

**VACANCIES
RECRUITMENT
RETENTION
(AB 2561 GC § 3502.3)**

PUBLIC HEARING APRIL 21, 2026

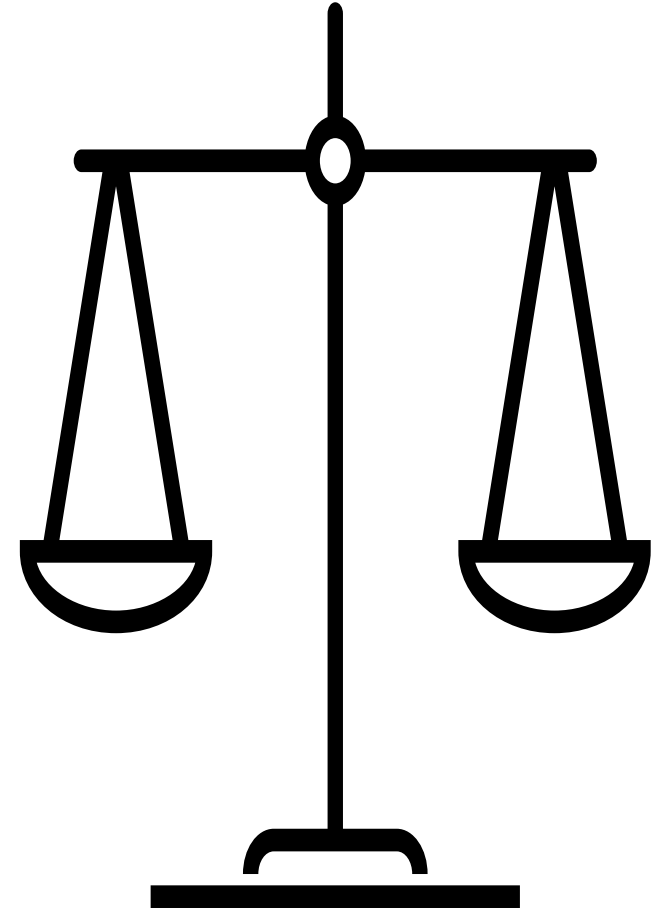
Janelle Rodrigues, Director of Human Resources
Monica Walker, Human Resources Manager
Anna Gooler, Associate Human Resources Analyst



CITY OF
BERKELEY

AB 2561
GC § 3502.3

Effective January 1, 2025, **AB 2561** added **Government Code § 3502.3** to the Meyers-Milias-Brown Act (MMBA), requiring public agencies to present the status of vacancies, as well as recruitment and retention efforts, at a public hearing at least once per fiscal year before the governing body adopts the agency's budget.



MEASUREMENT PERIOD

January 1, 2025 – December 31, 2025

2025

January							February							March							April							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
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12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
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May							June							July							August							
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4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	
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25	26	27	28	29	30	31	29	30						27	28	29	30	31			24	25	26	27	28	29	30	
																					31							
September							October							November							December							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
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21	22	23	24	25	26	27	21	22	23	24	25	26	27	16	17	18	19	20	21	22	21	22	23	24	25	26	27	
28	29	30					28	29	30	31				23	24	25	26	27	28	29	28	29	30	31				
																					30							

2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Vacancies Created	23	25	20	29	12	8	14	20	13	16	17	33
# of Vacancies Filled	27	41	25	31	10	9	12	14	21	16	23	19
# of Remaining Vacancies	285	268	263	261	263	262	264	270	262	262	256	270
# of Budgeted Positions	1767	1767	1767	1767	1767	1767	1778	1778	1778	1778	1778	1778
% of Vacancies	16.1%	15.2%	14.9%	14.8%	14.9%	14.8%	14.8%	15.2%	14.7%	14.7%	14.4%	15.2%

