

Civil Service Overview

City Council Meeting

June 23, 2026

Agenda Item 10.2

Agenda

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Civil Service Commission

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Civil Service Rules & Regulations

Civil Service Rules establish an equitable, merit-based system for employment, ensuring the best-qualified candidates are hired and personnel matters are handled uniformly. Authorized by the City Charter, these rules regulate hiring, promotion, discipline, and dismissals for city employees, including specific guidelines for Police and Fire personnel.

The Role of the Civil Service Commission

The Civil Service Commission was created to establish an equitable and uniform procedure for dealing with personnel matters and to place municipal employment on a merit basis for the City. (§ 2.36.0210, § 2.36.030)

Examination Procedures per Civil Service Rules

Rule VI, Section 4 states that examinations (assembled or unassembled) may be the following to test the candidate's ability to perform the job:

- Written
- Oral
- Performance
- Demonstration
- Physical fitness

Eligible List Per Civil Service Rules

An eligible list is a ranking of candidates from the classified competitive process who are eligible for appointment for a vacancy as per Civil Service Rules

Duration: No list shall exceed three (3) years

Removal of Names - Certified names can be removed for the following reasons:

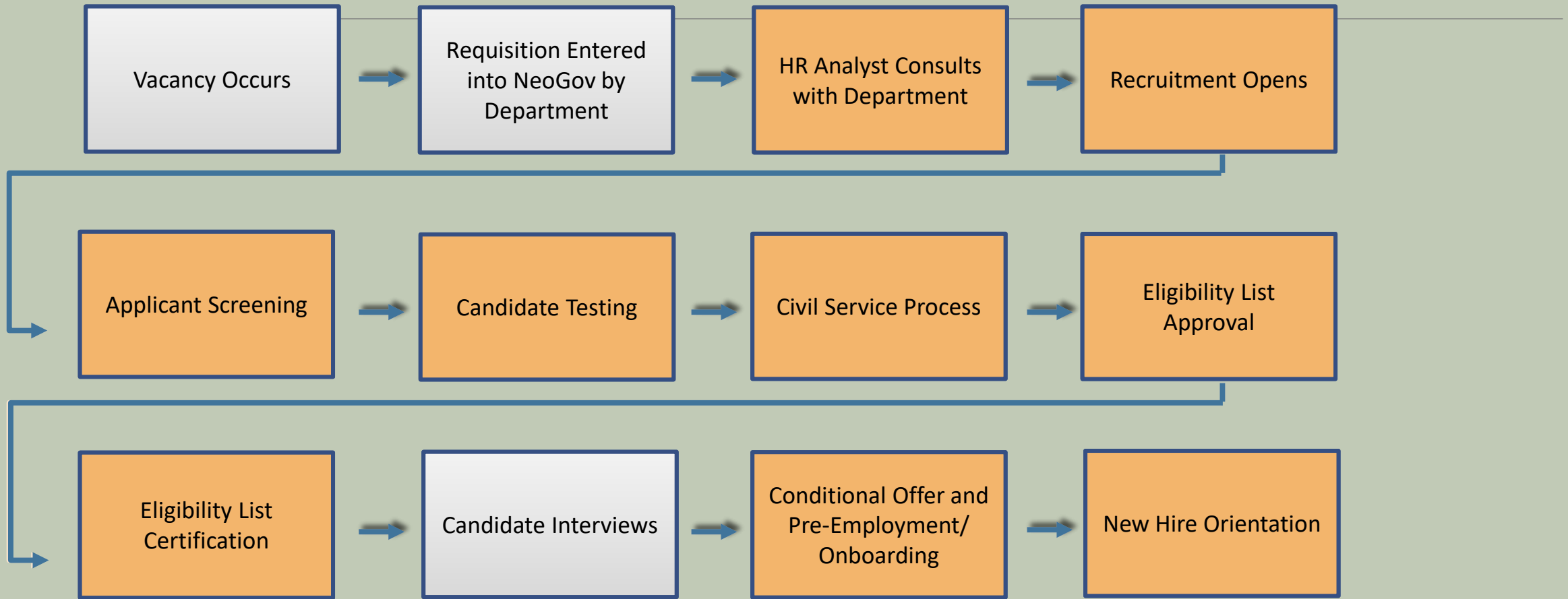
- Did not pass physical or medical examination
- Refused an offer of employment
- Did not respond to correspondence
- Failure to complete and/or successfully pass a background investigation

