



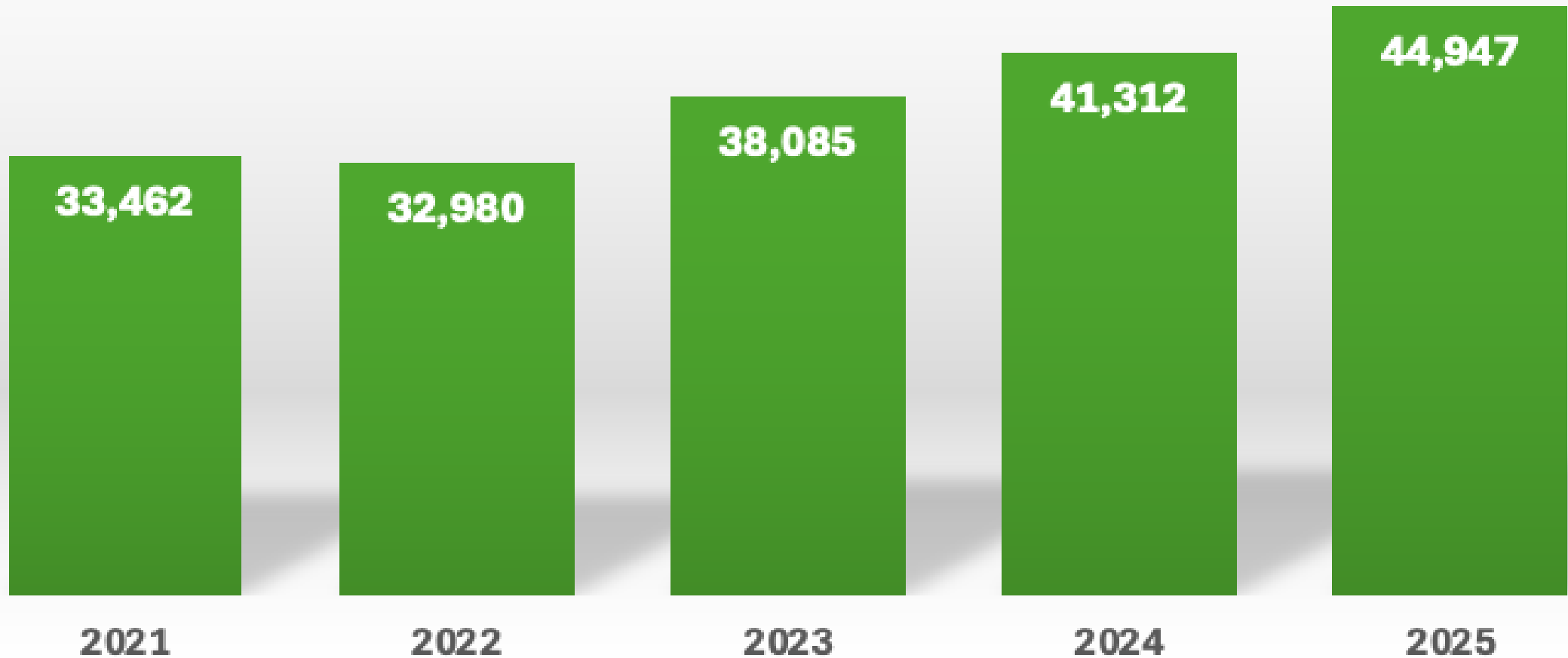
AB 2561 Reporting Vacancies, Recruitment, and Retention

