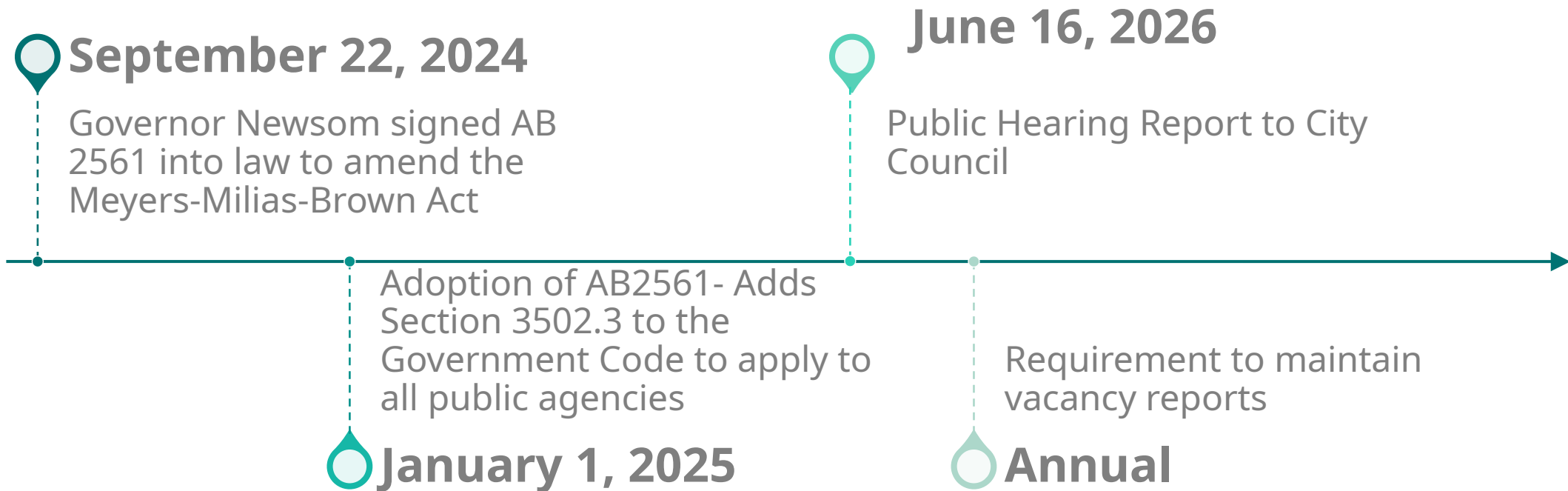




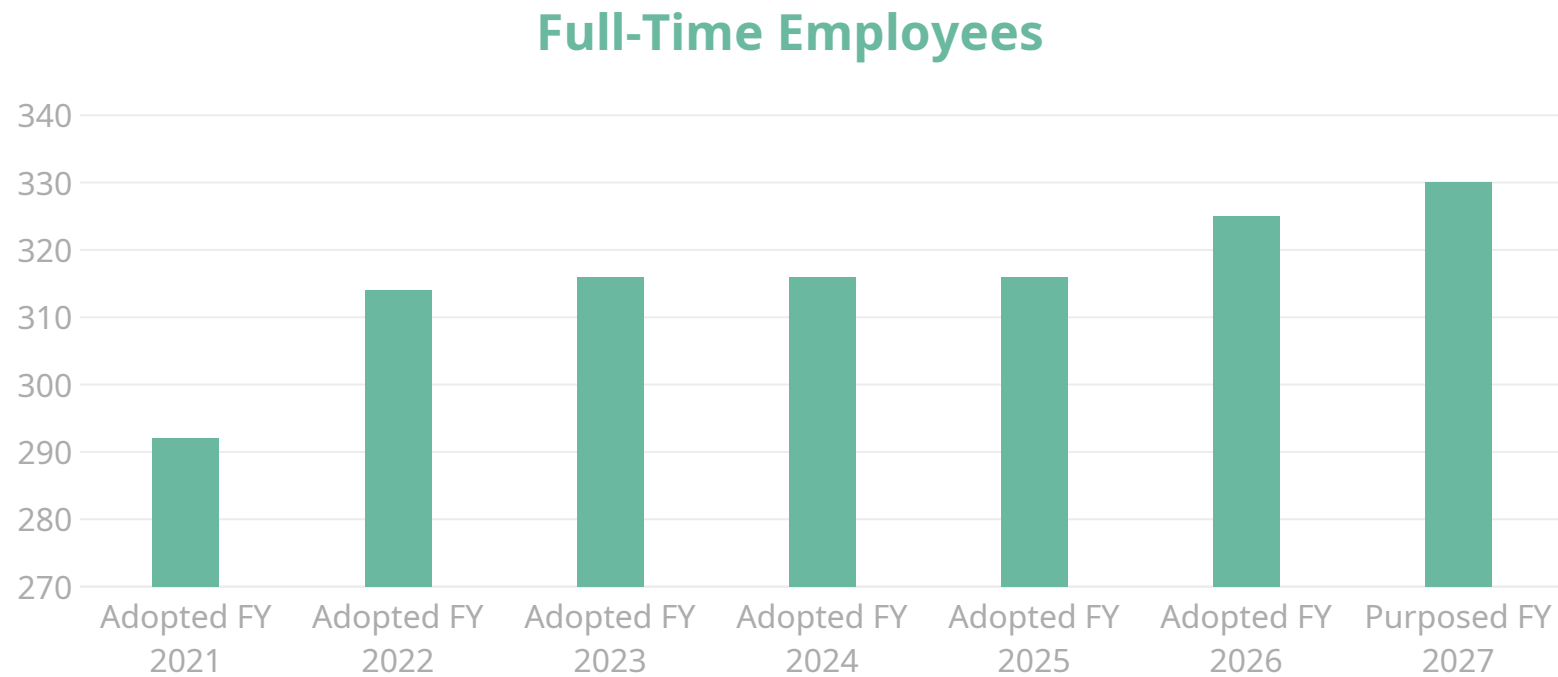
AB2561: Public Hearing on Job Vacancies & Recruitment and Retention Efforts