Eligible List Certification per Civil Service Rules

The following options to request the certification of names from an eligible list for 1 vacancy include:

- Certification of the top 10 names on the open/promotional merged eligible list; an additional name shall be certified for each additional vacancy
- Certification of the top 3 names on the promotional eligible list; an additional name shall be certified for each additional vacancy;
- Certification of the top 7 names from the open eligible list and the top 3 names from the promotional eligible list. Under this option, a combined total of 10 eligibles shall be certified to the appointing authority for 1 vacancy. 1 additional name shall be certified from either of the open or promotional eligible list for each additional vacancy.

City of Stockton: Miscellaneous Recruitment Process (Civil Service)



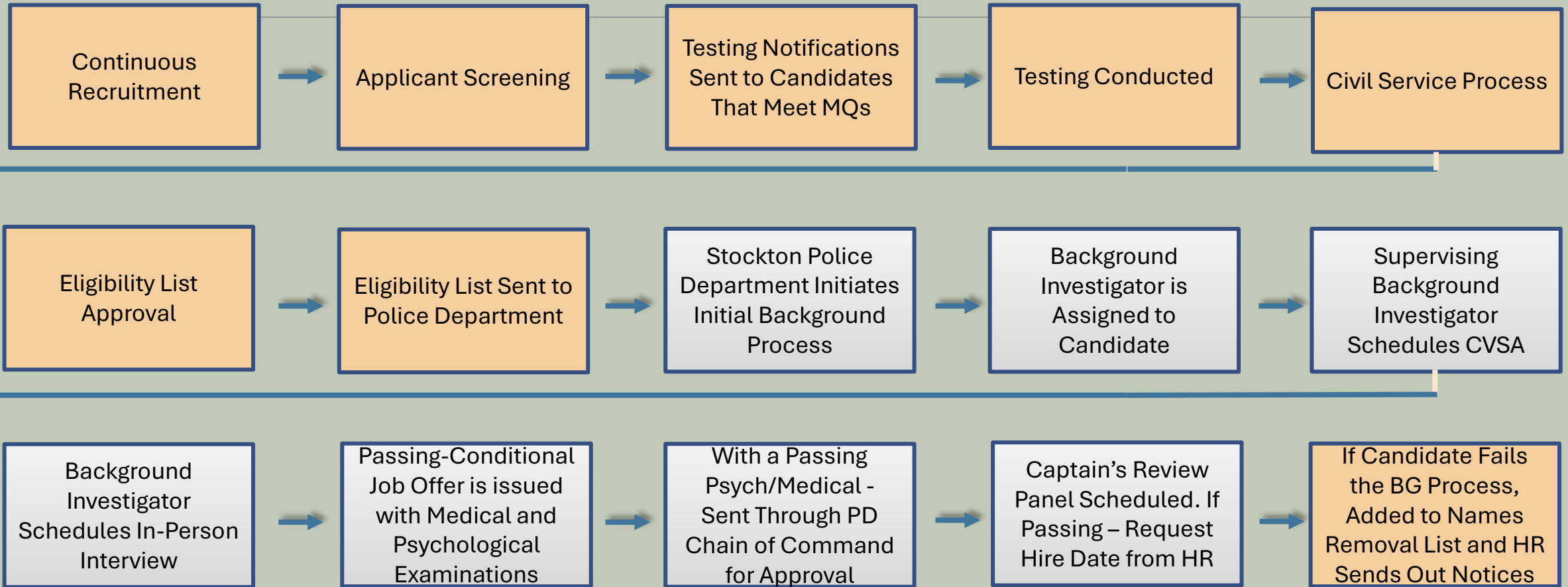
*Orange Boxes are a function of Human Resources

Miscellaneous Hiring Data For 2025

Applications Received	5,036
Candidates Placed on Eligible List	1,710
Candidates Hired	161

