



County Vacancies, Recruitment Practices and Processes



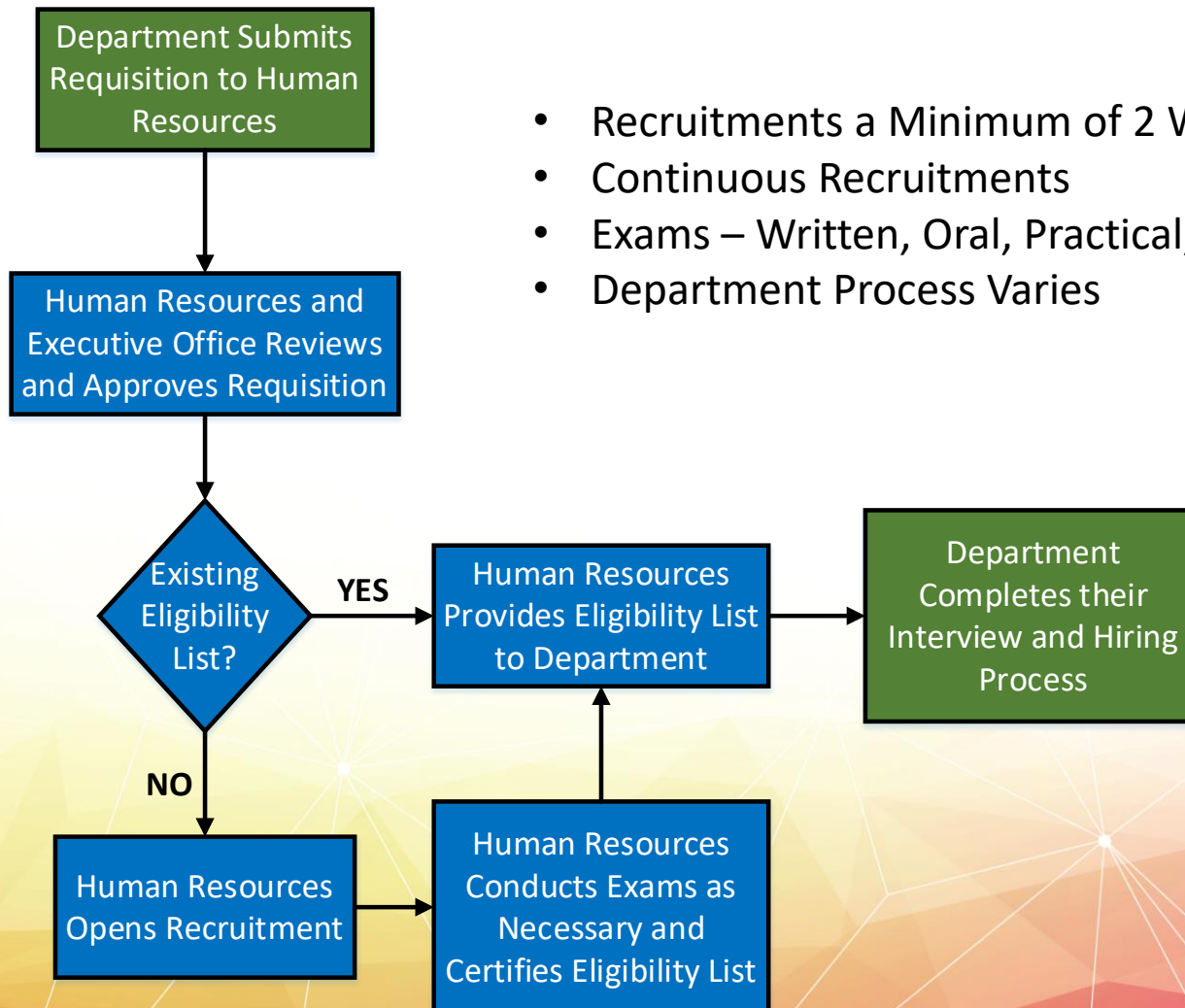
INTRODUCTION

Today's Presentation will discuss the following:

- Recruitment Process
- Countywide Vacancies
- Recruitment Statistics
- Advertising Costs
- Turnover
 - Annual
 - Within 1st year of Employment
- Retention Issues



