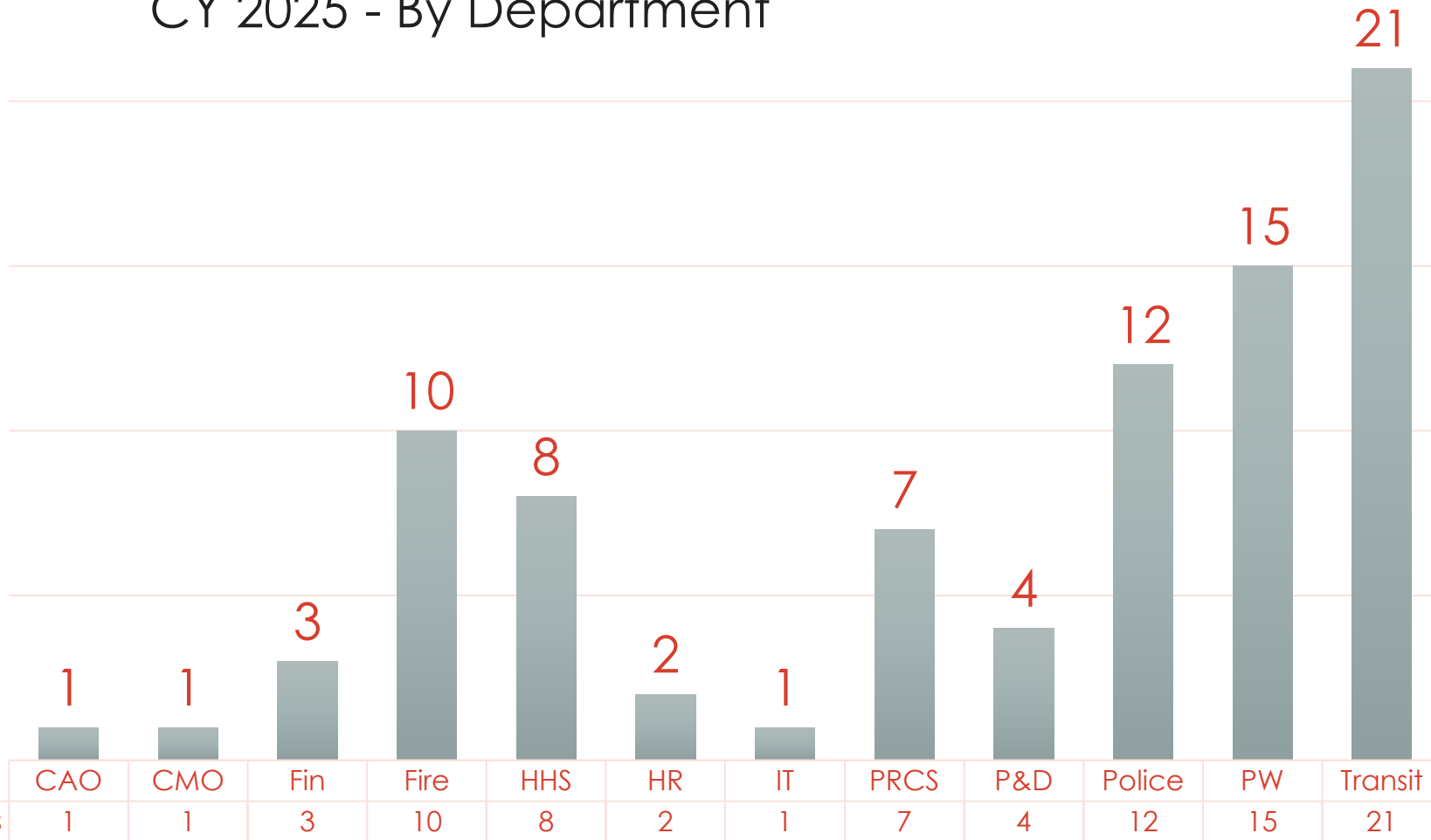
# Recruitments & Hires

Three (3) Year Snapshot (2023 – 2025)



