



# Position Vacancy Report 2026

## Recruitment and Retention

- Status of Vacancies
- Efforts to Recruit and Retain

Presented to Board of Supervisors on May 5, 2026

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## 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 2/28/26

## Unit 11 has a vacancy rate over 20%

Bargaining Unit	Allocated Positions	Vacant Positions per BU	Vacancy Rate
01	109.75	8.00	7.29%
02	67.30	11.00	16.34%
03	130.00	7.00	5.38%
04	26.00	2.00	7.69%
05	631.00	53.45	8.47%
06	98.00	7.00	7.14%
07	590.25	79.00	13.38%
08	117.00	10.00	8.55%
09	533.65	53.00	9.93%
10	120.00	14.00	11.67%
11 –American Physicians and Dentists	22.35	11.25	50.34%
12	136.50	22.50	16.48%
13	244.00	22.00	9.02%
14	35.00	1.00	2.86%
15	16.00	1.00	6.25%
16	159.00	19.00	11.95%
17	11.00	0.00	0.00%
18	12.00	1.00	8.33%
19	83.00	14.00	16.87%
30	43.70	2.00	4.58%
60	5.00	0.00	0.00%
61	45.00	3.00	6.67%
62	54.00	6.00	11.11%
<b>Grand Total</b>	<b>3289.50</b>	<b>347.20</b>	<b>10.55%</b>
<b>Less Unbudgeted Positions</b>	<b>3172.00</b>	<b>229.70</b>	<b>7.24%</b>



# Countywide Vacancy Rates 2024 - 2026

Pay Period 02/28/2026		Pay Period 03/02/2025		Pay Period 03/04/2024	
Req Rate	Total Rate	Req Rate	Total Rate	Req Rate	Total Rate
7.66%	10.55%	8.40%	11.55%	8.67%	10.71%



# Other Statistics March 1, 2025 - Feb 28, 2026

Retirements	Resignations	Terminations	Hires
83	147	23	764



# Vacancy Rates – Bargaining Unit 11

Bargaining Unit	Total Allocated Positions	Total Vacant Positions	Vacancy Rate
11	22.35	11.25	50.34%
Less Unbudgeted Positions	13.75	2.65	19.27%



# 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	5	4	2	2	165
Clinic Physician	1	4	4	0	N/A
Dentist	2	31	12	0	N/A

## Unit 11 – Previous Data

- Psychiatrist 2025 recruitment resulted in two (2) hires in January and March of 2026



# Unit 11 Recruitment and Retention Efforts

- **In 2025 the following classifications were eligible for a recruitment and retention bonus**

Classification	Amount	Commitment
Clinic Physicians	\$20,000	12 - months
Psychiatrists	\$30,000	24 - months
Clinic Physicians	\$100,000 (Replaced \$20,000 in 2022)	60 - months

- **In 2025, Dentists, Psychiatrists and Clinic Physicians**
  - Student loan repayment program for a match of up to \$70,000 over an eight-year period
  - Relocation and moving expenses when moving to Solano County for an amount up to \$6,000, with an additional \$5,000 for extended family



# Countywide Reasons for Vacancies

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- **Tight labor market**
  - Fewer applicants
  - Increased voluntary turnover
- **High demand for occupations without adequate supply**
- **Salary versus benefits**
  - County salary and benefits are generally better than the private sector, but actual wages are sometimes lower in certain job classifications.



# Countywide Current Recruitment and Retention Efforts

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- **NeoGov**
- **Participated in Career Fairs**
- **Social Media**
- **Compensation Study / Negotiations**
- **Internship Opportunities**
- **Flexible Schedules**
- **Ongoing Training and Development Opportunities**
- **Tuition Reimbursement**
- **Advance Step Salary Placement**



## Future Efforts

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- **Civil Service Rules updates**
- **Classification study**
- **Early introduction to public service**
- **Direct/targeted recruiting**
- **Partnering with Employment Training Providers**



# Questions