



AB 2561 Status of Vacancies, and Recruitment & Retention Efforts

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Agenda

- What is Assembly Bill No. 2561?
- Napa County Vacancy Data
- Recruitment Efforts
- Retention & Employee Engagement
- Overcoming Obstacles





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 Hearing (like this one)
 - Vacancy Reporting Requirements
 - Identification of Hiring Obstacles/Opportunities
 - Collaboration with Recognized Employee Organizations



Recognized Bargaining Groups

SEIU 1021 – Napa Association of Public Employees (NAPE)

- Public Service Employees (PSE) Supervisory & Non-Supervisory



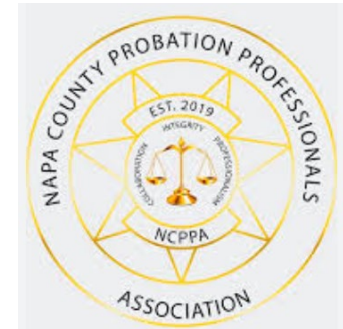
Deputy Sheriff's Association (DSA)

- Deputy Sheriff Supervisory & Non-Supervisory



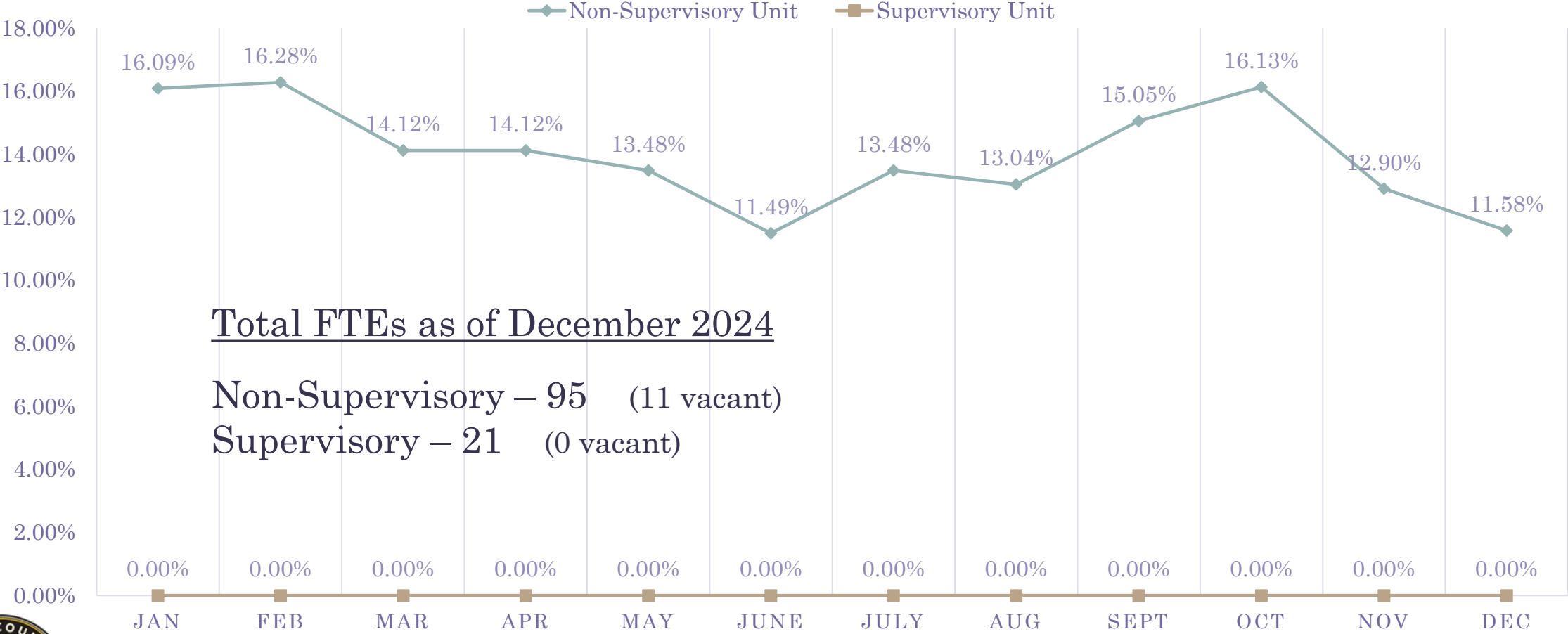
Napa County Probation Professionals Association (NCPPA)

