AB 2561: Local Public Employees – Vacant Positions

Status of San Bernardino County Vacancies, Recruitment and Retention Efforts

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Human Resources Department
May 20, 2025

AB 2561 Legislative Purpose and Obligation

California's Assembly Bill 2561 (AB 2561), effective January 1, 2025, mandates that public agencies annually assess and report on job vacancies. This information must present vacancy and recruitment data at a public hearing before finalizing the budget.

The purpose of the law is to enhance transparency. We are encouraged by the opportunity to present to the public the ongoing strategies that address recruitment and retention.

Agenda

- Our Workforce
- Hiring & Recruitment Strategies
- Retention Strategies
- Recruitment Outcomes
- Position Vacancy Summary
- Vacancies by Bargaining Unit

OUR WORKFORCE

Who works for the County—and what do they do?

We're proud to showcase the people behind the services. The following graphics give a snapshot of our County workforce—highlighting the number of dedicated staff, available opportunities, and a glance at the different services that help our community every day.

What Services Does the County Provide?

San Bernardino County delivers a wide range of services to support the community, including:

- Public Safety: Law enforcement, fire protection, emergency response, and justice services
- Health & Human Services: Public health, mental health, and social services for families and individuals
- Community Services: Libraries, parks, and cultural programs
- Roads & Infrastructure: Road maintenance, transportation planning, and infrastructure development
- Land Use & Environment: Building permits, planning, code enforcement, and environmental protection
- County Operations: Finance, Human Resources, technology, and other support services

**Total Regular
22,698**

**Total Vacant
3,475**

**As a Percentage
15.31%**

**Number of Departments
40+**

SAN BERNARDINO COUNTY
BEST PLACE TO WORK 2023

Data reflects all regular Bargaining Unit Full Time Employees as of April 9, 2025; 2024-25 Modified Budget total of 23,957 (Reg and Safety). Excluding 1,259 positions (Elected, Exempt, ORD, Non-Rep, CONFIRE)
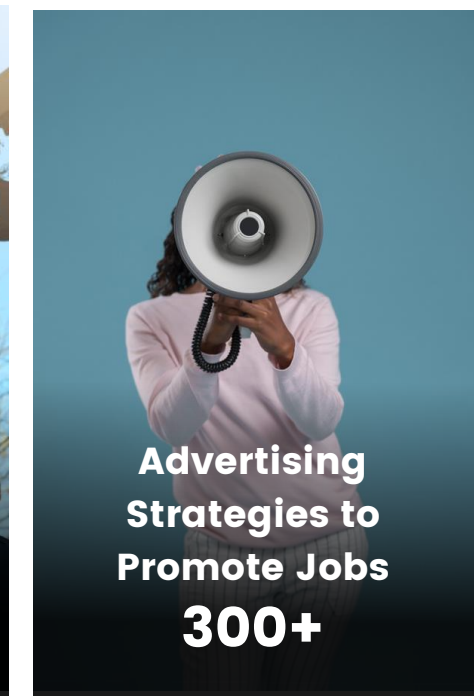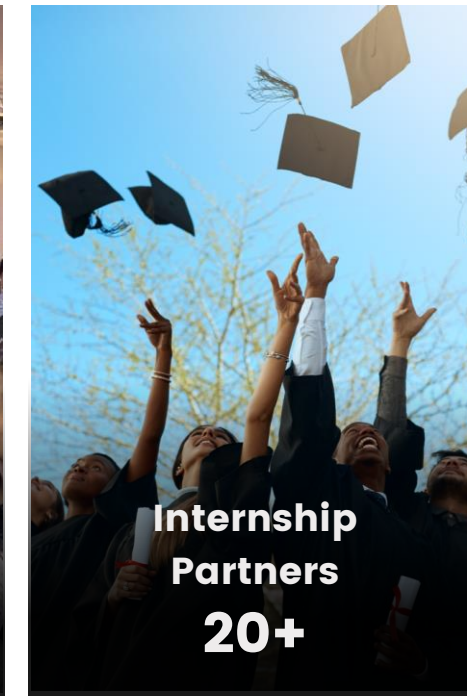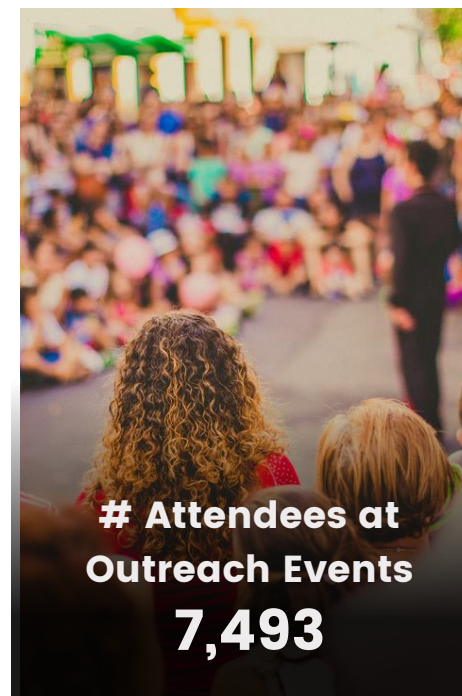
HIRING & RECRUITMENT STRATEGIES

