



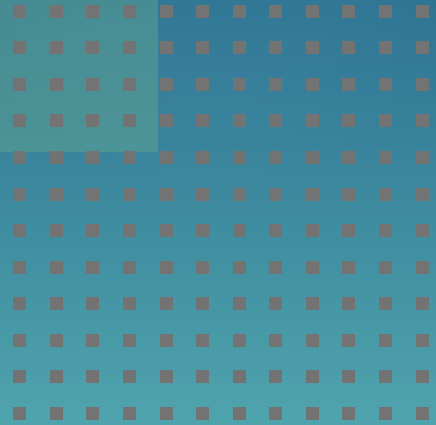
Engage. Empower. Employ.

Human Resources

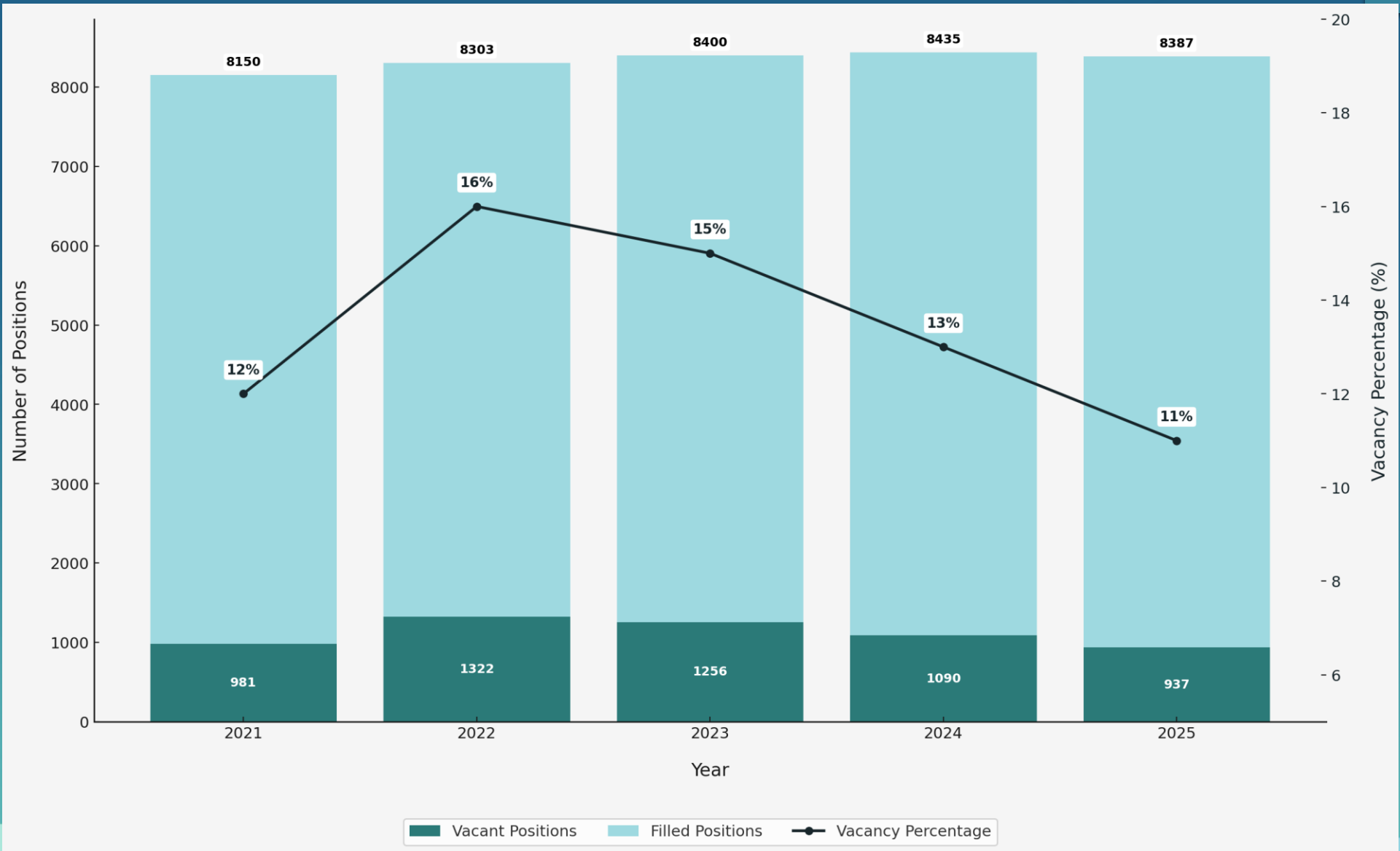
Hollis Magill
Director of Human Resources

