

AB 2561

Status of the City of Alameda

Vacancies and

Recruitment and Retention Efforts

City Council
May 20, 2025

ITEM



AB 2561 BACKGROUND

- AB 2651 added Government Code section 3502.3 to the Meyers-Milias Brown Act (MMBA) effective January 1, 2025,
- Requires local government agencies to hold a public hearing before City Council about:
 1. Status of vacancies
 2. Recruitment and retention efforts; and
 3. Any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process
- Entitles recognized employee units to make a presentation during public hearing
- If the vacancy rate is at least 20% in a bargaining unit, additional obligations could include:
 1. The total number of job vacancies within the unit
 2. The total number of applicants for vacant positions within the unit
 3. The average number of days to complete the hiring process from when the position is posted
 4. Opportunities to improve compensation and other working conditions



WORKFORCE INFORMATION

- Total Budgeted/Authorized Full-Time Positions
 - January 1, 2024: 595
 - December 31, 2024: 601
- Services Rendered to Public by Budgeted/Authorized Workforce:
 - City Attorney
 - City Clerk
 - City Manager's Office
 - Base Reuse & Economic Development
 - Electric Utility
 - Finance
 - Fire
 - Human Resources
 - Information Technology
 - Library
 - Police
 - Public Affairs & Communications
 - Public Works
 - Recreation & Park



CITYWIDE VACANCY INFORMATION

2024	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
# of Vacancies Beginning of Month	70	62	59	60	61	63	63	67	62	59	57	54
# of Separations	2	3	6	6	10	7	8	8	4	7	3	10
# of New Hires	10	8	3	6	10	6	9	7	11	7	6	7
# of Promotions	3	1	5	1	1	5	2	4	4	0	5	0
# of Budgeted Positions	595	596	597	597	597	597	598	601	601	601	601	601
% of Vacancies	11.8%	10.2%	9.8%	10.1%	10.2%	10.6%	10.5%	11.2%	10.3%	9.8%	9.5%	9.0%

- Average % of Vacancies at the End of Each Month: 10.3%
- Highest % of Vacancies at the End of the Month: 11.8%
- Lowest % of Vacancies at the End of the Month: 9.0%



VACANCY INFORMATION BY LABOR GROUP

Represented Employees: 2024 Annual Average Vacancy Rate

LABOR GROUP	PERCENTAGE
Alameda City Employee Association/OE3 (ACEA)	9.5%
Alameda Fire Chiefs Association (AFCA)	2.8%
Alameda Police Management Association (APMA)	0%
Alameda Police Officers Association (APOA)	24.4%
Alameda Police Officers Association Non-Sworn (PANS)	4.6%
Electric Utility Professionals of Alameda (EUPA)	11.3%
International Association of Fire Freighters, Local 689 (IAFF)	3.4%
International Brotherhood of Electrical Workers, Local 1245 (IBEW)	12.1%
Management & Confidential Employees Association (MCEA)	9.9%



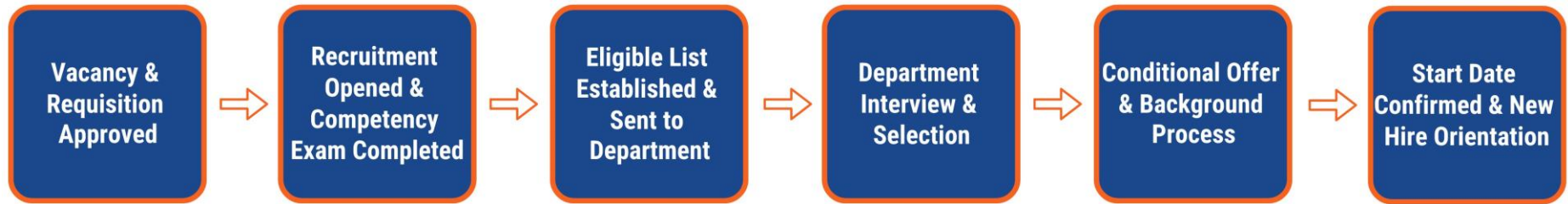
VACANCY INFORMATION BY LABOR GROUP

Unrepresented Employees: 2024 Annual Average Vacancy Rate

UNREPRESENTED GROUP	PERCENTAGE
Alameda Municipal Unrepresented Employees (AMPU)	14.6%
Executive Management Employees (EXME)	7.8%
Police Auditor	0%
Rent Program Director	0%



RECRUITMENT PROCESS



RECRUITMENT INFORMATION

- Recruitment Statistics for 2024:
 - Total # of Vacancies Filled: 122
 - Average Number of Calendar Days to Fill Vacancies:
 - From Requisition to Eligible List: 84
 - From Eligible List to Conditional Offer: 28
 - Number of Vacancies Filled By:
 - Existing Eligible Lists: 43
 - Reinstatement: 2
 - New Recruitments Opened: 46
 - Promotional Only Recruitments: 31



HIRING ISSUES

- The City reviewed applicable policies, procedures, and recruitment activities to identify:
 - Potential Obstacles to Hiring
 - Opportunities for Improvement



2024 RETENTION STATISTICS

Total # of Vacancies Created During 2024: 98

- # of Vacancies created by Newly Budgeted Position (July 1, 2024): 3
 - % of Vacancies Resulting from Staffing Growth: 0.03%
- # Of Vacancies Created by Internal Promotions: 19
- # Of Vacancies Created by Internal Transfers: 2
 - % of Vacancies Resulting from Internal Opportunity: 22.8%



2024 RETENTION STATISTICS

Total # of Vacancies Created During 2024: 98

- # Of Vacancies Created by Retirement: 23
- # Of Vacancies Created by Involuntary Separation: 9
 - % of Vacancies Resulting from Attrition: 32.7%
- # Of Vacancies Created by Voluntary Separation: 42
 - % of Vacancies Resulting from Turnover: 42.9%
- Annual Staffing Turnover Rate: 12.3%



ALAMEDA POLICE OFFICERS ASSOCIATION (APOA)

APOA vacancy rate meets AB 2561 vacancy threshold of 20%

- # Of Vacancies in Unit: 22
- # Of Applicants for Vacant Positions:
 - 2024: 695
 - Recruits: 565; Graduates: 90; Laterals: 40
 - 2025: 160
 - Recruits: 125; Graduates: 24; Laterals: 11
- Avg # Of Calendar Days to Hire:
 - 2024: 147 Days
 - 2025: 125 Days
- Opportunities for Improvement in Compensation & Working Conditions
 - Retention
 - Labor Negotiations



Questions