

Public Hearing – CONFIRE
Assembly Bill 2561 Compliance Report
April 28, 2026

PRESENTED BY: DAMIAN PARSONS

Agenda

- Introduction & Background
- Position Vacancy Status
- Recruitment Efforts
- Retention Strategies
- Hiring Process Obstacles
- Q&A

About AB 2561

- Enacted to improve transparency in public agency hiring
- Require annual public hearing on:
 - Staffing levels and vacancies
 - Recruitment and retention efforts
 - Barriers to hiring qualified personnel

CONFIRE Overview



CONFIRE (Consolidated Fire Agencies)



Provides dispatch services, mutual aid coordination, and support for fire agencies in San Bernardino County



Staffed by technical specialist, dispatchers, finance and administration personnel

Position Vacancy Status Finance/Administration(5008)

Position	Budgeted	Filled	Vacancies	Vacancy %
Clerk of the Board	1	1	0	0%
Finance Administration Director	1	1	0	0%
Finance Manager	1	0	1	100%
HR Manager	1	1	0	0%
Fiscal Specialist	2	2	0	0%
HR Generalist	1	1	0	0%
Staff Analyst II	1	1	0	0%
Staff Analyst I	1	1	0	0%
Public Service Employee	1	0	1	100%
Totals	10	8	2	20%

Position Vacancy Status Management Information Systems (5008)

Position	Budgeted	Filled	Vacant	Vacancy Rate
MIS Director	1	1	0	0%
Information Systems Manager	1	1	0	0%
Information Systems Analyst 2	3	3	0	0%
Information Systems Analyst 3	3	3	0	0%
GIMS Coordinator	1	1	0	0%
Public Service Employee	2	2	0	0%
Totals	11	11	0	0%

Position Vacancy Status Communications (5008)

Position	Budgeted	Filled	Vacant	Vacancy Rate
Communications Director	1	0	1	10%
Emergency Communications Manager	3	3	0	0%
Emergency Communications Assistant Manager	1	1	0	0%
Supervising Dispatcher	9	9 (1 dual fill)	0	0%
Dispatcher	29	27	2	6.89%
Call Taker	10	10 (2 dual fill)	0	0%
Information Systems Analyst 2	1	1	0	0%
Data Manager	1	1	0	0%
Totals	55	53	2	3.63%

Position Vacancy Status ECNS (5030)

Position	Budgeted	Filled	Vacant	Vacancy Rate
ECNS Manager	1	1	0	0%
Contract ECNS Manager	1	1	0	0%
ECNS Nurse	4	2	2	50%
Contract ECNS (Remote)	0	2	0	0%
Contract ECNS Per Diem	3	2	1	33%
Totals	9	8	3	33%

Vacancy Threshold Within Bargaining Units

When vacancies in a bargaining unit exceed 20% of authorized full-time positions, the following data highlights units above this threshold.

Position	Bargaining Unit	Total Vacancies	Total Applicants	Avg time to hire
Emergency Communications Nurse	NRP	4	72	30+ days
Finance Manager	EXS	1	36	30+
Public Service Employee	NRP	1	Not advertised	N/A

On average, it takes over 30 days to complete the hiring process—from recruitment (14 days), salary determination, and conditional job offers to background checks, drug testing, and final job offer and onboarding.

Recruitment Efforts

- Bringing recruitment efforts in-house
- Expanded outreach to local colleges and training programs
- Use of additional recruitment websites
 - Indeed
 - ZipRecruiter
 - Monster
 - LinkedIn
- Obtained our own Department of Justice (DOJ) account to process background checks – results are received by the end of the business day if cleared through DOJ
- Contracted with 3rd Degree Background Checks – backgrounds are being completed with 5 business days
- Changed Medical Exams to Concentra Urgent Care – medical results are by the end of the business day
- Continuous posting for high-turnover rolls

Retention Strategies

- Competitive pay and benefits
- Career pathway development (Call Taker → Dispatcher → Supervising Dispatcher → Emergency Communications Manager)
- Shift flexibility
- Staff recognition

Hiring Process Obstacles

- Limited applicant pool
- Job postings on CONFIREs NeoGov site generating significant candidate pools
- High stress/workload nature of dispatch role
- Competition with other agencies offering higher starting pay

Solutions and Future Plans



Continue working to shorten hiring timelines



Increased investment in internal training



Reviewing job requirements to expand eligibility



Ongoing assessment and adjustment of recruitment strategies

Questions and Comments

- Public Comment Session

- Please submit general written comments to the Clerk of the Board, Liz Berry, at Lberry@confire.org.
- For inquiries related to hiring or open positions, please contact HR Generalist, Nicole Lemez, at Nlemez@confire.org.

