



ASSEMBLY BILL 2561

CITY OF RIALTO VACANCY REPORT

Agenda

Background

Vacancy Rates

Recruitment Process

Recruitment Obstacles

Recruitment & Retention Efforts



ASSEMBLY BILL 2561: FINDINGS

- Job vacancies are widespread and significant problem for local government
- High job vacancies impact services and workers to heavier workloads
- Statewide interest in appropriate staffing for public agency operations



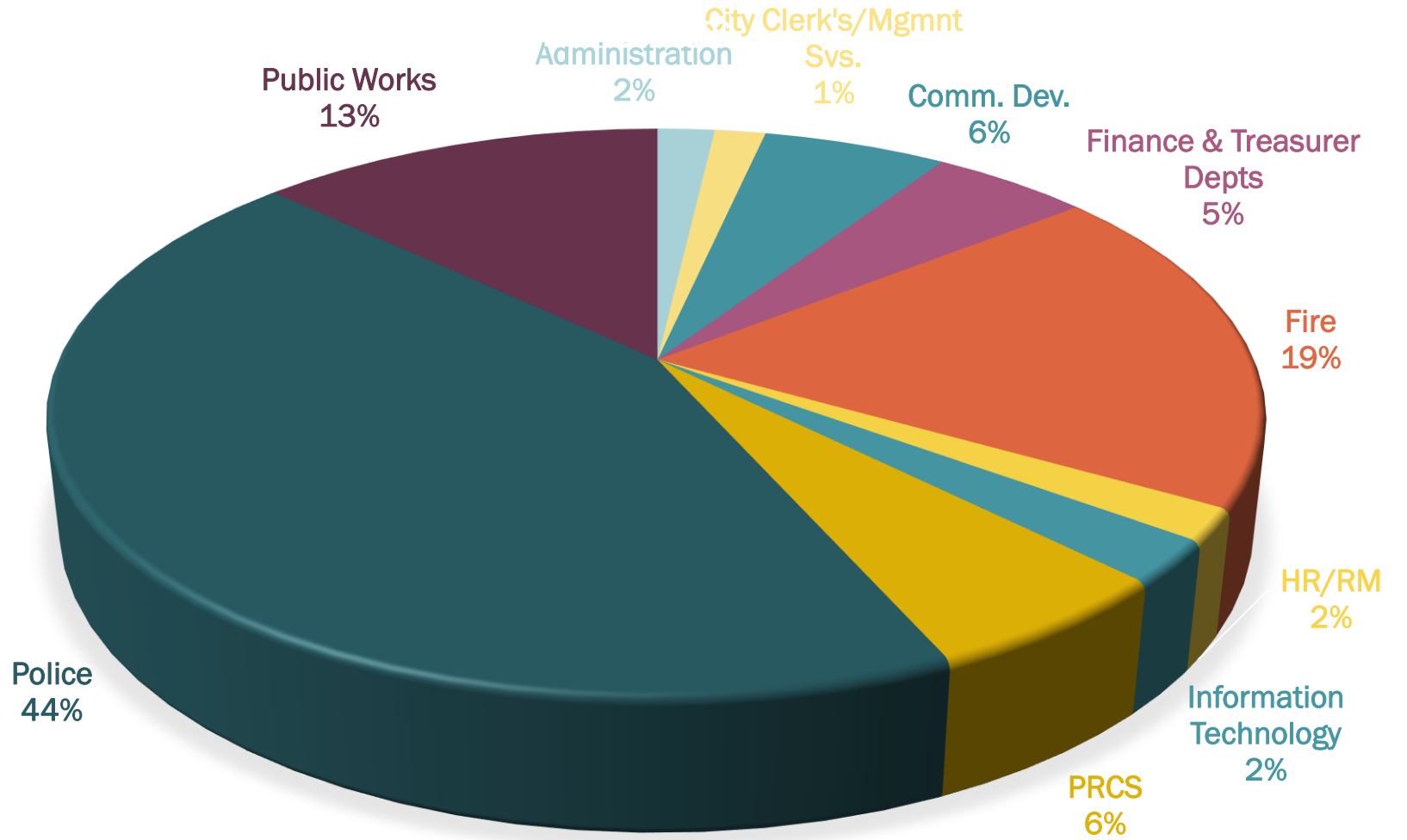
ASSEMBLY BILL 2561: MANDATES

- Effective January 1, 2025
- Public hearing at least once per Fiscal Year, prior to adoption of Budget, to assess and address vacancy rates
- Identify obstacles and efforts in recruitment and retention
- Additional information if vacancy rate in a bargaining unit is at least 20%
- Allow recognized bargaining units make presentations at the hearing



