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# **Government Code 3502.3 County Vacancy, Recruitment, and Retention Efforts**

May 12, 2026

# Agenda

- ▶ Government Code
- ▶ Allocation Trends
- ▶ Vacancy Trends and Bargaining Unit Data
- ▶ Recruitment Activity
- ▶ Hiring Data and Timeframes
- ▶ Turnover Trends
- ▶ Challenges/Obstacles
- ▶ Resources for County Job Seekers

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# Government Code 3502.3

- ▶ Requires a public agency to present the status of vacancies and recruitment efforts during a public hearing before the governing board at least once per fiscal year, prior to adoption of the final budget
- ▶ During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in hiring
- ▶ Recognized employee organizations shall be entitled to present at the hearing
- ▶ If vacancies exceed 20% in a bargaining unit, the public agency shall, at the request of the employee organization, be required to report additional information, as specified in the government code

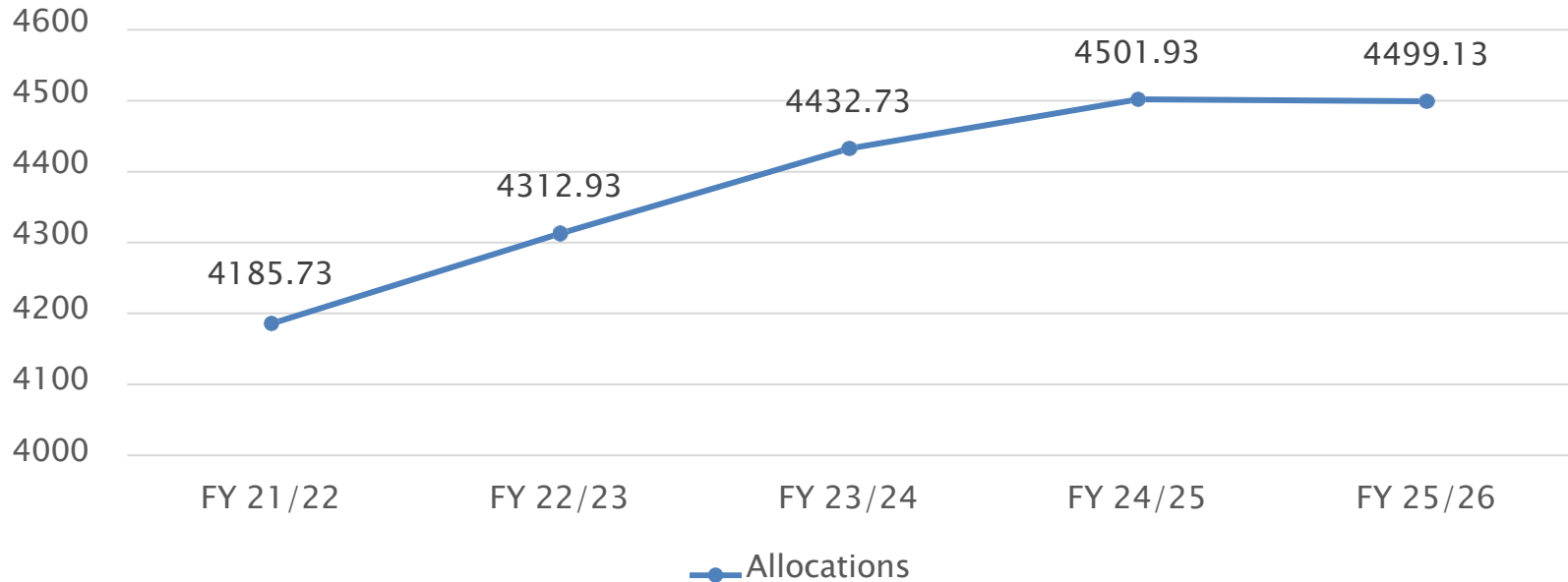
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# Allocation Trends

