

Assembly Bill (AB) 2561

Status of Vacancies, and
Recruitment and Retention Efforts
from May 1, 2024 – April 30, 2025

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Agenda

County of Monterey Information

- AB 2561 Requirements
- Workforce Information
- Recruitment Information
- Recruitment Challenges
- Vacancy Information

Bargaining Unit Specific Information

- Vacancy Information

AB 2561 – General Requirements

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

- Requires MMBA Local Agencies to Present Status of Vacancies, Recruitment, and Retention Efforts During a Public Hearing Before Governing Body At Least Once Per Fiscal Year
 - Presentation Must Be Made Prior to Adoption of Final Budget
 - Entitle a Recognized Employee Organization to Also Make Presentation at Same Meeting

AB 2561 – Above 20% Vacancy Rate Requirements

AB 2561 – Disclosure of Status of Vacancies and Recruitment/Retention Efforts (Cont'd)

- If Number of Job Vacancies in a Single Bargaining Unit is 20% or Greater of Authorized Full-Time Positions, the Agency Shall Include the Following Information in Public Hearing at Request of 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

Workforce Information

Fiscal Year 2024 – 2025 Total
Budgeted/Authorized Positions Countywide

5,954.55

Recruitment Information – Recruitment Process

01

REQUEST FOR
REFERRAL

02

JOB
ANNOUNCEMENT

03

EXAMINATION

04

FINAL SELECTION

05

EMPLOYMENT
OFFER

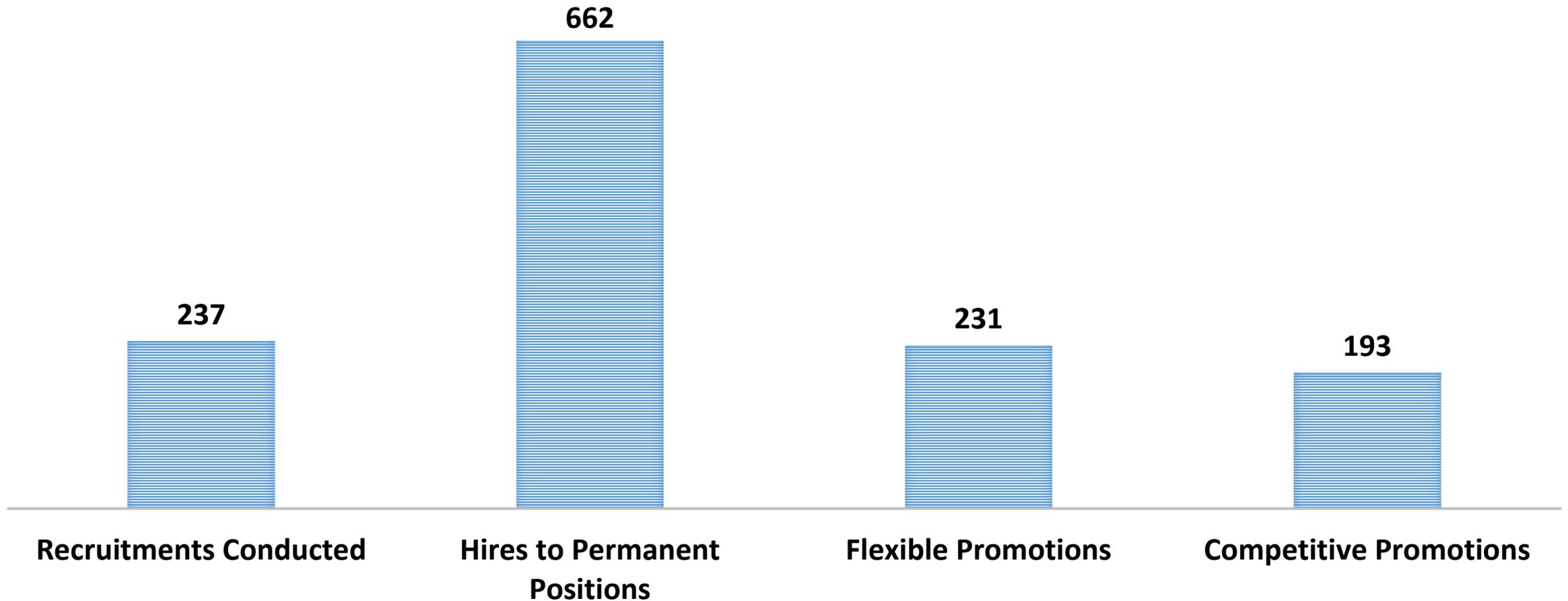
Recruitment Information – Recruitment Process

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

Recruitment Information – Ways to Fill a Vacancy



Recruitment Information – Countywide Stats



Recruitment Challenges

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

- The County identified that the base wages of various classifications were having an impact on recruitment and retention.
 - The County addressed this by contracting with a vendor to complete all base wage compensation studies that were pending.
- 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.

