



Status of El Dorado County Vacancies, Recruitment and Retention Efforts

AB 2561
Calendar Year 2024

Presented by:

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Date: June 24, 2025

BACKGROUND

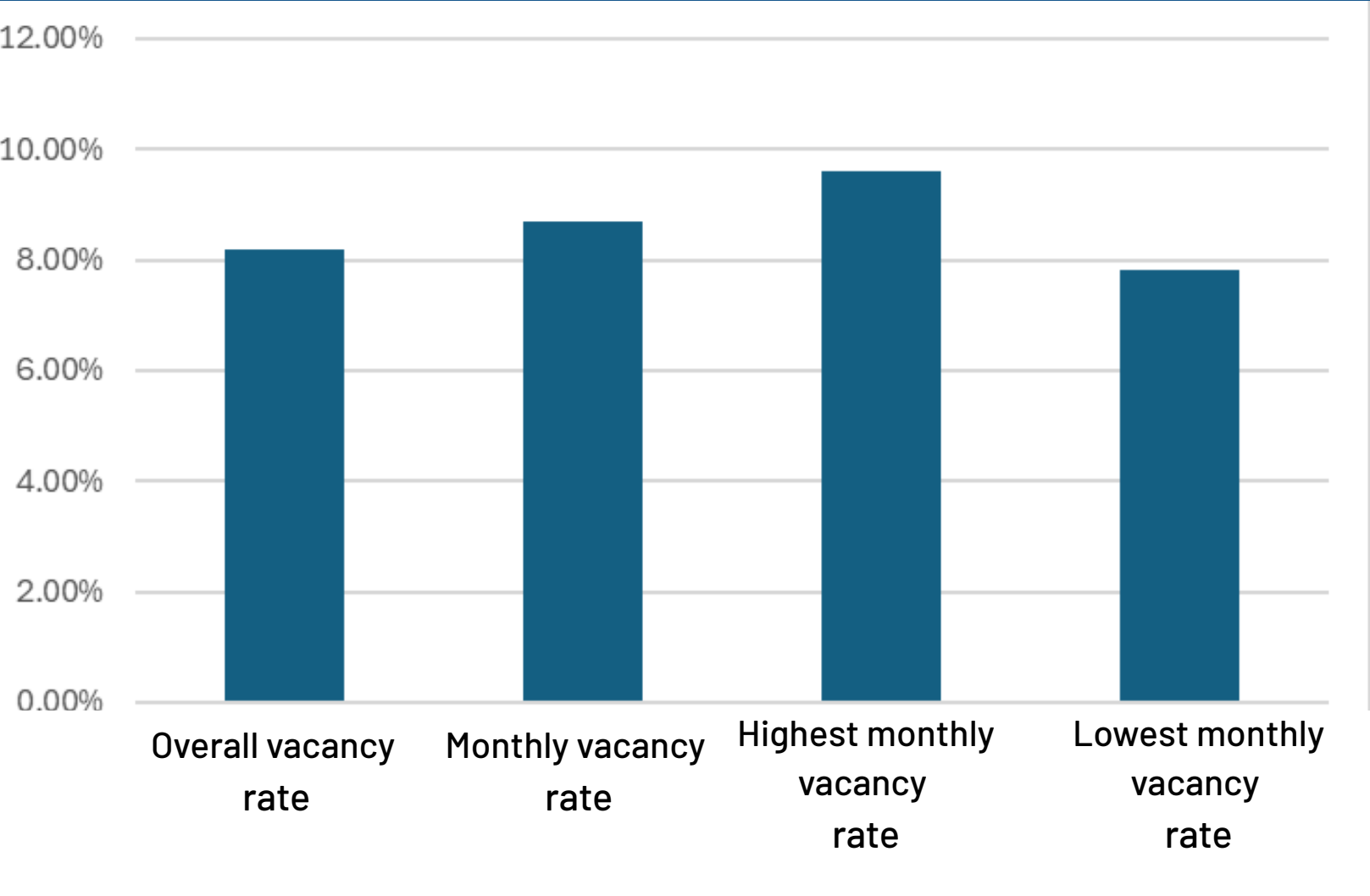
Assembly Bill 2561 went into effect January 1, 2025

