

April 16, 2026

TO: Mayor and City Council

FROM: Dwight Williams, Chair, Civil Service/Equal Employment Commission

SUBJECT: **CIVIL SERVICE COMMISSION'S 2025 ANNUAL REPORT TO THE CITY COUNCIL**

Introduction:

In accordance with the Stockton Municipal Code, the Civil Service System was established to create a fair and consistent process for handling personnel matters, ensuring that the most qualified individuals are selected for City Service through the Human Resources Department. The Civil Service Commission is made up of five members, all appointed by the City Council. As outlined in the Stockton Municipal Code, Title 2 Administration and Personnel, Chapter 2.36 Civil Service System, Section 2.36.030, the following functions are assigned to the Civil Service Commission:

"It shall be the duty of the Civil Service Commission:

- A. Establish Rules and Regulations. To adopt, amend or repeal rules for the administration of the Civil Service System.*
- B. Investigations. To make investigations either upon complaint or upon its own motion concerning any matter touching the administration of the Civil Service System.*
- C. Advisory Functions. To act in an advisory capacity to the City Manager on problems concerning personnel administration.*
- D. Appeals. As provided by rule, to hear appeals submitted by any person in the competitive service, except those excluded therefrom, under Section 2.36.060. The Civil Service Commission shall prepare or cause to be prepared a written statement of facts, findings and recommendations on every appeal and shall transmit a duplicate thereof to the person involved, and to the Personnel Officer. The effect of the Commission's recommendations in case of discharge, demotion or reduction shall be final and there shall be no appeal therefrom. The findings of the Commission shall be certified in writing to the appointing authority and shall be forthwith enforced by such officer.*
- E. Reports to City Council. To make an annual report and such other reports as it deems desirable to the City Council, covering the administration of the Human Resources Department."*

In addition, the Civil Service Commission serves as the City's Equal Employment Commission. While the Equal Employment Commission does not have legislative authority or independent power to act, it plays a critical role in overseeing the City's efforts

toward achieving equal employment. The Commission may also identify and implement proactive measures to enhance opportunities for underrepresented groups.

Background:

Per the City Charter of the City of Stockton, Article XXV, Section 2525 Reports by the Commission states as follows:

“The Commission shall investigate and report annually to the legislative body of the City 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

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 employees). Under this system, no one can be hired without first passing a competitive exam. This exam, which follows the rules set by the Civil Service Commission, is designed to assess a candidate’s qualifications, skills, and suitability for the role. Additionally, candidates must meet the minimum qualifications outlined in the class specification approved by the Civil Service Commission.

Accomplishments of the Civil Service Commission for 2025

A. Administrative Needs of the Civil Service

The Human Resources Department manages the administrative functions of Civil Service. Human Resources is committed to offering a fair and competitive process, while the Commission ensures that the correct procedures are followed for all competitive examination processes.

The classification plan is maintained by the Human Resources Department under the direction of the Civil Service Commission. Currently, there are a total of 695 classified employees assigned to 315 classified jobs. The following table is a list of classified job classifications and the number of employees in each classification.

#	JOB CLASSIFICATION	# OF POSITIONS FILLED
1	Accountant I	2
2	Accountant II	2
3	Administrative Aide I	1
4	Administrative Aide II	5
5	Administrative Analyst I	10
6	Administrative Analyst II	7
7	Animal Services Assistant I	1
8	Animal Services Assistant II	0
9	Animal Services Assistant III	0
10	Animal Services Manager	1
11	Animal Services Officer	5
12	Animal Services Supervisor	2
13	Arborist	0
14	Architect	0
15	Assessment District Program Coordinator	0
16	Assistant Architect	0
17	Assistant Civil Engineer	0
18	Assistant Engineer	8
19	Assistant Landscape Architect	0
20	Assistant Planner	2
21	Assistant Traffic Engineer	1
22	Associate Civil Engineer	2
23	Associate Engineer	9
24	Associate Mechanical Engineer	0
25	Associate Planner	1
26	Associate Traffic Engineer	0
27	Auto Painter Repair Worker	0
28	Bookmobile Driver/Circulation Assistant	1
29	Building Permit Technician	0
30	Chemist	2
31	Circulation Assistant I	3
32	Circulation Assistant II	15
33	Code Analyst	0
34	Code and Housing Enforcement Official	1
35	Code Enforcement Assistant	0
36	Code Enforcement Field Manager	1
37	Code Enforcement Officer I	2
38	Code Enforcement Officer II	13
39	Code Enforcement Supervisor	2
40	Collection Systems Operator	28
41	Collection Systems Supervisor	3
42	Combination Inspector I	6
43	Combination Inspector II	0
44	Community Development Technician	4
45	Community Service Officer I	7
46	Community Service Officer II	10
47	Computer Operator I	0
48	Computer Operator II	0
49	Craft Maintenance Supervisor	0

