

---

# COUNTY OF KINGS



County Workforce Retention and Recruitment Efforts Study Session

November 28, 2023

---



# Economic Overview of Kings County: County Demographic Overview

- POPULATION: **151,090** per American Community Survey Data for 2016-2020
- CIVILIAN LABOR FORCE: **58,639** (Participation Rate of 53.6%)
- REGIONAL EDUCATION: Ages 25-64, **15% Bachelor's Degree or Higher**, Compared to 34.3% Nation Wide
- MEDIAN HOUSEHOLD INCOME: **\$61,556**
- MEDIAN HOUSE VALUE: **\$227,400**



J O B S **e** **Q**



# Economic Overview of Kings County: County Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is **lower** in Kings County than the State of California.

Cost of Living Information			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
Kings County, California	\$53,398	109.7	\$48,687
California	\$83,206	141.5	\$58,805

Source: JobsEQ® Cost of Living per COLI, data as of 2023Q2.



## Discretionary Revenue FY 22/23

COUNTY	DISCRETIONARY	GENERAL FUND	TOTAL BUDGET
FRESNO	\$ 338	\$ 2,186	\$ 4,455
TULARE	\$ 207	\$ 1,050	\$ 1,822
MADERA	\$ 88	\$ 375	\$ 475
KINGS	\$ 53	\$ 327	\$ 467
KERN	\$ 409	\$ 1,058	\$ 3,633

