HUMAN RESOURCES
COUNTY OF FRESNO

Engage. Empower. Employ.

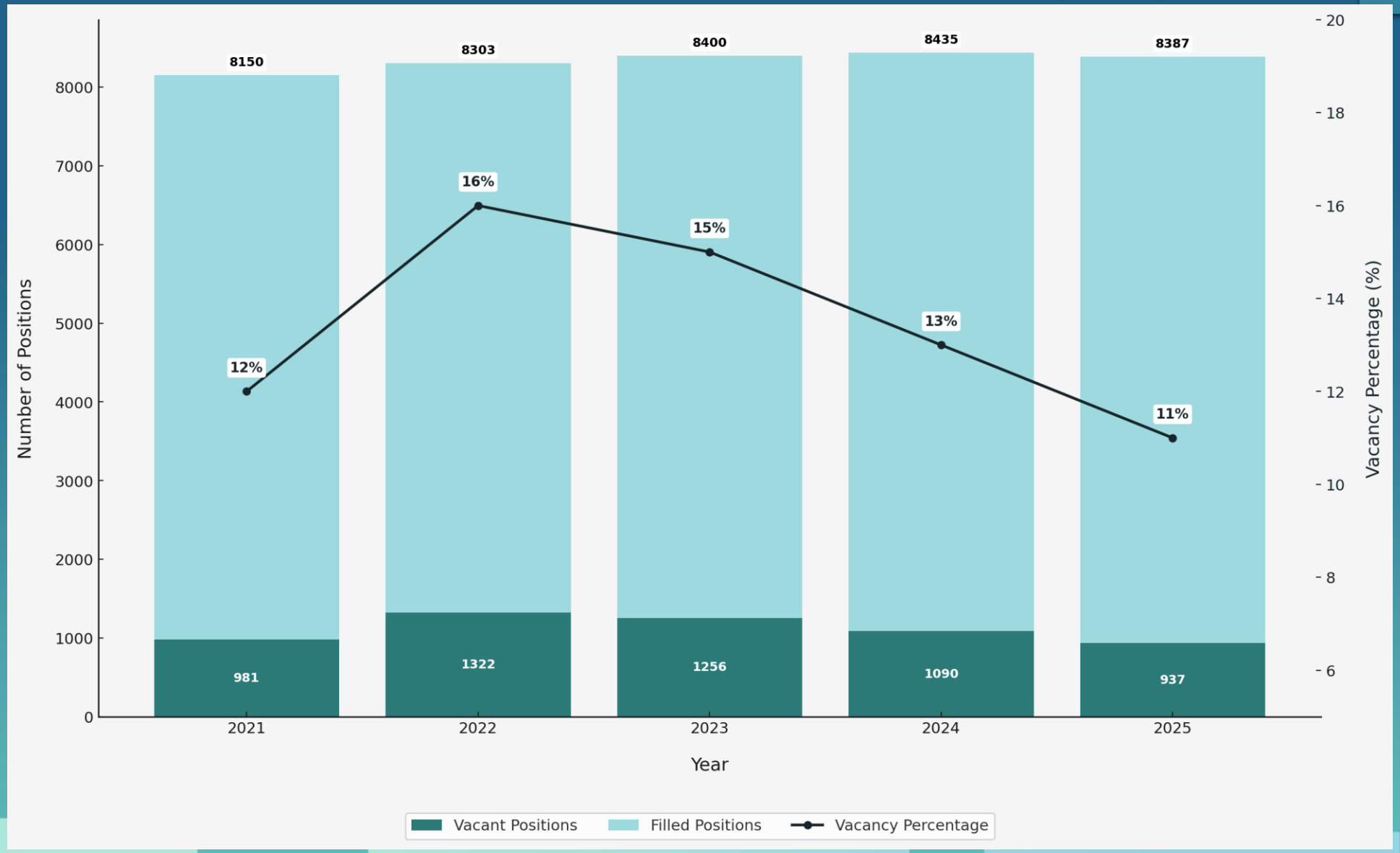
Human Resources

Hollis Magill
Director of Human Resources

Status of Vacancies, Recruitment and Retention

FY 24-25 PUBLIC HEARING

County Permanent Position Trends



Recruitment Process

- Time to Hire: 90 days
- Conducted 275 recruitments
- Evaluated over 26,000 applications
- Hired 846 permanent and 421 extra-help employees

Careers Start **Here**

Free Healthcare

$0 Premium Health Plans
available at Employee only
and Employee + Children tiers

- **Life and AD&D Insurance**
- **Flexible Spending Accounts**
- **Employee Assistance Program**
- **Disability Insurance**
- **Employee Discounts**

Paid Time Off

12 paid holidays and starting at
20 vacation/sick days a year.

