

County of Lassen

PERSONNEL SERVICES

☐ PERSONNEL

☐ RISK MANAGEMENT



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TO: Lassen County Board of Supervisors

FROM: Regina Schaap, Personnel/Risk Analyst

AGENDA DATE: September 23, 2025

SUBJECT: Conduct a public hearing and receive a presentation regarding the status of vacancies and recruitment and retention efforts in accordance with AB2561

Summary:

The purpose of this report is to present an update on vacancies, recruitment and retention efforts in compliance with Assembly Bill (AB) 2561 – Local public employees, vacant positions.

Requested Action: Informational only for consideration prior to adoption of the 2025-25 Budget.

Background:

Assembly Bill (AB) 2561 was approved in September 2024 and added as Section 3502.3 to the Government Code, effective January 1, 2025. This law requires a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing annually, concentrating on bargaining units that exceed a vacancy rate of 20% or higher.

Status of Current Vacancies:

As of June 30, 2025, the following table lists the vacancies by bargaining unit which do not exceed 20 percent:

BARGAINING UNIT	TOTAL EMPLOYEES	FY 2024-25 ALLOCATED POSITIONS	TOTAL VACANT POSITIONS	% VACANCIES IN UNIT
CAO (Contract)	1	1	0	0%
Unrepresented Group Appointed Department Heads/Confidential/Elected	24	29	5	17.24%
Deputy Sheriff Association (DSA)	20	25	5	20%
Peace Officers Management Association (POMA)	5	5	0	0%
Sheriff	1	1	0	0%
TOTALS	51	61	10	

As of June 30, 2025 the following table lists the vacancies by bargaining unit which are equal to or exceed 20 percent:

BARGAINING UNIT	TOTAL EMPLOYEES	FY 2024-25 ALLOCATED POSITIONS	TOTAL VACANT POSITIONS	% VACANCIES IN UNIT
Management & Professionals Association (MPA)	65	86.40	21.4	32.31%
Peace Officers Association (POA)	45	63.50	18.50	29.13%
Peace Officers Supervisors Association (POASU)	6	8	2	25%
Road Workers Association (RWA)	15	20	5	25%
UPEC – General Unit (UPEC)	152	204.34	53	25.85%
TOTALS	283	382.24	99.9	

County-wide Recruitment and Retention Data 07/01/24 – 09/18/25

Recruitment 07/01/24 – 06/30/25	Retention
200 Applications	57 Regular Employees
88 Hires	
Recruitment 07/01/25 – 09/18/25	Retention
71 Applications	22 Regular Employees
29 Hires	
	Type of Separations 07/01/24-09/18/25
Hiring Process	Retirement 13
Avg 60 days to hire non-safety employees	Resignation 66
Law enforcement longer	Other 32

Recruitment and Retention Efforts:

Like many small counties, we struggle to recruit and retain talent. As vacancies become widespread, current employees are required to take on heavier workloads, resulting in even more turnover. This negatively impacts the delivery of public services. Feedback received from employees that participated in exit interviews noted key reasons below:

- Lower wages
- High health insurance rates
- Staffing shortages
- No remote or hybrid work
- Employee morale
- Burn-out

Many vacancies represented reflect positions that are in high-demand county and state-wide. For example, law enforcement personnel, licensed behavioral health therapists, public health nurses, licensed Social Workers and licensed engineers. The local workforce pool is limited. The county competes locally with state and federal prisons, local college, school districts and private sector business that offer higher wages and affordable health insurance packages.

Recruitment strategies are varied by department. Departments have utilized local print media, social media, job fairs, hiring incentives, professional association job boards, multiple recruitment

platforms; strategic and collaborative partnerships with employment agencies for on-the-job training, and internship opportunities.

Other strategies include regular review of current recruitment processes and procedures; regular assessment of recruitment outreach methods; and interpretation of minimum qualifications. Continuing to market what we do offer: flexible schedules, generous leave, employee assistance programs, employee recognition, wellness programs, small-town, rural lifestyle, lower cost of living, minimal commute, and affordable housing.

Moving forward, emphasizing communication, encouraging employee engagement, creating and fostering a supportive work culture, providing career pathways, training and development, mentorship; all of which can contribute to employee retention when smaller budgets may not support higher competitive wages and benefits.

Fiscal Impact:

There is no fiscal impact in the preparation of this information to meet the requirement of AB 2561.