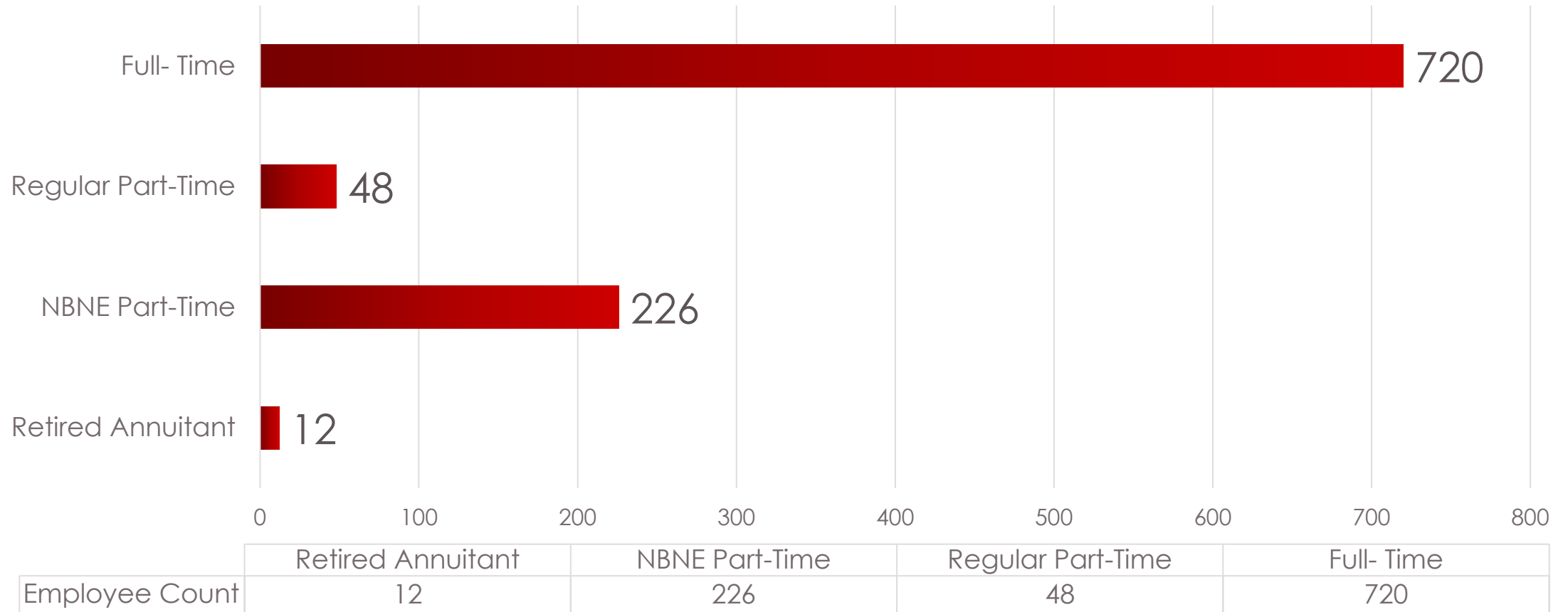
# Recruitments

CY 2025 - By Department



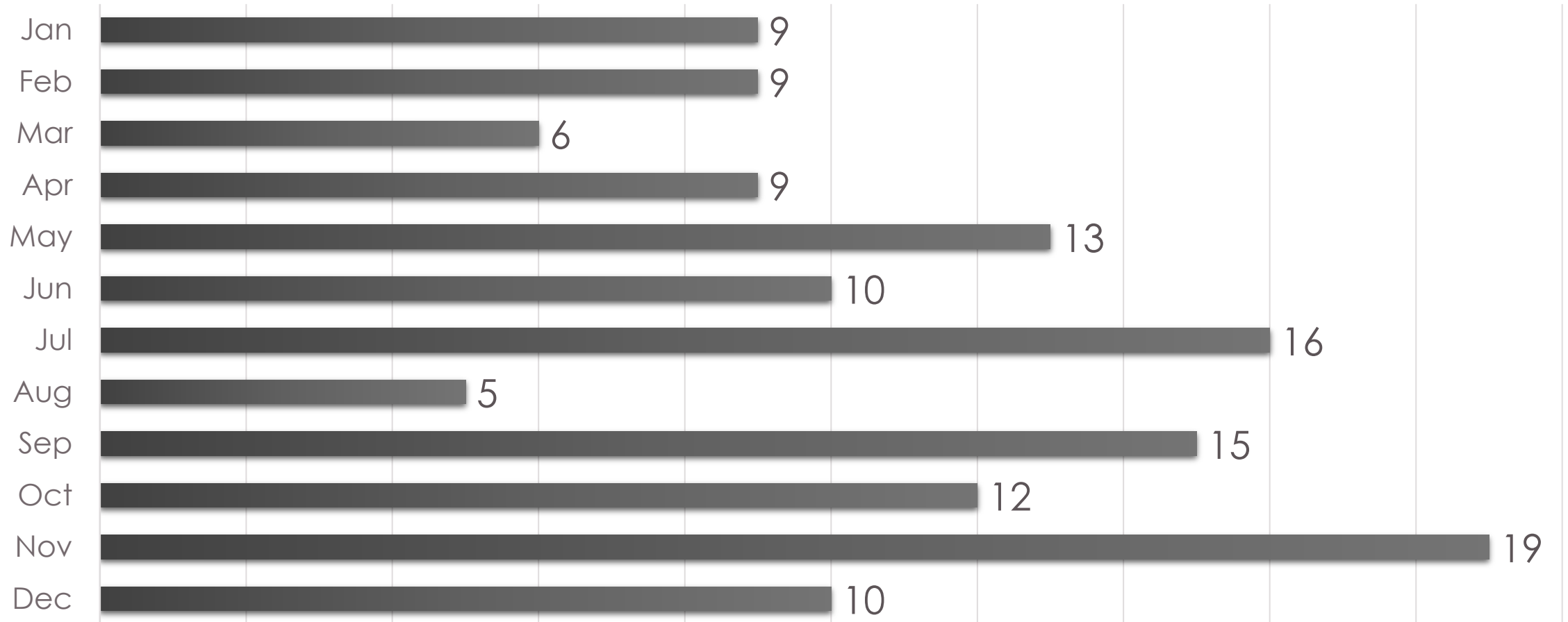
# Employee Count By Status

Employee Count by Status As of December 31, 2025: 1006 Employees



# Employees Hired By Month

January – December 2025: 133 New Hires



# Recruitment Efforts



Include scheduled examination dates in job bulletin.



