



**City Council Work Session**  
City Hall - Canyon Trails Room 1 & 2  
1900 N. Civic Square  
Goodyear, AZ 85395  
**Monday, May 5, 2025**  
**5:00 PM**

Mayor  
Joe Pizzillo

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Vice Mayor  
Wally Campbell

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Councilmember  
Brannon Hampton

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Councilmember  
Laura Kaino

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Councilwoman  
Vicki Gillis

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Councilmember  
Benita Beckles

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Councilmember  
Trey Terry

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## PROCEDURES

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Goodyear City Council and to the general public that the Council of the city of Goodyear will hold a meeting open to the public. Public body members of the city of Goodyear will attend either in person or by telephone conference call and/or video communication. The Goodyear City Council may vote to go into Executive Session, pursuant to A.R.S. § 38-431.03(A)(3), which will not be open to the public, to discuss certain matters. Meetings are conducted in accordance with the City Council Meetings Council Rules of Procedure adopted by Resolution No. 2025-2441.

THE CITY OF GOODYEAR ENDEAVORS TO MAKE ALL PUBLIC MEETINGS ACCESSIBLE TO PERSONS WITH DISABILITIES. With 48-hour advance notice, special assistance can be provided for sight and/or hearing-impaired persons at this meeting. Reasonable accommodations will be made upon request for persons with disabilities or non-English speaking residents. Please call the City Clerk (623) 882-7830 or Arizona Relay (TDD) 7-1-1 to request an accommodation to participate in this public meeting.

Si necesita asistencia o traducción en español, favor de llamar al menos 48 horas antes de la reunión al (623) 882-7830.



City Clerk's Office: 1900 N. Civic Square, Goodyear, AZ 85395 (623) 882-7830  
[www.goodyearaz.gov/cityclerk](http://www.goodyearaz.gov/cityclerk)  
City Council Meeting Live Broadcast: <https://www.facebook.com/goodyearazgov/videos>

**CALL TO ORDER****ROLL CALL****AGENDA ITEMS FOR DISCUSSION**

ALL ITEMS LISTED ARE FOR DISCUSSION ONLY. NO ACTION CAN NOR WILL BE TAKEN.

**1. STRATEGIC PLAN TECHNOLOGY ASSESSMENT****Summary**

Council will receive an update on the strategic plan item to evaluate current technology uses/needs in all departments and identify emerging trends. (Lisa Faison, CIO; Mike Saldan, DCIO)

**2. FY2025 STRATEGIC PLAN REMOTE WORK UPDATE****Summary**

Council will receive an update on remote work best practices and policies for seamless customer services. (Lyman Locket, Human Resources Director, Vicki Lackey, Human Resources Deputy Director)

**3. FY2025 STRATEGIC PLAN RECRUITMENT PROCESS UPDATE****Summary**

Council will receive an update on efforts to streamline the city's recruitment process. (Sabrina Dezso, Senior Human Resources Business Partner)

**ADJOURNMENT****POSTING VERIFICATION**

This agenda was posted on 4/30/2025 at 6:10 p.m. by VM.

ITEM #: 1.  
DATE: 05/05/2025  
AI #:2567



## **CITY COUNCIL ACTION REPORT**

**SUBJECT: STRATEGIC PLAN TECHNOLOGY ASSESSMENT**

**STAFF PRESENTER(S):** Lisa Faison, CIO; Mike Saldan, DCIO

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### **Summary**

Council will receive an update on the strategic plan item to evaluate current technology uses/needs in all departments and identify emerging trends. (Lisa Faison, CIO; Mike Saldan, DCIO)

### **FISCAL IMPACT**

No financial impact.

### **BACKGROUND AND PREVIOUS ACTIONS**

This strategic plan action item emphasizes consistent evaluation and process improvement of the City's software applications and hardware during FY2025. The goal of this action item is to ensure we maximize our software capabilities to better serve staff and citizens while being fiscally responsible. Additionally, the action item ensures the City's technology keeps pace with the private sector, maintains a strong security posture, and minimizes our software footprint while integrating our systems. This allows us to streamline support and automate processes to increase data accuracy, and maintain network infrastructure consistent with emerging trends and growth. This will enable the City to promote faster innovation and be more efficient and effective with technology.

### **STAFF ANALYSIS**

Annually, we perform 3 staff surveys to get feedback from all departments, including a general customer service satisfaction survey that includes staff members that submitted a ticket within the last 6 months. An IT organization staffing assessment was also conducted, which examines whether an IT department's organizational structure, staffing levels, and skill sets are appropriately aligned with business goals, service needs, and future strategy of the organization.

A hardware assessment (Attachment A) was conducted to gauge user satisfaction with current computing equipment. Participants provided feedback on overall computer performance, laptop battery life, and whether their devices were powerful enough for their needs. They also identified which component they would prioritize for an upgrade, shared their satisfaction with monitor sizes, and indicated whether they currently use multiple mobile devices such as iPads, reMarkables, or laptops. Finally, users were asked if they would be interested in a single device that could perform the functions of multiple devices. The feedback collected will

help inform future hardware upgrade strategies and potential device consolidation opportunities. A software assessment (Attachment B) was conducted to review applications used by each department, assessing overall organizational fit, IT health, and cost-effectiveness.

This strategic plan action item to evaluate current technology uses/needs in all departments and identify emerging trends allows the city to continue to improve services to be more efficient and effective. The attached presentation demonstrates the results of the assessment and recommendations.

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### **Attachments**

Attachment A - Hardware Survey Results

Attachment B - Software Assessment Results

Staff Presentation

# Hardware Survey

65 Responses    02:17 Average time to complete    Active Status

1. How satisfied are you with the overall performance of your current computer?

65  
Responses



2. How satisfied are you with the battery life of your laptop?

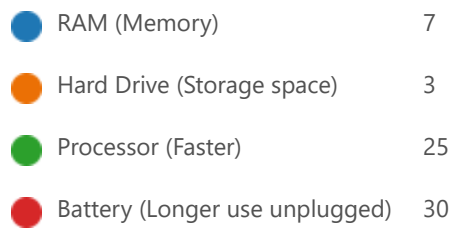
65  
Responses



3. Do you feel your computer is powerful enough for your needs?



4. If you could upgrade your computer today, which component would you prioritize first?



5. How satisfied are you with the size of your current monitors?

65  
Responses



6. Do you currently use more than one mobile device (iPad, reMarkable, laptop) in your daily job function?



7. Would you be interested in a single device that can possibly achieve the same job?



## Snapshot Grouping 2

## Departments, Business Units Snapshot

Adjust the weighting of the evaluation criteria to match your values and risk profile. The Results worksheet is calculated automatically from the "Group 2 Alignment Matrix" and "Rationalization Inputs" worksheets. Each application evaluation score is averaged by evaluation category to estimate current support for your key business functions. The Results columns identify ranked performance for each business function to help identify where attention may be needed.

