

**CLERK OF THE BOARD OF SUPERVISORS
EXHIBIT/DOCUMENT LOG**

MEETING DATE & AGENDA NO. 05/06/2025 #20

STAFF DOCUMENTS (Numerical)

No.	Presented by:	Description:
1	Staff	15-Page PowerPoint

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PUBLIC DOCUMENTS (Alphabetical)

No.	Presented by:	Description:
A	Robert Pitt, Nate Wollmann, Robert Prokesch, Mrs. Gerrell Howard	7-Page PowerPoint

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OFFICIAL RECORD
Clerk of the Board of Supervisors
County of San Diego

Exhibit No. .1

Meeting Date: 5/6/2025 Agenda No. 20

Presented by: Staff



Assembly Bill 2561 Presentation:

Status of **County of San Diego** Vacancies and Recruitment and Retention Efforts



Overview of AB 2561

- On January 1, 2025, AB 2561 was implemented and requires public agencies present the status of vacancies and recruitment and retention efforts at a Public Hearing at least once per fiscal year prior to budget adoption.
- Allows the employee organizations to present at the hearing.
- If the number of job vacancies within a single bargaining unit exceed 20%, additional information may be requested by the employee organization to be presented during the public hearing.



Key Reasons for Passage of AB 2561

- Address high vacancy rates
- Improve services to the public
- Avoid the potential for heavier workloads for employees which can lead to employee burnout
- Work in collaboration with employee organizations



County Workforce Information

- County workforce has 20,477 budgeted positions and 19,251 employees.
- Countywide vacancy rate is 6% (1,226 vacant positions).
- Conducted 706 recruitments and received 82,399 applications.
- Hired 1,673 new employees and promoted 2,503 employees.



Unions and Associations

- Service Employees International Union, Local 221
- Teamsters Local 911
- San Diego County Probation Officers' Association
- Deputy Sheriffs' Association of San Diego County
- San Diego County Deputy District Attorneys Association
- District Attorney Investigators' Association
- San Diego Deputy County Counsels Association
- Public Defender Association of San Diego County
- San Diego County Supervising Probation Officers' Association



Vacancy Rate by Bargaining Unit

Union Name	Bargaining Unit	Budgeted Positions	Vacant Positions	Vacancy Rate
Service Employees International Union, Local 221	(AE) Appraisal, Fiscal, and Purchasing	527	43	8.2%
	(CL) Clerical	2,113	89	4.2%
	(FS) Food Service	154	8	5.2%
	(HS) Health Services	571	78	13.7%
	(MM) Middle Management	1,114	82	7.4%
	(PR) Professional	1,470	160	10.9%
	(PS) Public Services	1,778	140	7.9%
	(RN) Registered Nurses	615	17	2.8%
	(SS) Social Services Supervisors	458	7	1.5%
	(SW) Social Workers	3,177	94	3.0%



Vacancy Rate by Bargaining Unit

Union Name	Bargaining Unit	Budgeted Positions	Vacant Positions	Vacancy Rate
District Attorney Investigators' Association	(DI) District Attorney Investigators	90	6	6.7%
	(DM) District Attorney Investigator Middle Management	43	2	4.7%
San Diego County Deputy District Attorney Association	(AM) Child Support Program Management	4	0	0.0%
	(AS) Child Support Program Attorneys	13	0	0.0%
	(DA) Deputy District Attorneys	342	-5	-1.5%*
Deputy Sheriffs' Association of San Diego County	(DS) Deputy Sheriffs	2,718	246	9.1%
	(SM) Sheriffs Management	31	1	3.2%
Public Defender Association of San Diego County	(PD) Public Defender	163	1	0.6%
	(PM) Public Defender Management	117	0	0.0%
San Diego County Probation Officers' Association	(PO) Probation Officers	707	34	4.8%
San Diego County Supervising Probation Officers' Association	(SO) Supervising Probation Officers	80	0	0.0%

