

TO: Mayor and City Council

FROM: Linda Vasquez, Chair, Civil Service/Equal Employment Commission

SUBJECT: **COMMISSION'S 2022 ANNUAL REPORT TO THE CITY COUNCIL**

Introduction:

The following information is being presented in accordance with the Stockton Municipal Code, Section 2.36.030 E. The following report provides information regarding hiring within the Civil Service during 2022.

The Civil Service Commission is a five-member body created by Article XXV of the City Charter whose members are appointed by the City Council. Per Section 236.020, In collaboration with the Civil Service Commission, Human Resources Department and the City Manager, shall:

- adopts, amends, or repeals rules for the Civil Service System;
- conducts investigations either upon complaint or upon its own motion concerning any matter touching the administration of the Civil Service System;
- acts in an advisory capacity to the City Manager on problems concerning personnel administration;
- hears appeals of dismissals, demotions, or reductions submitted by any person in the competitive service; and
- makes an annual report and such other reports as it deems desirable to the City Council covering the administration of the personnel system.

The Stockton Municipal Code is the basis for Miscellaneous Employees. Title 2, Administration of Personnel, Chapter 2.36.010 Pursuant to the authority of the legislative body of the City, and in order to establish an equitable and uniform procedure for dealing with personnel matters through a Human Resources Department, and to place municipal employment on a merit basis so that the best qualified persons available shall be brought into the service of the City, the Civil Service System was adopted. While the City Charter forms the basis for the Police and Fire Civil Service Rules, the Commission has the same authority over Classified Miscellaneous Employees.

Concurrently, the Civil Service Commission functions as the City's Equal Employment Commission. The Equal Employment Commission does not possess any legislative authority and has no independent power to act. It does, however, provide oversight of the City's progress towards equal employment. The Commission may identify and take positive steps to contribute toward greater opportunities for underrepresented groups.

Background:

City Charter Article XXV, Section 2525, entitled "Reports by the Commission," states that "The Commission shall investigate and report annually to the legislative body of the City

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concerning the administrative needs of the service, the personnel, the positions in the service and the compensation provided therefore, the examinations held by the Commission, the appointments made, service ratings and removals in the civil service, the operation of the rules of the Commission and recommendations for promoting efficiency and economy in the service, with details of expenditure and progress of work. The legislative body of the City may require a report from said Commission at any time respecting any matter within the scope of its duties hereunder. The records of the Commission shall be open to public inspection by any citizen under reasonable supervision.”

The Classified Service

Generally, the terms “Civil Service,” “Classified Service,” “Included Service,” and “Competitive Service” have the same meaning - a person must successfully complete an examination administered by the Civil Service Commission, which is designed to measure merit, efficiency, and fitness, before being appointed.

The Civil Service System is the employment system established by Article XXV of the City Charter (for sworn personnel) and Title 2 of the Stockton Municipal Code (for miscellaneous personnel), wherein no appointment may be made without first successfully completing a competitive examination. In addition, a candidate must meet the minimum qualifications set forth in the class specification adopted by the Civil Service Commission.

Competitive service in the City of Stockton means exactly as it implies - to compete. In order to be a part of the Competitive, Classified, or Civil Service, an applicant must successfully complete an examination.

The class characteristics of these positions would have no confidential, policy making, fiduciary, or administrative relationship with the department head or deputy department head. Persons holding regular positions in civil service classes are eligible for noncompetitive (non-civil service) assignments through transfers, promotions, or reclassifications without having to compete with the general public in an open examination.

The following is a summary of the Commission’s accomplishments in calendar year 2022.

A. Administrative Needs of the Civil Service, the Personnel, the Positions in the Service, and Compensation Provided

The Administrative needs of the Civil Service are handled by the Human Resources Department. Human Resources takes pride in providing a fair and competitive process and the Commission ensures that the proper procedures are in place for all examination processes.

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The classification plan is maintained by the Human Resources Department under the direction of the Civil Service Commission. Currently, there are currently 328 classified job descriptions assigned to 1301 classified employees. In 2021, there were 1341 classified employees who filled these positions. This reflects a decrease of 40 employees. The following table is a list of classified job classifications, the number of employees in each classification, and the minimum/maximum monthly salary associated with each classification.

#	JOB CLASSIFICATION	# of positions filled	Base Monthly Salary (Low to High Range)	
			Low	High
1	Accountant I	2	\$ 5,165.42	\$ 6,630.22
2	Accountant II	2	\$ 6,018.72	\$ 7,727.00
3	Administrative Aide I		\$ 4,421.84	\$ 5,676.64
4	Administrative Aide II	1	\$ 5,141.62	\$ 6,601.56
5	Administrative Analyst I	6	\$ 4,986.96	\$ 6,402.16
6	Administrative Analyst II	6	\$ 5,798.72	\$ 7,445.28
7	Agenda Coordinator		\$ 4,132.58	\$ 5,305.28
8	Animal Services Assistant I	1	\$ 3,169.30	\$ 4,068.50
9	Animal Services Assistant II		\$ 3,491.80	\$ 4,483.30
10	Animal Services Officer	3	\$ 3,885.56	\$ 4,988.28
11	Animal Services Supervisor	2	\$ 5,520.50	\$ 7,087.84
12	Arborist		\$ 5,599.96	\$ 7,189.70
13	Architect		\$ 5,926.18	\$ 7,608.04
14	Assessment District Program Coordinator		\$ 5,932.16	\$ 7,615.24
15	Assistant Architect		\$ 6,235.68	\$ 7,244.58
16	Assistant Civil Engineer	1	\$ 7,791.86	\$ 9,052.88
17	Assistant Engineer	10	\$ 7,103.10	\$ 8,251.86
18	Assistant Engineer/Traffic		\$ 7,103.10	\$ 8,251.86
19	Assistant Landscape Architect		\$ 4,852.50	\$ 6,229.68
20	Assistant Planner	1	\$ 5,044.30	\$ 6,476.94
21	Assistant Traffic Engineer		\$ 7,791.86	\$ 9,052.88
22	Associate Civil Engineer	4	\$ 7,847.34	\$ 10,074.32
23	Associate Engineer	7	\$ 7,071.80	\$ 9,079.36
24	Associate Engineer/Mechanical		\$ 7,071.80	\$ 9,079.36
25	Associate Engineer/Traffic		\$ 7,071.80	\$ 9,079.36
26	Associate Mechanical Engineer		\$ 7,847.34	\$ 10,074.32
27	Associate Planner	1	\$ 6,118.12	\$ 7,855.16
28	Associate Traffic Engineer		\$ 7,847.34	\$ 10,074.32
29	Auditor (Confidential)		\$ 4,776.28	\$ 6,132.74
30	Auto Painter Repair Worker		\$ 4,973.04	\$ 6,076.98
31	Benefits Analyst		\$ 5,016.20	\$ 6,440.54
32	Bookmobile Driver/Circulation Assistant	1	\$ 3,759.02	\$ 4,826.40
33	Building Permit Technician		\$ 4,588.58	\$ 5,890.20
34	Chemist	2	\$ 5,161.36	\$ 6,273.46
35	Circulation Assistant I	3	\$ 3,411.82	\$ 4,379.86
36	Circulation Assistant II	11	\$ 3,759.02	\$ 4,826.40
37	Code Analyst		\$ 5,199.20	\$ 6,674.74
38	Code Enforcement Assistant		\$ 3,634.88	\$ 4,666.58
39	Code Enforcement Field Manager	1	\$ 7,783.46	\$ 9,992.54
40	Code Enforcement Officer I	5	\$ 4,430.74	\$ 5,688.52
41	Code Enforcement Officer II	10	\$ 4,906.20	\$ 6,298.58

