



SEIU 521 AB 2561 Presentation

San Mateo County Public Hearing, June 10, 2025



SEIU Unit Vacancies Overview

Bargaining Unit	Total Positions	Vacancies	Vacancy Rate
SEIU: Accounting & Admin Services	554	66	11.91%
SEIU: Appraisal	72	8	11.11%
SEIU: Engineering	8	2	25.00%
SEIU: Library	93	12	12.90%
SEIU: Office & Technical Services	866	91	10.51%
Total	1593	179	11.24%

Source: San Mateo County Data as of April 30, 2025



SEIU Unit Vacancies by Dept

Department	Total Positions	Vacancies	Vacancy Rate
Probation	83	29	35%
Child Support Services	49	17	35%
Treasurer - Tax Collector	26	9	35%
Real Property Services	3	1	33%
Emergency Management	13	4	31%
Controller's Office	34	10	29%
Assessor-County Clerk-Recorder	148	23	16%
Public Safety Communications	7	1	14%
Housing	7	1	14%
County Library	129	15	12%

Source: San Mateo County Data as of April 30, 2025

Department Vacancies (Unfilled for 1 year or more)

- 34% of vacant positions have been vacant for more than 1 year
 - 67% in Treasurer-Tax Collector (6 of 9 vacancies)
 - 55% in Probation (16 of 29 vacancies)
 - 33% in San Mateo Medical Center (5 of 15 vacancies)
 - 30% in Assessor-County Clerk-Recorder (7 of 23 vacancies)
- 15% of vacant positions have been vacant for over 2 years

Source: San Mateo County Data as of April 30, 2025



Turnover & Retention

- The median length of employment is 7.1 years, average 8.2 years
- 9.4% Employees with less than 1 year tenure
- High turnover brings high costs to the tax payer and more reliance on Extra Help

Source: SEIU member data as of June 2025



Why employees leave

- Workload and burnout
- Lack of training and career advancement
- Lack of flexibility - e.g. remote work



Impact to San Mateo County

- Loss of experience and institutional knowledge
- Cost of rehiring
 - County spends manager time hiring and training
 - Money spent on hiring, onboarding, training is wasted
- Need for contracting out and extra help
 - More expensive to county
 - Lower quality
 - Short term
 - Unsustainable



Financial health

- General Fund Balance
 - \$2.5 billion
 - 89% unrestricted
- Fund balance increased 49% over past 5 years
- The money is there—what's needed is the will to invest in the people doing the work.

Source: 2023-24 San Mateo County ACFR



How do we fix this?

- Vacancies should never be a budget strategy
- Develop a clear and accountable process for hiring
- Support internal candidates



Thank you!

