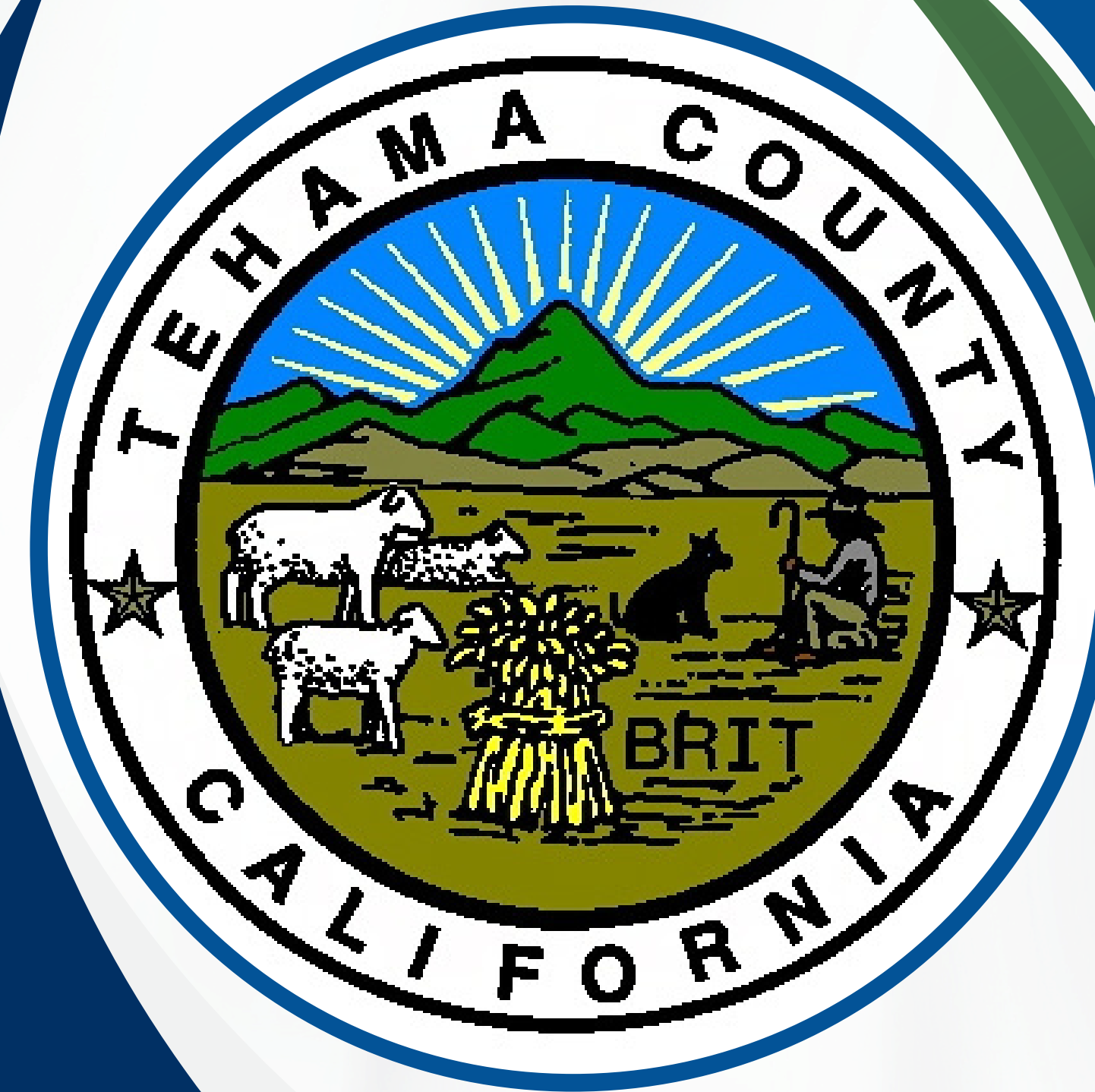


ASSEMBLY BILL 2561


VACANCY PRESENTATION

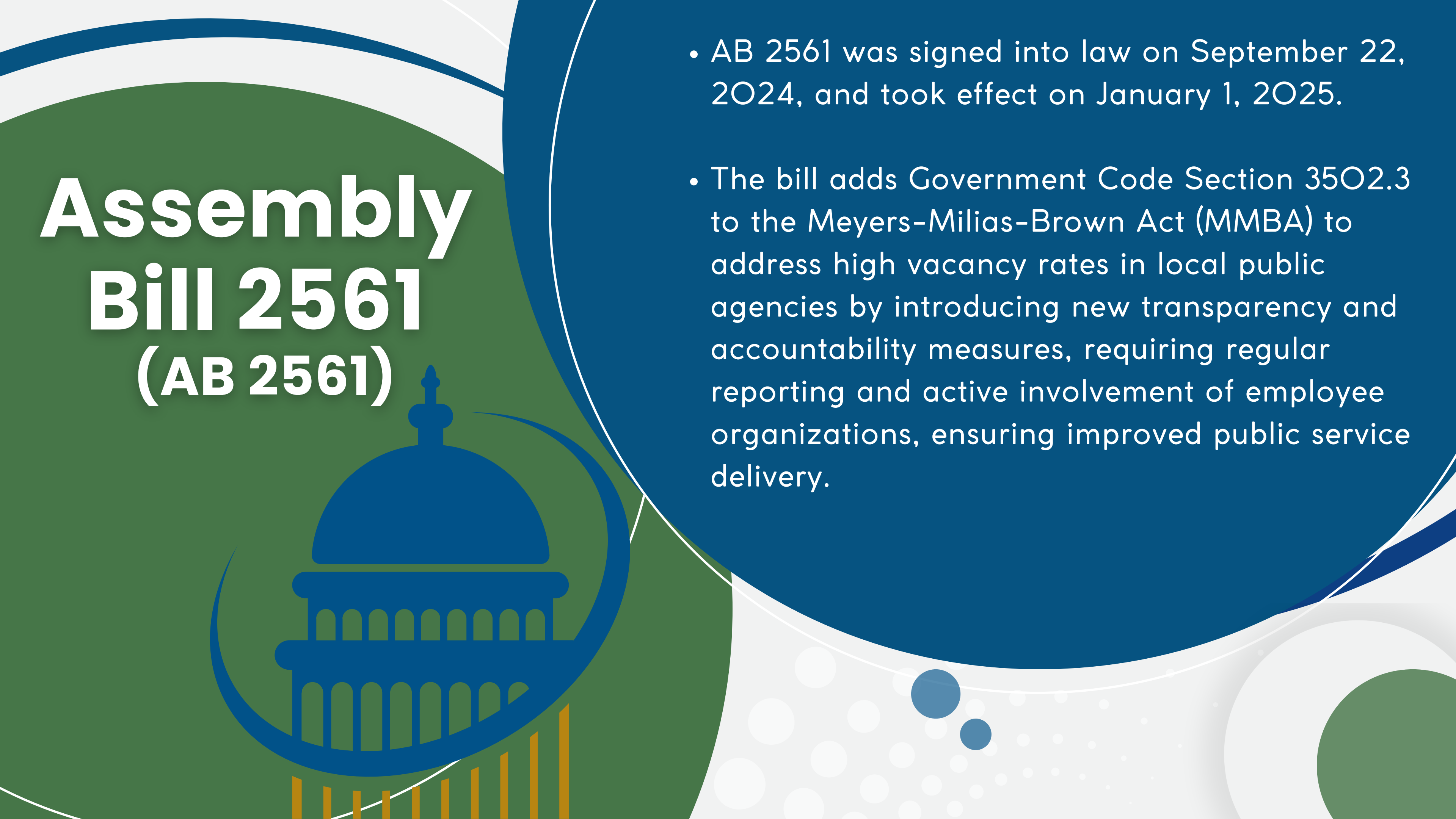
Presented By: Coral Ferrin, Personnel Director

JUNE 23, 2026



Assembly Bill 2561 (AB 2561)



- AB 2561 was signed into law on September 22, 2024, and took effect on January 1, 2025.
 - The bill adds Government Code Section 3502.3 to the Meyers-Milias-Brown Act (MMBA) to address high vacancy rates in local public agencies by introducing new transparency and accountability measures, requiring regular reporting and active involvement of employee organizations, ensuring improved public service delivery.
- 

What does that mean to us?

ANNUAL PUBLIC HEARING NOTICES

The County must hold at least one public hearing per fiscal year to present the status of job vacancies and our recruitment and retention efforts. This presentation must occur prior to the adoption of the final budget for the fiscal year.

EMPLOYEE ORGANIZATION PARTICIPATION

Recognized employee organizations are entitled to present at these hearings as well as, provide an opportunity for direct input on staffing issues.

RECRUITMENT & RETENTION EFFORTS

For bargaining units with high vacancy rates, the County will need to provide additional information regarding those vacancies and recruitment plan development.

High Vacancy Rate Bargaining Units

Detailed reporting for High Vacancy Units

(Vacancy rate exceeding 20% in one bargaining unit).

