



ANNETTE C. DELGADILLO  
Mayor

PEGGY LEMONS  
Vice Mayor

ISABEL AGUAYO  
Councilmember

BRENDA OLMOS  
Councilmember

VILMA CUELLAR STALLINGS  
Councilmember

September 18, 2024

The Honorable Gavin Newsom  
Governor, State of California  
1021 O Street, Suite 9000  
Sacramento, CA 95814

**RE: AB 2561 (McKinnor) Local public employees: vacant positions.  
Request for VETO (As Amended 08/23/2024)**

Dear Governor Newsom,

The City of Paramount respectfully requests a veto on 2561 (McKinnor), which would require all local agencies to hold a public hearing on the status of vacancies before their governing board at least once per fiscal year. This will inherently create an expensive reimbursable state mandate, adding needless pressure on the state budget at a time of significant budget challenges. Based on conservative estimate of costs, AB 2561 will result in annual reimbursable costs of up to \$13.5 million, or more - not including the additional reporting costs imposed upon agencies with bargaining units that experience vacancy rates exceeding 20%.

The City of Paramount agrees with the author - the status quo is not sustainable. However, the measure does not address the root causes of low labor force participation rates in California across all sectors. Instead, the measure would create additional layers of bureaucracy that distract from meaningful efforts to recruit and retain the public sector workforce.

### **Labor Force Participation Rates and Barriers to Work**

Vacancies are unavoidable for both the public and private sectors. A nonexistent vacancy rate for any duration of time is an unreasonable expectation in our modern labor market, particularly for public agencies that lack the financial resources to encourage recruitment and remote work flexibility enjoyed by many employers in the private sector. Public agencies have been frustrated by persistent high vacancy rates in certain fields despite genuine efforts to bolster the public sector workforce. It is an unfortunate reality that many of the contributing factors that affect public sector hiring are forces of the market that are outside of our immediate control. California's growing workforce needs are constrained by the labor supply.

### **Local Public Agencies Are Addressing Labor Shortages Directly Every Day**

Local government decision makers and public agency department leaders recognize the impact that long-term vacancy rates have, both on current employees and those who receive services from those departments. The City of Paramount is also competing with both the private sector and other government agencies to attract new talent.

Despite these efforts, vacancies persist. If the true intent of AB 2561 is to provide a path for public agencies to reduce staff vacancies, diverting staff away from core service delivery and mandating they spend time preparing for public hearings on their vacancy rates will not achieve that goal. Adding another mandate on public agencies will not solve the problem this bill has identified. It is just as likely to create even more burn-out from employees that will be tasked with producing the very report this bill mandates.

### **Cities Are Committed to Partnership to Identify Better Solutions**

Local agencies are committed to continuing the work happening now between all levels of government and the workforce to expand pipeline programs, build pathways into public sector jobs, modernize the hiring process, and offer competitive compensation. The City/Town of Paramount cannot close its workforce shortages overnight. It will take investment from educational institutions, all levels of government, and the private sector to meet the workforce demands across the country. We must use our limited human resources staff to hire and train employees rather than diverting resources to prepare for unnecessary public hearings that will tell us what we already know.

For these reasons, the City of Paramount requests a **veto** on **AB 2561**. Please feel free to contact City Manager John Moreno at (562) 220-2225, if you have any questions. We thank you for your time and consideration.

CITY OF PARAMOUNT



Annette C. Delgadillo  
Mayor

Cc: Honorable Tina McKninnor  
Members, Senate Committee on Appropriations  
Honorable State Senator Lena Gonzalez, 33rd District  
Honorable Assembly Speaker Emeritus Anthony Rendon, 62nd District  
Kristine Guerrero, Public Affairs Director, League of California Cities  
Jorge Morales, Legislative and Governmental Affairs Consultant, California Contract Cities Association