

AB2561

Local Public
Employee: Vacant
Positions

Content



WHAT IS AB
2561



CURRENT
VACANCIES



RECRUITMENT
TRENDS



RETENTION
EFFORTS

What is AB 2561?

The bill requires a public agency to present the status of vacancies, recruitment, and retention efforts at a public hearing at least once per fiscal year.

The bill entitles the recognized employee organization to present at the hearing.

NIHD Vacancies

- Vacancies (shown as open recruitments) currently stand at 18
 - 11 union-represented positions
 - 6 non-represented
 - 1 executive recruitment
- 16 additional vacancies are currently on hold as they are in the process of candidate selection and or pre-onboarding
 - 12 union-represented
 - 4 non-represented



Recruitment

99 requisitions have been filled over the past fiscal year:

30 Through Internal Movement

59 External Applicants

6 prior contracted staff who ended their contract and then applied for a permanent position.

7 Rehires

3 Contractors that have transitioned to permanent

Examples of Internal Movement

Environmental Services Attendants to -

- 4 Patient Access roles
- 1 Phlebotomy position
- 1 Purchasing role
- 1 ED Technician

Hard to Fill Positions

Physical Therapist

Speech and Language Pathologist

Clinical Lab Scientist

Radiology Technologist

Perinatal RN

Recruitment Activities

ADP Career Center,
Indeed

We attended a job
fair with over 2500 in
attendance, directed
at Physical Therapy

Local advertising in
the Inyo Register

Advertising in the
California Physical
Therapy Association

Advertising in
California Nursing
Newsletter

Retention Efforts

- Competitive salaries and benefits
 - 2.5 % annual increase up to the max of the scale
- Employee recognition for years of service at 5, 10, 15, 20, 25, 30+
- Tuition Assistance – up to \$1000 a year
- Training and development paid hours are available annually
- Employee Recognition/Engagement –
 - Employee of the Month
 - Birthday Celebration
 - Hospital/Nurses Week Celebrations
 - Christmas Party
 - Special Events

Career Ladders

Career Ladders provide employees with an opportunity to promote when they reach the next level of experience or minimum qualification (examples shown)

Patient Access

Maintenance

Medical Assistant

Auth and Referral

- Recruitment and Selection Policy
- NIHD Candidate Interviews
- NIHD Recruitment and Selection – Education and Experience Equivalency

Policy Updates

Thank you