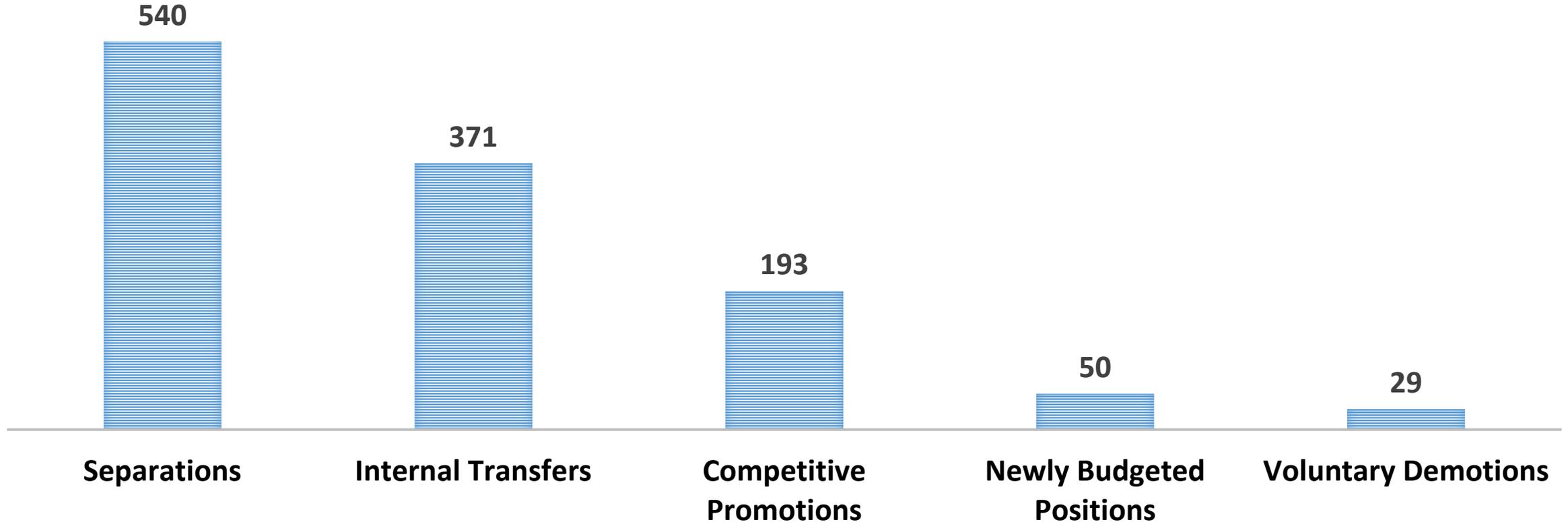
Vacancy Information – Countywide Stats

TOTAL SEPARATIONS = 540



Vacancy Information – Countywide Stats

OF VACANCIES CREATED



Vacancy Information – Bargaining Units

Bargaining Units	Authorized FTEs	# of Vacancies	Vacancy Rate
A - Monterey County Deputy Sheriff's Association (DSA)	181	10	5.52%
A-OS - County of Monterey Patrol Association (COMPA)	112	12	10.71%
B-OSS - County of Monterey Patrol Association (COMPA)	40	2	5%
C - Monterey County Sheriff's Management Association (MCSMA)	14	2	14.29%
D - Monterey County Public Defender's Association (MCPDA)	27	0	0%
E - Monterey County Prosecutors Association (MCPA)	53	9	16.98%
F - Service Employee International Union (SEIU) Local 521 - Supervisory Employees	349.55	48.8	13.96%
G - Monterey County Counsel Association (MCCEA)	14	1	7.14%

Vacancy Information – Bargaining Units

Bargaining Units	Authorized FTEs	# of Vacancies	Vacancy Rate
H - Service Employee International Union (SEIU) Local 521 - Health Employees	633.75	88.23	13.92%
J - Service Employee International Union (SEIU) Local 521 - General Employees	1,914.5	279.57	14.60%
K - Service Employee International Union (SEIU) Local 521 - Social Services	862	158.69	18.41%
L - Monterey County Probation Managers Association (MCPMA)	18	1	5.56%
M - Monterey County Probation Association (MCPA)	185	30	16.22%
N - Monterey County Probation Association (MCPA)	9	0	0%
O - Board of Supervisors	5	0	0%
Q - Monterey County Park Rangers Association (MCPRA) - General	6	2	33.33%

Vacancy Information – Bargaining Units

Bargaining Units	Authorized FTEs	# of Vacancies	Vacancy Rate
R - Service Employee International Union (SEIU) Local 521 - Resident Physicians	33	2	6.06%
S - California Nurses' Association (CNA)	530.1	84.07	15.86%
U - Contract Physicians (UAPD)	117.7	19.61	16.66%
V - Monterey County Park Rangers Association (MCPRA) - Supervisory	1	0	0%
X - County Employee Management Association (CEMA)	564.8	103.2	18.27%
Y - Executive Management	79	8	10.13%
Z - Confidential Employees	52	4	7.69%
ZX - Confidential Management	136.5	17	12.45%

Questions

