

ASSEMBLY BILL No. 2561 COMPLIANCE: **CITY OF SAN JOSÉ VACANCY REPORT**

March 25, 2025

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*Director of Human Resources
and City Manager's
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ASSEMBLY BILL 2561: FINDINGS

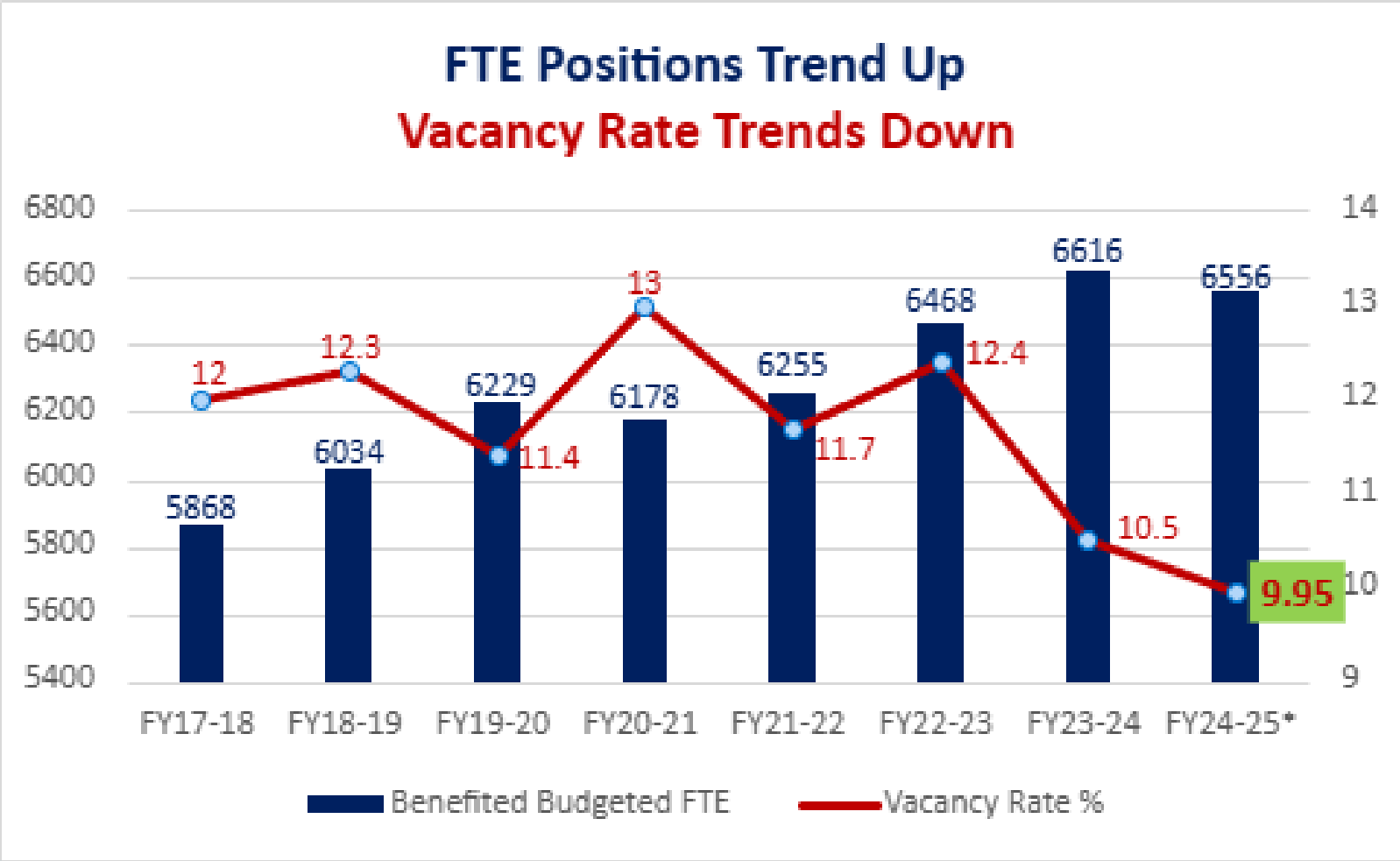
- (1) Job vacancies in local government are a widespread and significant problem for the public sector.**
- (2) High job vacancies impact public service delivery and subject workers to heavier workloads.**
- (3) There is a statewide interest in appropriate staffing for public agency operations.**

ASSEMBLY BILL 2561: MANDATES

- (1) Hold a public hearing at least once per fiscal year to present the status of vacancies, recruitment and retention efforts, and obstacles in the hiring process.**
- (2) Present additional information if the vacancy rate in a bargaining unit is at least 20%.**
- (3) Allow recognized employee organizations for bargaining units to make presentations at the hearing.**

CITYWIDE VACANCY RATE: 9.95%

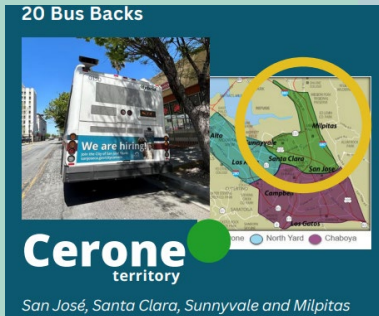
** All Data as of December 31, 2024. **



CITYWIDE VACANCY RATE: SUCCESS STRATEGIES

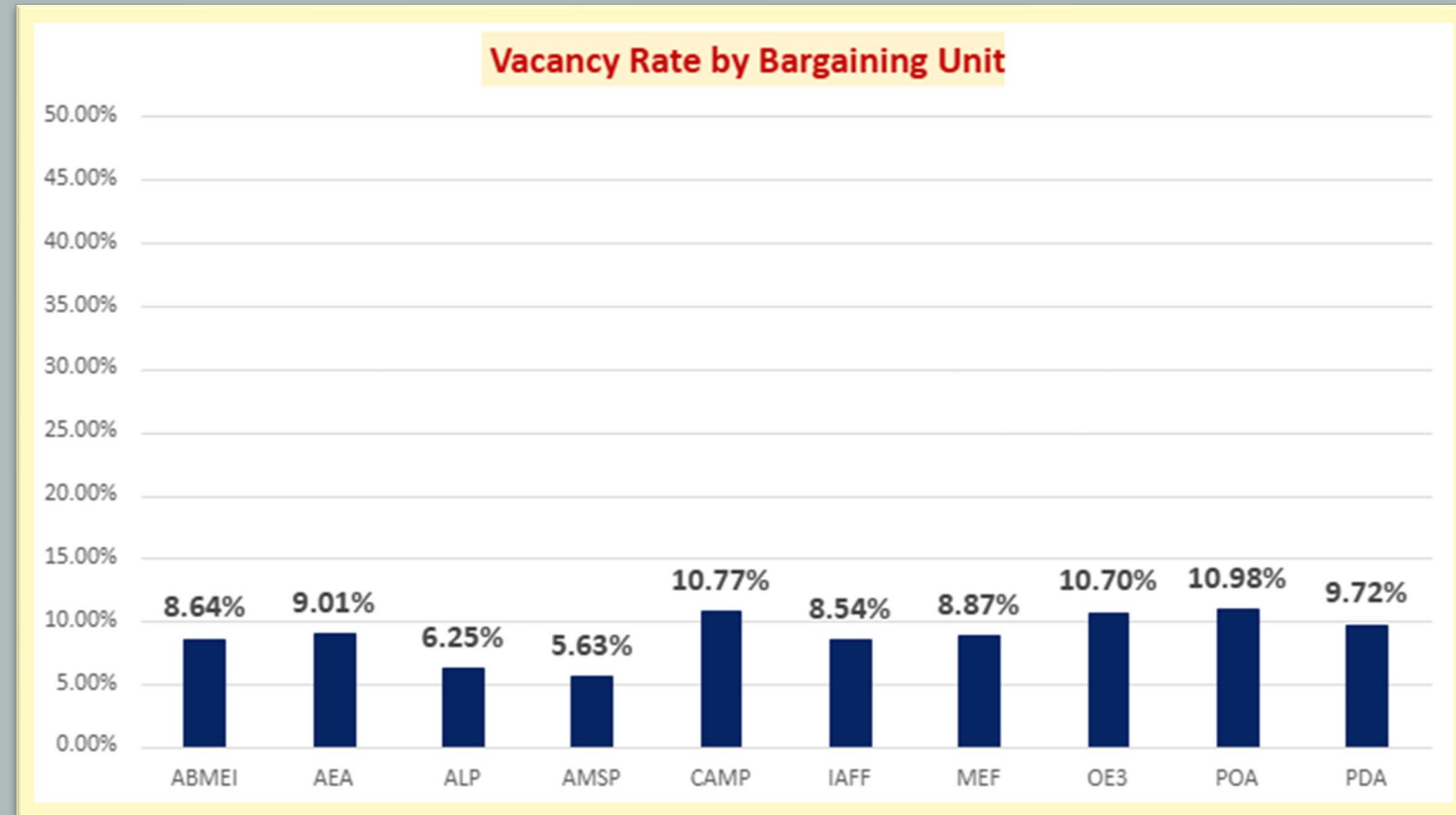
Comprehensive Campaign Directed by City Manager

