



# County Vacancies, Recruitment Practices and Processes



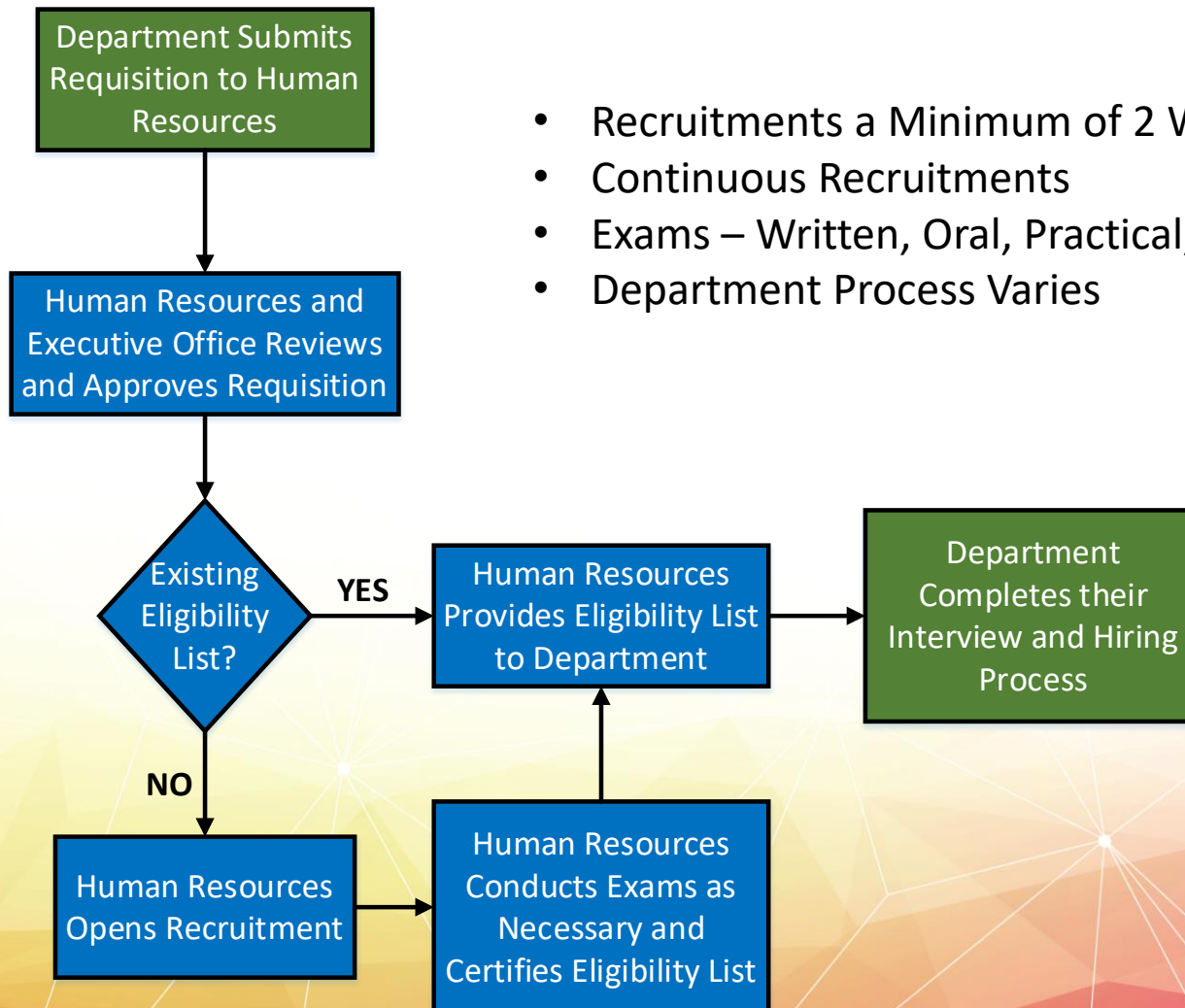
# INTRODUCTION

Today's Presentation will discuss the following:

