



Agenda Item: 14.A  
Date of Meeting: June 23, 2025  
Department: Administration

## STAFF REPORT

To: City Council  
From: Deston Dishion  
Subject: **Public Hearing to Assure Compliance with Assembly Bill 2561/Government Code Section 3502.3 regarding Vacancies, Recruitment and Retention Efforts by the City of Bishop.**  
Prepared On: June 12, 2025

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### Background/History:

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 conduct a public hearing to present the status of vacancies, recruitment, and retention efforts during a public hearing before the agency's governing body at least once per fiscal year prior to the adoption of the next fiscal year's budget and identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process. The bill was enacted into law and is codified as Government Code section 3502.3, effective January 1, 2025.

### Analysis/Discussion:

In compliance with the new legal obligations, the City is required to do the following:

1. Public Hearing – Report on Vacancies: For the calendar year 2024, the City's annual average percentage of vacancies (i.e., regular, full-time equivalent) is 0%.
2. Employee Organization Participation: Allow the recognized employee organization for each bargaining unit at the City to make presentations during the public hearing concerning vacancies and recruitment and retention efforts. The City notified the three represented bargaining units at the City and unrepresented employees of the opportunity to present. (Gov. Code § 3502.3(b).)
3. Additional Reporting for High Vacancy Rates: If vacancies within a single bargaining unit meet or exceed 20% of authorized full-time positions in that bargaining unit, upon request of the recognized employee organization for that bargaining unit, the City must provide additional information during the public hearing, including the following: (1) the total

number of vacancies within the bargaining unit; (2) the number of applicants; (3) the average number of days to fill positions; and (4) opportunities to improve compensation and working conditions for employees in the bargaining unit. (Gov. Code § 3502.3(c).)

For the calendar year 2024, within the City's bargaining units with recognized employee organizations, they were all under the 20% vacancy rate, which is summarized below:

<b>Bargaining Unit</b>	<b>Positions</b>	<b>Approved</b>	<b>Vacant</b>	<b>Percentage</b>
Bishop Employee's Association		14		0
Bishop Police Officer' Association		15		0
Bishop Mid-Management Association		5		0
Bishop Management Association		3		0

Economic Impacts:

None

Budget Impacts:

None

Legal Review:

City Attorney Pucci has reviewed this item and finds that the recommended action complies with the law.

Recommended Action:

Council to conduct a Public Hearing.

Approved By: Ethan Aukee 6/12/2025

Approved By: Robin Picken 6/16/2025

Approved By: Deston Dishion 6/12/2025

Approved By: