



# **Vacancies, Recruitment, and Retention**

## **Annual Status Update in Compliance with AB 2561**

**Department of Human Resources**  
**City and County of San Francisco**

June 27, 2025

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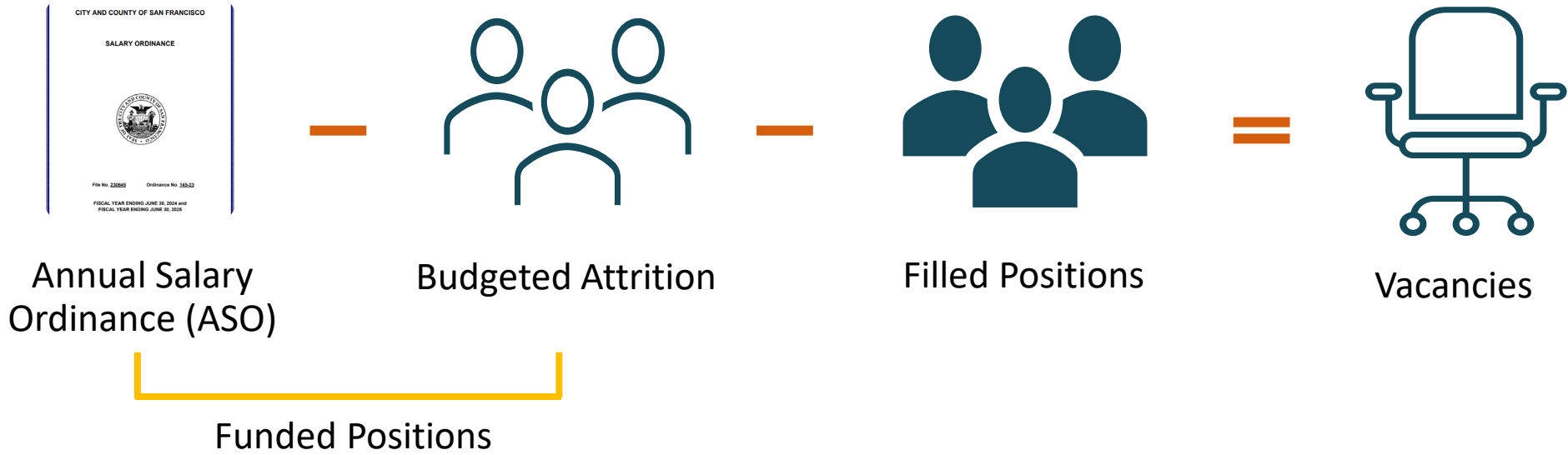
# AB 2561: New Vacancy Reporting Requirements

**Under Government Code § 3502.3 created by AB 2561, the City is now required to:**

- Report annually on vacancy levels, recruitment, and retention before the Board of Supervisors
- Identify obstacles in hiring policies, procedures, or recruitment activities in the hearing
- Report additional information for bargaining units with vacancies of 20% or more, upon request by the union

## What's a vacancy?

The City's approach compares **funded positions** with **filled positions**.