- Total number of job vacancies within the bargaining unit.
- Total number of applicants for vacant positions.
- Average number of days to complete the hiring process
- Opportunities to improve compensation and other working conditions.

Plan Development and Implementation

- Develop training, mentorship programs, or apprenticeships.
- Identify necessary changes to policies and recruitment activities.
- Identify current employees who could transition into roles within the bargaining unit.
- Partner with unions, community organizations, and stakeholders to identify and reduce any barriers there may be and improve access for applicants.

Publication & Accessibility

- The County must present the plan during a public hearing to the governing legislative body.
- The plan must be published on the agency's website for public review for at least one year.

Vacancy Rates

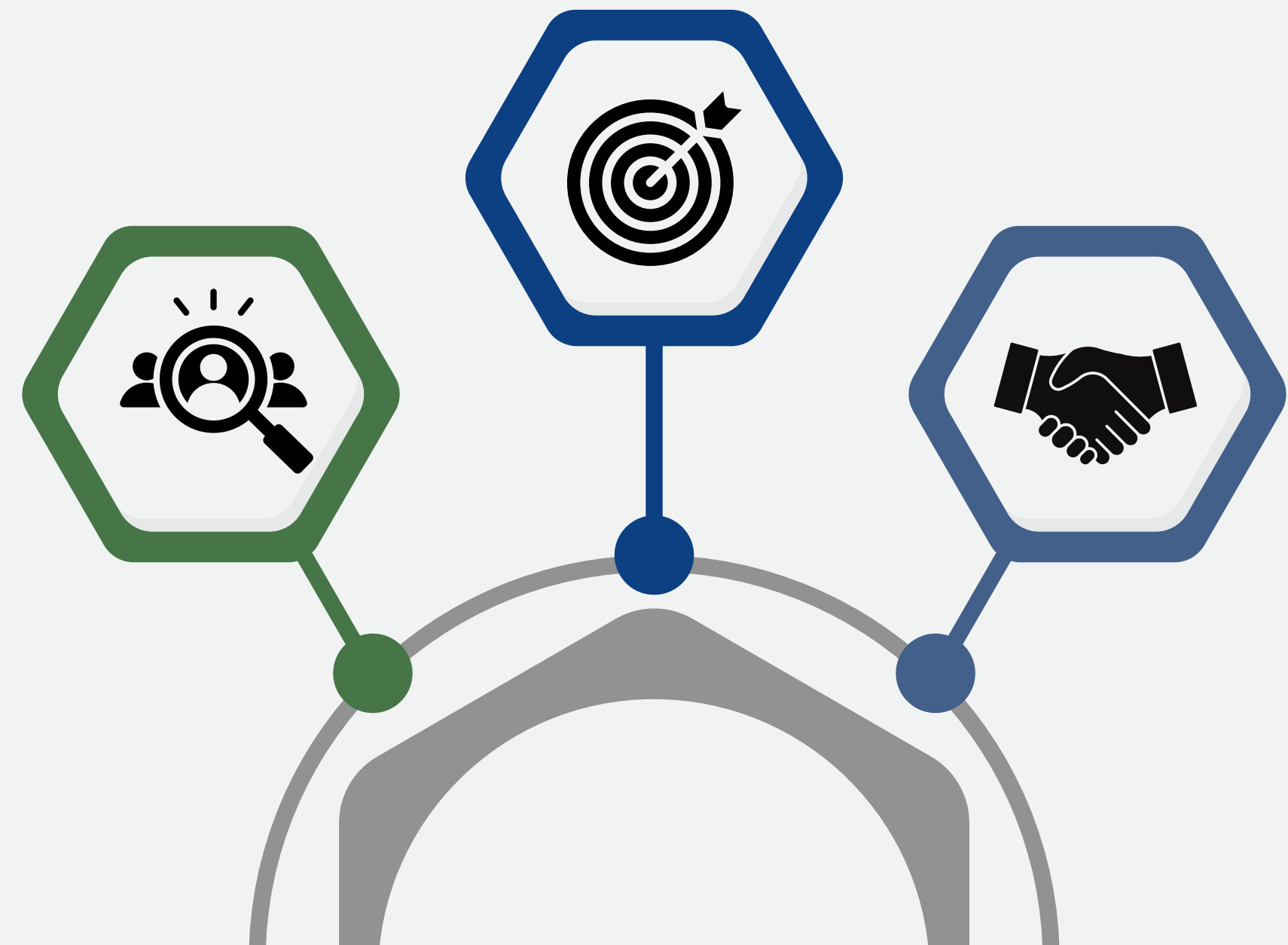
Data as of 5/29/26

Bargaining Unit	Total Active FTE Allocations	Total Vacant FTE	Vacancy Rate
Tehama County Deputy Sheriffs' Association (DSA)	116	22	18.97%
Joint Council	583	108	18.02%
Tehama County Law Enforcement Management Association (LEMA)	9	1	11.11%
Tehama County Management Employees' Association (TCMEA)	64	5	7.81%
Tehama County Peace Officers Association (POA)	61	14	22.95%

*Hold Vacant allocations and part-time allocations are not included.

