City of Salinas

- Incorporated 1874
- Population 161,042
- 34th largest in the state
- 23 square miles
City of Salinas

- Known as and for:
  - Salad Bowl of the World
  - Clean air
City of Salinas

- Full Service City
- 611 FTE's
- 861 Employees w/PT

Finance Department

- 27 FTE

Assistant Finance Director
- Senior Accounting Technician (Grants)
- Revenue Technician
- Senior Accounting Clerk
- Office Assistant (P/T)

Accounting Manager
- Payroll Supervisor
- Payroll Technician
- Sr. Accounting Technician

Senior Buyer

Senior Accountant
- Integration/App Administrator

Information Systems Manager
- Network Systems Administrator
- Telecom Service Technician
- Computer Syst Administrator (for PD)

Information Technologies Technician I (2)

Information Technologies Technician II (2)
City of Salinas – Recruiting

- Marketing your position
  - Conventional options
  - Take the time to target your audience and create a custom email blast
  - Create a nice compelling brochure
- Be inclusive and selective
  - Interviews – emphasis on fit of the individual/personality
  - Look for red flags

City of Salinas – Retaining

- Maintain healthy positive culture
- Cross training
- Respecting individuals
- Providing growth opportunities
- Recognition for work well done
- Coaching and mentoring
California Society of Municipal Finance Officers (CSMFO)

- Regional Chapter meetings
- Annual statewide conference
- Low cost training
- Directory of all members
- Knowledge Base (previous Listserv)
- CSMFO News

www.csmfo.org

CSMFO Coaching Program

- Webinars (panels of master coaches)
- Coaching Resources
  - Financial Management Skills Inventory
- One-to-one coaching
Contact Information

Matt Pressey, CPA,
Finance Director
City of Salinas
(831) 758-7420
mattp@ci.salinas.ca.us