

City of Watsonville AB 2561 Compliance

(Addressing Vacancy Rates and Workforce Initiatives)

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Overview of AB 2561



Approved on September 22, 2024



AB 2561 requires public agencies to annually present vacancy rates, recruitment and retention before budget adoption.



Recognized employee organizations must be notified and given opportunity to participate if they choose



If the vacancy rate within a bargaining unit meets or exceeds 20%, additional obligation may apply.

2024 Year End Vacancy Rate By Bargaining Group

Bargaining Unit	Number of Budgeted Positions in FY 24-25	Number of Vacancies in Calendar Year 2024	Vacancy Rate
Confidential	10	1	10%
Executive	11	1	9.1%
IAFF L-1272	34	0	0%
Fire Management	4	0	0%
Management	57	7	12.3%
Mid-Management	82	7	8.5%
Operating Engineers Local 3 (OE3)	119	6	5.1%
Police Management	5	0	0%
Police Mid-Management	11	2	18.2%
Police Officers Association (POA)	56	8	14.3%
SEIU 521	43	5	11.7%
Total	432	37	8.6%

Current Vacancy Rate By Bargaining Group

Bargaining Unit	Number of Budgeted Positions in FY 24-25	Number of Vacancies in Calendar Year 2024	Vacancy Rate	Number of Current Vacancies	Vacancy Rate
Confidential	10	1	10%	0	0%
Executive	11	1	9.1%	0	0%
IAFF L-1272	34	0	0%	0	0%
Fire Management	4	0	0%	0	0%
Management	57	7	12.3%	7	12.3%
Mid-Management	82	7	8.5%	6	7.3%
Operating Engineers Local 3 (OE3)	119	6	5.1%	6	5.1%
Police Management	5	0	0%	0	0%
Police Mid-Management	11	2	18.2%	0	0%
Police Officers Association (POA)	56	8	14.3%	2	3.6%
SEIU 521	43	5	11.7%	4	9.3%
Total	432	37	8.6%	25	5.8%

Recruitment and Retention Efforts

Targeted
Recruitment
Strategies

Hiring
Incentives

Career
Development
Opportunities

Alternative
Work
Schedules

Ability to
Telecommute

Conclusion and Next Steps



The City of Watsonville remains committed to addressing vacancy challenges transparently and proactively.



Recruitment and retention strategies are aligned with the City's Strategic Goal to attract and retain a talented workforce.



Vacancy data and workforce planning efforts will continue to be monitored, reported, and refined annually in compliance with AB 2561.



We look forward to ongoing collaboration with City leadership, departments, and employee organizations to build a strong and sustainable workforce.