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# **SEBA UNITS STAFFING PRESENTATION**

**FOCUSING ON SHERIFF'S SWORN PERSONNEL &  
PROBATIONS CORRECTIONS OFFICERS**

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# **SAFETY & SAFETY MANAGEMENT UNITS**

**RECRUITMENT & RETENTION**

# KEY POINTS

The San Bernardino County Sheriff's Department has consistently suffered from recruitment and retention challenges due to lack of competitive pay and benefits in a highly competitive market in which all agencies are trying to hire from a small pool of qualified applicants.



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## Lack of interest in law enforcement

Since 2020, the false narratives and political attacks on the profession have weakened the interest in law enforcement

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## Agencies competing against each other

There is a small pool of candidates and many SEBA members are leaving SBCSD to go to other agencies

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## County has not adapted accordingly

Other agencies have increased pay and offered hiring bonuses. Arguably, one of the biggest failure has been the high out-of-pocket expenses for health care.

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## Labor and Management Agree

Sheriff Shannon Dicus has consistently advocated for more pay for his members, with the full support of SEBA

# COUNTY NUMBERS ARE MISLEADING

UNIT	TYPE	FTE	UNIT PERCENT VACANT
Safety Unit	Filled	1830	
	Underfill	8	
	Vacant	107	
	Total	1945	5.50%
Safety Management and Supervisory Unit	Filled	275	
	Vacant	20	

THESE FIGURES WERE PROVIDED BY COUNTY HR INCLUDE MEMBERS OUTSIDE OF THE SHERIFF'S DEPARTMENT WHICH DO NOT HAVE STAFFING ISSUES.

