



COUNTY OF NEVADA DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS Board Agenda Memo

MEETING DATE: June 3, 2025
TO: Board of Supervisors
FROM: Steven Rose, Director of Human Resources
SUBJECT: Public Hearing on Nevada County Vacancies and Recruitment and Retention Efforts (Assembly Bill 2561/Government Code Section 3502.3)

RECOMMENDATION: Accept the presentation.

FUNDING: There are no funding impacts with this presentation.

BACKGROUND: 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. Among other requirements, the bill mandates that public agencies present the status of vacancies and recruitment and retention efforts during a public hearing before the agency's governing body at least once per fiscal year, ahead of adoption of the final budget. The bill was enacted into law and is codified at Government Code section 3502.3. The new law is effective January 1, 2025.

The Public Hearing must allow any and all recognized employee organizations for each bargaining unit to make presentations concerning vacancies and recruitment and retention efforts. There are seven bargaining units at Nevada County (Gov. Code § 3502.3(b).). The calculated vacancy rate County-wide is 8% as of January 2025.

The vacancy rates by bargaining group are as follows:

Bargaining Unit	Vacancy %
Management Employee Association	9%
General Unit	7%
Deputy Sheriff's Association	12%
Sheriff's Management Association	0%
Probation Peace Officers' Association	10%
Professional Unit	8%
Deputy District Attorney/ Public Defender Association	11%

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 County must provide additional information during the public hearing. This provision does not apply to Nevada County for 2025.

Submitted by: Steve Rose, Director of Human Resources

Submittal Date: May 15, 2025