



# Status of El Dorado County Vacancies, Recruitment and Retention Efforts

AB 2561  
Calendar Year 2025

Presented by:  
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Date: June 9, 2026

# BACKGROUND

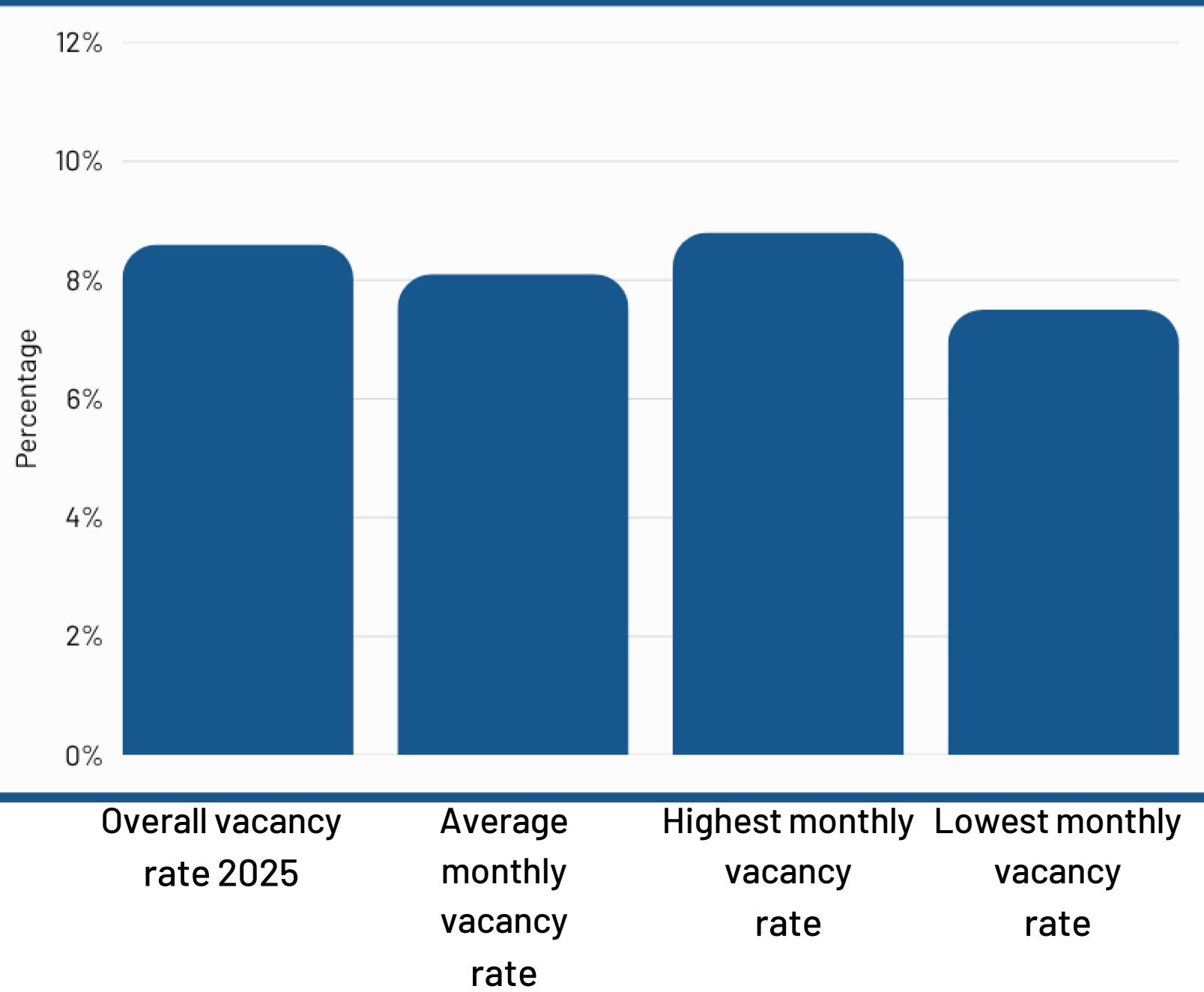
Assembly Bill 2561 went into effect January 1, 2025