Allocations at Start of Fiscal Year



- ▶ 4,531.73 allocations on 3/17/2026
- ▶ 8.27% increase from 7/1/2021 to 3/17/2026

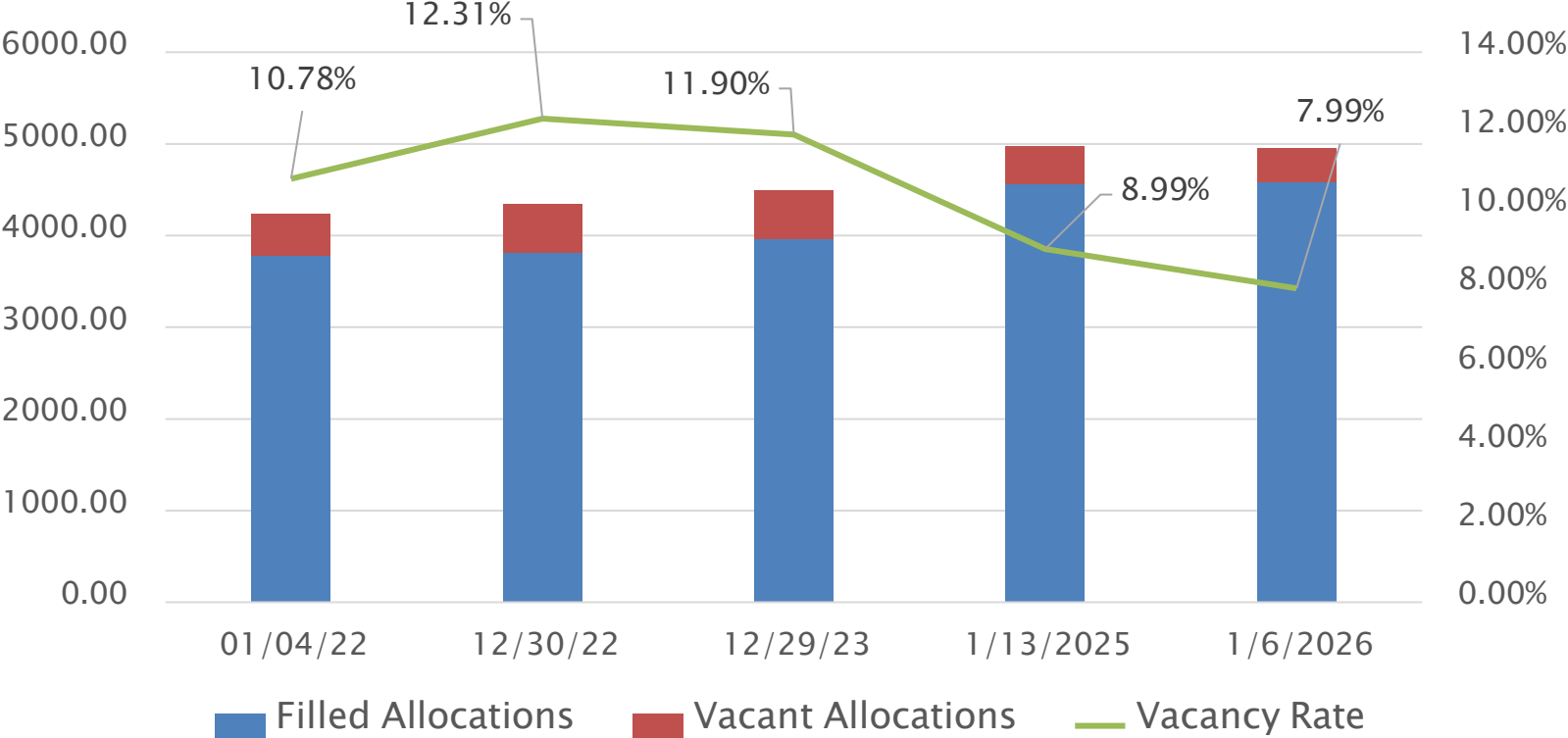
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# Vacancy Trends