Average % of Vacancies at the End of Each Month: **15.0%**

Highest % of Vacancies at the End of a Month: **16.1%**

Lowest % of Vacancies at the End of a Month: **14.7%**

Data **includes** "Frozen" positions (held vacant for FY 2026) as vacancies

Vacancy Rate

Citywide

12/31/2025	# of Vacancies	# of Budgeted Positions	% of Vacancies
Berkeley Chief Fire Officers Association	2	7	28.6%
Berkeley Fire Fighters Association	21	133	15.8%
Berkeley Fire EMS Professionals Association	1	32	3.1%
Berkeley Police Association	27	179	15.1%
International Brotherhood of Electrical Workers (IBEW)	5	17	29.4%
Public Employees Union	35	241	14.5%
SEIU Community Services & PT Recreation Activity Leaders	77	486	15.8%
SEIU Maintenance & Clerical Chapters	81	538	15.1%
Unrepresented	22	146	15.1%

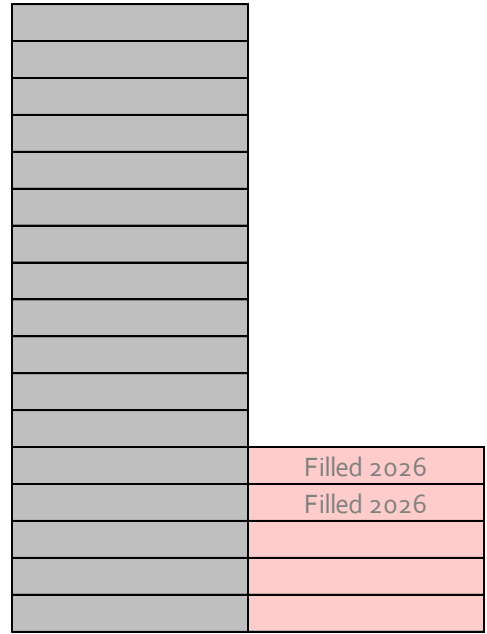
Bargaining Units at or exceeding 20% vacancy rate as of December 31, 2025:

- **Berkeley Chief Fire Officers Association:** 2 *Battalion Chiefs* (2 Retired December 2025 / Both positions filled January 2026)
- **International Brotherhood of Electrical Workers (IBEW):** 2 *Electricians*, 2 *Lead Electricians*, 1 *Lead Communications Technician*

Vacancy Rate

Bargaining Units as of December 31, 2025

IBEW

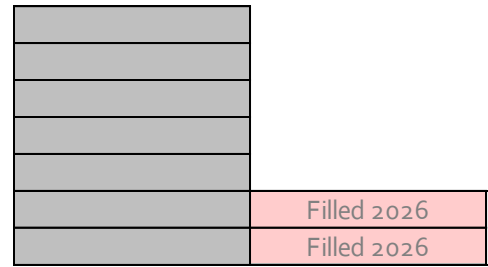


17

5

2 Electricians
2 Lead Electricians
1 Lead Communications Technician

BFCOA



7

2

2 Battalion Chiefs
(Retired December 2025)

Percentages



CIVIL SERVICE RECRUITMENT



EMPLOYEE VOICES

ROLES

BENEFITS

WHERE WE WORK

CONNECT WITH US

CITY OF BERKELEY

You're Closer to Your Dream Job

Welcome to the City of Berkeley, a thriving workplace nestled in a vibrant and unique city. Join our talented, diverse team and **enjoy exceptional benefits, resources and opportunities** to positively impact the community.

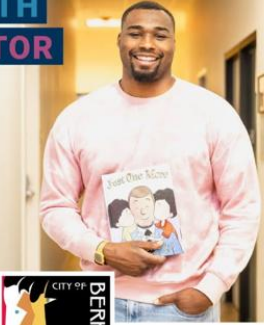
[View Open Positions](#)

BERKELEY IS ONE OF A KIND

Offering accessible transit, excellent careers, and stunning scenery, Berkeley empowers you to work hard and play hard. Experience our thriving culture as part of our close-knit community by applying to one of our transportation or mental health roles.

