



Agenda Report

Fullerton City Council

MEETING DATE: MARCH 18, 2025

TO: CITY COUNCIL

SUBMITTED BY: EDDIE MANFRO, DIRECTOR OF HUMAN RESOURCES

PREPARED BY: EDDIE MANFRO, DIRECTOR OF HUMAN RESOURCES

SUBJECT: CITY VACANCIES AND RECRUITMENT AND RETENTION EFFORTS REPORT

SUMMARY

This report summarizes vacant City positions and discusses the current City recruitment and retention efforts.

PROPOSED MOTION

Receive and file.

ALTERNATIVE OPTIONS

- Approve the Proposed Motion
- Other options brought by City Council.

STAFF RECOMMENDATION

Staff recommends the Proposed Motion.

CITY MANAGER REMARKS

AB 2561 added California Government Code Section 3502.3, which now requires public agencies to make a presentation at least once per fiscal year on the status of vacancies and recruitment and retention efforts during a public hearing.

PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statement:

- Fiscal and Organizational Stability

FISCAL IMPACT

None.

BACKGROUND AND DISCUSSION

Governor Newsom signed Assembly Bill 2561 (AB 2561) into law on September 22, 2024 to amend the Meyers-Milias-Brown Act (MMBA). AB 2561 added California Government Code Section 3502.3 which requires public agencies to hold a public hearing at least once per fiscal year to report on vacancy and recruitment status and retention efforts.

The City has 614 full-time positions budgeted with 65 of these positions vacant as of March 1, 2025, for an approximately 11% vacancy rate. Staff attached a summary table to this report showing the number of vacancies and percentage of total vacancies by each City bargaining unit and other unrepresented units. The Fullerton Management Association (FMA) has the highest vacancy rate on a percentage basis at approximately 20%. Positions in other bargaining units currently underfill several FMA positions contributing to the FMA vacancy rate.

The City full-time vacancy rate reached near 25% during the COVID-19 pandemic in 2020 and through 2022. The City's compensation package also fell significantly below market during that time and the City saw a significant number of employees leave for other employers. The City also saw a significant decrease in interest in employment with the City at that time. City recruitment efforts garnered low numbers of applicants, no-shows for tests and interviews and candidates often turning down job offers or leaving shortly after accepting employment. In short, Fullerton was not an employer of choice.

The City ratified a multi-year Memorandum of Agreement (MOA) between the City and the Fullerton Firefighters' Association (FFA) which improved the vacancy rate and ability to attract and retain employees. The City carried this momentum forward and ratified similar agreements with all remaining employee groups who now have multi-year labor agreements that include significant improvements to the City compensation package, producing significant results. The City receives significantly larger numbers of applicants for vacant positions, the quality of applicants has improved, the City has significant improvement in offer acceptance and fewer employees leave for other agencies.

The City is now in a good place when it comes to recruiting and retaining new employees. The City had 99 separations, 108 new hires and 59 promotions between February 2022 and January 2023. In comparison, the City had 57 separations, 97 new hires and 64 promotions between February 2024 and January 2025. The City established roughly the same number of eligible lists but experienced a 30% increase in the average number of candidates per eligible list.

The Human Resources Department continues to meet monthly with each operating department to prioritize upcoming recruitments and ensure the City meets staffing needs. Staff attached a year-to-date summary of eligible list established for Fiscal Year 2024-25 to this report.

The City posts job announcements on the City's website as well as GovernmentJobs.com to attract qualified applicants. The City also submits postings to industry-specific websites and the Jobs Available online recruitment publication as appropriate. Additionally, the City accepts interest cards that notify candidates when the City initiates an interest

recruitment. Human Resources works in conjunction with the City Manager's Office to enhance its recruitment-related social media presence to further engage and attract qualified candidates and enhance the City's branding as an employer of choice.

Attachments:

- Attachment 1 – Vacancies by Bargaining Unit
- Attachment 2 – Vacancies by Classification
- Attachment 3 – Vacancies Summary Table
- Attachment 4 – Summary of Eligible Lists Established
- Attachment 5 – Example of Current Open Recruitment Flyer

