



County Executive  
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Governmental Relations and  
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## County of Sacramento

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April 16, 2024

The Honorable Tina McKinnor, Chair  
Assembly Public Employment and Retirement Committee  
1020 N Street, Room 153  
Sacramento, CA 95814

**Re: AB 2561 (McKinnor). Local public employees: Vacancy Positions.  
Oppose (As amended March 11, 2024)  
Hearing: April 17, 2024**

Dear Assembly Member McKinnor:

On behalf of the Sacramento County Board of Supervisors, I respectfully write to oppose AB 2561. This bill requires local agencies with bargaining unit vacancy rates exceeding 10% for more than 90 days to produce, implement, and publish a plan to reduce their vacancy rates to 0% within the subsequent 180 days. The bill requires the public agency to present this plan during a public hearing to the governing legislative body and to publish the plan on its internet website for public review for at least one year.

Sacramento County understands the impact that long-term vacancy rates have on employees and those who rely on our departments for services. Sacramento County has actively engaged different recruitment strategies to reduce our vacancy rate, which currently is at 12.2%, an improvement from 14.3% in the same period in 2022. This is further compounded by an increase in new positions, which added 5.9% during the same period. The County's goal is to ultimately reduce our vacancy rate to around 7%, which is well ahead of most public sector agencies.

Sacramento County recently hosted a two-day Sacramento Equity Summit at CSU, Sacramento with guest speakers and a job fair, which was a huge success. Additionally, the County hosted four same day hiring events, facilitated numerous workshops on County employment as well as developed a targeted hiring event model to focus on hard to recruit positions. We boosted recruitment by attending 64 job fairs and incentivize retention by increasing benefits offerings and establishing a Countywide Telework policy.

Despite these efforts, vacancies persist as the public workforce changed. After the COVID-19 era, there is a much higher demand for remote work, which cannot be offered across all departments or for all roles. Additionally, the labor market tightened resulting in fewer applicants and increased turnover. Newer entrants to the workforce have changed priorities when it comes to the benefits and conditions of their work. Further, the County programs that deal with the largest realignments of service delivery and structural changes mandated in State law are the same departments with the highest vacancy rates. In addition, classifications with specialized skills have a limited candidate pool and the County is competing against other governments and the private sector

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nationally, such as technology, nursing, primary, and behavioral health. Sizable vacancy rates exist in the public sector for state and local employers alike. The Legislative Analyst's [State Employee Compensation report](#) shows a 20% vacancy rate for state jobs; however, the state of California is excluded from this bill.

Sacramento County is striving to achieve vacancy rates regularly under 10% and anticipates success in this area as we continue to innovate in our recruitment efforts and the job market shifts; however, it is not realistic to achieve a zero percent vacancy rate, let alone in a 180-day period.

For these reasons, Sacramento County opposes AB 2561. Please feel free to contact me at (916) 874-4627 or [deborde@saccounty.gov](mailto:deborde@saccounty.gov).

Sincerely,



Elisia De Bord  
Governmental Relations and Legislative Officer

cc: Sacramento County Delegation  
Chair and Members, Board of Supervisors  
Audrey Ratajczak, Cruz Strategies