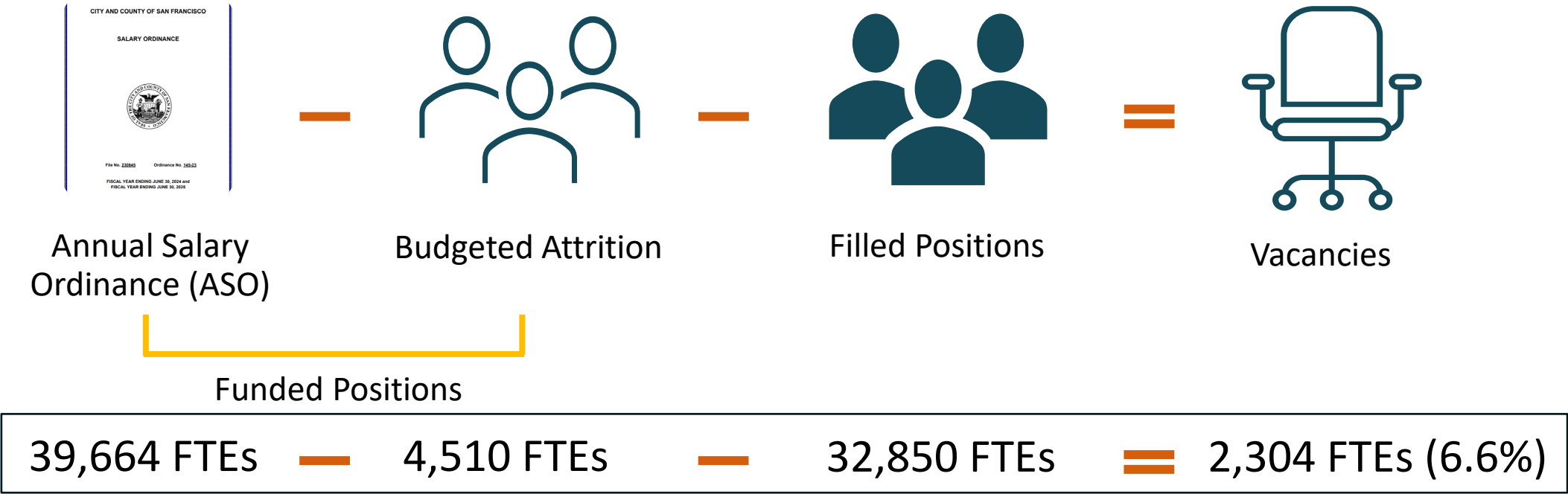




# Citywide Vacancy Rates (All Positions)

## What's a vacancy?

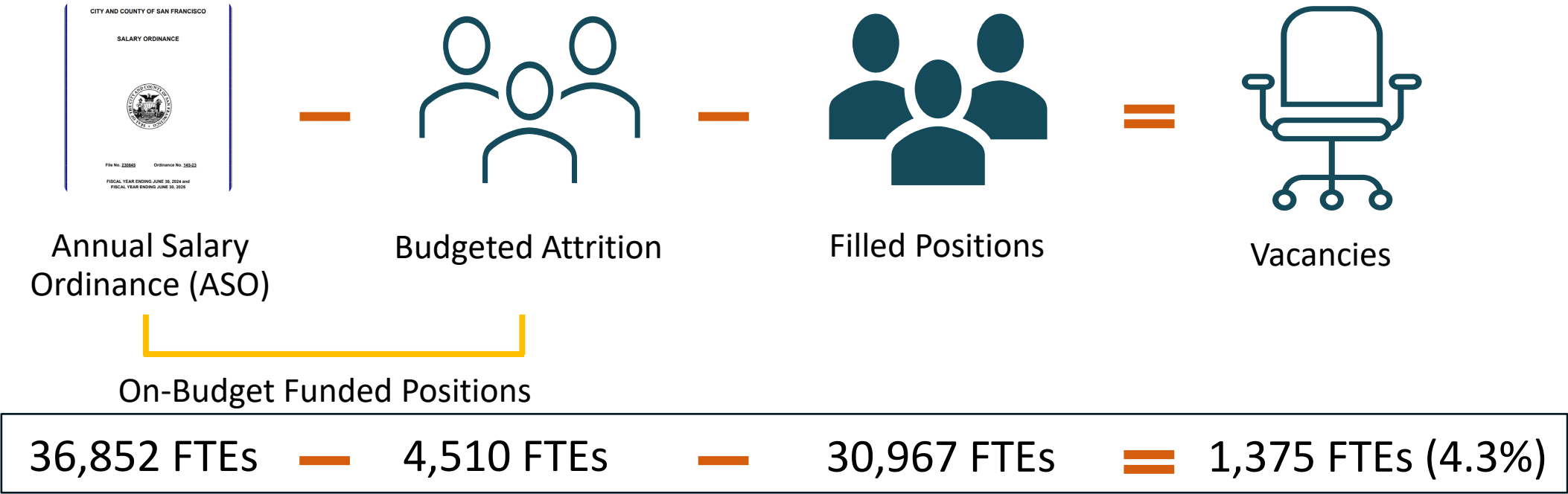
The City's approach compares **funded positions** with **filled positions**.