cc: City Manager Eric J. Levitt

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	VACANT		FFA	1
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	VACANT		FFA	1
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	VACANT		FFA	1
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	DEPUTY CHIEF	FILLED		FFMA	
2222	1	DEPUTY CHIEF	FILLED		FFMA	
2222	1	DIVISION CHIEF	FILLED		FFMA	
2222	1	FIRE BATTALION CHIEF	FILLED		FFMA	
2222	1	FIRE BATTALION CHIEF	FILLED		FFMA	
2222	1	FIRE BATTALION CHIEF	FILLED		FFMA	
2163	1	ACCOUNTING SUPERVISOR	VACANT	Underfilled by Accountant I	FMA	1
2331	1	AIRPORT MANAGER	FILLED		FMA	
2313	1	BUILDING AND SAFETY MANAGER	FILLED		FMA	
2313	1	BUILDING PERMIT SUPERVISOR	FILLED		FMA	
2413	1	BUILDING/FACILITIES SUPERVISOR	FILLED		FMA	
2165	1	BUSINESS REGISTRATION SPV	FILLED		FMA	
2322	1	CITY TRAFFIC ENGINEER	FILLED		FMA	
2319	1	CODE ENFORCEMENT MANAGER	FILLED		FMA	
2319	1	CODE ENFORCEMENT SUPERVISOR	FILLED		FMA	
2312	1	ECON DEV PROJECT MANAGER	VACANT		FMA	1
2312	1	ECONOMIC DEVELOPMENT MANAGER	VACANT		FMA	1
2222	1	EMERGENCY MED SVCS MGR	FILLED		FMA	
2416	1	EQUIPMENT SUPERINTENDENT	VACANT		FMA	1
2416	1	EQUIPMENT SUPERVISOR	FILLED		FMA	
2413	1	FACILITIES MANAGER	FILLED		FMA	
2277	1	FORENSIC SUPERVISOR	FILLED		FMA	
2315	1	HOUSING MANAGER	FILLED		FMA	
2423	1	LANDSCAPE AND TREE MANAGER	FILLED		FMA	
2423	1	LANDSCAPE SUPERVISOR I	FILLED		FMA	
2423	1	LANDSCAPE SUPERVISOR II	FILLED		FMA	
2521	1	LIBRARY DIVISION MANAGER I	FILLED		FMA	
2521	1	LIBRARY DIVISION MANAGER I	FILLED		FMA	
2521	1	LIBRARY DIVISION MANAGER II	VACANT	Underfilled by Admin Analyst I	FMA	1
2521	1	LIBRARY SERVICES SUPERVISOR	FILLED		FMA	
2514	1	PARKS & REC MANAGER	FILLED		FMA	
2516	1	PARKS & REC MANAGER	FILLED		FMA	
2514	1	PARKS & REC SUPERVISOR I	FILLED		FMA	
2516	1	PARKS & REC SUPERVISOR I	FILLED		FMA	
2516	1	PARKS & REC SUPERVISOR I	FILLED		FMA	
2515	1	PARKS & REC SUPERVISOR II	FILLED		FMA	
2514	1	PARKS PROJECT MANAGER	VACANT		FMA	1
2313	1	PLAN CHECK ENGINEER	FILLED		FMA	
2312	1	PLANNING MANAGER	FILLED		FMA	
2281	1	POLICE COMMUNICATIONS SPVR	FILLED		FMA	
2282	1	POLICE RECORDS SUPERVISOR	FILLED		FMA	
2282	1	POLICE TECHNICAL SVCS MANAGER	FILLED		FMA	
2322	1	PRINCIPAL CIVIL ENGINEER	FILLED		FMA	
2324	1	PRINCIPAL CIVIL ENGINEER	FILLED		FMA	
2323	1	PRINCIPAL CIVIL ENGINEER-WATER	FILLED		FMA	
2315	1	PROJECT MANAGER I	FILLED		FMA	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2411	1	PUBLIC WORKS ADMIN MANAGER	FILLED		FMA	
2164	1	PURCHASING SUPERVISOR	FILLED		FMA	
2165	1	REVENUE OPERATIONS MGR	FILLED		FMA	
2221	1	SENIOR ADMINISTRATIVE ANALYST	VACANT	Underfilled by a Admin Analyst II	FMA	1
2271	1	SENIOR ADMINISTRATIVE ANALYST	FILLED		FMA	
2311	1	SENIOR ADMINISTRATIVE ANALYST	FILLED		FMA	
2322	1	SENIOR ADMINISTRATIVE ANALYST	VACANT	Underfilled by a Admin Analyst II	FMA	1
2411	1	SENIOR ADMINISTRATIVE ANALYST	VACANT	Underfilled by a Admin Analyst II	FMA	1
2411	1	SENIOR ADMINISTRATIVE ANALYST	VACANT	Underfilled by a Admin Analyst II	FMA	1
2511	1	SENIOR ADMINISTRATIVE ANALYST	FILLED		FMA	
2323	1	SENIOR CIVIL ENGINEER WATER	VACANT		FMA	1
2521	1	SENIOR LIBRARIAN	FILLED		FMA	
2521	1	SENIOR LIBRARIAN	FILLED		FMA	
2312	1	SENIOR PLANNER	VACANT		FMA	1
2312	1	SENIOR PLANNER	FILLED		FMA	
2427	1	SEWER SUPERVISOR	FILLED		FMA	
2419	1	STREET SUPERVISOR	FILLED		FMA	
2419	1	STREET SUPERVISOR	FILLED		FMA	
2419	1	STREETS AND SEWER MANAGER	FILLED		FMA	
2165	1	UTILITY SERVICES SUPERVISOR	FILLED		FMA	
2425	1	WATER DISTRIBUTION SUPERVISOR	FILLED		FMA	
2428	1	WATER DISTRIBUTION SUPERVISOR	FILLED		FMA	
2426	1	WATER PRODUCTION SUPERVISOR	VACANT		FMA	1
2430	1	WATER QUALITY SUPERVISOR	FILLED		FMA	