COUNCIL MEETING 6/16/2026

Background



Citywide Staffing Levels



Requirements



- Presentation at a public hearing at least once per fiscal year prior to adopting an annual budget.
- Required information for presentation:
 1. “Status” of vacancies
 2. “Recruitment and retention efforts”
 3. Identify any necessary changes to policies, procedures, and recruitment activities that “may lead to obstacles in the hiring process”.
- Must allow the recognized employee organization for a bargaining unit to make a presentation at the hearing.

Recruitment Process

Each department requests their recruitment and coordinates with Finance for budgeted FTE.

All job descriptions are reviewed and updated as needed prior to opening a position.

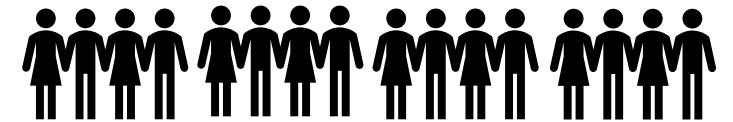
Once the job description is finalized, the position is posted and published to all major job boards.

We use an online application tracking system to ensure all candidates are systematically reviewed.

HR pre-screens all candidates and works with the hiring manager to create a screening and interview plan that best suits the position.

After candidates are interviewed, the hiring manager selects a candidate, an offer is created and signed by the Human Resources Director.

- Fiscal Year 2025-26, the City authorized 325 full-time employees.
- Fiscal Year 2026-27, the proposed budget includes 330 full-time employees (new hire and reclassifications).
- The City's overall vacancy rate as of June 16, 2026 is 9%.
- There are 28 vacancies citywide as of June 16, 2026



Vacancies - Overall

Vacancies by Bargaining Group	Bargaining Group	FT Employees Budgeted	Vacancies	Vacancy Rate
	GENERAL	27	2	7.4%
	MID-MANAGEMENT	28	3	107%
	PUBLIC SAFETY SUPPORT	31	5	16.1%
	FIREFIGHTER ASSOCIATION FF/FFPM/ENG.	66	5	7.6%
	MAINTENANCE & CRAFTS	34	6	17.6%
	POLICE OFFICERS	93	3	3.2%
	CONFIDENTIAL	25	1	4.0%
	FIRE MANAGEMENT	3	1	33.3%
	POLICE MANAGEMENT	8	0	0.0%
	DEPARTMENT HEADS	10	2	20.0%
	TOTAL	325	28	9.0%
				7

Bargaining Group	FT Employees Budgeted	Vacancies
DH	PUBLIC SAFETY DIRECTOR	1
DH	PUBLIC WORKS DIRECTOR	1
FMA	ASSISTANT FIRE CHIEF	1
Total		3

Bargaining Group over 20% Vacancy Rate

FIRE DEPARTMENT

Assistant Fire Chief
recruitment is currently
open.

Firefighter/Paramedics
four (4) pending
background
investigations

Department	Position	No. of Vacancies
FIRE		6
	ASSISTANT FIRE CHIEF	1
	FIRE ENGINEER	1
	FIREFIGHTER /PARAMEDIC	4

Assistant Fire Chief recruitment has been open and is scheduled to close on June 12, 2026. Upon completion of this recruitment, we will be in compliance with the AB2561.

There are no open recruitment for Fire Engineer.

A total of four (4) Firefighter/Paramedic candidates are currently pending their background investigations.

POLICE DEPARTMENT

There are ongoing recruitments for Officers, Jailer and Public Safety Dispatchers.

Department	Position	No. of Vacancies
POLICE		6
	JAILER	1
	POLICE OFFICER	2
	POLICE SERGEANT	1
	PUBLIC SAFETY DISPATCHER	2

Police Officer Laterals were interviewed June 8, 2026. The E-List has been provided to the department for candidate selection.

Jailer interviews have concluded on June 4, 2026. E-List has been provided to department for candidate selection.

Public Safety Dispatcher position has 2 vacancies. Testing will begin in July 2026.

PUBLIC WORKS

Public Works Director recruitment pending.

Recruitment efforts continue to focus on identifying candidates whose qualifications and experiences is a strong fit.

Department	Position	No. of Vacancies
PUBLIC WORKS		7
	FLEET SERVICES COORDINATOR	1
	MAINTENANCE WORKER II	5
	PUBLIC WORKS DIRECTOR	1

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- Fleet Service Coordinator specifications are in the process of getting updated for a recruitment.*
 - Maintenance Worker II interviews have been completed; Eligibility list has been prepared.*
 - Public Works Director recruitment was opened on June 9, 2026.*



Recruitment & Retention Challenges & Efforts

Challenges

- Maintaining competitive compensation package for all bargaining groups
- Not offering remote or hybrid positions as a general policy

Retention Efforts

- Opportunity for annual merit increase.
- We promote a positive workplace culture with activities like quarterly teambuilding events, potlucks, monthly birthday celebrations, & recognition of other life events.
- Developing an internship program and partnering with local educational institutions.
- Enhancing employee's onboarding experience.
- Encouraging professional development.
- Exploring new advertising methods and enhancing social media presence.
- Continuing to enhance City's branding as an employer of choice.