REAL NUMBERS FOR SEBA SHERIFF'S DEPARTMENT MEMBERS

**POSITIONS: 2,176 • VACANT: 167 • 7.7%**

\* NUMBERS RECEIVED FROM SBCSD ERD

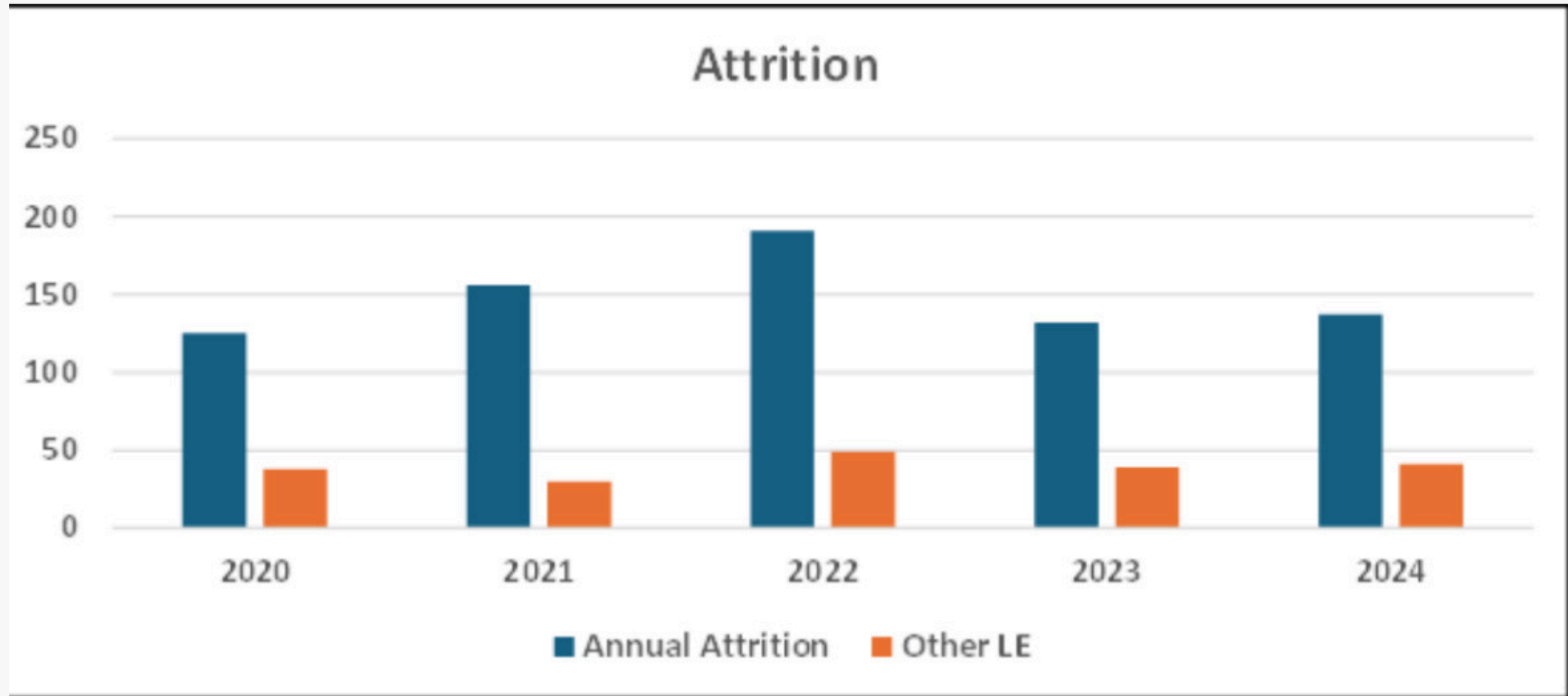
# BROKEN DOWN BY CLASSIFICATION

## SAFETY

TOTAL POSITIONS:	1,890	<b>11.3% VACANCY</b>
FILLED:	1,640	
VACANT:	214	

When further broken down, the numbers for line level staff are more alarming. Sheriffs Deputies are working mandated overtime and running short in several areas. When mandated training days, vacations and injuries are taken into account, the number of deputies serving the public safety needs of the community is reduced even further.

