

Assembly Bill (AB) 2561

Status of Vacancies, and
Recruitment and Retention Efforts
from May 2025 – April 2026

Andreas Pyper, Director of Human Resources

Wendell Sells, Human Resources Program Manager II



AB 2561 – General Requirements

AB 2561 – Disclosure of Status of Vacancies and Recruitment/Retention Efforts

- Requires Meyers-Milias-Brown Act (MMBA) local agencies to present status of vacancies, recruitment, and retention efforts during a public hearing before the governing body at least once per fiscal year
 - Presentation must be made prior to the adoption of the final budget
 - Entitles a recognized employee organization to also make a presentation at the same meeting

AB 2561 – Above 20% Vacancy Rate Requirements

- If the number of job vacancies in a single bargaining unit is 20% or greater of the authorized full-time positions, the agency shall include the following information in the public hearing at request of the recognized employee organization:
 - Total number of job vacancies in bargaining unit
 - Total number of applicants for vacant positions in bargaining unit
 - Average number of days to complete hiring process after position is posted
 - Opportunities to improve compensation and other working conditions

Countywide FTE and Vacancy Information

2026

Authorized FTEs
5,838.80

Total Vacancies
764.95

Vacancy Rate
13.10%

2025

Authorized FTEs
5,937.90

Total Vacancies
882.16

Vacancy Rate
14.86%

FTEs and Vacancies by Bargaining Units

Bargaining Units	Authorized FTEs	# of Vacancies	Vacancy Rate
A - Monterey County Deputy Sheriff's Association (DSA)	180.00	4.00	2.22%
A-OS - County of Monterey Patrol Association (COMPA)	108.00	10.00	9.26%
B-OSS - County of Monterey Patrol Association (COMPA)	41.00	0.00	0.00%
C - Monterey County Sheriff's Management Association (MCSMA)	14.00	0.00	0.00%
D - Monterey County Public Defender's Association (MCPDA)	27.00	0.00	0.00%
E - Monterey County Prosecutors Association (MCPA)	53.00	9.00	16.98%
F - Service Employee International Union (SEIU) Local 521 - Supervisory Employees	339.95	39.36	11.58%
G - Monterey County Counsel Association (MCCEA)	14.00	0.00	0.00%