## Allocations and Vacancies



As of 3/17/2026:

▶ 304.34 vacancies; 6.72% vacancy rate

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# Vacancies By Bargaining Unit

Data as of 3/17/2026

<b>Employee Organization and Bargaining Unit</b>	<b>Allocated Positions</b>	<b>Vacant Positions</b>	<b>Vacancy Rate</b>
Deputy Sheriff Association (DSA) 46	197.00	6.00	3.05%
Deputy Sheriff Association (DSA) 47	33.00	2.00	6.06%
Deputy Sheriff Law Enforcement Management (DSLEM) 43	14.00	0.00	0.00%
Engineers and Scientists of California (ESC) 75	340.91	26.48	7.77%
International Union of Operating Engineers, Stationary Engineers (Local 39) 85	111.00	11.00	9.91%
Salary Resolution – Board of Supervisors 49	5.00	0.00	0.00%
Salary Resolution – Confidential 51	80.50	9.50	11.80%

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# Vacancies By Bargaining Unit

Data as of 3/4/2025

Employee Organization and Bargaining Unit	Allocated Positions	Vacant Positions	Vacancy Rate
Salary Resolution – Department Heads 52	28.00	0.00	0.00%
Salary Resolution – Management 50	767.35	59.16	7.71%
Salary Resolution – Unrepresented 00	118.95	9.25	7.78%
Sonoma County Deputy Public Defender Attorneys' Association (SCDPDAA) 60	36.00	0.00	0.00%
Sonoma County Law Enforcement Association (SCLEA) 30	412.00	30.50	7.40%
Sonoma County Law Enforcement Association (SCLEA) 40	43.00	4.00	9.30%

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# Vacancies By Bargaining Unit

Data as of 3/4/2025

Employee Organization and Bargaining Unit	Allocated Positions	Vacant Positions	Vacancy Rate
Sonoma County Law Enforcement Association (SCLEA) 41	2.00	0.00	0.00%
Sonoma County Law Enforcement Association (SCLEA) 70	69.00	1.00	1.45%
Sonoma County Law Enforcement Managers Association (SCLEMA) 44	23.00	1.00	4.35%
Sonoma County Prosecutors' Association (SCPA) 45	51.00	2.60	5.10%
Sonoma County Public Defender Investigators' Association (SCPDIA) 55	7.00	0.00	0.00%
Sonoma County Public Defender Investigators' Association (SCPDIA) 56	1.00	0.00	0.00%

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# Vacancies By Bargaining Unit

Data as of 3/4/2025

Employee Organization and Bargaining Unit	Allocated Positions	Vacant Positions	Vacancy Rate
Service Employees' International Union (SEIU) 01	467.37	37.00	7.92%
Service Employees' International Union (SEIU) 05	666.00	55.90	8.39%
Service Employees' International Union (SEIU) 10	152.50	7.00	4.59%
Service Employees' International Union (SEIU) 25	534.90	22.50	4.21%
Service Employees' International Union (SEIU) 80	30.75	5.00	16.26%
Service Employees' International Union (SEIU) 95	286.50	11.45	4.00%
Western Council of Engineers (WCE) 21	54.00	3.00	5.56%