# SAFETY & SAFETY MANAGEMENT UNITS



**FROM 2020 TO 2024 AVERAGE ATTRITION WAS  
149 ANNUALLY / 12.4 PER MONTH**

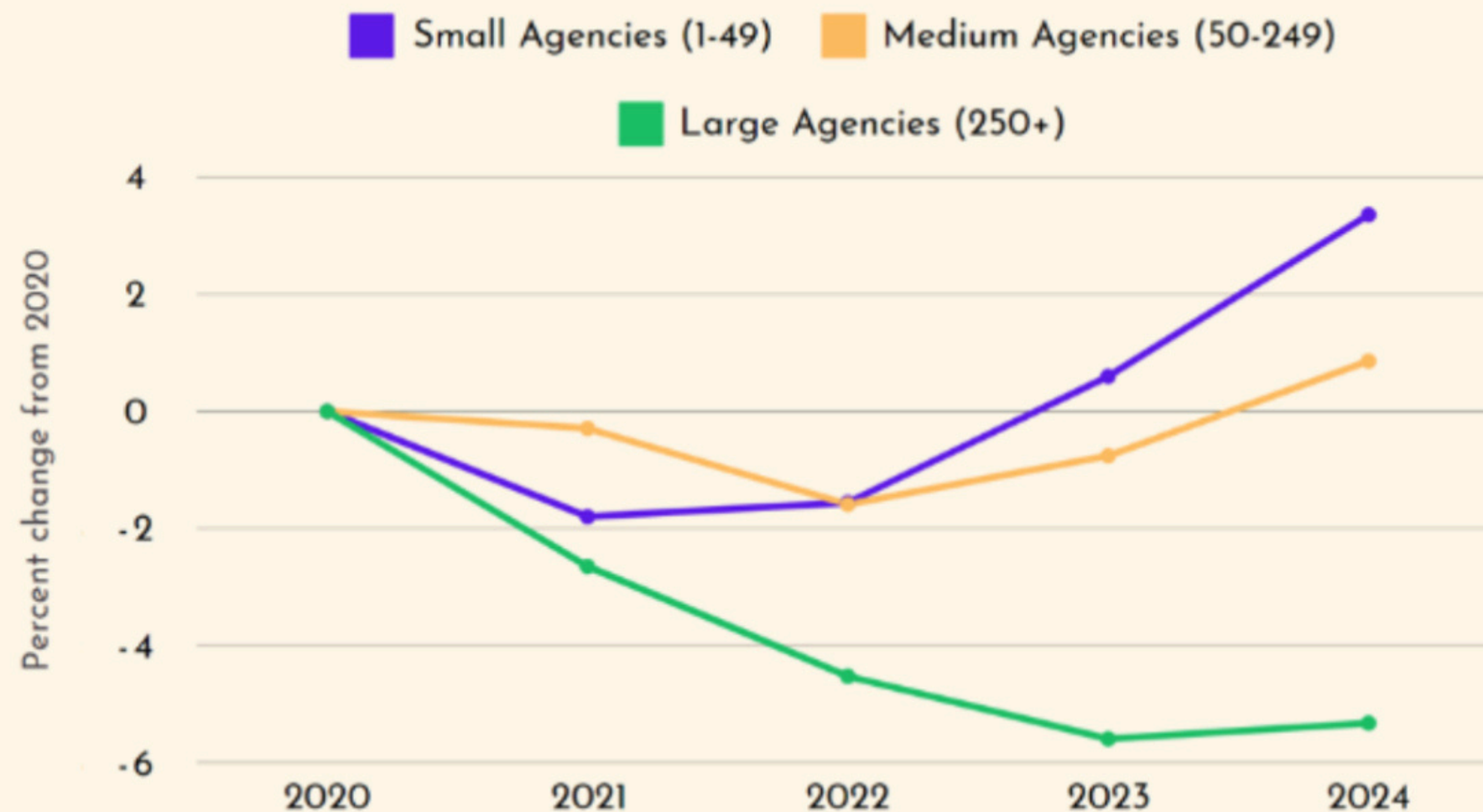


# SMALLER AGENCIES ARE WINNING THE HIRING BATTLE

In April 2024, PERF reported Police Agencies have turned a corner with staffing challenges, reporting hiring more sworn officers in 2023 than in the previous four years.

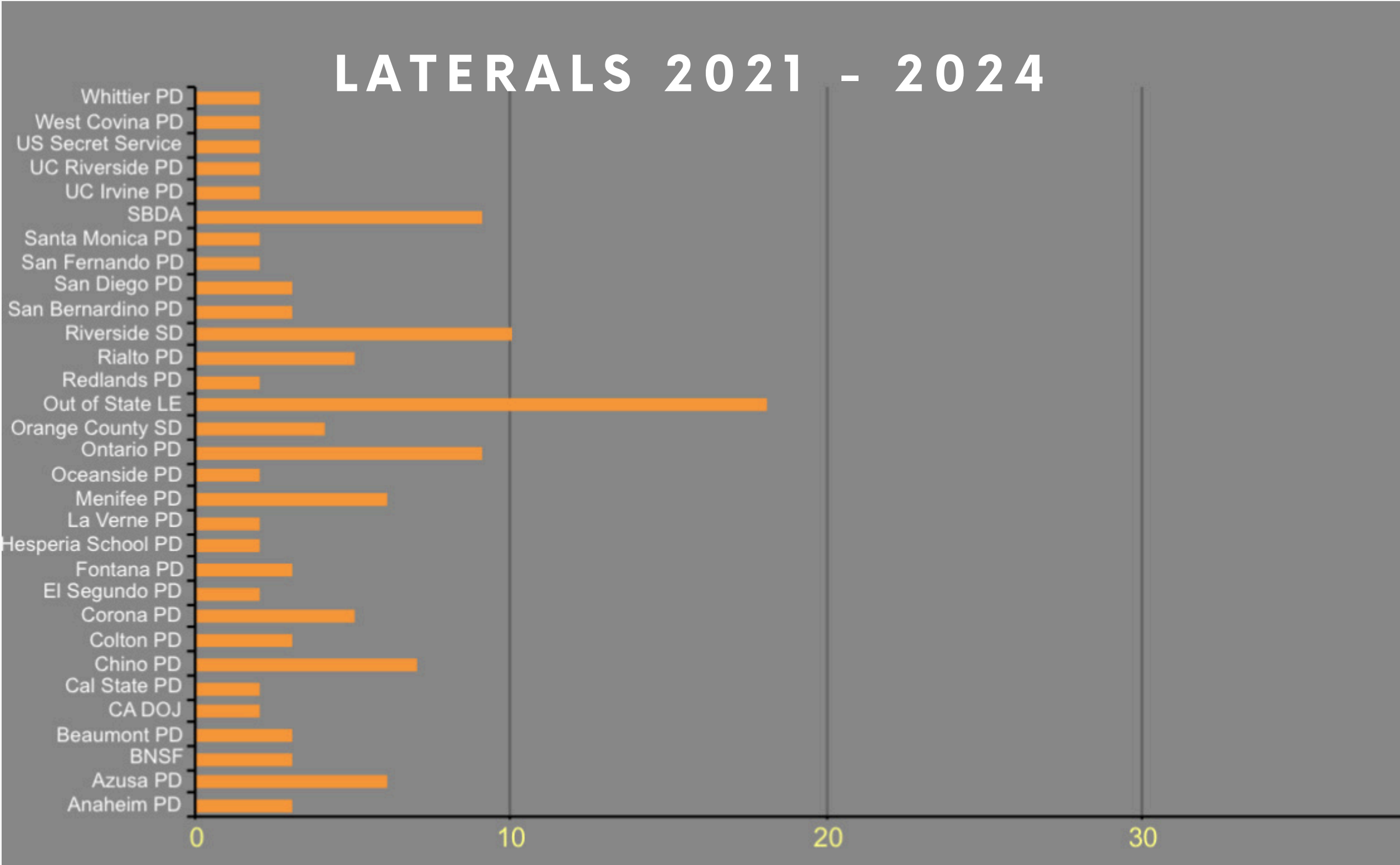
Small and medium agencies now have more sworn officers than they had in January 2020. In large agencies, sworn staffing slightly increased during 2023, but it is still more than 5 percent below where it was in January 2020.