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#	JOB CLASSIFICATION	# OF POSITIONS FILLED
50	Craft Maintenance Worker I	0
51	Craft Maintenance Worker II	5
52	Crime Analyst	5
53	Customer Service Assistant	1
54	Data Entry Operator I	0
55	Data Entry Operator II	0
56	Data Entry Specialist	0
57	Dispatcher	0
58	Economic Development Analyst	2
59	Electrical Technician	2
60	Electrician I	0
61	Electrician II	2
62	Emergency Manager	1
63	Engineering Aide	0
64	Engineering Technician I	1
65	Engineering Technician II	0
66	Environmental Control Officer	3
67	Equipment Service Worker	0
68	Evidence Technician I	3
69	Evidence Technician II	4
70	Facilities Maintenance Supervisor	0
71	Facilities Maintenance Worker I	0
72	Facilities Maintenance Worker II	2
73	Facilities Maintenance Worker III	2
74	Facility Aide	0
75	Finance Assistant I	0
76	Finance Assistant II	2
77	Fire Battalion Chief	9
78	Fire Captain	56
79	Fire Department Administrative Manager	1
80	Fire Prevention Inspector I	5
81	Fire Prevention Inspector II	4
81	Fire Telecommunications Supervisor	3
82	Fire Telecommunications/ CAD Coordinator	1
83	Fire Telecommunicator Call Taker	3
84	Fire Telecommunicator I	4
85	Fire Telecommunicator II	8
86	Firearms Examiner	0
87	Firefighter	79
88	Firefighter Engineer	50
89	Firefighter Trainee	7
90	Fleet Equipment Parts Assistant	0
91	Fleet Operations Coordinator	0
92	Geographic Information Systems Administrator	0
93	Geographic Information Systems Analyst I	1
94	Geographic Information Systems Analyst II	0
95	Geographic Information Systems Specialist I	0

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#	JOB CLASSIFICATION	# OF POSITIONS FILLED
96	Geographic Information Systems Specialist II	0
97	Graffiti Abatement Technician	3
98	Grants Analyst	2
99	Heating, Ventilation & Air Conditioning Mechanic	3
100	Housing Financial Advisor	0
101	Housing Program Supervisor	0
102	Hydrant Worker	0
103	Industrial Electrical Apprentice	0
104	Information Technology Interdepartmental Coordinator	0
105	Instrument Repair Technician	0
106	Janitor	2
107	Junior Engineer	10
108	Junior Engineer/Traffic	0
109	Laboratory Supervisor	1
110	Laboratory Technician	4
111	Landfill Scale Operator	0
112	Librarian I	4
113	Librarian II	9
114	Librarian Trainee	6
115	Library Aide I	0
116	Library Aide II	1
117	Library Assistant I	7
118	Library Assistant II	18
119	Library Building Maintenance Supervisor	0
120	Library Driver/Clerk	1
121	Mail Courier	1
122	Maintenance Repair Technician I	6
123	Maintenance Repair Technician II	2
124	Maintenance Worker I	0
125	Maintenance Worker II	0
126	Materials Specialist	5
127	Mechanic I	0
128	Mechanic II (Heavy)	3
129	Mechanic II (Light)	8
130	Mechanic III (Heavy)	2
131	Mechanic III (Light)	1
132	Mechanical Maintenance Apprentice	0
133	Mechanical Maintenance Worker I	0
134	Mechanical Maintenance Worker II	0
135	Medium Equipment Operator	0
136	Microbiologist	1
137	Micro-Computer Section Supervisor	0
138	Network Support Analyst I	0
139	Network Support Analyst II	1
140	Occupational Health & Safety Compliance Specialist	1
141	Office Assistant I	1