← Posts

**WE'RE SEEKING
A HEALTH
EDUCATOR**



CITY OF BERKELEY

7 1 4

berkeley.careers Join the City of Berkeley as a Health Educator!

Minimum Qualifications:

Must have graduated from a 4-year college or university with major course work in public health, plus have 2 years of community health education.

Take the leap! ★ Apply now through the link in our bio.

FIND A PARKS AND RECREATION JOB THAT MATCHES YOU!

Stay Go out

Would you rather stay in Berkeley or go out of town?

Water Park

Would you rather be in the water or at a park?

Aquatics Specialist I Recreation Activity Leader Camp Staff Supervisor

The Aquatics Specialist I ensures safety at aquatic facilities by lifeguarding, teaching swimming, performing pool maintenance, and providing customer service.

The Recreation Activity Leader organizes and leads recreational activities at parks and centers, ensuring safety and community engagement.

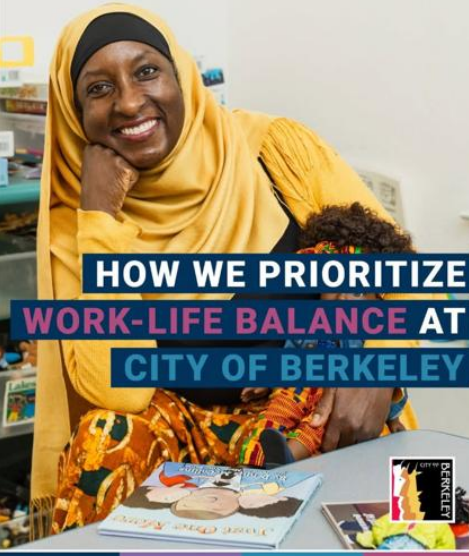
The Camp Supervisor oversees daily operations in administration, food service, or recreation, supervising staff and ensuring smooth camp functions at one of our overnight camps in the Sierra Nevada.

7 1

berkeley.careers Love the outdoors? Curious which City of Berkeley job fits your passion for nature?... more

berkeley.careers

**HOW WE PRIORITIZE
WORK-LIFE BALANCE AT
CITY OF BERKELEY**



10 3

berkeley.careers Work at the City of Berkeley is shaped by values like balance and wellbeing—with polici... more

←


**CITY JOB
APPLICATIONS 101**



8


berkeley.careers

What makes a strong public sector resume? ...



FREEDOM, SAFETY, SERVICE

On this Independence Day, we honor the workers who serve our city with pride.



8 1

berkeley.careers Freedom means community—and it takes all of us. On this Fourth of July, we thank the workers who keep our city safe, clean, and moving forward. Your work makes Berkeley better. ❤️🇺🇸

Social Media Presence

Path to Pro Network



**FIND LABOR.
HIRE FASTER.**

Hire skilled workers from our list of candidates on the Path to Pro Network.

[Learn More at PathToPro.com](#)



Path To Pro Candidates



Are you looking for:

- 1 Pro Customers must log in to their Pro Xtra accounts to access
Please Log In or join Pro Xtra

So What Is It?

Find Skilled Laborers

The Path to Pro Network gives you the ability to connect with the skilled labor your business needs. Whether you need a short-term subcontractor to help take on the next job or backfill that longtime veteran on your staff, inside you'll find candidates by trade, location, and employment type. See a candidate's work portfolio, experience level, and qualifications all in one place.

To learn more about the program, visit [PathToPro.com](#).

¿Hablamos español? [Accede a los recursos aquí!](#)

View the Terms & Conditions for the Path to Pro Network.

Post Jobs, Find Talent

Did you know you can easily post job openings to our network of candidates seeking work? Click "Post Jobs" to post your first job today.

1 Post Jobs

The Path To Pro Network gives you the ability to post jobs to jobseekers for free! Click the "Create New Job Posting" button to get started.



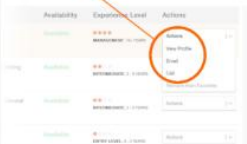
2 Review Potential Applicants

Your Job Posting is visible to thousands of candidates seeking work. Find the perfect fit.