Recruitment Efforts

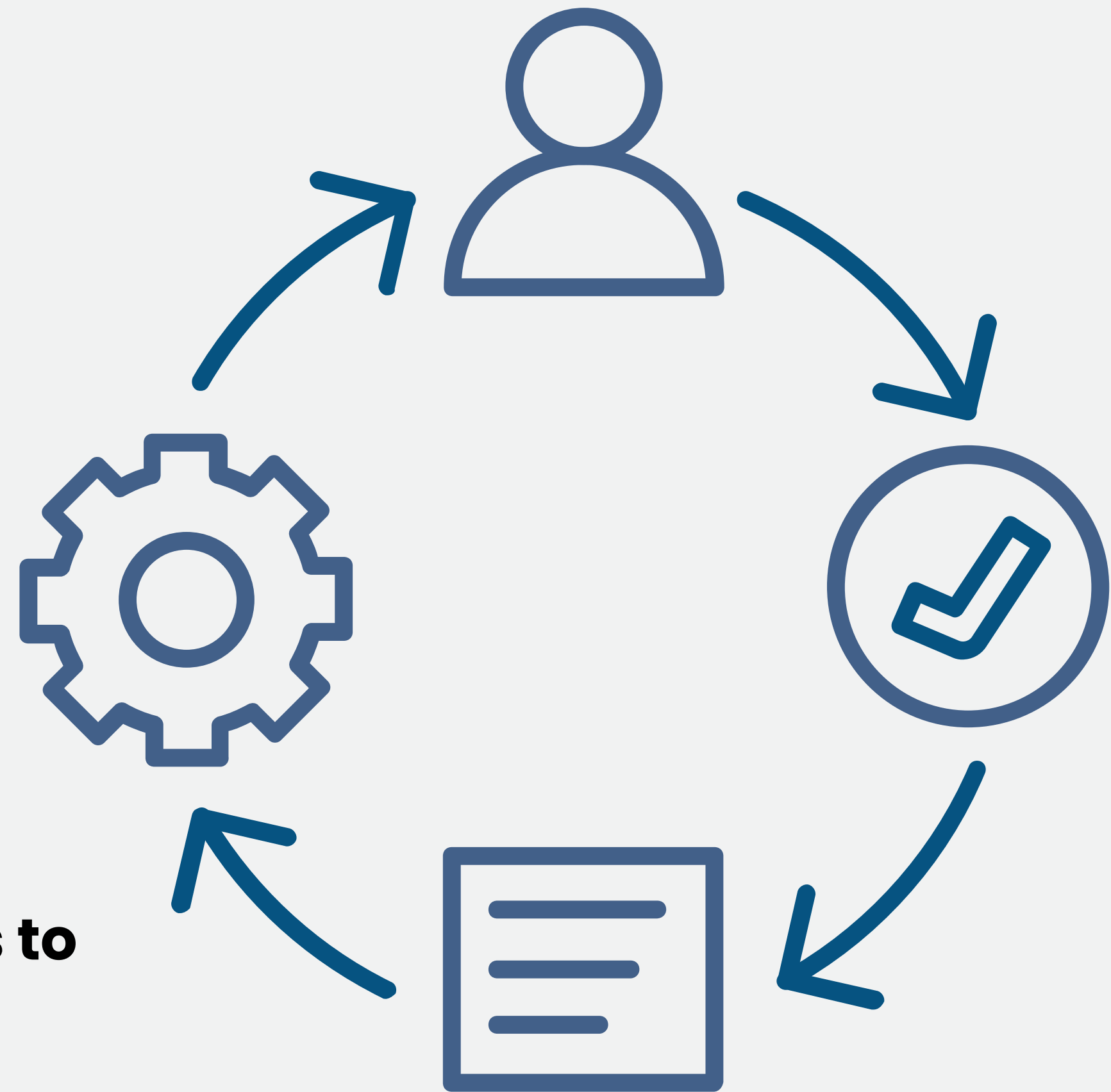
- ✓ Career Fairs
- ✓ Partner with Colleges & Universities for programs and internships
- ✓ Targeted Recruitment
- ✓ ALMS Transition
- ✓ Collaboration with Departments
- ✓ Reduced Time to Hire
- ✓ Highlight Benefits Package