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#	JOB CLASSIFICATION	# OF POSITIONS FILLED
142	Office Assistant II	1
143	Office Specialist	38
144	Office Technician	13
145	Park Aide	0
146	Park Facility Planner	0
147	Parking Enforcement Officer	2
148	Parks Equipment Operator	0
149	Parks Supervisor	0
150	Payroll Supervisor	0
151	Plan Check Engineer	1
152	Plan Checker I	1
153	Plan Checker II	2
154	Planning Technician I	0
155	Planning Technician II	0
156	Plant Maintenance Machinist	1
157	Plant Maintenance Mechanic	22
158	Plant Maintenance Worker	6
159	Plant Operator	15
160	Plant Operator Apprentice	0
161	Plant Operator-in-Training	5
162	Police Captain	5
163	Police Court Coordinator	0
164	Police Lieutenant	17
165	Police Marketing and Multimedia Analyst	0
166	Police Officer	262
167	Police Officer Recruit	0
168	Police Officer Trainee	26
169	Police Records Assistant I	5
170	Police Records Assistant II	8
171	Police Records Assistant III	9
172	Police Records Supervisor	2
173	Police Sergeant	50
174	Police Services Administrator	1
175	Police Services Manager	0
176	Police Telecommunications Supervisor	7
177	Police Telecommunicator Call Taker	0
178	Police Telecommunicator I	11
179	Police Telecommunicator II	21
180	Procurement Specialist I	6
181	Procurement Specialist II	0
182	Project Manager I	4
183	Project Manager II	6
184	Project Manager III	1
185	Property and Records Manager	1
186	Property Clerk	4
187	Property Room Supervisor	0
188	Public Safety Information Systems Analyst	2
189	Public Safety Telecommunications Manager	2

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#	JOB CLASSIFICATION	# OF POSITIONS FILLED
190	Public Works Field Specialist	6
191	Public Works Heavy Equipment Operator	2
192	Public Works Inspector	5
193	Public Works Maintenance Worker I	0
194	Public Works Maintenance Worker II	3
195	Public Works Safety/Training Officer	1
196	Public Works Supervisor	4
197	Public Works Supervisor/Electrical	1
198	Quality Improvement Coordinator	0
199	Real Property Agent I	1
200	Real Property Agent II	0
201	Records Specialist	1
202	Recreation Assistant I	0
203	Recreation Assistant II	0
204	Recreation Program Coordinator	8
205	Recreation Supervisor	4
206	Recycling Specialist	0
207	Regulatory Compliance Officer	0
208	Reprographics/Mailroom Supervisor	1
209	Reprographics/Mailroom Technician I	1
210	Reprographics/Mailroom Technician II	0
211	Revenue Assistant I	10
212	Revenue Assistant II	7
213	Revenue Collector	4
214	Revenue Supervisor	3
215	Secretary	2
216	Senior Accountant	2
217	Senior Administrative Analyst	6
218	Senior Animal Services Officer	1
219	Senior Civil Engineer	5
220	Senior Code Enforcement Officer	3
221	Senior Collection Systems Operator	8
222	Senior Collection Systems Supervisor	0
223	Senior Combination Inspector	2
224	Senior Community Development Technician	3
225	Senior Community Service Officer	2
226	Senior Electrical Inspector	0
227	Senior Electrical Technician	6
228	Senior Electrician	0
229	Senior Engineering Technician	1
230	Senior Environmental Control Officer	1
231	Senior Evidence Technician	5
232	Senior Facilities Maintenance Supervisor	0
233	Senior Facilities Maintenance Worker	0
234	Senior Finance Assistant	3
235	Senior Geographic Information Systems Analyst	1
236	Senior Geographic Information Systems Specialist	0

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#	JOB CLASSIFICATION	# OF POSITIONS FILLED
237	Senior Golf Course Supervisor	0
238	Senior Housing Financial Advisor	0
239	Senior Housing Rehabilitation Counselor	0
240	Senior Hydrant Worker	0
241	Senior Instrument Repair Technician	0
242	Senior Janitor	0
243	Senior Library Aide	0
244	Senior Library Assistant	1
245	Senior Maintenance Repair Technician	7
246	Senior Mechanic	0
247	Senior Mechanical Maintenance Worker	0
248	Senior Network Support Analyst	0
249	Senior Office Assistant	0
250	Senior Parks Supervisor	0
251	Senior Parks Worker I	0
252	Senior Parks Worker II	0
253	Senior Plan Checker	3
254	Senior Planning Technician	0
255	Senior Plant Maintenance Mechanic	6
256	Senior Plant Operations Supervisor	0
257	Senior Plant Operator	8
258	Senior Plumbing/Mechanical Inspector	0
259	Senior Police Records Assistant	1
260	Senior Procurement Specialist	0
261	Senior Public Works Supervisor	0
262	Senior Public Works Supervisor/Electrical	0
263	Senior Real Property Agent	0
264	Senior Recreation Assistant	12
265	Senior Revenue Assistant	4
266	Senior Systems Analyst	5
267	Senior Telecommunications Supervisor	0
268	Senior Traffic Signal Electrician	1
269	Senior Transportation Planner	0
270	Senior Tree Surgeon	1
271	Senior Water Systems Operator	7
272	Service Writer	0
273	Solid Waste Inspector	0
274	Stage Maintenance Worker	0
275	Storm Water Outreach Coordinator	0
276	Supervising Accountant	2
277	Supervising Combination Inspector	2
278	Supervising Crime Analyst	1
279	Supervising Evidence Technician	2
280	Supervising Fire Prevention Inspector	1
281	Supervising Librarian	0
282	Supervising Mechanic	2
283	Supervising Office Assistant	6
284	Supervising Parking Attendant	0
285	Supervising Parking Enforcement Officer	1