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



# RECRUITMENT PROCESS

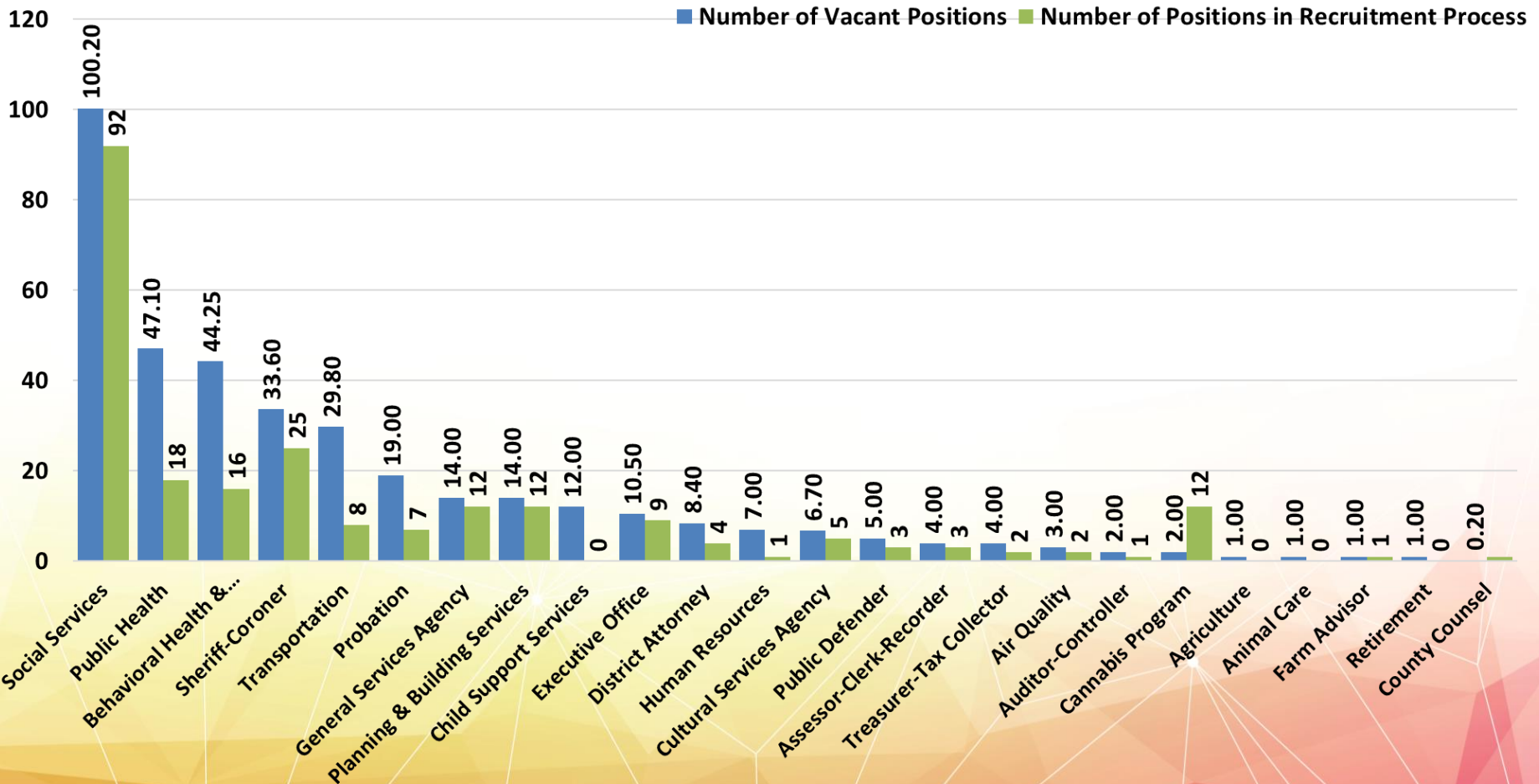


- Recruitments a Minimum of 2 Weeks
- Continuous Recruitments
- Exams – Written, Oral, Practical, Unassembled
- Department Process Varies