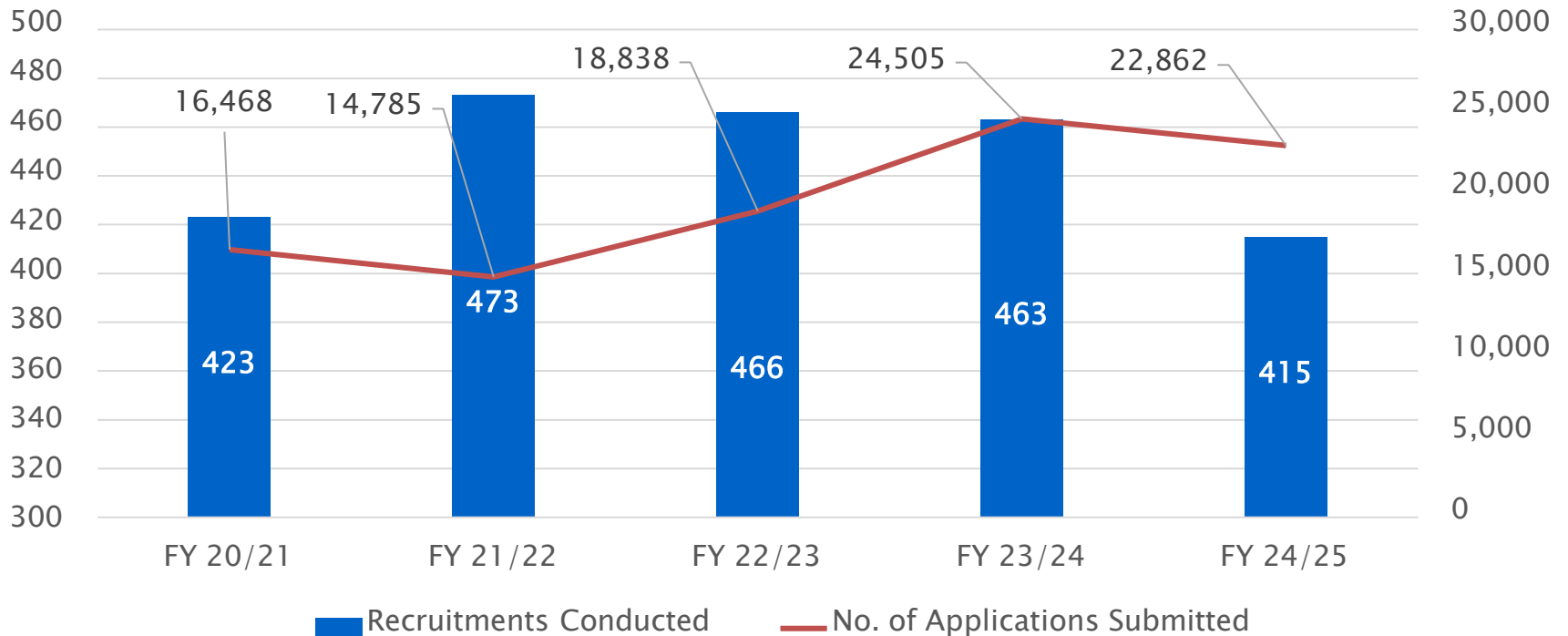
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# Recruitment Activity

## Recruitment and Application Data



- ▶ In FY 24/25 HR opened 415 recruitments
  - Includes 61 Promotional Recruitments
- ▶ 22,862 applications were submitted
  - 6.7% decrease from FY 23/24