#	JOB CLASSIFICATION	# OF POSITIONS FILLED
286	Supervising Plan Checker/Structural Engineer	0
287	Supervising Public Works Inspector	1
288	Supervising Real Property Agent	0
290	Survey Party Chief	0
291	Surveying Supervisor	0
292	Systems Analyst I	7
293	Systems Analyst II	2
294	Technology Project Coordinator	0
295	Technology Support Specialist I	2
296	Technology Support Specialist II	5
297	Technology Training Coordinator	1
298	Traffic Engineering Aide	0
299	Traffic Signal Electrician	4
300	Traffic Signal Electrician Trainee	2
301	Tree Maintenance Supervisor	0
302	Tree Surgeon	2
303	Tree Worker	2
304	Utilities Safety & Training Specialist	0
305	Utility Technology Manager	1
306	Utility Technology Specialist	1
307	Vehicle Abatement Specialist	0
308	Warehouse Supervisor	0
309	Water Field Technician	3
310	Water Systems Operator	14
311	Water Systems Superintendent	0
312	Water Systems Supervisor	2
313	Water/Sewer Equipment Operator	2
314	Welder/Fabricator	1
315	Welder/Fabricator Specialist	1
Total # of Classified Employees - 2025		695

B. Examinations Held by the Commission

The Civil Service Commission approved a total of 74 eligible civil service lists during 2025, an increase of 3 from 2024. The 74 lists approved consisted of:

- 4 safety-promotional
- 63 miscellaneous-open/promotional
- 7 miscellaneous part-time

In 2025, a total of 5,036 on-line applications were received, an increase of 31 over the number received in 2024. These figures exclude applications received for continuous examinations. Of the 5,036 applicants, a total of 1,710 candidates were successfully placed on eligibility lists approved by the Commission, an increase of 228 candidates from 2024.

The following table details the examinations:

Date of 2025 Civil Service Commission	Title of Classification	# of Applications Received	# of Candidates Placed on Eligible List
1/31/2025	Office Technician	265	129
	Tree Worker	100	26
2/20/2025	Community Service Officer I	117	28
	Animal Services Supervisor	31	7
	Materials Specialist	77	25
	Police Records Supervisor	29	4
	Senior Geographic Information Systems Analyst	24	3
	Water Systems Supervisor	14	6
3/20/2025	Administrative Aide I	164	58
	Craft Maintenance Worker II	55	24
	Heating, Ventilation and Air Conditioning Mechanic	31	8
	Mechanic III	5	3
	Senior Plant Operator	5	3
4/17/2025	Associate Planner	34	6
	Finance Assistant I/II	122	60
	Fire Captain	19	13
	Firefighter Trainee – EMT	275	115
	Firefighter Trainee – Paramedic	56	8
	Janitor	101	16
	Maintenance Repair Technician I	210	89
	Mechanic III (Heavy)	3	1
	Safety Department Aide I	1	1
5/15/2025	Animal Services Officer	81	11
	Collection Systems Operator	193	53
	Firefighter Engineer	8	5
	Fire Telecommunicator I	96	19
	Janitor	142	50
	Library Assistant I	169	87
	Library Assistant II	47	2
	Police Telecommunicator Call Taker	15	1
	Program Specialist – Administrative Aide II	65	13
	Revenue Assistant I	117	79
	Senior Electrical Technician	10	8
	Senior Geographic Information Systems Analyst	20	7
6/19/2025	Department Finance Officer	18	6
	Finance Assistant II	19	9
	Fire Battalion Chief	14	6
	Mechanic II (Light)	30	17
	Senior Recreation Assistant	52	15