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#	JOB CLASSIFICATION	# of positions filled	Base Monthly Salary (Low to High Range)	
			Low	High
42	Code Enforcement Supervisor	2	\$ 5,900.34	\$ 7,575.38
43	Collection Systems Operator	24	\$ 4,448.08	\$ 5,675.96
44	Collection Systems Supervisor	3	\$ 5,917.96	\$ 7,597.36
45	Combination Inspector I	4	\$ 4,844.66	\$ 6,219.16
46	Combination Inspector II	1	\$ 5,353.74	\$ 6,872.46
47	Community Development Technician	3	\$ 4,593.02	\$ 5,895.72
48	Community Service Officer I	6	\$ 3,786.88	\$ 4,862.64
49	Community Service Officer II	17	\$ 4,069.20	\$ 5,224.54
50	Computer Operations & Maintenance Supervisor		\$ 5,693.44	\$ 7,309.34
51	Computer Operator I		\$ 3,312.18	\$ 4,252.68
52	Computer Operator II		\$ 3,836.44	\$ 4,925.68
53	Craft Maintenance Supervisor		\$ 5,309.56	\$ 6,816.28
54	Craft Maintenance Worker I		\$ 3,724.90	\$ 4,551.84
55	Craft Maintenance Worker II	5	\$ 4,567.40	\$ 5,581.40
56	Crime Analyst	6	\$ 5,544.12	\$ 7,117.86
57	Customer Service Assistant	2	\$ 3,416.54	\$ 4,385.84
58	Data Entry Operator I		\$ 2,929.50	\$ 3,760.84
59	Data Entry Operator II		\$ 3,234.20	\$ 4,151.92
60	Data Entry Specialist		\$ 3,775.22	\$ 4,847.72
61	Deferred Compensation Specialist		\$ 4,313.98	\$ 5,538.20
62	Dispatcher		\$ 3,796.46	\$ 4,639.30
63	Economic Development Analyst	2	\$ 6,084.84	\$ 7,812.06
64	Electrical Technician	3	\$ 5,608.30	\$ 6,518.30
65	Electrician I		\$ 4,252.98	\$ 5,197.16
66	Electrician II	1	\$ 5,851.70	\$ 7,150.80
67	EMS Transport Technician (Tier A)		\$ 4,274.38	\$ 5,767.90
68	EMS Transport Technician (Tier B)		\$ 3,503.24	\$ 4,728.06
69	Engineering Aide		\$ 3,635.14	\$ 4,668.00
70	Engineering Technician I		\$ 4,754.18	\$ 6,104.06
71	Engineering Technician II	1	\$ 5,003.26	\$ 6,422.36
72	Environmental Control Officer	4	\$ 5,457.78	\$ 6,317.84
73	Equipment Service Worker		\$ 3,877.00	\$ 4,737.70
74	Evidence Technician I	7	\$ 4,200.40	\$ 5,391.90
75	Evidence Technician II	4	\$ 4,641.44	\$ 5,958.96
76	Executive Assistant		\$ 4,895.70	\$ 6,286.08
77	Facilities Maintenance Supervisor		\$ 4,818.92	\$ 6,186.50
78	Facilities Maintenance Worker I		\$ 3,096.66	\$ 4,183.16
79	Facilities Maintenance Worker II	2	\$ 3,711.08	\$ 4,534.94
80	Facilities Maintenance Worker III	1	\$ 4,091.96	\$ 5,000.30
81	Facility Aide		\$ 2,788.46	\$ 3,766.82
82	Finance Assistant I	1	\$ 3,478.00	\$ 4,464.98
83	Finance Assistant II	4	\$ 3,707.46	\$ 4,759.96
84	Fire Battalion Chief	9	\$ 10,145.86	\$ 13,245.38
85	Fire Captain	56	\$ 7,957.48	\$ 11,117.72
86	Fire Fighter	67	\$ 5,233.22	\$ 8,499.44
87	Fire Fighter Engineer	44	\$ 6,968.86	\$ 9,736.28
88	Fire Fighter Trainee		\$ 5,233.42	\$ -
89	Fire Prevention Inspector I	3	\$ 4,943.96	\$ 6,347.46
90	Fire Prevention Inspector II	3	\$ 5,474.52	\$ 7,028.20
91	Fire Telecommunications Specialist		\$ 7,604.16	\$ 9,763.88
92	Fire Telecommunications Supervisor	3	\$ 5,635.46	\$ 7,234.62