Adds Government Code Section 3502.3 to Meyers-Milias Brown Act (MMBA)

Key County obligations:

- Annual public hearing before final budget adoption
- Status update on job vacancies and hiring/retention efforts
- Identification of recruitment barriers
- Opportunity for labor organizations to comment

VACANCY PERCENTAGES



Percentages based on a monthly average as of 12/31/2024

County-Wide Vacancy Snapshot	
Approved Personnel Allocations	2051
Vacant Positions	168
Overall vacancy rate	8.2%

Monthly Range	
Average monthly vacancy rate	8.7%
Highest monthly vacancy rate	9.6%
Lowest monthly vacancy rate	7.8%

VACANCY INFORMATION BY BARGAINING UNIT

Bargaining Unit	# of Vacancies	# of Budgeted Allocations	% of Vacancies
Local 1, AFSCME Council 57-GE	79	645	12.20%
Local 1, AFSCME Council 57-PL	31	406	7.60%
Local 1, AFSCME Council 57-SU	8	135	5.90%
Operating Engineers, Local #3-TC Unit	18	208	8.70%
Operating Engineers, Local #3-CR Unit	14	96	14.60%
EDC Deputy Sheriffs' Association-SA Unit	5	185	2.70%
EDC Probation Officers' Association-PR Unit	4	76	5.30%
EDC Managers Association-MA Unit	5	87	5.70%
EDC Criminal Attorneys' Association-CA Unit *	1	42	2.40%
EDC LEMA-SM Unit	0	17	0%

*Criminal Attorney Association (CA) Unit dissolved 4/1/2025- all positions
reallocated to Unrepresented Management (UM) per BOS agenda item 25-0501