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

# 2025 VACANCY RATES



2025 County-wide vacancy snapshot

County -Wide Vacancy Snapshot	
Approved Personnel Allocations	2020
Vacant Positions	174
Overall vacancy rate	8.6%

Monthly Range	%
Average monthly vacancy rate	8.1%
Highest monthly vacancy rate	8.8%
Lowest monthly vacancy rate	7.5%

# VACANCY INFORMATION BY BARGAINING UNIT

Bargaining Unit	# of Vacancies	# of Budgeted Allocations	% of Vacancies
Local 1, AFSCME Council 57-GE	57	614	9.3%
Local 1, AFSCME Council 57-PL	39	405	9.6%
Local 1, AFSCME Council 57-SU	18	135	13.3%
Operating Engineers, Local #3-TC Unit	21	205	10.2%
Operating Engineers, Local #3-CR Unit	10	102	9.8%
EDC Deputy Sheriffs' Association-SA Unit	8	183	4.4%
EDC Probation Officers' Association-PR Unit	10	75	13.3%
EDC Managers Association-MA Unit	5	83	6.0%
EDC LEMA-SM Unit	1	18	5.6%

As of December 31, 2025

# RECRUITMENT AT A GLANCE



Applications Received: 6278



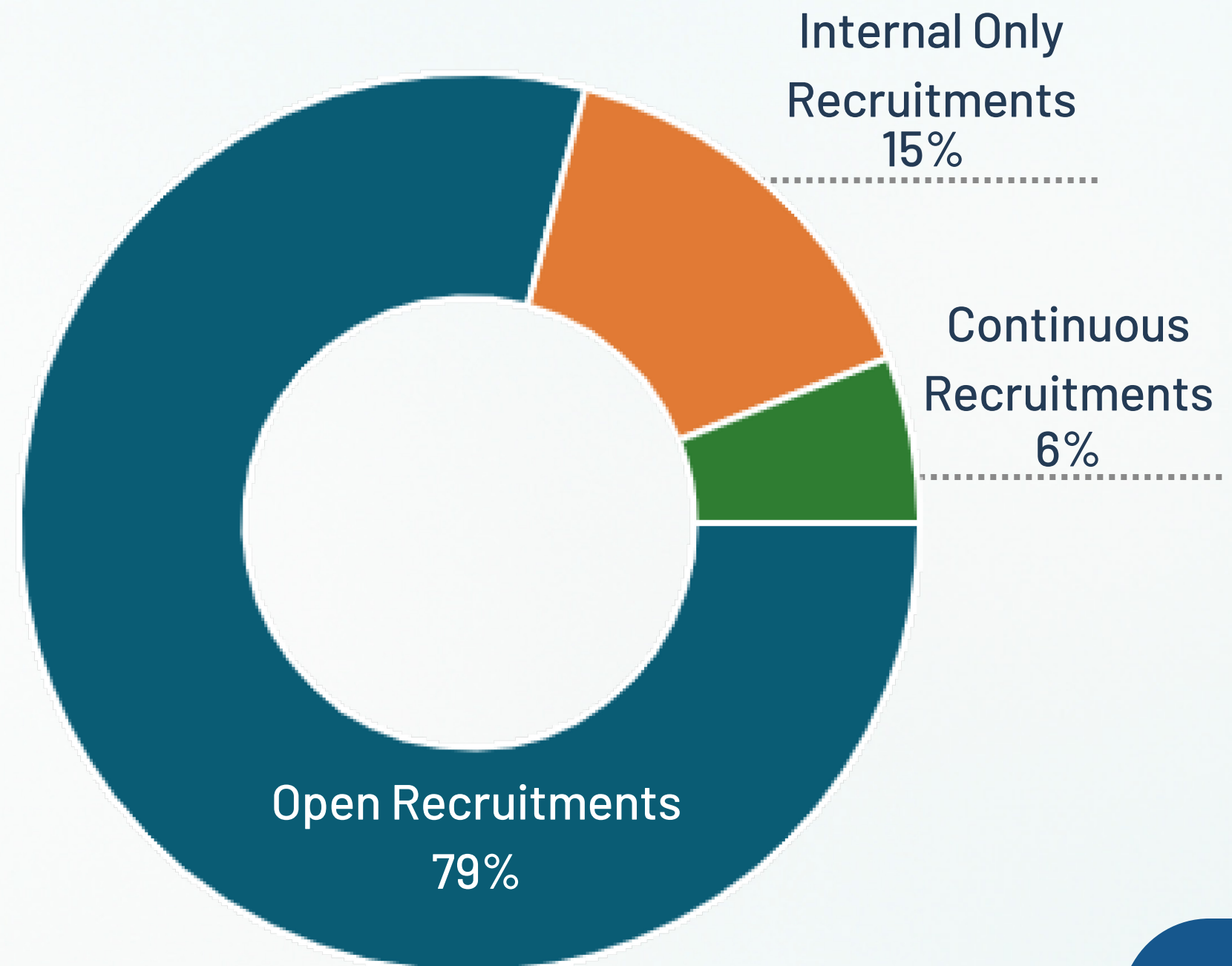
Applications Approved: 3333

> Vacancies Filled: 385

External open recruitment 305

Internal only recruitment 57

Continuous recruitment 23



Effective 12/31/2025

# Recruitment and Hiring Process



**Job Posting**



**Application Screening**



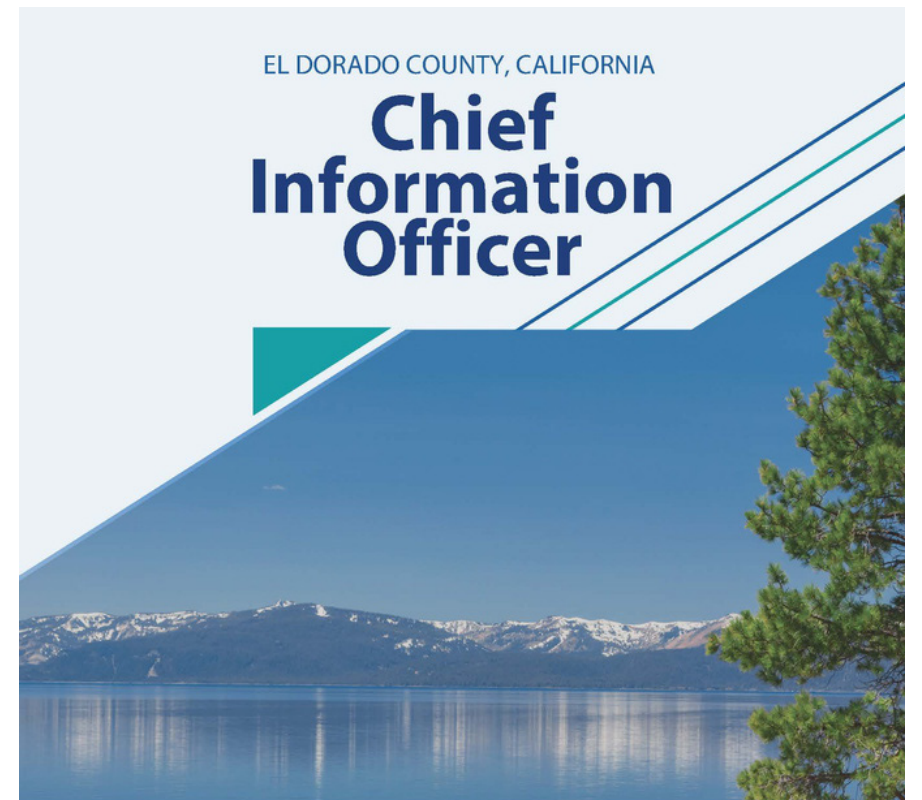
