



# **Workforce Vacancies, Recruitment, and Retention Report (AB 2561)**

City Council Meeting  
June 3, 2025  
Agenda Item 16.9



# Introduction to AB 2561

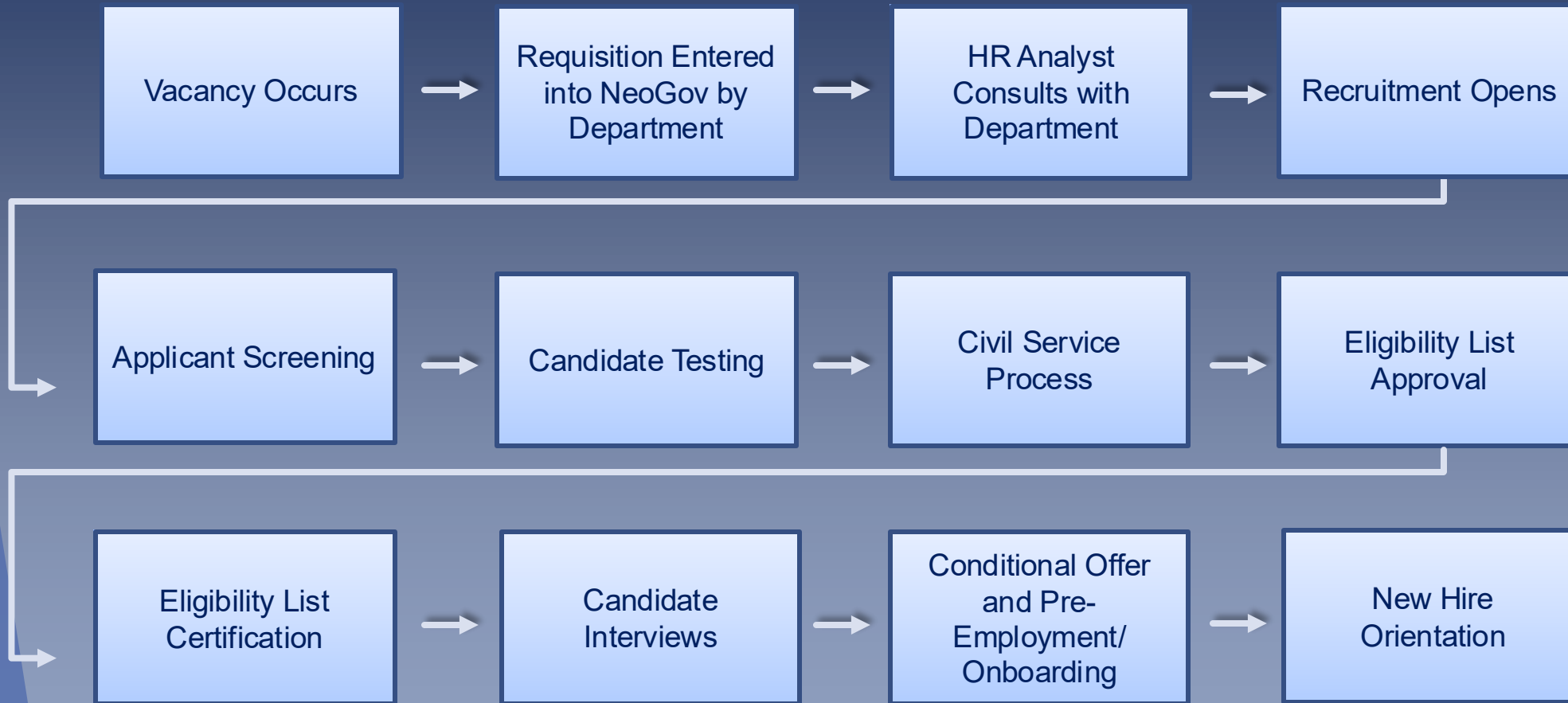
- Assembly Bill 2561 requires public agencies to report annually on the current state of vacancies within the agency and recruitment and retention efforts. Specifically, agencies are to:
  1. Track job vacancies;
  2. Present information on the status of the vacancies and recruitment and retention efforts; and
  3. Identify any policies, procedures, and recruitment activities that may present obstacles in hiring.
- Additional information may be required where vacancy rates in a bargaining unit meets or exceeds 20%.