**WARNING: You CANNOT sort, move cells, or insert/delete cells/columns/rows. Doing so will break the hidden calculation sheets and proper alignment of inputs and results.**

| Total                                    |                  |                      |                                  | Category Weighting (must equal 100%) |                  |                      |                         | Key                           |                                         |
|------------------------------------------|------------------|----------------------|----------------------------------|--------------------------------------|------------------|----------------------|-------------------------|-------------------------------|-----------------------------------------|
| Total Weighting (must equal 100%) = 100% |                  |                      |                                  | 30%                                  | 40%              | 20%                  | 10%                     | Reward >75%                   | Improve 50-75%                          |
|                                          |                  |                      |                                  |                                      |                  |                      |                         | Remediate 25-50%              | Critical Need 0-25%                     |
| Departments, Business Units              | Criticality      | Total Number of Apps | Number of Apps Not Managed by IT | Organizational Value and Fit         | Technical Health | End-User Perspective | Total Cost of Ownership | Overall Score (5-point scale) | Grouped Score (5-point score quartiles) |
| City Clerk                               | Supporting       | 8                    | 0                                | 3.03                                 | 3.93             | 3.79                 | 4.81                    | 3.72                          | 74%                                     |
| City Managers Office                     | Supporting       | 10                   | 2                                | 3.12                                 | 4.18             | 3.17                 | 4.86                    | 3.73                          | 75%                                     |
| Development Services                     | High Value       | 17                   | 1                                | 3.31                                 | 4.23             | 3.80                 | 4.82                    | 3.93                          | 79%                                     |
| Digital Communications                   | High Value       | 12                   | 5                                | 3.14                                 | 3.91             | 3.68                 | 4.91                    | 3.74                          | 75%                                     |
| Economic Development                     | High Value       | 6                    | 1                                | 3.24                                 | 4.31             | 3.40                 | 4.80                    | 3.86                          | 77%                                     |
| Engineering                              | High Value       | 12                   | 1                                | 3.17                                 | 4.19             | 3.72                 | 4.75                    | 3.85                          | 77%                                     |
| Finance                                  | Supporting       | 20                   | 6                                | 3.11                                 | 3.89             | 4.06                 | 4.81                    | 3.78                          | 76%                                     |
| Fire                                     | Mission Critical | 14                   | 1                                | 3.44                                 | 4.52             | 3.50                 | 4.93                    | 4.03                          | 81%                                     |
| Human Resources                          | Supporting       | 14                   | 6                                | 2.97                                 | 3.70             | 3.28                 | 4.92                    | 3.52                          | 70%                                     |
| Information Technology                   | Supporting       | 54                   | 0                                | 2.94                                 | 4.37             | 3.98                 | 4.92                    | 3.92                          | 78%                                     |
| Legal Services                           | Supporting       | 9                    | 2                                | 3.28                                 | 4.10             | 3.50                 | 4.88                    | 3.81                          | 76%                                     |
| Municipal Court                          | Mission Critical | 3                    | 0                                | 2.88                                 | 4.13             | 3.67                 | 5.00                    | 3.75                          | 75%                                     |
| Parks & Recreation                       | High Value       | 12                   | 2                                | 3.24                                 | 4.04             | 3.60                 | 4.90                    | 3.80                          | 76%                                     |
| Police                                   | Mission Critical | 33                   | 5                                | 3.47                                 | 4.45             | 3.23                 | 4.93                    | 3.96                          | 79%                                     |
| Public Works                             | Mission Critical | 17                   | 3                                | 3.25                                 | 3.93             | 3.44                 | 4.92                    | 3.73                          | 75%                                     |
| Water Services                           | Mission Critical | 20                   | 8                                | 3.01                                 | 3.65             | 3.16                 | 4.93                    | 3.49                          | 70%                                     |



# Information Technology Technology Assessment – Strategic Plan

A close-up of a hand holding a silver and black pen, pointing it towards a financial candlestick chart on a blue background. The chart shows various price points and trends.

Evaluate current technology uses/needs in all departments and identify emerging trends

# Information Technology – Technology Assessment Trends Then and Now

2009  
Business  
Intelligence  
Becomes  
Top Priority

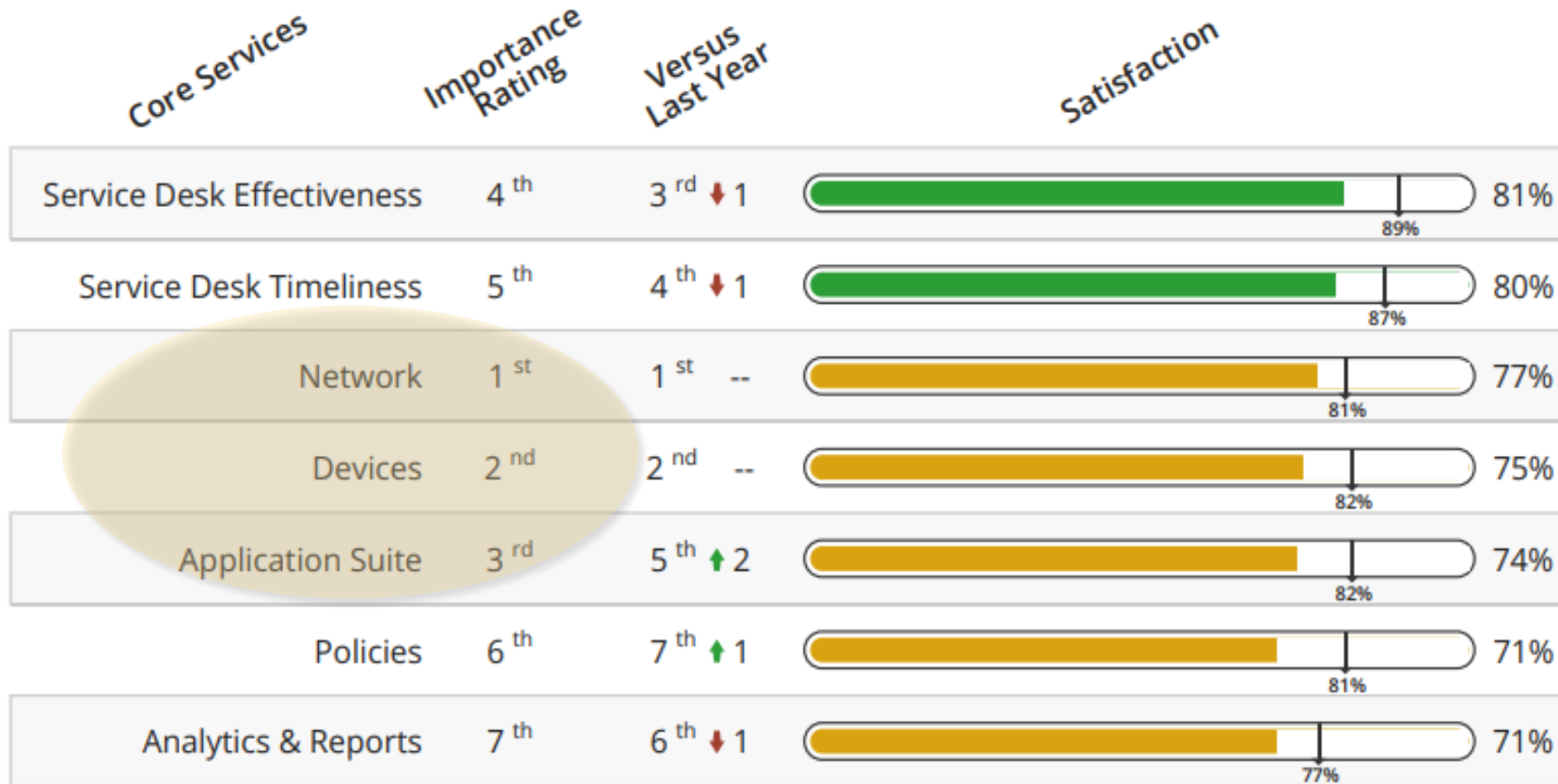
2012  
Federal  
Gov  
promotes  
“Big Data”  
& Stem  
programs

2020  
Big data &  
analytics hit  
records  
high – data  
is more  
accessible

Last 5 yrs.

