

**HUMAN RESOURCES
HIRING TRENDS AND VACANCY RATES
MIDYEAR 06/07**

Hiring activity during the third quarter remained brisk in all departments with 768 new hires into the County. Notably, the Sheriff's Department hired 105 employees and RCRMC (including ITF) hired 76 employees (34 in registered nursing classifications).

Following the close of the second quarter, the Human Resources Department looked at vacancies throughout the County. The methodology for this section has been revised to review vacant positions, recruiting activity, candidates who have accepted but not yet started, and vacancies that departments have no plan to fill at present. The outcome of this review was that there are no departments with a vacancy rate of greater than 30%.

It should be noted that while the vacancy rate for the County's Fire Department is less than 30%, they have 22 vacant Public Safety Communication Officer positions (a 50% vacancy rate). Recently, this series was granted a pay increase and brought to parity with the Sheriff's 911 Communications Operator series and this will improve our ability to fill these remaining Fire Department vacancies.

In the Mental Health Department's Treatment programs, significant vacancies exist in the classification of Peer Specialist which was created by the passage of Proposition 63. Since their positions must be filled from consumers or family members of consumers, the recruiting approach has been specialized to this requirement. A 12 week course has been designed for potential recruits to prepare them for this role and the hiring process; thus far hiring has been successful, although it will become more challenging as the candidate pool shrinks.

In December, 29 employees were displaced from their positions with the First Five program and a special recruiting activity was conducted to retain these employees and place them into available positions. This resulted in a 100% placement rate and the retention of several difficult to recruit Public Health Nurses.

Special recruiting focus has been placed on the desert region and an expanded team has been assigned responsibility for these efforts. Nearly 500 vacant positions exist in the desert region, while over 350 are in active recruitment. Contacts have been made with local colleges to tap additional recruiting sources for skilled employees. Contacts have been positive and colleges are receptive to tailoring coursework to meet the County's hiring objectives in order to improve placement rates in this region.

The Human Resources Department remains committed to filling departments' needs for new staff and to keep pace with the County's hiring demands.