



Vacancies, Recruitment, and Retention

Annual AB 2561 Compliance Report

Government Audit and Oversight Committee Presentation
June 18, 2026



Overview

- AB 2561: Vacancy Reporting Requirements
- Citywide Vacancy Rates
- Vacancy Rates by Bargaining Unit
- Hiring Reforms
- Recruitment and Retention Efforts



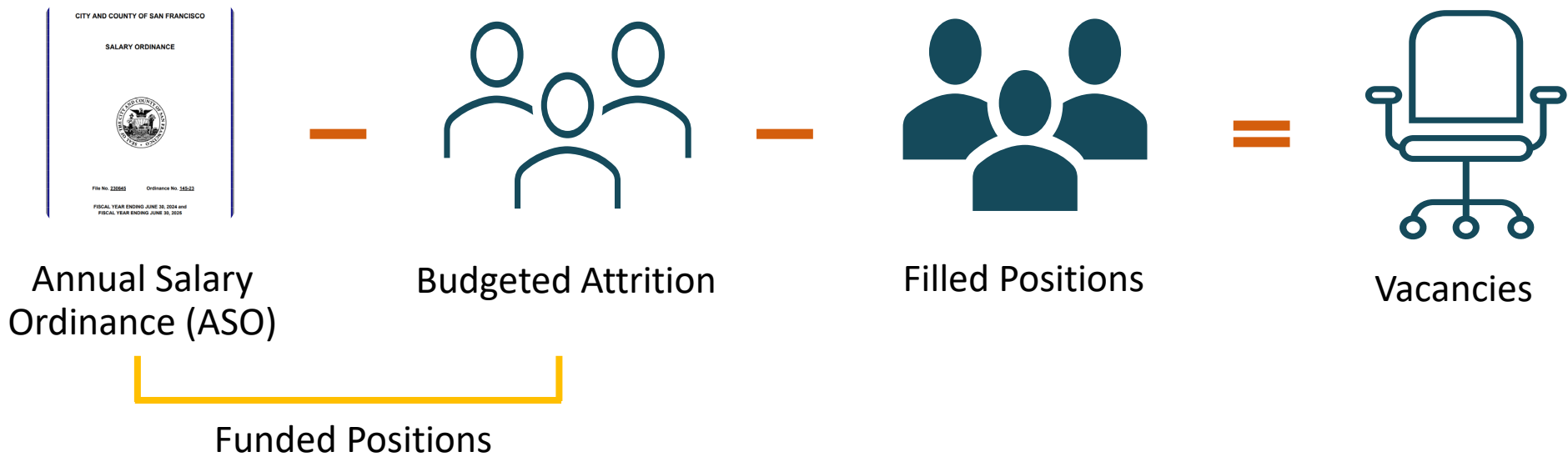
AB 2561: Vacancy Reporting Requirements

Under Government Code § 3502.3 created by California Assembly Bill 2561, the City is required to:

- Report annually on vacancies, recruitment, and retention before the Board of Supervisors,
- Identify obstacles in hiring policies or procedures and propose potential changes, and
- Provide additional information to bargaining units with vacancies of 20% or more, upon request by the union.

Calculating Position Vacancies

The City compares **funded positions** with **filled positions**.

