

Tulare County Vacancy Analysis

Tulare County struggles to hire and retain workers that help keep families safe, healthy, and economically well. As a result, the county faces staggeringly high vacancy rates across departments and job classes. At present, throughout the whole SEIU Bargaining Unit the vacancy rate is 18%. In other words, nearly one of every five budgeted positions is left empty.

Tulare County's vacancy rate is roughly 4x above the national job openings rate for State and Local Governments, which is 4.5%. ¹

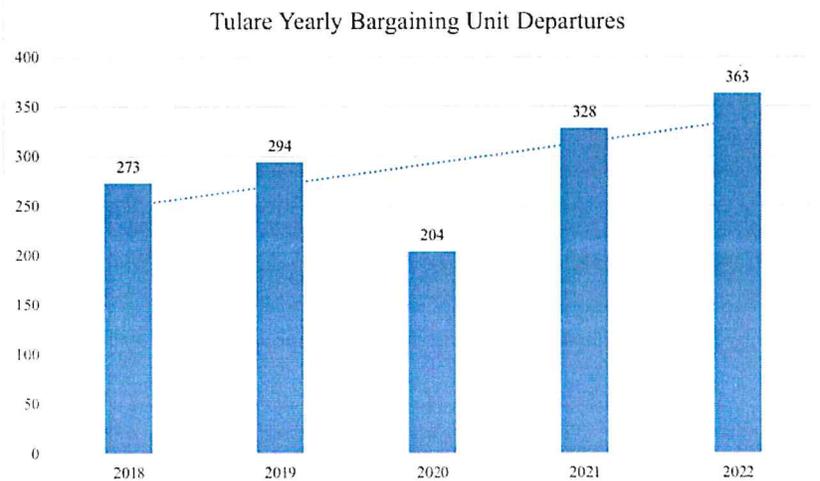
Job Classification	Vacancy Rate
Sheriff Correctional Cook Lead	73%
Medical Office Assistant	57%
Environmental Health Spec II	50%
Nurse-Licensed Vocational	42%
Self Sufficiency Counselor	26%
Nurse-Public Health II	25%
Maintenance Worker II	24%
Administrative Aide	22%
Office Assistant	21%
Self Sufficiency Resrce Spec	20%
Self Sufficiency Counselor Lead	12%
Child Support Specialist III	12%
Social Svs Worker III-CWS	11%
Self Sufficiency Support Asst	9%

1. [BLS Job opening rates.](#)

2. Data is taken from County Provided information in SEIU's March 2023 Info Request.

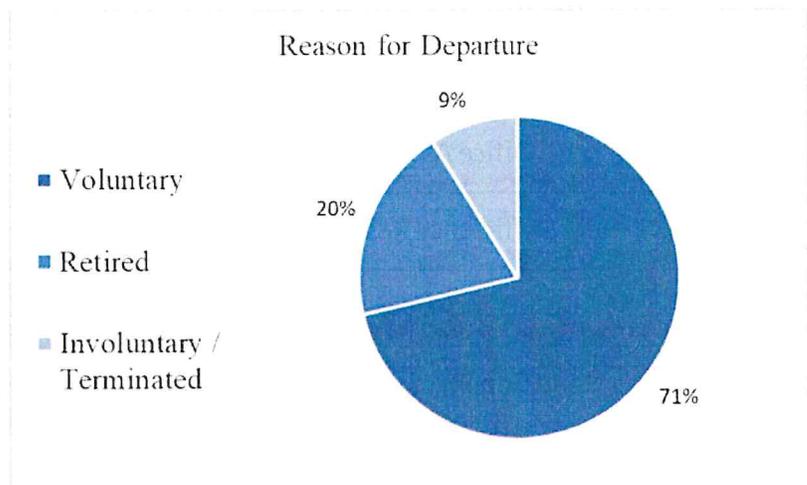
Tulare County Retention Analysis

In addition to vacancies, Tulare County departments are plagued by constant worker turnover. While some degree of turnover is expected – retirement, for example, is a normal part of the work cycle – Tulare County is facing something different entirely: a worker retention crisis.



In recent years, the Tulare County turnover rate has been climbing. Except for 2020 (the beginning of COVID-19), BU departures have increased every year.

Throughout job classes and departments, Tulare County employees are leaving for more competitive paying public jobs in neighboring counties, the private sector, or in other sectors altogether.

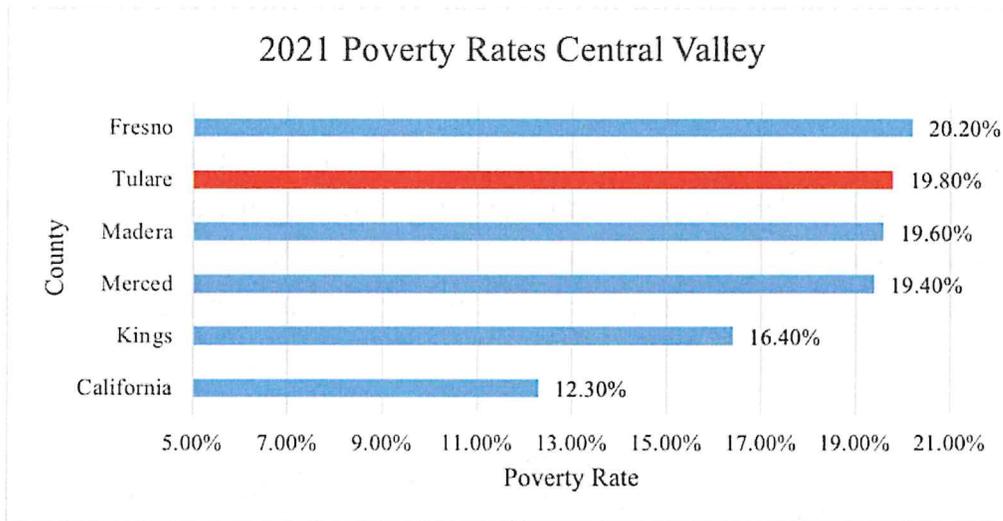


Tulare County Poverty Analysis

Poverty isn't experienced equally in Tulare County. Certain groups are far more likely to experience poverty.

Tulare children suffer from poverty the most: 1 in 4 children in Tulare live in poverty, and 3 out of 4 children in Tulare are eligible for free or reduced-price lunches.³

We are also behind our neighbors. Tulare has the 2nd highest poverty rate out of 5 comparable central valley counties.⁴



Tulare County is experiencing a poverty crisis. Roughly 1 out of every 5 Tulare County residents experiences poverty. This rate is about 1.5x more than that of both the Californian and the US.⁵

Poverty Rates (2021)	Tulare	California	USA
Under 18 years	26%	16%	17%
18 to 64 years	18%	11%	12%
65 years and over	13%	11%	10%
Overall Rate	20%	12%	13%

3. CA Ranking and Roadmaps Data, 2022

5. ACS, 2021

4. ACS, 2021

In Summary

Tulare County is in crisis. With high poverty rates and rising homelessness, many of Tulare's residents are forced to rely on county social services to get by.

However, county employees need more support to provide these services effectively. County workers are overworked and under-resourced due to high vacancy rates and high turnover.

Together with the Tulare County Board of Supervisors, we can invest in county workers, improve services, and help the Tulare community at the same time. Together, we can help Tulare residents find their footing and make Tulare County a better place to work and live.

When businesses and families are looking to put down roots, the first factor they consider is quality of life. We believe that building a stronger partnership between SEIU and the Tulare County Board of Supervisors will result in a higher quality of life for all Tulare residents and a prosperous local economy for small and large businesses to thrive.

