City of Stockton

Concurrent Civil Service/Equal Employment Commission Meeting

Meeting Agenda - Final

Civil Service/Equal Employment Commission Concurrent

Dwight Williams, Chair
Michele J. Sherman, Vice-Chair
Michele Kimbrough, Commissioner
Michele J. Sherman, Commissioner
Jahari Williams, Commissioner
Raymond Zulueta, Commissioner

Thursday, April 16, 2026 **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 26-0394 ANIMAL SERVICES SUPERVISOR (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Animal Services Supervisor.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Animal Services Supervisor

Department: Human Resources

Attachments: Proposed Resolution - Exam Results - Animal Services Supervisor 2026

3.2 26-0381 EMERGENCY COMMUNICATIONS MANAGER (PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the promotional examination for Emergency Communications Manager.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Emergency Communications Manager

Department: Human Resources

Attachments: Proposed Resolution_Emergency Communications Manager

3.3 26-0420 **OFFICE ASSISTANT II (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION**

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Office Assistant II.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Office Assistant II

Department: Human Resources

Attachments: Proposed Resolution - Exam Results - Office Assistant II

3.4 26-0419 **OFFICE SPECIALIST (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION**

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Office Specialist.

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

Department: Human Resources

Attachments: Proposed Resolution - Exam Results - Office Specialist

3.5 26-0421 **PLANT OPERATOR-IN-TRAINING (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION**

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Plant Operator-In-Training.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Plant Operator-In-Training

Department: Human Resources

Attachments: Proposed Resolution - Exam Results - Plant Operator-In-Training

3.6 26-0335 **PROGRAM SPECIALIST - POLICE RECORDS ASSISTANT I (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION**

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Program Specialist - Police Records Assistant I.

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

Department: Human Resources

Attachments: Proposed Resolution - Exam Results - Program Specialist-Police Records Assis

3.7 26-0415 SENIOR POLICE RECORDS ASSISTANT (PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Recommended Action: RECOMMENDATION

Adopt a resolution certifying the results of the promotional examination for Senior Police Records Assistant.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Senior Police Records Assistant

Department: Human Resources

Attachments: Proposed Resolution - Exam Results - Senior Police Records Assistant

3.8 26-0395 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 26-0379 APPROVAL OF COMMISSION MINUTES

Recommended Action: RECOMMENDATION

Approve by motion the minutes from the Civil Service Commission meeting of March 19, 2026

Department: City Clerk

Attachments: Attachment A – 2026-03-19

9.2 26-0427 REQUEST FOR EXTENSION OF ONE-YEAR-OLD ELIGIBILITY LIST FOR FINANCE ASSISTANT I/II (OPEN/PROMOTIONAL)

Recommended Action: RECOMMENDATION

Approve by motion to extend the Miscellaneous Employee Eligibility List for Finance Assistant I/II (Open/Promotional).

Department: Human Resources

9.3 26-0254 ANNUAL REPORT TO CITY COUNCIL REGARDING MEETING DATES, MEMBER ATTENDANCE, SUMMARY OF DUTIES AND RESPONSIBILITIES, ACCOMPLISHMENTS WITHIN THE PAST 12 MONTHS AND PROGRESS AND CHALLENGES

Recommended Action: RECOMMENDATION

In accordance with The Charter of the City of Stockton, Article XXV, Section 2525 and the Stockton Municipal Code Section 2.36.030 (E), it is recommended that the Civil Service Commission approve a motion to submit the 2025 Annual Report (Attachments A and B) to City Council reporting the 2025 accomplishments, progress and challenges of the Commission.

Department: Human Resources

Attachments: Attachment A_Commission's 2025 Annual Report to City Council

Attachment B_Commission's 2025 Attendance Report

10. UNFINISHED BUSINESS

10.1 26-0400 ANNUAL EQUAL EMPLOYMENT REPORT - POLICE DEPARTMENT

Recommended Action: RECOMMENDATION

This item is informational only. No action is needed

Department: Human Resources

Attachments: Attachment A - Annual Equal Employment Report 2025 SPD

11. REQUEST FOR APPEALS/PUBLIC HEARINGS

12. APPEALS/PUBLIC HEARINGS

13. NEW BUSINESS*

14. REPORTS/WRITTEN COMMUNICATIONS/ INFORMATIONAL ITEMS

14.1 26-0434 ALLEGATIONS OF CITY DEPARTMENT VIOLATING CIVIL SERVICE RULES

Recommended Action: RECOMENDATION

The City is in receipt of allegations that a City department is violating the Civil Service Rules. Review of said allegations may be within the exclusive jurisdiction of Civil Service Commission pursuant to Article XXV. Additional direction concerning the allegations will be forthcoming at a subsequent Civil Service Meeting.