- Coordination: Human Resources Department, City Manager's Office of Communications, and Stakeholder Departments
- Focus: Hiring Goals and Outcomes by Department
- Approach: Multi-Pronged Outreach
 - digital and social media
 - radio/print advertising
 - partnerships with professional groups, educational institutions, and trade associations
 - in-person recruitment at career fairs



VACANCY RATES BY BARGAINING UNIT

- 10 of 12 bargaining units have vacancy rates below 11%; five are below 9%
- ALP has a vacancy rate of 6.25% and AMSP 5.63%



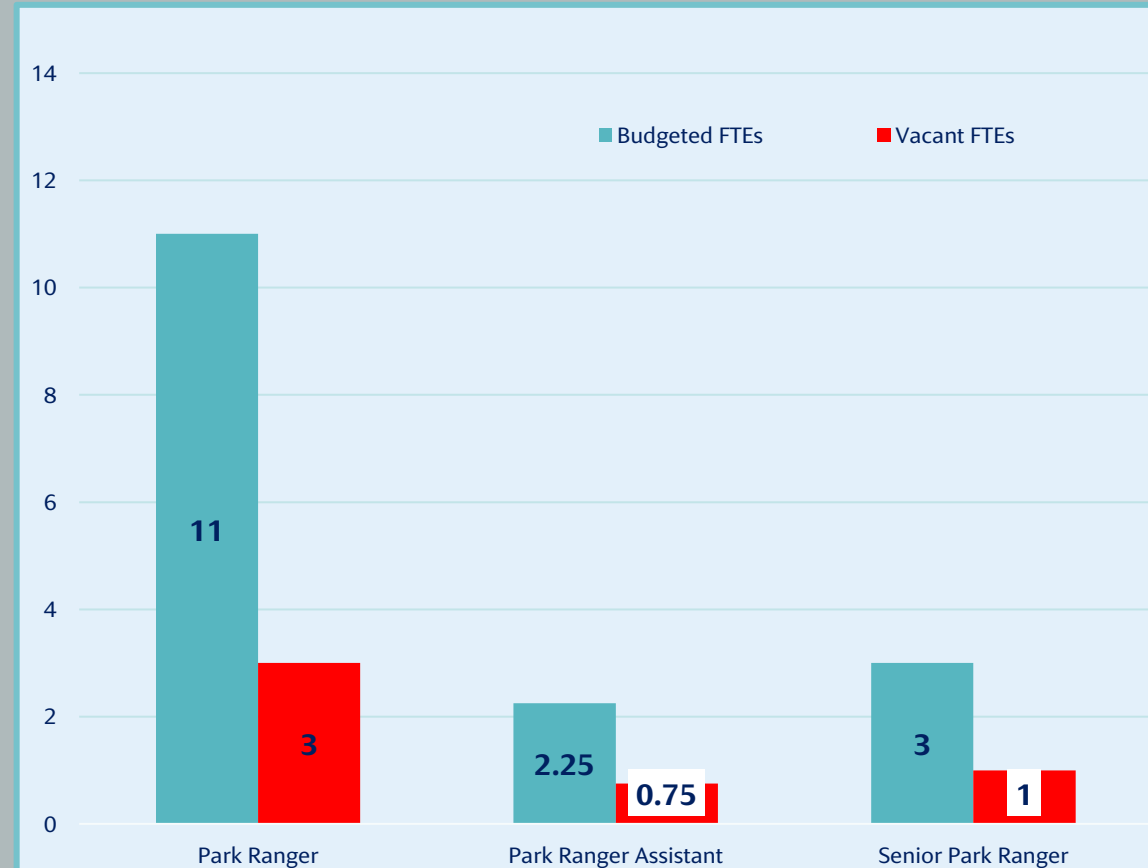
VACANCY RATES OVER 20%

- Only two bargaining units, IBEW (79 FTE) and POPRA (16.25 FTE), have vacancy rates over 20%
- In these smaller bargaining units, a few vacancies can account for high vacancy rates

IBEW Classifications by FTE

IBEW Classification Titles	Vacant FTEs	Budgeted FTEs
Electrician	12.00	23.00
Industrial Electrician	4.00	11.00
Senior Electrician	1.00	12.00

Park Ranger Classifications by FTE



VACANCY RATES OVER 20%

HIRING EFFORTS

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We are hiring! The [City of San José](#), Department of Public Works is hiring! Head over to our careers page apply today if you are interested!

