



STATUS OF VACANCIES, RECRUITMENT AND RETENTION EFFORTS

AB 2561 Presentation

City Council Meeting
April 20, 2026



OVERVIEW

**AB 2561
SUMMARY**

CITY VACANCY RATES

**RECRUITMENT &
RETENTION EFFORTS**



OVERVIEW

Assembly Bill ("AB") 2561 (Gov. Code 3502.3)

- Local government agencies are required to hold a public hearing to report on vacancies and recruitment and retention efforts, at least once per fiscal year, prior to the adoption of the final budget.
- Recognized employee organizations may be present at the hearing and may make a presentation.
- Additional specified information must be provided if a bargaining unit's vacancy rate exceeds 20%.

VACANCY REASONS

Vacancy Reason	# of Vacancies (FTE)	% of Vacancies
Newly Budgeted Position	2	4%
Internal Promotion or Transfer	10.7	22.1%
Voluntary Separation - Retirement	10	20.6%
Voluntary Separation - Resignation	16.9	34.9%
Involuntary Separation - Released	8.9	18.4%
CITYWIDE TOTAL*	48.5 FTE	100%

**As of March 30, 2026: Excludes 32.2 FTE non-represented part-time employees (i.e. 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)	1	8	12.5%
San Leandro Management Organization (SLMO)	2	49	4.1%
San Leandro City Employees' Association (SLCEA)	25.5	266.4	9.2%
Non-Represented Confidential Employee Group	1	12.3	8.2%
Non-Represented Executive (City Manager, Police Chief)	0	2	0.00%
CITYWIDE TOTAL*	48.5 FTE	419.7 FTE	11.6%

**As of March 30, 2026: Excludes 32.2 FTE non-represented part-time employees (i.e. seasonal Recreation staff, interns)*

VACANCY RATES BY DEPARTMENT

City of San Leandro Departments	Vacant FTE	Budgeted FTE	Vacancy Rate
City Manager's Office	3	17	17.7%
City Manager's Office/WPCP	3	40	7.5%
Community Development	2	34	5.9%
Finance	1	17	5.9%
Human Resources	0	11.3	0.0%
Human Services	1	9	11.1%
Information Technology	1	15	6.7%
Library	2.8	36.3	7.7%
Police	25.5	138	18.6%
Public Works	6.7	72.4	9.3%
Recreation and Parks	2.5	30.2	8.3%
CITYWIDE TOTAL*	48.5 FTE	419.7	11.6%

**As of March 30, 2026: Excludes 32.2 FTE non-represented part-time employees (i.e. seasonal Recreation staff, interns)*

2025 HIRES BY BARGAINING GROUP

City of San Leandro Bargaining Groups	# Hired CY 2025	# Promoted CY 2025
San Leandro Police Officers' Association (SLPOA)	8	3
San Leandro Police Management Association (SLPMA)	0	0
San Leandro Management Organization (SLMO)	4	0
San Leandro City Employees' Association (SLCEA)	52	4
Non-represented Confidential Employee Group	10	0
Executive (City Manager, Police Chief)	0	0
CITYWIDE TOTAL*	74	7

**As of March 30, 2026: Excludes 32.2 FTE non-represented part-time employees (i.e. seasonal Recreation staff, interns)*

RECRUITMENT AND RETENTION EFFORTS

- Streamline the recruitment process
- Utilize targeted marketing to reach a larger pool of candidates
- Prioritize a culture of recognition
- Maintain flexible work schedules and the ability to do hybrid work



SAN LEANDRO POLICE OFFICERS' ASSOCIATION

- Vacancy Rate of **23.2%**
- **19 out of 82** Police Officers/Sergeants vacant



HIRING EFFORTS

- Dedicated Recruitment Team
- Ongoing, accelerated processes
- Targeted advertising including social media
- In-person recruiting events

2025 CALENDAR YEAR

of Applications Received: 399
Interviewed: 111
Hired: 13
Separations: 8



KEY TAKEAWAYS

- The City actively recruits to fill vacant positions
- The City employs a multi-faceted approach to fill vacancies
- The City prioritizes employee engagement and retention initiatives





THANK YOU