Department: Human Resources

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 April 8, 2026 in compliance with the Brown Act.

Katherine Roland, CMC, CPMC
City Clerk

By: Raquel Hernandez — Digitally signed by Raquel Hernandez Date: 2026.04.08 16:58:33 -07'00'

Deputy

Agendas, staff reports and minutes can be viewed on the City of Stockton web site 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 ww.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.*

File #: 26-0394, **Version:** 1

ANIMAL SERVICES SUPERVISOR (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Animal Services Supervisor.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Animal Services Supervisor

DISCUSSION

The examination for the position of Animal Services Supervisor (Open/Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on October 27, 2025, and closed on January 18, 2026. An examination was conducted on March 3, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE OPEN/PROMOTIONAL EXAMINATION FOR THE POSITION ANIMAL SERVICES SUPERVISOR

The Chief Examiner for the Civil Service Commission opened the recruitment for Animal Services Supervisor on October 27, 2025, and closed it on January 18, 2026. The open/promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Animal Services Supervisor as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted an open/promotional examination for Animal Services Supervisor on March 3, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the open/promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the open/promotional examination for the Miscellaneous position of Animal Services Supervisor is hereby approved.

2. That the open/promotional list of eligibles for the Miscellaneous position of Animal Services Supervisor for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Animal Services Supervisor and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____

DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0381, **Version:** 1

EMERGENCY COMMUNICATIONS MANAGER (PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the promotional examination for Emergency Communications Manager.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Emergency Communications Manager

DISCUSSION

The examination for the position of Emergency Communications Manager (Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on March 16, 2026, and closed on March 18, 2026. An examination was conducted on April 6, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, Section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE PROMOTIONAL EXAMINATION FOR THE POSITION OF EMERGENCY COMMUNICATIONS MANAGER

The Chief Examiner for the Civil Service Commission opened the recruitment for Emergency Communications Manager on March 16, 2026, and closed it on March 18, 2026. The promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Emergency Communications Manager, as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted a promotional examination for Emergency Communications Manager, on April 6, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the promotional examination for the Miscellaneous position of Emergency Communications Manager is hereby approved.

2. That the promotional list of eligibles for the Miscellaneous position of Emergency Communications Manager for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Emergency Communications Manager and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____
DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0420, **Version:** 1

OFFICE ASSISTANT II (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Office Assistant II.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Office Assistant II

DISCUSSION

The examination for the position of Office Assistant II (Open/Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on February 15, 2026, and closed on March 4, 2026. An examination was conducted on April 3, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE OPEN/PROMOTIONAL EXAMINATION FOR THE POSITION OFFICE ASSISTANT II

The Chief Examiner for the Civil Service Commission opened the recruitment for Office Assistant II on February 15, 2026, and closed it on March 4, 2026. The open/promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Office Assistant II as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted an open/promotional examination for Office Assistant II on April 3, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the open/promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the open/promotional examination for the Miscellaneous position of Office Assistant II is hereby approved.

2. That the open/promotional list of eligibles for the Miscellaneous position of Office Assistant II for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Office Assistant II and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____

DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0419, **Version:** 1

OFFICE SPECIALIST (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Office Specialist.

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

DISCUSSION

The examination for the position of Office Specialist (Open/Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on March 8, 2026, and closed on March 9, 2026. An examination was conducted on March 24, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE OPEN/PROMOTIONAL EXAMINATION FOR THE POSITION OFFICE SPECIALIST

The Chief Examiner for the Civil Service Commission opened the recruitment for Animal Services Supervisor on March 8, 2026, and closed it on March 9, 2026. The open/promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Office Specialist as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted an open/promotional examination for Office Specialist on March 24, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the open/promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the open/promotional examination for the Miscellaneous position of Office Specialist is hereby approved.

2. That the open/promotional list of eligibles for the Miscellaneous position of Office Specialist for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Office Specialist and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____

DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0421, **Version:** 1

PLANT OPERATOR-IN-TRAINING (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Plant Operator-In-Training.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Plant Operator-In-Training

DISCUSSION

The examination for the position of Plant Operator-In-Training (Open/Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on March 1, 2026, and closed on March 11, 2026. An examination was conducted on March 27, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE OPEN/PROMOTIONAL EXAMINATION FOR THE POSITION PLANT OPERATOR-IN-TRAINING

The Chief Examiner for the Civil Service Commission opened the recruitment for Plant Operator-In-Training on March 1, 2026, and closed it on March 11, 2026. The open/promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Plant Operator-In-Training as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted an open/promotional examination for Plant Operator-In-Training on March 27, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the open/promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the open/promotional examination for the Miscellaneous position of Plant Operator-In-Training is hereby approved.