- AI Programs
- Automation & coding
- Cloud based apps
- IT Security & Compliance

# Survey of City Staff



- September 2024
- Sent to 640
- 109 responded (17%)
- Includes all levels



## Information Technology

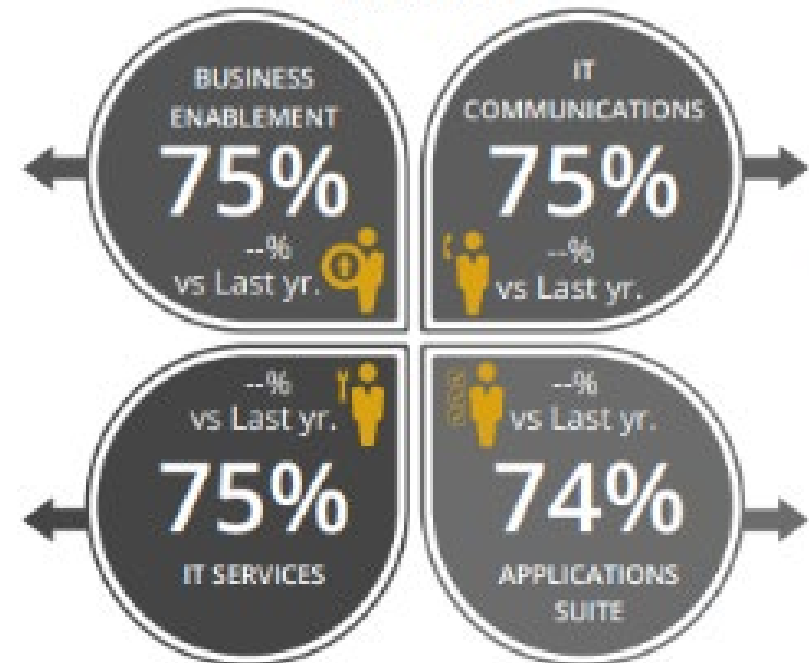
### Technology Assessment

Three areas of focus to evaluate current tech needs/uses in all departments

1. Software Assessment
2. Hardware Analysis
3. City's Data Center Future

# Baseline

## Overall Satisfaction with IT



Different departments have varying demands from and reliance on IT. Overall satisfaction and satisfaction by department shows what areas of IT need to be addressed most.

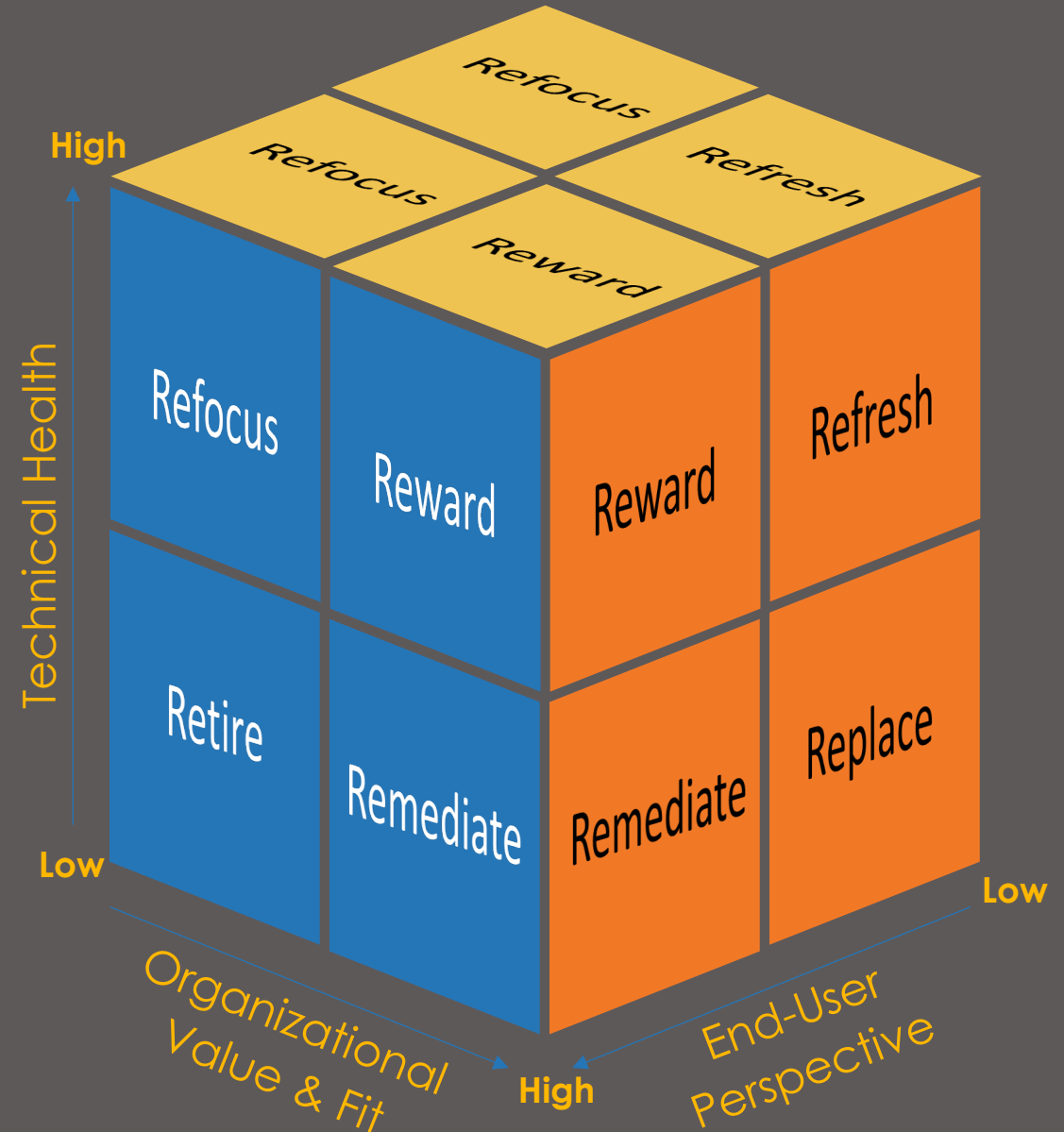


# Software Assessment

Evaluated 167 applications

Four categories:

1. Organizational Fit
2. Technical Health
3. End-User Perspective
4. Total Cost of Ownership





# Software Assessment Insights

- Increase integration & automation
- Incorporate AI where appropriate
- Classify Data
- Become a data driven city





# Hardware Analysis

## Current State

- Transitioned to bulk ordering
  - More accessible
  - Lower Cost Point
- Mobile device first (Laptops/iPads)
- Standardize – Better Support
- Life Cycle Technician