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#	JOB CLASSIFICATION	# of positions filled	Base Monthly Salary (Low to High Range)	
			Low	High
93	Fire Telecommunicator Call Taker	5	\$ 3,113.14	\$ 3,972.82
94	Fire Telecommunicator I	4	\$ 4,560.56	\$ 5,854.44
95	Fire Telecommunicator II	7	\$ 4,794.26	\$ 6,154.54
96	Fleet Equipment Parts Assistant		\$ 3,992.48	\$ 4,878.86
97	Fleet Operations Coordinator		\$ 6,580.06	\$ 8,447.12
98	Geographic Information Systems Administrator		\$ 5,693.44	\$ 7,309.34
99	Geographic Information Systems Analyst I	1	\$ 5,017.48	\$ 6,442.24
100	Geographic Information Systems Analyst II		\$ 6,188.64	\$ 7,946.16
101	Geographic Information Systems Specialist I		\$ 4,843.32	\$ 6,218.62
102	Geographic Information Systems Specialist II	1	\$ 5,240.90	\$ 6,729.42
103	Geographic Information Systems Supervisor		\$ 7,556.32	\$ 9,700.54
104	Golf Professional		\$ 4,551.38	\$ 5,843.42
105	Graffiti Abatement Technician	4	\$ 4,310.94	\$ 5,823.42
106	Grants Analyst	2	\$ 5,044.30	\$ 6,476.94
107	Heating, Ventilation & Air Conditioning Mechanic	2	\$ 5,478.68	\$ 6,694.98
108	Housing Financial Advisor		\$ 4,759.56	\$ 6,110.64
109	Housing Program Supervisor		\$ 6,457.60	\$ 8,290.64
110	Human Resources Assistant I		\$ 3,006.68	\$ 3,861.06
111	Human Resources Assistant II	1	\$ 3,313.32	\$ 4,254.28
112	Human Resources Specialist	1	\$ 4,127.88	\$ 5,299.44
113	Human Resources Technician	3	\$ 4,339.74	\$ 5,570.98
114	Hydrant Worker	1	\$ 3,552.08	\$ 4,340.64
115	Industrial Electrical Apprentice		\$ 4,133.48	\$ 4,804.18
116	Information Technology Interdepartmental Coordinator		\$ 4,930.48	\$ 6,330.44
117	Instrument Repair Technician		\$ 5,125.10	\$ 6,262.88
118	Janitor	3	\$ 3,341.70	\$ 4,083.56
119	Junior Engineer	7	\$ 6,142.44	\$ 7,136.14
120	Junior Engineer/Traffic		\$ 6,142.44	\$ 7,136.14
121	Laboratory Supervisor	1	\$ 6,928.60	\$ 8,842.14
122	Laboratory Technician	2	\$ 4,338.72	\$ 5,273.68
123	Landfill Scale Operator		\$ 3,651.86	\$ 4,462.56
124	Librarian I		\$ 4,421.84	\$ 5,676.64
125	Librarian II	13	\$ 5,399.54	\$ 6,932.66
126	Librarian Trainee	3	\$ 4,029.56	\$ 5,172.80
127	Library Aide I		\$ 2,929.50	\$ 3,760.84
128	Library Aide II	1	\$ 3,234.20	\$ 4,151.92
129	Library Assistant I	6	\$ 3,478.92	\$ 4,466.22
130	Library Assistant II	17	\$ 4,029.56	\$ 5,172.80
131	Library Building Maintenance Supervisor		\$ 4,588.58	\$ 5,890.20
132	Library Driver/Clerk		\$ 3,157.44	\$ 4,053.56
133	Mail Courier		\$ 3,006.28	\$ 3,859.20
134	Maintenance Repair Technician I	4	\$ 3,850.16	\$ 5,201.00
135	Maintenance Repair Technician II	2	\$ 4,310.94	\$ 5,823.42
136	Maintenance Worker I		\$ 3,068.78	\$ 4,415.50
137	Maintenance Worker II		\$ 3,651.86	\$ 4,462.56
138	Materials Specialist	2	\$ 3,824.34	\$ 4,673.36
139	Materials Supervisor	1	\$ 6,280.80	\$ 8,117.02
140	Mechanic I		\$ 4,452.68	\$ 5,441.22
141	Mechanic II (Heavy)	4	\$ 4,930.38	\$ 6,024.96
142	Mechanic II (Light)	6	\$ 4,930.38	\$ 6,024.96
143	Mechanic III (Heavy)	2	\$ 5,437.50	\$ 6,644.58

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#	JOB CLASSIFICATION	# of positions filled	Base Monthly Salary (Low to High Range)	
			Low	High
144	Mechanic III (Light)	1	\$ 5,437.50	\$ 6,644.58
145	Mechanical Maintenance Apprentice		\$ 3,936.66	\$ 4,575.44
146	Mechanical Maintenance Worker I		\$ 4,133.48	\$ 5,050.80
147	Mechanical Maintenance Worker II		\$ 4,567.40	\$ 5,581.40
148	Medium Equipment Operator		\$ 4,051.48	\$ 4,950.92
149	Microbiologist	1	\$ 5,546.04	\$ 6,741.00
150	Micro-Computer Section Supervisor		\$ 5,729.26	\$ 7,354.76
151	Network Support Analyst I		\$ 4,993.76	\$ 6,411.82
152	Network Support Analyst II	1	\$ 6,159.42	\$ 7,908.62
153	Network Support Services Supervisor		\$ 7,074.32	\$ 9,081.78
154	Occupational Health & Safety Compliance Specialist	1	\$ 5,415.74	\$ 6,952.18
155	Office Assistant I		\$ 3,006.28	\$ 3,859.20
156	Office Assistant II	4	\$ 3,312.18	\$ 4,252.68
157	Office Specialist	47	\$ 4,123.14	\$ 5,292.76
158	Office Technician	6	\$ 4,351.06	\$ 5,586.70
159	Park Aide		\$ 2,251.54	\$ 2,736.56
160	Park Facility Planner		\$ 7,784.40	\$ 9,995.30
161	Parking Enforcement Officer	2	\$ 3,368.30	\$ 4,325.22
162	Parks Equipment Operator		\$ 3,900.88	\$ 4,766.88
163	Parks Supervisor		\$ 5,065.38	\$ 6,503.04
164	Payroll Supervisor	1	\$ 6,280.80	\$ 8,117.02
165	Plan Check Engineer		\$ 7,720.24	\$ 9,910.88
166	Plan Checker I	2	\$ 5,820.60	\$ 7,472.50
167	Plan Checker II	2	\$ 6,118.12	\$ 7,855.18
168	Planning Technician I		\$ 4,291.98	\$ 5,510.66
169	Planning Technician II		\$ 4,677.66	\$ 6,004.40
170	Plant Maintenance Machinist	1	\$ 5,559.44	\$ 6,757.88
171	Plant Maintenance Mechanic	21	\$ 5,693.98	\$ 6,591.80
172	Plant Maintenance Worker	2	\$ 4,088.12	\$ 4,970.02
173	Plant Operator	12	\$ 4,934.28	\$ 6,296.78
174	Plant Operator Apprentice		\$ 4,019.32	\$ 4,911.80
175	Plant Operator-in-Training	5	\$ 4,719.00	\$ 5,766.62
176	Police Captain	5	\$ 12,445.96	\$ 15,976.76
177	Police Court Coordinator	1	\$ 4,864.32	\$ 6,244.42
178	Police Lieutenant	15	\$ 10,787.56	\$ 13,849.46
179	Police Officer	278	\$ 6,648.84	\$ 8,542.32
180	Police Officer Recruit		\$ 5,637.96	\$ -
181	Police Officer Trainee	19	\$ 5,637.96	\$ -
182	Police Planning Analyst		\$ 6,198.50	\$ 7,958.34
183	Police Records Assistant I	9	\$ 3,534.32	\$ 4,536.66
184	Police Records Assistant II	17	\$ 3,801.42	\$ 4,880.84
185	Police Records Assistant III	2	\$ 4,097.44	\$ 5,260.86
186	Police Sergeant	57	\$ 7,860.58	\$ 10,099.12
187	Police Services Administrator		\$ 12,445.96	\$ 15,976.76
188	Police Services Manager	4	\$ 8,206.76	\$ 10,537.66
189	Police Telecommunications Supervisor	6	\$ 6,016.52	\$ 7,723.80
190	Police Telecommunicator Call Taker	1	\$ 4,158.64	\$ 5,338.12
191	Police Telecommunicator I	8	\$ 4,621.56	\$ 5,932.76
192	Police Telecommunicator II	24	\$ 4,858.40	\$ 6,236.88
193	Procurement Specialist I	1	\$ 4,392.40	\$ 5,638.84
194	Procurement Specialist II	1	\$ 4,848.90	\$ 6,224.70

