

Vacancy Information: Overall

Calendar Year 2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Vacancies Created	66	53	113	55	66	38	44	58.3	44	39	38	53
# of Vacancies Filled	79	92	71	48	44	55	57	36	60	30	31	47
# of Remaining Vacancies	462.5	416	443.7	454.9	451.9	437.7	434.4	438.6	433.6	437.3	381.5	385.9
% of Vacancies	9.6%	8.7%	9.3%	9.5%	9.5%	9.2%	9.1%	9.2%	9.0%	9.1%	8.1%	8.2%

Recruitment Information: Overall

Vacancies Filled in Calendar Year 2025 by	# of Vacancies
Continuous Recruitment	185
New External Recruitment	372
New Internal Only Recruitment	93
Total # of Vacancies Filled	650

- Total # of Applications Received During Calendar Year 2025: **15,447**

Retention Information: Overall

Vacancies Created in Calendar Year 2025 by	# of Vacancy
Retirement	123
Involuntary Separation	69
Voluntary Separation (not including retirements)	351
Internal Promotion	173
Internal Transfer	23
Internal Demotions	28
Newly Budgeted Positions	23.3
Total # of Vacancies Created During 2025	790.3

- Annual Staffing Turnover Rate: **8.88%**
 - Turnover rate is calculated by # of involuntary and voluntary separations (420) divided by # of budgeted FTE (4,732)

Vacancy Information: Bargaining Units

Vacancies as of 12/31/2025

Represented Bargaining Unit Number & Name	# Vacancies FTEs	# Budgeted FTEs	% Vacancies
10: Physicians and Psychiatrists, Non-Supervisory	14.45	37.8	38.23%
11: Physicians and Psychiatrists, Supervisory	0.0	4.6	0.00%
12: Fire Fighters, Non-Supervisory	12.0	157.0	7.64%
13: Fire Fighters, Supervisory	4.0	72.0	5.56%
14: Law Enforcement, Non-Supervisory	25.5	478.0	5.33%
15: Law Enforcement, Supervisor	2.0	69.0	2.90%
17: Deputy District Attorneys	5.0	59.0	8.47%
18: Probation Peace Officers, Non-Supervisory	22.0	195.0	11.28%
19: Probation Peace Officers, Supervisory	0.0	21.0	0.00%
20: Deputy Public Defenders	4.0	50.0	8.00%
21: Human Services, Non-Supervisory	10.0	458.0	2.18%
22: Human Services, Supervisory	0.0	68.0	0.00%
23: Clerical Services, Non-Supervisory	57.1	698.375	8.18%
24: Admin, Tech, Ofc and Health Services, Non-Supervisory	125.3	1042.15	12.02%
25: Admin, Tech, Ofc and Health Services, Supervisory	25.0	266.75	9.39%
26: Craft, Tech and Maintenance Services, Non-Supervisory	14.0	267.75	5.23%
27: Craft, Tech and Maintenance Services, Supervisory	8.0	59.0	13.56%
28: Engineers and Technicians, Non-Supervisory	4.0	102.5	3.94%
29: Engineers and Technicians, Supervisory	2.0	46.0	4.35%
30: Civil Attorneys Association	2.0	30.0	6.67%
44: Law Enforcement Management	0.0	32.0	0.00%

Bargaining Units at or exceeding 20% vacancy rate:

- 10: Physicians and Psychiatrists, Non-Supervisory: 38.23%

Unrepresented Bargaining Groups	# Vacancies FTEs	# Budgeted FTEs	% Vacancies
Unrepresented managers, attorneys, confidential employees, department heads, assistant department heads, elected supervisors and officials	49.5	523.03	9.46%