



# SALINAS

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## AB 2561 Presentation:

### Vacancies, Recruitment, and Retention Efforts

Tuesday, May 27, 2025

Salinas City Council  
Meeting

# AB 2561 Requirements:

- Track all vacancies
- Present in a public hearing
  - At least once per fiscal year
  - Prior to adoption of final budget
- Identify changes in the hiring process
- Units entitled to make presentation during public hearing
- If vacancies within a single unit meet or exceed 20% of total authorized full-time positions in unit include upon request:
  - Total vacancies within unit,
  - Total applicants for vacant positions within unit,
  - Average # of days to complete hiring process, and
  - Opportunities to improve compensation and other working conditions

# Agenda:



## City-Wide Information:

- Workforce
- Vacancy
- Bargaining Unit Specific Information
- Recruitment
- Hiring/Retention Challenges

# SUMMARIES & SCHEDULES

## City-Wide Workforce Summary

	<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>	<u>FY 23-24</u>	<u>FY 24-25*</u>
GENERAL OPERATIONS					
Police (Sworn)	174.000	174.000	161.000	161.000	157.000
Police (Administrative)	53.500	47.000	52.000	52.000	51.000
Fire (Sworn)	93.000	93.000	96.000	97.000	97.000
Fire (Administrative)	5.000	5.000	7.000	7.000	7.000
<b>Total Public Safety</b>	<b><u>325.500</u></b>	<b><u>319.000</u></b>	<b><u>316.000</u></b>	<b><u>317.000</u></b>	<b><u>312.000</u></b>
Mayor and City Council	7.000	7.000	7.000	7.000	7.000
Administration	6.000	8.000	8.000	10.000	10.000
Human Resources	7.000	7.000	9.000	9.750	9.750
Finance	25.000	28.000	30.000	31.000	31.000
City Attorney	5.000	3.000	4.000	3.000	3.000
Community Development	31.010	34.500	42.550	48.750	55.750
Engineering & Transportation	33.930	34.180	34.180	34.180	33.180
Environmental & Maintenance Services	46.750	33.750	40.750	40.750	39.750
Parks and Community Services	19.000	31.000	33.000	34.000	32.500
Library	41.500	41.500	41.500	41.500	41.000
<b>Total Non Public Safety</b>	<b><u>222.190</u></b>	<b><u>227.930</u></b>	<b><u>249.980</u></b>	<b><u>259.930</u></b>	<b><u>262.930</u></b>
<b>TOTAL GENERAL OPERATIONS</b>	<b><u>547.690</u></b>	<b><u>546.930</u></b>	<b><u>565.980</u></b>	<b><u>576.930</u></b>	<b><u>574.930</u></b>
INTERNAL SERVICES	13.450	13.450	14.450	16.700	16.700
ENTERPRISE OPERATIONS	43.610	45.370	52.320	53.120	57.120
ASSESSMENT & MAINTENANCE DISTRICTS	1.750	0.750	0.750	0.750	1.250
<b>CITY-WIDE TOTAL</b>	<b><u>606.500</u></b>	<b><u>606.500</u></b>	<b><u>633.500</u></b>	<b><u>647.500</u></b>	<b><u>650.000</u></b>