As of December 31, 2024

RECRUITMENT AT A GLANCE



Applications Received: 8,778

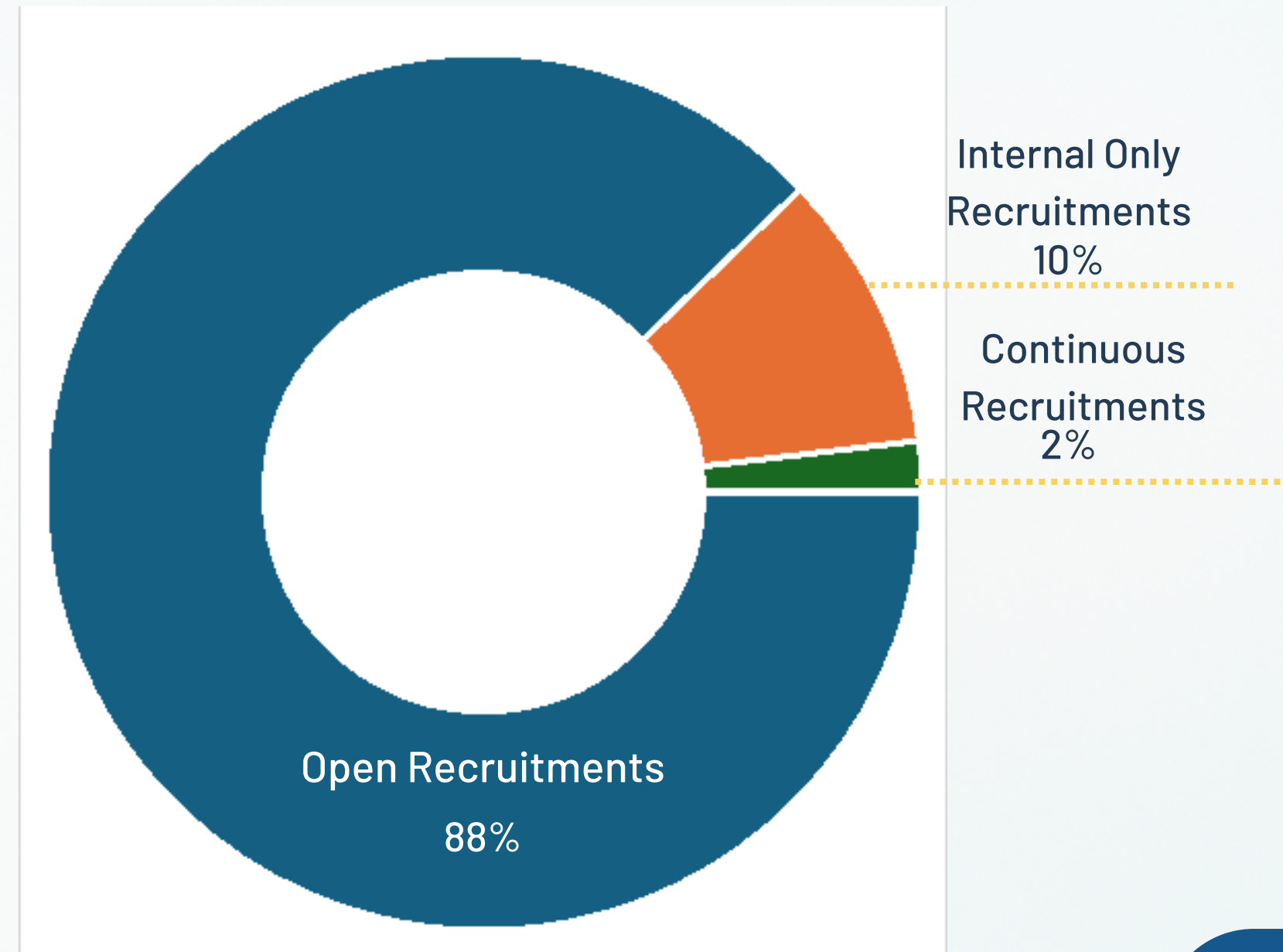


Applications Approved: 4,700



Vacancies Filled: 428

- External open recruitment 376
- Internal only recruitment 44
- Continuous recruitment 8



