

# **AB 2561 Presentation: Status of City of Temecula Vacancies and Recruitment and Retention Efforts in 2024**



# Agenda



- Overview of AB 2561
- Citywide Staffing Data
  - Vacancies, Recruitment, Retention, Hiring Obstacles
- Bargaining Unit Specific Vacancy Information

# Overview of AB 2561



- Effective January 1, 2025
- Adds Government Code section 3502.3 to the Meyers-Milias-Brown Act (“MMBA”)
- Matter of Statewide Interest
- Local government agencies must do the following:
  1. Present information on vacancies, recruitment & retention efforts, & obstacles in the hiring process
  2. Present additional information regarding vacancies, if the vacancy rate in a bargaining unit is at least 20%; and
  3. Allow employee organizations to make a presentation

# Vacancy Information



## Total Authorized Full-Time Equivalent (FTE) Positions as of 12/31/24

199.2

2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Vacancies Created	2	1	0	5	4	5	7	4	2	4	3	3
Vacancies Filled	1	2	0	9	2	2	7	2	2	4	3	3
Remaining Vacancies	7	6	6	2	4	7	7	9	9	9	9	9
Budgeted FTEs	199.2	199.2	199.2	199.2	199.2	199.2	199.2	199.2	199.2	199.2	199.2	199.2
% of Vacancies	3.5	3.0	3.0	1.0	2.0	3.5	3.5	4.5	4.5	4.5	4.5	4.5

% of Vacancies at the End of Each Month: **Average 3.5%, Highest 4.5%, Lowest 1.0%**

# Recruitment Process



01

## Prepare

Vacancy created, submit recruitment requisition, determine recruitment type



02

## Source

Post job opening on City's website, GovernmentJobs.com & other requested advertisements



03

## Screen

Screen applicants for minimum qualifications, score questions, SME review



04

## Interview

Interview & score candidates, add passing candidates to eligibility list



05

## Select

Hiring manager makes verbal offer and conditional offer letter issued



06

## Hire

Candidate completes pre-hire tasks and is given an employment start date

# Recruitment Information



## Total # of Vacancies Filled During 2024

37

### Existing Eligibility List/ Ongoing Recruitment

- Vacancies Filled: 9
- Avg. Calendar Days: 32

### New External/Internal Recruitment

- Vacancies Filled: 15
- Avg. Calendar Days: 94

### New Internal Only Recruitment

- Vacancies Filled: 13
- Avg. Calendar Days: 33

Temporary upgrade & limited term assignments used to maintain operations when needed

# Recruitment Information



Time to Hire: 65 days

Avg 59 business days faster than comparable agencies

Benchmark based on 10 similar agencies

Includes all positions (authorized + project)

## Benchmarking - Organization

Your organization is taking **59 days less** than your peers on an average to hire a candidate.

Your Time to Hire

65 Days

Peer Average

124 Days

65 days 87 days 128 days 141 days 160 days

PEER ORGANIZATIONS [View More](#)

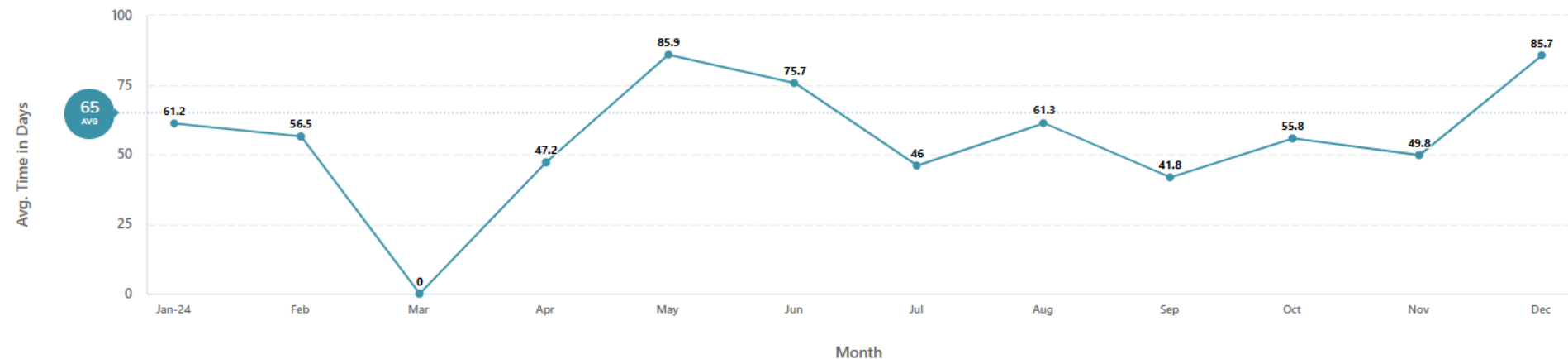
We've compared your organization against **10** similar organizations.