**Total Full-Time  
Positions on  
7/1/2024: 650  
12/31/2024:  
669**

**Recruitment**

**Classification**

**Benefits  
Administration/Leaves**

**Payroll/Personnel  
Action Forms**

**Performance  
Evaluation**

**Grievance/Discipline**

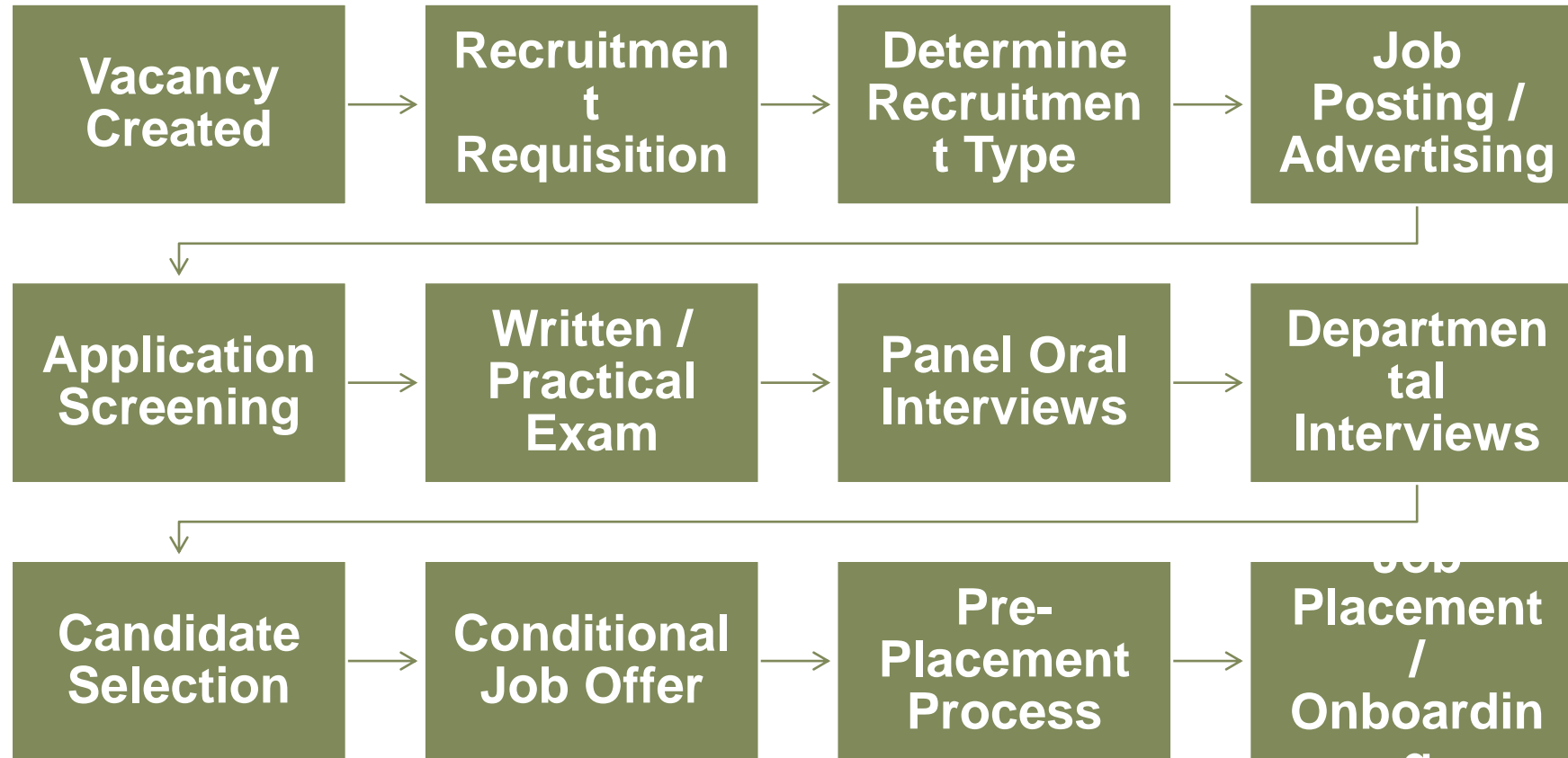
**Training**

**Health & Wellness**

**Labor Relations**

**Separation  
(Employee  
Turnover)**

# Core Human Resources Functions



# Recruitment Process

CY 2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Vacancies Filled	16	10	14	10	10	24	11	11	12	5	10	11	144
New Vacancies	12	15	18	7	5	12	5	9	14	7	7	13	124
Remaining Vacancies (Running Total)	99	104	108	107	101	89	83	81	83	85	83	85	-

Vacancy Information



# New Vacancies Created During Calendar Year 2024: 124

As of 12/31/2024:	
Newly Budgeted Positions:	7
Over-hires:	3
Vacancies created by:	
Internal Promotion:	40
Internal Transfer:	6
Retirement:	22
Involuntary Separation:	8
Voluntary Separation:	38



New Vacancies



Vacancy  
Information -  
Calendar Year  
Ending  
12/31/2024

Units	Vacancies	FTEs	% of Vacancies
Association of Management Personnel of Salinas (AMPS)	22	81.5	26.99%
Department Directors	2	9	22.2%
Police Managers Association (PMA)	6	30	20%
Confidential Management	3	16	18.8%
Confidential Miscellaneous	2	13	15.4%
Fire Supervisors (FSA)	1	7	14.3%
Service Employees International Union (SEIU) Crew Supervisors	1	7	14.3%
Salinas Police Officers Association (SPOA)	16	125	12.8%
Salinas Municipal Employees Association (SMEA)	24	193.5	12.4%
Service Employees International Union (SEIU) Blue Collar	6	81	7.4%
International Association of Firefighters (IAFF)	0	100	0%

Units	Vacancies Filled	Remaining Vacancies as of 12/31/2024	# of Apps Received	Existing Lists / Continuous Recruitment	Average # of Days to Fill	Open Recruitment s	Average # of Days to Fill	Promotional Recruitment s	Average # of Days to Fill
Association of Management Personnel of Salinas	17	22	562	3	91.3	12	229.91	2	57
Department Directors	3	2	74	0	0	1	314	2*	248.5
Police Managers Association	1	6	0*	1	8	0	0	0	0

Units with 20% or Greater Vacancy Rate



# Recruitment

## Total # of Vacancies Filled During Calendar Year 2024: **144**

Vacancies Filled by:	
Existing Eligibility List / Continuous Recruitment	<b>66</b>
Open Recruitment	<b>59</b>
Promotional Recruitment	<b>19</b>

# Hiring and Retention Challenges

- **The City identified the following potential obstacles:**
  - Limited applicant pool/Private sector competition
  - Backgrounds
  - Length of recruitment process
  - Compensation; and
  - Remote work
- **The City will endeavor to address these obstacles by:**
  - Reviewing remote work opportunities
  - Hosting interview workshops
  - Compensation analysis for difficult to fill positions/hiring incentives
  - More outreach; and
  - Enhancing recruitment process

# Full-Time Workforce Information

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Employees residing in Monterey County	83%
Public Safety residing in Monterey County	70%
Employees residing in Salinas	58%
Public Safety residing in Salinas	47.5%
Bilingual Employees	41%
Bilingual Frontline Employees	37%



Questions?