



RECRUITMENT, HIRING, AND RETENTION STRATEGIES STATUS REPORT

Public Safety, Finance and Strategic
Support Committee Meeting

December 5, 2024

Presented By:

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Resources

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Program Manager, Human Resources

CITY'S VACANCY RATE BELOW 10%

Vacancy Rate		
Fiscal Year	Benefited Budgeted FTE	Vacancy Rate
FY 2017-2018	5,868	12.0%
FY 2018-2019	6,034	12.3%
FY 2019-2020	6,229	11.4%
FY 2020-2021	6,178	13.0%
FY 2021-2022	6,255	11.7%
FY 2022-2023	6,468	12.4%
FY 2023-2024	6,616.16	10.5%
FY 2024-2025*	6,556.06	9.63%

* Data as of September 2024



HIRING GOALS

Agile Hiring Goals			
Hiring Quarter	Minimum Goal	Maximum Goal	Job Offers Accepted
FY 21-22, Q3	217	278	174
FY 21-22, Q4	194	268	224
FY 22-23, Q1	198	292	290
FY 22-23, Q2	208	295	258
FY 22-23, Q3	178	262	199
FY 22-23, Q4	200	297	272
FY 23-24, Q1	193	284	227
FY 23-24, Q2	172	266	190
FY 23-24, Q3	144	223	215
FY 23-24, Q4	142	217	224
FY 24-25, Q1	188	273	239
*FY 24-25, Q2	140	212	33
*FY 24-25, Q2 is not yet complete at the time of this presentation.			

TRAINING AND PROFESSIONAL DEVELOPMENT



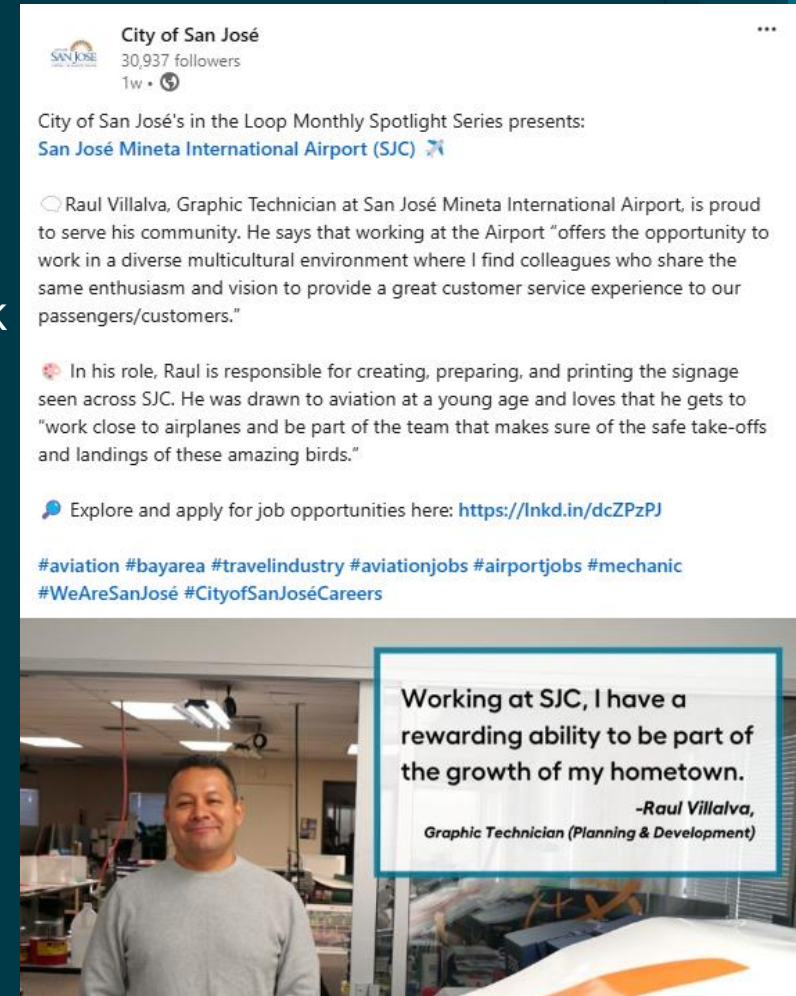
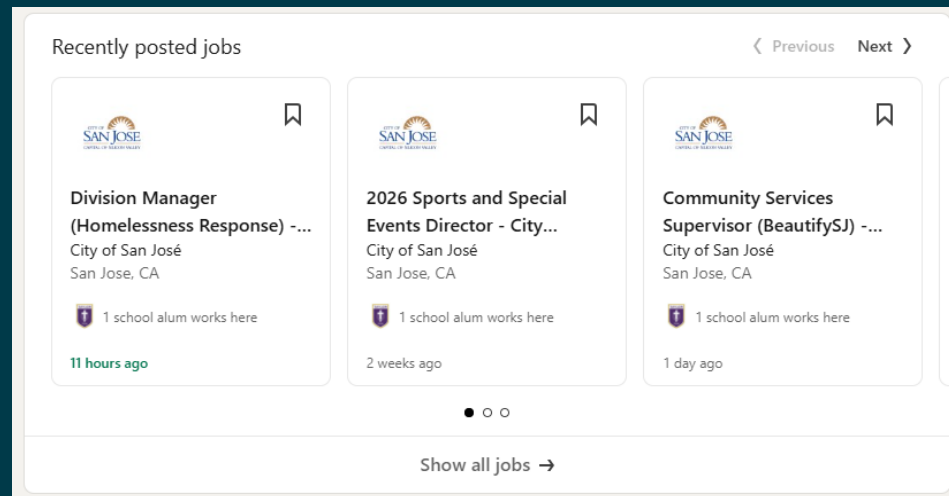
Citywide Mentorship Program Kickoff
September 25, 2024

ATTRACTING TALENT

Community Outreach – 24+ events since our last update in March reaching high school students, college students, VivaCalleSJ participants, and more

Social Media Messaging – branding the City as a great place to work

LinkedIn Recruiter – promotion of vacancies on LinkedIn and targeted outreach to diverse and qualified candidates



NEXT STEPS

- ▶ Continue to evaluate new ways to continue to improve City recruitment, hiring, and retention efforts
- ▶ Return to PSFSS Committee annually with updates