RECRUITMENT PROCESS

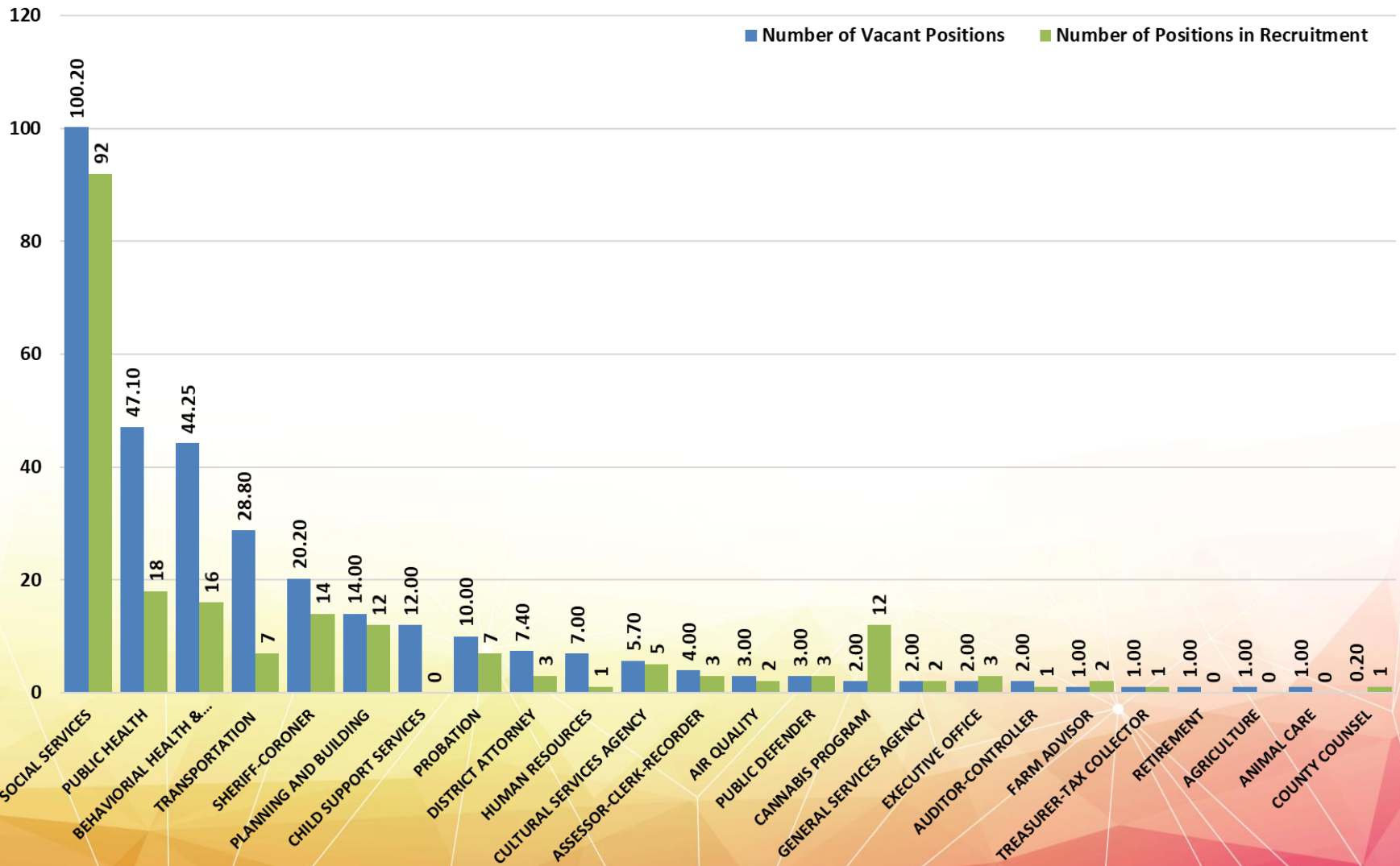


- Recruitments a Minimum of 2 Weeks
- Continuous Recruitments
- Exams – Written, Oral, Practical, Unassembled
- Department Process Varies