\*Figures in millions



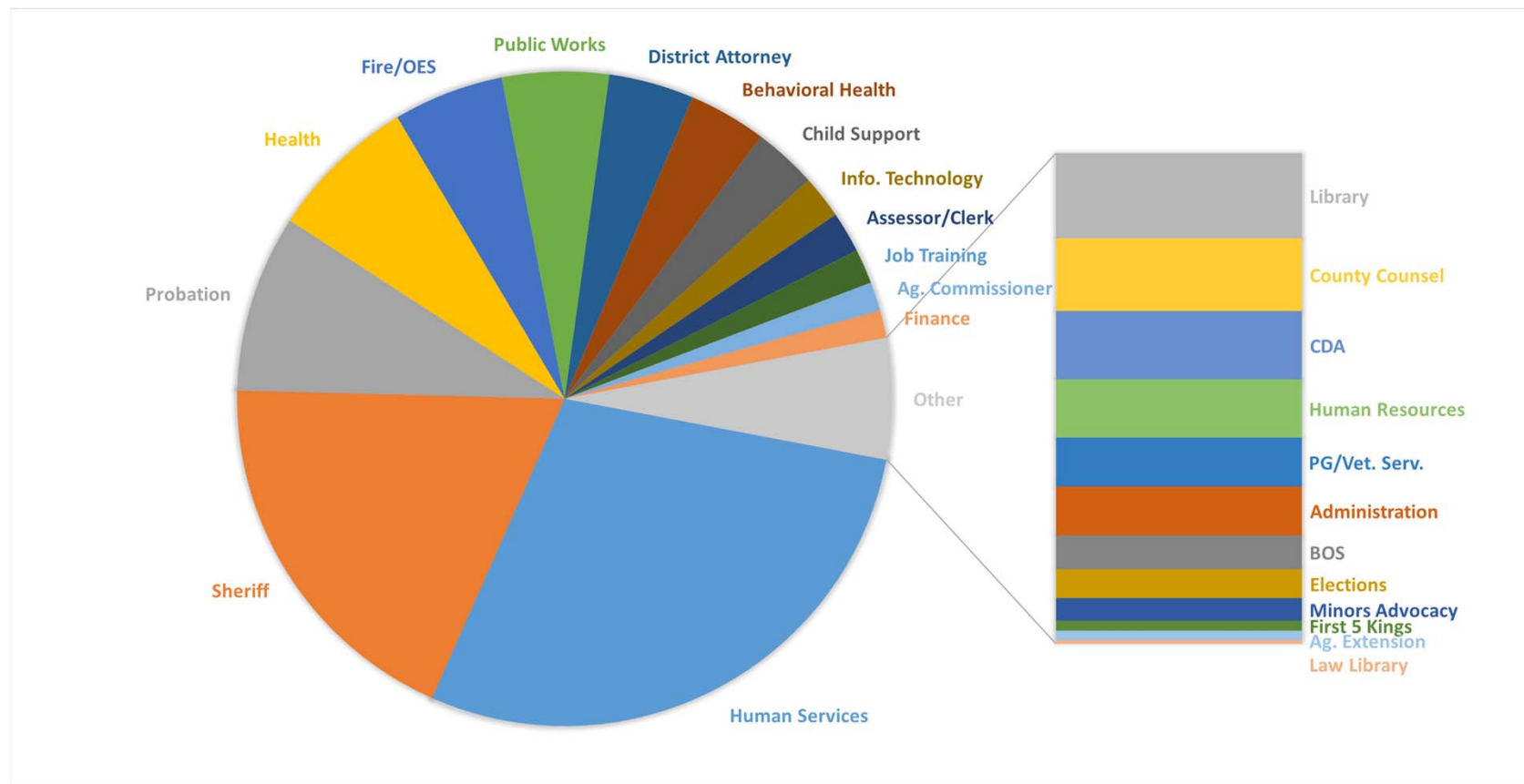
# COUNTY OF KINGS

## County Specific Data



# FY 23/24 Total FTE by Dept. (Adopted)

Dept.	FTE
Human Services	484.00
Sheriff	317.00
Probation	148.00
Health	123.40
Fire/OES	92.00
Public Works	89.00
District Attorney	71.00
Behavioral Health	65.00
Child Support	53.00
Info. Technology	36.00
Assessor/Clerk	34.00
Job Training Office	29.00
Ag. Commissioner	24.00
Finance	23.00
Library	17.51
County Counsel	15.00
CDA	14.00
Human Resources	12.00
PG/Vet. Serv.	10.00
Administration	10.00
BOS	7.00
Elections	6.00
Minors Advocacy	4.60
First 5 Kings	2.00
Ag. Extension	2.00
Law Library	0.80
<b>Total</b>	<b>1,689.31</b>





# Vacancy Rate

- Vacancy rate is a snapshot in time that measures the rate of vacant positions. This includes all vacant positions, regardless of whether it is vacant due to promotion, transfer, or separation. The vacancy rate can be calculated by vacant positions divided by total positions, multiplied by 100.
- Turnover rate is a period of time (i.e., fiscal year – July 1st through June 30). The County only captures those who separate from the County in the turnover rate; it does not include positions vacated due to transfers, demotions to another allocated position, or promotions to another allocated position. The turnover rate is calculated by the number of separations from the County divided by the number of allocated positions, multiplied by 100.



# Vacancy Rate

- The data presented was ran from the payroll system on November 21, 2023 (mid-payperiod), vacancy rate for the entire County is as follows:

Total Countywide Vacancies	243
Total Countywide Vacancy Rate	14.38%
Compared to Last Month	
Total Countywide Vacancies	252
Total Countywide Vacancies	14.90%





# Vacancy Rate by Department

Department	Vacant FTE	Total FTE
Administration - Minors Advocacy	3	16.6
Total Vacant	<b>3</b>	
Current Vacancy Rate	<b>18%</b>	
Last month's vacancy rate	<b>27%</b>	
Ag Commissioner	1	24
Total Vacant	<b>1</b>	
Current Vacancy Rate	<b>4%</b>	
Last month's vacancy rate	<b>4%</b>	
Assessor/Clerk-Recorder	5	34
Total Vacant	<b>5</b>	
Current Vacancy Rate	<b>15%</b>	
Last Month's Vacancy Rate	<b>15%</b>	
Behavioral Health	20	65
Total Vacant	<b>20</b>	
Current Vacancy Rate	<b>31%</b>	
Last month's Vacancy Rate	<b>32%</b>	



# Vacancy Rate by Department

Department	Vacant FTE	Total FTE
Child Support	4	53
Total Vacant	<b>4</b>	
Current Vacancy Rate	<b>8%</b>	
Last Month's Vacancy Rate	<b>11%</b>	
Community Development	1	14
Total Vacant	<b>1</b>	
Current Vacancy Rate	<b>7%</b>	
Last Month's Vacancy Rate	<b>7%</b>	
County Counsel	3	15.8
Total Vacant	<b>3</b>	
Current Vacancy Rate	<b>19%</b>	
Last Month's Vacancy Rate	<b>20%</b>	
District Attorney	15	71
Total Vacant	<b>15</b>	
Current Vacancy Rate	<b>21%</b>	
Last Month's Vacancy Rate	<b>23%</b>	



# Vacancy Rate by Department

Department	Vacant FTE	Total FTE
Elections	1	6
Total Vacant	<b>1</b>	
Current Vacancy Rate	<b>17%</b>	
Last Month's Vacancy Rate	<b>0%</b>	
Finance	1	23
Total Vacant	<b>1</b>	
Current Vacancy Rate	<b>4%</b>	
Last Month's Vacancy Rate	<b>4%</b>	
Fire	13	92
Total Vacant	<b>13</b>	
Current Vacancy Rate	<b>14%</b>	
Last Month's Vacancy Rate	<b>15%</b>	
Health	34	125.4
Total Vacant	<b>34</b>	
Current Vacancy Rate	<b>27%</b>	
Last Month's Vacancy Rate	<b>26%</b>	