Effective 12/31/2024

Recruitment and Hiring Process



Job Posting



Application Screening



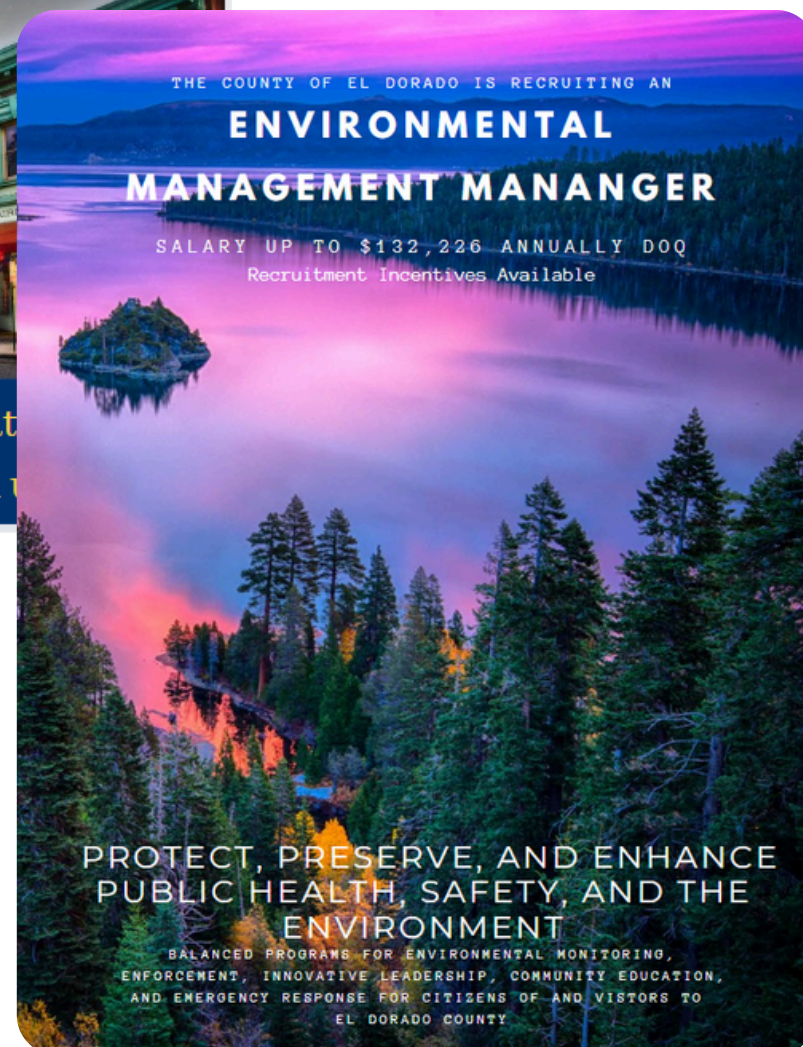
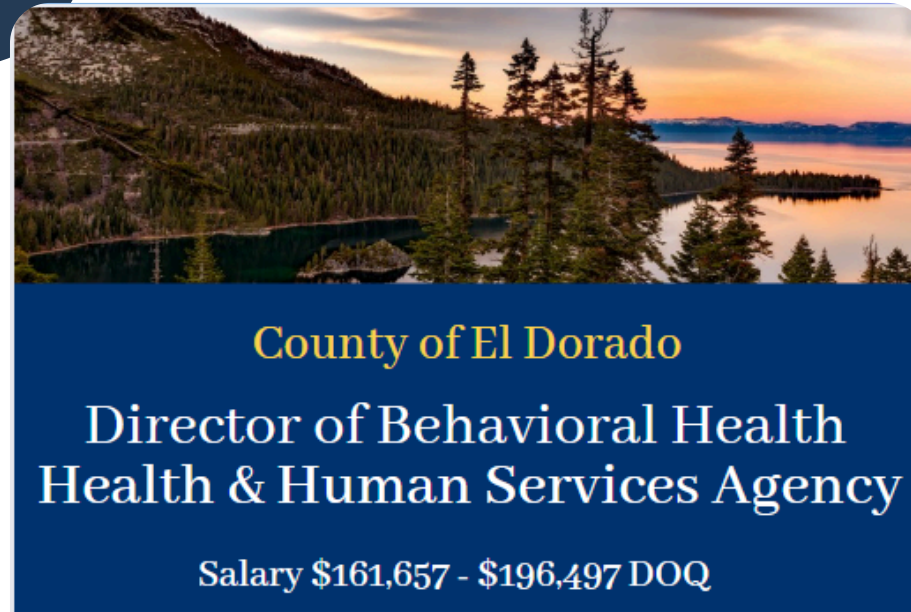
Interview and Selection



Background and Onboarding

MARKETING OUTREACH

El Dorado County facilitates enhanced marketing methods to highlight hard-to-fill positions aiming to increase visibility to underrepresented groups, special interest jobs and vacancies in various geographic locations.





RECRUITMENT OUTREACH

El Dorado County attended 11 outreach events in 2024, which included job fairs, college career fairs and local school presentations.



RETENTION INFORMATION



- **Internal Opportunities**

140 of the 445 vacancies in 2024 were created by Internal Promotion and 23 by transfers. 37% of vacancies resulted from Internal Opportunities



- **Attrition-Employee Transition**

48 vacancies created were due to retirement and 47 were due to involuntary separation. 21% of vacancies resulted from attrition.



- **Voluntary Separation**

135 vacancies in 2024 were created from voluntary separation. 30% resulted from turnover.