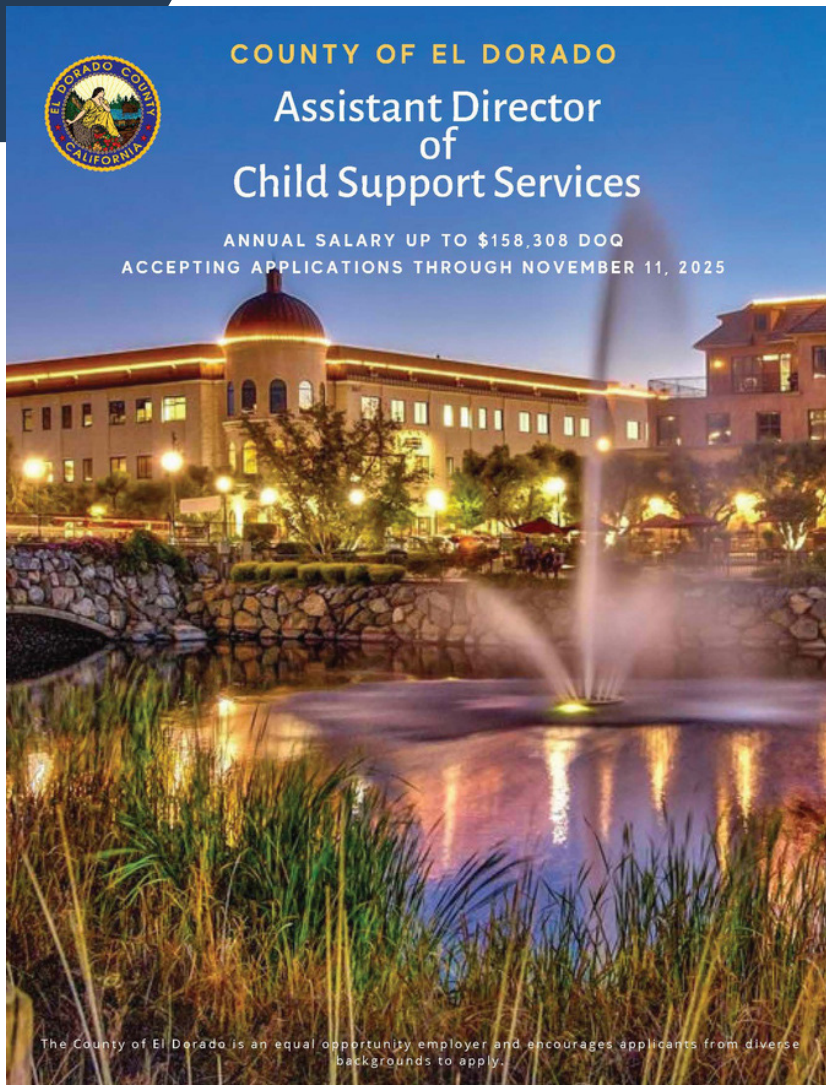
**Interview and Selection**



**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 7 outreach events in 2025, which included job fairs, college career fairs and local school presentations, reaching more than 1200 participants.



# RETENTION INFORMATION



- **Internal Opportunities**

84 of the 381 vacancies in 2025 were created by Internal Promotion and 29 by transfers. 30% of vacancies resulted from Internal Opportunities



- **Attrition -Employee Transition**

51 vacancies created were due to retirement and 41 were due to involuntary separation. 24% of vacancies resulted from attrition.