2425	1	WATER SYSTEMS MANAGER	FILLED		FMA	
2163	1	ACCOUNT CLERK II	FILLED		FMEF	
2163	1	ACCOUNT CLERK II	FILLED		FMEF	
2163	1	ACCOUNT TECHNICIAN	FILLED		FMEF	
2163	1	ACCOUNT TECHNICIAN	FILLED		FMEF	
2163	1	ACCOUNTANT II	FILLED		FMEF	
2163	1	ACCOUNTANT II	FILLED		FMEF	
2163	1	ACCOUNTANT II	FILLED		FMEF	
2511	1	ADMINISTRATIVE ANALYST I	FILLED		FMEF	
2121	1	ADMINISTRATIVE ANALYST II	VACANT		FMEF	1
2311	1	ADMINISTRATIVE ANALYST II	VACANT		FMEF	1
2221	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2311/2411	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2311	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2411	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2511	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2521	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2271	1	ADMINISTRATIVE ASSISTANT II	FILLED		FMEF	
2411	1	ADMINISTRATIVE ASSISTANT II	FILLED		FMEF	
2413	1	AIR CONDITIONING MECHANIC	FILLED		FMEF	
2331	1	AIRPORT OPERATIONS ASSISTANT	FILLED		FMEF	
2331	1	AIRPORT OPERATIONS LEAD WORKER	FILLED		FMEF	
2331	1	AIRPORT SERVICE WORKER	FILLED		FMEF	
2331	1	AIRPORT SERVICE WORKER	FILLED		FMEF	
2331	1	AIRPORT SERVICE WORKER	FILLED		FMEF	
2323	1	ASSET MANAGEMENT COORDINATOR	FILLED		FMEF	
2427	1	ASSET MANAGEMENT COORDINATOR	VACANT		FMEF	1
2323	1	ASSISTANT ENGINEER	FILLED		FMEF	
2324	1	ASSISTANT ENGINEER	FILLED		FMEF	
2324	1	ASSISTANT ENGINEER	FILLED		FMEF	
2323	1	ASSISTANT ENGINEER-WATER	FILLED		FMEF	
2323	1	ASSOCIATE ENGINEER	FILLED		FMEF	
2324	1	ASSOCIATE ENGINEER	FILLED		FMEF	
2324	1	ASSOCIATE ENGINEER	FILLED		FMEF	
2313	1	ASSOCIATE PLAN CHECK ENGINEER	FILLED		FMEF	
2312	1	ASSOCIATE PLANNER	FILLED		FMEF	
2312	1	ASSOCIATE PLANNER	FILLED		FMEF	
2312	1	ASSOCIATE PLANNER	FILLED		FMEF	
2322	1	ASST PLAN CHECK ENGINER- ENGINEERING	FILLED		FMEF	
2323	1	ASST PLAN CHECK ENGINER- ENGINEERING	VACANT		FMEF	1
2313	1	BUILDING INSPECTOR II	FILLED		FMEF	
2313	1	BUILDING INSPECTOR II	FILLED		FMEF	
2313	1	BUILDING INSPECTOR III	FILLED		FMEF	
2164	1	BUYER II	FILLED		FMEF	
2322	1	CIVIL ENGINEER	VACANT		FMEF	1
2322	1	CIVIL ENGINEER	FILLED		FMEF	
2324	1	CIVIL ENGINEER	FILLED		FMEF	
2324	1	CIVIL ENGINEER	FILLED		FMEF	
2177	1	CLERICAL ASSISTANT III	FILLED		FMEF	
2411	1	CLERICAL ASSISTANT III	FILLED		FMEF	
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	
2319	1	CODE ENFORCEMENT OFFICER	VACANT		FMEF	1
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	
2315	1	COMMUNITY OUTREACH SPECIALIST	FILLED		FMEF	
2324	1	CONSTRUCTION INSPECTOR	FILLED		FMEF	
2324	1	CONSTRUCTION INSPECTOR	FILLED		FMEF	
2324	1	CONSTRUCTION INSPECTOR WATER	FILLED		FMEF	
2165	1	CUSTOMER SERVICE REPRESENTATIVE	VACANT		FMEF	1
2165	1	CUSTOMER SERVICE REPRESENTATIVE	FILLED		FMEF	
2165	1	CUSTOMER SERVICE REPRESENTATIVE	FILLED		FMEF	
2165	1	CUSTOMER SERVICE REPRESENTATIVE	FILLED		FMEF	
2221	1	CUSTOMER SERVICE REPRESENTATIVE	FILLED		FMEF	
2125	1	DEPUTY CITY CLERK	FILLED		FMEF	
2413	1	ELECTRICIAN	FILLED		FMEF	
2413	1	ELECTRICIAN	FILLED		FMEF	
2413	1	ELECTRICIAN	VACANT		FMEF	1
2222	1	EMERGENCY PREP COORDINATOR	FILLED		FMEF	
2322	1	ENGINEERING AIDE III	FILLED		FMEF	
2322	1	ENGINEERING AIDE III	VACANT		FMEF	1
2429	1	ENVIRONMENTAL SERVICES COOR II	FILLED		FMEF	
2416	1	EQUIPMENT MECHANIC LEAD WORKER	FILLED		FMEF	
2419	1	EQUIPMENT OPERATOR	FILLED		FMEF	
2419	1	EQUIPMENT OPERATOR	FILLED		FMEF	
2419	1	EQUIPMENT OPERATOR	FILLED		FMEF	
2419	1	EQUIPMENT OPERATOR	VACANT		FMEF	1
2419	1	EQUIPMENT OPERATOR	FILLED		FMEF	
2423	1	EQUIPMENT OPERATOR	VACANT		FMEF	1
2427	1	EQUIPMENT OPERATOR	FILLED		FMEF	
2427	1	EQUIPMENT OPERATOR	FILLED		FMEF	
2425	1	EQUIPMENT OPERATOR-WATER	FILLED		FMEF	