# Vacancy Rate by Department

Department	Vacant FTE	Total FTE
Human Resources	1	12
Total Vacant	<b>1</b>	
Current Vacancy Rate	<b>8%</b>	
Last Month's Vacancy Rate	<b>8%</b>	
Human Services	66	484
Total Vacant	<b>66</b>	
Current Vacancy Rate	<b>14%</b>	
Last Month's Vacancy Rate	<b>14%</b>	
Information Technology	2	36
Total Vacant	<b>2</b>	
Current Vacancy Rate	<b>6%</b>	
Last Month's Vacancy Rate	<b>6%</b>	
Job Training Office	3	29
Total Vacant	<b>3</b>	
Current Vacancy Rate	<b>10%</b>	
Last Month's Vacancy Rate	<b>14%</b>	



# Vacancy Rate by Department

Department	Vacant FTE	Total FTE
Library	2	17.51
Total Vacant	<b>2</b>	
Current Vacancy Rate	<b>11%</b>	
Last Month's Vacancy Rate	<b>11%</b>	
Probation	27	148
Total Vacant	<b>27</b>	
Current Vacancy Rate	<b>18%</b>	
Last Month's Vacancy Rate	<b>20%</b>	
Public Works	6	89
Total Vacant	<b>6</b>	
Current Vacancy Rate	<b>7%</b>	
Last Month's Vacancy Rate	<b>6%</b>	
Sheriff	35	317
Total Vacant	<b>35</b>	
Current Vacancy Rate	<b>11%</b>	
Last Month's Vacancy Rate	<b>11%</b>	



# Positions with High Vacancy Rate

Only showing classification with 3+ vacant positions, data as of 11/21/23

- Behavioral Health – **Program Specialist** -3 vacant- 60% vacancy rate
- Behavioral Health- **Unlicensed/Licensed Mental Health Clinician**- 3 vacant 75% vacancy rate
- Child Support- **Child Support Specialist I/II**- 3 vacant- 12% vacancy rate
- District Attorney- **DA Investigator I/II** -3 vacant -30% vacancy rate
- District Attorney- **Senior Deputy District Attorney**- 3 vacant- 100% vacancy rate **\*new position**
- Fire- **Heavy Fire Equipment Operator I/II**- 3 vacant- 100% vacancy rate
- Fire- **Firefighter**- 6 vacant- 50% vacancy rate- pending recruitment to be opened.
- Health- **Office Assistant I/II**- 3 vacant- 25% vacancy rate
- Health- **Environmental Health Officer I/II/III/IV**-3 vacant-38% vacancy rate
- Health- **County Health Nurse/Public Health Nurse**- 7 vacant -44% vacancy rate
- Human Services- **Human Services Office Supervisor**- 3 vacant- 43% vacancy rate



## Positions with High Vacancy Rate (Cont'd)

Only showing classification with 3+ vacant, data as of 11/21/23

- Human Services- **Fiscal Specialist I/II** 3 vacant- 75% vacancy rate
- Human Services- **Employment & Training Wkr III** 10 vacant- 23% vacancy rate
- Human Services- **Soc Svc Wk I/II/III-** 3 vacant- 14% vacancy rate
- Human Services- **Eligibility Worker I/II-** 20 vacant- 18% vacancy rate
- Human Services- **Social Services Assistant I/II-**6 vacant- 35% vacancy rate
- Human Services- **Soc Svc Wk I/II/III/Pract CPS-** 10 vacant- 16% vacancy rate
- Probation- **Juvenile Ctr Support Clerk -**3 vacant- 75% vacancy rate
- Probation- **Juv Corrections Officer I/II -**19 vacant- 43% vacancy rate
- Sheriff-**Emergency Dispatcher I/II -**4 vacant- 40% vacancy rate
- Sheriff-**Deputy Sheriff I/II-**5 vacant- 8% vacancy rate
- Sheriff-**Detentions Deputy I/I-STC/II -**10 vacant- 12% vacancy rate
- Sheriff-**Detentions Technician I/II -**11 vacant- 30% vacancy rate



# Efforts Countywide Recruitment and Retention

- Implementing teleworking policy- **October 31, 2023**
- Alternative pilot work schedule 9/80 schedule allowing employees half-day Fridays with 9 hour days Mon-Thurs with about **70%** of our workforce surveyed indicated they want this to be a permanent schedule **June 26, 2023**
- Hired head hunter- one contract is specifically for DA only started **October 17, 2023**, one County wide was approved today **November 28, 2023**
- Soliciting on social media job listings (prior to April of this year we did not have any social media platforms, now we post almost daily on recruitments) **April 2023**
- Allocated \$6 million from the American Rescue Plan Act funding for recruitment and retention -**June 6, 2023**
- 2% COLA increase in July 2023, 1.5% COLA September 2023