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			Low	High
195	Program Manager I	8	\$ 6,769.70	\$ 8,691.00
196	Program Manager II	11	\$ 7,548.72	\$ 9,691.62
197	Project Manager I	4	\$ 5,492.38	\$ 7,052.68
198	Project Manager II	5	\$ 5,774.72	\$ 7,413.62
199	Project Manager III	1	\$ 6,070.60	\$ 7,792.94
200	Property Clerk	2	\$ 3,898.92	\$ 5,006.04
201	Property Room Supervisor	1	\$ 5,587.24	\$ 7,174.00
202	Public Works Field Specialist	4	\$ 5,169.54	\$ 6,636.00
203	Public Works Heavy Equipment Operator	2	\$ 5,227.98	\$ 6,388.60
204	Public Works Inspector	6	\$ 5,742.08	\$ 7,370.98
205	Public Works Maintenance Worker I		\$ 3,236.48	\$ 4,158.26
206	Public Works Maintenance Worker II	4	\$ 3,941.28	\$ 4,816.20
207	Public Works Safety/Training Officer		\$ 5,227.98	\$ 6,388.60
208	Public Works Supervisor	5	\$ 6,712.22	\$ 8,617.64
209	Public Works Supervisor/Electrical	1	\$ 6,761.10	\$ 8,680.52
210	Quality Improvement Coordinator		\$ 7,594.52	\$ 9,751.54
211	Real Property Agent I		\$ 5,050.36	\$ 6,483.02
212	Real Property Agent II	1	\$ 5,872.14	\$ 7,540.16
213	Records Specialist	1	\$ 4,123.14	\$ 5,292.76
214	Recreation Assistant I		\$ 3,234.20	\$ 4,151.92
215	Recreation Assistant II	3	\$ 3,478.92	\$ 4,466.22
216	Recreation Program Coordinator	4	\$ 4,698.96	\$ 6,032.92
217	Recreation Supervisor	4	\$ 5,598.32	\$ 7,187.62
218	Recycling Specialist		\$ 4,940.06	\$ 6,342.44
219	Regulatory Compliance Officer		\$ 6,756.56	\$ 8,674.78
220	Reprographics/Mailroom Supervisor	1	\$ 4,870.48	\$ 6,253.68
221	Reprographics/Mailroom Technician I	1	\$ 3,006.28	\$ 3,859.20
222	Reprographics/Mailroom Technician II		\$ 3,478.92	\$ 4,466.22
223	Revenue Assistant I	10	\$ 3,436.96	\$ 4,412.24
224	Revenue Assistant II	8	\$ 3,663.66	\$ 4,703.76
225	Revenue Collector	4	\$ 4,231.10	\$ 5,431.90
226	Revenue Supervisor	3	\$ 5,050.46	\$ 6,484.00
227	Secretary	3	\$ 4,123.14	\$ 5,292.76
228	Senior Accountant	1	\$ 6,785.42	\$ 8,710.52
229	Senior Administrative Analyst	5	\$ 7,281.28	\$ 9,348.58
230	Senior Animal Services Officer	1	\$ 4,560.46	\$ 5,854.22
231	Senior Civil Engineer	6	\$ 8,793.82	\$ 11,289.22
232	Senior Code Enforcement Officer	3	\$ 5,157.26	\$ 6,621.24
233	Senior Collection Systems Operator	9	\$ 5,960.20	\$ 6,257.24
234	Senior Collection Systems Supervisor		\$ 6,870.56	\$ 8,820.32
235	Senior Combination Inspector	1	\$ 5,575.86	\$ 7,158.18
236	Senior Community Development Technician	3	\$ 5,314.18	\$ 6,822.36
237	Senior Community Service Officer		\$ 4,709.64	\$ 6,045.34
238	Senior Electrical Inspector		\$ 5,575.86	\$ 7,158.18
239	Senior Electrical Technician	4	\$ 7,237.78	\$ 7,609.78
240	Senior Electrician	1	\$ 6,434.00	\$ 7,862.32
241	Senior Engineering Technician	1	\$ 5,545.48	\$ 7,119.30
242	Senior Environmental Control Officer	2	\$ 6,633.02	\$ 6,964.54
243	Senior Evidence Technician	6	\$ 5,181.90	\$ 6,652.02
244	Senior Facilities Maintenance Supervisor		\$ 6,229.68	\$ 7,997.92
245	Senior Facilities Maintenance Worker	1	\$ 4,659.96	\$ 5,694.44