As of 9/4/21

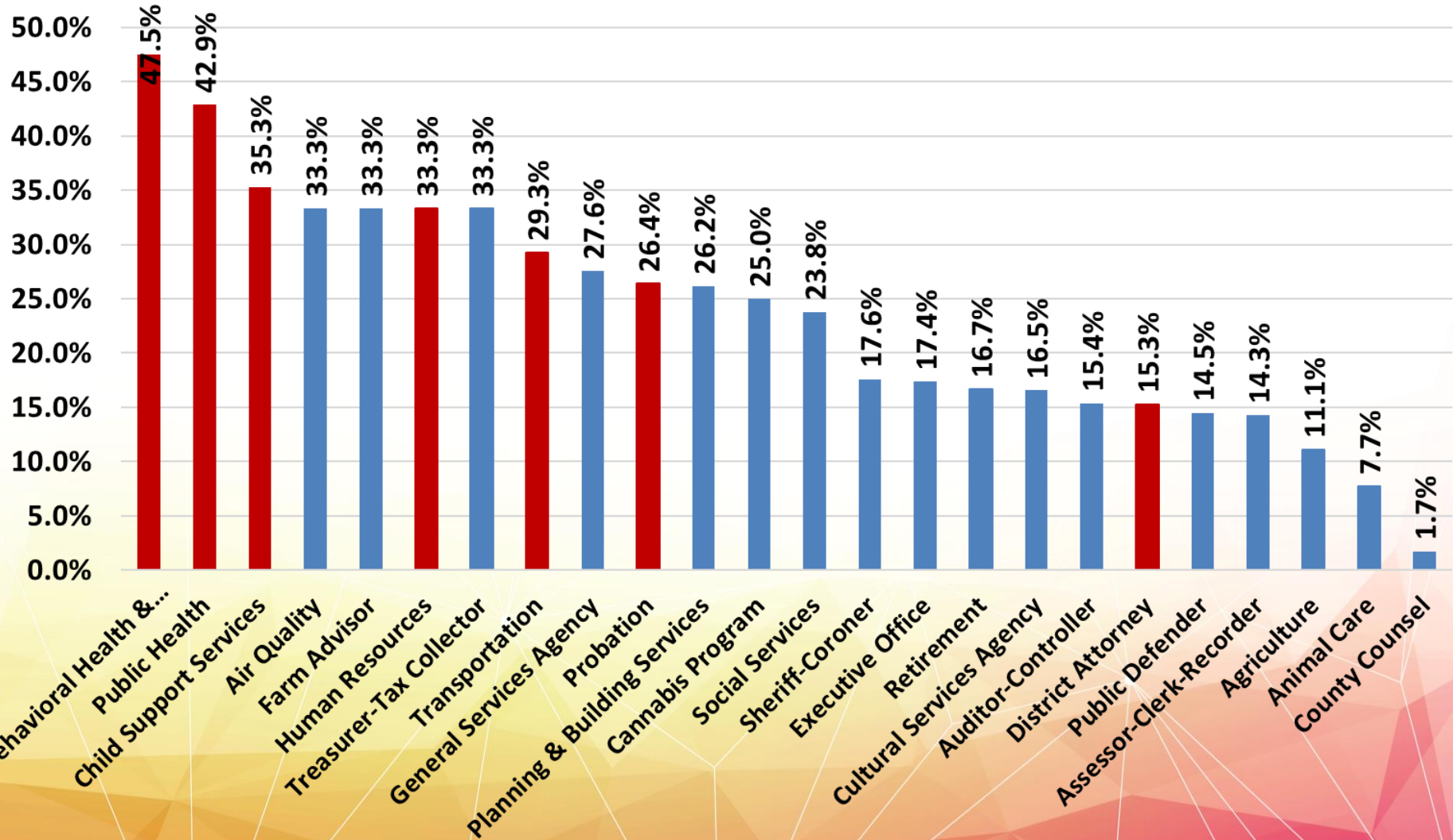
# VACANCY BY DEPARTMENT





# VACANCY RATE BY DEPARTMENT

As of 9/4/21





# LENGTH OF VACANT POSITIONS