How does the County find and hire people?

- **We Spread the Word:** We use social media (like LinkedIn, Instagram, and Facebook) to share job openings, attend outreach events, and use multiple advertising tools.

- **We Build Career Pathways:** We offer programs like the SPARK Summer Youth Employment Program, internships, apprenticeships, and entry-level jobs to help people get started and grow in their careers with the County.

- **We Make It Easy to Apply:** Our online application is simple, mobile-friendly, and lets you apply for several jobs at once.

2024 Outcomes
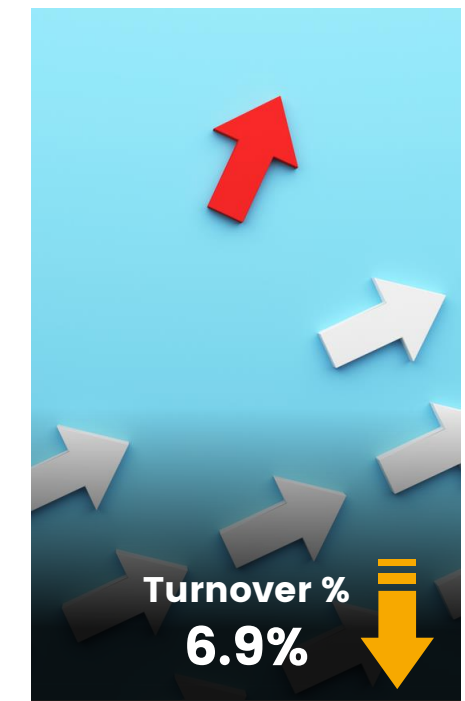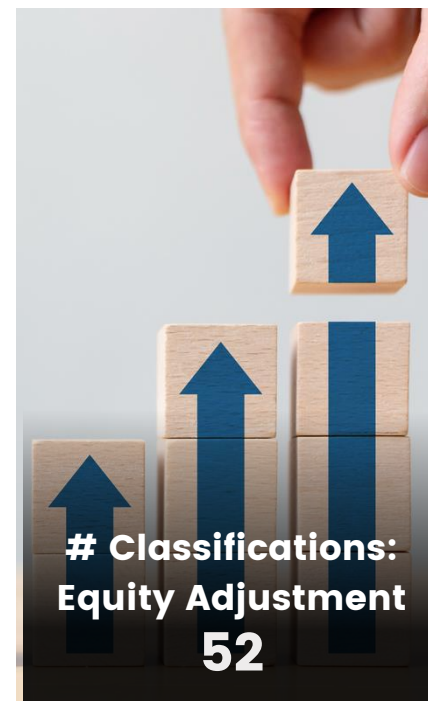
Outreach Events
77

Attendees at Outreach Events
7,493

Direct Interactions with Attendees
3,827

Internship Partners
20+

Advertising Strategies to Promote Jobs
300+

Social Media Audience Growth
24% increase

RETENTION STRATEGIES

How does the County keep good employees?

