

A Staffing Crisis In Motion

SANTA CLARA COUNTY VACANCY ANALYSIS - FEB. 2023

Over the last year, the number of vacancies in SEIU Local 521 represented positions has increased from **1,313 in December 2021 to 2,071 in October 2022**. The county-wide vacancy rate of 15% is more than double the national job openings rate for State and Local Governments of 5.6%. County data also shows that 2/3 of new county hires in 2021 and 2022 were extra help and that the number of regular permanent SEIU bargaining positions as of December 2022 is lower than those of comparable positions in July 2019.

Within the Health and Hospital system, vacancies have increased from 463 in December 2021 to 681 in October 2022. Of the SEIU Health & Hospital System (HHS) positions with reported vacancies, there are 4,070 budgeted FTEs (Full-Time Employees). The County's data shows that the vacancy rate in HHS is 13.5%, which is more than double the national rate for State and Local Government.

The staffing crisis and the failure of county management to fill vacancies in a timely manner are having adverse effects on patient care. There are several questions on Valley Medical Center (VMC)'s most recent Hospital Consumer Assessment of Healthcare Providers and Systems Survey (HCAHPS) results which reveal patient dissatisfaction with the timeliness and comprehensiveness of the care provided.

THESE ARE THE SOLUTIONS OUR UNION, SEIU 521, HAS PROPOSED:

- Partner with SEIU to implement career advancement programs for hard-to-recruit positions through the SEIU Education Training Fund.
- Implement immediate pay increases to address recruitment and retention for jobs with high vacancy rates and/or high turnover.
- Create a list of positions throughout the county that have been difficult to fill in the past and create solutions to ensure that these positions are filled in a timely manner. The County has stated that they are not authorized to implement new programs at this time.

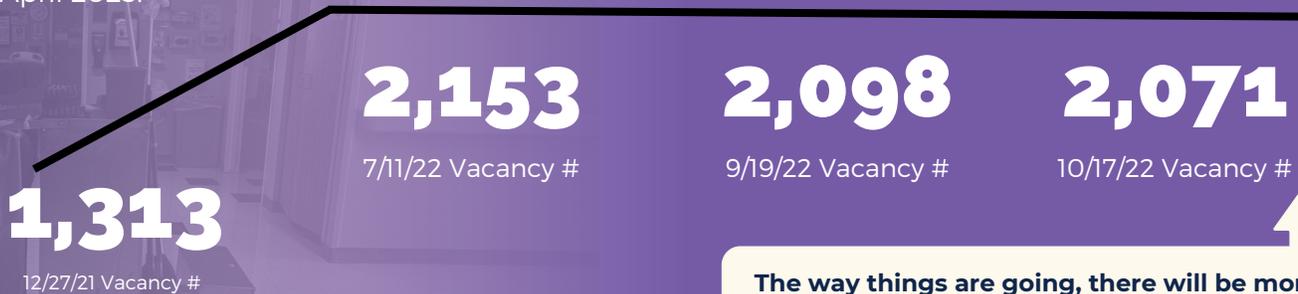


To date, county leadership has dismissed these alarming vacancy findings and our proposed solutions including apprenticeship programs and on-the-job training.

Note: Our data reflects public information provided by the County of Santa Clara.

VACANCIES WERE AT A CRISIS LEVEL IN 2021 AND THEN SKYROCKETED LAST YEAR

While the number of countywide vacancies has declined slightly since July 2022, it remains elevated compared to December 2021. At the current rate of decline the county will get back to the number of vacancies in December 2021 in April 2025.



The way things are going, there will be more vacancies in 2023, than there were in 2021.

Outside of HHS, the following jobs had the highest vacancy percentage across the county with at least 20 budgeted FTE's



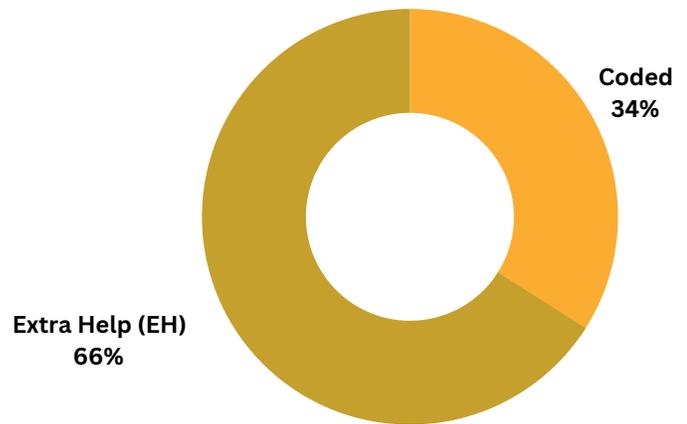
DEPARTMENTS WITH HIGH VACANCIES

JOB TITLE	PERCENTAGE VACANT	Dept.
Health Services Rep	67%	Behavioral Health
Communications Dispatcher III	66%	County Communications
Road Maintenance Worker III	64%	Road
Library Page	63%	Library
Psychiatric Social Worker II	51%	Behavioral Health
Mental Health Peer Support Worker	38%	Behavioral Health
Food Services Worker (Corrections)	32%	Dept. Corrections
Social Worker III	32%	Social Services
Medical Social Worker II	28%	Health & Hospitals
OR Tech	25%	Health & Hospitals

COUNTY-WIDE HIRING

2/3 of all new hires in 2021 and 2022 have been “Extra Help” employees. Hiring more “Extra help” workers is NOT the way to solve the staffing crisis. We need permanent staff who are invested in their future in this county. Hiring “temps” that don’t get health insurance* isn’t fair to the “Extra Help” workers, or to the public, or to the rest of us who have to train the “Extra help” workers. *Extra Help workers get no health insurance for their first 1,040 hours and, after that, have to pay much more than they would if they were permanent employees.

2022 SEIU BARGAINING UNIT HIRES



SANTA CLARA COUNTY CAN...

MAKE SAFE STAFFING A REALITY
 PRIORITIZE PATIENT CARE
 FUND THE FRONTLINE

JOIN COUNTY WORKERS ALREADY ORGANIZING TO WIN IN 2023!

Our union contract expires on June 25, 2023, and our co-workers are already organizing meetings and actions across the county. Here are ways you can join the fight today for safe staffing and the respect and pay we deserve:

- **ACTIVATE YOUR MEMBERSHIP**
- **ORGANIZE A WORKPLACE MEETING**
- **TAKE PART IN UPCOMING ACTIONS**



SCAN CODE TO LEARN MORE



www.seiu521.org/santaclaracounty