



City of Stockton

Concurrent Civil
Service/Equal Employment
Commission Meeting

Meeting Agenda - Final Civil Service/Equal Employment Commission Concurrent

Dwight Williams, Chair
Nancy Muniz, Vice Chair
Michele Kimbrough, Commissioner
Michele J. Sherman, Commissioner
Raymond Zulueta, Commissioner

Thursday, December 18, 2025

3:00 PM

Council Chamber - City Hall, 425 N. El Dorado
Street, Stockton CA

1. CLOSED SESSION CALL TO ORDER/ROLL CALL
2. PUBLIC COMMENT*
(Comments will be limited to the Closed Session items listed below).

3. ANNOUNCEMENT OF CLOSED SESSION

- 3.1 [25-1385](#) PROGRAM SPECIALIST - OFFICE TECHNICIAN
(OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Program Specialist - Office Technician (Open/Promotional).

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Program Specialist - Office Technician

Department: Human Resources

Attachments: [Proposed Resolution - Exam Results - Program Specialist-Office Technician](#)

- 3.2 [25-1390](#) WATER SYSTEMS OPERATOR (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Water Systems Operator.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Water Systems Operator

Department: Human Resources

Attachments: [Proposed Resolution - Exam Results - Water Systems Operator](#)

**3.3 [25-1373](#) FIREFIGHTER TRAINEE EMT (OPEN/PROMOTIONAL) ELIGIBLE
LISTS - REMOVAL OF NAME(S)**

Recommended Action: RECOMMENDATION

Approve by motion the removal of name(s) from the Firefighter Trainee
EMT (Open/Promotional) eligible list.

This Closed Session is authorized pursuant to section 54954.5(e) of the
Government Code.

Public Employment

Title(s): Firefighter Trainee EMT

Department: Human Resources

**3.4 [25-1406](#) FIREFIGHTER TRAINEE PARAMEDIC (OPEN/PROMOTIONAL)
ELIGIBLE LISTS - REMOVAL OF NAME(S)**

Recommended Action: RECOMMENDATION

Approve by motion the removal of name(s) from the Firefighter Trainee
Paramedic (Open/Promotional) eligible list.

This Closed Session is authorized pursuant to section 54954.5(e) of the
Government Code.

Public Employment

Title(s): Firefighter Trainee Paramedic

Department: Human Resources

**3.5 [25-1359](#) POLICE OFFICER (OPEN/PROMOTIONAL) ELIGIBLE LISTS -
REMOVAL OF NAME(S)**

Recommended Action: RECOMMENDATION

Approve by motion the removal of name(s) from the Police Officer
(Open/Promotional) eligible lists.

This Closed Session is authorized pursuant to section 54954.5(e) of the
Government Code.

Public Employment

Title(s): Police Officer Trainee; Police Officer Recruit; Police Officer
Academy Graduate; Police Officer Lateral

Department: Police

4. RECESS FROM CLOSED SESSION

5. REGULAR SESSION CALL TO ORDER/ROLL CALL

6. PLEDGE TO THE FLAG

7. REPORT OF ACTION TAKEN IN CLOSED SESSION

8. PUBLIC COMMENTS/ANNOUNCEMENTS*

9. ADOPTION OF CONSENT CALENDAR

9.1 [25-1337](#) APPROVAL OF COMMISSION MINUTES

Recommended Action: RECOMMENDATION

Approve by motion the minutes from the Civil Service Commission meeting of October 16, 2025

Department: City Clerk

Attachments: [Attachment A - 2025-10-16](#)

9.2 [25-1388](#) REQUEST TO CONDUCT A PROMOTIONAL EXAMINATION - FIREFIGHTER ENGINEER

Recommended Action: RECOMMENDATION

Adopt a resolution approving the weights of the examination and the contents of the job announcement for the promotional position of Firefighter Engineer.

Department: Human Resources

Attachments: [Proposed Resolution Request to Conduct Firefighter Engineer](#)

10. UNFINISHED BUSINESS

11. REQUEST FOR APPEALS/PUBLIC HEARINGS

12. APPEALS/PUBLIC HEARINGS

12.1 [25-1369](#) PUBLIC HEARING TO AMEND THE CLASSIFICATION SPECIFICATIONS FOR FIREFIGHTER AND FIREFIGHTER ENGINEER FOR THE STOCKTON FIRE DEPARTMENT

Recommended Action: RECOMMENDATION

Adopt a resolution to amend the classification specifications for Firefighter and Firefighter Engineer.

Department: Human Resources

Attachments: [Attachment A - Redline - Firefighter](#)

[Attachment B - Redline - Firefighter Engineer](#)

[Attachment C - Presentation-Public Hearing Request To Amend The Classification](#)

[Proposed Resolution- Amend the Firefighter and Firefighter Engineer Class Specifications](#)

[Exhibit 1 - Firefighter - clean](#)

[Exhibit 2 - Firefighter Engineer - clean](#)

13. NEW BUSINESS*

13.1 [25-1340](#) APPROVE BY MOTION THE UPDATED CONCURRENT CIVIL

**SERVICE/EQUAL EMPLOYMENT COMMISSION 2026 MEETING
CALENDAR AND THE UPDATED 2026 EQUAL EMPLOYMENT
COMMISSION REPORT SUBMISSION CALENDAR**

Recommended Action: RECOMMENDATION

Approve by motion, the Updated Concurrent Civil Service/Equal Employment Commission 2026 Meeting Calendar and the Updated 2026 Equal Employment Commission Report Submission Calendar.

