

ASSEMBLY BILL 256 I

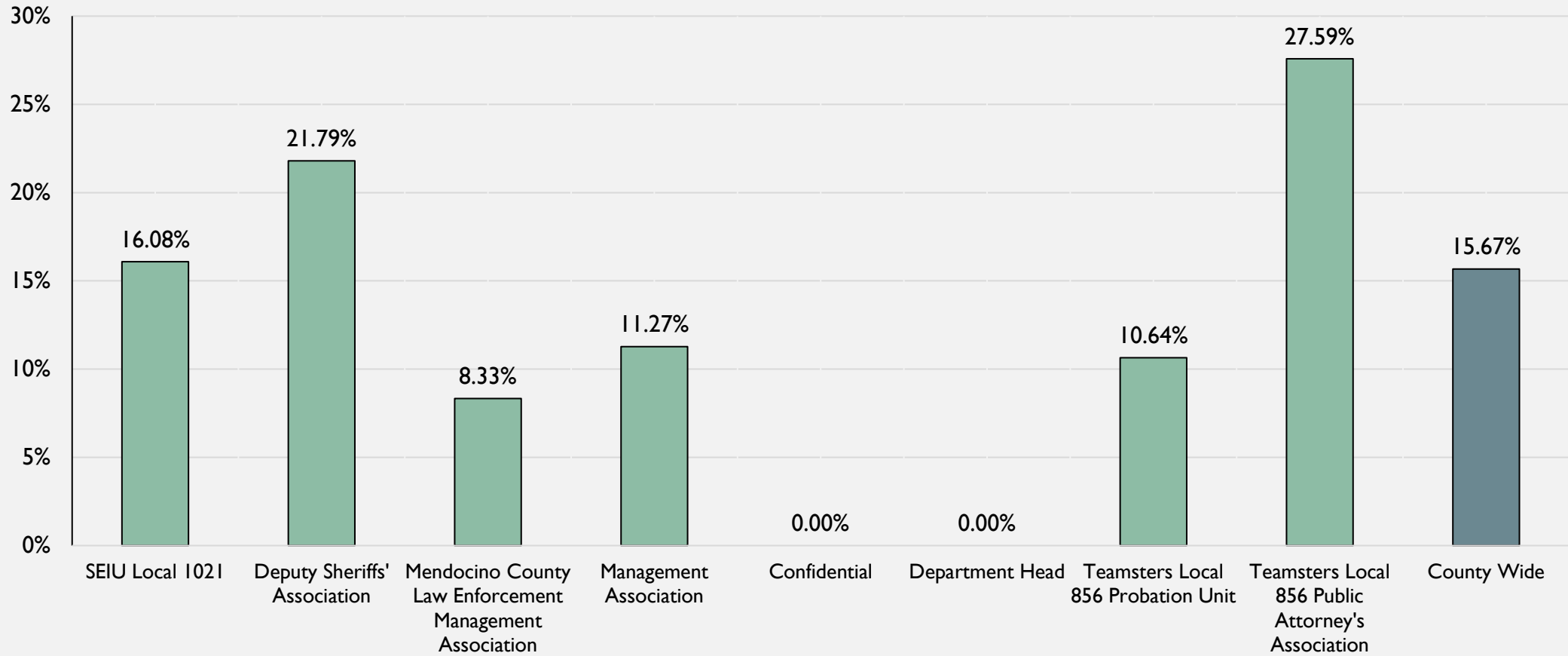
Presented by: Human Resources

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 9, 2026



2026 RECRUITMENTS

As of Pay Period Ending May 9, 2026

Staffing Requisitions = 218

Recruitments = 151

Applications Screened = 1,500

Exams Conducted = 81

Prepared Certifications / Referrals = 96

2026 RETENTION

As of Pay Period Ending May 9, 2026

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