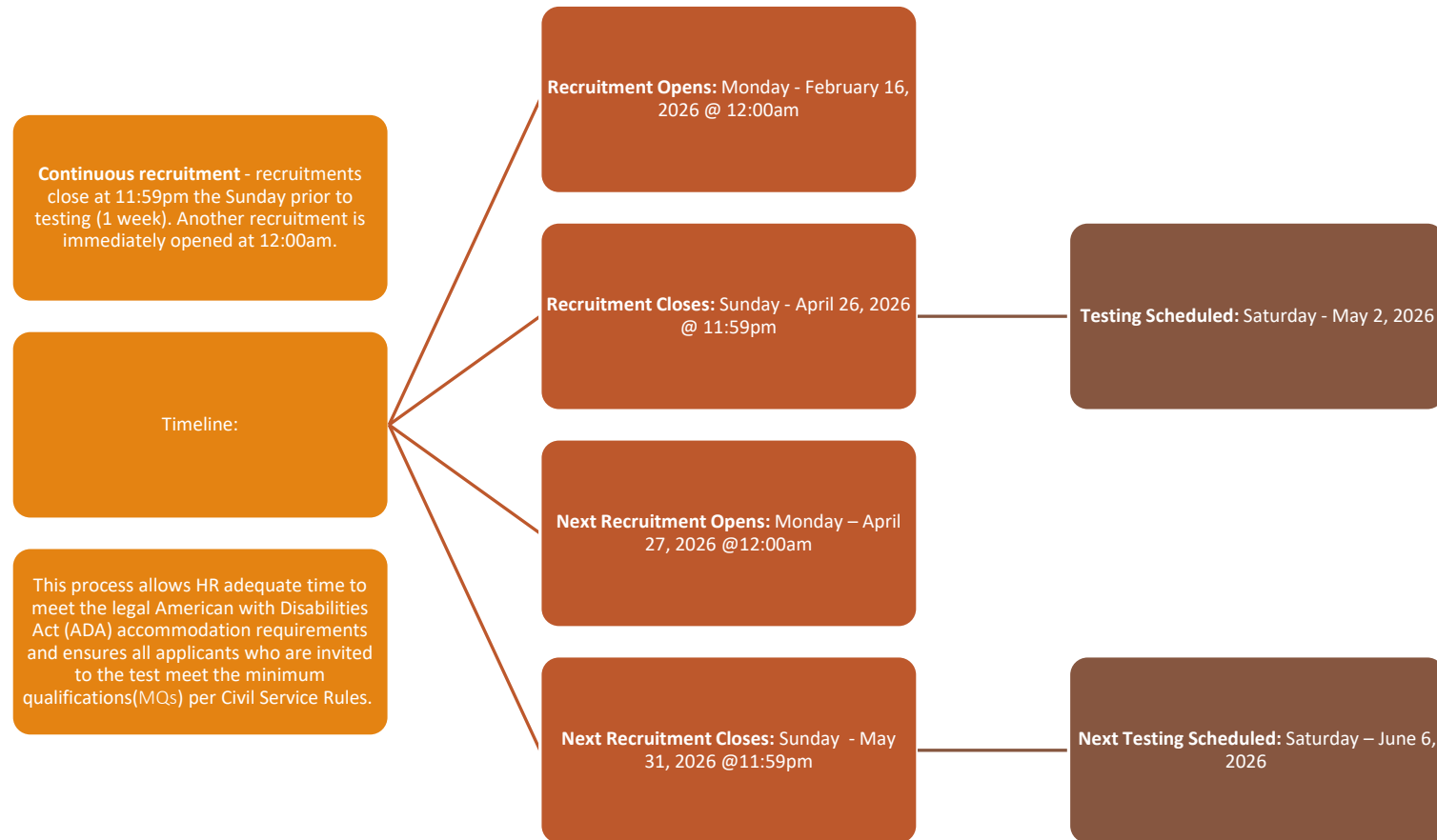
Rule VI – Section 9 – The department can request a certification of ten (10) names for one (1) vacancy from the eligible list. The department may receive one (1) additional name per each additional open vacancy.