**A negative vacancy rate is reflected when positions are temporarily overfilled due to workforce transition activities, such as retirement from County service, to allow sufficient training and overlap period for succession planning*



Vacancy Rate by Bargaining Unit

Union Name	Bargaining Unit	Budgeted Positions	Vacant Positions	Vacancy Rate
San Diego Deputy County Counsels Association	(CC) Deputy County Counsel	1	0	0.0%
	(CS) Senior Deputy County Counsel	101	4	4.0%
Teamsters Local 911	(CM) Construction, Maintenance, Operations, and Repair	388	49	12.6%
	(CR) Crafts	252	0	0.0%
Classified Not Represented	(CE) Confidential Employee	406	32	7.9%
	(CEM) Confidential Employee Management	1002	24	2.4%
	(MA) Management	1378	66	4.8%
Unclassified	(EM, NA, NE, NM, UM)	664	48	7%
Countywide Total		20,477	1226	6%



Recruiting Strategies

Attended

98

Outreach and Recruitment Events

Held

43

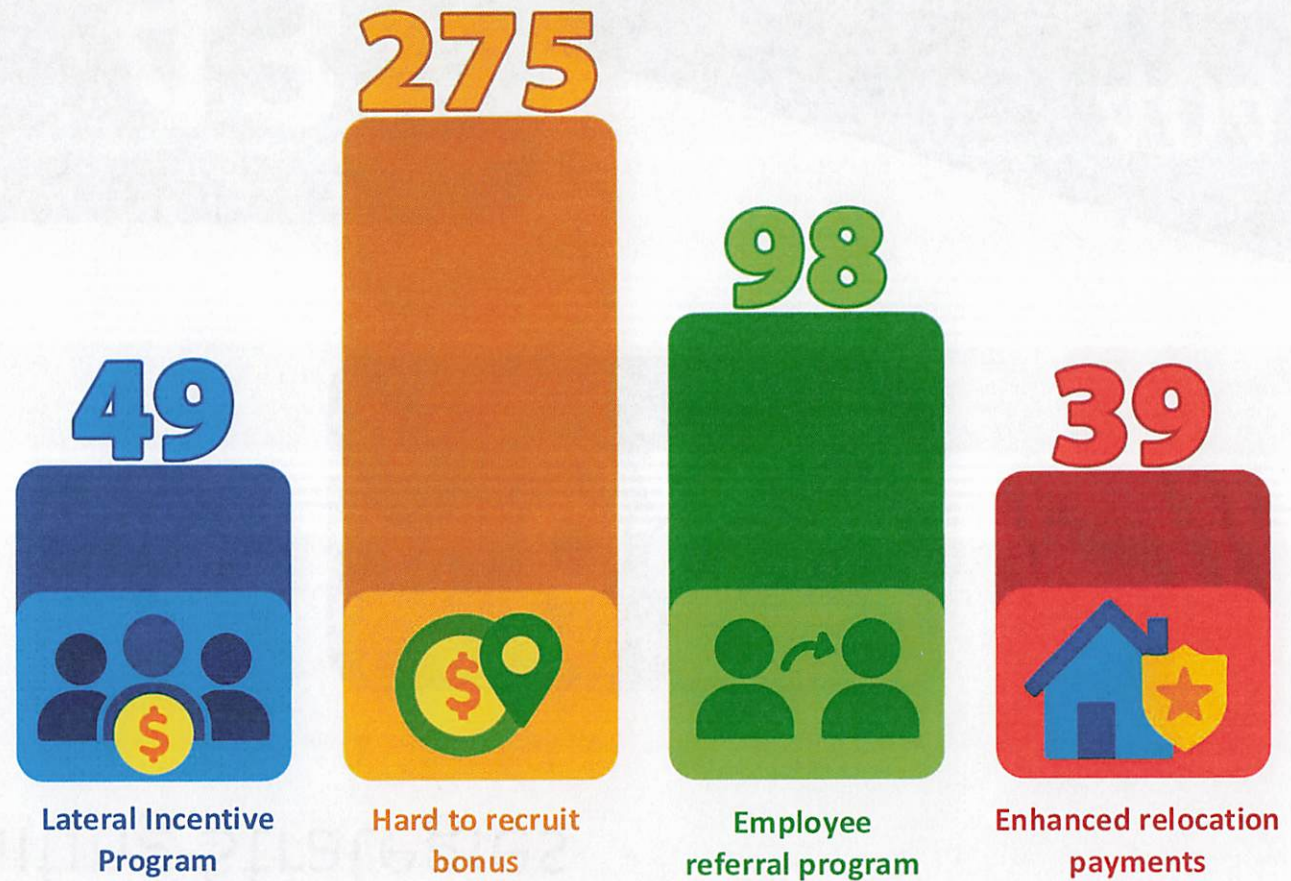
Same Day Hiring Events

404

Applicants received same
day job offer



Recruiting Incentive Pay



Classification Premiums

- 5% compensation premium for Engineers with Professional Engineer (PE) License
- 5% night-shift premium for Deputy Sheriffs
- 10% premium for nurses and clinicians that work in Sheriffs' Detention facilities
- Department flexibility to hire at the top step for hard to recruit positions



Retention

The County of San Diego's overall annual retention rate is 92%. According to industry best practices a retention rate of 90% is optimal.

