

RECRUITMENT, HIRING, AND RETENTION STRATEGIES STATUS REPORT

Public Safety, Finance and Strategic Support Committee Meeting

December 5, 2024

Presented By:

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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

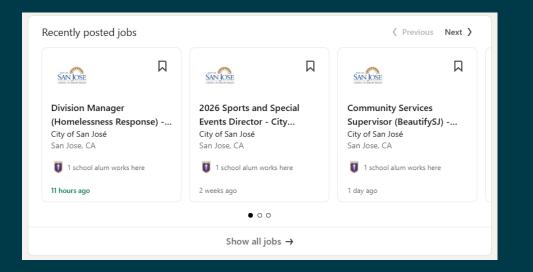


ATTRACTING TALENT

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



Since City of San José 30,937 followers 1w • S

City of San José's in the Loop Monthly Spotlight Series presents: San José Mineta International Airport (SJC) 🛪

Raul Villalva, Graphic Technician at San José Mineta International Airport, is proud to serve his community. He says that working at the Airport "offers the opportunity to work in a diverse multicultural environment where I find colleagues who share the same enthusiasm and vision to provide a great customer service experience to our passengers/customers."

In his role, Raul is responsible for creating, preparing, and printing the signage seen across SJC. He was drawn to aviation at a young age and loves that he gets to "work close to airplanes and be part of the team that makes sure of the safe take-offs and landings of these amazing birds."

Explore and apply for job opportunities here: https://lnkd.in/dcZPzPJ

#aviation #bayarea #travelindustry #aviationjobs #airportjobs #mechanic #WeAreSanJosé #CityofSanJoséCareers



Working at SJC, I have a rewarding ability to be part of the growth of my hometown. -Raul Villalva, Graphic Technician (Planning & Development)



NEXT STEPS

Continue to evaluate new ways to continue to improve City recruitment, hiring, and retention efforts

Return to PSFSS Committee annually with updates

