

Human Resources

City of San José Vacancy Rate Report and Public Hearing

[Government Code Section 3502.3]

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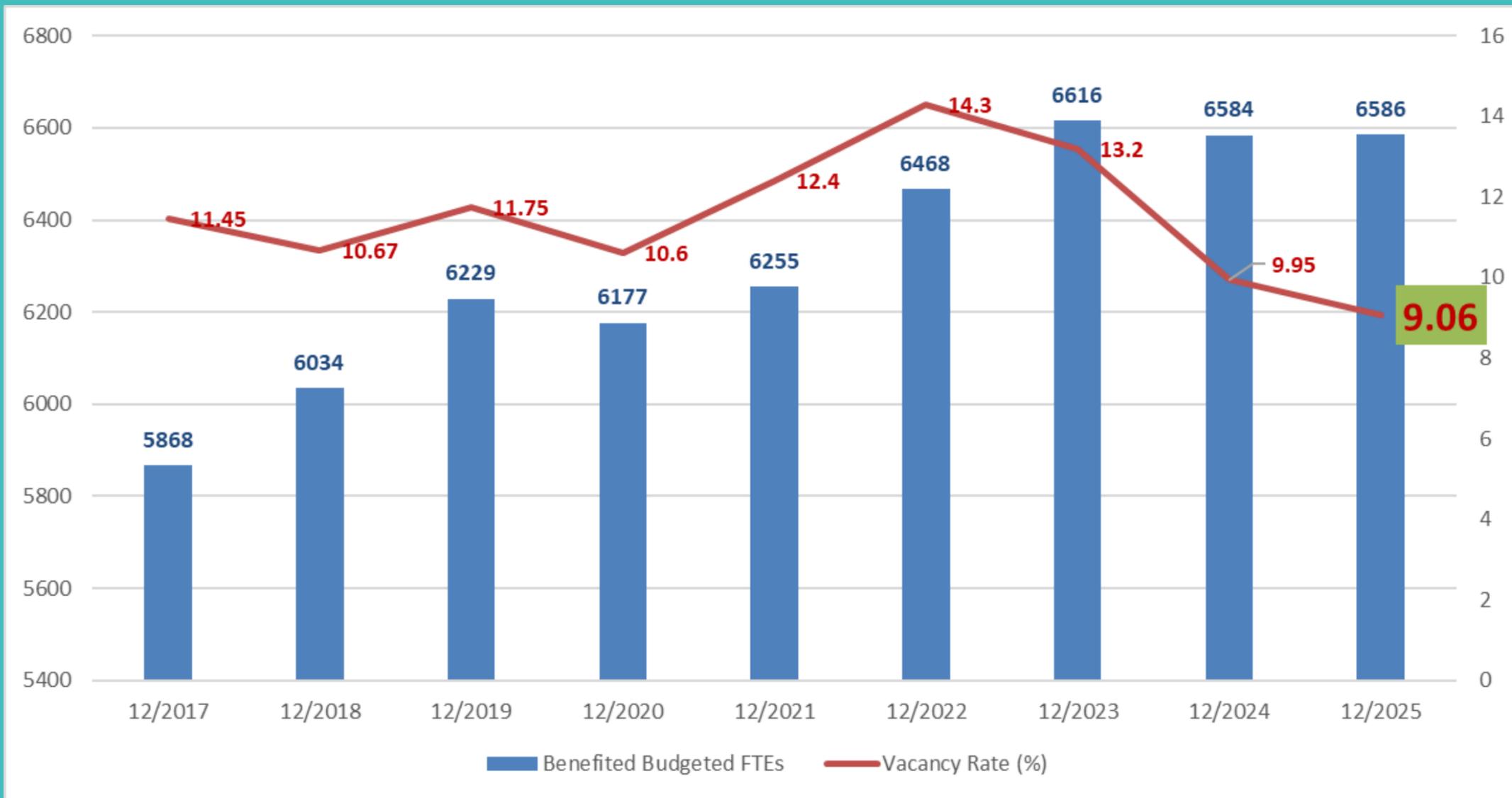
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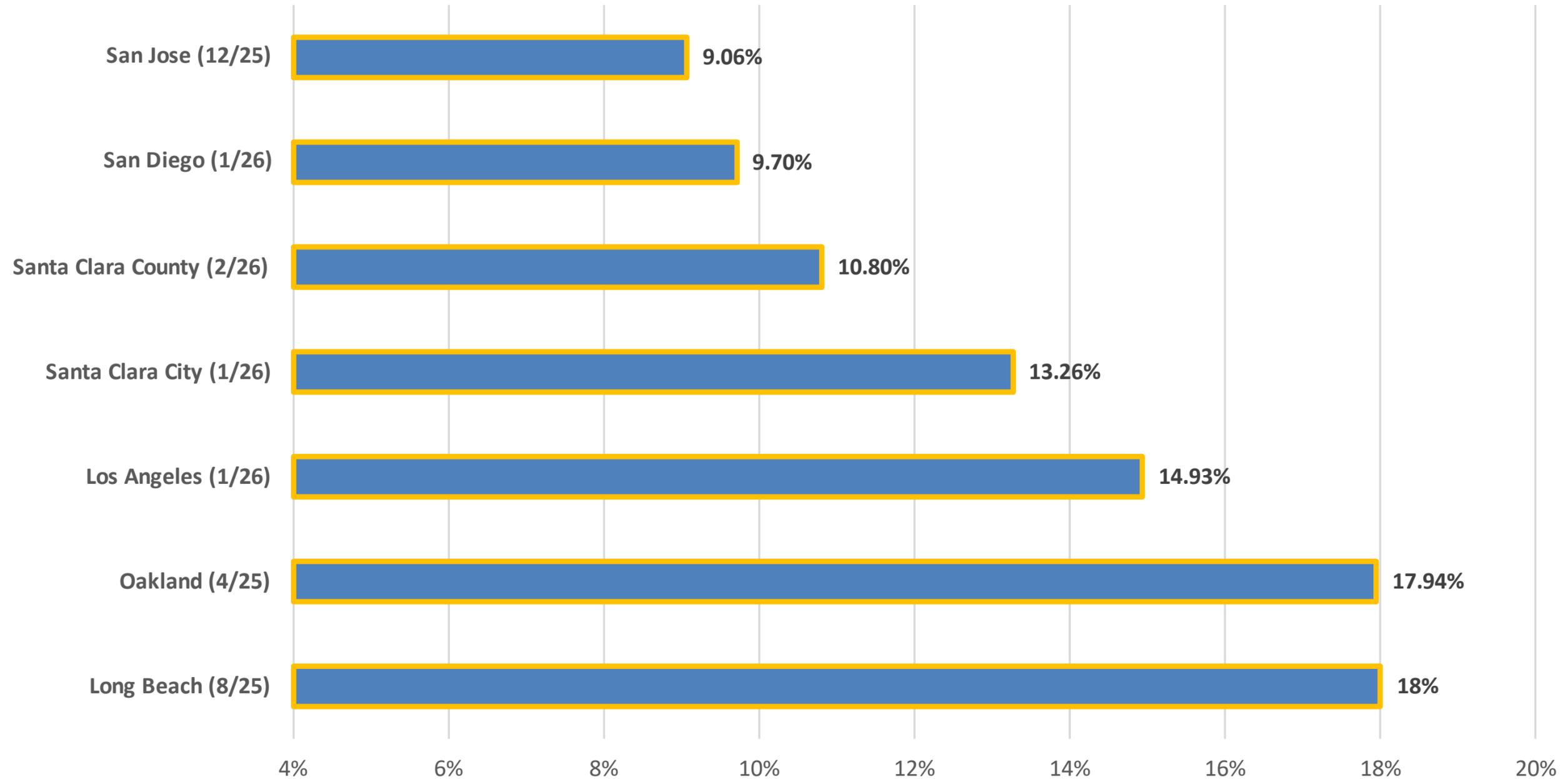
Citywide Vacancy Rate – 9.06%