Department: Human Resources

Attachments: [Attachment A - 2026 CSC Meeting Calendar](#)

[Attachment B - 2026 EEO Reports Submission Calendar](#)

**13.2 [25-0889](#) INTERVIEW AND SELECTION OF CANDIDATES TO SERVE ON THE
STOCKTON MAYOR AND CITY COUNCIL SALARY SETTING
COMMISSION**

Recommended Action: RECOMMENDATION

Adopt a resolution approving the appointments of City Council Salary Setting Commissioners for a term commencing January 1, 2026 and terminating December 31, 2029.

Department: City Clerk

Attachments: [Attachment A - Redacted Applications](#)

[Proposed Resolution SSC](#)

14. REPORTS/WRITTEN COMMUNICATIONS/ INFORMATIONAL ITEMS

**14.1 [25-1357](#) NOTIFICATION OF ACTION TAKEN BY THE DIRECTOR OF HUMAN
RESOURCES TO AMEND THE CLASSIFICATION SPECIFICATION
FOR FIREFIGHTER TRAINEE**

Recommended Action: RECOMMENDATION

This item is informational only. No action is required.

Department: Human Resources

Attachments: [Attachment A - Class Spec - Redlines - Firefighter Trainee](#)

[Attachment B - Class Spec - Final - Firefighter Trainee](#)

15. BOARD/COMMISSION COMMUNICATIONS OR COMMENTS

16. ADJOURNMENT

CERTIFICATE OF POSTING

**I declare, under penalty of perjury, that I am employed by the City of Stockton
and that I caused this agenda to be posted in the City Hall notice case on
December 11, 2025 in compliance with the Brown Act.**

**Katherine Roland, CMC, CPMC
City Clerk**

By: _____

Deputy

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<http://www.stocktongov.com/government/oMeetings/boardComMeetings.html>

PUBLIC COMMENT

Citizens may comment on any subject within the jurisdiction of this governing body, including items on the Agenda. Anyone wishing to speak on a consent item or public hearing item, please complete a "Request to Speak Card" and submit it to the Recording Secretary prior to the meeting. No speaker cards will be received after the close of the Citizen's Comments portion of the meeting. The time limit for public comment is at the discretion of the presiding officer and shall be set at the start of the meeting. Speakers must be prepared to speak when called. Speakers should hold comments on items listed as a Public Hearing until the Hearing is opened.

The City of Stockton invites public comments in multiple forms. You provide your comments by using one of these methods:

1. Email - you may email your comments to publiccomment@stocktonca.gov
 2. Voicemail - you can leave a voice message by dialing (209) 937-8459.
 3. In-Person Comments - a) Speakers must submit "request to speak cards" to the Clerk prior to the Public Comment portion of the agenda. No speaker cards will be accepted after the close of Public Comment. b) Address only issues over which the meeting body has jurisdiction. c) The time limit for public comment is at the discretion of the presiding officer and shall be set at the start of the meeting. Donating time is not authorized. d) Your time will be displayed on the speaker podium for convenience.
- *All written and voicemail public comments received by the Clerk's Office 90 minutes prior to the meeting start time will be forwarded to the meeting body members as correspondence and attached the minutes. All comments received after that time will be forwarded as correspondence the following business day. Written and voicemail comments will not be read into the record.

All proceedings are conducted in English. The City of Stockton does not furnish language interpreters and, if one is needed, it shall be the responsibility of the person needing one.

In accordance with the Americans With Disabilities Act and California Law, it is the policy of the City of Stockton to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including those with disabilities. If you are a person with a disability and require a copy of a public hearing notice, or an agenda and/or agenda packet in an appropriate alternative format; or if you require other accommodation, please contact the Office of the City Clerk located at 425 North El Dorado Street, Stockton, California 95202 during normal business hours or by calling (209) 937-8458, at least 5 days in advance of the hearing/meeting. Advance notification within this guideline will enable the City/Agency to make reasonable arrangements to ensure accessibility.

Materials related to an item on this agenda submitted to City Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office at 425 North El Dorado Street, Stockton, California 95202, during normal business hours. Such documents are also available on the City's website at www.stocktongov.com subject to staff's ability to post the documents before the meeting.

AGENDA ITEMS: Information concerning the agenda items have been forwarded to this governing body prior to the meeting. Unless a governing body member or member of the audience has questions concerning a particular item and asks that it be removed from the Consent Calendar, the items are approved at one time by a roll call vote.

* For any person wishing to address this governing body on any matter not on the printed agenda. The Chairperson may set a time limit for individual speakers/groups.