PERCENT CHANGE IN STAFFING



Source: PERF Survey

# WHERE OUR MEMBERS ARE GOING



**AGENCIES THAT HIRED 2+ MEMBERS FROM SBCSD**



# RUNNING IN THE NEGATIVE

Academy Class Info 2020 - 2024

Class	Academy Start	Academy Grad	%
2020			
218	60	53	88%
219	53	43	81%
220	15	13	87%
221	10	8	80%
Average			84%
2021			
222	39	26	67%
223	18	16	89%
224	32	23	72%
225	22	16	73%
Average			75%
2022			
226	54	49	91%
227	54	48	89%
228	76	66	87%
229	12	11	92%
230	63	55	87%
Average			89%

Class	Academy Start	Academy Grad	%
2023			
231	67	51	76%
232	39	28	72%
233	55	41	75%
234	58	45	78%
Average			75%
2024			
235	59	50	85%
236	30	24	80%
237	35	28	80%
238*	35	27	77%
Average			80%

5-Yr DST Start	886
5-Yr DST Graduated	721
5-Yr Average	81%

\* Class 238 in progress

10 < 12

AN AVERAGE OF 10 TRAINEES GRADUATED THE ACADEMY PER MONTH IN 2024 VS 12 LEAVING THE DEPARTMENT PER MONTH

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# **SPECIALIZED PEACE OFFICER UNIT**

