

*We are a welcoming, active, and business-friendly rural  
foothill community built on California's rich gold rush history.*



## **City Manager's Report**

**June 24, 2025 City Council Meeting**

**Prepared by: Natalie Tornincasa, Assistant Finance Director**

**Item #: 11.1**

**Subject:** Hold a Public Hearing on City position vacancies and recruitment and retention efforts.

---

### **Recommendation:**

Hold a Public Hearing to allow staff to give a presentation on the City's position vacancies, recruitment, and retention efforts, and allow the recognized employee organization(s) to make a presentation.

### **Purpose:**

To hold a Public Hearing on City position vacancies, recruitment, and retention efforts and receive input from the employee organization(s), the Public, and the City Council in accordance with AB 2561.

### **Strategic Plan Strategy:**

Fiscal Stability/Sustainability-Meet financial commitments and reporting requirements.

### **Background:**

On September 22, 2024, Governor Newsom signed Assembly Bill 2561 into law, becoming effective January 1, 2025. This law amends the Meyers-Milas-Brown Act by adding section 3502.3 to the Government Code. This law requires that a public agency presents the status of vacancies, recruitment, and retention efforts during a public hearing before the governing board at least once per fiscal year. Because the City adopts an annual budget, this presentation must be made prior to the adoption of the final budget.

During the hearing, the City shall identify any necessary changes to policies, procedures, and/or recruitment activities that may lead to obstacles in the hiring process. There has not been any changes to policies or procedures that will further lead to obstacles in the hiring process.

If the number of job vacancies in a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the City shall, upon request by the recognized employee organization, include the following information:

1. The total number of job vacancies within the bargaining unit.
2. The total number of applicants for vacant positions within the bargaining unit.
3. The average number of days to complete the hiring process from when a position is posted.
4. Opportunities to improve compensation and other working conditions.

The recognized employee organization for a bargaining unit is entitled to make a presentation at the public hearing mentioned above.

**Discussion:**

There have been no changes to policies or procedures that will further lead to obstacles in the hiring process. The biggest challenge in the hiring process continues to be the lack of qualified applicants. The number of job vacancies in a single bargaining unit does not meet or exceed 20% of the total number of authorized full-time positions. The status of the City's position vacancies are as follows:

1. Associate Engineer-recruitment is underway.
2. Water Reclamation Facility Chief Plant Operator- A recruitment is underway.
3. Water Reclamation Facility Operator IV- recruitment is underway.

To aid in recruitment and retention efforts, the City continues to evaluate each vacant position's salary to ensure the pay is as competitive and within market as possible. On May 13, 2025, City Council approved a 5.03% salary increase for the Water Reclamation Facility Chief Plant Operator Position effective May 24, 2025. The City has also afforded pay increases and various incentives for all bargaining units. A summary is provided below:

**Placerville Police Officer's Association:**

- July 2025: 2% salary adjustment
- January 2026: 1% salary adjustment
- July 2026: 3% salary adjustment
- July 2027: 3% salary adjustment

**Confidential, Executive Management, Local 39, and Supervisory Employee Units:**

- January 2025: 2% salary adjustment and increases in uniform allowance and certificate pay
- July 2025: 1% salary adjustment plus \$500 one-time distribution per employee
- January 2026: 2% to 4% salary adjustment based on San Francisco-Oakland-San Jose Consumer Price Index -All Urban Consumers from February 2024 to February 2025 plus a 1% salary study increase, and increases in uniform allowance and certificate pay

**Options:**

1. Hold a Public Hearing as recommended by staff.
2. Direct staff to take other actions.

**Environmental:**

Tonight's action is not directly applicable.

**Cost:**

There is no cost associated with tonight's action.

**Budget Impact:**

There is no budget impact associated with tonight's action.



**M. Cleve Morris, City Manager**



**Dave Warren, Assistant City Manager/  
Director Finance**