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#	JOB CLASSIFICATION	# of positions filled	Base Monthly Salary (Low to High Range)	
			Low	High
246	Senior Finance Assistant	5	\$ 4,281.68	\$ 5,496.84
247	Senior Geographic Information Systems Analyst	1	\$ 7,334.90	\$ 9,417.82
248	Senior Geographic Information Systems Specialist		\$ 5,815.36	\$ 7,466.60
249	Senior Golf Course Supervisor		\$ 6,035.12	\$ 7,747.82
250	Senior Housing Financial Advisor		\$ 5,425.70	\$ 6,966.20
251	Senior Housing Rehabilitation Counselor	1	\$ 5,362.36	\$ 6,884.68
252	Senior Hydrant Worker		\$ 4,356.18	\$ 5,232.24
253	Senior Instrument Repair Technician		\$ 5,635.10	\$ 6,886.08
254	Senior Janitor		\$ 3,684.66	\$ 4,502.62
255	Senior Library Aide		\$ 3,652.88	\$ 4,690.56
256	Senior Library Assistant	1	\$ 4,551.38	\$ 5,843.42
257	Senior Maintenance Repair Technician	7	\$ 5,227.98	\$ 6,388.60
258	Senior Mechanic		\$ 5,722.80	\$ 6,993.26
259	Senior Mechanical Maintenance Worker		\$ 5,053.52	\$ 6,175.46
260	Senior Network Support Analyst	2	\$ 7,300.26	\$ 9,373.32
261	Senior Office Assistant		\$ 4,123.14	\$ 5,292.76
262	Senior Parks Supervisor		\$ 6,035.12	\$ 7,747.82
263	Senior Parks Worker I		\$ 3,951.58	\$ 4,828.84
264	Senior Parks Worker II		\$ 4,158.84	\$ 5,082.14
265	Senior Plan Checker	2	\$ 6,542.78	\$ 8,399.82
266	Senior Planning Technician		\$ 5,023.54	\$ 6,449.20
267	Senior Plant Maintenance Mechanic	5	\$ 7,053.18	\$ 7,406.82
268	Senior Plant Operations Supervisor		\$ 7,803.86	\$ 10,018.50
269	Senior Plant Operator	11	\$ 5,970.96	\$ 7,319.04
270	Senior Plumbing/Mechanical Inspector		\$ 5,575.86	\$ 7,158.18
271	Senior Police Records Assistant	1	\$ 4,629.72	\$ 5,943.06
272	Senior Procurement Specialist		\$ 5,506.68	\$ 7,069.38
273	Senior Public Works Supervisor		\$ 6,870.30	\$ 8,820.90
274	Senior Public Works Supervisor/Electrical		\$ 7,442.50	\$ 9,555.04
275	Senior Real Property Agent		\$ 6,687.12	\$ 8,585.08
276	Senior Recreation Assistant	12	\$ 4,231.10	\$ 5,431.90
277	Senior Revenue Assistant	4	\$ 4,231.10	\$ 5,431.90
278	Senior Systems Analyst	5	\$ 7,320.66	\$ 9,399.50
279	Senior Telecommunications Supervisor		\$ 6,411.68	\$ 8,230.50
280	Senior Traffic Signal Electrician		\$ 5,985.96	\$ 7,314.82
281	Senior Transportation Planner		\$ 7,009.44	\$ 8,999.62
282	Senior Tree Surgeon	1	\$ 4,618.08	\$ 5,643.32
283	Senior Water Systems Operator	5	\$ 6,636.08	\$ 6,966.82
284	Service Writer		\$ 3,877.00	\$ 4,737.79
285	Solid Waste Inspector		\$ 4,865.68	\$ 5,945.86
286	Stage Maintenance Worker		\$ 4,196.14	\$ 5,127.00
287	Storm Water Outreach Coordinator		\$ 5,141.62	\$ 5,127.66
288	Supervising Accountant	2	\$ 7,007.14	\$ 8,996.30
289	Supervising Combination Inspector	2	\$ 6,459.16	\$ 8,293.48
290	Supervising Crime Analyst	1	\$ 6,883.36	\$ 8,895.78
291	Supervising Evidence Technician	2	\$ 5,915.54	\$ 7,595.48
292	Supervising Fire Prevention Inspector	1	\$ 5,926.18	\$ 7,608.04
293	Supervising Librarian		\$ 5,866.58	\$ 7,531.64
294	Supervising Mechanic		\$ 5,798.64	\$ 7,445.28
295	Supervising Office Assistant	7	\$ 4,588.58	\$ 5,890.20
296	Supervising Parking Attendant		\$ 4,135.82	\$ 5,308.72

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#	JOB CLASSIFICATION	# of positions filled	Base Monthly Salary (Low to High Range)	
			Low	High
297	Supervising Parking Enforcement Officer	1	\$ 3,786.28	\$ 4,831.86
298	Supervising Plan Checker/Structural Engineer		\$ 8,132.18	\$ 10,440.76
299	Supervising Police Records Assistant	2	\$ 4,960.34	\$ 6,369.08
300	Supervising Public Works Inspector	1	\$ 6,504.36	\$ 8,351.54
301	Supervising Real Property Agent		\$ 8,114.86	\$ 10,419.64
302	Survey Party Chief		\$ 4,746.96	\$ 6,094.14
303	Surveying Supervisor		\$ 5,643.04	\$ 7,244.58
304	Systems Analyst I	6	\$ 5,007.70	\$ 6,429.70
305	Systems Analyst II	1	\$ 6,176.60	\$ 7,930.68
306	Technology Project Coordinator	1	\$ 6,348.06	\$ 8,150.72
307	Technology Support Specialist I	2	\$ 4,106.34	\$ 5,272.38
308	Technology Support Specialist II	2	\$ 4,911.30	\$ 6,305.24
309	Technology Training Coordinator	1	\$ 4,911.30	\$ 6,305.24
310	Telecommunications Coordinator		\$ 4,883.66	\$ 6,269.04
311	Traffic Engineering Aide		\$ 3,764.44	\$ 4,833.30
312	Traffic Signal Electrician	3	\$ 5,444.22	\$ 6,652.86
313	Traffic Signal Electrician Trainee		\$ 4,089.88	\$ 5,254.76
314	Traffic Signal Systems Operator		\$ 5,125.10	\$ 6,262.88
315	Tree Maintenance Supervisor		\$ 5,442.74	\$ 6,987.86
316	Tree Surgeon	2	\$ 4,178.58	\$ 5,106.24
317	Tree Worker	2	\$ 3,342.18	\$ 4,294.08
318	Utilities Safety & Training Specialist		\$ 4,161.84	\$ 5,342.76
319	Utility Technology Specialist		\$ 6,548.80	\$ 8,357.30
320	Vehicle Abatement Specialist		\$ 3,396.16	\$ 4,360.66
321	Warehouse Supervisor		\$ 4,265.88	\$ 5,476.32
322	Water Field Technician	3	\$ 3,971.44	\$ 5,068.36
323	Water Systems Operator	17	\$ 4,872.76	\$ 6,217.90
324	Water Systems Superintendent		\$ 7,882.86	\$ 10,059.72
325	Water Systems Supervisor	1	\$ 6,783.78	\$ 8,766.64
326	Water/Sewer Equipment Operator	3	\$ 4,903.98	\$ 5,959.60
327	Welder/Fabricator		\$ 4,735.90	\$ 5,787.30
328	Welder/Fabricator Specialist	1	\$ 5,496.42	\$ 6,716.62
	Total # of Classified Employees - 2022	1301		

B. Examinations Held by the Commission

The Civil Service Commission approved a total of 77 eligible civil service lists during 2022, an increase of 24 from 2021. The 77 lists approved consisted of:

- 6 safety-promotional
- 2 miscellaneous-promotional
- 65 miscellaneous-open/promotional
- 4 miscellaneous part-time

In 2022, 4,157 on-line applications were received, an increase of 1,374 from 2021. Of the 4,157 applicants, 1,501 candidates were successfully placed on eligibility lists approved by the Commission, which is an increase of 716 candidates from 2021.