As of 9/4/21

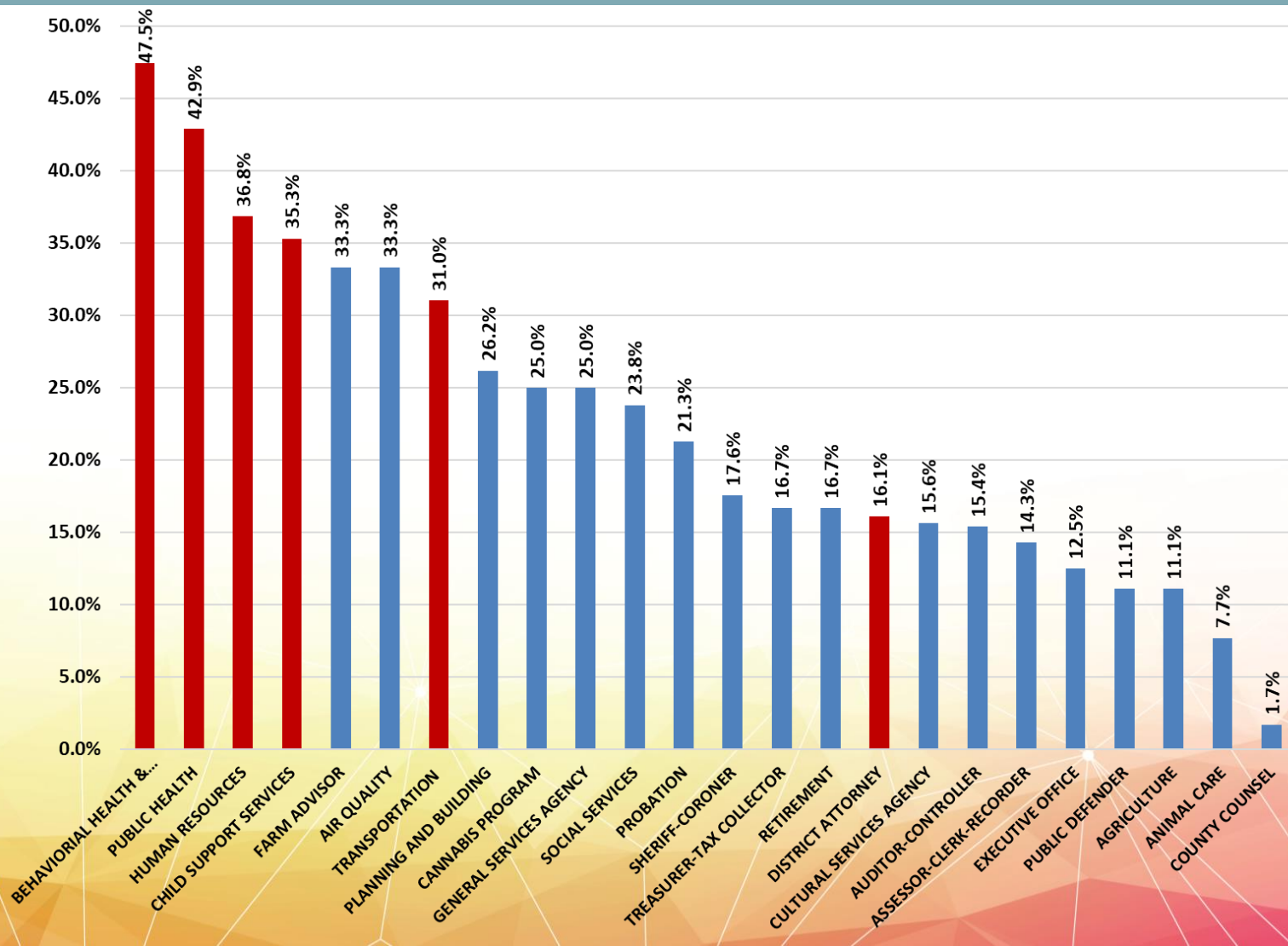
VACANCY BY DEPARTMENT





VACANCY RATE BY DEPARTMENT

As of 9/4/21





LENGTH OF VACANT POSITIONS

Number of Vacant Positions As of 9/4/21	Length of Vacancy
237	12 Months or less
67	12 – 23 Months
33	24 – 35 Months
33	36 Months or greater