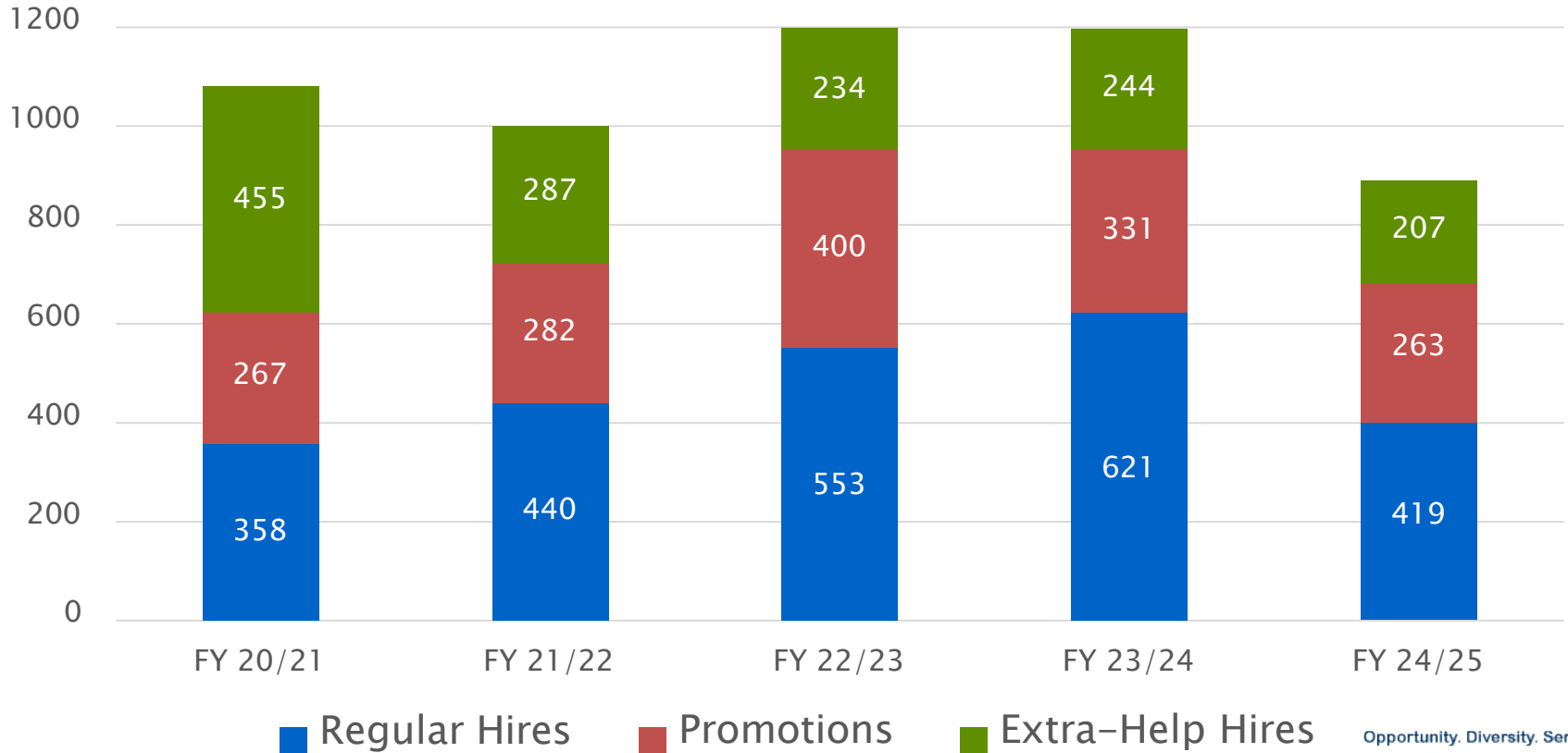
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## Hire Data



■ Regular Hires

■ Promotions

■ Extra-Help Hires

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# Requisition to Hire - Timeframe

## ▶ FY 24/25

- 110 days (3 3/4 mos.) on average to recruit and fill a position
  - 40 days for HR Processes
  - 44 days for Department Selection Processes
  - 26 days from Offer Letter to Start Date
- 61 days (2 mos.) on average to recruit and fill a position through a promotional recruitment
- 142 days (4 3/4 mos.) on average to recruit and fill a safety position
- 118 days (4 mos.) on average to recruit and fill a non-safety/non-promotional position