2425	1	EQUIPMENT OPERATOR-WATER	FILLED		FMEF	
2425	1	EQUIPMENT OPERATOR-WATER	FILLED		FMEF	
2413	1	FACILITIES LEAD WORKER	FILLED		FMEF	
2413	1	FACILITIES LEAD WORKER	FILLED		FMEF	
2416	1	FLEET MAINTENANCE TECHNICIAN	FILLED		FMEF	
2166	1	GEOGRAPHIC INFO SYSTEMS SPCLST	FILLED		FMEF	
2423	1	GROUNDS MAINTENANCE LEAD WKR	FILLED		FMEF	
2423	1	GROUND MAINTENANCE LEAD WKR	FILLED		FMEF	
2315	1	HOUSING/COMMTY REHAB INSPTC	VACANT		FMEF	1
2423	1	IRRIGATION SPECIALIST	FILLED		FMEF	
2165	1	LEAD CUSTOMER SVC REP UTIL SVC	FILLED		FMEF	
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	
2521	1	LIBRARIAN - CHILDRENS SERVICES	VACANT		FMEF	
2521	1	LIBRARIAN - CHILDRENS SERVICES	FILLED		FMEF	
2521	0.8	LIBRARY CLERICAL ASSISTANT	FILLED		FMEF	
2521	0.8	LIBRARY CLERICAL ASSISTANT	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT I	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT II	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT II	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT II	FILLED		FMEF	
2521	1	LIBRARY TECHNOLOGY ASSISTANT	FILLED		FMEF	
2521	1	LOCAL HISTORY ARCHIVIST	FILLED		FMEF	
2425	1	LOCATION SPECIALIST	FILLED		FMEF	
2425	1	LOCATION SPECIALIST	FILLED		FMEF	
2427	1	MAINT FACILITIES DISPATCHER	VACANT		FMEF	1
2413	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	VACANT		FMEF	1
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2426	1	MAINTENANCE WORKER	FILLED		FMEF	
2426	1	MAINTENANCE WORKER	FILLED		FMEF	
2416	1	MECHANIC I	FILLED		FMEF	
2277	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	VACANT		FMEF	1
2416	1	MECHANIC II	VACANT		FMEF	1
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC III	VACANT		FMEF	1
2416	1	MECHANIC III	FILLED		FMEF	
2514	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2514	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	VACANT		FMEF	1
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	VACANT		FMEF	1
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	VACANT		FMEF	1
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	VACANT		FMEF	1
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2426	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2426	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2313	1	SENIOR PERMIT TECHNICIAN	VACANT		FMEF	1
2427	1	SEWER LEAD WORKER	FILLED		FMEF	
2413	1	SKILLED MAINT WORKER BLDG/FAC	FILLED		FMEF	
2413	1	SKILLED MAINT WORKER BLDG/FAC	FILLED		FMEF	
2413	1	SKILLED MAINT WORKER BLDG/FAC	FILLED		FMEF	
2425	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2425	1	SKILLED MAINT WORKER-WATER II	VACANT		FMEF	1
2425	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2426	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2428	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2411	1	SOLID WASTE/RECYCLING COORD	FILLED		FMEF	
2427	1	SOURCE CONTROL INSPECTOR	FILLED		FMEF	
2427	1	SOURCE CONTROL INSPECTOR	FILLED		FMEF	
2514	0	SPORTS FACILITY COORDINATOR	VACANT		FMEF	1
2419	1	STREETS LEAD WORKER	FILLED		FMEF	
2419	1	STREETS LEAD WORKER	FILLED		FMEF	
2419	1	TRAFFIC PAINTER	FILLED		FMEF	
2419	1	TRAFFIC PAINTER	FILLED		FMEF	
2424	1	TREE SERVICES INSPECTOR	FILLED		FMEF	
2165	1	UTILITY SYSTEMS SPECIALIST	FILLED		FMEF	
2425	1	WATER LEAD WORKER	VACANT		FMEF	1
2426	1	WATER LEAD WORKER	FILLED		FMEF	
2428	1	WATER LEAD WORKER	FILLED		FMEF	
2426	1	WATER PRODUCTION OPERATOR	FILLED		FMEF	
2426	1	WATER PRODUCTION OPERATOR	FILLED		FMEF	
2426	1	WATER PRODUCTION OPERATOR	FILLED		FMEF	
2430	1	WATER QUALITY LEAD WORKER	FILLED		FMEF	
2430	1	WATER QUALITY LEAD WORKER	FILLED		FMEF	
2271	1	POLICE CAPTAIN	FILLED		PMA	
2271	1	POLICE CAPTAIN	FILLED		PMA	
2277	1	POLICE LIEUTENANT	FILLED		PMA	
