



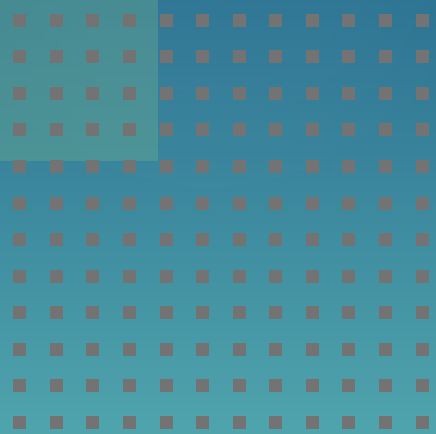
Engage. Empower. Employ.

Human Resources

Hollis Magill
Director of Human Resources

Status of Vacancies, Recruitment and Retention

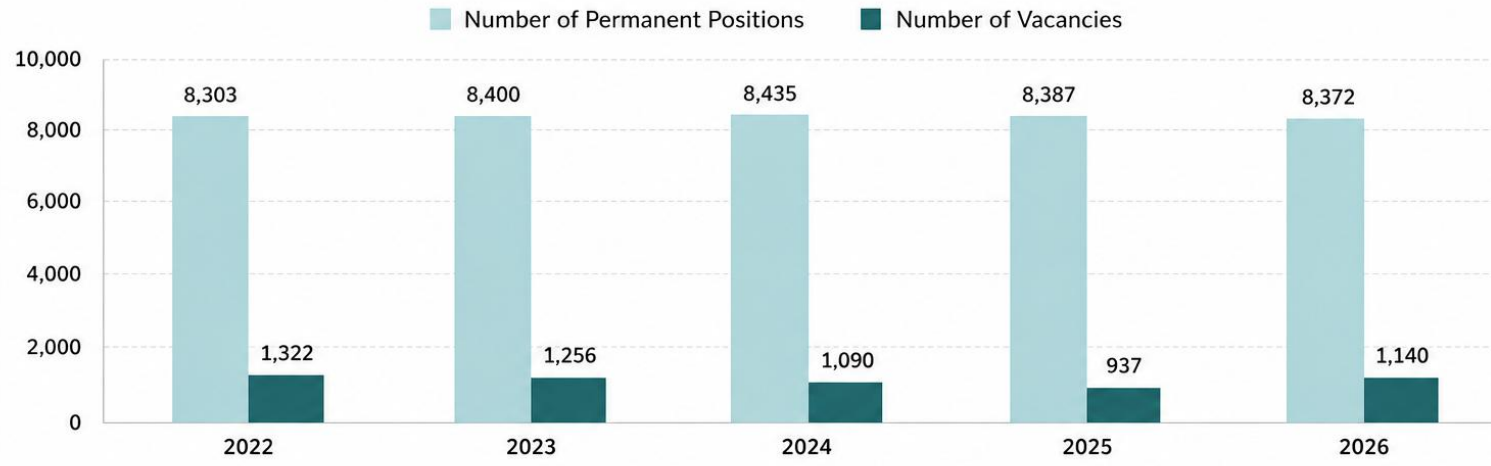
FY 25-26 PUBLIC HEARING



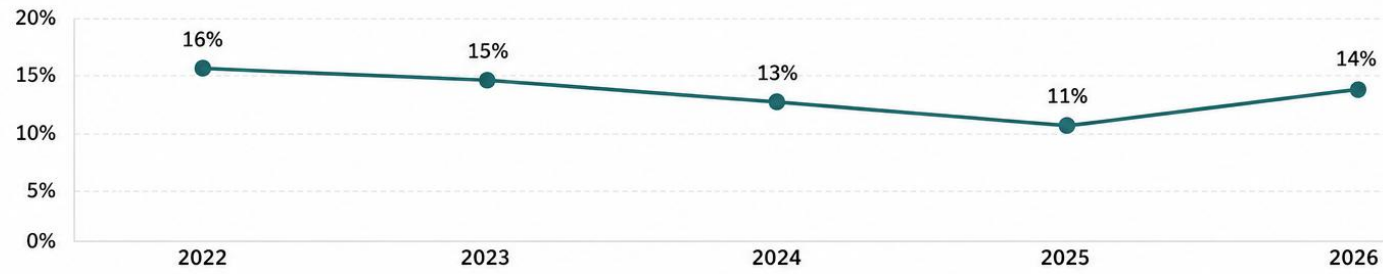
County Permanent Position Trends

County Permanent Positions Trends by Year

Number of Permanent Positions and Vacancies by Year



Vacancy Percentage by Year



Note: Vacancy Percentage = (Number of Vacancies / Number of Permanent Positions) x 100

Recruitment Process

- ▶ Time to Hire: 67 days
- ▶ Conducted 216 recruitments
- ▶ Evaluated over 16,000 applications
- ▶ Hired 429 permanent and 374 extra-help employees
- ▶ Hiring controls implemented effective March 14, 2025