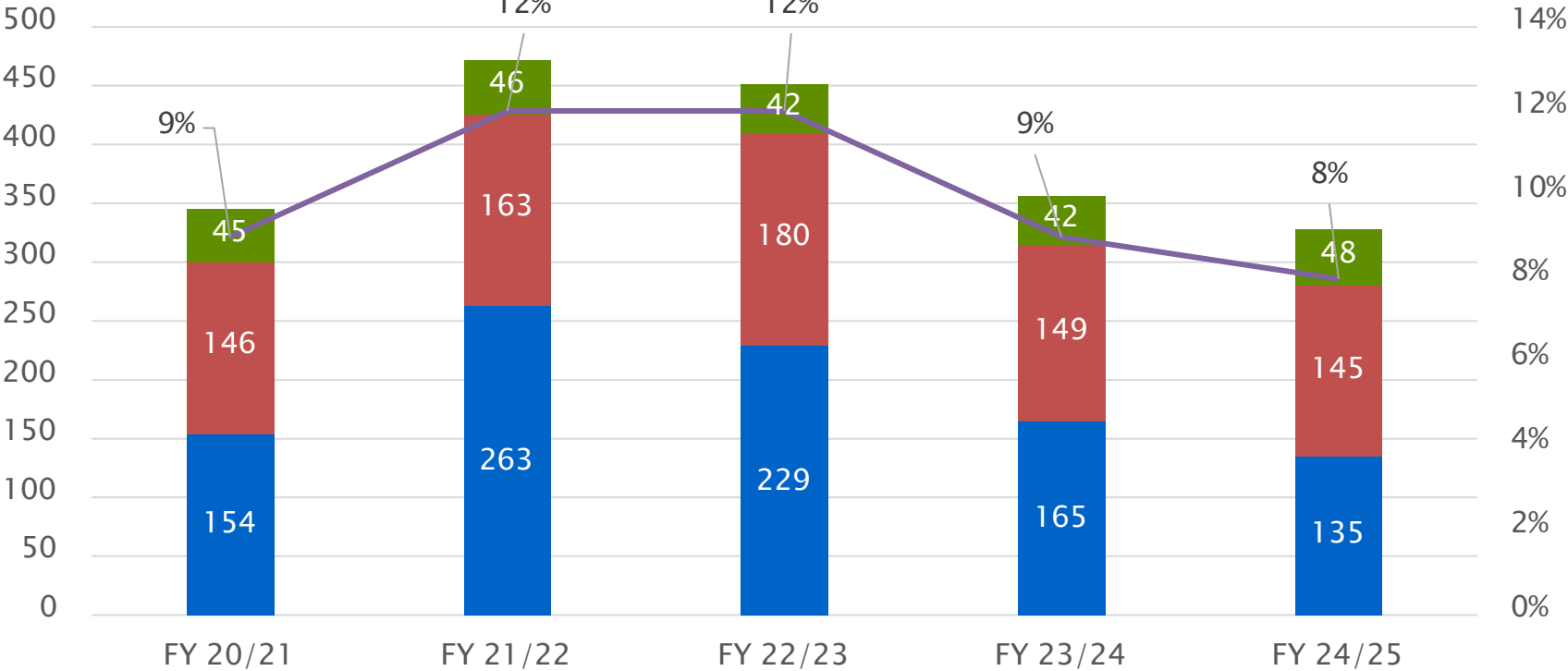
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# Turnover Trends

## Separations and Turnover



■ Resignations   
 ■ Retirements   
 ■ Other   
 — Turnover Rate

▶ 7.13% Turnover Rate in CY 2025

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# Challenges / Obstacles

- ▶ Location and High Cost of Living
- ▶ Limited Candidate Pools for Some Positions
  - Licensure/Technical Expertise
  - Societal and Generational Changes
- ▶ Civil Service Recruitment/Hiring Process
- ▶ Changing Labor Market and Employment Landscape

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# Resources for County Job Seekers

- ▶ **Current Job Opportunities and to Apply Now:**
  - [www.yourpath2sonomacounty.org](http://www.yourpath2sonomacounty.org)
- ▶ **Start Here!**
  - A virtual two-hour class that provides an overview of the County's job application, examination, and selection processes
  - Email us for more information, a list of upcoming dates, and to express interest
  - [careers@sonoma-county.org](mailto:careers@sonoma-county.org)

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