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

**Total 370**



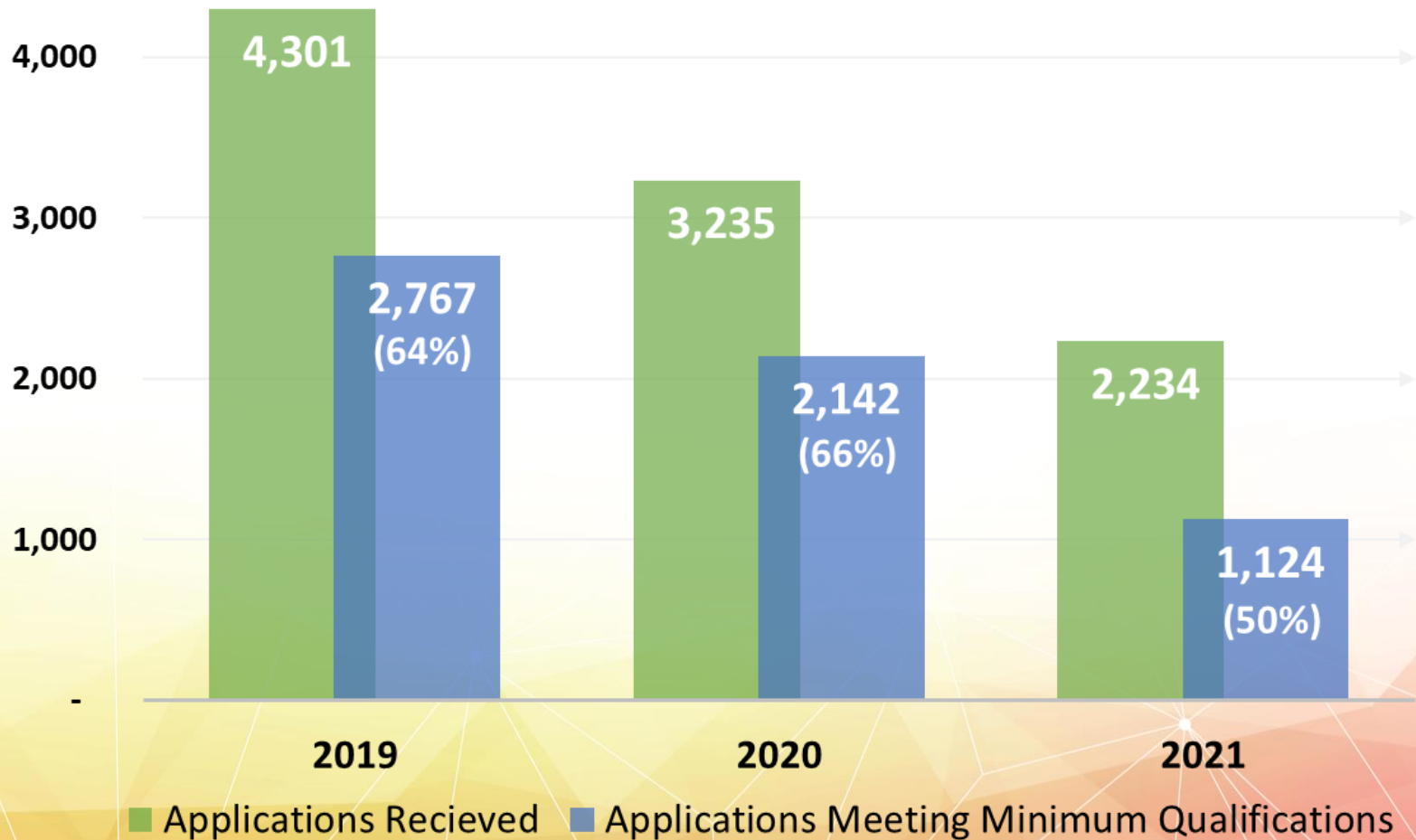


# RECRUITMENT STATISTICS

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