Total 370

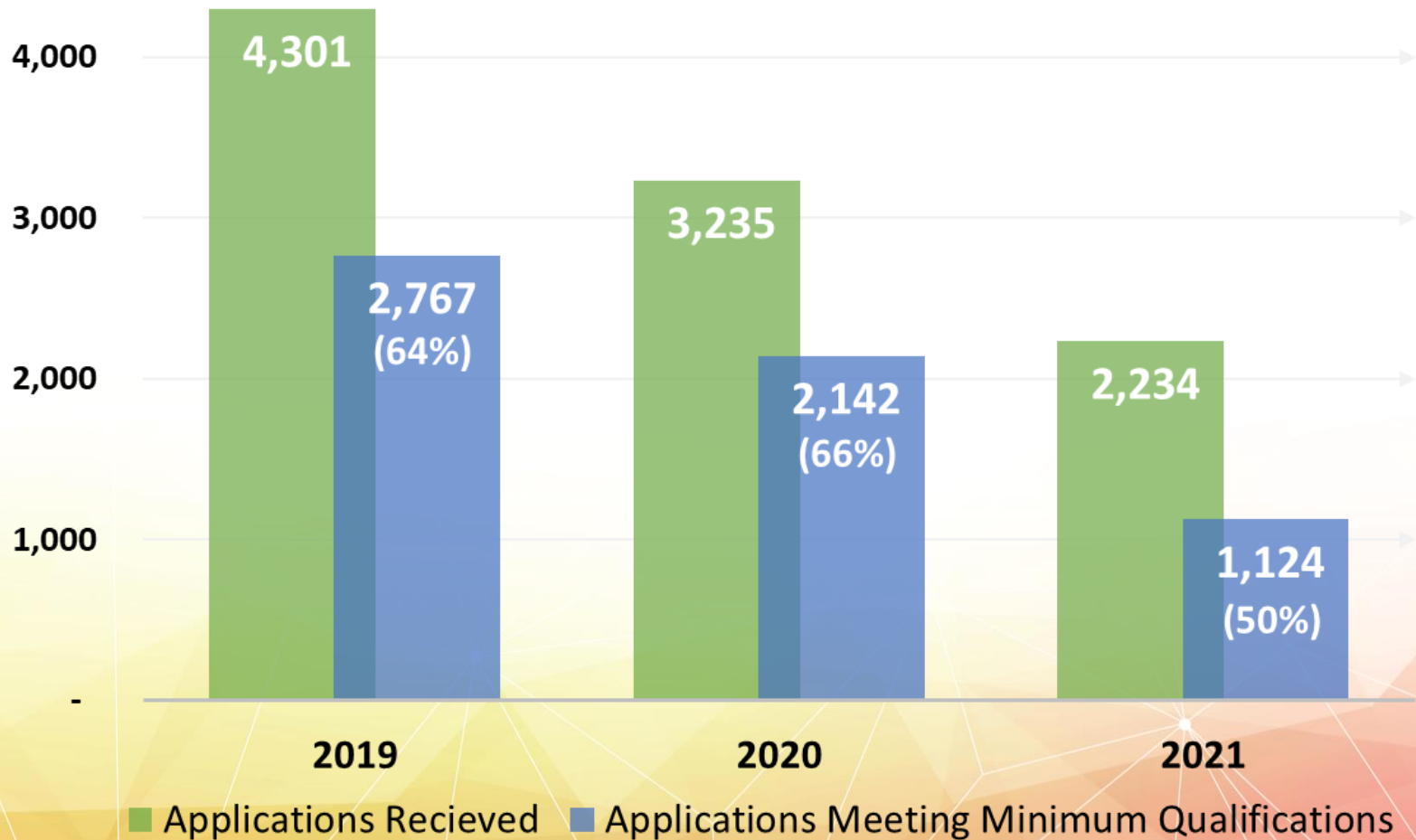


RECRUITMENT STATISTICS

	Requisitions Submitted by Department	Recruitments Completed	Number of Days From Requisition Approval to Eligibility List Referred to Department	Average Daily Applications Received
2019	459	320	25	12
2020	365	260	27	9
2021 As of 9/4/21	358	264	30	9