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The following table details the examinations:

Date of 2022 Civil Service Commission	Title of Classification	Number of Applications Received	Number of Eligibles on List
21-Jan	Administrative Analyst II (O/P)	35	5
	Mechanic II (Heavy) (O/P)	11	2
	Police Services Manager / Animal Services (O/P)	13	4
	Property Clerk (O/P)	104	56
	Technology Support Specialist I (O/P)	70	21
18-Feb	Administrative Analyst I (O/P)	30	17
	Grants Analyst (O/P)	35	13
	Human Resources Specialist (O/P)	75	18
17-Mar	Project Manager I (O/P)	45	11
21-Apr	Evidence Technician I (O/P)	91	34
	Fire Fighter Engineer (P)	4	3
	Library Assistant I (O/P)	106	57
	Office Specialist (O/P)	103	37
	Police Records Assistant III (P)	6	2
	Police Telecommunicator I (O/P)	186	15
	Program Specialist - Fire Prevention Inspector II (O)	2	2
	Program Specialist – Office Assistant I (O)	25	1
	Program Specialist - Program Manager III (O)	3	1
	Water Systems Operator (O/P)	171	43
19-May	Accountant II (O/P)	12	7
	Animal Services Assistant I (O/P)	50	17
	Electrical Technician (O/P)	55	13
	Fire Fighter Trainee - Lateral Entry (O/P)	135	74
	Police Lieutenant (P)	27	17
	Police Records Assistant I (O/P)	87	37
	Police Sergeant (P)	38	20
	Senior Maintenance Repair Technician (O/P)	20	9
	Systems Analyst I (O/P)	25	12
16-Jun	Community Services Officer (O/P)	64	17
	Senior Animal Services Officer (O/P)	1	1
	Senior Evidence Technician (O/P)	2	2
	Supervising Office Assistant (O/P)	54	24
21-Jul	Fire Telecommunicator Call Taker (O/P)	38	14
	Mechanic II (Light) (O/P)	18	10
	Recreation Assistant II (O/P)	56	17
	Senior Procurement Specialist (O/P)	13	6
	Supervising Combination Inspector(O/P)	3	2
	Supervising Parking Enforcement Officer (O/P)	39	6

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Date of 2022 Civil Service Commission	Title of Classification	Number of Applications Received	Number of Eligibles on List
	Technology Training Coordinator (O/P)	16	7
18-Aug	Animal Services Officer (O/P)	60	10
	Finance Assistant I (O/P)	105	41
	Plant Maintenance Mechanic (O/P)	78	20
	Revenue Assistant I (O/P)	126	78
	Welder/Fabricator Specialist (P)	2	2
15-Sep	Administrative Aide II (O/P)	28	10
	Administrative Analyst II (O/P)	37	11
	Associate Planner (O/P)	11	2
	Circulation Assistant I (O/P)	56	29
	Collection Systems Operator (O/P)	88	30
	Office Assistant II (O/P)	98	40
	Plan Checker I (O/P)	4	2
	Police Telecommunicator I (O/P)	188	19
	Recreation Program Coordinator (O/P)	55	12
	Traffic Signal Electrician (O/P)	25	2
20-Oct	Community Development Technician (O/P)	74	40
	Fire Fighter Engineer (P)	4	2
	Fire Fighter Trainee/EMT (O/P)	250	127
	Fire Fighter Trainee/Paramedic (O/P)	57	18
	HVAC Mechanic (O/P)	16	3
	Library Driver/Clerk (O/P)	155	73
	Maintenance Repair Technician (O/P)	95	36
	Program Specialist - Office Technician (O)	45	10
	Senior Administrative Analyst (O/P)	17	8
	Senior Collection Systems Operator (O/P)	18	11
	Technology Support Specialist I (O/P)	70	37
	Transportation Officer (O)	9	3
17-Nov	Administrative Analyst I (O/P)	52	25
	Animal Services Assistant I (O/P)	109	32
	Emergency Manager (O/P)	9	6
	Police Captain (P)	12	8
	Revenue Collector (O/P)	70	24
15-Dec	Admin Aide I (O/P)	65	18
	Fire Captain (P)	10	4
	Fire Fighter Engineer (P)	4	1
	Police Court Reporter (O/P)	39	11
	Traffic Signal Electrician (O/P)	138	38
	Utility Technology Manager (O/P)	10	4
	Totals 2022	4,157	1,501

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In addition to the examinations held by the Commission, 27 continuous examinations were conducted per Civil Service Rules, this is an increase of five from 2021. The City received a total of 1581 applications and placed 347 candidates on the continuous eligible lists. The following table details the continuous examinations:

Title of Classification	2022 Dates Open	# of Applications	# of Eligibles
Assoc Civil Engineer	10-9-22 - 11-10-22	7	2
Assoc Engineer	10-9-22 - 11-10-23	6	3
Asst Civil Engineer	12-21-21 - 1-7-22	7	0
Asst Engineer	12-21-21 - 1-7-22	17	9
Code Enf Officer I	2-6-22 - 3-4-22	76	27
Fire Telecommunicator II	2-21-21 - Cont	131	20
Junior Engineer	3-6-22 - 3-24-22	24	8
Librarian II	1-16-22 - 2-17-22	52	15
Librarian II	5-1-22 - 5-13-22	8	3
Librarian II	8-14-22 - 9-2-22	27	2
Librarian II	12-18-22 - Cont	7	4
Plan Checker I	8-23-22 - 8-24-22	4	2
Police Officer Recruit	1-1-22 - 12-31-22	22	16
Police Officer Trainee	12-19-21 - 1-21-22	152	40
Police Officer Trainee	2-27-22 - 3-24-22	108	31
Police Officer Trainee	5-1-22 - 5-25-22	90	16
Police Officer Trainee	7-3-22 - 8-5-22	187	33
Police Officer Trainee	8-14-22 - 8-31-22	94	30
Police Officer Trainee	9-1-22 - 9-16-22	69	9
Police Officer Trainee	9-18-22 - 10-6-22	76	16
Police Officer Trainee	10-9-22 - 10-28-22	85	18
Police Officer Trainee	10-30-22 - 11-23-22	112	18
Police Officer Trainee	11-27-22 - 12-29-22	140	Pending
Sr Plant Operator	7-10-22 - 7-28-22	7	6
Systems Analyst I	4-17-22 - 4-29-22	25	12
Systems Analyst II	10-30-22 - 11-30-22	17	5
Water/Sewer Equip Operator	8-7-22 - 8-25-22	31	2
	2022 Total	1581	347

