

Disclosure of Status of Vacancies and Recruitment and Retention Efforts



Status of Vacancies

Background AB2561

Requires local agencies to present status of vacancies, recruitment, and retention efforts during a public hearing before governing body at least once per fiscal year

- Presentation must be made prior to adoption of final budget
- Entitle a recognized employee organization to also make presentation at same meeting

If number of job vacancies in a single bargaining unit is 20% or greater, additional data points are required

Vacancies as of January 2025

Management Employee Association	9%
General Unit	7%
Deputy Sheriff's Association	12%
Sheriff's Management Association	0%
Probation Peace Officers' Association	10%
Professional Unit	8%
Deputy District Attorney/ Public Defender Association	11%
Countywide	8%

Recruitment and Retention Efforts

- **Reduced Time to Hire Initiative 60 days start to finish**
 - **2024 average of 41 days**
- **Attended 12 job fairs in 2024**
- **Plan to attend 15 job fairs in 2025**
- **Test regularly for our Safety positions**
- **Salary and benefit studies performed every 3 years to ensure market alignment**

Recruitment and Retention Efforts cont.

- **NEOGOV Insight and Attract**
 - Enhance our recruitment efforts
 - More qualified candidates
 - Outreach to over 1.5 million candidates
 - Targeted messaging for specific recruitments
- **Recruitment incentive offered to hard to recruit positions: General, Professional, DDA/DPD, DSA, and SMA**
- **PC Code for higher level position incentives in management levels and above**



Questions?