- Probation Supervisory & Non-Supervisory



Unrepresented Management and Confidential

2024 VACANCY RATES

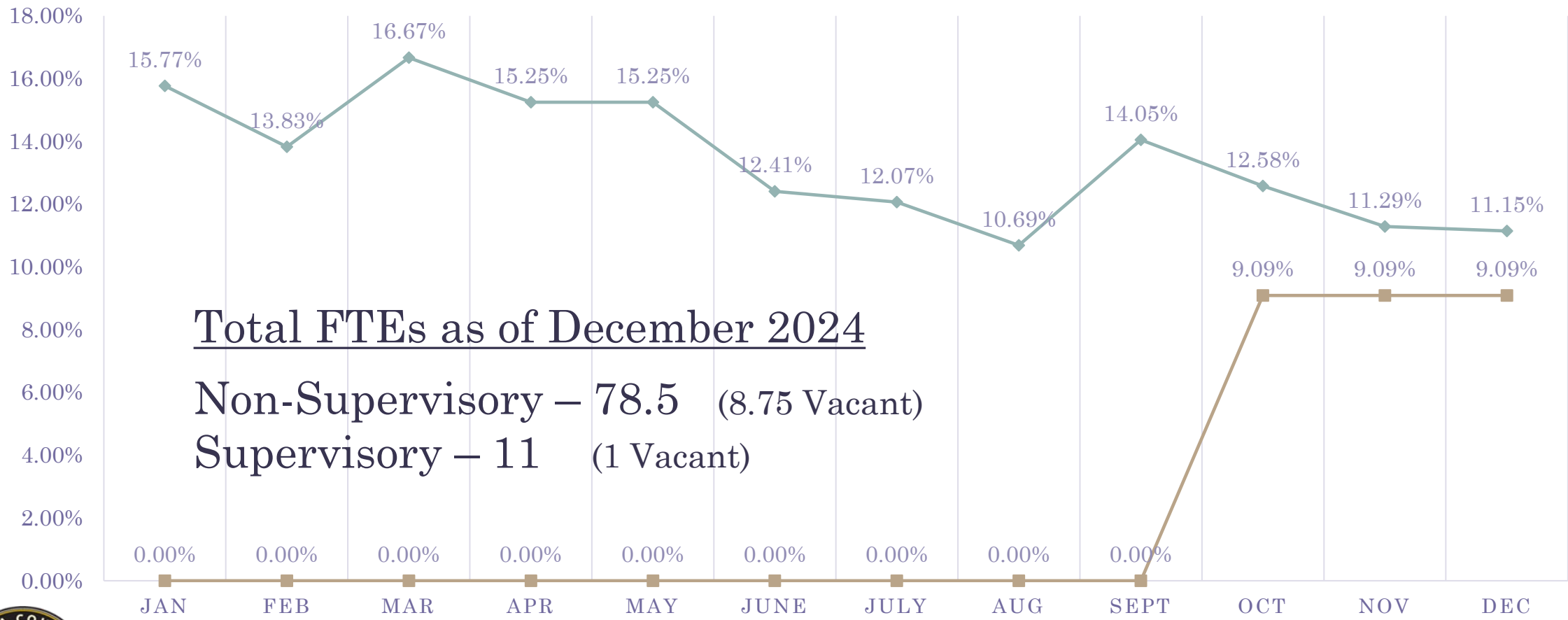


Deputy Sheriff's Association

Vacancy Rates for Non-Supervisory & Supervisory Units

2024 VACANCY RATES

◆ Non-Supervisory Unit ■ Supervisory Unit



Total FTEs as of December 2024

Non-Supervisory – 78.5 (8.75 Vacant)

Supervisory – 11 (1 Vacant)