2291	1	POLICE LIEUTENANT	FILLED		PMA	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2163	1	ACCOUNT CLERK II	FILLED		FMEF	
2163	1	ACCOUNT CLERK II	FILLED		FMEF	
2163	1	ACCOUNT TECHNICIAN	FILLED		FMEF	
2163	1	ACCOUNT TECHNICIAN	FILLED		FMEF	
2163	1	ACCOUNTANT II	FILLED		FMEF	
2163	1	ACCOUNTANT II	FILLED		FMEF	
2163	1	ACCOUNTANT II	FILLED		FMEF	
2163	1	ACCOUNTING SUPERVISOR	VACANT	Underfilled by Accountant I	FMA	1
2121	1	ADMIN ASSIST/CONFIDENTIAL	FILLED		CFNR	
2161	1	ADMIN ASSIST/CONFIDENTIAL	FILLED		CFNR	
2171	1	ADMIN ASSIST/CONFIDENTIAL	FILLED		CFNR	
2511	1	ADMINISTRATIVE ANALYST I	FILLED		FMEF	
2121	1	ADMINISTRATIVE ANALYST II	VACANT		FMEF	1
2311	1	ADMINISTRATIVE ANALYST II	VACANT		FMEF	1
2221	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2311/2411	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2311	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2411	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2511	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2521	1	ADMINISTRATIVE ASSISTANT I	FILLED		FMEF	
2271	1	ADMINISTRATIVE ASSISTANT II	FILLED		FMEF	
2411	1	ADMINISTRATIVE ASSISTANT II	FILLED		FMEF	
2413	1	AIR CONDITIONING MECHANIC	FILLED		FMEF	
2331	1	AIRPORT MANAGER	FILLED		FMA	
2331	1	AIRPORT OPERATIONS ASSISTANT	FILLED		FMEF	
2331	1	AIRPORT OPERATIONS LEAD WORKER	FILLED		FMEF	
2331	1	AIRPORT SERVICE WORKER	FILLED		FMEF	
2331	1	AIRPORT SERVICE WORKER	FILLED		FMEF	
2331	1	AIRPORT SERVICE WORKER	FILLED		FMEF	
2323	1	ASSET MANAGEMENT COORDINATOR	FILLED		FMEF	
2427	1	ASSET MANAGEMENT COORDINATOR	VACANT		FMEF	1
2323	1	ASSISTANT ENGINEER	FILLED		FMEF	
2324	1	ASSISTANT ENGINEER	FILLED		FMEF	
2324	1	ASSISTANT ENGINEER	FILLED		FMEF	
2323	1	ASSISTANT ENGINEER-WATER	FILLED		FMEF	
2323	1	ASSOCIATE ENGINEER	FILLED		FMEF	
2324	1	ASSOCIATE ENGINEER	FILLED		FMEF	
2324	1	ASSOCIATE ENGINEER	FILLED		FMEF	
2313	1	ASSOCIATE PLAN CHECK ENGINEER	FILLED		FMEF	
2312	1	ASSOCIATE PLANNER	FILLED		FMEF	
2312	1	ASSOCIATE PLANNER	FILLED		FMEF	
2312	1	ASSOCIATE PLANNER	FILLED		FMEF	
2411	1	ASST DIRECTOR PW-MAINTENANCE	FILLED		EXEC	
2223	1	ASST FIRE MAR/FIRE PLANS EXAM	FILLED		FFA	
2322	1	ASST PLAN CHECK ENGINER- ENGINEERING	FILLED		FMEF	
2323	1	ASST PLAN CHECK ENGINER- ENGINEERING	VACANT		FMEF	1
2163	1	BUDGET & PURCHASING MANAGER	FILLED		CFNR	
2313	1	BUILDING AND SAFETY MANAGER	FILLED		FMA	
2313	1	BUILDING INSPECTOR II	FILLED		FMEF	
2313	1	BUILDING INSPECTOR II	FILLED		FMEF	
2313	1	BUILDING INSPECTOR III	FILLED		FMEF	
2313	1	BUILDING PERMIT SUPERVISOR	FILLED		FMA	
2413	1	BUILDING/FACILITIES SUPERVISOR	FILLED		FMA	
2165	1	BUSINESS REGISTRATION SPV	FILLED		FMA	
2164	1	BUYER II	FILLED		FMEF	
2271	1	CHIEF OF POLICE	FILLED		CA	
2125	1	CITY CLERK/CLERK SVCS MANAGER	FILLED		CFNR	
2322	1	CITY ENGINEER/ASST DIRECTOR PW	FILLED		EXEC	
2121	1	CITY MANAGER	FILLED		CA	
2322	1	CITY TRAFFIC ENGINEER	FILLED		FMA	
2322	1	CIVIL ENGINEER	VACANT		FMEF	1
2322	1	CIVIL ENGINEER	FILLED		FMEF	
2324	1	CIVIL ENGINEER	FILLED		FMEF	
2324	1	CIVIL ENGINEER	FILLED		FMEF	
2177	1	CLERICAL ASSISTANT III	FILLED		FMEF	
2411	1	CLERICAL ASSISTANT III	FILLED		FMEF	
2319	1	CODE ENFORCEMENT MANAGER	FILLED		FMA	
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	
2319	1	CODE ENFORCEMENT OFFICER	VACANT		FMEF	1
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	
2319	1	CODE ENFORCEMENT OFFICER	FILLED		FMEF	
2319	1	CODE ENFORCEMENT SUPERVISOR	FILLED		FMA	
2315	1	COMMUNITY OUTREACH SPECIALIST	FILLED		FMEF	
2324	1	CONSTRUCTION INSPECTOR	FILLED		FMEF	
2324	1	CONSTRUCTION INSPECTOR	FILLED		FMEF	
2324	1	CONSTRUCTION INSPECTOR WATER	FILLED		FMEF	
2165	1	CUSTOMER SERVICE REPRESENTATIVE	VACANT		FMEF	1