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Date of 2025 Civil Service Commission	Title of Classification	# of Applications Received	# of Candidates Placed on Eligible List
7/17/2025	Accountant I	84	31
	Procurement Specialist I	70	24
	Public Works Field Specialist	122	33
	Recreation Program Coordinator	92	8
	Recreation Supervisor	58	13
	Senior Maintenance Repair Technician	24	8
	Supervising Accountant	20	6
	Supervising Librarian	24	5
8/21/2025	Animal Services Supervisor	32	7
	Grants Analyst	63	32
	Program Manager II	26	4
	Public Safety Information Systems Analyst	59	5
	Quality Assurance/Quality Control Officer	25	2
9/18/2025	Economic Development Analyst	58	19
	Firefighter Trainee/Paramedic	56	7
	Graffiti Abatement Technician	186	56
	Police Aide II	56	7
	Program Specialist – Code Enforcement Assistant	109	34
	Program Specialist – Office Assistant I	119	13
	Senior Collection Systems Operator	23	7
	Traffic Signal Electrician Trainee	336	85
10/16/2025	Evidence Technician II	200	71
	Firefighter Engineer	1	1
	Program Specialist – Administrative Aide II	65	11
	Program Specialist – Fire Prevention Inspector I	13	7
	Program Specialist – Office Specialist	94	24
	Project Manager I	24	9
	Senior Geographic Information Systems Analyst	25	8
	Senior Plant Operator	13	6
	Supervising Evidence Technician	15	4
11/20/2025	Customer Service Assistant	216	106
	Mechanic II (Heavy)	37	11
	Regulatory Compliance Officer	40	5
	Senior Maintenance Repair Technician	35	10
	Senior Recreation Assistant	32	10
Totals for 2025		5,036	1,710

In addition to the examinations held by the Commission, continuous examinations were conducted per the Civil Service Rules, a decrease of 456 from 2024. The City received

a total of 6,598 applications for these continuous recruitments and placed 1,801 candidates on the continuous eligible lists.

The following table details the continuous examinations:

Title of Classification	2025 Dates of Examination	# of Applications Received	# of Candidates Placed on Eligible List
Code Enforcement Officer	12/18/25	121	23
Collection Systems Operator	4/24/25	193	53
Community Service Officer	1/22/25	117	28
Community Service Officer	7/31/25	124	46
Craft Maintenance Worker I	3/3/25	55	24
Crime Analyst	11/17/25	113	9
Evidence Technician	11/13/25	200	71
Janitor	4/21/25	142	50
Librarian I	7/24/25	31	12
Librarian I	10/26/25	32	18
Librarian II	7/15/25	31	1
Librarian Trainee	6/2/25	69	16
Plant Operator	9/8/25	141	19
Police Officer Trainee	1/25/25	365	86
Police Officer Trainee	3/1/25	321	120
Police Officer Trainee	4/5/25	383	90
Police Officer Trainee	5/10/25	369	96
Police Officer Trainee	6/14/25	381	118
Police Officer Trainee	7/19/25	342	92
Police Officer Trainee	8/23/25	333	91
Police Officer Trainee	9/27/25	295	68
Police Officer Trainee	11/1/25	270	63
Police Officer Trainee	12/6/25	294	81
Police Records Assistant I	9/8/25	300	159
Police Telecommunicator I	4/22/25	245	47
Police Telecommunicator I	6/10/25	212	37
Police Telecommunicator I	9/9/25	329	43
Safety Department Aide I	7/7/225	4	2
Safety Department Aide I	4/2/25	43	5
Safety Department Aide I	4/28/25	1	1
Safety Department Aide I	7/16/25	4	2

Title of Classification	2025 Dates of Examination	# of Applications Received	# of Candidates Placed on Eligible List
Safety Department Aide I	8/4/25	43	2
Safety Department Aide I	8/26/25	6	2
Safety Department Aide I	10/15/25	36	3
Safety Department Aide I	11/12/25	5	1
Safety Department Aide I	12/8/25	3	1
Traffic Signal Electrician Trainee	9/8/25	336	85
Water Systems Operator	12/4/25	309	136
Totals for 2025		6598	1801

C. Appointments to the Classified Service

During the 2025 calendar year, 300 employees were appointed which is an increase of 40 from 2024. The # employees consisted of:

- 78 sworn positions
- 33 hired into Police Officer Trainee, Recruit
- 28 hired into Fire Fighter Trainee
- 161 hired into the miscellaneous service

The following table details appointments made:

APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
1/12/25	Senior Evidence Technician	PD			1	
	Police Sergeant	PD	1			
	Deputy Chief of Police I	PD	1			
	Police Lieutenant	PD	1			
	Police Captain	PD	1			
	Water Systems Operator	MUD			2	
	Community Development Technician	CDD			1	
1/13/25	Police Officer	PD	1			
	Plant Operator-In-Training	MUD			1	
	Combination Inspector I	CDD			1	
1/24/25	Police Officer	PD	3			
1/26/25	Administrative Analyst I	PD			1	

APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
	Recreation Program Coordinator	CSD			2	
1/27/25	Police Records Assistant I	PD			1	
	Librarian Trainee	CSD			1	
	Librarian Assistant I	CSD			1	
	Library Driver/Clerk	CSD			1	
	Firefighter Trainee	Fire				10
2/7/25	Police Officer	PD	1			
2/09/25	Office Specialist	MUD			2	
2/11/25	Police Officer Trainee	PD		2		
	Water Systems Operator				1	
	Assistant Planner	CDD			1	
2/23/25	Police Sergeant	PD	1			
	Environmental Control Officer	MUD			1	
	Senior Water Systems Operator	MUD			1	
	Project Manager I	PW			1	
2/24/25	Police Officer Trainee	PD		2		
	Junior Engineer	MUD			1	
	Procurement Specialist I	ASD			1	
3/9/26	Circulation Assistant I	CSD			1	
	Systems Analyst I	IT			1	
3/10/25	Police Officer Trainee	PD		2		
	Police Services Manager	PD			1	
	Laboratory Technician	MUD			1	
	Circulation Assistant II	CSD			1	
3/23/25	Animal Services Supervisor	PD			1	
	Crime Analyst	PD			1	
	Plant Operator-In-Training	MUD			1	
	Plant Maintenance Mechanic	MUD			1	
	Water Systems Supervisor	MUD			2	
	Public Works Inspector	PW			1	
	Program Manager III	PW			1	
3/24/25	Police Officer Trainee	PD		1		
	Administrative Analyst I	PD			1	

APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
	Junior Engineer	MUD			1	
	Circulation Assistant I	CSD			1	
	Technology Support Specialist I	IT			1	
4/6/25	Police Records Supervisor	PD			1	
	Plant Maintenance Mechanic	MUD			1	
	Senior Water Systems Operator	MUD			2	
4/7/25	Police Officer Trainee	PD		1		
	Administrative Analyst I	ASD			1	
	Community Development Technician	CDD			1	
	Fire Telecommunicator Call Taker	Fire			1	
4/11/25	Police Officer	PD	2			
4/20/25	Fire Captain	Fire	13			
4/21/25	Police Officer Trainee	PD		1		
	Police Records Assistant I	PD			1	
	Plant Maintenance Worker	MUD			1	
	Tree Worker	PW			1	
	Materials Specialist	ASD			2	
5/4/25	Code Enforcement Officer I	PD			1	
	Public Works Inspector	MUD			1	
	Mechanic III (Light)	PW			1	
	Library Assistant II	CSD			1	
	Revenue Assistant II	ASD			1	
	Assistant Planner	CDD			1	
	Office Specialist	Fire			1	
5/05/25	HVAC Mechanic	PW			1	
	Public Works Inspector	PW			1	
	Administrative Analyst I	PW			1	
5/18/25	Police Sergeant	PD	1			
	Police Lieutenant	PD	1			
	Administrative Aide I	MUD			1	
	Senior Plant Operator	MUD			1	
	Mechanic III (Heavy)	PW			1	
	Firefighter Engineer	Fire	5			
	Firefighter	Fire	7			

APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
5/19/25	Police Officer Trainee	PD		2		
	Police Records Assistant I	PD			1	
	Maintenance Worker	MUD			1	
	Administrative Analyst I	PW			1	
	Assistant Engineer	PW			1	
6/1/25	Librarian II	CSD			1	
6/16/25	Police Officer Trainee	PD		3		
	Plant Operator-In-Training	MUD			1	
	Water Systems Operator	MUD			1	
6/29/25	Fire Battalion Chief	Fire	1			
6/30/25	Police Officer Trainee	PD		1		
	Collection Systems Operator	MUD			1	
	Water Systems Operator	MUD			2	
	Associate Planner	CDD			1	
7/2/25	Police Officer	PD	9			
7/13/25	Senior Management Assistant	MUD			1	
	Revenue Assistant II	ASD			1	
	Senior Recreation Assistant	CSD			1	
7/14/25	Evidence Technician I	PD			1	
	Water Systems Operator	MUD			2	
	Revenue Assistant I	ASD			4	
7/27/25	Public Works Safety Officer	PW			1	
	Facilities Manager	PW			1	
	Transportation Services Manager	PW			1	
	Senior Recreation Assistant	CSD			2	
7/28/25	Police Officer Trainee	PD		3		
	Police Records Assistant I	PD			1	
	Property Clerk	PD			1	
	Maintenance Repair Technician I	PW			1	
	Craft Maintenance Worker II	PW			1	
	Supervising Accountant	ASD			1	
	Firefighter Trainee	Fire				18
8/6/25	Police Officer	PD	1			