VACANCY RATE: CITYWIDE POSITIONS

Total Full-Time Positions: 502*



*Does not include Elected Officials

VACANCY RATE: CITYWIDE 9.16%

Total Full-Time Positions: 502

Total Vacancies*: 46

Bargaining Unit	Positions	Vacancies*	% of Vacancies
RCEA	131	19	14.5%
TMMU	46	6	13%
Firefighters Local 3688	80	8	10%
RFMA	7	0	0%
RPBA-G	180	6	3.3%
RPBA-M	29	0	0%
Other	29	8	27.60%
Total	502	46	9.16%



*As of May 20, 2026



VACANCY RATE: FY 2025-2026

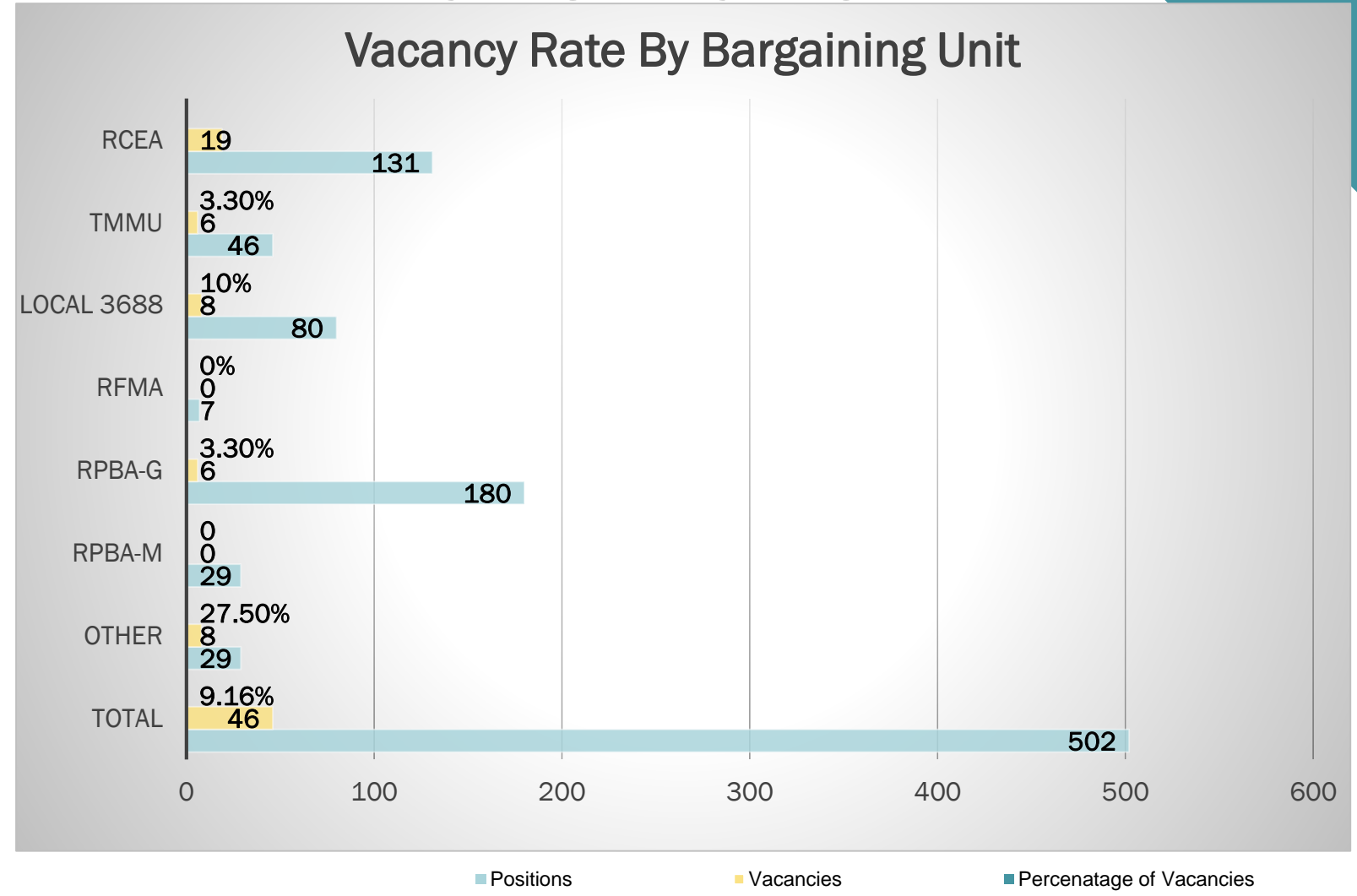
Attrition

(Retirements/Separations); **27**

New Positions: 16

New Hires: 81

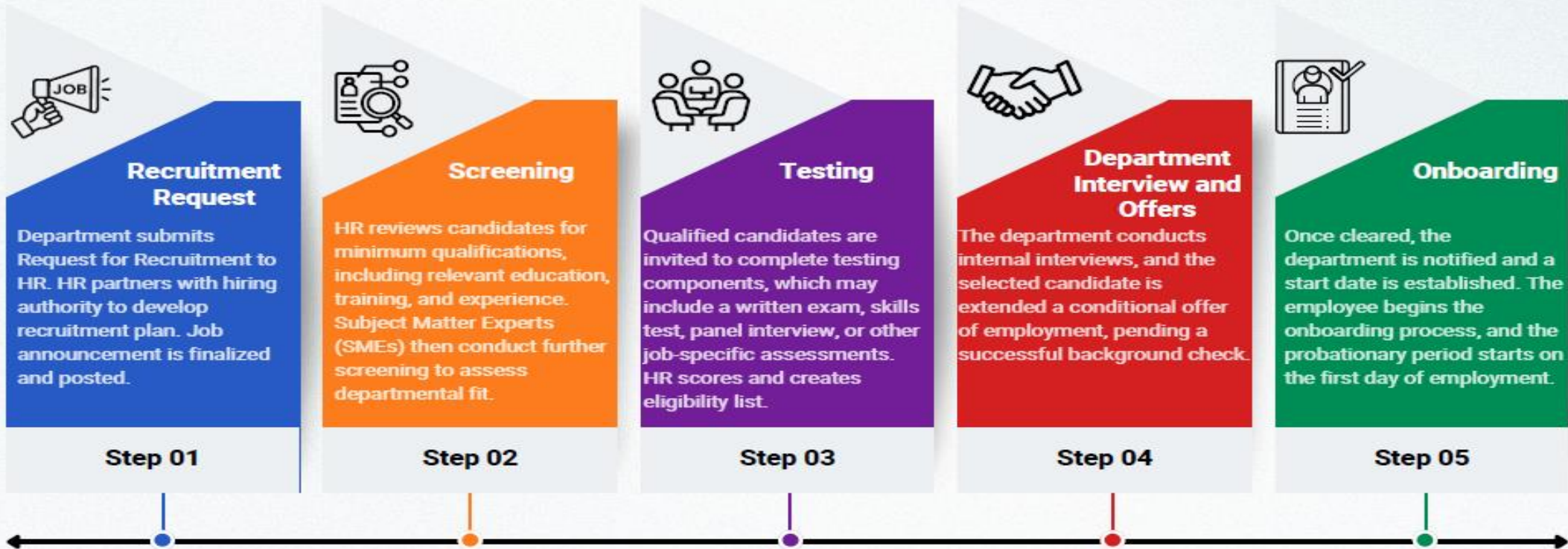
Promotions: 93





RECRUITMENT PROCESS

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RECRUITMENT OBSTACLES



Shifts in the Labor Market

- Competitive Labor Market
- Increasing Competition Between Public and Private Sector Employers
- Shrinking Pipeline of Qualified Candidates

Localized Challenges

- Recruitment Timeline
- Applicant Communication
- Lack of Skilled Workers
- Internal Processes

RECRUITMENT & RETENTION EFFORTS



- Amplified online outreach efforts and increased presence at job fairs to expand the City's visibility among prospective candidates.
- Reviewed and updated job specifications to eliminate outdated requirements and better reflect the evolving operational needs of City departments.
- Collaborated with Department Heads and hiring authorities to identify and prepare employees for promotional opportunities.
- Filled a dedicated HR/Risk Management Specialist vacancy, with this position focused primarily on Fire Department recruitments while also supporting City-wide recruitment efforts.



Thank you

