

# ASSEMBLY BILL 2561

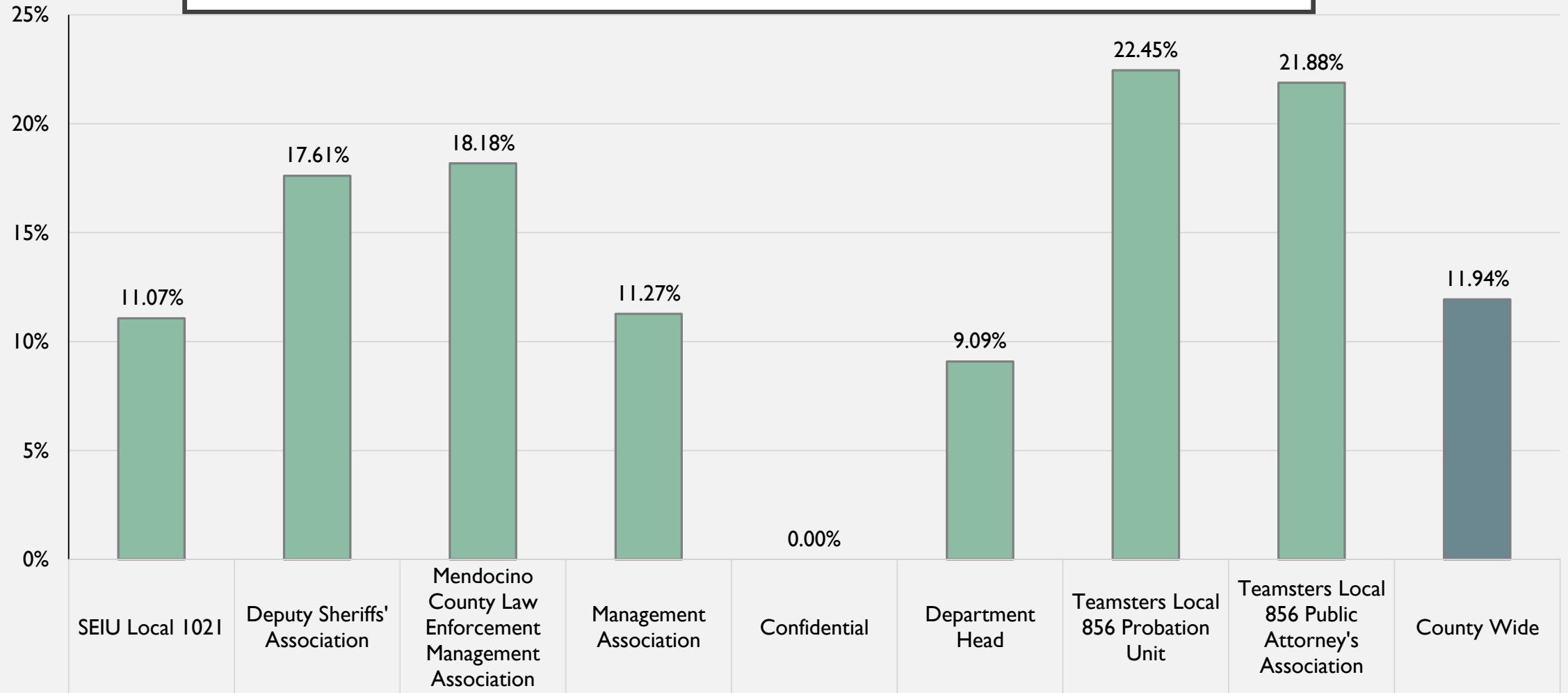
*Presented by: Human Resources*

## WHAT IS ASSEMBLY BILL (AB) 2561

- Signed by Governor Newsom on September 22, 2024
- Requires all Public Agencies to address and publicly present the status of vacancies, recruitment, and retention efforts.
- Highlight hiring challenges and obstacles.
- Outlines additional requirements upon request from the bargaining unit if the vacancy rate is greater than 20%

# VACANCY RATE BY BARGAINING UNIT

## As of Pay Period Ending May 10, 2025



## 2025 RECRUITMENTS

As of Pay Period Ending May 10, 2025

Staffing Requisitions = 189

Recruitments = 127

Applications Screened = 1,618

Exams Conducted = 75

Prepared Certifications / Referrals = 112

# 2025 RETENTION

## As of Pay Period Ending May 10, 2025

### RETENTION RATE: 99%

- The percentage of employees who remain with an organization over a period.
- Retention rate is calculated by using the number of employees at the end of a defined period divided by the number of employees at the start of the defined period.

### RETENTION EFFORTS:

- Internal transfers and promotions
- Professional development
- Surveys
  - Employee engagement
  - Onboarding
  - Anniversary
- Department-specific training
- Coffee with HR

*Employees at end of period – Hires in Period / Employees at start of period X 100 = Retention Rate*

**THANK YOU**