NEOGOV Onboard

- **Digital onboarding workflows**
- **Centralize tracking and reporting**
- **Allows Personnel and departments to monitor onboarding status**
- **Addresses communication inefficiencies**



Retention Efforts



Competitive Benefits Package

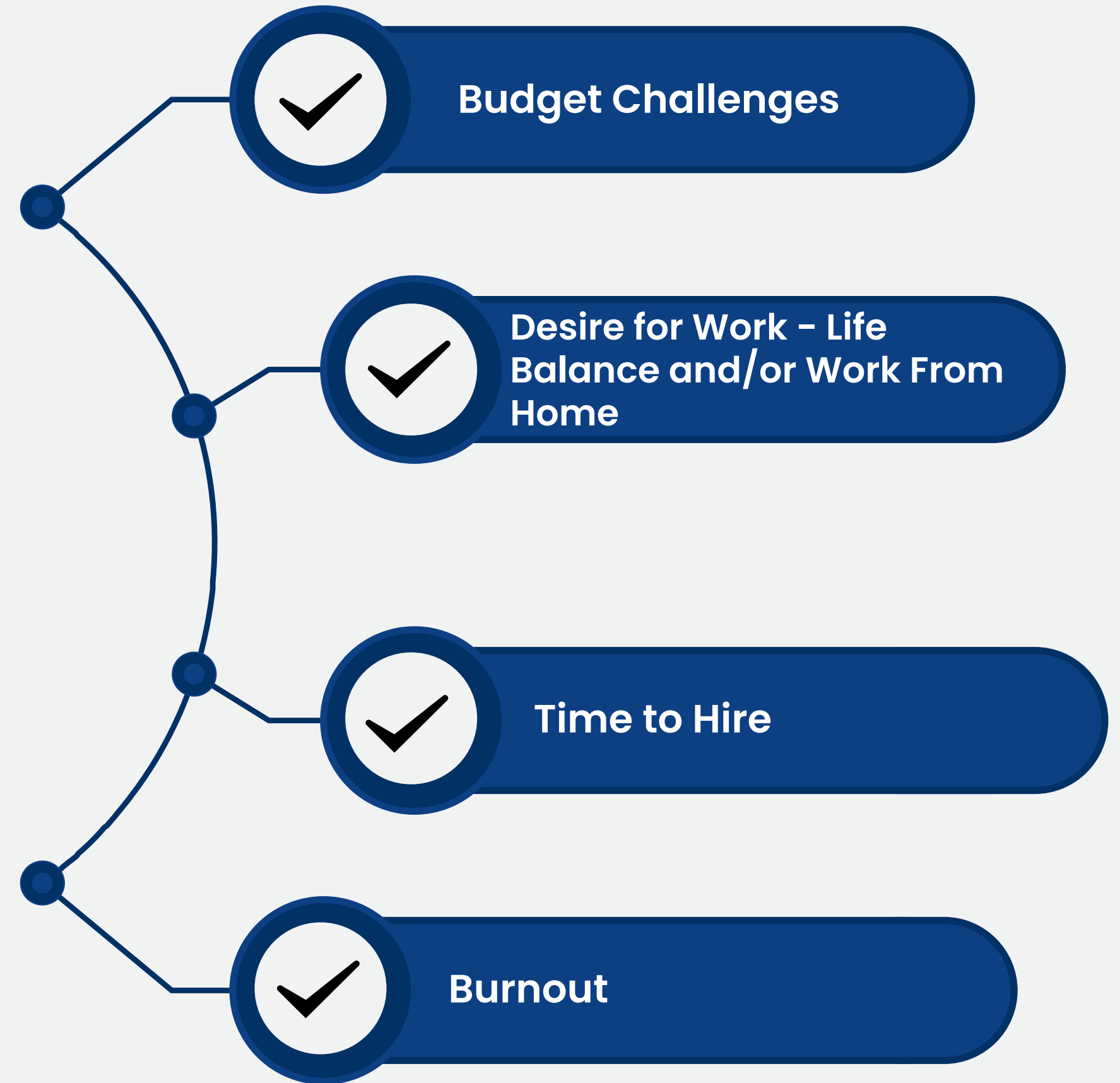


Promoting Training & Growth Opportunities



Ratification of MOUs

Obstacles & Challenges



THANK YOU

AB 2561 PRESENTATION - 2026

