



Public Hearing: Annual Personnel Vacancy Reporting and Recruitment and Retention Efforts

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Agenda

02

Vacancy Rates

The City of
Corona's
vacancy rates



04

Retention Efforts

Initiatives the City has
implemented to retain top
talent



01

Overview of AB 2561

What is AB 2561?



03

Recruitment Efforts

Measures the City has
taken to fill vacancies

Efforts

What is AB 2561?

Purpose:

- Address vacancies
- Public accountability



Vacancy Rates as of 1/9/2025

Bargaining Unit	Total Authorized Positions	Total Positions Filled	Total Vacancies	Vacancy Rate
CFA	122	117	5	4%
CPEA	133	118	15	11%
CPSA	34	34	0	N/A
CPSEA	379	329	50	13%
CSA	52	48	4	8%
EXEC	16	15	1	6%
MGMT	99	86	13	13%
Grand Total	835	747	88	11%

Recruitment Efforts



Continuous Recruitment

- Continuous recruitment efforts for critical positions



Expansive Recruitment Strategies

- Internal and external recruitments
- Industry-appropriate targeted advertising



Recruitment Efforts cont.



Competitive Salary & Benefits

- Increased City contribution to cafeteria plans
- City match toward 457 deferred compensation
- Annual leave
- Paid holidays
- Certification pay



Retention Efforts



Focus on Organization Culture

- Professional development opportunities for all levels
- Quarterly leadership forum



Recognition of Service

- Recognize years of with escalating annual leave
- Employee recognition award event



Employee Wellness Program

- Reduces stress
- Improves focus and productivity
- Enhances teamwork
- Increase job satisfaction



Questions?

Thank you!