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**C. Appointments, Service Ratings, and Removals in the Classified Service
Appointments**

During the 2022 calendar year, 227 new employees were hired which is an increase of 47 from 2021. The 227 new employees consisted of:

- 3 sworn officers hired into either Academy Graduate or Lateral
- 29 hired into Police Officer Trainee, Recruit
- 44 hired into the Fire Fighter Trainee position
- 151 hired into the miscellaneous service

The following table details appointments made:

APPOINTMENTS			# of Positions			
Date Appointed	Title	Department	Sworn	Trainee / Recruit	Misc.	FF Trainee
1/3/2022	Police Officer Trainee	Police		2		
	Junior Engineer	PW			1	
	Finance Assistant II	ASD			1	
	Technology Support Specialist I	IT			1	
	Office Assistant II	MUD			1	
	HR Analyst I	HR			1	
	Risk Analyst II	HR			1	
1/18/2022	Plant Operator-in-Training	MUD			1	
	Code Enforcement Officer	PD			1	
	Assistant Planner	CDD			1	
	Technology Support Specialist I	IT			1	
	Police Officer Recruit	PD		1		
	Police Officer - Academy Grad	PD	1		1	
	Program Manager III - Grants Manager	ASD			1	
	Outreach Worker	CM			1	
2/23/2022	Fire Fighter Trainee	Fire				17
2/1/2022	Senior Water Systems Operator	MUD			1	
	Senior Plant Operator	MUD			1	
	Community Services Officer I	PD			1	
	Library Assistant I	CS			1	
	Code Enforcement Officer	PD			1	
	Evidence Technician	PD			1	
	Police Officer Trainee	PD		1		
2/16/2022	Code Enforcement Officer I	PD			1	
	Community Services Officer I	PD			1	
	Office Assistant II	MUD			1	

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APPOINTMENTS			# of Positions			
Date Appointed	Title	Department	Sworn	Trainee / Recruit	Misc.	FF Trainee
	Public Works Inspector	PW			1	
	Plant Operator-in-Training	MUD			1	
	Program Manager III	CS			1	
3/1/2022	Community Services Officer I	PD			1	
	Crime Analyst	PD			1	
	Police Records Assistant I	PD			1	
	Office Specialist	PD			1	
	Administrative Analyst II	MUD			1	
	Combination Inspector I	CDD			1	
	Electrical Technician	MUD			1	
	Janitor	PW			1	
	Supervising HR Analyst	HR			1	
3/16/2022	Deputy Building Official	CDD			1	
	Laboratory Technician	MUD			1	
	Circulation Assistant I	CSD			1	
	Community Service Officer I	PD			1	
	Administrative Analyst I	EDD			1	
	Plan Check I	FD			1	
	Police Officer Trainee	PD		1		
	Deputy City Clerk I	CC			1	
	HR Assistant II	HR			1	
4/1/2022	Mechanic II (Heavy)	PW			2	
	Administrative Analyst II	CDD			1	
	Assistant Engineer	MUD			1	
	Procurement Specialist II	ASD			1	
	Police Officer Trainee	PD		1		
	Police Officer	PD	1			
	HR Technician	HR			1	
4/18/2022	Assistant Engineer	PW			1	
	Office Technician	FD			1	
	Police Officer Trainee	PD		3		
	HR Analyst I	HR			1	
	Chief Water Systems Operator	MUD			1	
	Office Assistant II (Conf)	EDD			1	
5/2/2022	Police Records Assistant I	PD			1	
	Evidence Technician	PD			1	
	Administrative Analyst I	IT			1	
	Librarian II	CSD			1	
	Police Officer Trainee			1		

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APPOINTMENTS			# of Positions			
Date Appointed	Title	Department	Sworn	Trainee / Recruit	Misc.	FF Trainee
5/16/2022	Police Services Manager	PD			1	
	Revenue Assistant I	CD			1	
	Office Specialist	OD			1	
	Grants Analyst	ED			1	
	Police Officer Trainee	PD		3		
	Human Resources Analyst I	HR			1	
	Risk Analyst II				1	
6/1/2022	Fire Fighter Trainee	FD				4
	Plant Operator in Training	MUD			1	
	Fire Telecommunicator II	FD			1	
	Human Resources Analyst I	HR			1	
6/16/2022	Fleet Manager	PW			1	
	Planning Manager	CD			1	
	Plant Operator in Training	MUD			1	
	Fire Telecommunicator	Fire			1	
	Junior Engineer	PW			1	
	Police Officer Recruit	PD			1	
	Police Officer Trainee	PD		2		
	Admin Analyst I	ED			1	
	Director of Comm Services	CS			1	
7/5/2022	Fire Telecommunicator II	Fire			1	
	Accountant II	ASD			1	
	Property Clerk	PD			1	
	Project Manager	PW			1	
	Outreach Worker	CM			1	
7/16/2022	Library Assistant I	CS			2	
	Office Specialist	ED			1	
	Animal Services Assistant I	PD			1	
	Community Services Officer I	PD			1	
	Materials Supervisor	ASD			1	
8/1/2022	Fire Fighter Trainee	Fire				1
	Junior Engineer	PW			1	
	Property Clerk	PD			1	
	Fire Telecommunicator	Fire			1	
	Water Systems Operator - Entry	MUD			1	
	Electrical Technician	MUD			1	
	Police Officer Trainee	PD		2		
	Outreach Worker	CM			1	

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APPOINTMENTS			# of Positions			
Date Appointed	Title	Department	Sworn	Trainee / Recruit	Misc.	FF Trainee
8/16/2022	Fire Fighter Trainee	Fire				22
	Program Manager I	IT			1	
	Crime Analyst	PD			1	
	Police Officer Trainee	PD		1		
	Exec Asst to the Mayor	Mayor			1	
9/1/2022	Office Specialist	Fire			2	
	Administrative Analyst I	PW			1	
	Police Officer Trainee	PD		2		
	Legal Secretary	CA			1	
9/16/2022	Office Specialist	MUD			1	
	Grants Analyst	ASD			1	
	Police Records Assistant I	PD			1	
	Police Telecommunicator I	PD			1	
	Technology Support Specialist I	IT			1	
	Police Telecommunicator I	PD			1	
	Police Officer Trainee	PD		1		
10/1/2022	Supervising Parking Enforcement Officer	EDD			1	
	Police Records Assistant I	PD			1	
	Office Specialist	CSD			1	
	Code Enforcement Officer I	PD			1	
	Community Services Officer I	PD			1	
	Senior Budget Analyst	ASD			1	
	Program Manager III	CDD			1	
10/17/2022	Mechanic II (Light)	PW			1	
	Police Records Assistant I	PD			2	
	Fire Telecommunicator Call Taker	FD			3	
	Code Enforcement Officer I	PD			2	
	Recreation Assistant II	CS			2	
	Senior Recreation Assistant	CS			1	
	Police Officer Trainee	PD		4		
	Budget Analyst II (Conf)	ASD			1	
11/1/2022	Water Systems Operator (Entry)	MUD			1	
	Revenue Assistant I	ASD			1	
	Plan Checker I	FD			1	
	Police Telecommunicator I	PD			1	
	Police Officer Trainee	PD		1		
	Animal Services Assistant	PD			1	