Hiring and Engagement



Process Improvements

- Streamlined hiring processes
- Offering Hiring incentives
- Reviewing and updating policies and procedures



Workforce Investment

- Compensation and benefits updates
- Work/Life balance & personal leave options
- Wellness initiatives



Employee Engagement

- Management excellence
- Training and Development
- Workplace culture
- Promotional opportunities

Workforce Excellence

Strategic Objectives



Initiate wellness initiatives



Conduct employee surveys on wellness priorities



Expand training and development



Create employee recognition programs



Competitive compensation



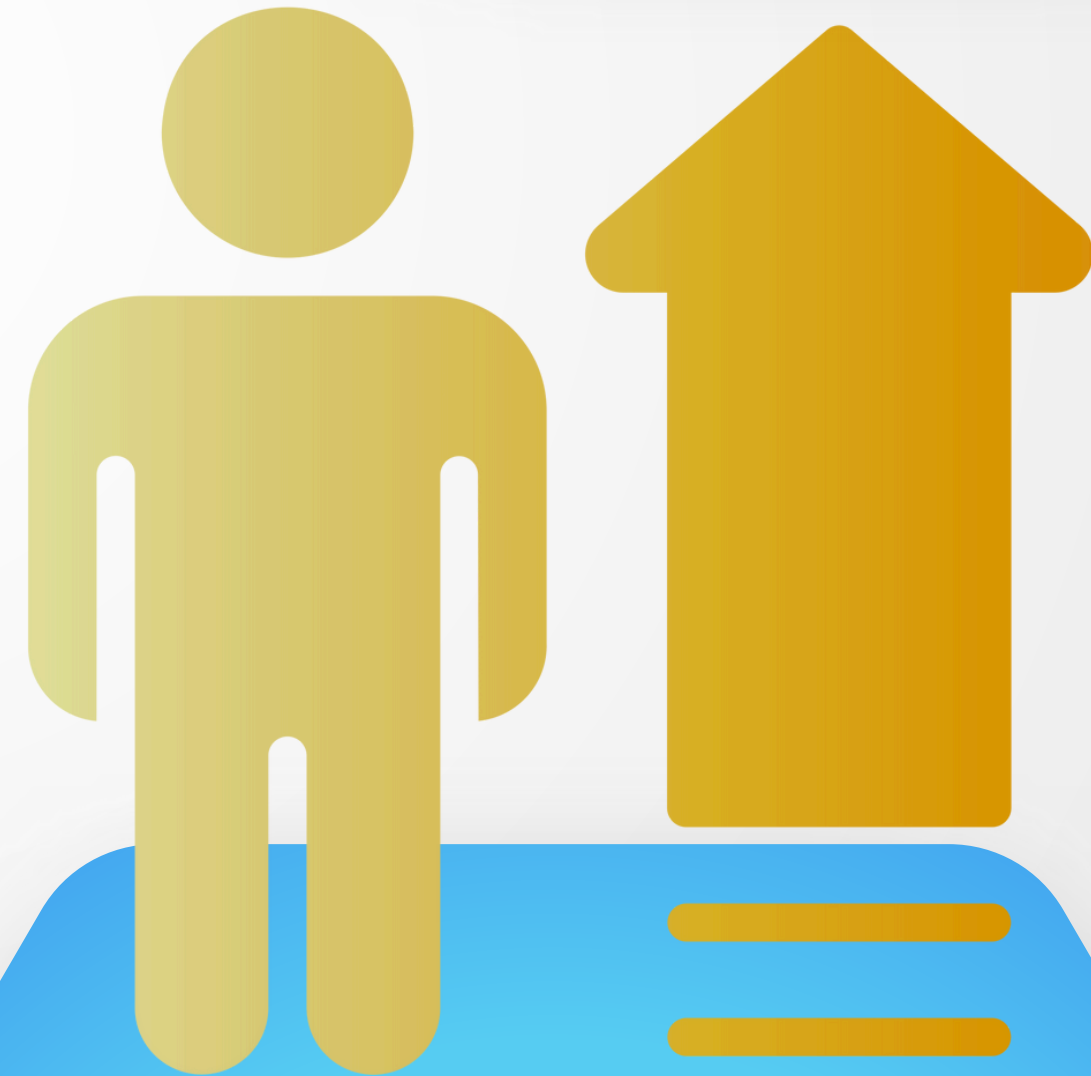
Improve exit survey process

Employee Engagement



Training and Career Development

- 40 Training Sessions were provided in 2024
- There were 554 training session attendees



THANK YOU



HUMAN RESOURCES