# Hardware Assessment Insights

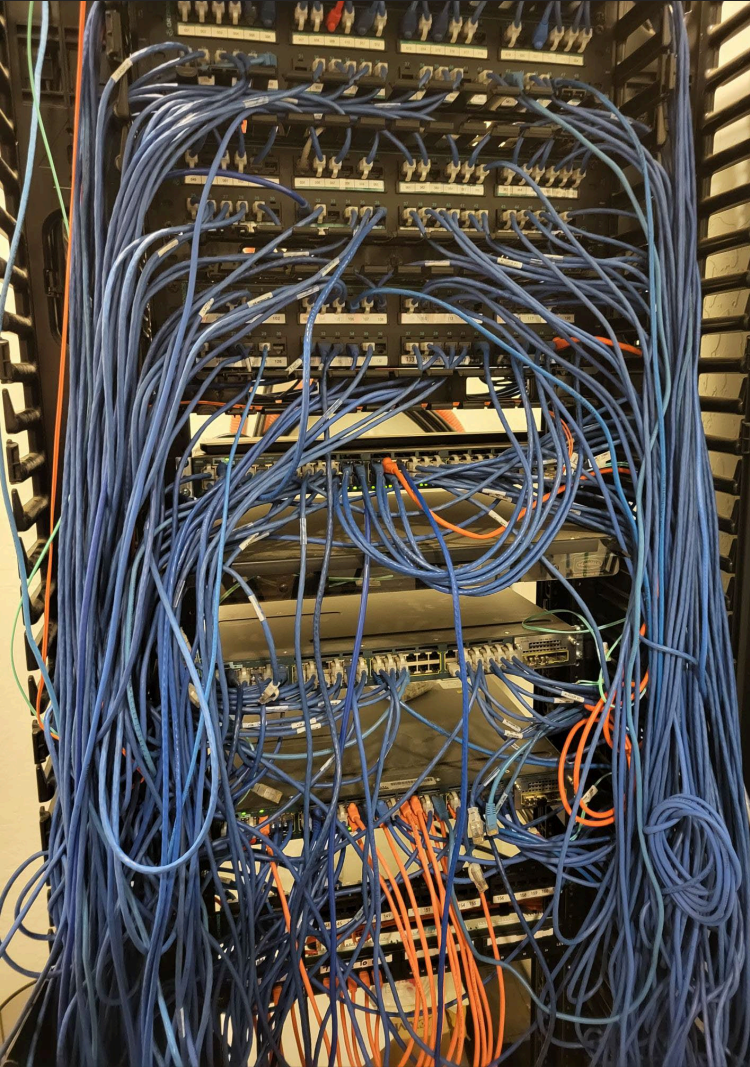
## Top Staff Responses

- Overall happy with laptops
- Poor battery life
- Need multiple device
- Willing to consolidate
- Want enhanced performance

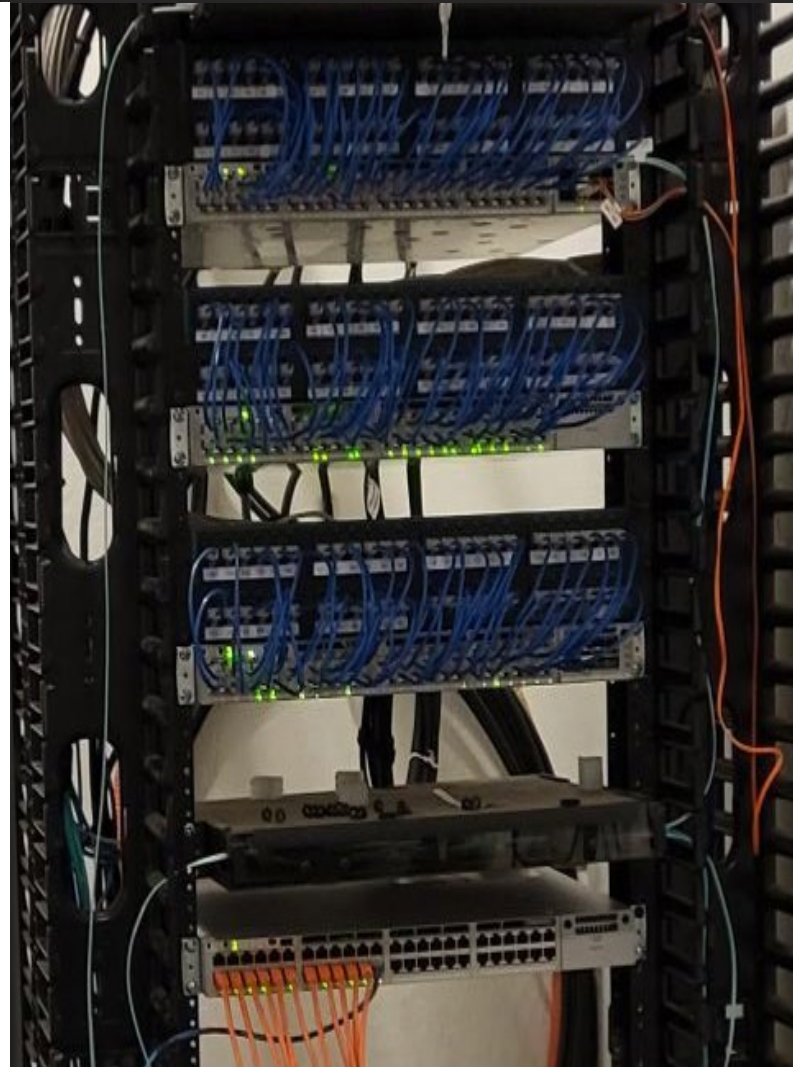
## Hardware Survey

- Right hardware
- Supports business
- Fiscally responsible

# BEFORE



# AFTER



## IT Data Center Assessment

- ✓ Hybrid
- ✓ Network & Storage
- ✓ Consolidated Tech
- ✓ Eliminate Unsupported & Outdated technology

# IT Recommendations

## Software Assessment

- **Maintain – 30%**
  - Prioritize upgrade, new features, enhancements
- **Refocus – 48%**
  - Retrain, refresh, fix root cause of low value
- **Consolidate/Retire – 22%**
  - Cancel any enhancements, feature requests, transfer users onto other systems
  - Reduce/eliminate duplicative software





## IT Recommendations Cont. Hardware Assessment

- Switch laptops to a 3-year replacement
  - ☐ Address poor battery life & enhance performance with latest technology
- Identify a single mobile device (combines iPad & laptop)
  - ☐ Consolidate multi-device users
- Continue timely replacements
  - ☐ Reduction of tickets & calls by replacing timely



# IT Recommendations Cont.



## IT Data Center - Network

- **Continue Hybrid**
  - ❖ Balance between managing software in the cloud and on premise to mitigate space sprawl
- **Implement Redundancy**
  - ❖ Have more than one space with failover to maintain uptime for software
- **Standardize**
  - ❖ Ensure new physical hardware in the data center is standardized to maintain space & use existing
- **Disaster Recovery Site**
  - ❖ Mitigate catastrophic failure when a disaster hits the greater part of Goodyear



Information Technology

# Technology Assessment – Strategic Plan

## Questions?

Evaluate current technology uses/needs in all departments and identify emerging trends

ITEM #: 2.  
DATE: 05/05/2025  
AI #:2382



## **CITY COUNCIL ACTION REPORT**

**SUBJECT: FY2025 STRATEGIC PLAN REMOTE WORK UPDATE**

**STAFF PRESENTER(S):** Lyman Locket, Human Resources Director, Vicki Lackey, Human Resources Deputy Director

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### **Summary**

Council will receive an update on remote work best practices and policies for seamless customer services. (Lyman Locket, Human Resources Director, Vicki Lackey, Human Resources Deputy Director)

### **FISCAL IMPACT**

There is no fiscal impact.

### **BACKGROUND AND PREVIOUS ACTIONS**

During the pandemic, Goodyear successfully implemented telework to ensure business continuity and employee safety. As we transitioned out of the pandemic, we adopted a hybrid work environment, allowing employees in eligible roles to telework up to two days per week. This hybrid model strikes a balance between flexibility for employees and the operational needs of the business.

### **STAFF ANALYSIS**

The research and analysis conducted for this strategic plan action item offer valuable best practice recommendations that will strengthen our approach to telework. As we move forward, our hybrid work environment will be built on a foundation of increased accountability and clearly defined expectations, ensuring continued success. Telework remains a privilege designed to enhance flexibility while maintaining high standards of effectiveness, productivity, and efficiency. By fostering a culture of trust and performance, we are committed to creating a work environment that supports both organizational excellence and employee well-being.