## Time to Hire - All Departments

January 2024 - December 2024

Total Hires: 77

[Month](#) | [Quarter](#) | [Year](#)



# Potential Hiring Obstacles



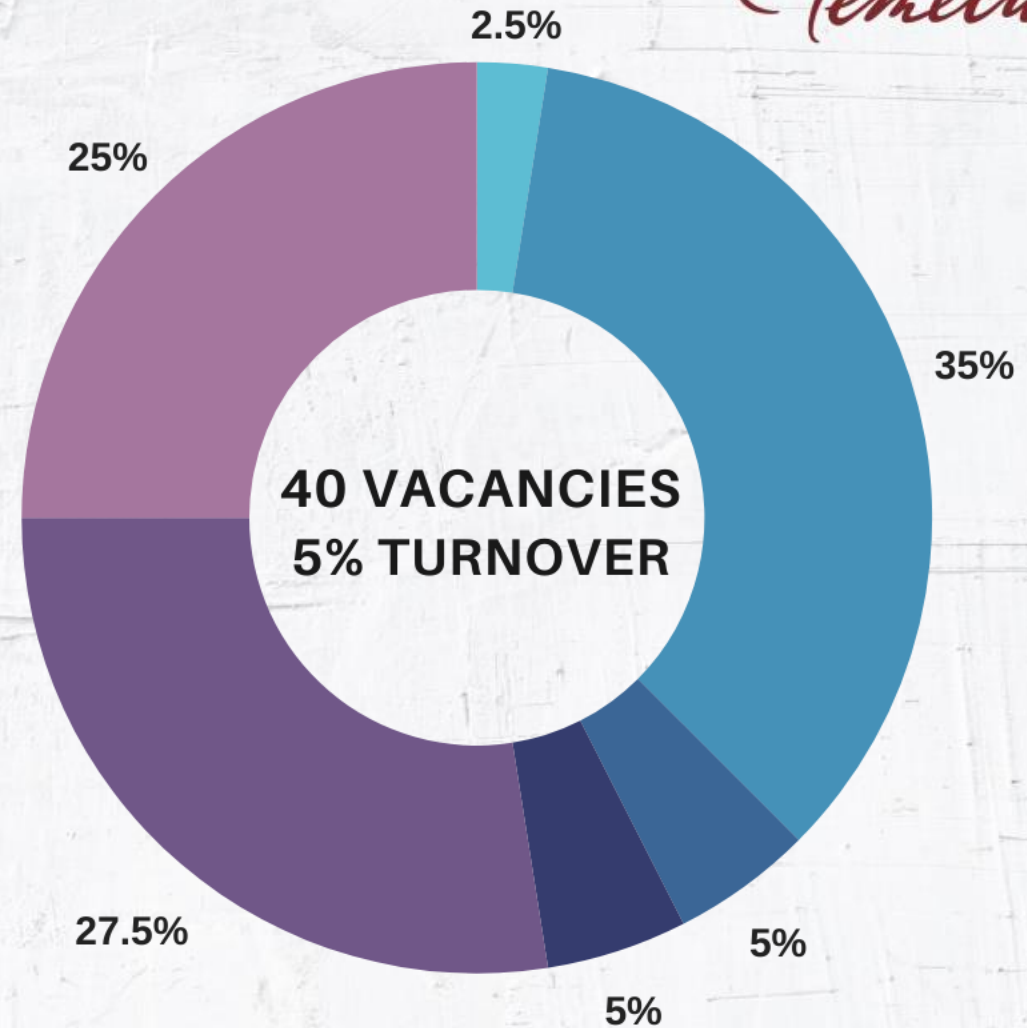
Human Resources reviewed applicable policies, procedures, and recruitment activities to identify any potential obstacles in the City's hiring process.

Potential Obstacles	Potential Changes
<ul style="list-style-type: none"><li>• Attracting candidates</li><li>• Pre-employment task delays</li></ul>	<ul style="list-style-type: none"><li>• Monitor screening vendor</li><li>• HR system improvements</li><li>• Evaluate HRIS module to streamline onboarding</li><li>• Some delays remain beyond City's control</li></ul>

# Retention Information



NEWLY BUDGETED POSITION	1
INTERNAL PROMOTION	14
INTERNAL TRANSFER	2
INVOLUNTARY SEPARATION	2
RETIREMENT	11
VOLUNTARY SEPARATION	10



# Bargaining Unit Specific Vacancy Information



12/31/24	# of Vacancies	# of Budgeted FTEs	% of Vacancies
Teamsters Local 911	5	118	4.2%

Bargaining Units at or exceeding 20% vacancy rate:

- *None*

# Questions?