- **Make Sure Jobs Match the Work:** We regularly review job descriptions to ensure duties reflect what employees actually do. This helps us stay fair, competitive, and consistent across departments.

- **Understand What's Working (and What's Not):** We look at hiring and staffing trends to find ways to improve how jobs are organized and where we may need to adjust pay for fairness.

- **Listen and Respond:** Through labor negotiations, we work to make pay competitive with the market. We also offer extra pay for hard-to-fill jobs, bonuses for referrals, and rewards for long-term service.

2024 Outcomes

Organizational Analysis
20+

Classification/ Position Changes
406

Classifications: Equity Adjustment
52

New Classifications Developed
31

Classifications: Market Reviewed
450+

Turnover %
6.9%

Compared to 8.12% 2023

RECRUITMENT OUTCOMES

Is the County hiring the right people—and fast enough?

- **Yes! We're Reaching More People:** Our increased outreach has boosted awareness of the County as a great place to work.
- **We're Growing Future Talent:** Programs like SPARK, internships, and apprenticeships help us connect with and prepare the next generation of County employees.
- **We're Hiring Faster:** We've reduced the time to add eligible candidates to a referred list and also host one-day Rapid Hire events to streamline the selection process.
- **We Keep Jobs Filled:** Thanks to strong recruitment and retention efforts, our vacancy rates stay low.

2024 Outcomes

Recruitments Opened **1,298**	Applications Received **130,451**	Avg. Days Placed on Eligible List **11 days**	Applicants Placed on Eligible List **51,620**	# of New Hires **2,640**	# of Promotions **2,773**
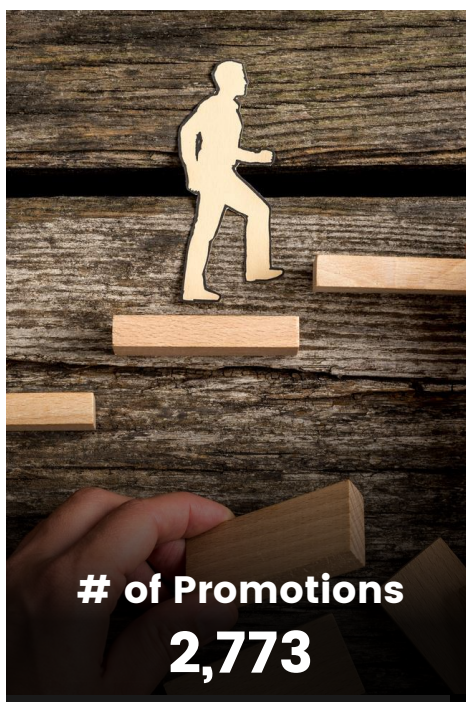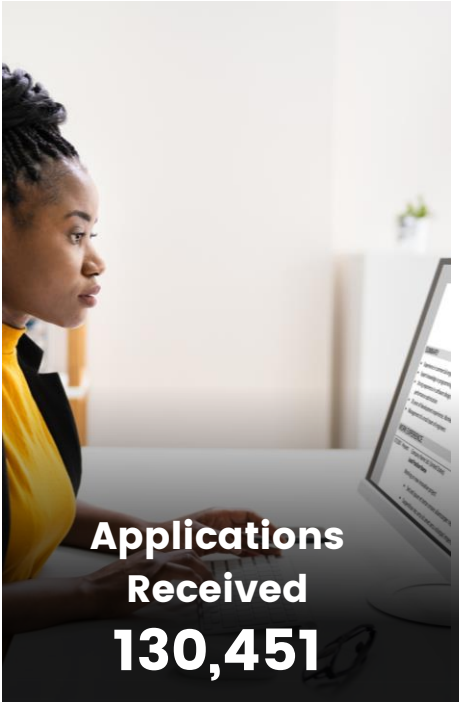
POSITION VACANCY SUMMARY