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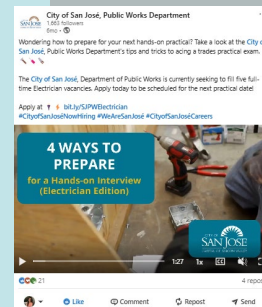
**ELECTRICIAN
I/II**

CLOSES: Sunday, January 5, 2025 11:59 p.m. PST



Electricians

- Positions Filled at Airport
- Active Recruitments in Progress for Public Works and Transportation
- Longer-Term Pipeline: Apprenticeship Program




**WE ARE
HIRING!**

Join our team!
[SanJoseCA.gov/CityCareers](#)



Park Ranger Tina
Department of Parks, Recreation and
Neighborhood Services

Park Ranger (Series)

- Multiple Recruitments Completed Over Past Two Years for Park Ranger, Senior Park Ranger, and Park Ranger Assistant
- New Recruitments for Park Ranger, Senior Park Ranger, Supervising Ranger, and Chief Park Ranger – All Due to Open in March

RECRUITMENT AND RETENTION

(1) MARKETING AND OUTREACH CAMPAIGNS



Print and Radio Advertising

Partnerships with Professional Organizations, Educational Institutions, and Trade Associations



In-Person Events (Career and College Fairs)

Digital and Social Media (e.g., LinkedIn Recruiter, Facebook, Instagram)



RECRUITMENT AND RETENTION

(2) COMPETITIVE WAGES AND BENEFITS

Recent Cost-of-Living Adjustments (COLA)

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6.0% in Year 1

5.0% in Year 2

3.5% in Year 3

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Salary Adjustments
to 56 Classifications
to Mitigate
Recruitment /
Retention Challenges
and Salary
CompaCTION



Benefits Package

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15 Holidays

Medical, Dental, Vision  
Vacation and Sick Leave

Paid Parental Leave

Commuter Benefits

Employee Assistance  
Program

Wellness Program

Retirement Plans



# RECRUITMENT AND RETENTION

## (3) HIRING PROCESS IMPROVEMENTS



New Hiring System – NeoGov – to Ease the Application Process

Updates of Class Specifications and Reassessment of Minimum Qualifications to Align with Operational Needs

Reduction of “Clearance Points” with Central HR – e.g., Modifying Reference and Fingerprinting Processes

Five Temporary HR Positions to Support Hiring in Departments with High Vacancy Rates

# OBSTACLES IN THE HIRING PROCESS

## Shifts in the Labor Market

Emergence of the Gig Economy and Impacts of the Pandemic  
("The Great Resignation")

## A Shrinking Labor Pool

Increasing Number of Jobs (Due to New Industries) and Decreasing  
Number of Employees (Due to Lower Birth Rates, Higher Retirements  
During COVID, and Reduced Immigration)



## Fiscal Challenges

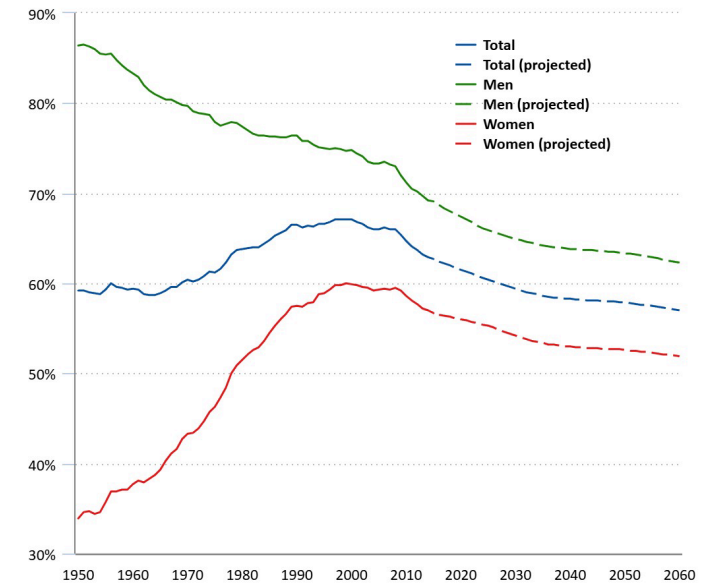
Status of City Budget, Slowdowns in Hiring, and Impact on Pipelines

## HR Staffing Levels

Demands of (1) Seasonal / Part-Time Hiring and (2) Filling Vacancies  
Created by Promotions

## Competition with Private Sector

Labor force participation rates are projected to decline



Click legend items to change data display. Hover over chart to view data.  
Source: U.S. Bureau of Labor Statistics



# LOOKING FORWARD



- (1) Broadening Digital Recruitment Infrastructure
- (2) Revising Job Specifications to Update Relevant Criteria and Eliminate Outdated Requirements
- (3) Launching New Learning Management System to Align Training Plans with Career Paths and Prepare Employees for Promotional Opportunities
- (4) Meeting Employees' Wellness and Safety Needs in the Post-Pandemic Era
- (5) Amplifying "One Team" Values, Employee Engagement, and Championing Employees

