

Status of Vacancies: Recruitment and Retention Efforts



Status of Vacancies

AB 2561, effective January 1, 2025, requires public sector agencies to:

- Present the status of vacancies, recruitment, and retention efforts during a public hearing before the governing body at least once per fiscal year.
- Presentation must be made before the adoption of the final budget.
- Entitles a recognized employee organization the option to make a presentation at the same meeting.

Status of Vacancies

AB 2561, effective January 1, 2025,
also requires:

- If the number of job vacancies in a single bargaining unit is 20% or greater, additional data points are required.



Nevada County Vacancy Rate as of January 2026

Management Employee Association	12%
General Unit	5%
Deputy Sheriff's Association	12%
Sheriff's Management Association	4%
Probation Peace Officers' Association	10%
Professional Unit	11%
Deputy District Attorney/Public Defender Association	12%
Countywide	8%



Comparable Vacancy Rates	2025
California Counties	8-14%
California State Agencies	13-21%
Placer	9.1%
Yuba (2024)	13.5%
Sacramento	11.8%
Butte	14%
El Dorado	8.2%

Recruitment and Retention Efforts

- Reduced Time to Hire Initiative with a goal of 60 days start to finish
- ✓ 2025 average of 57 days
- Staff attended 8 job fairs in 2025
- Planning 8-10 job fairs in 2026
- May 5, 2026, Onsite Career Fair
- Test regularly for our Safety positions
- Salary and benefit studies are performed every 3 years to ensure market alignment

Recruitment and Retention Efforts

- NeoGov Insight and Attract
 - ✓ Enhance our recruitment efforts
 - ✓ More qualified candidates
 - ✓ Outreach to over 1.5 million candidates
 - ✓ Targeted messaging for specific recruitments
- Recruitment incentives are offered for hard-to-recruit positions.
- Refreshed the Career Development Workshop for our employees.



Questions?