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### **Attachments**

Staff Presentation



# Strategic Plan Action Item

# Remote Work



# Strategic Plan Action Item



## INNOVATIVE & HIGH PERFORMING ORGANIZATION



| ACTION ITEM               | DESCRIPTION                                                                                  | RESPONSIBILITY | TIMEFRAME |
|---------------------------|----------------------------------------------------------------------------------------------|----------------|-----------|
| Remote Work Flex Schedule | Evaluate and implement best practices for remote work policies for seamless customer service | HR             | FY25      |



## INNOVATIVE & HIGH PERFORMING ORGANIZATION



The city of Goodyear strives to be a preferred employer by fostering an inclusive culture and a safe working environment that attracts and retains a highly performing and engaged workforce. The city is committed to providing outstanding service to the community at an exceptional value.

01  
GUIDING PRINCIPLE

Prioritize the well-being and safety of every team member by fostering a culture that promotes holistic well-being and creates a respectful and supportive environment for all to thrive.

02  
GUIDING PRINCIPLE

Foster a culture of recognition that actively acknowledges and celebrates hard work, dedication and achievements while creating an environment where every individual is valued, respected and recognized for their unique contributions and perspectives.

03  
GUIDING PRINCIPLE

Create and maintain a culture of ownership by empowering employees to make decisions. Ensure employees have the necessary resources to perform their roles and provide excellent customer service efficiently and effectively.

04  
GUIDING PRINCIPLE

Foster opportunities and programs that support professional development and employee engagement for continuous learning and growth.

05  
GUIDING PRINCIPLE

Implement initiatives that enhance communication, cross-departmental collaboration and transparency for city employees.

06  
GUIDING PRINCIPLE

Establish clear expectations for all employees and volunteers of the city.

13

# Presentation Overview

- Provide historical context for telework
- Share best practices
- Align best practices with service delivery and employee engagement

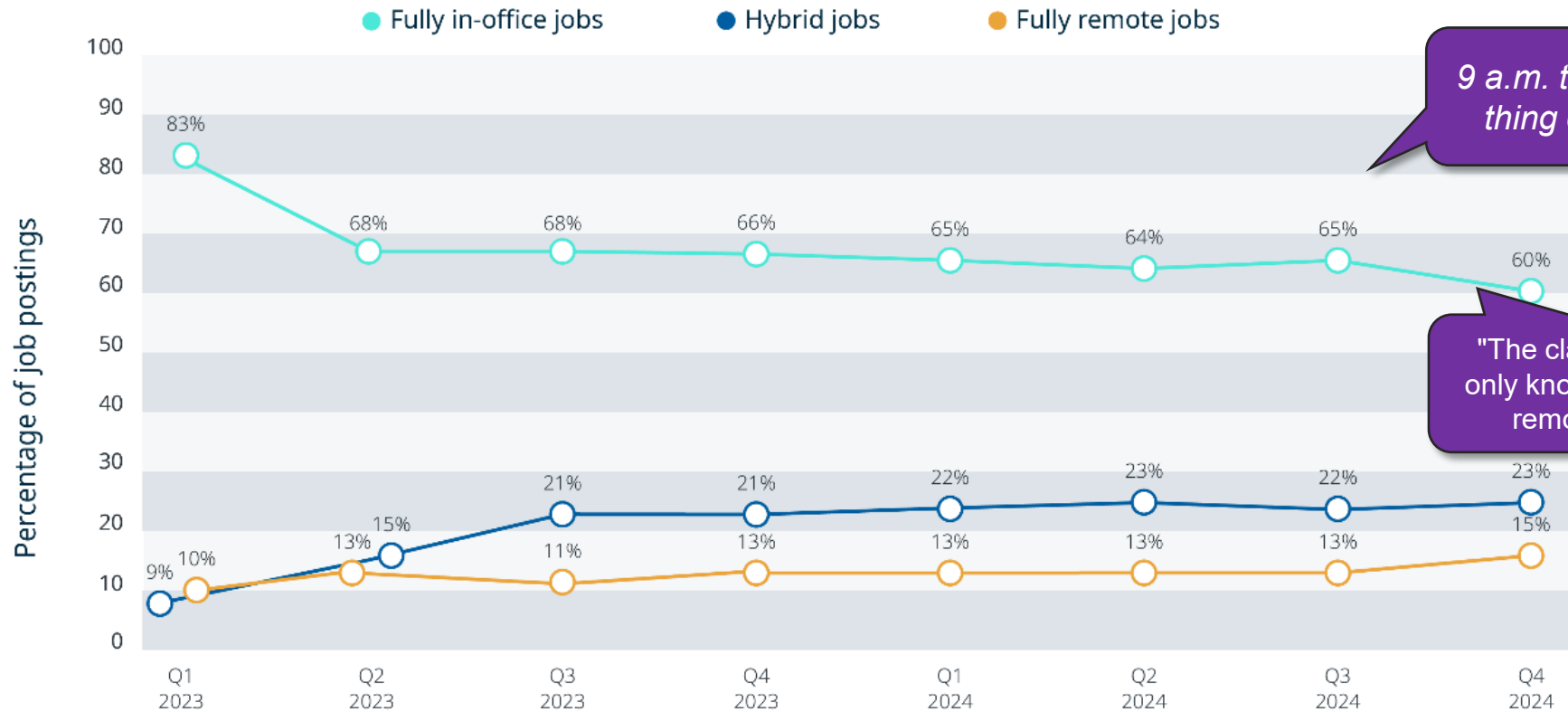


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# U.S. Workplace State of Remote/Telework

## Remote and Hybrid Jobs Over Time



Hybrid models are likely to remain dominant

Loss of telework would negatively impact retention

9 a.m. to 5 p.m. is a thing of the past

"The class of 2025 only knows hybrid or remote work"

Source: Robert Half analysis of over 6 million new U.S. job positions provided by TalentNeuron  
2025 Robert Half Inc. An EOE M/F/D/V

rh Robert Half  
Talent Solutions



# Goodyear Telework History

| History          | 2001<br>Guideline<br>Creation | 2020<br>COVID  | 2021<br>Return to<br>the Office | 2025<br>Best<br>Practices |
|------------------|-------------------------------|----------------|---------------------------------|---------------------------|
| #<br>Teleworkers | 0                             | Approx.<br>37% | Approx<br>15%                   | Approx<br>22%             |

# Why it matters

Employees in a Hybrid work environment are 33% less likely to quit their jobs



Recruitment & Retention



Continuity of Operations



Employee Wellbeing & Engagement



Office Space Management & Environmental Sustainability



Productivity Enhancement

# Why it matters

Telework allows  
us to exercise  
our capabilities  
to ensure that  
essential  
functions  
continue



Recruitment &  
Retention



Continuity of  
Operations



Employee  
Wellbeing &  
Engagement



Office Space  
Management  
&  
Environmental  
Sustainability



Productivity  
Enhancement

# Why it matters

More than four  
in 10 in the U.S.  
telework at  
least some of  
the time



Recruitment &  
Retention



Continuity of  
Operations



Employee  
Wellbeing &  
Engagement



Office Space  
Management  
&  
Environmental  
Sustainability



Productivity  
Enhancement

# Why it matters

Hybrid work environments are a tool to address space management challenges



# Why it matters

Gallup research shows that employees working in a hybrid environments are more engaged