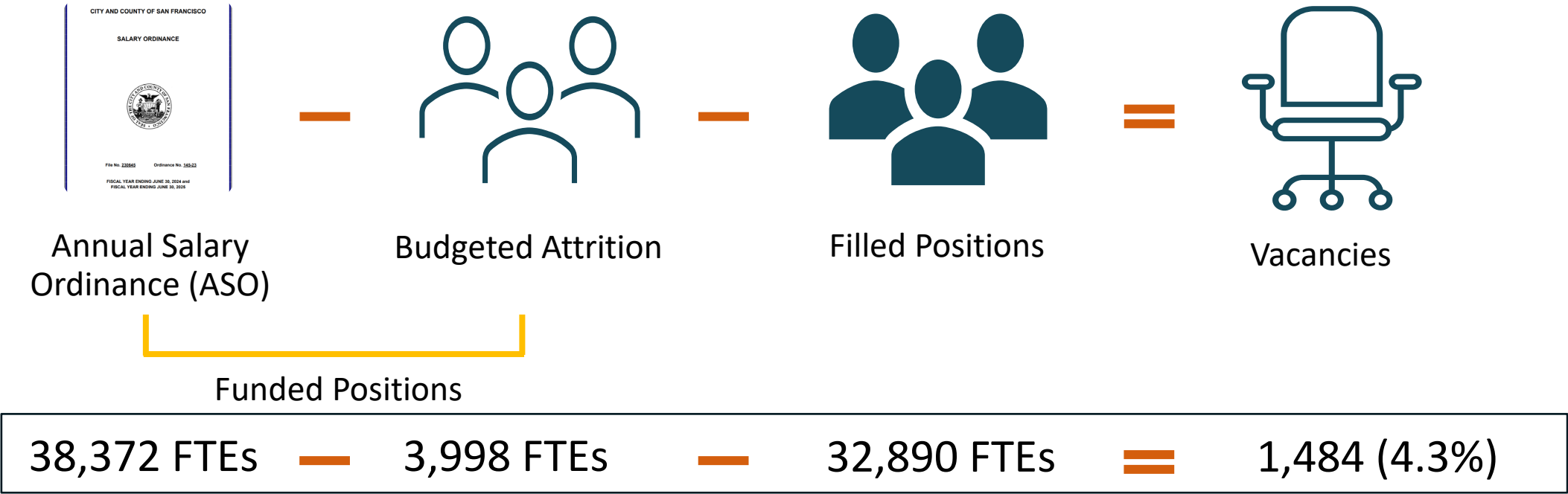




Citywide Vacancy Rates (Permanent Positions)

Calculating Position Vacancies

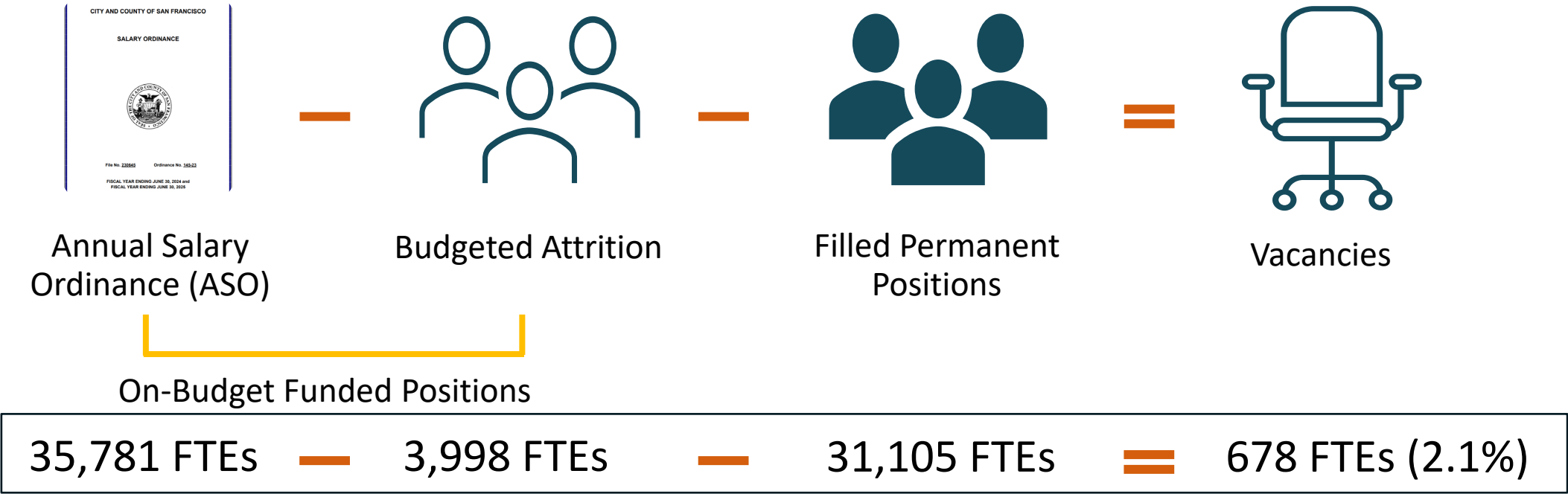
The City's compares **funded positions** with **filled positions**.



