

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

MEETING DATE & AGENDA NO. 05/05/2026 #13

STAFF DOCUMENTS (Numerical)

No.	Presented by:	Description:
1	Staff	16- Page PowerPoint

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PUBLIC DOCUMENTS (Alphabetical)

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A	N/A	
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Assembly Bill 2561 Presentation:

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

Item #13

Brandy Winterbottom, Interim Director of Human Resources

Shontay Turner, Acting Assistant Director of Human
Resources



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 20,250 budgeted positions and 19,217 employees.
- Countywide vacancy rate is 5.1% (1,033 vacant positions).
- Conducted 684 recruitments and received 85,323 applications.
- Hired 1,270 new employees and promoted 1,785 employees.



Unions and Associations

- Service Employees International Union, Local 221
- Teamsters Local 986
- San Diego County Probation Officers' Association
- Deputy Sheriff's Association of San Diego County
- San Diego County Deputy District Attorney 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	528	52	9.8%
	(CL) Clerical	2,103	126	6%
	(FS) Food Service	154	2	1.3%
	(HS) Health Services	568	80	14.1%
	(MM) Middle Management	1,117	77	6.9%
	(PR) Professional	1,411	135	9.6%
	(PS) Public Services	1,710	63	3.7%
	(RN) Registered Nurses	632	7	1.1%
	(SS) Social Services Supervisors	449	2	0.4%
	(SW) Social Workers	3,069	106	3.5%



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	3	7%
San Diego County Deputy District Attorney Association	(AM) Child Support Program Management	4	0	0%
	(AS) Child Support Program Attorneys	14	1	7.1%
	(DA) Deputy District Attorneys	342	-3	-0.9%*
Deputy Sheriffs' Association of San Diego County	(DS) Deputy Sheriffs	2,721	133	4.9%
	(SM) Sheriffs Management	30	-1	-3.3%*
Public Defender Association of San Diego County	(PD) Public Defender	155	-4	-2.6%*
	(PM) Public Defender Management	128	0	0%
San Diego County Probation Officers' Association	(PO) Probation Officers	712	37	5.2%
San Diego County Supervising Probation Officers' Association	(SO) Supervising Probation Officers	81	8	9.9%

**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	41	4	9.8%
	(CS) Senior Deputy County Counsel	61	2	3.3%
Teamsters Local 986	(CM) Construction, Maintenance, Operations, and Repair	380	39	10.3%
	(CR) Crafts	253	1	0.4%
Classified Not Represented	(CE) Confidential Employee	401	23	5.7%
	(CEM) Confidential Employee Management	1,000	29	2.9%
	(MA) Management	1,379	58	4.2%
Unclassified	(EM, NA, NE, NM, UM)	665	47	7.1%
Countywide Total		20,250	1,033	5.1%



Recruiting Strategies



Attended
53
Outreach and Recruitment
Events

Held
21
Same Day Hiring Events

81
Applicants received same
day job offer

Retention

The County of San Diego's overall annual retention rate is 93%. According to industry best practices a retention rate of 90% is optimal.

Union Name	Retention Rate
Service Employees International Union, Local 221	93%
District Attorney Investigators Association	92%
Deputy District Attorney Association	95%
Deputy Sheriff's Association of San Diego County	95%
Public Defender Association of San Diego County	92%
San Diego County Probation Officers' Association	92%
San Diego Deputy County Counsels Association	94%
San Diego County Supervising Probation Officers' Association	88%
Teamsters 986	93%
Non-Represented	94%
Overall County Retention Rate	93%



Key Elements of Increasing Retention

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



Continued Areas of Focus

- Partnerships with schools that produce professionals in hard to recruit industries
- Professional membership organizations
- Enhance recruitment process
- Same day hiring events



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