# Current Vacancy Rates By Bargaining Unit

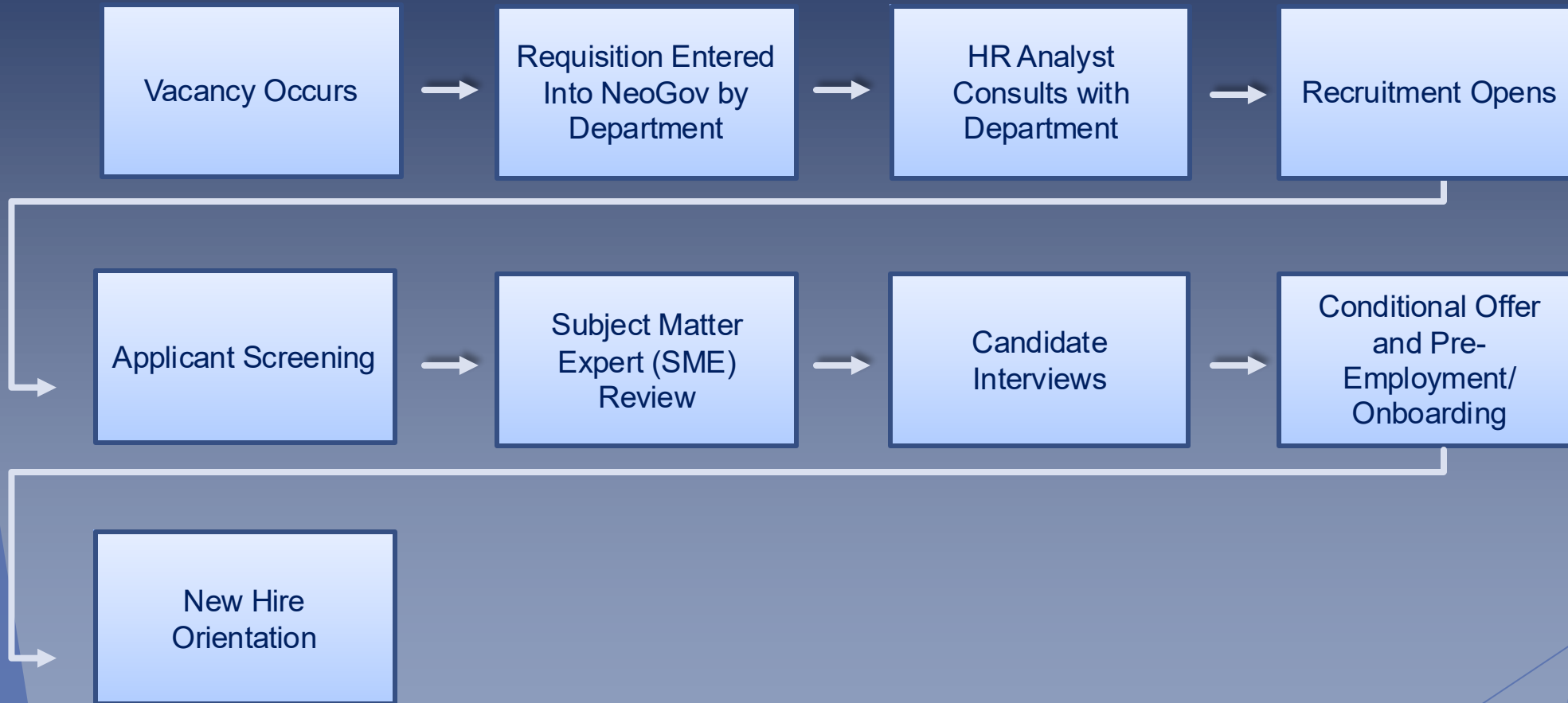
City of Stockton Bargaining Unit	# of Budgeted Positions	# of Vacancies	% of Vacancies by Bargaining Unit
Stockton City Employees' Association (SCEA)	555	94	16.94%
Mid-Management/Supervisory Level (B&C)	159	20	12.58%
Operations and Maintenance (O&M)	160	26	16.25%
Trades and Maintenance (T&M)	79	14	17.72%
Water Supervisory Unit	16	2	12.50%
Stockton Fire Management	9	1	11.11%
Stockton Firefighters Local 456 (Fire)	210	28	13.33%
Stockton Police Management (SPMA)	22	0	0.00%
Stockton Police Officers' Association (SPOA)	399	45	11.28%
<b>TOTALS:</b>	<b>1609</b>	<b>230</b>	<b>14.29%</b>