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

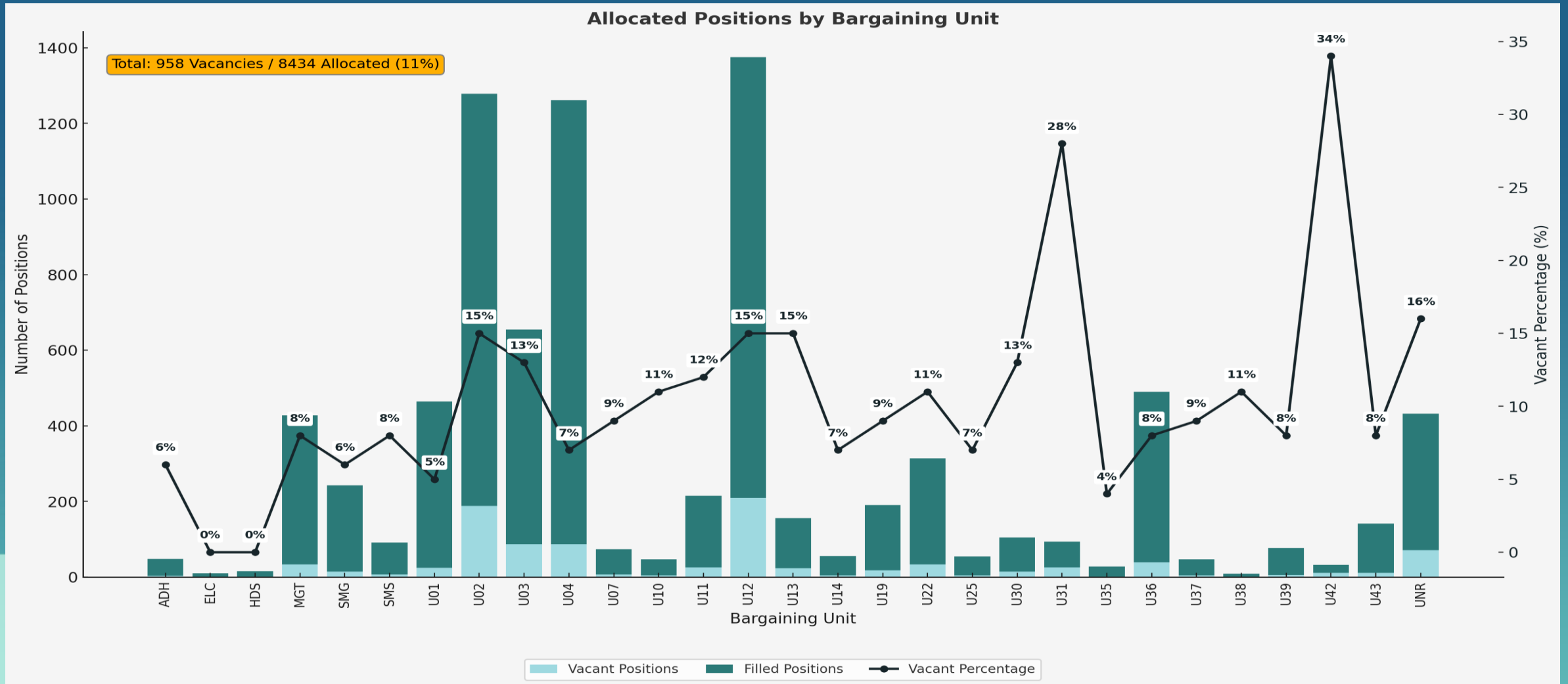
Up to 97.5% of your salary at
retirement.



Deferred Compensation

Employer match up to \$1,300 a year.

Vacancy Rate by Bargaining Unit



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.





Thank You