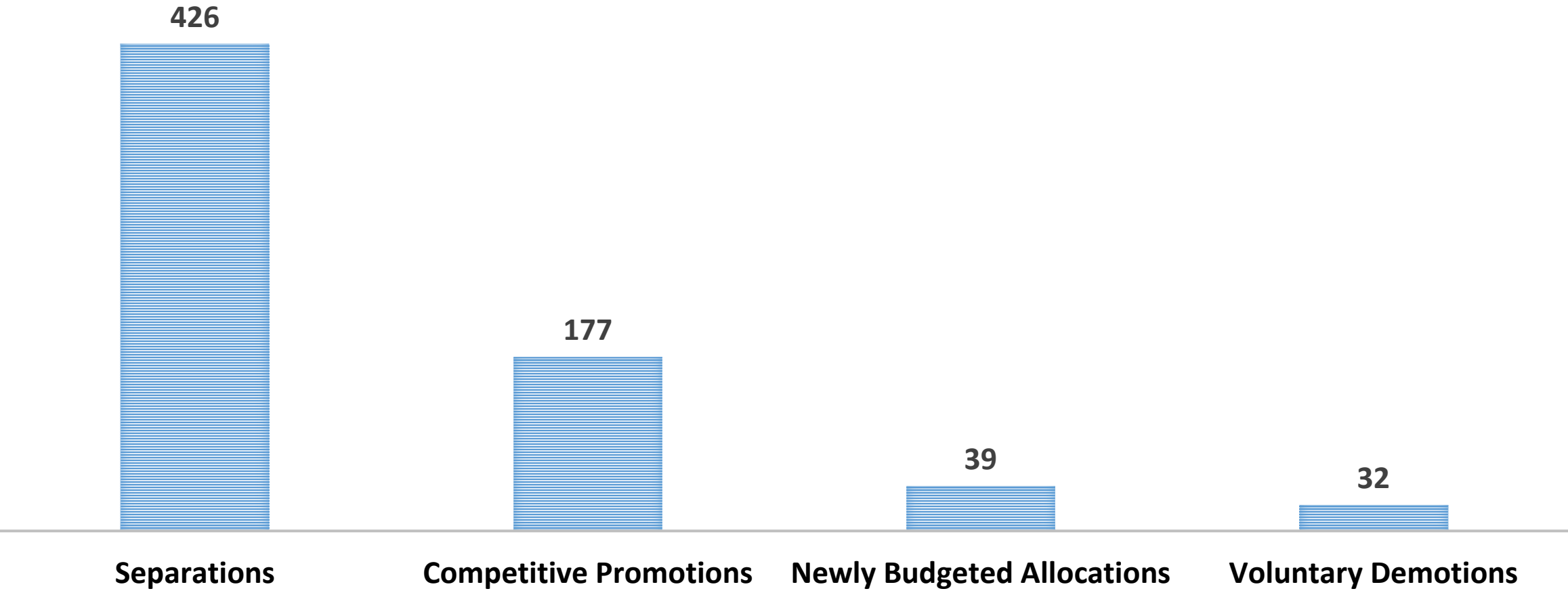
FTEs and Vacancies by Bargaining Units

Bargaining Units	Authorized FTEs	# of Vacancies	Vacancy Rate
H - Service Employee International Union (SEIU) Local 521 - Health Employees	637.90	93.05	14.59%
J - Service Employee International Union (SEIU) Local 521 - General Employees	1,871.20	248.64	13.29%
K - Service Employee International Union (SEIU) Local 521 - Social Services	826.00	110.04	13.32%
L - Monterey County Probation Managers Association (MCPMA)	18.00	1.00	5.56%
M - Monterey County Probation Association (MCPA)	185.00	34.00	18.38%
N - Monterey County Probation Association (MCPA)	9.00	0.00	0.00%
O - Board of Supervisors	5.00	0.00	0.00%
Q - Monterey County Park Rangers Association (MCPRA) - General	6.00	2.00	33.33%

FTEs and Vacancies by Bargaining Units

Bargaining Units	Authorized FTEs	# of Vacancies	Vacancy Rate
R - Service Employee International Union (SEIU) Local 521 - Resident Physicians	33.00	2.00	6.06%
S - California Nurses' Association (CNA)	525.25	67.17	12.79%
U - Contract Physicians (UAPD)	123.70	38.18	30.86%
V - Monterey County Park Rangers Association (MCPRA) - Supervisory	1.00	0.00	0.00%
X - County Employee Management Association (CEMA)	556.30	77.50	13.93%
Y - Executive Management	80.00	2.00	2.50%
Z - Confidential Employees	54.00	10.00	18.52%
ZX - Confidential Management	130.50	17.00	13.03%

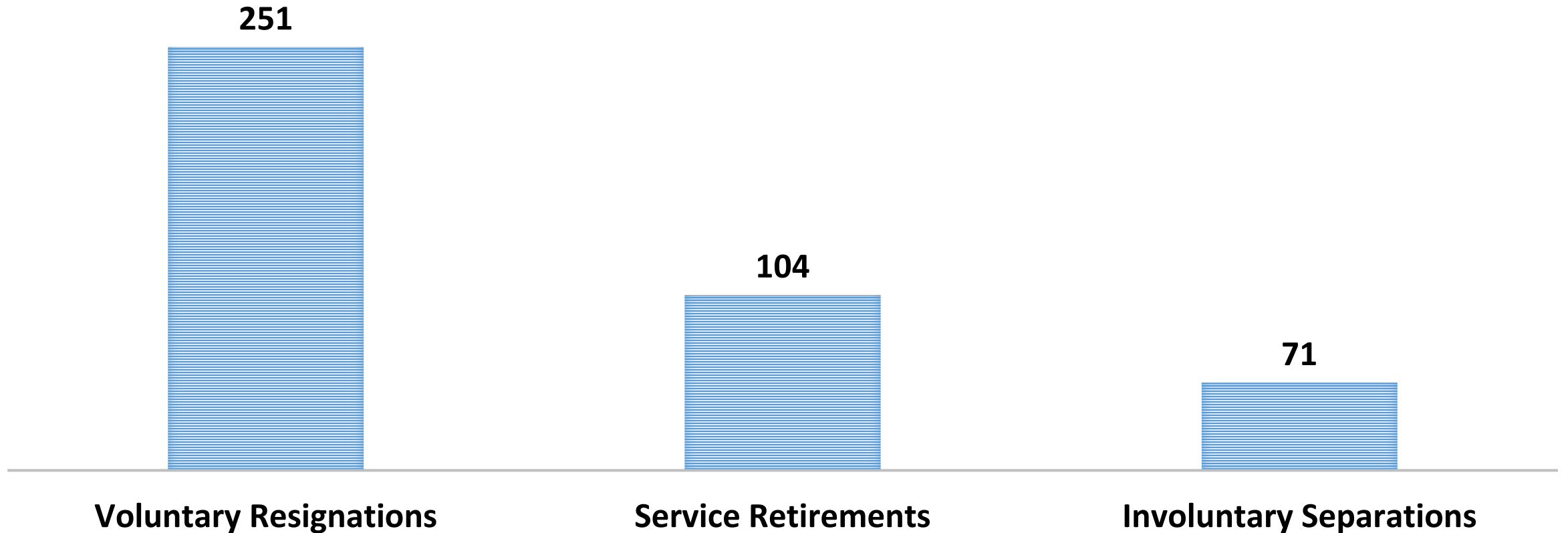
Countywide Vacancies Created 2025-2026



* Data from 5/1/2025 – 4/30/2026.

Countywide Separations 2025-2026

TOTAL = 426



* Data from 5/1/2025 – 4/30/2026.