ALL BARGAINING GROUPS
REGULAR FULL TIME EMPLOYEES

15.31%
All Bargaining Groups

Data reflects all regular Bargaining Unit Full Time Employees as of April 9, 2025; 2024-25 Modified Budget total of 23,957 (Reg and Safety). Excluding 1,259 positions (Elected, Exempt, ORD, Non-Rep, CONFIRE)

● **Filled**   ○ **Vacant**

Bargaining Group	Filled	Vacant	Total
Teamsters Local 1932 (16.72%)	12,597	2,529	15,126
Sheriff's Employees' Benefit Association (7.55%)	2,644		2,860
Service Employees International Union - Local 721 (18.71%)			1,566
California Nurses Association (13.11%)			1,457
Professional Firefighters Local 935 (16.50%)			721
San Bernardino County Probation Officers Association (12.20%)			508
San Bernardino County Public Attorney Association (13.68%)			351
International Brotherhood Electrical Workers Local 47 (14.29%)			42
International Union of Operating Engineers - Local 12 (18.42%)			38
The Association of San Bernardino County Fire Managers (13.79%)			29

Group/Units Presented from Highest to Lowest

BARGAINING GROUP

TEAMSTERS LOCAL 1932

UNDER 20%

16.72%

VACANCY RATE
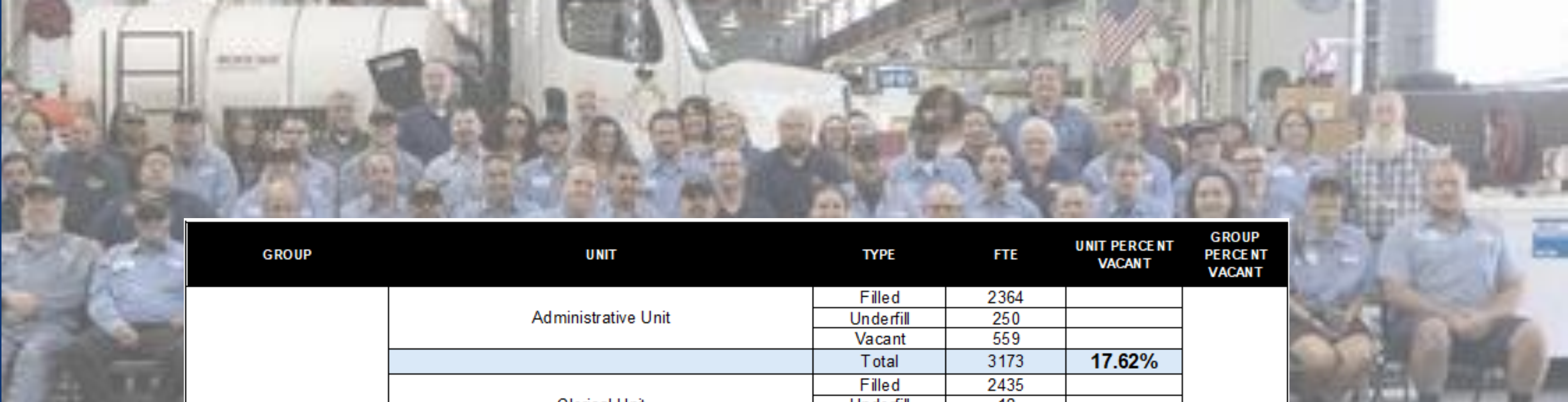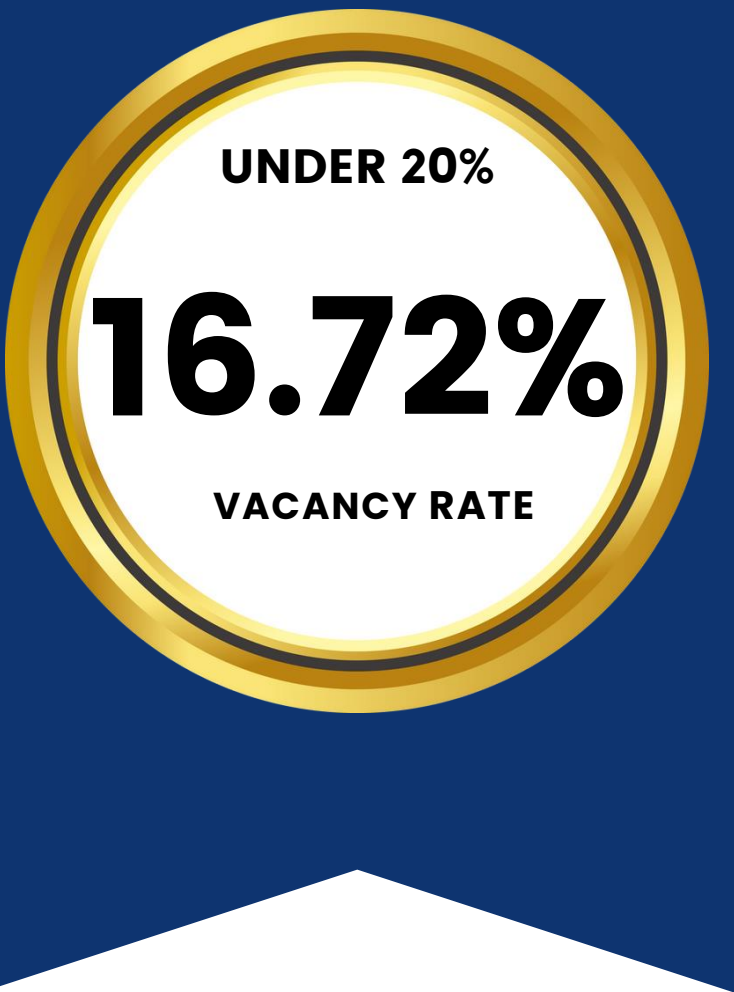
GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
Teamsters Local 1932	Administrative Unit	Filled	2364		16.72%
		Underfill	250		
		Vacant	559		
		Total	3173	17.62%	
	Clerical Unit	Filled	2435		
		Underfill	12		
		Vacant	514		
		Total	2961	17.36%	
	Crafts, Labor & Trades Unit	Filled	1099		
		Underfill	19		
		Vacant	218		
		Total	1336	16.32%	
	Supervisory Unit	Filled	1253		
		Underfill	11		
		Vacant	194		
		Total	1458	13.31%	
	Technical & Inspection Unit	Filled	4058		
		Underfill	449		
		Vacant	942		
		Total	5449	17.29%	
	Fire Auxiliary Services Non-Supervisory Unit	Filled	103		
		Underfill	4		
		Vacant	18		
		Total	125	14.40%	
	Fire Auxiliary Services Supervisory Unit	Filled	15		
		Vacant	2		
		Total	17	11.76%	
	Management Unit	Filled	341		
		Underfill	2		
		Vacant	52		
		Total	395	13.16%	
	Nurses Supervisory & Management Unit	Filled	181		
		Underfill	1		
		Vacant	30		
		Total	212	14.15%	

Data reflects all regular Bargaining Unit Full Time Employees as of April 9, 2025

