



AB 2561 Presentation: Status of County of Santa Barbara Vacancies and Recruitment and Retention Efforts in Calendar 2024

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Agenda

- What is Assembly Bill 2561
- Recommended Hearing Procedures
- Are Vacancies A Problem?
- 2025 Vacancy Hearing

AB 2561 Legislation

- Effective in January 2025.
- Legislative findings:
 - (a) Public sector job vacancies are widespread & significant problem affecting occupations across wage levels & educational requirements.
 - (b) Vacancies impact public service delivery, workers forced to handle heavier workloads, understaffing leading to burnout and increased turnover that further exacerbate issue
 - (c) Statewide interest in ensuring that public agency operations are appropriately staffed and that high vacancy rates do not undermine public employee labor relations.
- Does not apply to state employment though its vacancy rate also consistently over 10% for more than 20 years

AB 2561 Requirements

- Public agencies must hold at least one public hearing per FY, prior to adoption of budget,
- Present information about overall vacancies in funded positions and recruitment and retention efforts.
- Any recognized employee organization for a bargaining unit (union) is entitled to make a presentation to Board addressing that unit's vacancies and recruitment and retention efforts
- If the vacancy rate in that bargaining unit exceeds 20%, union can demand that the County present certain additional information at the hearing
 - Number of vacancies, applicants, average hiring times, and opportunities to improve compensation and working conditions.

AB 2561 Hearing Procedures

- Shared with unions in advance
- Provides for
 - Notice to the Unions
 - Order of Hearing
 - County staff main presentation (10 min/BU max)
 - Union Presentations (10 min/BU max, or 30 min if less)
 - Board questions & discussion
 - Final comments: County (3 min/BU max), then Unions (3 min/BU max)
 - Public comment
 - Standards of Discourse (same as other hearings)

Are vacancies a pay problem?

Not necessarily

- Some turnover is normal and expected
 - Many of our departments build vacancy assumptions into their budgets
- Vacancies are a management tool to balance budgets and address unanticipated priorities (e.g., DSS holding positions vacant to address inequities)
- Vacancies exist on the books until cohort/academy begins (e.g., in Auditor Controller, Sheriff, Fire).
- Factors other than pay that create recruitment challenges
 - Overall tight labor market; educational shortages (e.g., engineers); public sentiment toward the profession; perceived workloads and overtime work requirements for profession; work with challenging populations; preferences toward contract employment (e.g., licensed physicians and psychiatrists), etc.

Public Hearing Agenda

- Countywide Information
 - Workforce Information
 - Vacancy Information
 - Recruitment Information
 - Hiring Issues
 - Retention Information
- Union presentations