Union Name	Retention Rate
Service Employees International Union, Local 221	91%
District Attorney Investigators Association	92%
Deputy District Attorney Association	93%
Deputy Sheriff's Association of San Diego County	95%
Public Defender Association of San Diego County	91%
San Diego County Probation Officers' Association	92%
San Diego Deputy County Counsels Association	93%
San Diego County Supervising Probation Officers' Association	90%
Teamsters 911	91%
Non-Represented	94%
Overall County Retention Rate	92%



Key Elements of Increasing Retention

- Offering career paths and training opportunities
- Work/Life balance
- Employee engagement



Continued Areas of Focus

- Expanding outreach
- Partnerships with schools that produce professionals in hard to recruit industries
- Professional membership organizations
- Resume and skillset searches in national databases



In Closing

- County will be mindful of efforts to fill vacancies and will continue to partner with hiring departments to develop strategies for hard to recruit classifications
- Labor organizations invited to make comments



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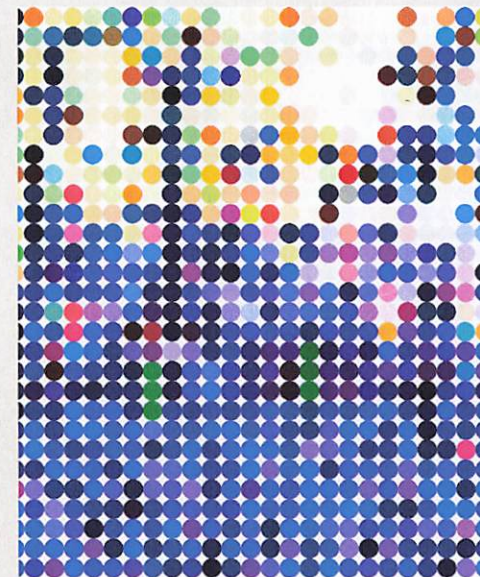
Exhibit No. A

Meeting Date: 5/6/2025 Agenda No. 20

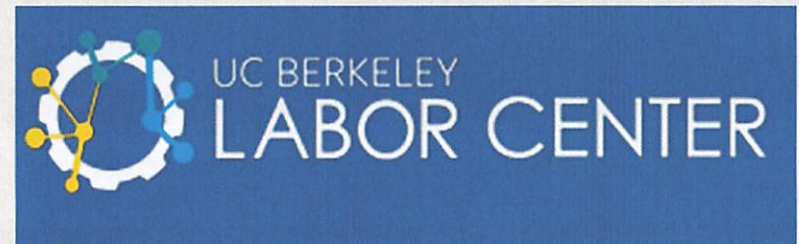
Presented by: Robert Pitt, Nick Wollmann,
Robert Prokesch, Gerrell Howard