Division	FTE	Position	Vacacnt / Filled	Underfilled Position	Bargaining Unit	Vacancy
2222	1	FIRE ENGINEER	FILLED		FFA	
2222	1	FIRE ENGINEER	FILLED		FFA	
2222	1	FIRE ENGINEER	FILLED		FFA	
2222	1	FIRE ENGINEER	FILLED		FFA	
2222	1	FIRE ENGINEER	FILLED		FFA	
2222	1	FIRE ENGINEER	FILLED		FFA	
2223	1	FIRE PREVENTION SPECIALIST I	FILLED		FFA	
2223	1	FIRE PREVENTION SPECIALIST I	FILLED		FFA	
2223	1	FIRE PREVENTION SPECIALIST II	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	VACANT		FFA	1
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	VACANT		FFA	1
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2222	1	FIREFIGHTER	FILLED		FFA	
2163	1	FISCAL OPERATIONS SUPERVISOR	FILLED		CFNR	
2163	1	FISCAL SERVICES MANAGER	FILLED		CFNR	
2416	1	FLEET MAINTENANCE TECHNICIAN	FILLED		FMEF	
2277	1	FORENSIC SPECIALIST II	FILLED		POAD	
2277	1	FORENSIC SPECIALIST II	FILLED		POAD	
2277	1	FORENSIC SPECIALIST II	FILLED		POAD	
2277	1	FORENSIC SPECIALIST II	FILLED		POAD	
2277	1	FORENSIC SUPERVISOR	FILLED		FMA	
2166	1	GEOGRAPHIC INFO SYSTEMS SPCLST	FILLED		FMEF	
2423	1	GROUNDS MAINTENANCE LEAD WKR	FILLED		FMEF	
2423	1	GROUNDS MAINTENANCE LEAD WKR	FILLED		FMEF	
2315	1	HOUSING MANAGER	FILLED		FMA	
2315	1	HOUSING/COMMTY REHAB INSPECT	VACANT		FMEF	1
2171	1	HR/RM ANALYST II	FILLED		CFNR	
2178	1	HR/RM ANALYST II	FILLED		CFNR	
2179	1	HR/RM ANALYST II	FILLED		CFNR	
2178	1	HUMAN RESOURCES MANAGER I	FILLED		CFNR	
2171	1	HUMAN RESOURCES MANAGER II	FILLED		CFNR	
2171	1	HUMAN RESOURCES TECHNICIAN II	VACANT		CFNR	1
2171	1	HUMAN RESOURCES TECHNICIAN II	FILLED		CFNR	
2423	1	IRRIGATION SPECIALIST	FILLED		FMEF	
2423	1	LANDSCAPE AND TREE MANAGER	FILLED		FMA	
2423	1	LANDSCAPE SUPERVISOR I	FILLED		FMA	
2423	1	LANDSCAPE SUPERVISOR II	FILLED		FMA	
2165	1	LEAD CUSTOMER SVC REP UTIL SVC	FILLED		FMEF	
2281	1	LEAD POLICE DISPATCHER	FILLED		POAD	
2281	1	LEAD POLICE DISPATCHER	FILLED		POAD	
2281	1	LEAD POLICE DISPATCHER	FILLED		POAD	
2281	1	LEAD POLICE DISPATCHER	VACANT		POAD	1
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2521	1	LIBRARIAN - ADULT SERVICES	FILLED		FMEF	
2521	1	LIBRARIAN - CHILDRENS SERVICES	VACANT		FMEF	
2521	1	LIBRARIAN - CHILDRENS SERVICES	FILLED		FMEF	
2521	0.8	LIBRARY CLERICAL ASSISTANT	FILLED		FMEF	
2521	0.8	LIBRARY CLERICAL ASSISTANT	FILLED		FMEF	
2521	1	LIBRARY DIRECTOR	FILLED		EXEC	
2521	1	LIBRARY DIVISION MANAGER I	FILLED		FMA	
2521	1	LIBRARY DIVISION MANAGER I	FILLED		FMA	
2521	1	LIBRARY DIVISION MANAGER II	VACANT	Underfilled by Admin Analyst I	FMA	1
2521	1	LIBRARY SERVICES SUPERVISOR	FILLED		FMA	
2521	1	LIBRARY TECHNICAL ASSISTANT I	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT II	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT II	FILLED		FMEF	
2521	1	LIBRARY TECHNICAL ASSISTANT II	FILLED		FMEF	
2521	1	LIBRARY TECHNOLOGY ASSISTANT	FILLED		FMEF	
2521	1	LOCAL HISTORY ARCHIVIST	FILLED		FMEF	
2425	1	LOCATION SPECIALIST	FILLED		FMEF	
2425	1	LOCATION SPECIALIST	FILLED		FMEF	
2427	1	MAINT FACILITIES DISPATCHER	VACANT		FMEF	1
2413	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2419	1	MAINTENANCE WORKER	VACANT		FMEF	1
2419	1	MAINTENANCE WORKER	FILLED		FMEF	
2426	1	MAINTENANCE WORKER	FILLED		FMEF	
2426	1	MAINTENANCE WORKER	FILLED		FMEF	
2416	1	MECHANIC I	FILLED		FMEF	
2277	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC II	VACANT		FMEF	1
2416	1	MECHANIC II	VACANT		FMEF	1
2416	1	MECHANIC II	FILLED		FMEF	
2416	1	MECHANIC III	VACANT		FMEF	1
2416	1	MECHANIC III	FILLED		FMEF	
2514	1	PARKS & REC MANAGER	FILLED		FMA	
2516	1	PARKS & REC MANAGER	FILLED		FMA	
2514	1	PARKS & REC SUPERVISOR I	FILLED		FMA	
2516	1	PARKS & REC SUPERVISOR I	FILLED		FMA	
2516	1	PARKS & REC SUPERVISOR I	FILLED		FMA	
2515	1	PARKS & REC SUPERVISOR II	FILLED		FMA	
2514	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2514	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2515	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2515	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2516	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2511	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2515	1	PARKS & RECREATION COORDINATOR	FILLED		FMEF	
2514	1	PARKS PROJECT MANAGER	VACANT		FMA	1
2514	1	PARKS PROJECT SPECIALIST	VACANT		FMEF	1
2163	1	PAYROLL TECHNICIAN II	FILLED		CFNR	
2163	1	PAYROLL TECHNICIAN II	FILLED		CFNR	
2313	1	PERMIT TECHNICIAN	FILLED		FMEF	
2313	1	PERMIT TECHNICIAN	FILLED		FMEF	
2313	1	PERMIT TECHNICIAN	FILLED		FMEF	
2323	1	PERMIT TECHNICIAN	FILLED		FMEF	
2313	1	PLAN CHECK ENGINEER	FILLED		FMA	
2312	1	PLANNING MANAGER	FILLED		FMA	
2312	1	PLANNING TECHNICIAN	FILLED		FMEF	
2277	1	POLICE BEHAVIORAL HEALTH CL II	FILLED		CFNR	
2277	1	POLICE BEHAVIORAL HEALTH CL II	FILLED		CFNR	
2271	1	POLICE CAPTAIN	FILLED		PMA	
2271	1	POLICE CAPTAIN	FILLED		PMA	
2281	1	POLICE COMMUNICATIONS SPVR	FILLED		FMA	
2277	1	POLICE CORPORAL	FILLED		POAS	
2277	1	POLICE CORPORAL	VACANT		POAS	1
2277	1	POLICE CORPORAL	FILLED		POAS	
2291	1	POLICE CORPORAL	FILLED		POAS	
2277	1	POLICE CORPORAL	FILLED		POAS	
2277	1	POLICE CORPORAL	FILLED		POAS	
2274	1	POLICE CORPORAL	FILLED		POAS	
2279	1	POLICE CORPORAL	FILLED		POAS	
2289	1	POLICE CORPORAL	VACANT		POAS	1
2275	1	POLICE CORPORAL	FILLED		POAS	
2277	1	POLICE CORPORAL	VACANT		POAS	1
2277	1	POLICE CORPORAL	FILLED		POAS	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	VACANT		POAS	1
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2292	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	VACANT		POAS	1
2277	1	POLICE OFFICER	FILLED		POAS	
2277	1	POLICE OFFICER	FILLED		POAS	
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS CLERK	VACANT	Underfilled by Non-Regular	FMEF	1
2282	1	POLICE RECORDS CLERK	VACANT		FMEF	1
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS CLERK	FILLED		FMEF	
2282	1	POLICE RECORDS SHIFT LEADER	FILLED		FMEF	
2282	1	POLICE RECORDS SHIFT LEADER	FILLED		FMEF	
2282	1	POLICE RECORDS SPECIALIST	FILLED		FMEF	
2282	1	POLICE RECORDS SPECIALIST	FILLED		FMEF	
2282	1	POLICE RECORDS SPECIALIST	FILLED		FMEF	
2282	1	POLICE RECORDS SUPERVISOR	FILLED		FMA	
2277	1	POLICE SERGEANT	FILLED		POAS	
2271	1	POLICE SERGEANT	FILLED		POAS	
2271	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2291	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2271	1	POLICE SERGEANT	FILLED		POAS	
2291	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2278	1	POLICE SERGEANT	FILLED		POAS	
2291	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERGEANT	FILLED		POAS	
2279	1	POLICE SERGEANT	FILLED		POAS	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	
2272	1	POLICE SERVICES REP I	FILLED		FMEF	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	
2291	1	POLICE SERVICES REP I	FILLED		FMEF	
2277	1	POLICE SERVICES REP I	FILLED		FMEF	

