

AB 2561 Presentation:
Status of City of Pomona
Vacancies and City of Pomona
Recruitment and Retention Efforts
in Calendar Year 2024

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Introduction

- Legislative Overview
 - AB 2561 Effective January 1, 2025
 - Amends Meyers-Milias-Brown Act
 - Adds Gov. Code Section 3502.3
- Key Objectives – Vacancies in local government widespread problem affecting public service delivery and operations, which may lead to employee burnout and staffing challenges.
- Reporting Requirements



2024 Vacancy Overview

- # of Budgeted FTEs: 648
- # of Vacancies 61 (Avg. 70 per month)
 - 12,349 Applications Received
 - 1,080 Candidates Interviewed
- Total # of Vacancies Filled: 147



Recruitment/Hiring Process Step**Description**

Vacancy Created:	Voluntary Separation, Retirement, Involuntary Separation, Internal Movement, Newly Budgeted Position
Recruitment Requisition:	Manager submits recruitment requisition to fill vacancy, Executive approves recruitment requisition for HR to process
Determine Recruitment Activity Type:	Utilize existing eligibility list/ongoing recruitment, recruit external & internal, or recruit internal only
Job Posting:	Advertise job opening and recruitment on websites and agency social media
Application Screening:	Pass applicants that meet minimum qualifications
Candidate Written/Practical Exam:	Pass candidate that score x% on written/practical exam
Candidate External Panel Oral Exam:	Pass candidates that score in the top x on the external panel oral exam
Candidate Internal Panel Oral Exam:	Approve candidates to eligibility list that score x% on internal panel oral exam
Select Candidate from Eligibility List:	HR recommends hire of top candidate on eligibility list to Manager, Manager approves recommendation
Conditional Job Offer:	Executive authorizes HR to make conditional job offer to selected candidate
Pre-Placement Process:	Selected candidate accepts conditional job offer, HR processes background check and physical
Job Placement:	Selected candidate passes background check and physical, selected candidate is given an employment start date

Number of Recruitments by Department

Department	Recruitments
Administration	1
Community Services	50
Development Services	12
Finance	4
Human Resources	4
Innovation Technology	3
Library	2
Neighborhood Services	15
Police Department Non-Sworn	34
Police Department Sworn	17
Public Works	19
Water Resources	7



Recruitment Strategies

- Paid Job Postings
- Social Media Promotion
- Candidate Sourcing
 - Indeed.com
 - Governmentjobs.com
 - Personal LinkedIn Networking
- Community Engagement
- Referral and Hiring Bonus (Police Dept.)
- Why Pomona?



Retention Strategies

- Enhanced Benefits and Salaries
- Training & Career Development
- Employee Engagement & Wellness
- Annual Employee Recognition Events
- In-person training initiatives:
 - New Employee Orientation
 - Supervisor's Toolkit
 - HR Hot Spot Huddles
 - Harassment Prevention Training



Questions / Comments