# APPLICATION STATISTICS







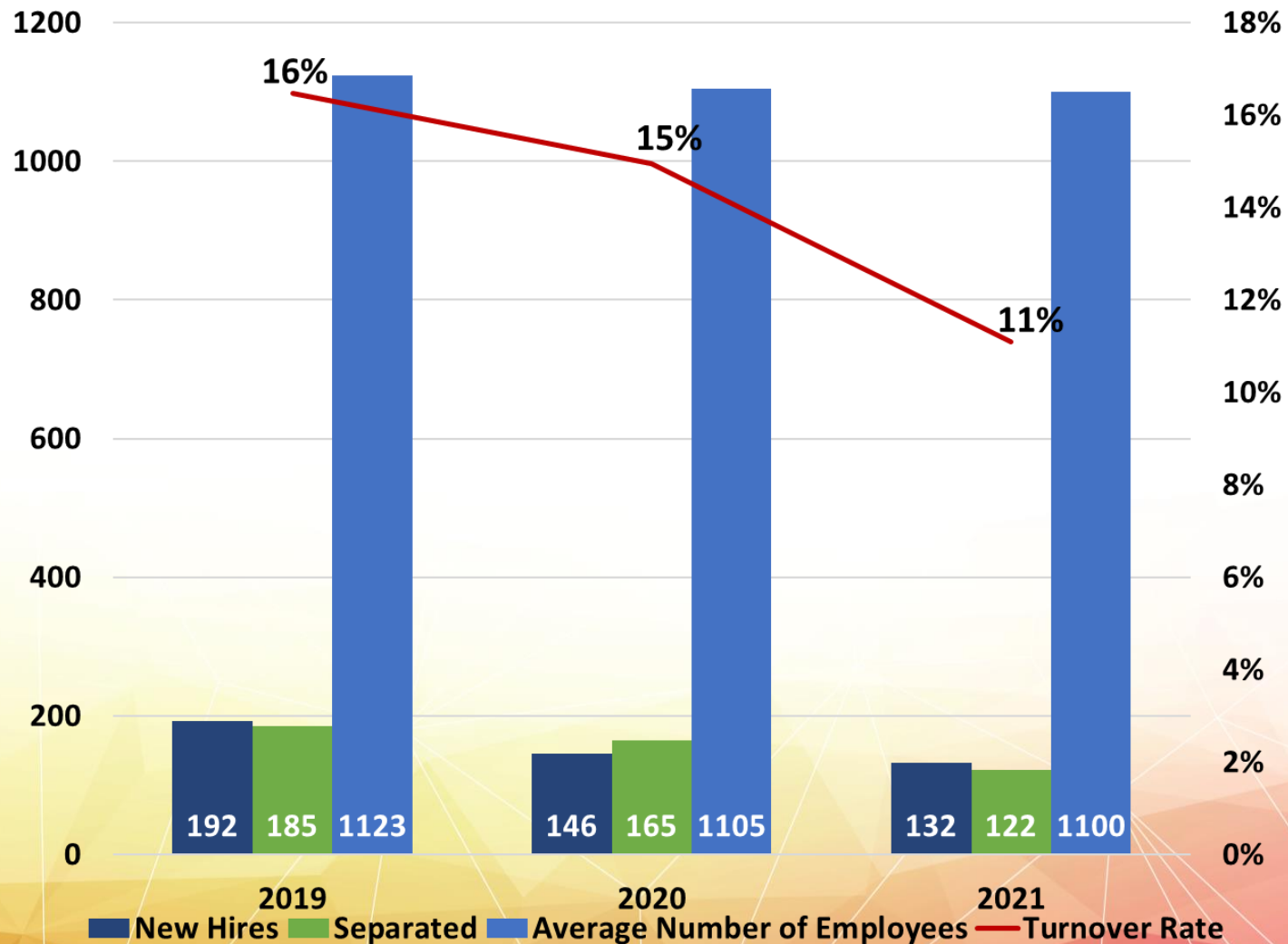
# ADVERTISING COSTS

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

- 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