- **Voluntary Separation**

142 vacancies in 2025 were created from voluntary separation. 37% 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**

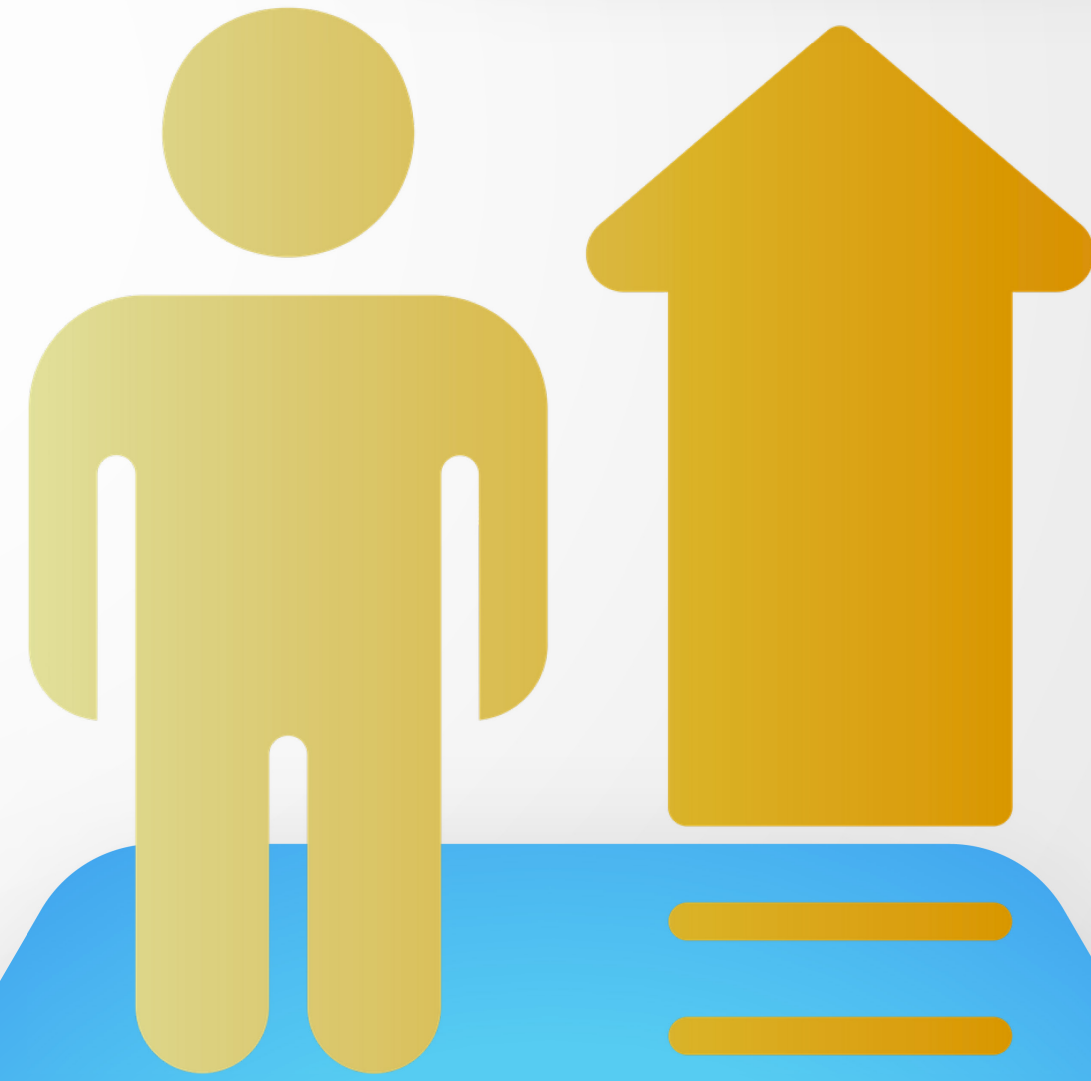


**Improve exit survey process**

# Employee Engagement

## Training and Career Development

- 21 Training Sessions were provided to employees in 2025
- Examples of new training classes included:
  - Partnering Multi -Generational Work Styles
  - Elevate Your Career: Promotional Applications and Interviewing



**THANK YOU**



**HUMAN RESOURCES**