City of Stockton: Police Officer Trainee Recruitment Process (Civil Service)



*Orange Boxes are a function of Human Resources

Application Posting Schedule (PD)



Application Process for Police Officer Trainees

Human Resources reviews all candidate applications for the following minimum qualifications for Police Officer Trainee:

- Age requirement for a Police Officer Trainee - candidate must be at least 20 years of age or older at the time they submit their application.
- Education – Candidates are required to have the minimum of a High School diploma or a GED certificate.
- Driver's License – Candidates are required to be able to obtain a California Class "C" driver's license by the time of employment.

What is POST?

POST

POST stands for Peace Officer Standards and Training and was founded in 1959. POST sets the minimum standards for law enforcement officers and dispatchers, ensuring they are properly trained, certified, and capable of performing their duties within the state of California.

PAT Requirements

What is the PAT?

The PAT (Physical Ability Test) for Police Officer Trainees with the City of Stockton consists of the following:

Air Squats: 30 in 90 Seconds

Push-Ups: 15 in 90 Seconds

Plank: Hold for 75 Seconds

500-Yard Run: Complete within 150 Seconds

Candidates must pass all stages to move on to the PELLETB Written Exam.

PELETB Requirements

What is the PELETB?

The PELETB, or POST Entry-Level Law Enforcement Test Battery, is an entry-level written exam required for candidates seeking a career in law enforcement in California. It measures reading and writing skills necessary for success in training and on the job.

The exam consists of multiple-choice questions covering various sections, including writing ability, reading comprehension, and reasoning skills. It is administered by the California Commission on Pease Officer Standards and Training (POST) and is a crucial step in the application process for most law enforcement agencies in California.