3 Contact Jobseekers

Contact candidates via email or phone to invite them to apply.



Post Jobs, Find Talent

Did you know you can easily post job openings to our network of candidates seeking work? Click "Post Jobs" to post your first job today.

1 Post Jobs

The Path To Pro Network gives you the ability to post jobs to jobseekers for free! Click the "Create New Job Posting" button to get started.



2 Review Potential Applicants

Your Job Posting is visible to thousands of candidates seeking work. Find the perfect fit.



3 Contact Jobseekers

Contact candidates via email or phone to invite them to apply.



Job Seekers

Find your next job opportunity

Interested in applying to jobs yourself? You can both post jobs on Path to Pro Network and browse or apply to jobs as a job seeker.

To access Path to Pro Network for Job Seekers, please sign up or log into an existing account below.

[Sign Up](#)

[Log In](#)

[Access a step-by-step guide](#) to build your jobseeker profile.



Professional / Industry Websites

LinkedIn Recruiter

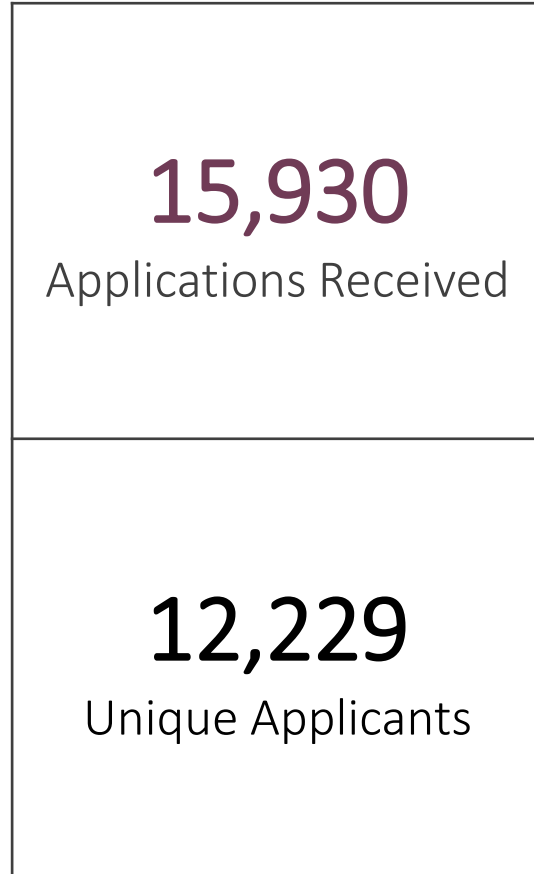
Hire the right candidates faster with a robust recruiting tool made for companies that are consistently hiring.

Contact sales

How it works ↕



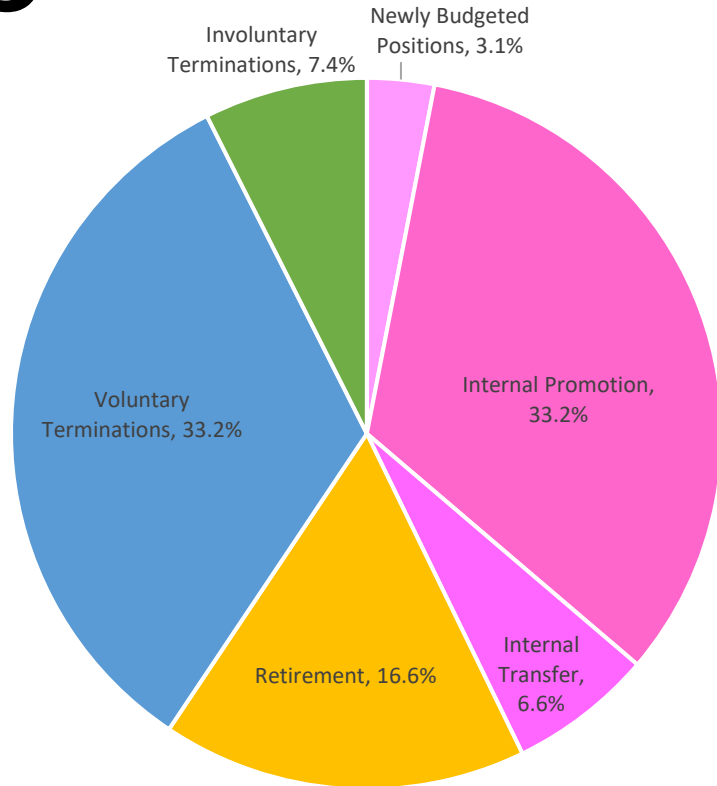
Executive Recruitment Strategies



APPLICATIONS RECEIVED IN 2025

Vacancies Created

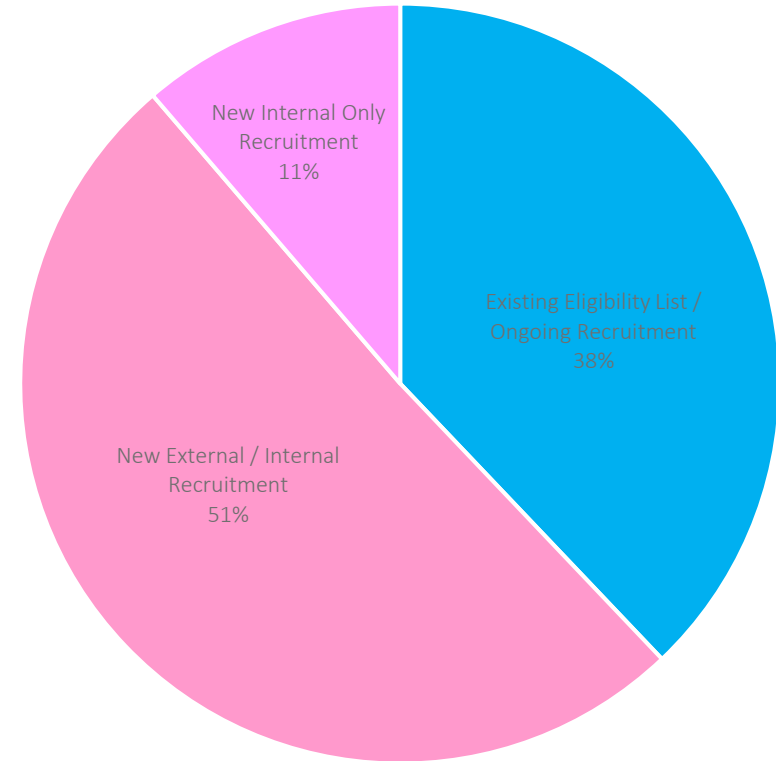
229



- Newly Budgeted Positions
- Internal Promotion
- Internal Transfer
- Retirement
- Voluntary Terminations
- Involuntary Terminations

Vacancies Filled

248



- Existing Eligibility List / Ongoing Recruitment
- New External / Internal Recruitment
- New Internal Only Recruitment



EAP & Work-Life Services An Overview for Employees

Life presents us with challenges at work and at home on a daily basis. You do not have to face these challenges alone, even if you're far away.



We Are Here to Help

EAP benefits are available to all employees and their families at NO COST to you. The EAP offers confidential advice, support, and practical solutions to real-life issues. You can access these confidential services by calling the toll-free number and speaking with our care team, or accessing online.

EAP Services for Employees & Families

Confidential Therapy
Up to 10 free, short-term counseling sessions per incident, per year, for relationship and family issues, stress, anxiety, and other common challenges. Sessions are available face-to-face, video or telephonic.

24-hour Crisis Help
Toll-free access for you or a family member experiencing a crisis.

Online Peer Support Groups
10 free sessions of online support groups per 12 months for addiction recovery, anxiety, depression, frontline workers, grief and loss, parenting, and more.

