



AB 2561 Presentation:
*Status of City of Hayward
Vacancies and Recruitment &
Retention Efforts*

Public Hearing

February 2026



Brief Overview of AB 2561 Report Summary

Assembly Bill 2561 (AB 2561), codified in Government Code Section 3502.3, was signed into law on September 22, 2024, and went into effect on January 1, 2025. This bill requires public agencies to hold a public hearing to address the status of job vacancies prior to the adoption of the upcoming final budget. During this public hearing, the City must present information on the status of vacancies and the City’s recruitment and retention efforts. If necessary, the City will identify necessary changes to policies, procedures, or recruitment activities that may lead to obstacles in the hiring process. This public hearing will ensure compliance with the new law. If vacancies within a single bargaining unit meet or exceed 20% of authorized full-time positions in that bargaining unit, upon request of the recognized employee organization for that bargaining unit, the City must provide additional information during the public hearing.

Key requirements under AB 2561:	
Public agencies must report on: ▪ Staffing vacancies ▪ Recruitment efforts ▪ Retention strategies ▪ Identify hiring challenges ▪ Outline strategies and offer recommendations ▪ If a bargaining unit has a vacancy rate over 20%: ▪ The agency must provide additional recruitment-related data	Bargaining groups are: ▪ Allowed to attend public hearings ▪ Given the opportunity to present their input

Citywide Vacancy Data FY 2025 – 2026

FY 2025 – 2026 (July 1, 2025 - January 30, 2026)	# of Count
# of Budgeted FTE	956.3
# of Total Positions	977
# of Viable Vacancies as of January 30, 2026	135
# of New Hires	26
# of Promotions	39
# of Separations	93
Vacancy Rate	13.82%

Separation Data FY 2025-2026

FY 2025 – 2026 (July 1, 2025 - January 30, 2026)	# of Count
# of Layoffs	14
# of VSIP	12
# of Other Separations (Retirement, Voluntary Separations, etc)	67

Citywide Bargaining Group Vacancy Information

Vacancy Data as of January 30, 2026				
Bargaining Group	Total Budgeted FTE Position Count	# of Total Positions	# of Viable Vacancies	Vacancy Rate
IAFF Local 1909	130	130	8	6.15%
IAFF Local 1909 Fire Officer's	8	8	0	0%
Fire Chief's Association	2	2	0	0%
Hayward Police Officers' Association	193	193	24	12.44%
Hayward Police Management	4	4	0	0%
SEIU 1021 Clerical	193.3	211	38	18.01%
SEIU 1021 Maintenance	137	137	21	15.33%
IFPTE Local 21	116.5	119	15	12.61%
Hayward Association of Management	111.5	112	18	16.07%

Citywide Employee Group Vacancy Information

Vacancy Data as of January 30, 2026				
Employee Group	Total Budgeted FTE Position Count	# of Total Positions	# of Viable Vacancies	Vacancy Rate
City Appointed	3	3	0	0%
Mayor and Council	7	7	0	0%
Unrepresented Employees (Exempt)	30	30	10	33.33%
Unrepresented Employees (Non-Exempt)	9	9	0	0%
Unrepresented Employees (Executives)	12	12	1	8.33%

General Fund Vacancy Information

Employee Group	Vacant Position Count
Hayward Association of Management Employee	11
Hayward Police Officers' Association	24
IAFF Local 1909	8
IFPTE Local 21	12
SEIU 1021 Clerical	31
SEIU 1021 Maintenance	1
Unpresented Employees (Exempt)	6
Unpresented Employees (Executives)	1

Recruitment Efforts for July 1 , 2025 – January 30, 2026:

- Total # of Job Postings: 37
- Promotional Only Recruitments: 7
- # of Applications Received: 2564
- Total # of Eligibility Lists Created: 62
- Total # of Vacancies Filled: 65

Recruitment Strategies