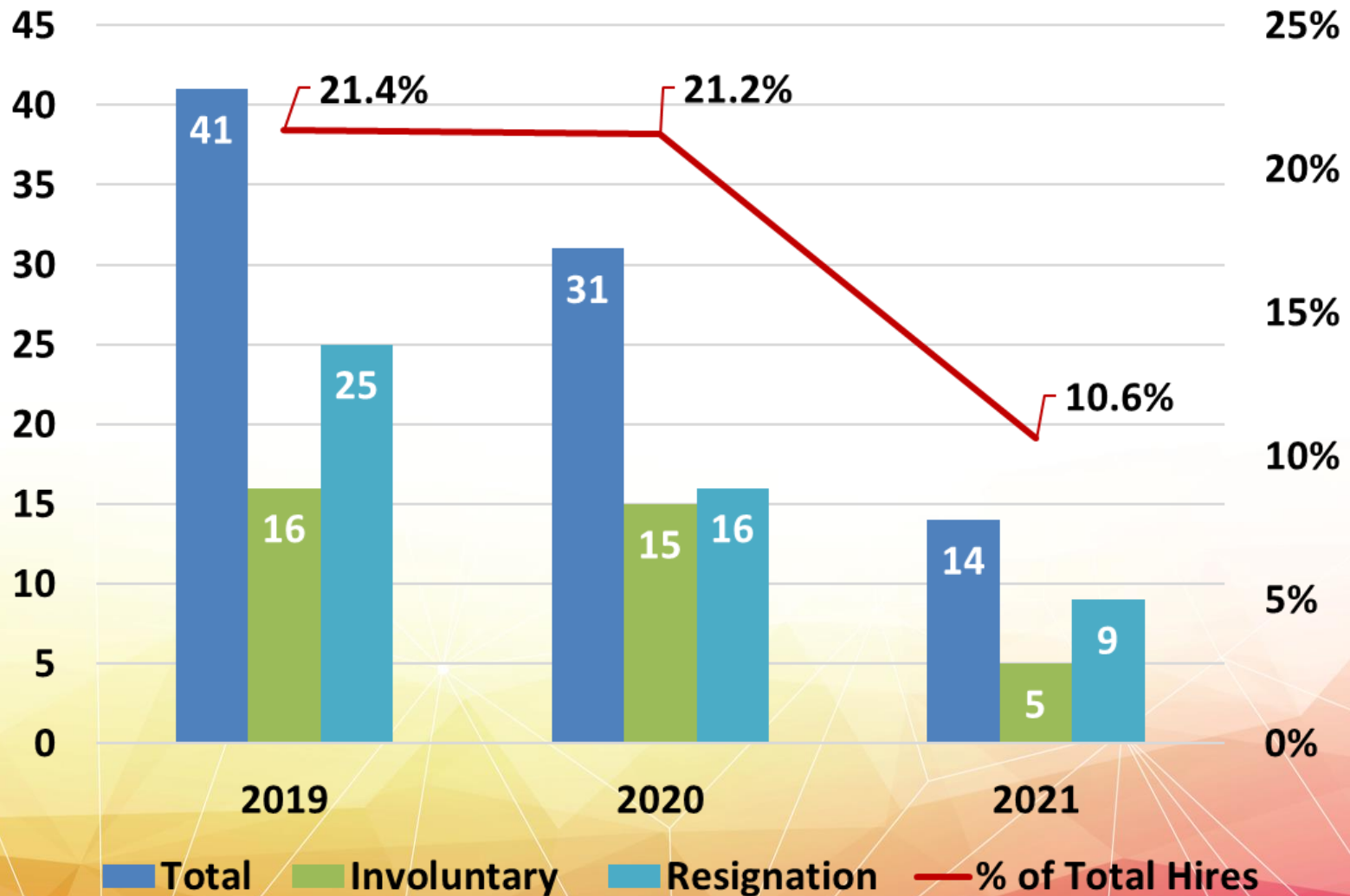


# TURNOVER





# TURNOVER WITHIN 1 YEAR OF EMPLOYMENT





# RETENTION

## 2021 MID-YEAR REASONS FOR LEAVING RATES