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APPOINTMENTS			# of Positions			
Date Appointed	Title	Department	Sworn	Trainee / Recruit	Misc.	FF Trainee
11/16/2022	Plant Operator In Training	MUD			1	
	Mechanic II	PW			1	
	Lab Tech	MUD			1	
	Program Manager I	IT			1	
	Office Specialist	PD			1	
	Administrative Analyst II	EDD			1	
	Evidence Technician I	PD			2	
	Fire Telecommunicator Call Taker	FD			1	
	Finance Assistant I	ASD			1	
	Technology Training Coordinator	IT			1	
	Police Officer Trainee	PD		1		
	Police Officer	PD	1			
	Senior Management Assistant	CM			1	
12/1/2022	Laboratory Technician	MUD			1	
	Library Assistant I	CSD			1	
	Office Specialist	MUD			1	
	Police Officer Trainee	PD		2		
12/16/2022	Recreation Manager	CSD			1	
	Office Specialist	PW			1	
	Library Assistant I	CSD			1	
	Recreation Program Coordinator	CSD			1	
	Community Services Officer	PD			1	
	Police Officer Trainee	PD			1	
	Executive Assistant	CSD			1	
	Deputy City Clerk	CC			1	
	Police Records Assistant	Police			1	
	Maintenance Repair Technician	Public Works			1	
	Material Specialist	Admin Services			1	
		Total Sworn	3			
		Total Misc.		29	151	44
		2022 Total Positions Hired	227			

Service Ratings

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The Human Resources Department maintains seniority lists on the City's intranet website. City employees have access to these reports and are available to review as needed.

Removals in the Classified Service

During this reporting period, 228 names were removed from Police Officer and Fire Fighter Trainee eligibility lists. The following list details the removals:

Removal of Names	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Police Officer													
Recruit	4	5	1		2			1	1	1	2	1	18
Trainee	11	25	9	9	10	7	13	17	8	8	14	20	151
Academy Graduate	2		4	2	2			2	5	1	3		21
Lateral		1	2	1	3				2		3		12
Firefighter Trainee						7	13	3				3	26
2022 Totals	17	31	16	12	17	14	26	23	16	10	22	24	228

D. The Operation of the Rules of the Commission and Recommendations for Promoting Efficiency and Economy in the Service

Recruitment of Civil Service Commissioners

Last year, two vacancies occurred on the Commission. To recruit a large and diverse candidate pool for Civil Service Commission vacancies, the Office of the City Clerk expanded outreach efforts. Ads were sent to the Record, the local Chamber of Commerce, City Council members, and City staff were notified of the vacancy announcement via electronic mail.

As a result of these recruitment efforts, the first position was filled on June 16, 2022, by Christina Mambourg, and the second was filled on September 15, 2022 by Nancy Muniz.

At the end of 2022, Commissioner Adam Ramirez's term expired, which will be filled in 2023.

2022 Commission Accomplishments and Comments

The Commission has a number of defined responsibilities as stated in the Civil Service Rules and Regulations. The Commission continues to adopt, amend and repeal rules for the Civil Service Commission, advises the City Manager on problems concerning personnel administration, hear appeals of dismissals, demotions, or reductions by any person in competitive service, investigate complaints or concerns affecting the administration of the system and provide an annual report.

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Over the past year, the Commission reviewed and monitored numerous employee eligibility lists for diversity, gender, and ranking. Additionally, the Commission reviewed and adopted each department's annual report that outlines the department's progress in reaching equal employment goals.

The Commission did not make any changes to the Civil Service Rules during the 2022 calendar year.

The Commission continues to schedule and hold employee Appeals on an "as needed" basis. During 2022, no appeals were filed.

The Commission also continues to hold Public Hearings from time to time. One Public Hearing was held in 2022, as follows:

- To amend the classification specification for Fire Fighter Engineer for the Stockton Fire Department.

Recommendations for Promoting Efficiency and Economy in the Service.

The Commission would like to focus on two goals in 2023.

- **Goal 1**, review all rules and regulations to ensure they are relevant, up to date, and meet the needs of the City. The Commission will work with the Human Resources Department to review and revise rules and regulations where necessary.
- **Goal 2**, create a diverse workforce that is reflective of the City's population. Through annual reports, the Commission will monitor each Department's progress over the year regarding hiring practices, training, and diversity to assure that all employees are treated according to the Civil Service Rules and Regulations. The Commission will actively engage the department representative in attendance by asking probative questions or requesting examples of progress.

E. Details of Expenditure and Progress of Work

The City budgets \$2,750 annually for 12 regular meetings and unanticipated special meetings. Each Commissioner is paid \$25.00 per month, per meeting; however they must attend the meeting to receive payment. The City estimates \$125 per month based on five members of the Commission attending one meeting per month. In 2022, the total incurred on Commissioners' remunerations was \$950. This amount does not include the 12 Agenda Review Microsoft TEAMS meetings that were held with the Chair or Vice Chair.

In 2022, the total legal fees incurred was \$2,424.05. The City terminated their contract with Neumiller & Beardsly for legal services at the end of May. Internal council now provides legal advice to the Commission.

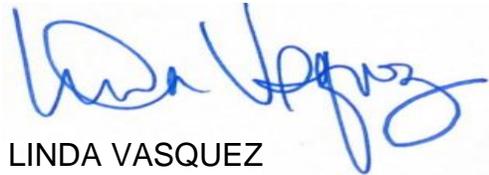
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The Civil Service Commission regular meetings are held on the third Thursday of every month at 3:00pm. The commission consists of a Chair, Vice-Chair and three members. The following is a summary of the meetings conducted by the Commission in 2022:

2022 Meeting Dates	Type
January 20	Regular
February 17	Regular
March 17	Regular
April 21	Regular
May 19	Regular
June 16	Regular
July 21	Regular
August 18	Regular
September 15	Regular
October 20	Special
November 17	Regular
December 15	Regular

This concludes the report. I hope you find this report informative and helpful.

Respectfully submitted,



LINDA VASQUEZ
CHAIR, CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION