
File ID: 2025-01861

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Compliance with Assembly Bill 2561/Government Code § 3502.3 Regarding Vacancies and Recruitment and Retention Efforts [Published 01/30/2026]

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Location: Citywide

Recommendation: Conduct a public hearing on the City of Sacramento Workforce Recruitment, Retention, and Vacancy Trends presentation and review, comment, and provide direction.

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Presenter: Ebony Heaven, Human Resources Manager, (916) 808-7984,
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Attachments:

1-Description/Analysis

2-Recruitment, Retention, and Vacancy Efforts Pursuant to AB 2561

Description/Analysis

Issue Detail: Assembly Bill 2561 (AB 2561), codified in Government Code § 3502.3, was signed into law by Governor Newsom in 2024 and became effective January 1, 2025. The law requires agencies to hold a public hearing to present the status of job vacancies prior to the adoption of the final budget. During the public hearing, the City must present information on the status of vacancies and the City's recruitment and retention efforts. Under this law, agencies are also required to identify hiring challenges and any barriers that may impact staffing levels. The law also requires the City allow any recognized employee organization to make a presentation at the time this presentation is made by the City. Finally, when vacancy rates within a bargaining unit reach or exceed a 20% threshold, agencies are required, upon the request of the recognized employee organization, to provide enhanced vacancy, applicant, and hiring information, as well as opportunities to improve compensation and other working conditions. Four City bargaining units met or exceeded this threshold, but none requested the City present the enhanced information.

This presentation provides an overview of the City's workforce vacancy rates and strategies to recruit and retain employees. The information and data presented are based on data available from January

1, 2025 through November 3, 2025.

Policy Considerations: Under AB 2561, the City must not only report its vacancy rates and hiring strategies but also highlight any existing policies or practices that could be contributing to staffing challenges and identify them as areas for potential policy change or review.

Economic Impacts: None.

Environmental Considerations:

California Environmental Quality Act (CEQA): This action is not a project that is subject to CEQA because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines §15378(b)(5)).

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: The Department of Human Resources is responsible for administering and reporting on recruitment, retention, and vacancy-related activities. Providing this information is essential to identifying challenges, planning targeted strategies, and implementing initiatives to strengthen the City's workforce. Transparent reporting supports compliance with AB 2561 and informs efforts to improve staffing levels, enhance employee retention, and address potential hiring policy barriers.

Financial Considerations: Not applicable.

Local Business Enterprise (LBE): Not applicable.



Ebony Heaven, Human Resources Manager
February 10, 2026

A dark blue silhouette of the Sacramento skyline, including various buildings and the two towers of the Sacramento-San Joaquin River Delta Bridge, set against a light blue background.

Human Resources

Recruitment, Retention, and Vacancy Efforts Pursuant to AB 2561

Presentation Overview

1. Summary of AB 2561
2. Vacancy Information
3. City's Vacancy Data
4. City Recruitment Efforts
5. Workforce Retention Insights and Initiatives

AB 2561: Enhancing Transparency in Public Sector Hiring

- The Legislature has determined that high vacancy rates contribute to increased workloads, higher employee burnout and turnover, and reduced effectiveness in service delivery.
- Annual reporting on vacancies, recruitment, and retention before budget adoption.
- If a bargaining unit's vacancy rate is 20% or higher, more detailed reporting must be provided upon request by the employee organization.
- Employee organizations must be allowed to present during public hearings.

Beyond the Numbers: The Real Story Behind Long- Term Vacancies



Vacancy Data by Bargaining Unit for Full-Time Employees

As of November 3, 2025

City of Sacramento Bargaining Units	Total # Full Time Budgeted Positions	Total # Full Time Vacancies	Vacancy Percentage for Position #s
Sacramento City Exempt Employees Association (SCXEA) Management Employees	567	81	14%
Sacramento Police Officers Association (SPOA)	830	138	17%
Sacramento Area Fire Fighters, Local 522	671	42	6%
Sacramento-Sierra Building and Construction Trades Council (BTC)	86	9	10%
Plumbers and Pipefitters, Local 447	188	18	10%
Auto, Marine and Specialty Painters, Local 1176	16	4	25%
Sacramento City Exempt Employees Association (SCXEA) Confidential and Administrative/Exempt Management Support	383	41	11%
Western Council of Engineers (WCE)	76	15	20%
International Association of Machinists and Aerospace Workers (IAMAW)	69	14	20%
Stationary Engineers, Local 39 General Supervisory	184	26	15%
Stationary Engineers, Local 39 Miscellaneous and Plant Operators	1378	212	15%
Stationary Engineers, Local 39 Plant Operators	83	17	20%

Local 1176, WCE, IAMAW, and L39

Represented Data	# Requisitions Submitted	# Job Postings (Career)	Total # of Applications Received	Average Time to Hire from Job Posting	Total Vacancies Recruited	Vacancies Filled (Career)
International Association of Machinists and Aerospace Workers (IAMAW)	13	7	254	120	14	10
Auto, Marine and Specialty Painters, Local 1176	5	3	273	139	6	4
Western Council of Engineers (WCE)	8	8	494	115	9	5
Stationary Engineers, Local 39 Plant Operators	14	9	279	157	15	12
Citywide	676	373	44,760	124	623	400

Vacancy Data for Full-Time Non-Career & Unrepresented Employees

As of November 3, 2025

Description	Total # Full-Time Budgeted Positions	Total # Full-Time Vacancies	Vacancy Percentage for Position #s
Stationary Engineers, Local 39 – Non-Career	19	4	21%
Non-Career	4	4	100%
Executive Management	68	7	10%
Mayor Council Support Unit	24	4	17%
Executive Management Support	14	5	36%
Mayor/City Council	9	0	0%
TOTAL	138	24	17%

Citywide Vacancy Rates for all Employees

As of November 3, 2025

Citywide Vacancy Rate
for all Full-Time
Represented Positions
= **13%**

Citywide Vacancy Rate
for all Part-Time
Positions = **44%**

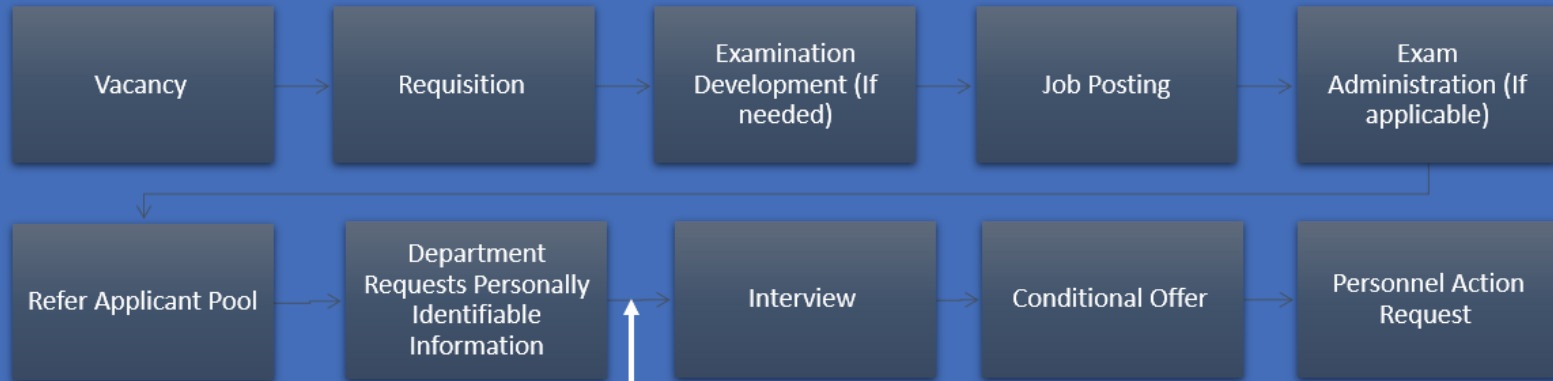
Citywide Vacancy Rate
for all Unrepresented
Positions = **14%**

Citywide Vacancy Rate
for all Part-Time and
Unrepresented
Positions = **42%**

Citywide Vacancy Rate
for all Positions = **22%**

Recruitment Process

Employment Services screens for MQs (performance exams only)



Employment Services screens for MQs (exempt/non-career and for classifications requiring a training and experience or online exam) and checks for nepotism

The Other Side of Retention: A look at Departures for 2025

Vacancy Reason	Vacancies by Action Numbers
Voluntary Separations	786
Internal Promotions and Transfers	450
Terminations	66
Retirements	95
Total	1397

$$\text{Retention Rate} = \left(\frac{\text{Employees retained at end of period}}{\text{Employees at start of period}} \right) \times 100$$

$$\text{Retention Rate} = \left(\frac{4520}{4528} \right) \times 100 = 99.82\%$$

Retention Rate for Regular Full-Time Positions = 99.82%

Operational and Policy Improvements

- Procedural Development
- Policy Improvements

Human Resources:

<https://www.cityofsacramento.gov/HR>



From Vacancy to Value: Elevating Recruitment and Retention

- Incentivizing the hiring process
- Strategic and inclusive recruitment approaches
- Talent outreach and employer branding
- Shaping a supportive and inclusive work environment
- Creating a culture of balance and flexibility



Questions?

Send Requests To:

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City of
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