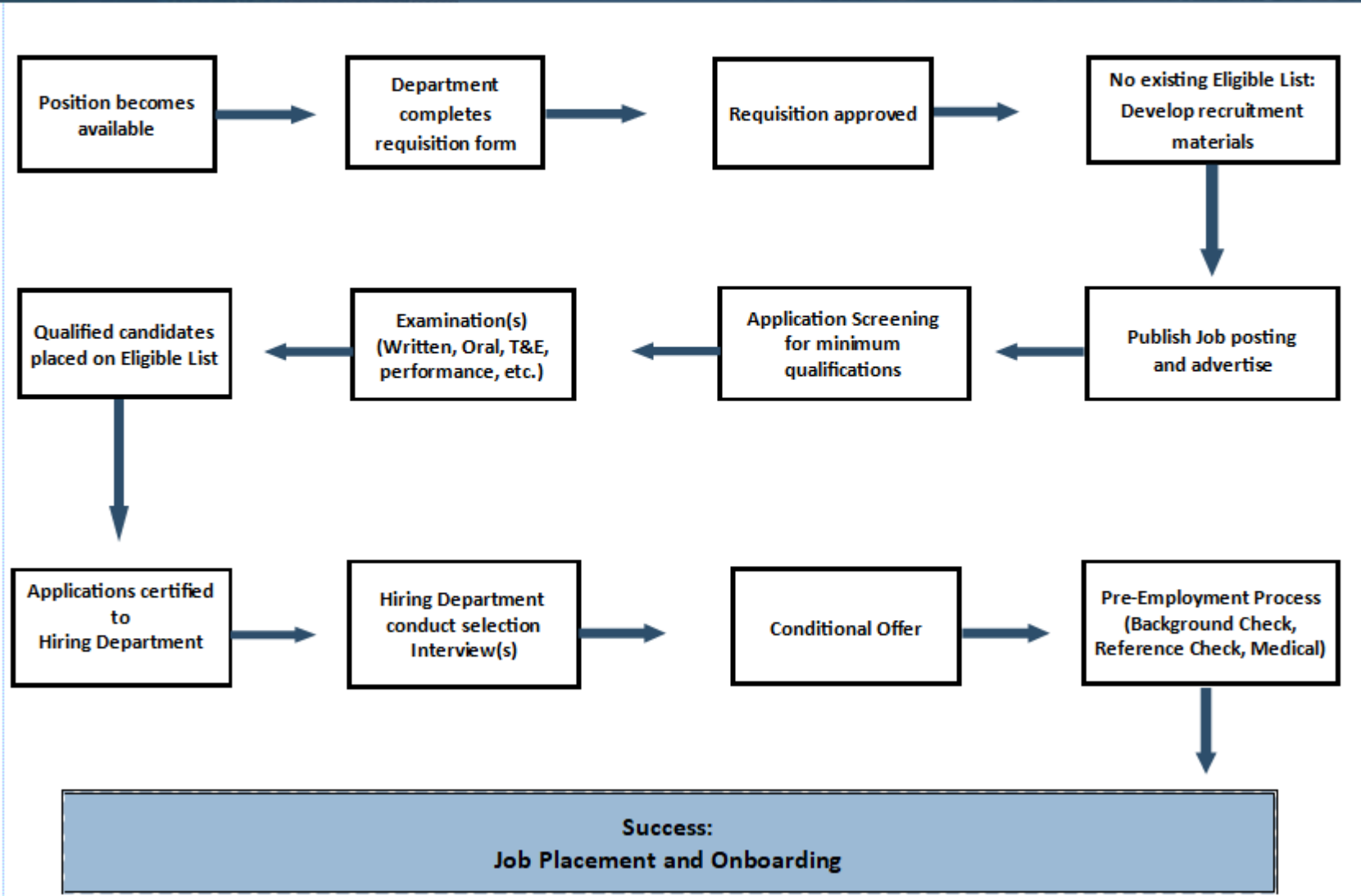
Workforce Information – General

- Total Budgeted/Authorized Full-Time Positions: **4,875.025**
- Department services provided to the public by Budgeted/Authorized Workforce:
 - Administrative & Civic Services
 - Public Safety
 - Housing, Community, and Environmental Services
 - Health and Human Services



RECRUITMENT LIFE CYCLE

COUNTY OF SANTA BARBARA



Calendar Year 2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Vacancies Created	69	144	107.5	111	61	55	72	74	74	64	55.6	52
# of Vacancies Filled	65	76	71	143	94	48	69	109	104	53	76	57
# of Remaining Vacancies	584.3	650.1	678.1	646.2	615.5	625.2	632.4	579.3	575.5	580.8	545	549.9
% of Vacancies	12.3%	13.5%	14%	13.4%	12.8%	12.9%	13.1%	12%	11.8%	12%	11.2%	11.3%

- Average % of Vacancies at the End of Each Month: 12.5%
- Highest % of Vacancies at the End of a Month: 14.0%
- Lowest % of Vacancies at the End of a Month: 11.2%

2024 Vacancy Information – General

Recruitment Information – General Recruitment Statistics

Vacancies Filled in Calendar Year 2024 by	# of Vacancies
Continuous Recruitment	271
New External Recruitment	563
New Internal Only Recruitment	131
Total # of Vacancies Filled	965

- Total # of Applications Received During Calendar Year 2024: **18,666**

Retention Information – Retention Statistics

Type of Vacancy Created During 2024	# of Vacancy
Retirements	125
Involuntary Separations	56
Voluntary Separations	285
Internal Promotions	277
Internal Transfers	28
Internal Demotions	42
Newly Budgeted Positions	126.1
Total Vacancies	939.1

- Annual Staffing Turnover Rate: **9.56%**
 - Turnover rate = # of separations (466) divided by # of budgeted FTE (4,875)

Vacancy Information – Represented Bargaining Units

12/31/24	# of Vacancies	# of Budgeted FTEs	% of Vacancies
10: Physicians and Psychiatrists, Non-Supervisory	10.7	38.4	27.9%
11: Physicians and Psychiatrists, Supervisory	0	4.5	0%
12: Fire Fighters, Non-Supervisory	19.0	157.0	12.1%
13: Fire Fighters, Supervisory	2.0	70.0	2.9%
14: Law Enforcement, Non-Supervisory	55.0	493.0	11.2%
15: Law Enforcement, Supervisor	6.0	72.0	8.3%
17: Deputy District Attorneys	4.0	57.0	7.0%
18: Probation Peace Officers, Non-Supervisory	24.0	192.0	12.5%
19: Probation Peace Officers, Supervisory	21.0	21.0	0%
20: Deputy Public Defenders	8.0	47.0	10.7%

- Bargaining Units at or exceeding 20% vacancy rate:
 - **10: Physicians and Psychiatrists, Non-Supervisory**

Vacancy Information – Represented Bargaining Units

12/31/24	# of Vacancies	# of Budgeted FTEs	% of Vacancies
21: Human Services, Non-Supervisory	59.0	551.0	10.7%
22: Human Services, Supervisory	4.0	75.0	5.3%
23: Clerical Services, Non-Supervisory	74.5	710.5	10.5%
24: Admin, Tech, Ofc and Health Services, Non-Supervisory	144.7	1,065.1	13.6%
25: Admin, Tech, Ofc and Health Services, Supervisory	29.0	267.0	10.9%
26: Craft, Tech and Maintenance Services, Non-Supervisory	28.0	267.75	10.5%
27: Craft, Tech and Maintenance Services, Supervisory	10.0	58.0	17.2%
28: Engineers and Technicians, Non-Supervisory	13.0	99.4	13.1%
29: Engineers and Technicians, Supervisory	3.0	49.0	6.1%
44: Law Enforcement Management	0.0	31.0	0%

Vacancy Information – Unrepresented Groups

12/31/24	# of Vacancies	# of Budgeted FTEs	% of Vacancies
Unrepresented managers, attorneys, confidential employees, department heads, assistant department heads, elected supervisors and officials	55.0	520.4	10.6%

Hiring Challenges – General

- The statute requires us to “identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.”
- The County identified the following potential obstacles:
 - Cost of living and housing in Santa Barbara
 - Complicated civil service recruitment requirements
 - Wide enough reach of recruitment platforms (NEOGOV, HR website, Social Media, LinkedIn, Indeed, etc.) to attract qualified applicant pool
 - Outdated classification specifications
 - Competitiveness of family health benefits (major progress being made)

Hiring Opportunities – General

- The County has been exploring the following opportunities to address these obstacles consistent with available funding:
 - Expanding the Employee Referral Program
 - Increasing profession-specific marketing strategies
 - Developing a classification specification update plan
 - Streamlining civil service recruitment rules
 - Identification and development of internal talent pools

Unions Presenting

- SEIU 721

Thank You