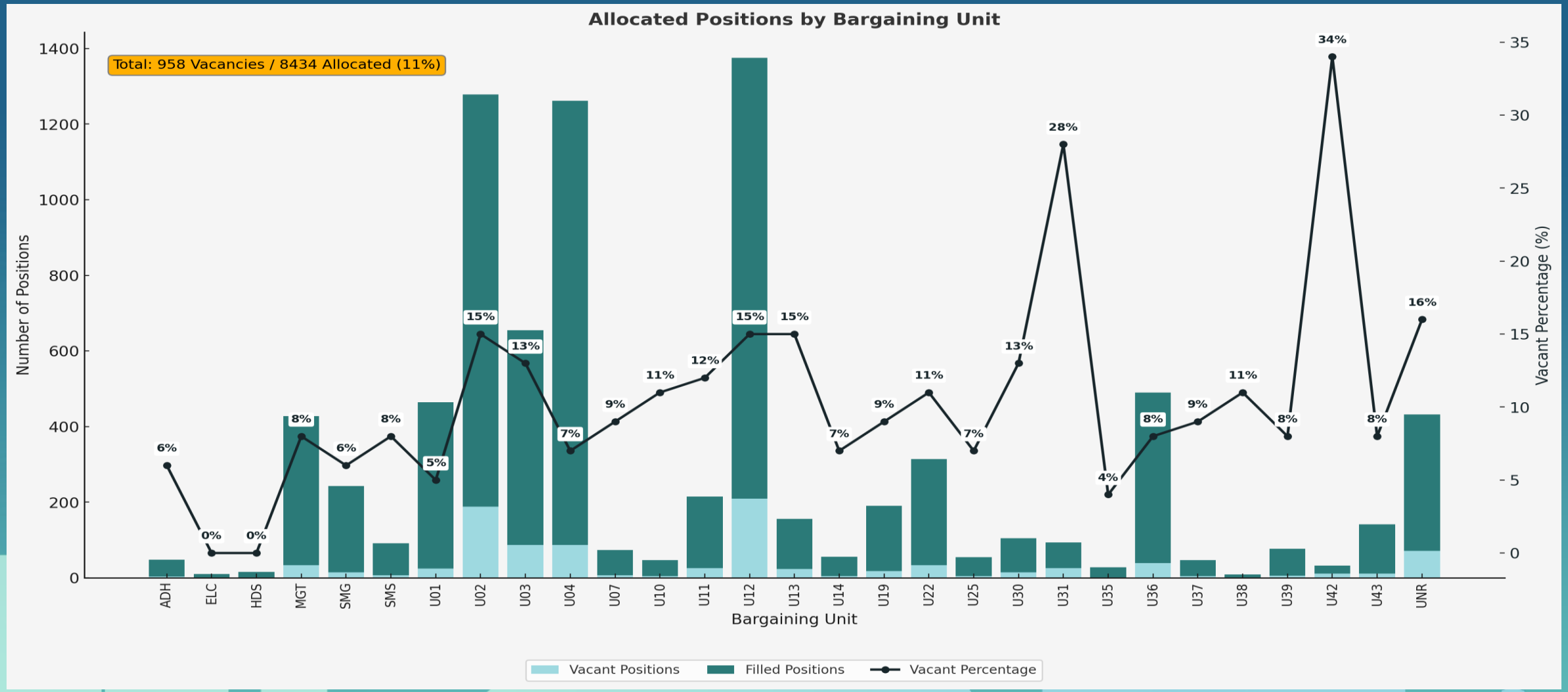
Retirement

Up to 97.5% of your salary at
retirement.

Deferred Compensation

Employer match up to $1,300 a year.

Vacancy Rate by Bargaining Unit



Data as of 5/22/25

Bargaining Units with Vacancy Rates over 20%

Unit 31 – Public Defenders

- 28% vacancy rate
- Current MOU expires December 7, 2025.
- Sixth salary step added effective July 8, 2024.
- Specialization Incentive and Performance Allowance pays effective October 31, 2022.

Bargaining Units with Vacancy Rates over 20%

Unit 42 - Engineers

- 34% vacancy rate
- Current MOU expires November 9, 2025.
- Sixth salary step added effective November 25, 2024.

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Thank You