\* As of 04/17/25

# City of Stockton: Recruitment Process (Civil Service)



# City of Stockton: Recruitment Process (Non-Civil Service)



# City of Stockton – Full Time Hires in the Last 12 Months

Department	Number of Hires
Administrative Services	21
City Attorney's Office	5
City Clerk's Office	2
City Manager's Office	6
Community Development	13
Community Services	21
Economic Development	10
Fire	56
Human Resources	10
Information Technology	9
Municipal Utilities	27
Police	108
Public Works	17

\* As of 04/17/25

## 305 Total Hires

# City of Stockton – Full Time Hires in the Last 30 Days

Department	Number of Hires
Administrative Services	2
City Attorney's Office	1
City Manager's Office	1
Community Development	1
Community Services	1
Fire	1
Information Technology	2
Municipal Utilities	6
Police	5
Public Works	1

\* As of 04/17/25

## 21 Total Hires

# Recruitment and Retention Efforts

COS Recruitment/Retention	SCEA	B&C	O&M	T&M	Water Sup	Fire	Fire Mgt	SPOA	SPMA	Unrep
\$2,000 New Hire Sign-on Bonus Incentive	✓	✓	✓	✓	✓					✓
40 Hours Sick Leave Advance	✓	✓	✓	✓	✓	✓	✓			✓
\$1,500 Annual Education Assistance	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
\$600 Annual Deferred Compensation Match	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
\$10,000 Sign-on Bonus for Telecommunicators	✓	✓								
\$15,000 Sign-on Bonus for Paramedics						✓				
\$15,000 Paramedic Certification Reimbursement						✓				
\$15,000 Promotional Bonus for Firefighter Engineers						✓				

\*Items listed above are set to expire on June 30, 2025. Extension of these incentives are currently being requested through the annual budget development process.



# Additional Recruitment and Retention Incentives for SPOA

Additional Side Letter Incentives
\$15,000 New Hire sign-on bonus
Up to \$15,000 relocation assistance
40 Hours vacation advancement
City pays entire employee share of monthly health plan contribution
Enhancements to shift differentials
Enhancements to standby pay
Enhancements to Longevity pay
Call back pay increased from 3 hours to 5 hours
5% SWAT add pay
Additional COLAs

# Current Situation:

- The Civil Service process was instituted to ensure a fair and competitive hiring process. However, in the modern employment market, any slowdown or prolongment of the hiring process is detrimental and a major hindrance in remaining competitive for highly desirable candidates
- Currently in the process of reviewing Civil Service rules

# Additional Efforts:

- Job fairs and community outreach
- Move to online testing
- Move to electronic onboarding
- Revamp of internship program
- Pivot and invest towards more proactive recruitment
- Continued efforts to streamline and simplify recruitment processes
- Continued engagement in early recruitment through the implementation of internships and Pipeline to Work

# Recommendation

- Accept by motion the vacancy report and conduct public hearing

The image features a scenic view of a river, likely the Mississippi River, with a city skyline visible in the background. The river is calm, reflecting the sky and the buildings. On the left bank, there are lush green trees. In the foreground, a small wooden dock with two vertical posts is visible. The right side of the image is partially covered by a dark blue geometric overlay consisting of several overlapping triangles and lines. The text "THANK YOU" is written in a large, white, sans-serif font, centered over the blue overlay.

THANK  
YOU