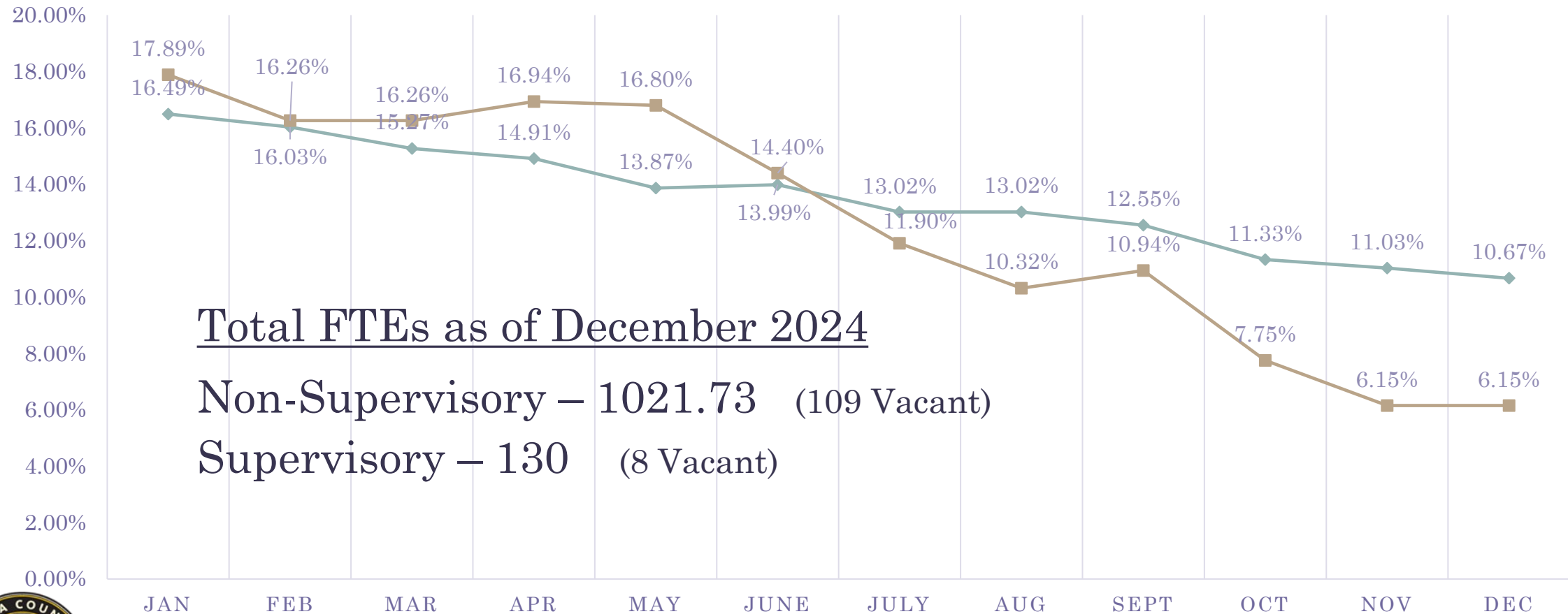


Napa County Probation Professionals Association

Vacancy Rates for Non-Supervisory & Supervisory Units

2024 VACANCY RATES

◆ Non-Supervisory Unit ■ Supervisory Unit



Total FTEs as of December 2024

Non-Supervisory – 1021.73 (109 Vacant)