Budgeted FTEs Trend Up / Vacancy Rate Trends Down



Vacancy Rate Comparisons

Major California Cities and Key Nearby Agencies



Bargaining Units with Vacancy Rates Over 20%

Data as of December 31, 2025. IBEW Currently Under 20%.

BARGAINING UNIT	2025	
	Budgeted FTEs	Vacant FTEs
International Brotherhood of Electrical Workers	79	16
Park Rangers Association	16.25	6.75



IBEW: Electricians / Industrial Electricians

Challenges:

- Limited pool of qualified candidates due to nationwide labor shortage of estimated 80,000 electricians.
- Competitive labor market with utilities and the private sector.
- Very specialized requirements for Industrial Electricians – high voltage experience.

Mitigation Efforts:

- 33.33% reduction in Electrician vacancies – from 12 vacancies in 2024 to 8 vacancies in 2025.
- Recent approval by Electrical Alliance of Silicon Valley to commence work on an Apprenticeship Program agreement.
- Custom digital recruitment campaigns to launch later this spring.



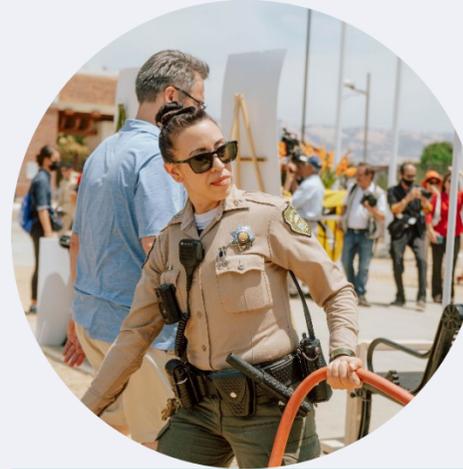
POPRA: Park Rangers

Challenges:

- Increased vacancies due to internal promotions to senior, supervisor, and chief classifications.
- Lengthy background processes due to public safety components of the role.
- Only one training academy per year, coordinated by County and implemented by South Bay Public Safety Training Consortium.

Mitigation Efforts:

- Creation of new job specifications for feeder classification: Park Ranger Trainee.
- Custom digital recruitment campaign to launch later this spring.



A Million People Count On Us.

We show up every day to shape the city we serve. San José is the heartbeat of Silicon Valley—join the team that keeps it strong.

Explore Careers at sanjoseca.gov/careers



The City We Build, Together



Digital Recruitment Infrastructure



City of San José
39,295 followers
2mo •

City of San José's 'In the Loop' Monthly Spotlight Series presents:
[San José Mineta International Airport \(SJC\)](#) ...more

Before I became a firefighter paramedic,



Ever since I was a kid, I would stare at the sky every time I saw an aircraft flying by. I never considered anything but an aviation-related career growing up, and here I am.

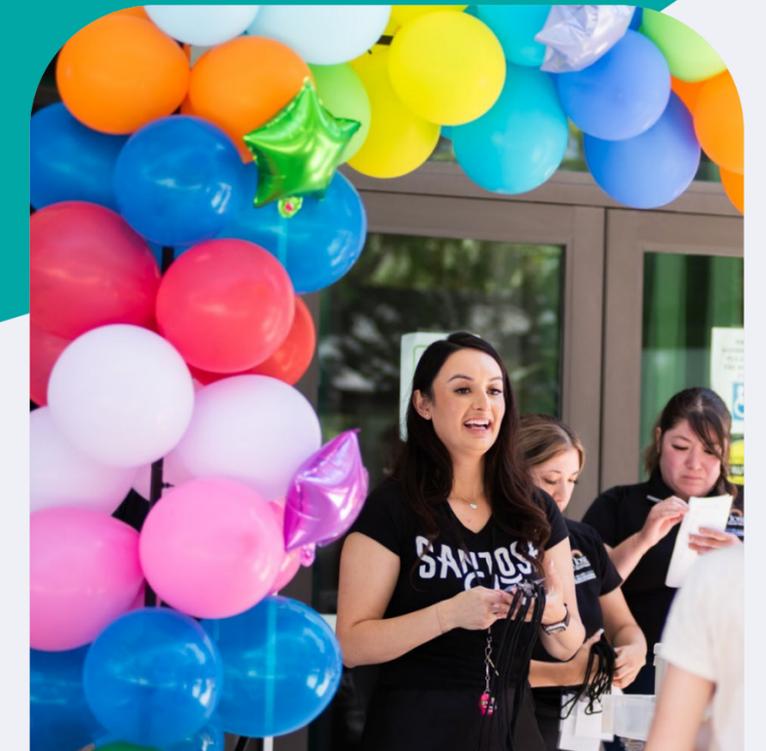
- Lina P. Londoño Gallon,
Airsides Operations Supervisor/MOD

- With the investment of \$150,000 in one-time funds, the City has engaged a full-service marketing agency to
- (1) design a custom recruitment campaign;
 - (2) build a hiring-specific microsite;
 - (3) create a library of visual assets (photos and videos); and
 - (4) leverage digital platforms and social media to broaden outreach.