Data as of May 1, 2026

Calculating Position Vacancies

The City compares **operating permanent (on-budget) funded positions** with **filled positions**.



Data as of May 1, 2026

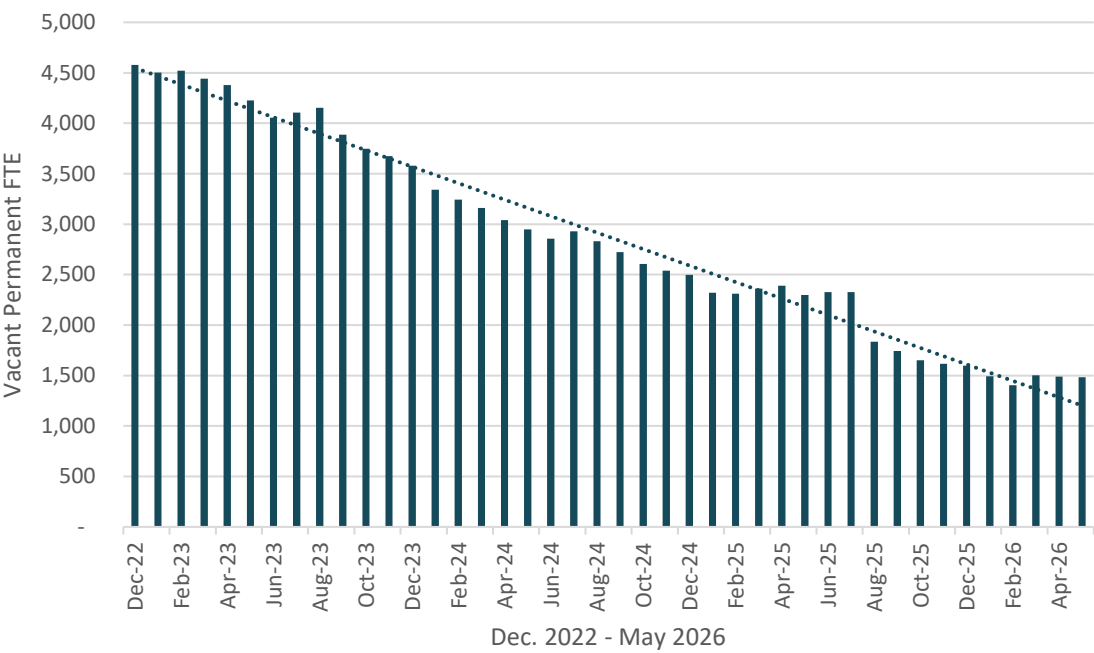


Citywide Vacancy Rates

After peaking during COVID-19 pandemic, citywide vacancy rates are down.

- Vacancies reached a high of 14.2% in October 2022.
- Since then, vacancies have since declined by more than 60%.
- Compared to last May, vacant permanent positions are down 35% to 1,484 vacant funded permanent positions.

