



# City of Oceanside

300 North Coast Highway,  
Oceanside, California 92054

## Staff Report

---

**File #:** 26-1504

**Agenda Date:** 6/3/2026

**Agenda #:** 26.

---

**DATE:** June 3, 2026

**TO:** Honorable Mayor and City Councilmembers

**FROM:** Human Resources Department

**TITLE:** Conduct a Public Hearing in compliance with Assembly Bill 2561/Government Code 3502.3 and Accept the Annual Report on Staff Vacancies, Recruitment and Retention Efforts as Required under AB 2561.

### **RECOMMENDATION**

Staff recommends that the City Council receive a public report on the status of the City of Oceanside's employee vacancies; including information on recruitment and retention efforts.

### **BACKGROUND AND ANALYSIS**

Assembly Bill 2561 was signed into law January 1, 2025, and added Section 3502.3 to the California Government Code. Specifically, local governmental agencies are required to:

- Provide a yearly update to the City Council on employee vacancies, recruitment and retention efforts; and any obstacles encountered during the hiring process.
- Present additional information regarding vacancies upon request by an employee organization if the vacancy rate within a bargaining unit is at least 20%.
- Allow employee organizations to make presentations to City Council.

The current full-time vacancy rates are:

- City-wide (all full-time classifications): 4.56%
- Oceanside City Employees' Association: 5.42%
- Oceanside Police Officers' Association - Sworn: 2.94%
- Oceanside Police Officers' Association - Non-Sworn: 14.49%
- Oceanside Police Management Association: 0%
- Oceanside Firefighter's Association: 4.17%
- Oceanside Fire Management Association: 0%
- Management Employees of the City of Oceanside: 4.08%
- Oceanside Marine Safety Employees' Association: 0%
- Western Council of Engineers: 10%

Given the City of Oceanside is below the established reporting threshold of 20% for vacancy rates,

there is no further reportable action at this time.

**FISCAL IMPACT**

This item has no fiscal impact.

**COMMISSION OR COMMITTEE REPORT**

Not Applicable.

**CITY ATTORNEY'S ANALYSIS**

Not Applicable.

Prepared by: Chelsea D. Phebus, Director of Human Resources & Risk

Reviewed by: Robert O'Brien, Deputy City Manager

Submitted by: Jonathan Borrego, City Manager