Utilize same day hiring and processing where appropriate.



Simplify and accelerate examination and review processes.



Expand targeted recruitment advertising efforts.



Partner with local & trade schools to promote opportunities.



Utilize unassembled examinations where appropriate.



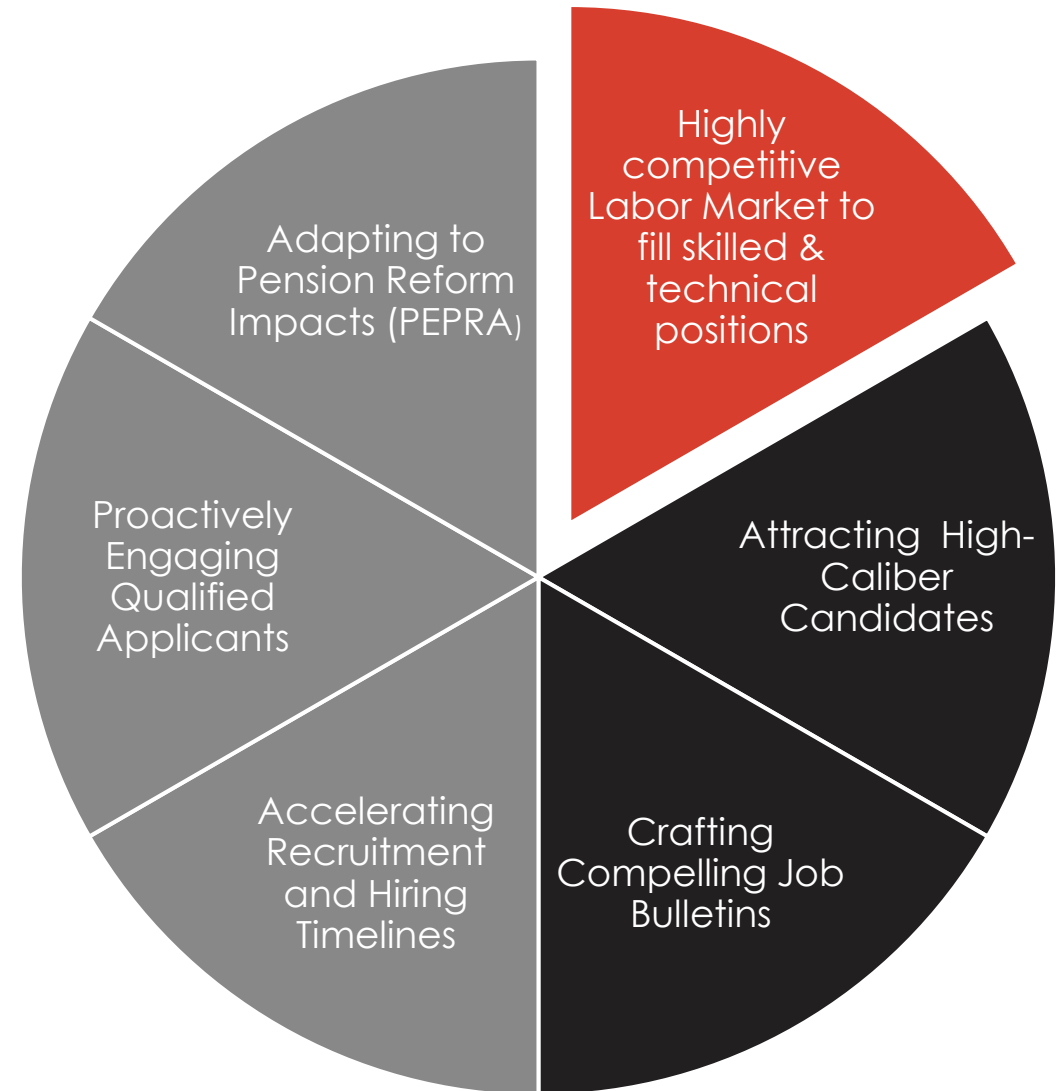
Leverage sign on and referral Bonuses.



Sponsor candidate virtual connect sessions.



# Recruitment Challenges





# Recruitment Policies

Governed by the Civil Service Rules the City's recruitment processes for classified positions are directly impacted by the following Civil Service Rules:

## Rule 5:

Applications  
and  
Applicants

## Rule 6:

Recruitment  
and  
Examination

## Rule 7:

Eligible Lists

# Retention Efforts



- 1. Expanded Employee Benefits
- 2. Offering Hybrid Work Schedules
- 3. Employee Wellness Programs
- 4. Employee Engagement Initiatives
- 5. Meaningful Employee Recognition Events
- 6. Recruitment & Referral Incentives
- 7. Offering Competitive Salaries



**Questions?**