Ann Elliott, Director of Human Resources
April 14, 2026

Current Vacancies By Bargaining Unit

Bargaining Unit	% Vacant	% Filled	Vacant Position	Filled Position	Total Authorized
AFSCME, Local 1	13.62	86.37	83	526	609
AFSCME, Local 2700	9.19	90.80	157	1550	1707
AFSCME, Local 512	8.74	91.25	23	240	263
CCC Defenders Association	1.70	98.29	2	115	117
California Nurses Association	6.28	93.71	58	865	923
DA Investigators Association	4.34	95.65	1	22	23
Deputy District Attorney Assoc	0.92	99.07	1	107	108
Deputy Sheriff's Association	12.64	87.35	155	1071	1226
IAFF, Local 1230	7.44	92.55	40	497	537
IFPTE, Local 21	13.92	86.07	239	1477	1716
Phys & Dentists Org of CC	13.46	86.53	40	257	297
SEIU, Local 1021	13.05	86.94	132	879	1011
Teamsters, Local 856	12.94	87.05	316	2126	2442
United Chief Officers Assoc	0.00	100.00	0	19	19
Western Council of Engineers	7.40	92.59	2	25	27

Applications



Time to Hire

Year	2021	2022	2023	2024	2025
Days	199	158	134	113	115

Average Days to Hire

Hiring 2021 - 2025

Year	2021	2022	2023	2024	2025
Hires	2597	2561	2339	2099	2094
Avg/Mon	216	213	195	175	174

On average over 100 jobs posted at all times

2025 Promotions & Career Advancement

Promotions	329
Deep Class Reassignments	167
Flexibly Staffed Series Promotions	349
TOTAL	845


Updating Recruitment Policies and Practices

Developing applicant education materials to support a successful experience

Reviewing job descriptions to determine if a driver's license is required to increase the number of qualified candidates

Partnering with consultant CPS HR to review hiring practices and opportunities for enhancement

Implementing new workflow tool to enhance partnership, transparency, and communication with hiring departments

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- ❖ Expanding job posting options like billboards and additional social media locations
 - ❖ Establishing a cadence with departments using continuous recruitments to refresh eligible lists
 - ❖ Implementation of HollyGov system to streamline data gathering and analysis for classification and compensation studies to ensure a strong position in the Bay Area
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Hiring Initiatives



Talent Development & Retention with POD

The Professional and Organization Development (POD) Team, within the Talent and Development Division, equips employees at every level with the skills, confidence, and connection they need to grow—and stay—with Contra Costa County.

73% stay longer with learning opportunities



The majority of US employees in 2025 said stronger learning and development opportunities would make them stay longer at their current organization.

65% would stay if development opportunities were granted



Two-thirds of US employees in 2025 said they would stay with an organization if training opportunities were granted.

Continued Training Efforts

So far, in 2026:

- **10** countywide live learning sessions, **935** staff registered
- **80** participants joined the 8th cohort of Leadership Launchpad manager/supervisor learning series
- **12** active coaching clients focusing on enhancing their success at CCC
- **10** active team development projects focusing on building an engaged, productive team culture

Upcoming in 2026:


- 29 live learning sessions
- Cohort 9 of Leadership Launchpad
- Future leaders self-paced development program
- Performance management system implementation with technical and philosophical training

In their own words:

“The 2026 Manager Retreat was the most fun, engaging, and informative County training I've ever attended in my 20 years here. I feel more connected beyond my team AND department.”

“I love POD trainings! They help me reconnect with the human element of my work. I believe that growing as a person allows me to contribute to a more positive work environment and better serve the community.”


Recruitment & Retention Highlights

- Progressive culture celebrating diversity, equity, inclusion, and access
 - 457(b) Deferred Compensation plan, including County contributions
 - Generous holiday and leave accrual plans
 - CCCERA Pension plan
 - Wide variety of benefits options
 - Remote work opportunities
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Retention – Years of County Service

Years	Employee Count
0 to 5 years	4340
6 to 10 years	2324
11 to 15 years	1503
16 to 20 years	881
21 to 25 years	671
26 to 30 years	381
31+ years	179

Valuing Employees



❖ Training for managers and supervisors to support their teams and create positive work environments

❖ Training for leaders to foster a culture of continuous feedback and build meaningful employee recognition programs

❖ Providing pathways for career advancement and awareness of available opportunities



Celebrating County Service



Thank you