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APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
8/8/25	Police Officer	PD	5			
8/10/25	Library Assistant I	CSD			1	
8/11/25	Office Specialist	PD			1	
	Police Telecommunicator I	PD			1	
	Collection Systems Operator	MUD			1	
8/24/25	Police Telecommunicator Supervisor	PD			1	
	Laboratory Technician	MUD			1	
	Senior Electrical Technician	MUD			1	
	Recreation Program Coordinator	CSD			1	
	Library Assistant I	CSD			1	
	Fire Battalion Chief	Fire	1		1	
8/25/25	Police Telecommunicator I	PD			1	
	Collection Systems Operator	MUD			1	
9/7/26	Recreation Supervisor	CSD			1	
	Librarian Trainee	CSD			1	
9/8/25	Community Service Officer I	PD			2	
	Police Officer Trainee	PD		3		
	Senior Electrical Technician	MUD			1	
	Mechanic II (Light)	PW			2	
	Library Assistant I	CSD			1	
	Librarian I	CSD			1	
	Fire Telecommunicator I	Fire			1	
9/21/25	Senior Water Systems Operator	MUD			1	
	Librarian Trainee	CSD			1	
	Fire Telecommunicator I	Fire	1			
9/22/25	Police Officer Trainee	PD		1		
	Animal Services Officer	PD			1	
	Program Manager II	PD			1	
	Senior Electrical Technician	MUD			1	
	Recreation Program Coordinator	CSD			1	
	Supervising Accountant	ASD			1	
	Procurement Specialist I	ASD			1	
	Accountant I	ASD			1	

APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
10/5/25	Police Telecommunicator I	PD			1	
10/6/25	Police Telecommunicator I	PD			1	
	Police Officer Trainee	PD		1		
	Public Works Field Specialist	PW			2	
	Grants Analyst	EDD			1	
10/19/25	Police Sergeant	PD	1			
	Plant Operator	MUD			1	
10/20/25	Administrative Analyst I	PD			1	
	Office Technician	PD			1	
	Police Officer Trainee	PD		5		
	Laboratory Technician	MUD			1	
	Public Works Field Specialist	PW			1	
	Librarian Trainee	CSD			1	
	Recreation Program Coordinator	CSD			1	
	Engineering Technician	CDD			1	
10/31/25	Police Officer	PD	2			
11/2/25	Senior Collection Systems Operator	MUD			1	
	Librarian I	CSD			1	
	Technology Support Specialist II	IT			1	
	Economic Development Analyst	EDD			1	
	Firefighter Engineer	Fire	1			
11/3/25	Mail Courier	PD			1	
	Public Safety Information Systems Analyst	PD			1	
	Police Officer Trainee	PD		2		
	Fire Telecommunicator Call Taker	Fire			2	
	Fire Battalion Chief	Fire	1			
11/16/25	Administrative Analyst II	IT			1	
11/17/25	Office Technician	PD			1	
	Police Officer Trainee	PD		1		
	Technology Support Specialist I	IT			1	
12/1/25	Administrative Analyst I	PD			1	
	Police Telecommunicator I	PD			1	
12/14/25	Technology Support Specialist II	IT			1	

APPOINTMENTS			# OF POSITIONS			
Date Appointed	Title	Department	Sworn	Police Officer Trainee / Recruit	Misc.	Firefighter Trainee
	Firefighter	Fire	16			
12/15/25	Police Officer Trainee	PD		3		
	Police Telecommunicator I	PD			1	
	Traffic Signal Electrician Trainee	PW			1	
12/22/25	Director of Public Works	PW			1	
12/28/25	Senior Civil Engineer	PW			1	
	Library Assistant II	CSD			1	
	Senior Recreation Assistant	CSD			2	
		TOTALS	78	33	161	28
2025 Total Positions Appointed			300			