Recruitment & Retention



Continuity of Operations



Employee Wellbeing & Engagement



Office Space Management & Environmental Sustainability



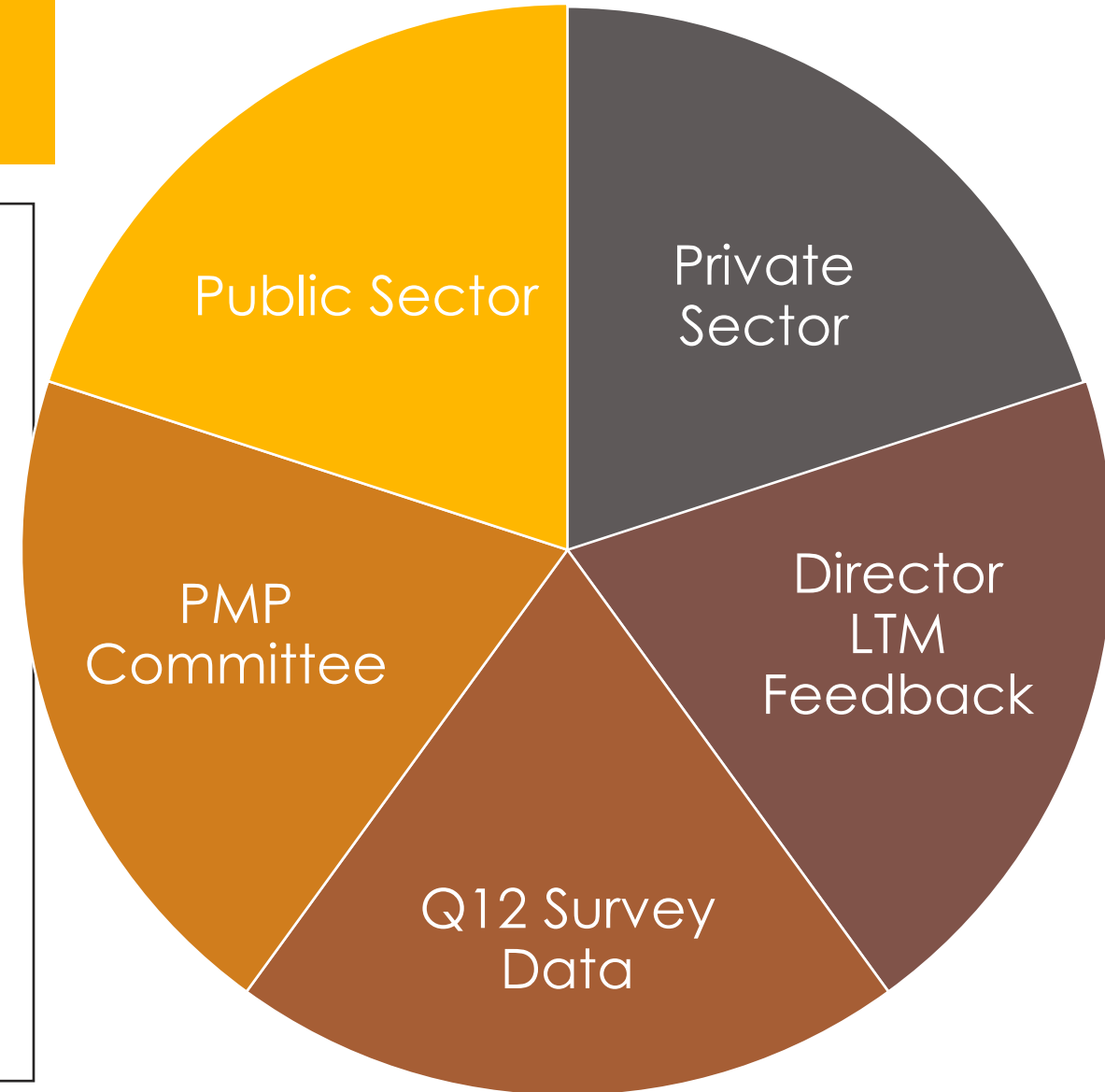
Productivity Enhancement



## Best Practice Research

### Methods

- Director feedback Sessions/ Survey
- Q12 Survey
- Benefits Consultant/Broker
- Benchmark City Data
- Employee Insights from PMP



# Current State

- Hybrid – Minimum 3 days per week in office
- Position and individual performance driven
- Coverage requirements
- Leverage technology



# Best Practices

## Customer Service Expectations

- Timely responses regardless of location
- Visible coverage

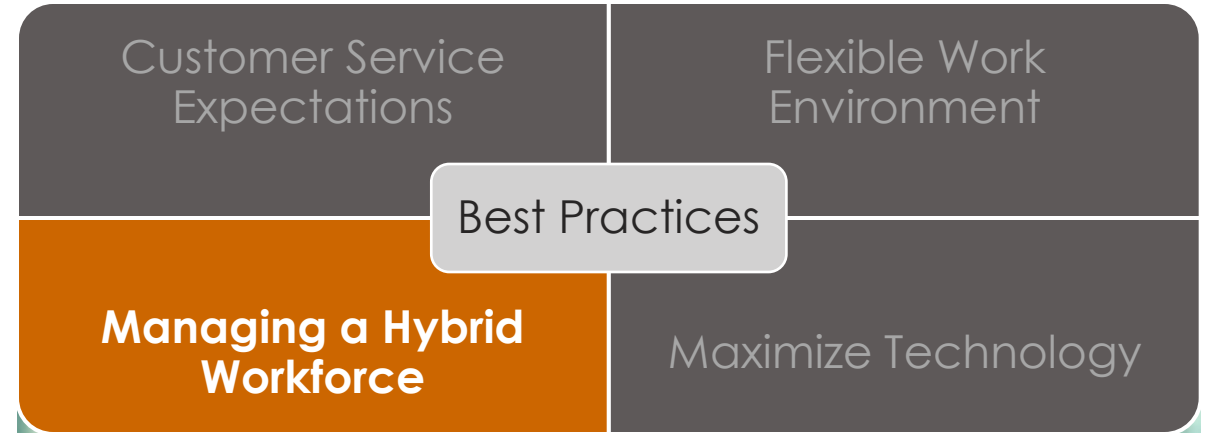




# Best Practices

## Managing a Hybrid Workforce

- Review/renew agreement annually
- Clearly defined expectations of:
  - Supervisor
  - Employee
- Director autonomy
- Monitor results

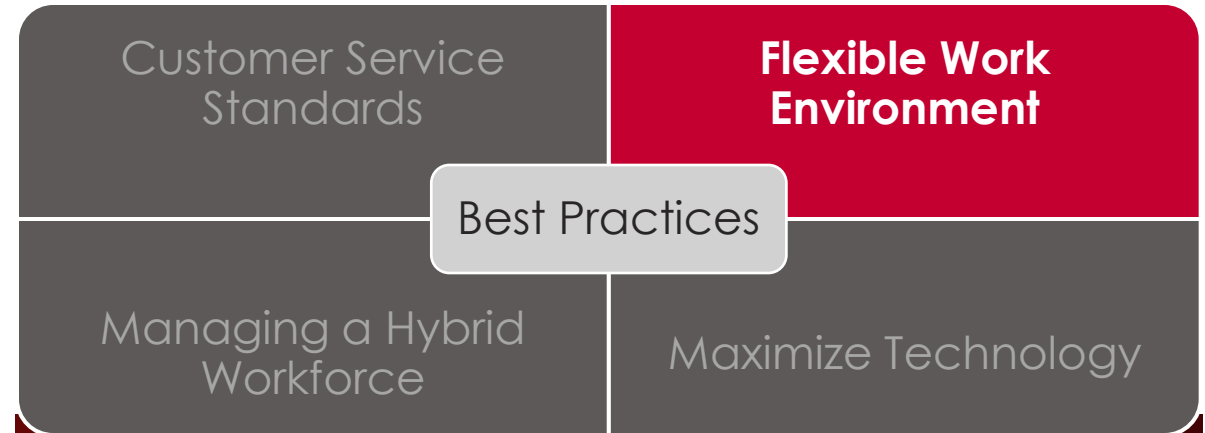




# Best Practices

## Flexible Work Environment

- Customer Centric Philosophy
- Optimum Balance – No More than Two Days
- “Office” Coverage