APPLICATION STATISTICS





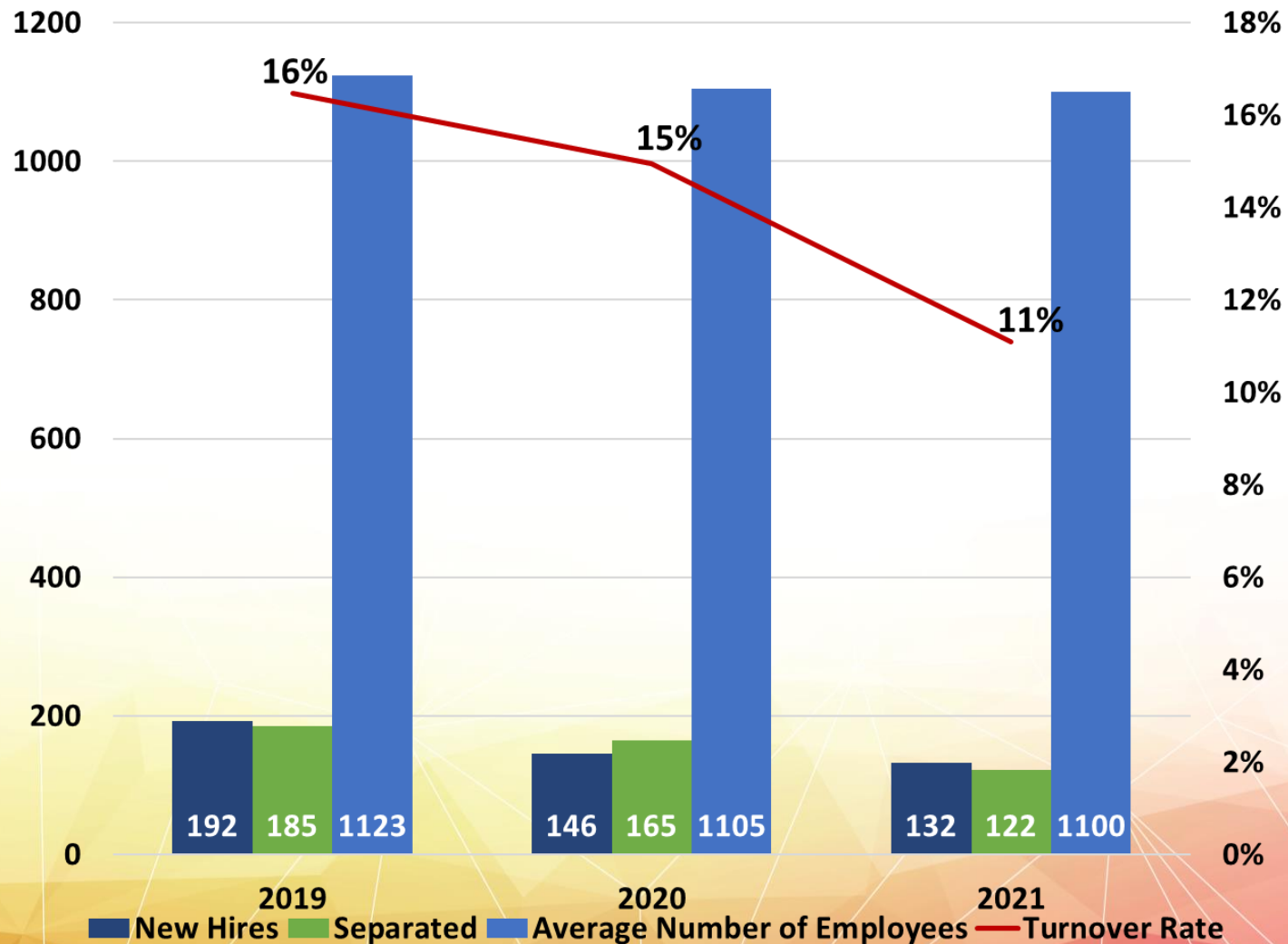
ADVERTISING COSTS

	FY 19/20	FY 20/21	FY 21/22 (As of 9/4/21)
Total Paid by HR	\$80,277	\$74,099	\$18,679
Average Cost Per Advertisement	\$255	\$292	\$201

- Recruitments are placed in local publications – Ukiah, Willits, Fort Bragg, Mendocino, Anderson Valley and Lake County
- Online Job Postings
- Departments request more depending upon their budget
- Association and Membership postings are at the request of the department