Division	FTE	Position	Vacant / Filled	Underfilled Position	Bargaining Unit	Vacancy
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2423	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2411	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	VACANT		FMEF	1
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2427	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER I	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER II	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2425	1	SENIOR MAINTENANCE WORKER III	VACANT		FMEF	1
2426	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2426	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2428	1	SENIOR MAINTENANCE WORKER III	FILLED		FMEF	
2313	1	SENIOR PERMIT TECHNICIAN	VACANT		FMEF	1
2312	1	SENIOR PLANNER	VACANT		FMA	1
2312	1	SENIOR PLANNER	FILLED		FMA	
2427	1	SEWER LEAD WORKER	FILLED		FMEF	
2427	1	SEWER SUPERVISOR	FILLED		FMA	
2413	1	SKILLED MAINT WORKER BLDG/FAC	FILLED		FMEF	
2413	1	SKILLED MAINT WORKER BLDG/FAC	FILLED		FMEF	
2413	1	SKILLED MAINT WORKER BLDG/FAC	FILLED		FMEF	
2425	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2425	1	SKILLED MAINT WORKER-WATER II	VACANT		FMEF	1
2425	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2426	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2428	1	SKILLED MAINT WORKER-WATER II	FILLED		FMEF	
2411	1	SOLID WASTE/RECYCLING COORD	FILLED		FMEF	
2427	1	SOURCE CONTROL INSPECTOR	FILLED		FMEF	
2427	1	SOURCE CONTROL INSPECTOR	FILLED		FMEF	
2514	0	SPORTS FACILITY COORDINATOR	VACANT		FMEF	1
2419	1	STREET SUPERVISOR	FILLED		FMA	
2419	1	STREET SUPERVISOR	FILLED		FMA	
2419	1	STREETS AND SEWER MANAGER	FILLED		FMA	
2419	1	STREETS LEAD WORKER	FILLED		FMEF	
2419	1	STREETS LEAD WORKER	FILLED		FMEF	
2419	1	TRAFFIC PAINTER	FILLED		FMEF	
2419	1	TRAFFIC PAINTER	FILLED		FMEF	
2424	1	TREE SERVICES INSPECTOR	FILLED		FMEF	
2165	1	UTILITY SERVICES SUPERVISOR	FILLED		FMA	
2165	1	UTILITY SYSTEMS SPECIALIST	FILLED		FMEF	
2425	1	WATER DISTRIBUTION SUPERVISOR	FILLED		FMA	
2428	1	WATER DISTRIBUTION SUPERVISOR	FILLED		FMA	
2425	1	WATER LEAD WORKER	VACANT		FMEF	1
2426	1	WATER LEAD WORKER	FILLED		FMEF	
2428	1	WATER LEAD WORKER	FILLED		FMEF	
2426	1	WATER PRODUCTION OPERATOR	FILLED		FMEF	
2426	1	WATER PRODUCTION OPERATOR	FILLED		FMEF	
2426	1	WATER PRODUCTION OPERATOR	FILLED		FMEF	
2426	1	WATER PRODUCTION SUPERVISOR	VACANT		FMA	1
2430	1	WATER QUALITY LEAD WORKER	FILLED		FMEF	
2430	1	WATER QUALITY LEAD WORKER	FILLED		FMEF	
2430	1	WATER QUALITY SUPERVISOR	FILLED		FMA	
2425	1	WATER SYSTEMS MANAGER	FILLED		FMA	

