



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



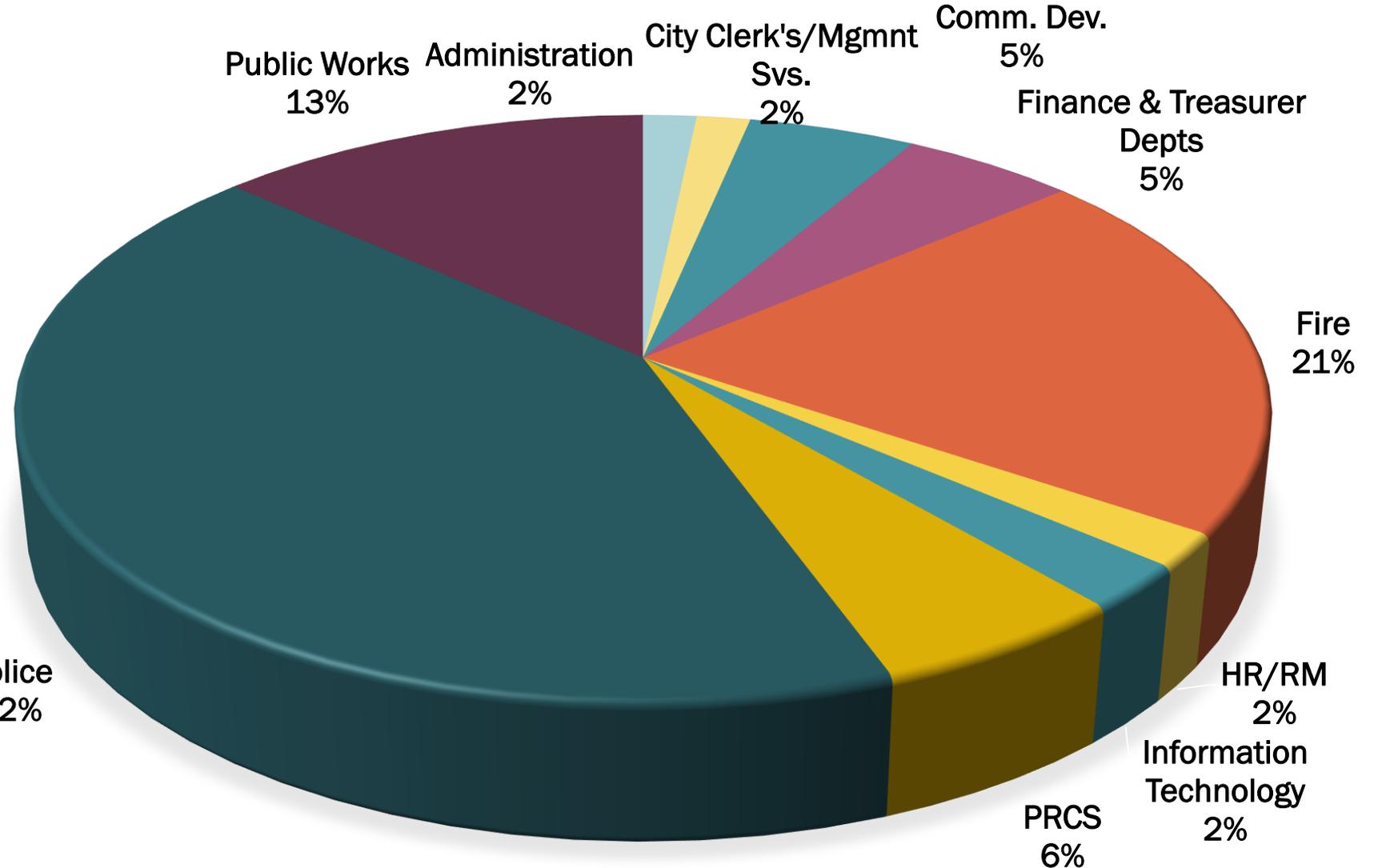
ASSEMBLY BILL 2561: MANDATES

- 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: 491*



*Does not include Elected Officials



VACANCY RATE: CITYWIDE 8.8%

Total Full-Time Positions: 491

Total Vacancies* 43

<u>Bargaining Unit</u>	<u>Positions</u>	<u>Vacancies*</u>	<u>% of Vacancies</u>
RCEA	127	10	7.9%
TMMU	42	7	16.7%
Firefighters Local 3688	84	10	11.9%
RFMA	7		0%
RPBA-G	167	10	6.0%
RPBA-M	27		0%
Other	28	5	17.9%
Total	491	43	8.8%



*As of May 21, 2025



VACANCY RATE: FY 2024-2025

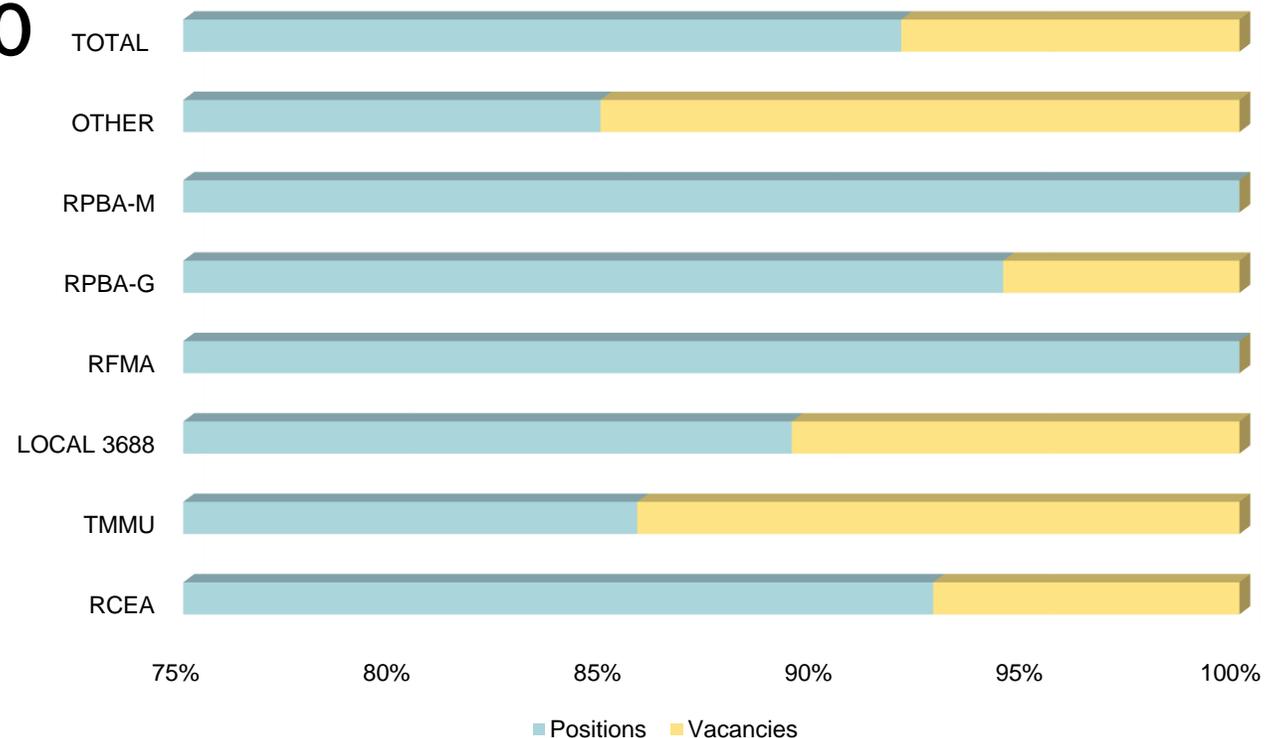
Attrition (Retirements/Separations): **40**

New Positions: **19**

New Hires: **64**

Promotions: **36**

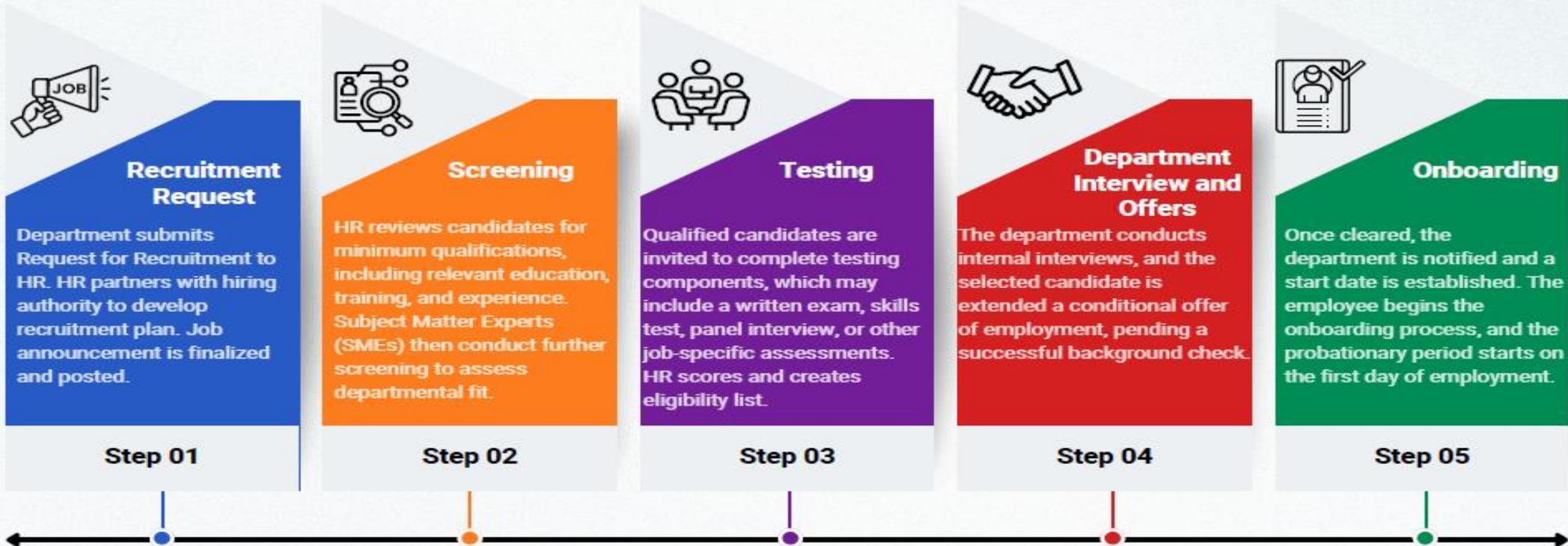
POSITIONS TO VACANCY





RECRUITMENT PROCESS

RECRUITMENT PROCESS



RECRUITMENT OBSTACLES



Shifts in the Labor Market

- Competitive Labor Market
- Post-Pandemic Impacts (“the Great Resignation”)
- Shrinking Labor Pool

Localized Challenges

- Recruitment Timeline
- Applicant Communication
- Lack of Skilled Workers
- Competition with Private Sector

RECRUITMENT & RETENTION EFFORTS



- Multi-year collective bargaining agreements with competitive salary and benefits
- Increased social media presence
- Update Job Classifications
- Streamline the hiring process and evaluate better communication tools to keep applicants engaged





Thank you

Shama Curian

Director of Human Resources/Risk Management

scurian@rialto.ca.gov

www.rialto.ca.gov