

Status of the City of Alameda Vacancies and Recruitment and Retention Efforts

**City Council
May 19, 2026**



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 present information during a public hearing:
 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 may apply:
 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, 2025: 598
 - December 31, 2025: 608
- 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
 - Planning, Building, & Transportation
 - Police
 - Public Affairs & Communications
 - Public Works
 - Recreation & Park



CITYWIDE VACANCY INFORMATION

2025	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
# of Vacancies Beginning of Month	51	50	52	51	56	58	72	74	75	69	73	76
# 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	598	598	598	598	598	598	607	608	608	608	608	608
% of Vacancies	8.53%	8.36%	8.7%	8.53%	9.36%	9.7%	11.9%	12.2%	12.3%	11.3%	12.0%	12.5%

- Average % of Vacancies at the End of Each Month: 10.44%
- Highest % of Vacancies at the End of the Month: 12.5%
- Lowest % of Vacancies at the End of the Month: 8.36%



VACANCY INFORMATION BY LABOR GROUP

Represented Employees: 2025 Annual Average Vacancy Rate

LABOR GROUP	PERCENTAGE
Alameda City Employee Association/OE3 (ACEA)	9.19%
Alameda Fire Chiefs Association (AFCA)	5.0%
Alameda Police Management Association (APMA)	0.00%
Alameda Police Officers Association (APOA)	27.05%
Alameda Police Officers Association Non-Sworn (PANS)	2.28%
Electric Utility Professionals of Alameda (EUPA)	14.07%
International Association of Fire Freighters, Local 689 (IAFF)	5.03%
International Brotherhood of Electrical Workers, Local 1245 (IBEW)	14.19%
Management & Confidential Employees Association (MCEA)	7.59%



VACANCY INFORMATION BY LABOR GROUP

Unrepresented Employees: 2025 Annual Average Vacancy Rate

UNREPRESENTED GROUP	PERCENTAGE
Alameda Municipal Unrepresented Employees (AMPU)	20.83%
Executive Management Employees (EXME)	2.70%
Police Auditor	0%
Rent Program Director	0%



RECRUITMENT INFORMATION

- Recruitment Statistics for 2025:
 - Total # of Vacancies Filled: 101
 - Average Number of Calendar Days to Fill Vacancies:
 - From Requisition to Eligible List: 65
 - From Eligible List to Conditional Offer: 20
 - Number of Vacancies Filled By:
 - Existing Eligible Lists: 15
 - Reinstatement: 0
 - New Recruitments Opened: 56
 - Promotional Only Recruitments: 30



2025 RETENTION STATISTICS

Total # of Vacancies Created During 2025: 107

- # of Vacancies created by Newly Budgeted Position (July 1, 2025): 9
 - % of Vacancies Resulting from Staffing Growth: 8.4%
- # Of Vacancies Created by Internal Promotions: 31
- # Of Vacancies Created by Internal Transfers: 0
 - % of Vacancies Resulting from Internal Opportunity: 29.0%



2025 RETENTION STATISTICS

Total # of Vacancies Created During 2025: 107

- # Of Vacancies Created by Retirement: 14
- # Of Vacancies Created by Involuntary Separation: 13
 - % of Vacancies Resulting from Attrition: 15.8%
- # Of Vacancies Created by Voluntary Separation: 40
 - % of Vacancies Resulting from Turnover: 37.4%
- Annual staffing Turnover Rate: 12.4%



ALAMEDA POLICE OFFICERS ASSOCIATION (APOA)

APOA vacancy rate meets AB 2561 vacancy threshold of 20% for 2025; additional 2025 data has been requested by APOA:

- Average # Of Vacancies in Unit: 21
- # Of Applicants for Vacant Positions: 571
 - Recruits: 463; Graduates: 65; Laterals: 43
- Avg # Of Calendar Days to Hire: 224 Days
- Opportunities for Improvement in Compensation & Working Conditions
 - Retention
 - Labor Relations



Questions