Your EAP provides a range of work-life services to help you manage a variety of challenges

Financial Help
30-days of access with a personal money coach who will work with the member toward financial wellness by identifying financial goals, assessing current financial situation, and providing a suggested detailed action plan.

Legal Services
One 30-minute legal consultation per each separate legal matter at no cost, 25% reduction from the normal hourly rate if member retains attorney or mediator.

Child & Parenting Services
Get information and support on parenting, school issues, adoption, daycare, and other important issues for parents.

Adult & Eldercare Services
Get assistance in finding quality information and services including transportation, meals, activities, daytime care, housing, and more.

Personal Advantage
Unlimited access to articles, resources, videos, and assessments. Topics include health, finance, legal issues, personal growth, stress, family life, and more. Visit [claremont.com](http://www.claremont.com) and select the Personal Advantage tab to get started.

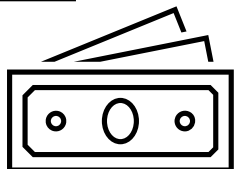
Company Name: City of Berkeley

Meet Team Unity

The team is made up of City of Berkeley staff from all 7 Unions, the City Manager's Office, Human Resources and other City Departments.



Benefits



CITY OF BERKELEY

SUPERVISOR LEARNING PLAN

ACTIVATE YOUR LEADERSHIP POTENTIAL

The Supervisor Learning Plan is a hybrid learning experience that combines self-paced online learning and engaging classroom discussions (mostly virtual) to fit seamlessly into your schedule. Designed with a competency-based approach, the program focuses on the essential knowledge, skills, and behaviors needed for effective front line leadership in the City of Berkeley.

What You'll Gain

By participating in this program, you'll:

Master essential supervisory skills like giving effective feedback, setting clear expectations, and addressing challenges - with confidence.

Develop a supervisory framework tailored to your role, including tools like Standard Operating Procedures, performance monitoring templates, and coaching strategies.

Learn to align your team's goals with organizational priorities, driving results with purpose.

Build a supportive network of peers and mentors to exchange insights and best practices.

Who Should Join



New Supervisors

Build confidence and lay a strong foundation for success



Aspiring Supervisors

Prepare for the next step in your career with actionable skills and insights



Veteran Supervisors

Refine your expertise and mentor the next generation of leaders

Program Overview

Session 1 - In person

March 10, 2025 | 8:30 AM - 12:00 PM

- Introduction to the program
- Supporting yourself as a supervisor

Session 2 - Virtual

May 5, 2025 | 10:00 AM - 12:00 PM

- Clarifying expectations
- Monitoring progress

Session 3 - Virtual

June 30, 2025 | 10:00 AM - 12:00 PM

- Feedback & Coaching

Session 4 - Virtual

August 25, 2025 | 10:00 AM - 12:00 PM

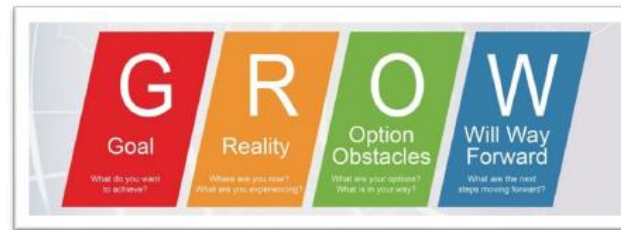
- Addressing issues & fostering accountability

HR Guest Speaker: Chaka Young,
Employee Relations Manager

Session 5 - Virtual

October 20, 2025 | 10:00 AM - 12:00 PM

- Continuous learning



Enroll Now! Take the next step in your leadership journey. Spaces are limited, so don't wait. Contact **Alejandra Alonzo (HR)** to register today!

Training and Development

93% Retention Rate

Vacancies created during 2025: 229

Retirement: 38

Involuntary Separation: 15

Attrition: 23%

Voluntary Separation: 73

Turnover: 32%

Annual Staff Attrition Rate: 3%

Annual Staff Turnover Rate: 4%

Annual Staff Retention Rate: 93%