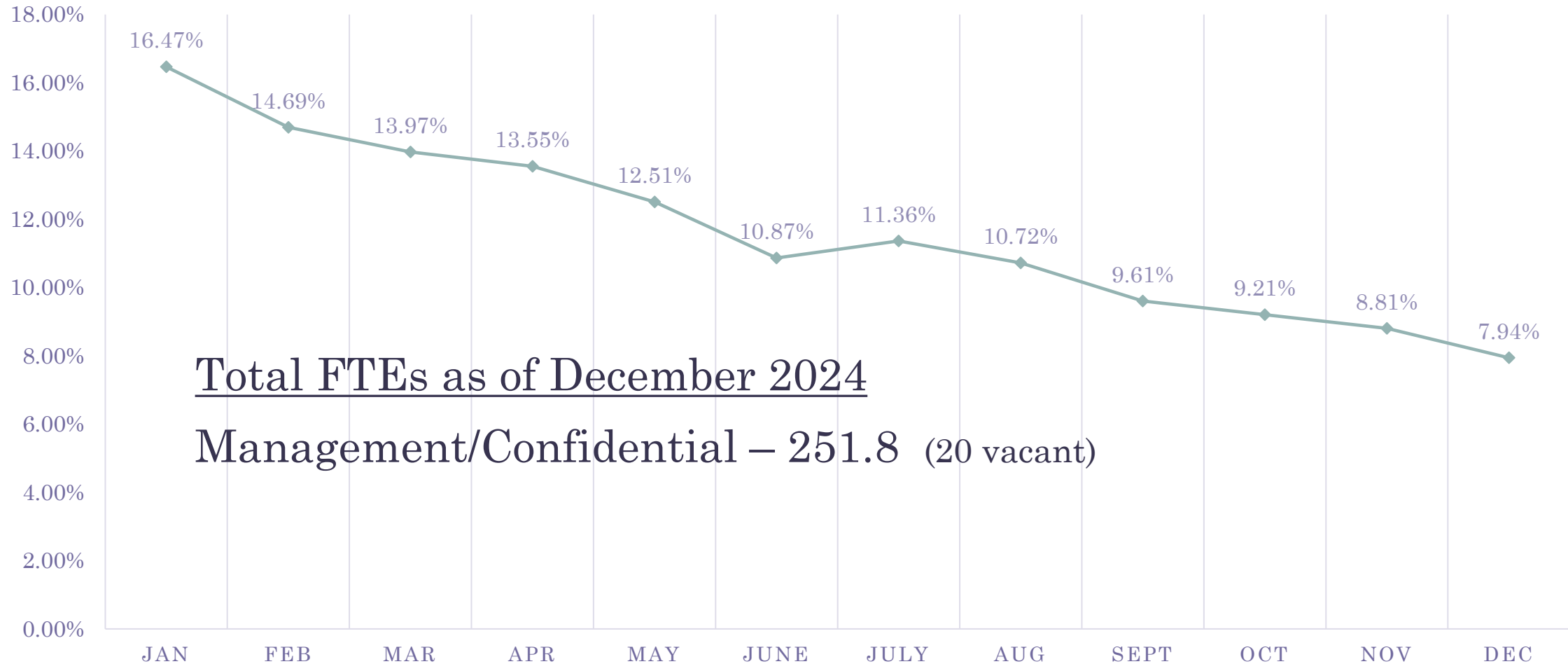
Supervisory – 130 (8 Vacant)



Napa Association of Public Employees

Vacancy Rates for Non-Supervisory & Supervisory Units

2024 VACANCY RATES



Unrepresented Employees

Vacancy Rates for Confidential & Management Employees

December 2024
Countywide Vacancy Rate

9.80%

March 2025

8.65%



2024 Recruitment Data



- 181 Completed Recruitments
- 304,831 Clicks on Job Bulletins
- 6 Job Fairs Attended
- Hundreds of Different Job Ad Locations
- 5,741 Applications received in 2024
 - 38% increase over 2023 (4,175)
 - 57% increase over 2022 (3,665)
- Average time from opening of recruitment to list referral: 28 Days
- 100% “Satisfied” or “Very Satisfied” from hiring sup/manager surveys in 2024

Employee Engagement

- 98 Employees Graduated from Professional Development Academies
- Employee Appreciation & Recognition
- Winter Recess
- Tuition Reimbursement Program
- Longevity Pay
- Wellness Programs
- Continuous Improvement Recruitment Processes





Hiring Incentives

- Increased signing bonuses for hard-to-fill positions.

Mitigate Burnout

- Limited Term positions for extended medical leaves and planned retirements.

HR Partners

- Conducted quarterly meetings with HR process partners across all departments to present new information, answer questions, etc.

PaYS Program Partner

- Began new partnership with the U.S. Army to interview and employ veterans.

Overcoming Obstacles

Questions?

