



Agenda Item

City Council

Item #: 9.1.

6/10/2025

File #: 25-0231

TO: Honorable Mayor and Members of the City Council

THRU: Tom Kisela, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Public hearing and reporting on City of Orange vacancies pursuant to Government Code 3502.3.

2. SUMMARY

This report summarizes vacant City positions and discusses the current City vacancies, recruitment and retention efforts.

3. RECOMMENDED ACTION

1. Conduct and close Public Hearing.
2. Receive and file report of City vacancies, recruitment and retention efforts.

4. FISCAL IMPACT

There is no direct financial impact associated with conducting a public hearing pursuant to Government Code 3502.3. However, addressing recruitment and retention issues could involve future budgeting and bargaining considerations.

5. STRATEGIC PLAN GOALS

Goal 4: Improve Employee Retention and Recruitment

6. DISCUSSION AND BACKGROUND

Governor Newson signed Assembly Bill 2561 (AB 2561) into law on September 22, 2024 to amend the Meyers-Milias-Brown Act (MMBA). AB 2561 went into effect January 1, 2025 and codified California Government Code Section 3502.3 which mandates public agencies hold a public hearing at least once per fiscal year to report on vacancy status and recruitment and retention efforts.

Job Vacancies

As of May 16, 2025, the City has 63 vacancies among its eight formal bargaining groups who represent 603 full-time budgeted positions, for a 10.45% vacancy rate as summarized in the chart below.

Bargaining Group	Number of Vacancies	Number of Positions	Percentage of Bargaining Group
City of Orange Police Association (COPA)	24	212	11.32%
City of Orange Police Management Association (PMA)	0	35	0%
International Brotherhood of Electrical Workers (IBEW)	7	51	13.73%
Local 47 Maintenance and Crafts			
International Brotherhood of Electrical Workers (IBEW)	6	25	24%
Local 47 Water			
Orange City Firefighters, Inc. Local 2384 of the	3	116	2.58%
International Association of Fire Fighters, AFL-CIO			
Orange City Fire Management Association (FMA)	0	6	0%
Orange Management Association (OMA)	4	50	8.0%
Orange Municipal Employees Association (OMEA)	19	108	17.59%
Total	63	603	10.45%

Vacancies are created for a number of reasons, including internal movement such as a promotion or transfer, or when an employee leaves the organization due to retirement, voluntary resignation, or involuntary termination. When vacancies occur, the department initiates a requisition for recruitment to Human Resources. That requisition ultimately is reviewed by the City Manager to either approve, deny, or delay hiring based on the City's ongoing fiscal challenges.

One of the eight bargaining groups exceeds the 20% vacancy threshold. The International Brotherhood of Electrical Workers (IBEW) Local 47 representing Water Division employees has the highest vacancy rate on a percentage basis at approximately 24%, or six vacancies. Within these identified vacancies are two Water Skilled Maintenance Workers and four Water Plant Operator II positions.

Recruitment Outreach and Process

The Human Resources Department collaborates with departments to implement recruitment strategies to attract and retain qualified candidates. The City posts job announcements on the City's website as well as GovernmentJobs.com. Human Resources also submits advertisements to industry-specific websites/professional associations, participates in regional/college job fairs, and accepts interest cards that notify candidates when the City initiates recruitment of interest to a candidate. Recruiters also target candidates within LinkedIn.

Once approval is received to fill a vacancy, the recruitment type is determined and a job announcement is initiated. Applications are screened and candidates meeting qualifications proceed through the process which may include testing and/or interview panels. Candidates scoring 70% or higher are placed on an eligibility list for consideration that expires after one year.

Retention Efforts

The City provides job-related trainings, post graduate educational degree incentives, professional development opportunities, employee engagement initiatives, wellness /education reimbursement programs, and alternative work schedules (9/80, 4/10, 3/12.5, or 48/96) depending on departments. Despite these retention efforts, the City has fallen behind market median in compensation when compared to neighboring cities as a result of the City's fiscal challenges, thereby losing institutional

knowledge and talent to other agencies. Turnover is costly and results in reduced efficiency and service to the public.

Pursuant to this new legislation, the appropriate posting and notifications of this hearing were made to all labor association/union representatives, noting the opportunity to address the City Council on the matter.

7. ATTACHMENTS

- Vacancy Report by Bargaining Group with Classifications