

## MOTION

## BUDGET &amp; FINANCE

Last year, the Personnel, Hiring and Audits Committee considered 41 reports from various City agencies relative to vacant employee positions (C.F. 23-1429). The purpose of the discussions was to receive an assessment of the vacancy rates in each department, analyze the effects on key public services, and allow the City to prioritize recruitment in key positions in preparation for challenges in FY 2025-26.

As the City continues to face fiscal challenges and ongoing demands for City services, it is important to review existing vacancy rates in critical departments.

I THEREFORE MOVE that the Council instruct City departments to provide a list of each vacant position to the City Administrative Officer, the Personnel Department, and the City Council within 30 days, under the direction of the Personnel and Hiring Committee, that includes:

- The position classification and the departmental program to which they are assigned;
- The annual salary cost for each vacancy, whether the positions are regular or resolution, and whether they are funded through special funds or the General Fund and if any are fee supported;
- The positions that are needed to meet each department's FY2024-25 salary savings rate; and
- The fiscal year when the position was originally authorized (within the last five years) and when the position most recently became vacant.

PRESENTED BY: 

TIM McOSKER  
Councilmember, 15th District

SECONDED BY: 

ORIGINAL

  
FEB 21 2025