



**AB 2561 Presentation  
Status of City of San  
Leandro's Vacancies and  
Recruitment and Retention  
Efforts**

City Council meeting  
May 19, 2025



# OVERVIEW

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AB 2561  
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Recruitment &  
Retention Efforts

**Recommended Action: Conduct the public hearing  
and Accept the informational presentation.**

# WHAT IS AB 2561?

Assembly Bill 2561 was enacted to address statewide concern:

- ❖ High rate of vacancies in public agencies
- ❖ Heavier workload leads to burnout and turnover
- ❖ Negative impact to service delivery

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# WHAT ARE THE REQUIREMENTS OF AB 2561?

- ✓ Hold a public hearing each year prior to budget adoption
- ✓ Present data and information on status of vacancies, recruitment and retention efforts, and any obstacles in the hiring process
- ✓ If the vacancy rate in a bargaining unit meets or exceeds 20%, bargaining unit may request additional information to be presented.
- ✓ Entitles the employee organization to make a presentation during the public hearing.

# Vacancy Reasons

Vacancy Reason	# of Vacancies (FTE)
Newly Budgeted Position	6.7
Internal Promotion or Transfer	19.5
Voluntary Separation - Retirement	12
Voluntary Separation - Resignation	20
Involuntary Separation - Released	6.3
<b>CITYWIDE TOTAL:</b>	<b>64.5 FTE</b>

*As of April 30, 2025: Excludes non-represented part-time employees  
(e.g. seasonal Recreation staff, interns)*

# Vacancy Rates by Bargaining Group

City of San Leandro Bargaining Groups	Vacant FTE	Budgeted FTE	Vacancy Rate
San Leandro Police Officers Association (SLPOA)	19	82	23.2%
San Leandro Police Management Association (SLPMA)	0	8	0%
San Leandro Management Organization (SLMO)	4	50	8%
San Leandro City Employees Association (SLCEA)	37.5	283.7	13.2%
Non-represented Confidential Employee Group	4	13.25	30.2%
Executive (City Manager, Police Chief)	0	2	0%
<b>CITYWIDE TOTAL</b>	<b>64.5 FTE</b>	<b>439 FTE</b>	<b>14.7%</b>

*As of April 30, 2025: Excludes non-represented part-time employees (e.g. seasonal Recreation staff, interns)*