Vacancies for Funded Permanent FTE



Data as of May 1, 2026



Vacancies and Vacancy Rates by Bargaining Unit

Union	Bargaining Unit	Vacancy Totals	Vacancy Rate
IFPTE 21	Professional and Technical	622.6	10.4%
SEIU 1021	Misc. Employees (790)	332.2	4.2%
SFPOA	Police Officers	258.9	12.1%
MEA	Managers	124.4	7.7%
Laborers 261	Laborers	110.8	10.6%
Local 39	Stationary Engineers	58.9	9.5%
IBEW Local 6	Electrical Workers	37.4	4.8%
IFPTE 21	Professional/Technical, SFAPP	22.9	4.2%
SEIU 1021	Registered Nurses	19.1	1.1%
SFCWU	Painters	13.5	10.6%
Local 798	Fire Dept. Supervisors*	12.4	20.9%
Teamsters 853	Truck Drivers	11.4	6.7%
Local 22	Carpenters	10.5	10.1%
Local 1414	Automotive Mechanics	9.3	2.2%
Local 34	Pile Drivers*	7.9	39.7%
SFDA Investigators Assn	District Attorney Investigator	7.7	18.1%
SEIU 1021	Misc. Employees (535)	7.5	0.4%

Union	Bargaining Unit	Vacancy Totals	Vacancy Rate
Local 3	Operating Engineers	7.2	11.9%
Local 300	Cement Masons	6.9	19.3%
DPOA	Probation Officers	6.6	6.6%
IATSE 16	Theatrical Stage Employees*	6.2	20.4%
TWU 250-A	Transit Fare Inspectors	5.9	9.2%
MSA	Sheriff's Dept. Supervisors	5.8	6.2%
Building Inspectors' Assoc.	Building Inspectors	5.4	7.6%
Local 104	Sheet Metal Workers	4.5	12.7%
Local 3	Supervising Probation Officers, Op. Eng.	2.6	10.1%
Teamsters 856	Multi.	2.3	2.6%
MEA	Fire Dept. Managers	1.8	15.1%
Local 377	Iron Workers	1.7	14.7%
Laborers 261	Hod Carriers*	1.6	100.0%
Local 38	Plumbers	1.6	0.5%
Local 718	Glaziers	1.5	11.3%
MEA	Police Dept. Managers	1.4	10.1%

*Bargaining Units >=20% Vacancy Rate

Data as of May 1, 2026



Vacancies and Vacancy Rates by Bargaining Unit (continued)

Union	Bargaining Unit	Total	Rate
Teamsters 856	Supervising Registered Nurses	1.1	0.9%
Local 3	Brick Layers*	0.9	23.2%
Local 40	Roofers	0.6	5.4%
Building Inspectors' Assoc.	Chief Building Inspectors	0.5	10.6%
SEIU 1021	Miscellaneous Employees (250)	0.0	0.0%
SFDSA	Deputy Sheriffs	0	0.0%
MAA	Attorneys	0	0.0%
Local 798	Firefighters	0	0.0%
TWU 250-A	Automotive Service Workers	0	0.0%
TWU 250-A	Miscellaneous	0	0.0%
TWU 250-A	Transit Operators	0	0.0%
UAPD	Physician/Dentists	0	0.0%
UAPD	Supervising Physician/Dentists	0	0.0%
Local 12	Soft Floor Covering Employees	0	0.0%
TWU 200	Miscellaneous Transit	0	0.0%

*Bargaining Units >=20% Vacancy Rate

Data as of May 1, 2026



Exempt-to-Permanent Program Milestones

- Launched “Enhancing Employment Opportunities for City Employees” pilot program
- Completed 110 recruitments; Added 1,099 employees to eligible lists
- Resulted in 207 permanent hires, spanning 72 job classifications and 31 City departments



Civil Service Rule Reforms

- Changed minimum qualifications to remove unnecessary barriers
- Amended rules to shorten steps in the hiring timeline



Technology Enhancements

- Automated multiple processes to speed up hiring processes
- Expanded real-time tracking of applications, hires, and vacancies



Recruitment and Retention Efforts



- **Career Center services for job seekers and employees**
 - Supported more than 3,500 clients
 - Workshops and trainings to support employee growth
- **Advanced Rebuilding the Ranks Initiative for Police Hiring**
 - Accelerated police exams, streamlined hiring, and improved analytics to reduce recruitment barriers
 - Academy class at 86% capacity, up from 73% last year
 - 2026 Recruitment/Testing Results Compared to 2025:
 - 39% increase in applications (avg. 682 per month)
 - 34% increase in candidates tested
 - 23% increase in candidates added to eligible list



Thank you