BARGAINING GROUP
SHERIFF'S EMPLOYEES' BENEFIT ASSOCIATION

UNDER 20%

7.55%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
Sheriff's Employees' Benefit Association (SEBA)	Safety Unit	Filled	1830		7.55%
		Underfill	8		
		Vacant	107		
		Total	1945	5.50%	
	Safety Management and Supervisory Unit	Filled	275		
		Vacant	20		
		Total	295	6.78%	
	Specialized Peace Officer Unit	Filled	269		
		Underfill	51		
		Vacant	66		
		Total	386	17.10%	
	Specialized Peace Officer Supervisory Unit	Filled	129		
		Vacant	14		
		Total	143	9.79%	
	Specialized Fire Services Unit	Filled	76		
		Underfill	6		
		Vacant	9		
		Total	91	9.89%	

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BARGAINING GROUP
SERVICE EMPLOYEES INTERNATIONAL UNION – 721

UNDER 20%

18.71%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
Service Employees International Union - Local 721 (SEIU)	Professional Unit	Filled	707		18.71%
		Underfill	566		
		Vacant	293		
		Total	1566	18.71%	

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CALIFORNIA NURSES ASSOCIATION

UNDER 20%

13.11%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
California Nurses Association	Nurses Unit	Filled	1182		**13.11%**
		Underfill	84		
		Vacant	191		
		Total	1457	**13.11%**	

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BARGAINING GROUP

SAN BERNARDINO COUNTY
PROFESSIONAL FIREFIGHTERS LOCAL 935

UNDER 20%

16.50%

VACANCY RATE
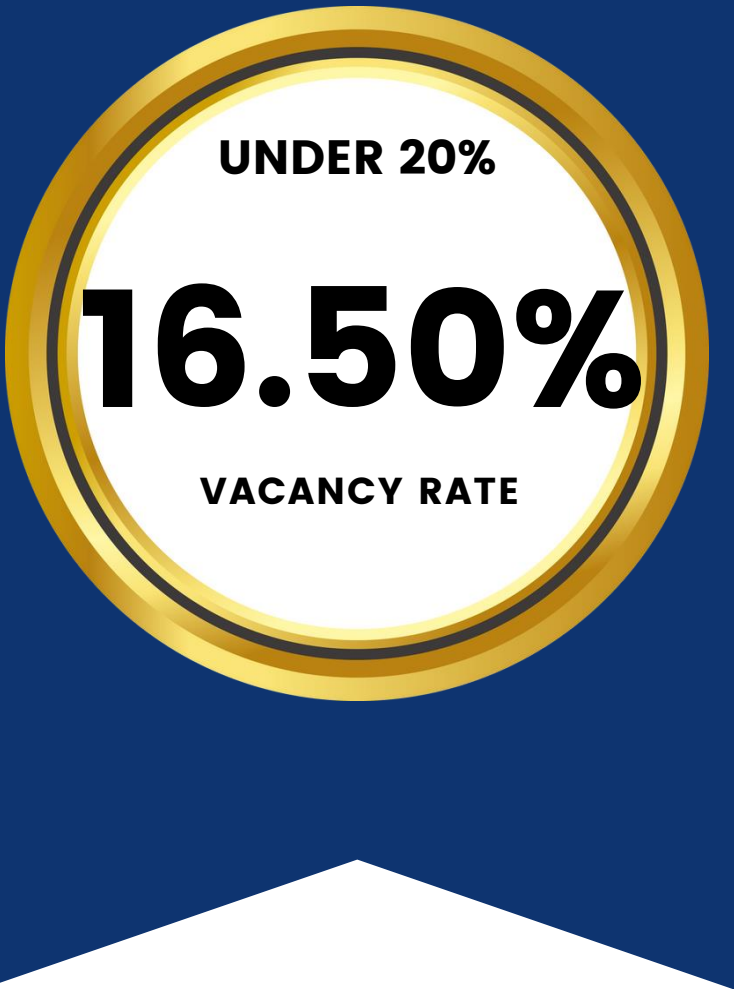
GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
Local 935	Firefighters Unit	Filled	433		16.50%
		Underfill	56		
		Vacant	112		
		Total	601	18.64%	
	Ambulance Operators Unit	Filled	98		
		Vacant	4		
		Total	102	3.92%	
	Fire Suppression Aides Unit	Filled	15		
		Vacant	3		
		Total	18	16.67%	