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

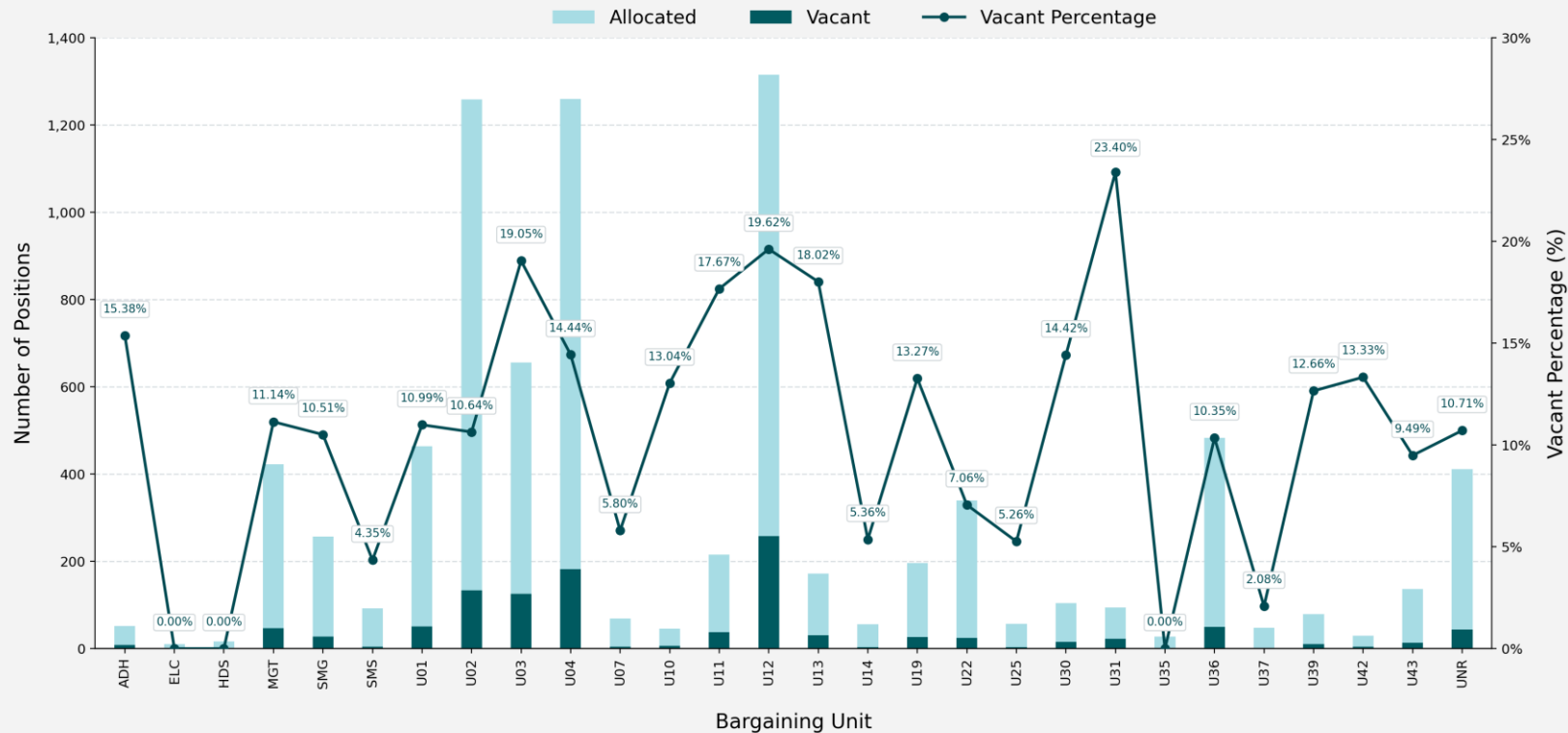
Employer match up to \$1,300 a year.

Vacancy Rate by Bargaining Unit

Bargaining Unit Vacancy Overview

Bargaining Unit Allocated Positions, Vacancies, and Vacancy Percentage

2026 Total: 1,140 Vacancies / 8,372 Allocated (14%)



Note: Vacancy Percentage = (Vacant / Allocated) x 100

Bargaining Units with Vacancy Rates over 20%

Unit 31 – Public Defenders

- ▶ 23% vacancy rate (decrease from 28% prior year)
- ▶ Current MOU expires January 3, 2027
- ▶ 1% salary increase effective January 5, 2026
- ▶ 2% salary increase effective June 22, 2026
 - ▶ Additional 1.95% for Defense Attorney I and .96% for II/III effective June 22, 2026 pending BOS approval

Prior Year - Bargaining Units with Vacancy Rates over 20%

Unit 42 - Engineers

- ▶ FY 24-25 - 34% vacancy rate
- ▶ FY 25-26 – 13% vacancy rate
 - ▶ Six Engineer hires and 2 vacant deletions during current fiscal year



Thank You