# Efforts Countywide Recruitment and Retention

- Bonuses - \$15,000 (over 3 years) for Prosecutor's Unit, \$10,000 (over 2 years) for identified safety personnel, including Deputy Sheriff Association, Fire, Probation, Detentions, Juvenile Hall, and corresponding safety management.
- Started Assist to Own down payment assistance program for Kings County employees since **September 2023**
- Education Reimbursement funding allocated on **November 8, 2023**
- Employee Retention Committee- **Spring 2023**
- EV Charger Survey- exploring option for employees and EV charging stations- 335 responses, 179 indicating they would get an EV if provided charging stations **July 2023**
- Food vendors on site for County employees-**Planning stages**
- San Joaquin College of Law informational night **December 4, 2023**



# Koff and Associate Update

2016 – Last classification and compensation study the County completed

- December 2021 – Classification and Compensation RFP was issued
  - Awarded to K&A
- May 17, 2022 – Contract with K&A approved by the BOS for max of \$608,260
  - Funded through ARPA
  - Term: June 1, 2022 – June 1, 2023
    - w/ a 6-month extension through December 1, 2023
  - Phase I – looking into Classifications
  - Phase II – looking into Compensation

**Current update:** Currently finishing up Phase II by December 1, 2023. Will then work with K&A to finalize Phase I ASAP (EOY 2023/possibly mid-January 2024). classifications will be finalized by K&A. HR will finalize with departments and the unions throughout the remainder of the FY.



## Items on the Horizon

- Minimum Wage increases fast food employees
- Minimum Wage Health Care workers- contract jail provider
- Union negotiations
- Cal Aim
- Koff and Associate impacts



# Recruiter Update

## WHY KINGS COUNTY?

Before any towns existed in Kings County, a handful of pioneers called it home. A sycamore tree stood as a beacon to guide early settlers over the otherwise barren valley floor. Cattlemen and gold miners initially settled along the Kings river, and farmers, storekeepers and oilmen later followed. Today, Kings County combines its colorful historic traditions with an optimistic and enthusiastic vision for its future.

### Kings County By The Numbers



### Community

In Kings County, you're not just a face in the crowd. The small community atmosphere fosters a sense of belonging that's hard to find in larger, bustling cities. Neighbors become friends, and local businesses know your name. There's a sense of unity and camaraderie.

The County holds a number of events throughout the year open to all. Every May, residents participate in Kings County Homecoming Week, an event for community members to gather and celebrate their home with great food and even better company. The County holds Thursday Night Market Place on Thursday evenings in the summer and different holiday events such as Witches Night Out for Halloween and Wine and Chocolate for Christmas.



Content and Graphics: Tripepi Smith

### We're Central to Everything!

Get a breath of fresh air with multiple national parks nearby.

- Sequoia National Park – 1.5 hour drive
- Yosemite National Park – 2 hour drive
- Kings Canyon National Park – 2 hour drive
- Pinnacles National Park – 2.5 drive
- Death Valley National Park – 5 hour drive

How about spending a weekend in the City life?

- San Luis Obispo – 2 hour drive
- Los Angeles – 3 hour drive
- San Francisco – 3.5 hour drive

Want to go to the beach? 2 hours  
How about the mountains? 2 hours

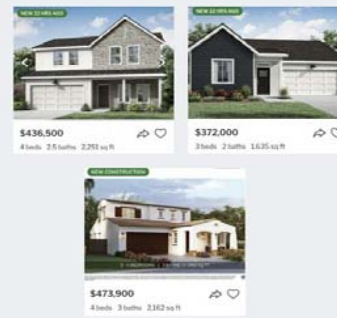


### Cost of Living

Work for the District Attorney's Office and own a home? Yes. Kings County is a haven for those looking to live in a great home for a low cost. The median home price in Kings County in 2023 is approximately \$362,000, making it a GREAT location for homeownership. The County has a home buyer assistance program that provides 5% down payment for a home purchase.

Renters, too, can rejoice, as the average monthly rent for a two-bedroom apartment is around \$1,800, a fraction of what you'd pay in most metropolitan areas. And the affordability doesn't stop at housing; utilities and transportation expenses are equally lower than average in Kings County.

*\*Metrics gathered from RedFin.com*





# Launch of Welcome/Recruitment Videos





# Launch of Welcome/Recruitment Videos





QUESTIONS?