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BARGAINING GROUP

SAN BERNARDINO COUNTY PROBATION OFFICERS ASSOCIATION

UNDER 20%

12.20%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
SBC Probation Officers Association	Probation Unit	Filled	392		**12.20%**
		Underfill	54		
		Vacant	62		
		Total	508	**12.20%**	

BARGAINING GROUP

SAN BERNARDINO COUNTY
PUBLIC ATTORNEYS ASSOCIATION

UNDER 20%

13.68%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
SBC Public Attorneys Association	Attorney Unit	Filled	237		13.68%
		Underfill	66		
		Vacant	48		
		Total	351	13.68%	

15

INTERNATIONAL BROTHERHOOD ELECTRICAL WORKERS – 47

UNDER 20%

14.29%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
International Brotherhood Electrical Workers Local #47	Water & Sanitation Unit	Filled	24		14.29%
		Underfill	12		
		Vacant	6		
		Total	42	14.29%	

BARGAINING GROUP

INTERNATIONAL UNION OF OPERATING ENGINEERS – 12

UNDER 20%

18.42%

VACANCY RATE
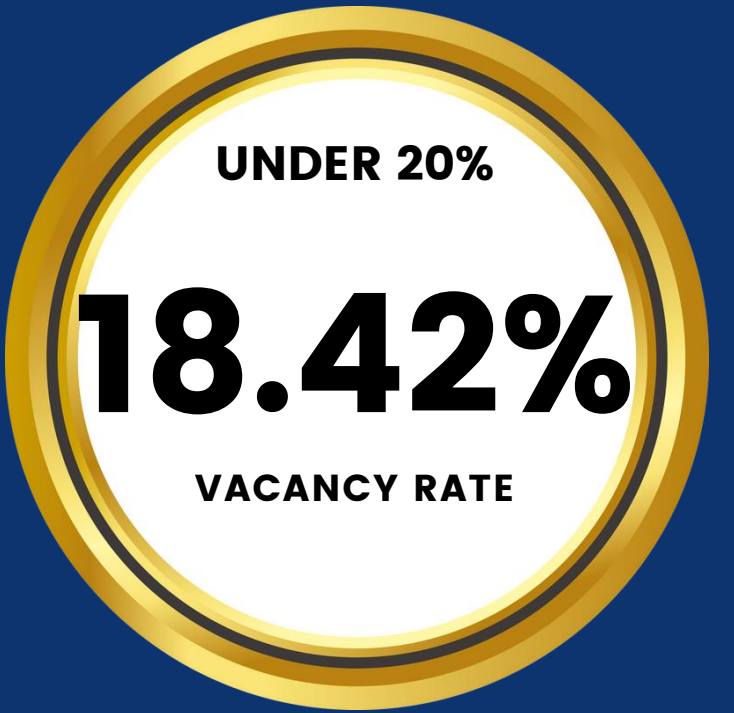
GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
International Union of Operating Engineers	General Fire Support Unit	Filled	29		18.42%
		Underfill	2		
		Vacant	7		
		Total	38	18.42%	

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BARGAINING GROUP

ASSOCIATION OF SAN BERNARDINO COUNTY FIRE MANAGERS

UNDER 20%

13.79%

VACANCY RATE

GROUP	UNIT	TYPE	FTE	UNIT PERCENT VACANT	GROUP PERCENT VACANT
Association of SBC Fire Managers	Fire Management Unit	Filled	25		13.79%
		Vacant	4		
		Total	29	13.79%	

Thank you

Questions or Comments?

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www.SBCounty.gov

SAN BERNARDINO COUNTY