



# **Position Vacancy Report 2025**

## **Recruitment and Retention**

- Status of Vacancies
- Efforts to Recruit and Retain

Presented to Board of Supervisors on May 6, 2025  
Niger Edwards, Director, Department of Human  
Resources



## Government Code §3502.3

---

- **AB2651 (2024) added Government Code §3502.3, effective January 1, 2025**
- **Requires an annual presentation to the Board which:**
  - Provides the status of vacancies, recruitment and retention efforts at least once per year and prior to the adoption of the annual budget
  - Identifies any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process
  - Allows a recognized employee organization for a bargaining unit to make a presentation at the public hearing



## Government Code §3502.3

- **Annual presentation may also include:**
  - When there are vacancies equal to or exceeding 20% of the authorized full-time positions within a bargaining unit the presentation may, upon request of the bargaining unit, include the following:
    - Total number of vacancies in the bargaining unit
    - Total number of applicants for vacant positions in the bargaining unit
    - Average number of days to complete the hiring process when a position is posted
    - Opportunities to improve compensation/other working conditions



# Vacancy Rates – All Bargaining Units as of 2/28/25

## Units 2 and 11 have vacancy rates over 20%

Bargaining Unit	Allocated Positions	Vacant Positions per BU	Vacancy Rate
01	110	8	7.29%
02 – SEIU #1021. Registered Nurses	67	16	24.22%
03	130	8	6.15%
04	24	0	0.00%
05	629	76	12.01%
06	100	14	14.00%
07	592	81	13.72%
08	118	7	5.93%
09	529	54	10.27%
10	116	8	6.90%
11 – Union of American Physicians and Dentists	22	10	44.07%
12	136	21	15.13%
13	247	27	10.93%
14	34	2	5.88%
15	16	0	0.00%
16	155	19	12.25%
17	11	2	18.18%
18	12	0	0.00%
19	82	10	12.20%
30	46	3	6.56%
60	5	0	0.00%
61	44	4	9.09%
62	55	4	7.27%
<b>Grand Total</b>	<b>3279.2</b>	<b>373.7</b>	<b>11.40%</b>



# Countywide Vacancy Rates 2023 - 2025

Pay Period 03/01/2025		Pay Period 03/02/2024		Pay Period 03/04/2023	
Req Rate	Total Rate	Req Rate	Total Rate	Req Rate	Total Rate
8.40%	11.55%	8.67%	10.71%	10.43%	13.78%



# Other Statistics March 1, 2024, thru Feb 28, 2025

Vacancies	Retirements	Resignations	Terminations	Hires
373.70	96.50	177.6	28	862.65



## Vacancy Rates – Bargaining Units 2 & 11

Bargaining Unit	Total Allocated Positions	Total Vacant Positions	Vacancy Rate	Total Requisitioned Positions As of Mar 1, 2025	Requisitioned Positions Vacancy Rate As of Mar 1, 2025
02	67	16	24.22%	12	17.83%
11	22	10	44.07%	6	26.85%



# Vacancy Data in Excess of 20% Full-time Position

## Unit 2

Classification	# of Req	Average # App	# of Eligibles on List	Hires	Average Days to Fill
Mental Health Nurse	1	46	5	0	N/A
Nurse Practitioner/ Physician Assistant	6	17	6	2	221
Registered Nurse	5	170	39	0	N/A
Registered Nurse Sr.	1	12	4	1	163
Public Health Nurse Entry	1	173	24	0	N/A
Public Health Nurse	6	94	22	3	243
Public Health Nurse Sr.	4	25	8	2	305



# Vacancy Data in Excess of 20% Full-time Position

## Unit 11

Classification	# of Req	Average # App	# of Eligibles on List	Hires	Average Days to Fill
Psychiatrist	3	2	2	0	N/A
Clinic Physician	1	4	1	0	N/A
Dentist	2	15	6	0	N/A

## Units 2 and 11 – Previous Data

- Mental Health Nurse 2022 recruitment netted 3 hires in 2024
- Registered Nurse 2022 recruitment netted 1 hire in 2024
- Public Health Nurse Entry 2022 recruitment netted 1 hire in 2024
- Psychiatrist 2023 recruitment netted 1 hire 2024



## Unit 2 and 11 Recruitment and Retention Efforts

- **OCHIN Epic and DAX, new electronic health records system and clinical documentation solution**
- **Managed Care sponsored recruitment and retention bonuses for Family Health Services**

Classification	Amount	Commitment
Nurse Practitioner/Physician Assistant	\$50,000	60 - months
Psychologist/Therapists	\$20,000	24 – months
Clinic Physicians	\$20,000	12 - months
Psychiatrists	\$30,000	24 - months
Clinic Physicians	\$100,000 (Replaced \$20,000 in 2022)	60 - months



# Unit 11 Recruitment and Retention Efforts

## Equity Adjustments (Does not include annual COLAs)

Classification(s)	Cumulative Percentage Increase	Year(s)
Psychiatrists	8%	Feb 2020, 2021, 2022
Clinic Physicians	4%	Feb 2020, 2021
Dentists	2%	Feb 2020, 2021
Clinic Physicians and Dentists	1%	Feb 2022
All the above	3%	Dec 2022



## Countywide Reasons for Vacancies\*

- **Extensive COVID recovery period**
- **Tight labor market**
  - **Fewer applicants**
  - **Increased voluntary turnover**
- **High demand for occupations without adequate supply**
- **Salary versus benefits**
  - **County benefits generally better than the private sector but actual wages are sometimes not as competitive in certain job classifications.**

\*Civil Service Vacancies in California: 2022-2023 – UC Berkeley Labor Center



## Countywide Current Recruitment and Retention Efforts

---

- **Implemented new recruitment and onboarding system**
- **Participated in career fairs**
- **Updated comparable jurisdictions**
- **Internship opportunities**
- **Flexible schedules**
- **Inclusive workforce study**
- **Ongoing training and development opportunities**
- **Tuition reimbursement**
- **Advance step salary placement**



## Future Efforts

---

- **Civil Service Rules updates**
- **Classification study**
- **Early introduction to public service**
- **Direct/targeted recruiting**



# Questions