

PERSONNEL BOARD

JANUARY 28, 2025

RECRUITMENT METRICS

❖ 2024 Recruitment Metrics

- ✓ 147 Requisitions for Job Postings
- ✓ 2,539 Applications Received
- ✓ 189 New Hires
- ✓ 38 Non-Competitive Promotions

❖ 17% 2024 Turnover Rate (includes all employee statuses)

LAC's Turnover Rate also includes several retirements.

Every industry and organization is different.

❖ 6% Vacancy Rate

❖ The following Departments/Division offered Sign-On Compensation in 2024:

- Public Works / Transit
 - ✓ Currently new hires compensation starts at Step 10 rather than Step 1 due to October 2023 revision of Compensation Policy.
- Police / Operations
- Fire / Operations