



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!