**ADDRESSING THE STAFFING CRISIS**

# PROBATION CORRECTIONS OFFICERS

## ADDRESSING THE STAFFING CRISIS

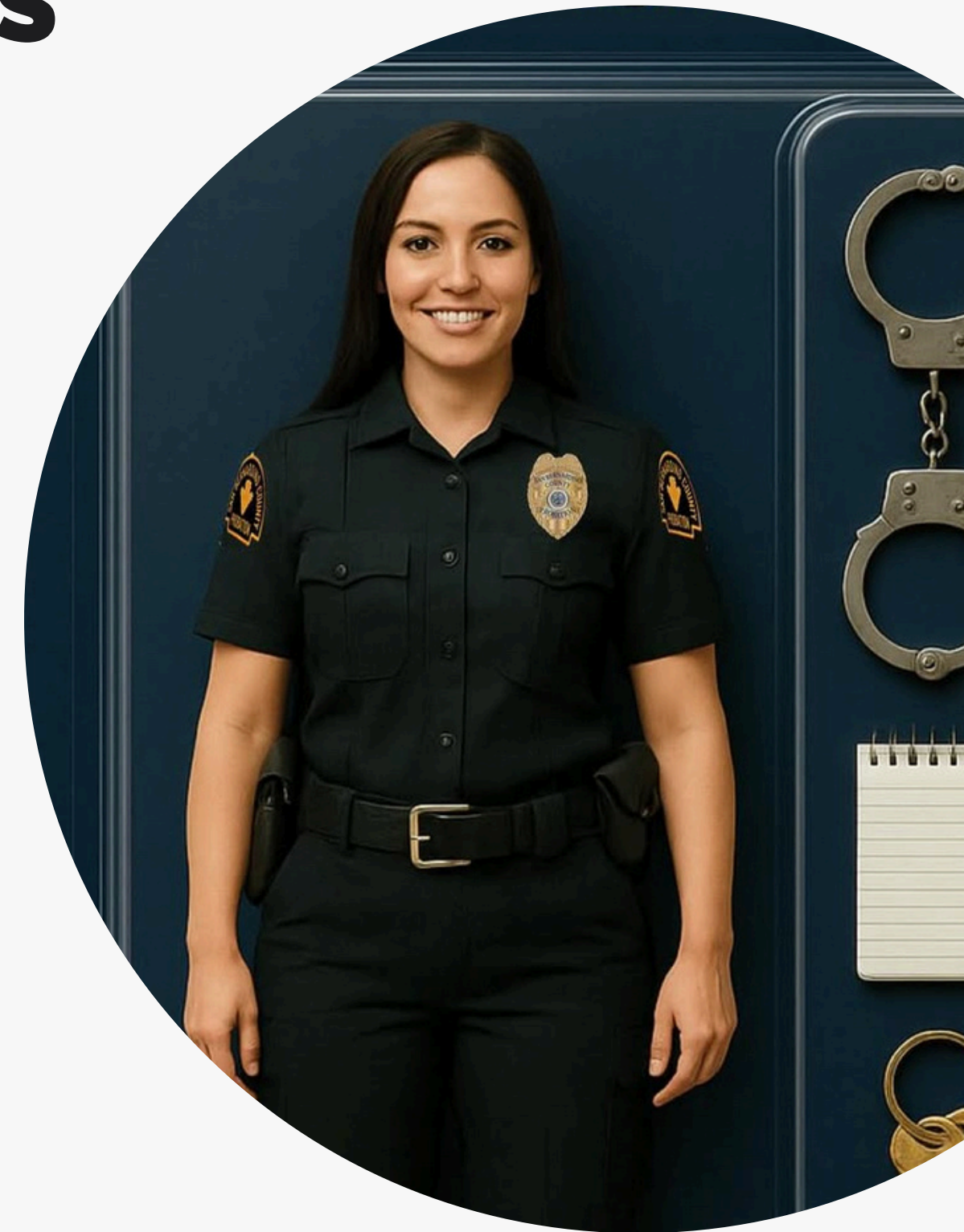
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**The job of a PCO has changed drastically since legislative realignment and the County's approach to compensation and support has not kept up.**

SB 823, passed in 2023, shifted all juvenile justice for the most violent and dangerous juvenile offenders from the state to the County.

The responsibility for housing, programming, and treatment of youth offenders was placed on our Probation Department and most specifically, our Probation Corrections Officers.

Our PCOs now do their previously outlined County job as well as the duties of the former State CYA Officer but are not paid nearly as much as the state position.





# KEY POINTS

San Bernardino County Probation Corrections Officers have consistently stood in the gap since SB 823 realignment and now, the County must take decisive action in recognizing the increased duties, responsibilities and dangers in the “youth” corrections system and adjust pay, benefits and recruitment accordingly.



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## **“Youths” are not children**

SB 823 increased the age of a “youth” to 26 years old.

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## **“Youth” population only houses the most violent offenders**

Murderers, rapists and extremely violent offenders are housed in corrections.

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## **County has not adapted accordingly**

The current PCO pay does not begin to compensate for the new duties and dangers resulting in a staffing crisis.

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## **Labor and Management Agree**

Probation Chief Tracy Reece has consistently advocated for more pay for her members, with the full support of SEBA

# THE BEST IN THE NATION

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The members of the San Bernardino County Probation Department continue to deliver the best quality work, despite low staffing and inadequate pay

The County is extremely proud of these achievements, touting them in press releases and social media

Our members deserve to have their value recognized in their pay and benefits, not just in press releases

## 10 NACO AWARDS FOR PROBATION DEPARTMENT

**Probation Training:  
Commercial Sexual Exploitation of Children**

**CARE Program**

**Continuous Quality Improvement**

**Extended Education & Vocational Program**

**Juvenile Services Intervention Supervision Program**

**Pretrial Program**

**SWEEP Program**

**Transportation Unit**

**Linking Continuity of Care**



# QUESTIONS

Do you have any questions for  
SEBA or need clarificatio?





# CONTACT INFO

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