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AB 2561 Presentation: Status of County of Santa Barbara Vacancies and Recruitment and Retention Efforts in Calendar 2025

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Public Hearing Agenda

- AB 2561 Requirements
- Countywide Information
 - Workforce Information
 - Vacancy Information
 - Recruitment Information
 - Hiring Issues
 - Retention Information
- Current vacancy information
- Union presentations



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.



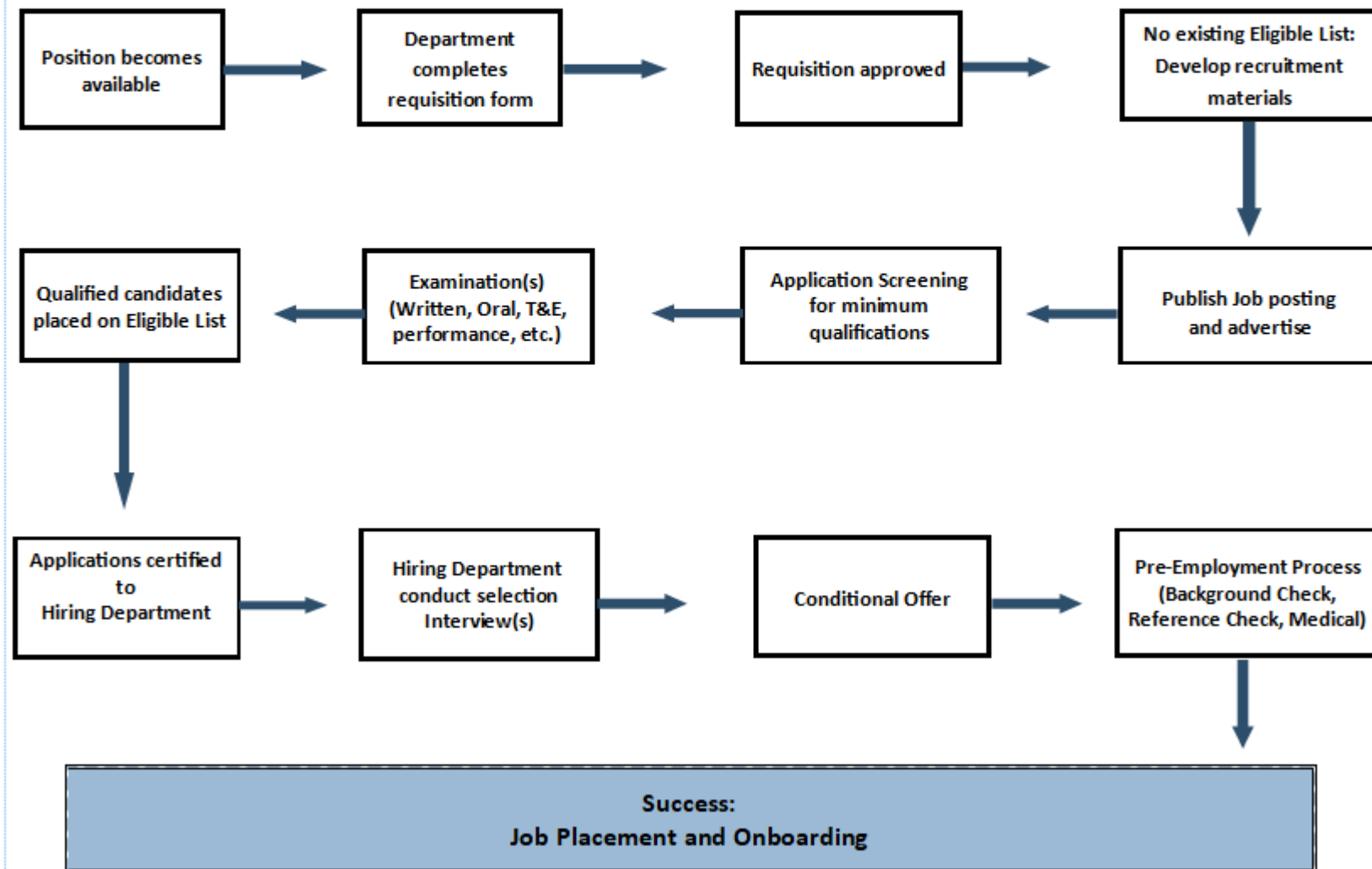
Workforce Information – General

- Total Budgeted/Authorized Full-Time Positions: **4,732.45 as of December 31, 2025**
- 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 2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Vacancies Created	66	53	113	55	66	38	44	58.3	44	39	38	53
# of Vacancies Filled	79	92	71	48	44	55	57	36	60	30	31	47
# of Remaining Vacancies	462.5	416	443.7	454.9	451.9	437.7	434.4	438.6	433.6	437.3	381.5	385.9
% of Vacancies	9.6%	8.7%	9.3%	9.5%	9.5%	9.2%	9.1%	9.2%	9.0%	9.1%	8.1%	8.2%

- Average % of Vacancies at the End of Each Month: 9.0%
- Highest % of Vacancies at the End of a Month: 9.6%
- Lowest % of Vacancies at the End of a Month: 8.1%

2025 Vacancy Information – General



Recruitment Information – General Recruitment Statistics

Vacancies Filled in Calendar Year 2025 by	# of Vacancies
Continuous Recruitment	185
New External Recruitment	372
New Internal Only Recruitment	93
Total # of Vacancies Filled	650