Recruitment Process

01

REQUEST FOR
REFERRAL

02

JOB
ANNOUNCEMENT

03

EXAMINATION

04

FINAL SELECTION

05

EMPLOYMENT
OFFER

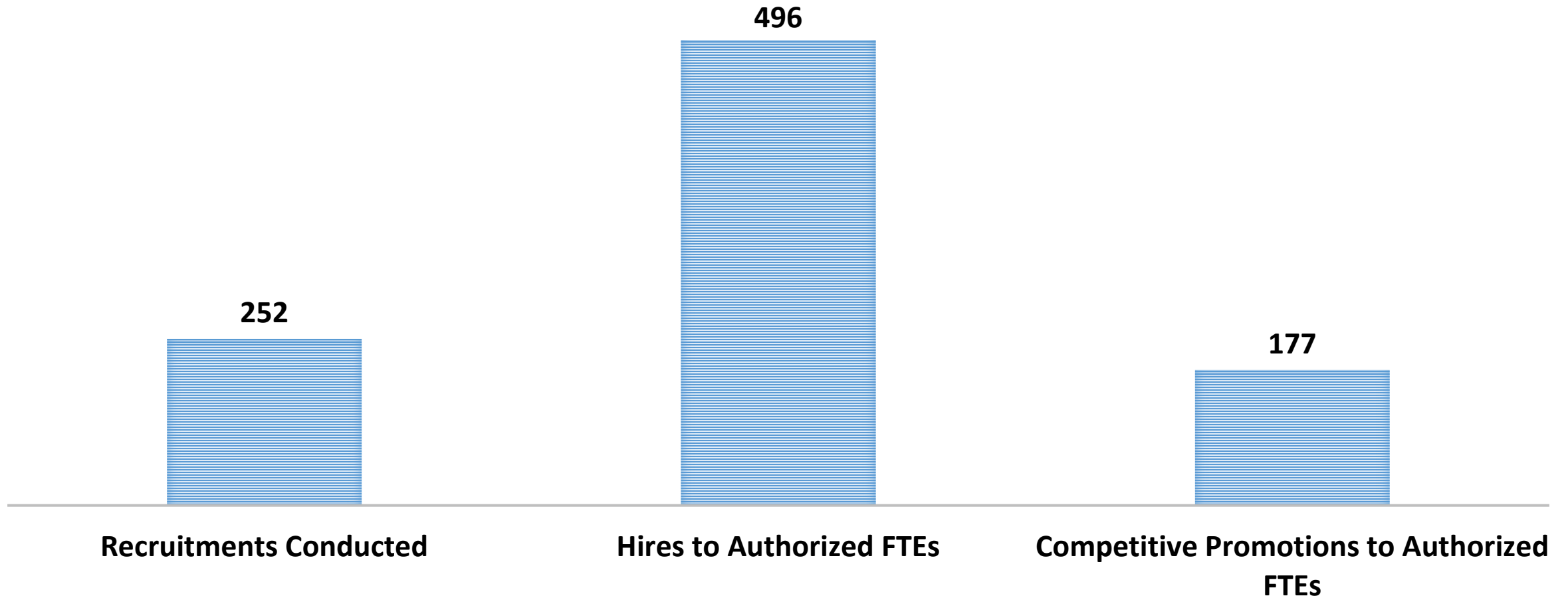
Recruitment Process

Recruitment/Hiring Process Step	Description
Vacancy Created	Voluntary Separation, Retirement, Involuntary Separation, Internal Movement, Newly Budgeted Position
Request for Referral	Hiring department submits Request for Referral to fill vacancy
Determine Way to Fill Vacancy	There are various ways to fill vacancies like open competitive recruitment, promotional only recruitment, transfers, flexible promotions, etc.
Job Posting	Advertise job opening and recruitment on HR website, various social media sites, Talent Acquisition Database
Examination Phase	Supplemental Question Review, Written Exam, Oral Exam, Performance Exam
Eligible List	Eligible List consists of applicants that meet the required minimum qualifications of the position based on the examination phase of the recruitment process
Final Selection Interviews	HR and the hiring department collaborate to issue a referral which consists of candidates from the Eligible List
Employment Offer	Hiring Authority makes hiring decision and collaborates with HR to extend conditional offer and initiate next steps like reference and background check
Job Placement	Selected candidate passes reference and background check, as applicable, and is given an employment hire date

Ways to Fill a Vacancy



Countywide Recruitment Statistics



* Data from 5/1/2025 – 4/30/2026.

Recruitment Challenges

The County of Monterey reviewed applicable policies, procedures, and recruitment activities to identify any potential obstacles in the hiring process.

- A tight labor market, high cost of living and housing, and trends in robust recruitment efforts by neighboring agencies and private sector in the San Francisco/San Jose area contribute to the challenges of recruiting.
- The County identified that there were some recruitments that were required to remain open for a minimum of 30 or 60 days per the Garza Consent Decree and selective certification requirements.

Questions