Bargaining Unit	Label	Number of Positions	Number of Vacancies	% of Vacancies
Confidential/Non-Represented	CFNR	22	2	9%
Council Appointed	CA	2	0	0%
Executive	EXEC	10	0	0%
Fullerton Firefighters Assoc	FFA	76	3	4%
Fullerton Fire Management Assoc	FFMA	6	0	0%
Fullerton Management Assoc	FMA	65	13	20%
Fullerton Municipal Employees Federation	FMEF	283	36	13%
Fullerton Police Management Assoc	PMA	9	1	11%
Fullerton Police Officers Assoc - Dispatch	POAD	19	3	16%
Fullerton Police Officers Assoc - Safety	POAS	122	7	6%
	TOTAL	614	65	11%

Job Title	Submitted Application Count	Job Adv From	Job Adv To	Exam Plan - Exam Type	Eligible List Date
Economic Development Manager	38	11/22/2024	1/5/2025	Open	2/12/2025
Facilities Lead Worker	2	1/14/2025	2/2/2025	Internal/Promotional	2/3/2025
Administrative Assistant - Confidential & Administrative Assistant I	364	12/2/2024	12/15/2024	Open	1/24/2025
Assistant Plan Check Engineer-Engineering	5	12/9/2024	1/5/2025	Internal/Promotional	1/24/2025
Housing and Community Rehabilitation Inspector	28	10/30/2024	12/1/2024	Open	1/10/2025
Building and Facilities Supervisor	1	12/17/2024	1/5/2025	Internal/Promotional	1/6/2025
Assistant Engineer	4	12/5/2024	12/15/2024	Internal/Promotional	12/16/2024
Police Investigation Technician	6	10/14/2024	10/27/2024	Internal/Promotional	12/13/2024
Police Sergeant Series	9	10/14/2024	11/3/2024	Internal/Promotional	11/18/2024
Community Outreach Specialist	5	10/29/2024	11/15/2024	Internal/Promotional	11/15/2024
Water Systems Manager	1	10/23/2024	11/10/2024	Internal/Promotional	11/12/2024
Police Services Representative II (Range Master)	35	8/26/2024	9/22/2024	Open	11/4/2024
Associate Engineer	4	10/16/2024	10/27/2024	Internal/Promotional	10/28/2024
Senior Planner	15	8/26/2024	9/22/2024	Open	10/28/2024
Streets Lead Worker	40	7/29/2024	8/25/2024	Open	10/16/2024
Water Production Operator	73	8/19/2024	9/8/2024	Open	10/16/2024
Water Quality Lead Worker	4	8/29/2024	9/15/2024	Internal/Promotional	10/8/2024
Fleet Maintenance Technician	49	8/5/2024	8/25/2024	Open	10/4/2024
Fiscal Operations Supervisor	15	7/25/2024	8/25/2024	Open	9/30/2024
Principal Civil Engineer - Water & Senior Civil Engineer - Water	10	5/23/2024	8/11/2024	Open	9/20/2024
Grounds Maintenance Lead Worker	4	8/29/2024	9/15/2024	Internal/Promotional	9/16/2024
Police Officer Trainee	61	8/1/2024	8/22/2024	Open	9/5/2024
Accountant I	48	8/14/2024	8/25/2024	Internal/Promotional	8/28/2024
Parks & Recreation Supervisor I	83	7/11/2024	7/28/2024	Open	8/28/2024
Police Records Supervisor	23	7/30/2024	8/18/2024	Open	8/28/2024
Police Officer Trainee	61	8/1/2024	8/22/2024	Open	8/22/2024
Principal Civil Engineer (CIP)	11	5/13/2024	8/11/2024	Open	8/22/2024
Senior Permit Technician	42	5/28/2024	8/11/2024	Open	8/13/2024
Civil Engineer	27	5/23/2024	6/30/2024	Open	8/9/2024
Sewer Supervisor	8	7/11/2024	7/28/2024	Open	8/8/2024
Police Lieutenant	15	6/7/2024	6/28/2024	Open	7/29/2024
Traffic Painter	84	5/14/2024	6/9/2024	Open	7/26/2024
Associate Planner	56	4/24/2024	5/19/2024	Open	7/16/2024
Water Quality Supervisor	1	6/28/2024	7/14/2024	Internal/Promotional	7/15/2024
Landscape Supervisor I	32	6/4/2024	6/30/2024	Internal/Promotional	7/3/2024
Fiscal Services Manager	14	6/4/2024	6/30/2024	Internal/Promotional	7/1/2024



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Current Recruitments

FULL-TIME POSITIONS

CLERICAL ASSISTANT III

Hourly Rate
(\$20.82-\$26.57)

**DIRECTOR OF ADMINISTRATIVE
SERVICES**

*Annual Salary
\$144,934 Up to
\$217,400
Depending on
Qualifications

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(\$57.60 -\$73.52)

Recruitment closing dates vary. Interested applicants are encouraged to apply as soon as possible.



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PART-TIME POSITIONS

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Hourly Rate
(\$16.50-\$17.00)

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(\$17.50-\$18.50)

COMMUNITY SERVICES

SPECIALIST SERIES

FIRE DEPARTMENT UTILITY

(\$16.75-\$17.75)

WORKER I/II

SR. PARKS AND RECREATION

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