Multi-Pronged Outreach Strategies

JOIN OUR TEAM!

- Senior Public Information Representative - Housing Department
- Analyst I/II & Senior Analyst - San José Mineta International Airport
- Sanitary Engineer - Environmental Services Department
- Program Manager - San José Police Department



Social Media Campaigns

“We Are Hiring” posts to tout job postings and “In the Loop Posts” for long-term branding

LinkedIn Recruiter

Premium Subscription and 58,500 views of posted City jobs

Student Engagement

Two dozen engagements with high schools (Yerba Buena, Independence, Cristo Rey), community and technical colleges (Evergreen, DeAnza, Mission, and Silicon Valley Career and Technical Education), and universities (San José State, Santa Clara)

Community Job Fairs

More than a dozen engagements with job fairs, career workshops, and local events (e.g., Viva Calle and Work for California) – and City-sponsored Career Expo at Mexican Heritage Plaza with over 500 attendees

SJ Training Portal

Launched January 2026. Provides 24/7 access and guided Learning Plans aligned with career paths. Consolidates in a single platform training delivery, tracking, and reporting.



Workforce Development

7 Habits of Highly Effective People

🕒 8H 00M

📅 CLASSROOM

📍 VIRTUAL

[View Classes](#)



Health & Safety

Accident Incident Investigation Cal/OSHA

🕒 0H 30M

🌐 PRE-BUILT ONLINE



Workforce Development

Ace Your Panel Interview

🕒 1H 30M

📅 CLASSROOM



Workforce Development

Analyst Academy

🕒 14H 00M

📅 CLASSROOM

LEARNING PLAN

Leadership Skills for Managers

Leadership Skills for Managers is designed for managers who want to strengthen their ability to guide teams, navigate challenges, and drive results through people. By completing this Learning Plan, you gain essential leadership tools that build trust, improve performance, and ensure strong, consistent leadership in service of City goals and the community.

...

[View More](#)

[View Audit](#)

⊖	Not Started	1
📊	In Progress	0
✅	Completed	0

Collaboration with City Manager's Office of Employee Relations to reimagine training for front-line supervisors, emphasizing core skills such as employee engagement, communication, coaching, and performance management.

Launched February 2026

Supervisory Academy



Citywide Mentorship Program

Record Number of Participants
235 Mentor-Mentee Matches
for FY 2025-2026
(202 Matches in FY 2024-2025)

This Year's Theme
How to Network: Building Skills,
Building Relationships



Employee Benefits



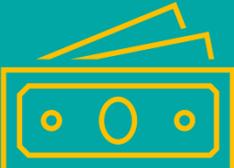
Paid Time Off
15 Paid Holidays
Vacation Accrual
Illness Leave
Parental Leave



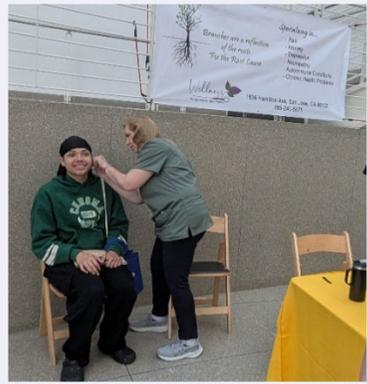
Insurance Coverage
Health and Dental Plans
Enhanced Vision Plan
(Frames Yearly)
Voluntary Pet Insurance



Wellness
Resource Fair
Healthy Cooking
Yoga + Meditation
Sound Bath Sessions



Deferred Comp
Campaign for Enhanced
Participation and
Contribution Rates



Organizational / Workplace Culture



staff giving back through volunteer initiatives across City




**One Team
Values and
Expectations**




**Day of
Service**

March 26
(multiple locations,
including Hillview Park and
Guadalupe River Park Trail)


**Bring Your
Child to Work
Day**

second iteration of
nationwide observance
April 23 (City Hall)



Future Outlook: Challenges and Innovative Solutions

Broad shifts in the labor market:

- jobs are increasing in number,
- the labor pool is shrinking, and
- the nature of work is evolving
 - e.g., gig economy, impacts of tech

Human Resources will strive to maintain the hiring momentum and continue innovating, while meeting new challenges like artificial intelligence with its internal AI Working Group to upskill and re-skill the workforce of the future.



Recommendation



**Accept the staff report,
per Government Code § 3502.3,
on workforce vacancy rates,
recruitment and retention
efforts, and obstacles in the
hiring process.**

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