AB 2561

Addressing Vacancies and Retention



Data on Vacancies and Staffing in Civil Service

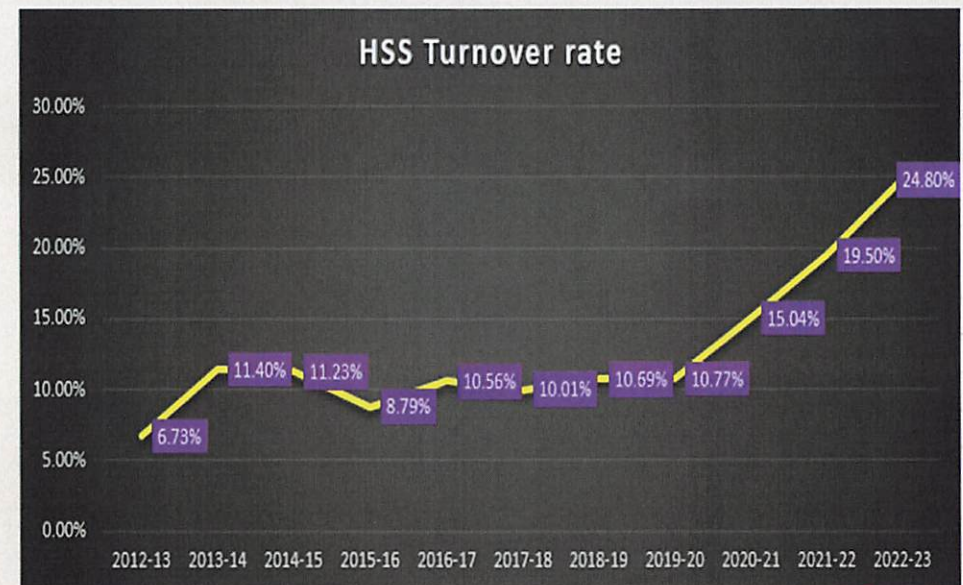
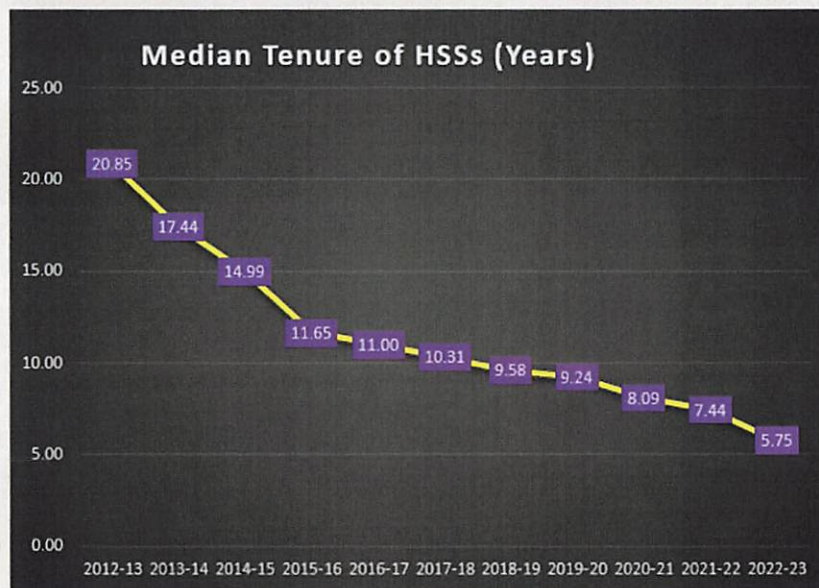


LOW-WAGE WORK PROGRAM | DECEMBER 12, 2023

Civil Service Vacancies in California: 2022–2023



Declining Tenure, Increasing Turnover



Human Services Specialists

*The Employee
Perspective*



*Bob Prokesch,
Protective Services
Supervisor*





*Bob Pitt, Child
Support Officer*

*Gerrell Howard,
Human Services
Specialist*