Data as of June 2, 2025

## What’s a vacancy?

The City’s approach compares **core operating (on-budget) funded positions** with **filled positions**.



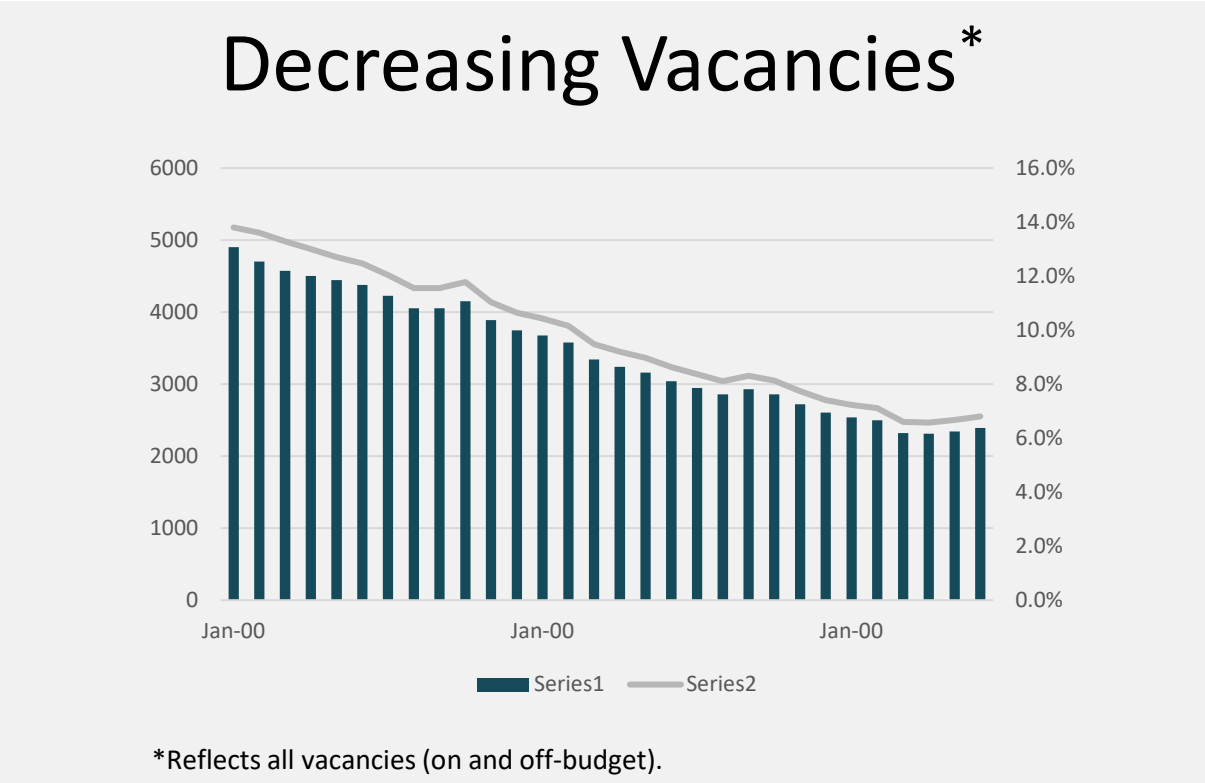
Data as of June 2, 2025



# Citywide Vacancy Rates – Over Time

**After peaking during COVID, Citywide vacancy rates are down.**

- In October 2022, Vacancies reached a high of 14.2%.
- Since then, vacancies have since declined by more than half.
- Vacancies are now at their lowest levels since 2018.