- Total # of Applications Received During Calendar Year 2025: **15,447**

Retention Information – Retention Statistics

Type of Vacancy Created During 2025	# of Vacancy
Retirements	123
Involuntary Separations	69
Voluntary Separations	351
Internal Promotions	173
Internal Transfers	23
Internal Demotions	28
Newly Budgeted Positions	23.3
Total Vacancies	790.3

- Annual Staffing Turnover Rate: **8.88%**
 - Turnover rate = # of separations (420) divided by # of budgeted FTE (4,732)

Vacancy Information – Represented Bargaining Units

12/31/25	# of Vacancies	# of Budgeted FTEs	% of Vacancies
10: Physicians and Psychiatrists, Non-Supervisory	14.45	37.8	38.23%
11: Physicians and Psychiatrists, Supervisory	0.0	4.6	0.00%
12: Fire Fighters, Non-Supervisory	12.0	157.0	7.64%
13: Fire Fighters, Supervisory	4.0	72.0	5.56%
14: Law Enforcement, Non-Supervisory	25.5	478.0	5.33%
15: Law Enforcement, Supervisor	2.0	69.0	2.90%
17: Deputy District Attorneys	5.0	59.0	8.47%
18: Probation Peace Officers, Non-Supervisory	22.0	195.0	11.28%
19: Probation Peace Officers, Supervisory	0.0	21.0	0.00%
20: Deputy Public Defenders	4.0	50.0	8.00%

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

Vacancy Information – Represented Bargaining Units

12/31/25	# of Vacancies	# of Budgeted FTEs	% of Vacancies
21: Human Services, Non-Supervisory	10.0	458.0	2.18%
22: Human Services, Supervisory	0.0	68.0	0.00%
23: Clerical Services, Non-Supervisory	57.1	698.375	8.18%
24: Admin, Tech, Ofc and Health Services, Non-Supervisory	125.3	1042.15	12.02%
25: Admin, Tech, Ofc and Health Services, Supervisory	25.0	266.75	9.39%
26: Craft, Tech and Maintenance Services, Non-Supervisory	14.0	267.75	5.23%
27: Craft, Tech and Maintenance Services, Supervisory	8.0	59.0	13.56%
28: Engineers and Technicians, Non-Supervisory	4.0	102.5	3.94%
29: Engineers and Technicians, Supervisory	2.0	46.0	4.35%
30: Civil Attorney Association	2.0	30.0	6.67%
44: Law Enforcement Management	0.0	32.0	0.00%

Vacancy Information – Unrepresented Groups

12/31/25	# of Vacancies	# of Budgeted FTEs	% of Vacancies
Unrepresented managers, attorneys, confidential employees, department heads, assistant department heads, elected supervisors and officials	49.5	523.03	9.46%



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:
 - Departments holding vacancies in anticipation of budget cuts
 - 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

Bargaining Unit 10: Vacancy Breakdown

Job Class Title	Filled	Vacant	Grand Total	% Vacancy by Class
FORENSIC PATHOLOGIST	1.0		1.0	0.00%
PSYCHIATRIST	8.0	10.9	18.9	57.67%
STAFF PHYSICIAN	14.35	3.55	17.9	19.83%
Grand Total	23.35	14.45	37.8	38.23%

Bargaining Unit 10: Recruiting Information

Job Class Title	Applications received	Qualified	Offered	Hired
PSYCHIATRIST	7	6	2	2
STAFF PHYSICIAN	16	16	8	7

Average number of days to complete hiring process from when a position is posted in Calendar Year 2025

- 236 days from posting to offer response (this is due to recruitments being run as continuous)
- 71 calendar days from application received to offer response

Bargaining Unit 10: Opportunities for Improvement

- Evaluate Compensation Structure
 - Assess base salary and total compensation competitiveness against existing public sector market.
- Increase Scheduling Flexibility
 - Explore expanded part-time options and alternative work schedules to improve recruitment and retention
- Other:
 - Strengthen Recruitment Pipeline and Retention Efforts (training programs, create career pathways, and evaluate long-term reliance on locum tenens)
 - Strengthen Marketing Efforts (specialty journals, highlighting pension and other public sector benefits, etc.)

Current Funded Vacancies

	Funded Vacancies	To be Eliminated	Remaining Vacant
Board of Supervisors	0.0		0.0
County Executive Office	10.0	3.0	7.0
County Counsel	2.0	1.0	1.0
District Attorney	13.0	1.0	12.0
Probation	39.0	7.0	32.0
Public Defender	15.0	4.0	11.0
Court Special Services		0.0	0.0
Fire	32.0	0.0	32.0
Sheriff	74.0	23.0	51.0 (4 held)
County Health	96.7	46.9	49.8 (30 held)
Behavioral Wellness	94.3	0.0	94.3
Social Services	102.0	17.0	85.0 (29 held)
Child Support Services	13.8	4.8	9.0
Agricultural Comm.	6.0	0.0	6.0
Planning & Development	16.3	3.0	13.3
Public Works	25.4	0.0	25.4
Community Services	8.8	2.8	6.0
Auditor-Controller	4.0	3.0	1.0
Clerk-Recorder-Assessor	13.1	0.0	13.1
General Services	5.0	0.0	5.0
Human Resources	3.5	1.0	2.5
Treasurer-Tax Collector-Public	5.0	1.0	4.0
Information Technology	12.0	0.0	12.0
First 5, Children & Families	1.0	0.0	1.0
Totals		118.4	473.3 (63 held)



Unions Presenting

- Union of American Physicians and Dentists (UAPD)
- Service Employees International Union, Local 721 (SEIU 721)
- Service Employees International Union, Local 620 (SEIU 620)



Thank You