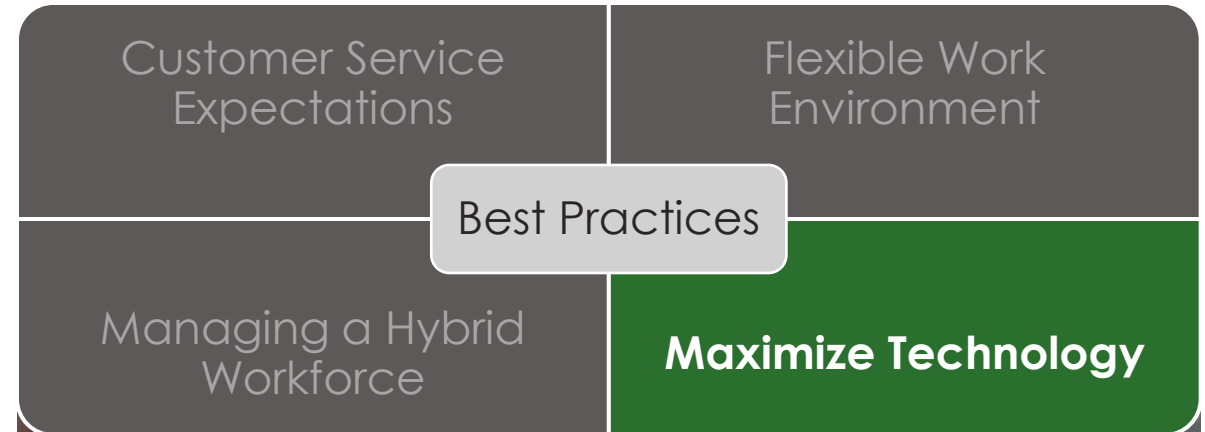
**Best  
Practices**



# Best Practices

## Maximize Technology

- MS Teams
  - Chat
  - Virtual meetings
  - Phone
- Utilize Status Notifications
- Email



# Next Steps

- Update guideline to include best practices
- Publish Customer Service Expectations
- Citywide education
- Shared responsibility for success



ITEM #: 3.  
DATE: 05/05/2025  
AI #:2381



## **CITY COUNCIL ACTION REPORT**

**SUBJECT:** FY2025 STRATEGIC PLAN RECRUITMENT PROCESS UPDATE

**STAFF PRESENTER(S):** Sabrina Dezso, Senior Human Resources Business Partner

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### **Summary**

Council will receive an update on efforts to streamline the city's recruitment process. (Sabrina Dezso, Senior Human Resources Business Partner)

### **FISCAL IMPACT**

There is no fiscal impact.

### **BACKGROUND AND PREVIOUS ACTIONS**

To strengthen our competitiveness in today's job market, Human Resources has focused on continuous improvement initiatives aimed at enhancing the candidate experience and streamlining the recruitment process. These efforts have successfully integrated our culture into the selection process while refining workflows to eliminate inefficiencies and gaps. Over the past three years, the recruitment team has consistently hired an average of 338 employees per year. As we continue to grow and face increasing demand for skilled talent and technical expertise, ongoing improvement efforts will be essential to expanding our capacity and maintaining a high standard of recruitment excellence.

### **STAFF ANALYSIS**

The research and analysis conducted for this strategic plan action item provide valuable best practice recommendations to enhance our recruitment strategy. Moving forward, our approach will be built on a foundation of transparency, accountability, and clearly defined hiring expectations to ensure continued success. Recruitment is a critical function that fuels organizational growth, and we are committed to attracting top talent while maintaining high standards of efficiency, effectiveness, and inclusivity. By fostering a culture of engagement and innovation, we will create a hiring experience that strengthens our workforce and drives long-term organizational excellence.

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### **Attachments**

Recruitment Process Presentation



# Strategic Plan Action Item Recruitment Process



# Strategic Plan Action Item



## INNOVATIVE & HIGH PERFORMING ORGANIZATION



| ACTION ITEM         | DESCRIPTION                                                               | RESPONSIBILITY | TIMEFRAME |
|---------------------|---------------------------------------------------------------------------|----------------|-----------|
| Recruitment Process | Evaluate and implement best practices for streamlining the hiring process | HR             | FY25      |



## INNOVATIVE & HIGH PERFORMING ORGANIZATION



The city of Goodyear strives to be a preferred employer by fostering an inclusive culture and a safe working environment that attracts and retains a highly performing and engaged workforce. The city is committed to providing outstanding service to the community at an exceptional value.

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05  
GUIDING PRINCIPLE

Implement initiatives that enhance communication, cross-departmental collaboration and transparency for city employees.

06  
GUIDING PRINCIPLE

Establish clear expectations for all employees and volunteers of the city.



# Presentation Overview

- Evaluation of Process
- Best Practices
- Streamlined Process Implementations



# Lean/Continuous Improvement Process Evaluation

## Rapid Improvement Events

- Mapped the Process
- Voice of the Customer
- Gathered Baseline Data
- Identified Streamlining Opportunities



# Recruitment Process Evaluation

**Time-to-Fill**

Non-Sworn

**Baseline  
69 Days**

New Target:

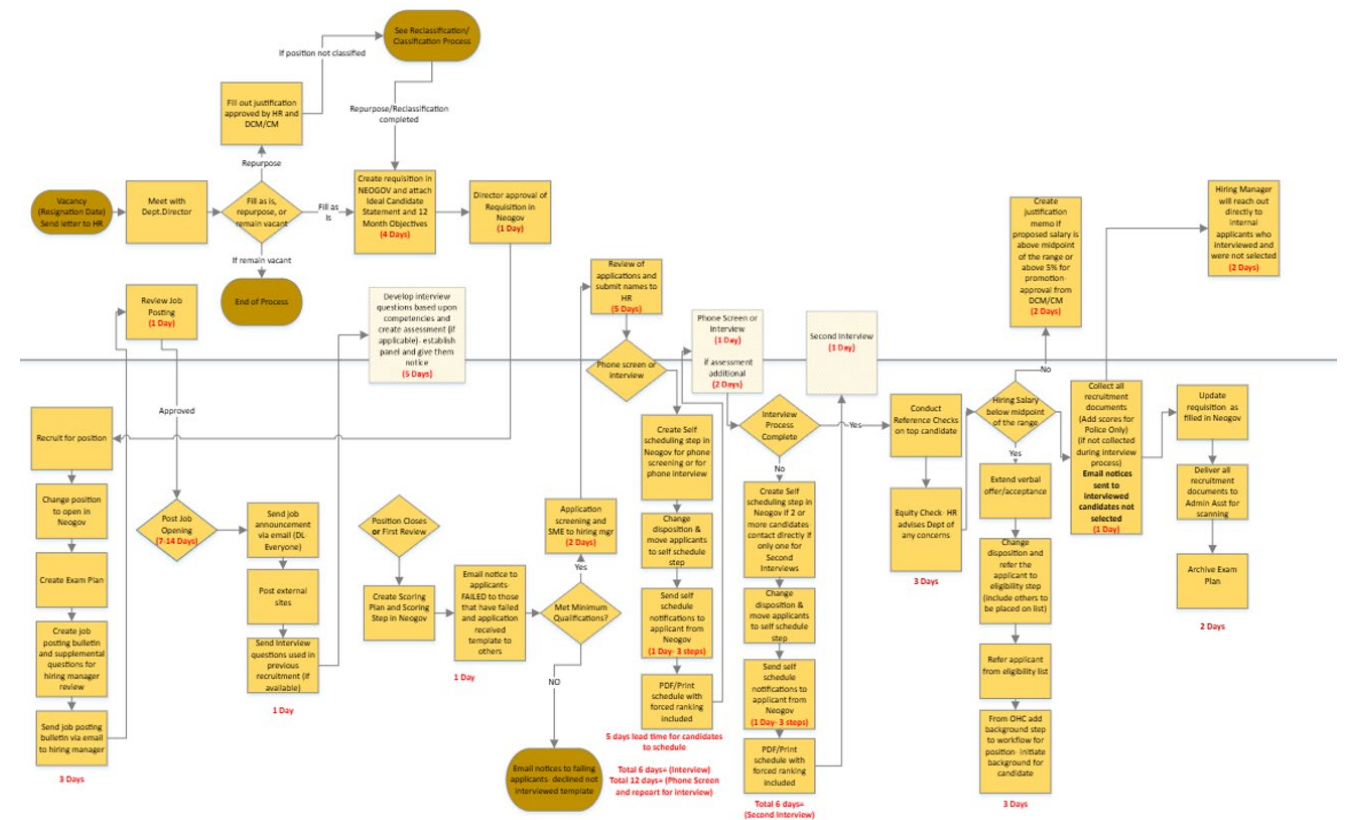
**46 days**



**Work Session**

**May 5, 2025**

## Recruitment Flow Chart





# Recruitment Process Evaluation

## Time-to-Fill Benchmark 1<sup>st</sup> Quarter



- Actual Results

| Quarter | Actual<br>Non-Sworn<br>Time-to-Fill | Target     |
|---------|-------------------------------------|------------|
| Q1      | 55                                  | 46<br>Days |
| Q2      | 56                                  |            |
| Q3      | 37                                  |            |
| Average | 49                                  |            |



# Recruitment Process Evaluation

## Time-to-Fill – Public Safety

Benchmark Data

| Quarter | Public Safety<br>Time-to-Fill |
|---------|-------------------------------|
| Q1      | 125                           |
| Q2      | 146                           |
| Q3      | 104                           |
| Avg.    | 125                           |





# Process Evaluation

## Time-to-Fill

Police  
51 days

Non-Continuous  
Job Posting

i-Swift

### Update Metrics/Success Measurements

- PD and Fire Rapid Improvement Event
- Establish new Time-to-Fill Metric

Fire  
61 days

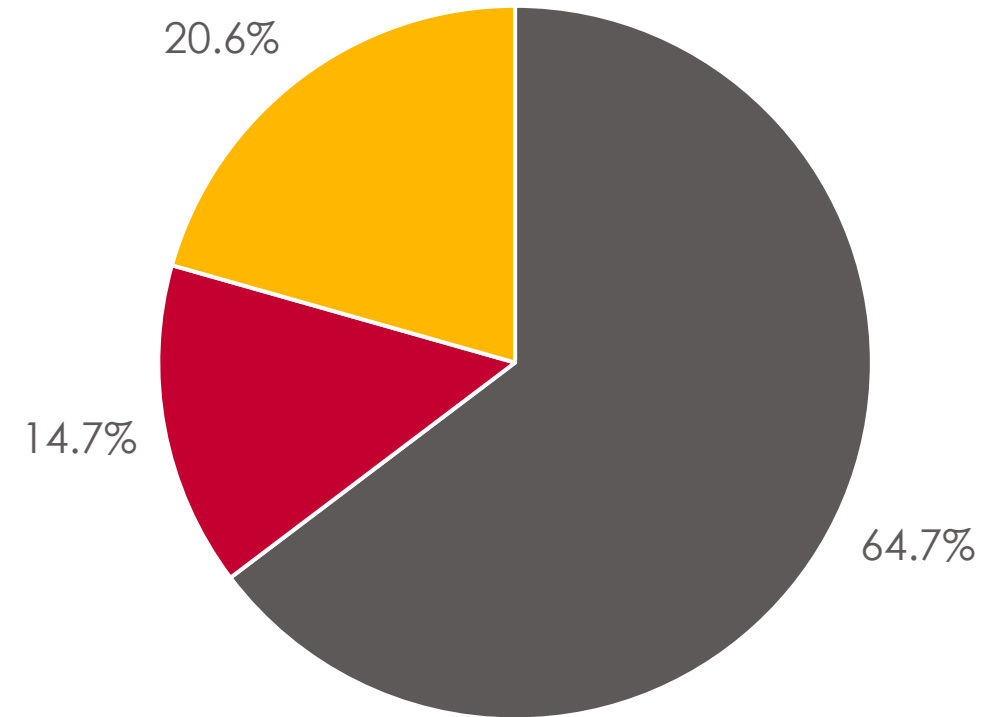
Reduced Job  
Posting

Public Safety  
Answers



# Process Evaluation

Was the timeframe to fill for your recruitment met?





# Recruitment Best Practices

- Process Efficiency
- Candidate Experience



# Visual Management

- Performance Tracking
- Workflow Disruptions
- Team Alignment

| New Employee          | Dept | Hire Date | PAF to Payroll | Entered in Mavis | QA/QC | Welcome Mail Sent | Benefits Rollout | Employment Due | Outpost Post | Medical Exam |
|-----------------------|------|-----------|----------------|------------------|-------|-------------------|------------------|----------------|--------------|--------------|
| Sarah Watson (Intern) | PW   | 4.13      | 4.14           |                  |       |                   |                  |                |              |              |
| Jose Padilla          | PTC  | 4.14      | 4.4            | 4.13             |       |                   |                  |                |              |              |
| Bridget Harris        | PD   | 4.14      | 3.31           | 4.13             | 4.13  | 4.14              |                  |                |              |              |
| Joseph Lopez II       | PD   | 4.14      | 4.9            | 4.13             | 4.13  | 4.14              |                  |                |              |              |
| Niah Knight           | PD   | 6.2       | 3.24           | 4.13             | 4.13  | 4.14              |                  |                |              |              |
| Logan Adams           | PD   | 4.7       | 3.20           | 4.7              | 4.7   | 4.7               | 5.5              |                |              |              |
| Raymond Cruz          | PW   | 3.31      | 3.20           | 4.2              | 4.2   | 4.7               | 5.1              | 4.14           | 4.14         |              |
| Merissa Leon          | ENG. | 4.28      | 4.14           |                  |       |                   |                  |                |              |              |
| Jesse Delaforte       | CRT  | 4.7       | 3.12           | 3.18             | 3.21  | 3.26              | 5.7              |                |              |              |



Best Practices

# Candidate Experience



Transparency

Timeliness

Communication

# Streamline Implementation

- Automation Opportunities
- Enhanced candidate experience
- Candidate Sourcing





## Automation Opportunities

- System utilization
- Pre-screening
- Analytics & Reporting



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## Enhanced Candidate Experience

- Improved Communication Touchpoints
- Leveraging Technology
- Feedback

# Candidate Sourcing

- Skillbridge Partner
- Grow Our Own
- Volunteer Program
- Agua Fria Southwest Academy's

Agua Fria  
Southwest  
Academy's

Grow Our  
Own

Volunteer  
Program

Skillbridge  
Partner



# Coming Soon Recruitment Opportunities

- ✓ Expansion of Agua Fria Southwest Academy  
Intern Program – August/2025
- ✓ EMCC Intern Program Development- Current
- ✓ Explore Advanced Communication Opportunities  
with Candidates – Oct/2025
- ✓ NEOGOV Integration with Munis – TBD

