



AB 2561 Status of Vacancies, and Recruitment & Retention Efforts

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Agenda



WHAT IS
ASSEMBLY BILL
NO. 2561?



VACANCY DATA



RECRUITMENT/
RETENTION
EFFORTS



QUESTIONS



What is AB 2561?

- California Assembly Bill 2561 (AB 2561), signed into law on September 22, 2024, introduces measures to address staffing vacancies in local public agencies.
- Key provisions effective January 1, 2025:
 - Annual Public Hearings (like this one)
 - Enhanced Vacancy Reporting Requirements
 - Identification of Hiring Obstacles
 - Collaboration with Recognized Employee Organizations



Bargaining Unit MOUs

- Deputy Sheriffs' Association
 - Law Enforcement Unit: October 1, 2025 – September 30, 2028
 - Law Enforcement Supervisory Unit: October 1, 2025 – September 30, 2028
- Napa County Probation Professionals Association
 - Non-Supervisory Probation Unit: July 1, 2022 – June 30, 2026
 - Supervisory Probation Unit: July 1, 2022 – June 30, 2026
- Napa Association of Public Employees
 - Public Services Employee Unit: July 1, 2024 – June 30, 2027
 - Public Services Employee Supervisory Unit: July 1, 2024 – June 30, 2027

Vacancy Data

As of December 2025

December 2025
Vacancy Rate

7.45%

December 2024
Vacancy Rate

9.80%

Current
Vacancy Rate

8.59%

Employee Group	Vacant FTE	Total FTE	Vacancy %	LOA FTE	Wind Chill %
Deputy Sheriff's Association	12.00	118.00	10.17%	11.00	19.49%
Probation Professional's Association	7.00	94.00	7.45%	2.00	9.57%
Public Service Employees	87.10	1,178.38	7.39%	28.00	9.77%
Unrepresented Employees	17.00	261.50	6.50%	6.00	8.80%
TOTAL	123.10	1,651.88	7.45%	47.00	10.30%

By Employee Group

Top 5 Current Highest Department Vacancy Rates

	Division	Vacant FTE	Total FTE	Vacancy %
1	Corrections	27.00	133.00	20.30%
2	HHSA – Behavioral Health	19.00	141.00	13.48%
3	HHSA – Administration	8.00	66.00	12.12%
4	HHSA – Child Welfare Services	7.00	70.00	10.00%
5	Probation	12.00	130.50	9.20%

Recruitment Efforts

- Continuous Improvement
- Recruitment Satisfaction Surveys
- Job fairs
- New Partnership with All-Star Talent
(www.joinnapasheriff.com)

A young man in a light-colored deputy sheriff uniform and a dark cap with "NAPA COUNTY SHERIFF" on it is smiling. He is standing in front of a set of double glass doors with stone walls on either side. The image is part of a recruitment advertisement.

DEPUTY SHERIFF TRAINEE
EARN \$50.87/HR IN THE ACADEMY + \$15K SIGNING BONUS

LEARN MORE

Targeted Outreach

- Relationships with Universities
- CA Department of Consumer Affairs
- Social Media
- Collaboration with Napa County Departments
- Coffee and Careers!



Staff Development

- NEW regional professional development approach in 2025 partnering with City of Napa, American Canyon, Yountville, St. Helena, and Calistoga
- Currently developing curriculum for a new training for Napa County supervisors and managers

Wellness Campaigns - Taking care of employees



Questions?

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