Stockton Police Department Hiring Data For 2025

Applications received - 3940

Candidates tested - 1254

Candidates sent to SPD - 1023

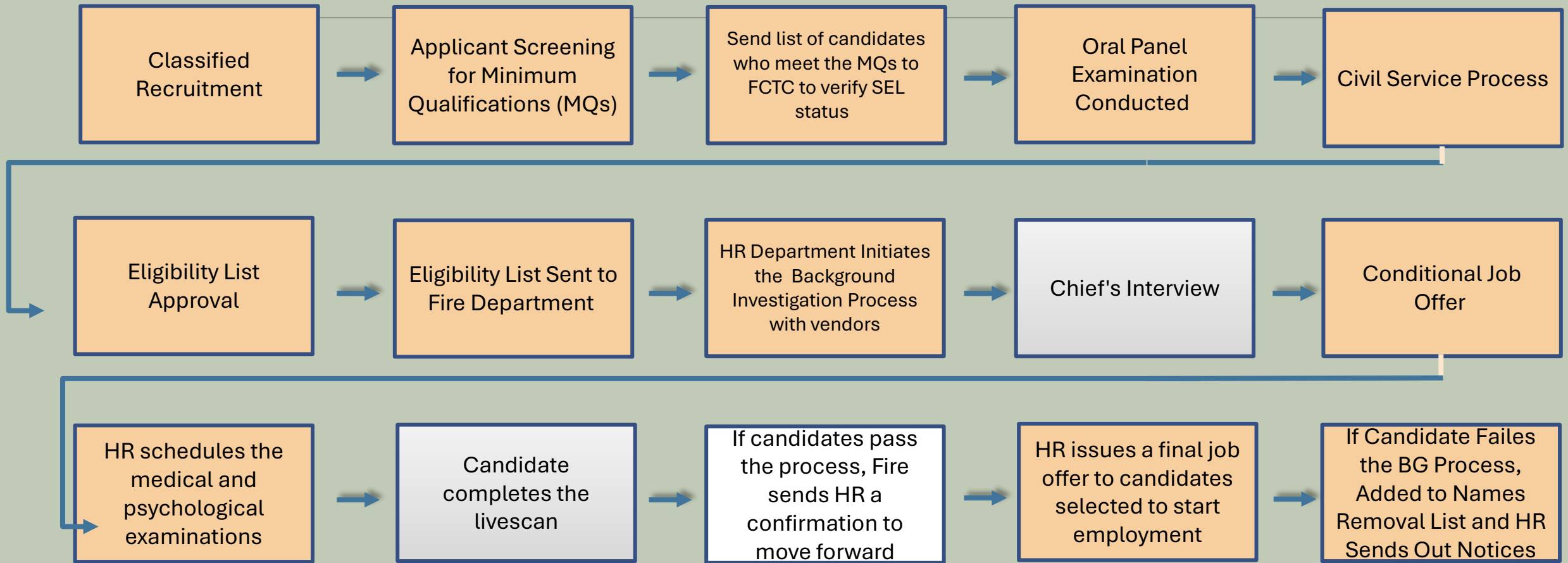
Candidates hired - 48

PD Sworn Positions

2025

Position	Applications	Tested	Eligible
POLICE OFFICER ACADEMY GRADUATE - Year Long Recruitment	84	N/A	30
POLICE OFFICER LATERAL - Year Long Recruitment	45	N/A	19
POLICE OFFICER RECRUIT - Year Long Recruitment	39	N/A	13
POLICE OFFICER TRAINEE - JANUARY	365	119	86
POLICE OFFICER TRAINEE - MARCH	321	135	120
POLICE OFFICER TRAINEE - APRIL	383	141	90
POLICE OFFICER TRAINEE - MAY	369	135	96
POLICE OFFICER TRAINEE - JUNE	381	171	118
POLICE OFFICER TRAINEE - JULY	342	127	92
POLICE OFFICER TRAINEE - AUGUST	333	120	91
POLICE OFFICER TRAINEE - SEPTEMBER	295	100	68
POLICE OFFICER TRAINEE - NOVEMBER	270	97	63
POLICE OFFICER TRAINEE - DECEMBER	294	109	81
Totals	3940	1254	1023

City of Stockton: Firefighter Trainee Recruitment Process (Civil Service)



*Orange Boxes are a function of Human Resources

Fire Academies

- Human Resources partners annually with the SFD to plan recruitment efforts based on the department's staffing needs, including the projected number of Firefighter Trainees and anticipated fire academies for the upcoming fiscal year.
- Firefighter Trainees complete an intensive 82-day academy, which consists of classroom and hands-on instruction in fundamental firefighting skills.
- The SFD's Division of Training ensures the fire suppression personnel are highly trained, prepared, and ready to respond to a wide range of emergencies our community may face.

Application Process for Firefighter Trainees

Human Resources reviews all candidate applications for the following minimum qualifications for Firefighter Trainee:

- Possession of a High School Diploma or GED
- Valid CA Class C Driver's License in the State of California
- Valid CAL-JAC Candidate Physical Ability Card (CPAT) issued by the Firefighter Candidate Testing Center (FCTC)
- Valid Emergency Medical Technician/Level I certification issued by the National Registry OR Valid Paramedic License issued by the National Registry

Application Posting Schedule (Fire)

Human Resources (HR) works with the Stockton Fire Department (SFD) to determine the Fiscal Year recruitment for Firefighter Trainees based on the vacancies in the rank.

- HR establishes two (2) eligible lists for each of the following - Firefighter Trainee (EMT) and Firefighter Trainee (Paramedic).
- Since the EMT certification is more common for interested candidates, we open an annual recruitment upon expiration of the previous list.
- The Paramedic certification is a less common and more competitive for firefighting and this list is established bi-annually based on department needs.

Firefighter Trainee Requirements

What is the Firefighter Candidate Testing Center (FCTC)?

The FCTC is the established leader in recruitment, outreach, and standardized training programs for firefighters in California. FCTC administers the written examination for Firefighters developed by the California Firefighter Joint Apprenticeship Committee (Cal-JAC) and the Candidate Physical Ability Test (CPAT) that measures an individual's ability to handle the physical demands of being a Firefighter. The FCTC places successful candidates on a Statewide Eligible List (SEL) to be used by California Fire Departments during the hiring process.

The City of Stockton requires Firefighter Trainees to score 75% or higher on the written examination and have an active CPAT Card issued no more than one (1) year prior to date of application.

Stockton Fire Department Hiring Data For 2025

Status	EMT	PARAMEDIC
Applications Received	275	112
Candidates Tested	124	38
Candidates Placed on Eligible List	115	15
Candidates sent to SFD	65	12
Candidates Hired	26	2



Questions