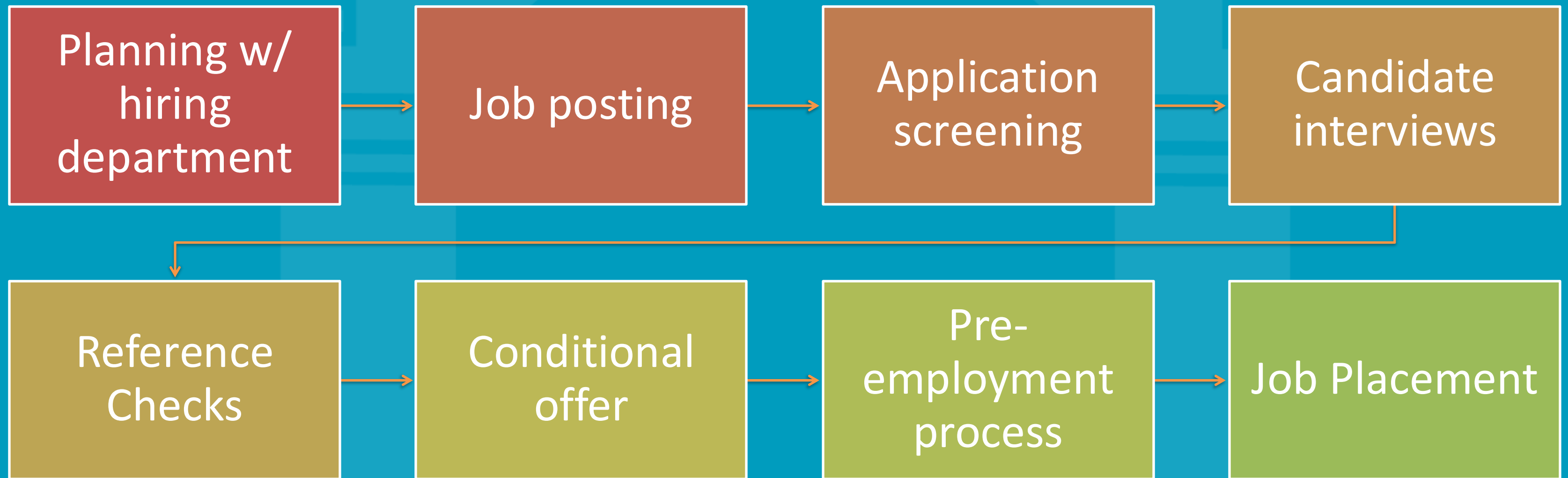
# Vacancy Rates by Department

City of San Leandro Departments	Vacant FTE	Budgeted FTE	Vacancy Rate
City Manager's Office	4.0	16.92	23.4%
City Manager's Office/WPCP	5.5	41.44	13.2%
Community Development	5.0	35	14.3%
Finance	3.0	18	16.7%
Human Resources	3.0	12.25	24.5%
Human Services	0	10	0.0%
Information Technology	1.5	15.48	9.6%
Library	2.2	39.71	5.6%
Police	21.0	137.47	15.3%
Public Works	12.3	79.44	15.4%
Recreation and Parks	7.1	33.28	21.5%
<b>CITYWIDE TOTAL</b>	<b>64.5</b>	<b>439</b>	<b>14.7%</b>

*As of April 30, 2025: Excludes non-represented part-time employees  
(e.g. seasonal Recreation staff, interns)*

# Recruitment Process

Average time to hire: 12-16 weeks



*Recruitments completed in CY 2024: 100*  
*Applications reviewed in CY 2024: 5,762*



# Hired by Bargaining Group

City of San Leandro Bargaining Groups	Hired CY 2024	Promoted CY 2024
San Leandro Police Officers Association (SLPOA)	12	1
San Leandro Police Management Association (SLPMA)	1	1
San Leandro Management Organization (SLMO)	5	1
San Leandro City Employees Association (SLCEA)	62	22
Non-represented Confidential Employee Group	2	
Executive (City Manager, Police Chief)	1	1
Non-represented part-time (i.e. Recreation, interns)	55	
<b>CITYWIDE TOTAL</b>	<b>138</b>	<b>26</b>

# Recruitment and Retention Challenges

- ❖ Increased competition in the job market
- ❖ More job openings in public sector
- ❖ Less qualified applicants
- ❖ Less longevity
- ❖ Difficult to fill for specific positions – Police Officer, Public Safety Dispatcher, Civil Engineer, Public Finance, Water Pollution Control Plant

# Additional Information

## San Leandro Police Officer Assn.

SLPOA vacancy rate of 23.5% = 19 of 82 Police Officers/Sergeants

Calendar Year 2024:

- 329 Applications Received
- 81 Interviewed
- 14 Hired
- 10 Separations (1 Promo, 3 Retired, 4 Resigned, 3 Released)

### Ongoing

Continuously open  
Screen apps daily  
Interviews weekly

### Time to hire

Average 3-6 months  
(inc. background  
investigation 2-3 months)

### Dedicated Recruitment Team

1 HR Analyst  
PD Recruitment Team

# Recruitment and Retention Efforts

## Competitive Compensation

Total Compensation Survey  
Equity adjustments & COLAs  
SLCEA/Conf – Above Market

## Targeted Marketing

Social media platforms  
Advertising campaigns  
Outreach and Sourcing

## Work-Life Balance

Alternate schedules  
Hybrid/remote work  
Generous paid time off

## Less Rigid Requirements

Updated minimum requirements  
More flexibility  
Combination of exp/edu

## Career Development

Promotional opportunities  
Professional Training  
Mentorship program

## Engagement & Recognition

Positive work culture  
Engagement surveys  
Appreciation events  
Recognition awards

# Key Takeaways

- ❖ The City actively recruits to fill vacant positions
- ❖ The City takes a multi-faceted approach to fill vacancies
- ❖ The City invests in ongoing employee engagement and retention initiatives

# THANK YOU



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