D. Removals from the Classified Service

During this reporting period, 950 names were removed from Police Officer Trainee, Fire Fighter Trainee and Tree Worker eligibility lists. Names were removed according to the Civil Service Rules for Miscellaneous Employees, Rule 6, Section 12 and the Civil Service Rules for Police and Fire Employees, Rule 5, Section 4. The following table details the removals:

Removal of Names	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Police Officer													
P.O. Recruit	1				4				2				7
P.O. Trainee	28	47	131	46	74	93	95	56	100	55	57	107	889
P.O. Academy Graduate	1	1	4		5		1	1	1	2	1		17
P.O. Lateral	1	1	1		1	2		1		2	7		16
Firefighter Trainee EMT/PM					7	4	9						20
Tree Worker			1										1
2025 Totals	31	49	137	46	91	99	105	58	103	59	65	107	950

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

Recruitment of Civil Service Commissioners

On December 31, 2024, previous Chair Lori Diaz-Liddicoat and Vice Chair Linda Vasquez reached an expiration on their term leaving two (2) vacant seats in the Commission. To recruit a large and diverse candidate pool for Civil Service Commission vacancies, the Office of the City Clerk conducted their recruitment 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 two (2) vacated positions were filled on February 4, 2025 by Commissioner Raymond Zulueta Jr. and on February 18, 2025 by Commissioner Michele Sherman. On December 31, 2025, Vice Chair Nancy Muniz reached an expiration on her term leaving one (1) vacant seat in the Commission which was filled by Commissioner Jahari Williams on January 13, 2026.

2025 Commission Accomplishments and Comments

The Commission is entrusted with a range of clearly defined responsibilities as outlined in the Civil Service Rules and Regulations. These duties include the adoption, amendment, and repeal of rules governing the Civil Service Commission, personnel administration matters, hearing appeals related to dismissals, demotions, or reductions within the competitive service, investigating complaints or concerns affecting the administration of the system, and preparing an annual report.

Over the past year, the Commission reviewed and monitored numerous employee eligibility lists for diversity, gender, and ranking. Additionally, the Commission reviewed the annual report composed by each City department that outlines progress towards reaching equal employment goals.

The Commission did not make any changes to the Civil Service Rules during the 2025 calendar year.

The Commission continues to schedule and hold employee appeals as needed in accordance with the Civil Service Rules. During 2025, one appeal was conducted on November 3, 2025.

The Commission also continues to hold public hearings as needed. There were no public hearings held in 2025.

Goals for the Commission in 2026

The Commission would like to focus on two goals in 2026.

- **Goal 1 – Increase and Promote Diversity, Equity and Inclusion Efforts:**

The Civil Service Commission's goal is to strengthen and expand the efforts to promote Diversity, Equity, and Inclusion across the City by collaborating and working with Human Resources and the other Departments. We are committed to creating a more inclusive and supportive environment where the workforce aligns with the diverse backgrounds of the citizens that make up the City.

- **Goal 2 – Continue to Promote Fairness, Merit, and Excellence in Public Service:**

The goal of the Civil Service Commission is to ensure a fair, transparent, and efficient process for hiring, promoting, and retaining public employees. We are committed to upholding the principles of merit, equal opportunity, and accountability in all aspects of civil service. By continuously reviewing and improving policies and practices, we aim to create a workforce that reflects the diverse needs of the community, while fostering professionalism, integrity, and excellence in public service. Our focus is on ensuring that all employees are treated fairly and equitably, and that the public can have confidence in the integrity of the civil service system.

F. 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 2025, the total incurred on Commissioners' remunerations was \$1,500.

The Civil Service Commission regular meetings are held on the third Thursday of every month at 3:00 p.m. The commission consists of a Chair, Vice-Chair and three commission members. The following is a summary of the meetings conducted by the Commission in 2025:

2025 Meeting Dates	Type
January 31, 2025	Special
February 20, 2025	Regular
March 20, 2025	Regular
April 17, 2025	Regular
May 15, 2025	Regular
June 19, 2025	Regular
July 17, 2025	Regular
August 5, 2025	Special
August 21, 2025	Regular
September 18, 2025	Regular
October 16, 2025	Regular

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2025 Meeting Dates	Type
November 3, 2025	Special
November 20, 2025	Regular
December 18, 2025	Cancelled due to lack of quorum

This concludes the 2025 annual report. I hope the information contained in this report provided valuable insight.

Respectfully Submitted,



DWIGHT WILLIAMS

CHAIR, CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION