



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 04/15/2025

ITEM NO: 10

ADDENDUM

DATE: April 14, 2025
TO: Mayor and Town Council
FROM: Chris Constantin, Town Manager
SUBJECT: Accept a Report on the Status of the Town's Vacancies, Recruitments, and Retention Efforts Pursuant to Assembly Bill 2561

REMARKS:

Attachment 1 contains the staff presentation.

Attachment Received with This Addendum

1. Staff Presentation

PREPARED BY: Cheryl Parkman
Human Resources Director

Assembly Bill 2561: Local Public Employees Vacant Positions

Town Council Meeting
April 15, 2025

Agenda

Assembly Bill 2561
Background

Vacancy Rates

Recruitment and
Retention Efforts

Discussion and
Questions

BACKGROUND

Assembly Bill 2561 mandates public agencies to:

1. Track job vacancies by bargaining unit.
2. Present vacancy information and status of recruitment and retention efforts at a public hearing at least once per year.
 - Present additional information if the vacancy rate in a bargaining unit is at least 20% and allow recognized employee organizations to make presentations at the hearing.
3. Present any necessary changes to policies, procedures, and recruitment activities that may prevent obstacles in the hiring process.

Current and Historical Town Vacancy Rates

Fiscal Year	Benefitted Budgeted Full Time Equivalents (FTE)	Vacancy Rate
FY 2020-2021	150	11%
FY 2021-2022	150.25	12%
FY 2022-2023	153.25	9%
FY 2023-2024	152.50	7%
FY 2024-2025	153.50	7.82%

RECRUITMENT EFFORTS

- Reduced Recruitment Timeline
 - 60 days on average
- Improved Candidate Experience
- Review of Job Classifications
- Advertising on Job Boards and Social Media

RECRUITMENT EFFORTS

Employee Referral Program & Police Lateral Hiring Bonus

- \$76,000 paid in bonuses since September 26, 2022
 - 6 Hiring Bonuses for Lateral Officers (\$10,000 at time of hire)
 - 6 Referral Bonuses
- Bonuses are paid upon the new hire achieving each of the three success milestones.

Original Bonus Amounts

- \$3,000 for entry-level
- \$4,000 for pre-service
- \$5,000 for lateral police officers

New Bonus Amounts – Effective March 2025

- \$6,000 for entry-level
- \$8,000 for pre-service
- \$10,000 for lateral police officers

RETENTION EFFORTS

- Successor MOU agreement with all 3 unions
 - Including competitive wage increases
- Flexibility in schedules through AWS and hybrid telework arrangements
- Competitive benefits including medical, vision, dental, short-term disability, etc.

QUESTIONS?