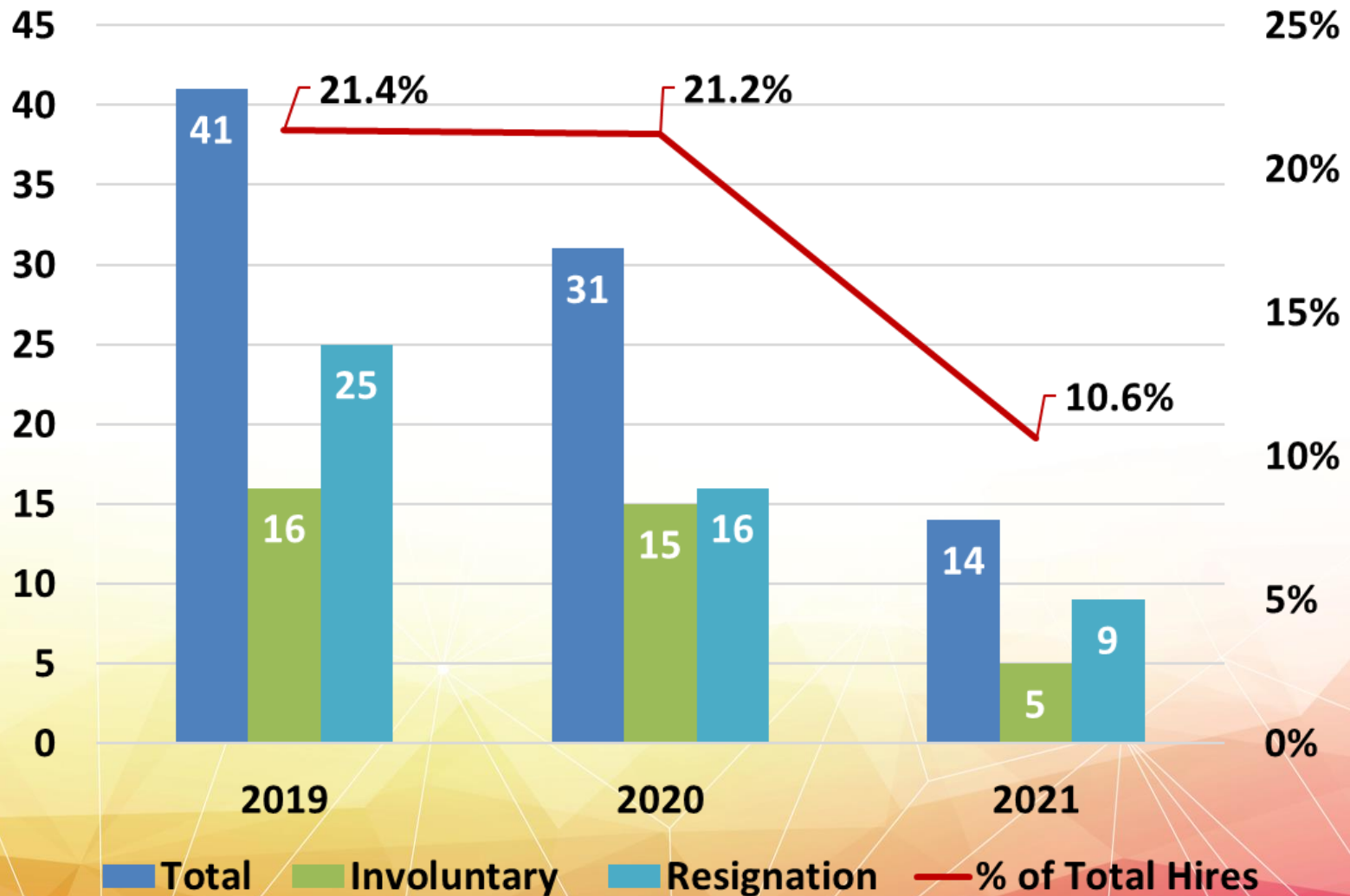


TURNOVER





TURNOVER WITHIN 1 YEAR OF EMPLOYMENT





RETENTION

2021 MID-YEAR REASONS FOR LEAVING RATES