# Vacancy Rates by Bargaining Unit

Union	Bargaining Unit	#	All	OB	Union	Bargaining Unit	#	All	OB	Union	Bargaining Unit	#	All	OB
IFPTE 21	Professional and Technical	648.8	10.7%	3.4%	IBEW Local 6	Electrical Workers	58.5	17.8%	13.6%	Local 22	Carpenters	7.1	6.5%	3.9%
	Professional/Technical, SFAPP	25.9	4.5%	0.0%	SFDSA	Deputy Sheriffs	32.1	4.8%	4.8%	Local 104	Sheet Metal Workers	7.0	18.5%	16.3%
SEIU 1021	Administrative/Clerical	183.7	5.1%	3.8%	Local 1414	Automotive Mechanics	22.6	13.2%	11.9%	SFCWU	Painters	5.9	4.6%	1.9%
	Allied Health	47.2	2.7%	2.5%	Teamsters 856	Building Inspectors	8.6	12.7%	0.0%	DPOA	Probation Officers	4.6	4.6%	4.6%
	Registered Nurses	36.9	2.1%	1.9%		Chief Building Inspectors	0.2	5.7%	5.7%	TWU 250-A	Automotive Service Workers	4.3	13.8%	13.8%
	Security and Investigative	70.1	10.3%	9.4%		Prof/Tech, Animal Services	2.5	3.0%	3.0%		Environmental/Natural Sciences	0.0	0.0%	0.0%
	Service/Maintenance	18.0	1.1%	0.8%		Supervising Registered Nurses	3.9	3.2%	1.6%	UAPD	Physician/Dentists	4.2	2.8%	2.8%
	Specialists/Technical	46.7	3.0%	1.6%	MAA	Attorneys	13.9	2.8%	1.7%		Supervising Physician/Dentists	0.1	0.3%	0.0%
	Supervisory	152.3	7.5%	6.8%	Local 34	Pile Drivers*	11.9	49.7%	7.9%	IATSE 16	Theatrical Stage Employees	4.3	13.3%	10.5%
SFPOA	Police Officers	428.9	19.6%	17.6%	Teamsters 853	Truck Drivers	11.7	7.5%	7.1%	Local 40	Roofers*	3.0	27.2%	19.9%
	Police Supervisors	4.1	3.1%	3.1%	Local 798	Fire Dept. Supervisors	11.0	18.9%	18.9%	Local 3	Brick Layers*	2.7	47.2%	47.2%
Laborers 261	Hod Carriers	3.4	100.0%	100.0%		Firefighters	0.0	0.0%	0.0%	Local 377	Iron Workers	1.8	14.2%	14.2%
	Laborers	180.0	16.8%	15.6%	Local 300	Cement Masons*	10.7	27.6%	27.6%	Local 718	Glaziers	1.6	11.8%	11.8%
MEA	Fire Dept. Managers*	2.9	24.4%	26.6%	DAIA	District Attorney Investigator*	10.3	23.9%	17.5%	Local 12	Soft Floor Covering Employees	0.0	0.0%	0.0%
	Managers	127.5	8.8%	7.1%	OE3	Operating Engineers	9.9	16.0%	12.1%	MSA	Sheriff's Dept. Supervisors	0.0	0.0%	0.0%
	Police Department Managers	0.4	3.3%	3.3%		Supervising Probation Officers	0.0	0.0%	0.0%	TWU 200	Miscellaneous Transit	0.0	0.0%	0.0%
Local 39	Stationary Engineers	66.3	10.6%	9.9%	Local 38	Plumbers	9.1	2.7%	0.4%	*Bargaining Units >=20%				
Data as of June 2, 2025														





## Process Improvements

- Streamlined onboarding by speeding up multiple processes
- Created new Citywide hiring guidance and training programs



## Civil Service Rule Reforms

- Reviewed minimum qualifications to remove unnecessary barriers
- Aligned rules with advancements in technology
- Amended rules to shorten steps in the hiring timeline



## Technology Enhancements

- Introduced on-demand, online assessments and exams
- Automated multiple processes to speed up timelines
- Launched platform for real-time tracking of applications, hires, and vacancies



# Recruitment and Retention Efforts



- **Career Center services for jobseekers and employees**
  - Supported over 3,000 career center clients
  - 800+ one-on-one career advising sessions
  - Workshops and trainings to support employee growth
- **Competitive wage increases across all bargaining units**
- **Partnerships with labor**
  - ApprenticeshipSF
  - SEIU Work Training Program
  - The Education Fund
  - Tuition Reimbursement Program
- **Professional development courses and training funds**



Thank you!