



Folsom City Council Staff Report

MEETING DATE:	5/26/2026
AGENDA SECTION:	Public Hearing
SUBJECT:	Presentation by Staff in Compliance with Assembly Bill 2561/Government Code Section 3502.3 Regarding City Vacancies, Recruitment and Retention Efforts
FROM:	Human Resources Department

RECOMMENDATION / CITY COUNCIL ACTION

Assembly Bill (AB) 2561 mandates that public agencies hold at least one (1) public hearing per fiscal year to discuss vacancies, recruitment and retention efforts. This communication, along with the public presentation, discusses the City's legal obligations under the new law, which took effect on January 1, 2025. The presentation is provided for informational purposes only and offers an overview of the City's vacancies, recruitment and retention efforts.

Staff recommend that the City Council receives the presentation for informational purposes during the public hearing. The City's recognized employee organizations have been provided with an opportunity to make a presentation on such subjects.

BACKGROUND / ISSUE

AB 2561 was introduced to address the issue of job vacancies in local government, which adversely affects the delivery of public services and employee workload. Furthermore, the purpose of the legislation is to promote transparency in public sector employment practices. The bill mandates that public agencies conduct a public hearing to present the status of vacancies, recruitment and retention efforts during a public hearing before the agency's governing body at least once per fiscal year prior to the adoption of the next fiscal year's budget (Gov. Code § 3502.3(a)(1)), and identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process (Gov. Code § 3502.3(a)(3)). The bill was enacted into law and is codified as Government Code section 3502.3, effective January 1, 2025.

ANALYSIS

In compliance with the new legal obligations, the City reports the following:

1. Public Hearing – Report on Vacancies: For the 2025 calendar year, the City’s annual average percentage of vacancies (i.e., regular, full-time equivalent) was 6%. The table below shows a breakdown of the percentage of vacancies (regular full-time equivalent) by month. The vacancy rate decreased in September due to the elimination of positions and staffing reorganization.

2025	Citywide Vacancies	Number of Budgeted FTE's	Percentage of Vacancies
Jan	36	505.5	7%
Feb	38	505.5	8%
March	38	505.5	8%
April	36	505.5	7%
May	38	505.5	8%
June	35	505.5	7%
July	28	513.5	5%
August	29	513.5	6%
Sept	16	493.5	3%
Oct	14	495.5	3%
Nov	16	495.5	3%
Dec	20	495.5	4%
Average			6%

Filling some of our vacant positions has proven to be a challenge, especially for roles that require specific skills or experience. Like many organizations, we're seeing a smaller pool of applicants and more competition for qualified candidates. To help address this, we have intensified our recruitment efforts by expanding job advertisements across multiple platforms, including industry-specific websites, our official website, and social media channels.

2. Employee Organization Participation: The Human Resources Department notified the six (6) represented bargaining units at the City the opportunity to present (Gov. Code § 3502.3(b)), satisfying the requirement to allow the recognized employee organization for each bargaining unit at the City to make presentations during the public hearing concerning vacancies and recruitment and retention efforts.
3. Additional Reporting for High Vacancy Rates: 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, including the following: (1) the total number of vacancies within the bargaining unit; (2) the number of applicants; (3) the average number of days to fill positions; and (4) opportunities to improve compensation and working conditions for employees in the bargaining unit (Gov. Code § 3502.3(c)).

In the 2025 calendar year, all bargaining units within the city maintained vacancy rates below 20%, as summarized below, which also compares last years' (2024) vacancy rates.

2024 vs. 2025 Annual Average Vacancy Rate by Employee Bargaining Unit		
Employee Bargaining Unit	2024	2025
International Union of Operating Engineers (Local 39)	6%	5%
Folsom Middle Management Group (FMMG)	17%	12%
Folsom Police Officers Association (FPOA)	7%	7%
Folsom Police Management (FPMA)	0%	-12%
Sacramento Area Firefighters (Local 522)	3%	5%
Folsom Fire Middle Management Employees (CFFDMME)	0%	1%
Unrepresented/Confidential	12%	12%

FINANCIAL IMPACT

There is no direct fiscal impact associated with conducting the public hearing required under Government Code section 3202.3.

Respectfully Submitted,



Allison Garcia, Human Resources Director

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and minimize paper use.*



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