2. That the open/promotional list of eligibles for the Miscellaneous position of Plant Operator-In-Training for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Plant Operator-In-Training and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____

DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0335, **Version:** 1

PROGRAM SPECIALIST - POLICE RECORDS ASSISTANT I (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the open/promotional examination for Program Specialist - Police Records Assistant I.

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

DISCUSSION

The examination for the position of Program Specialist - Police Records Assistant I (Open/Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on January 11, 2026, and closed on February 13, 2026. An examination was conducted on February 26, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE OPEN/PROMOTIONAL EXAMINATION FOR THE PROGRAM SPECIALIST – POLICE RECORDS ASSISTANT I

The Chief Examiner for the Civil Service Commission opened the recruitment for Program Specialist – Police Records Assistant I on January 11, 2026, and closed it on February 13, 2026. The open/promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Program Specialist – Police Records Assistant I as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted an open/promotional examination for Program Specialist – Police Records Assistant I on February 26, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the open/promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the open/promotional examination for the Miscellaneous position of Program Specialist – Police Records Assistant I is hereby approved.

2. That the open/promotional list of eligibles for the Miscellaneous position of Program Specialist – Police Records Assistant I for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Program Specialist – Police Records Assistant I and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____
DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0415, **Version:** 1

SENIOR POLICE RECORDS ASSISTANT (PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION

Adopt a resolution certifying the results of the promotional examination for Senior Police Records Assistant.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Senior Police Records Assistant

DISCUSSION

The examination for the position of Senior Police Records Assistant (Promotional) was conducted in accordance with the Rules and Regulations for Miscellaneous Employees. This recruitment opened on February 10, 2026, and closed on February 11, 2026. An examination was conducted on February 26, 2026.

Commissioners will receive the results of the examination in closed session on April 16, 2026. Included with the results is a list of applicants receiving passing scores, in rank order, and confidential applicant flow data worksheets for approval and adoption at your meeting of April 16, 2026.

AUTHORITY

Rule VI, section 12(a) of the Civil Service Rules and Regulations for Miscellaneous Employees provides that the Civil Service Commission shall certify the results of each examination conducted by other than continuous examination.

CITY OF STOCKTON

CIVIL SERVICE COMMISSION

Resolution No. CS

RESOLUTION CERTIFYING THE RESULTS OF THE PROMOTIONAL EXAMINATION FOR THE SENIOR POLICE RECORDS ASSISTANT

The Chief Examiner for the Civil Service Commission opened the recruitment for Senior Police Records Assistant on February 10, 2026, and closed it on February 11, 2026. The promotional recruitment evaluated applicants for specified knowledge, skills, and abilities to perform the duties of the Miscellaneous position of Senior Police Records Assistant as set forth in the job announcement prepared in accordance with the Rules and Regulations of this Commission; and

The Chief Examiner for the Civil Service Commission conducted a promotional examination for Senior Police Records Assistant on February 26, 2026, for the City of Stockton; and

The Chief Examiner has filed with this Commission a report of the results of the promotional examination, in accordance with Rule VI, section 12(a) of the City of Stockton Civil Service Rules and Regulations for Miscellaneous Employees, which report is on file with the Human Resources Department; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the report of the promotional examination for the Miscellaneous position of Senior Police Records Assistant is hereby approved.

2. That the promotional list of eligibles for the Miscellaneous position of Senior Police Records Assistant for the City of Stockton, attached hereto as Exhibit 1, is hereby certified.

3. That the candidates appearing on Exhibit 1 are hereby declared eligible for appointment to the Miscellaneous position of Senior Police Records Assistant and shall be certified to the appointing authority to fill vacancies approved by the Personnel Officer in accordance with the Stockton Municipal Code and the Rules and Regulations of this Commission.

4. That the list certified herein shall remain in effect for one (1) year and shall expire on April 16, 2027, unless the duration is otherwise changed by this Commission.

PASSED, APPROVED, and ADOPTED this 16th day of April 2026.

_____

DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON
CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____

File #: 26-0395, **Version:** 1

POLICE OFFICER (OPEN/PROMOTIONAL) ELIGIBLE LISTS - REMOVAL OF NAME(S)

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

DISCUSSION

The Commission previously certified the Police Officer - Recruit (Open/Promotional), Police Officer Trainee (Open/Promotional), and Police Officer - Academy Graduate (Open/Promotional) eligibility lists. A list of candidates who were not selected for appointment is now being shared with the Commission in closed session. Because these candidates were not selected and the hiring department needs a list of candidates who are still viable for hiring, staff is asking the Commission to approve removing those unselected candidates from the Police Officer - Recruit (Open/Promotional), Police Officer Trainee (Open/Promotional), and Police Officer - Academy Graduate (Open/Promotional) eligibility lists.

AUTHORITY

Rule VI, Section 12(d) of the Civil Service Rules and Regulations for Miscellaneous Employees and Rule V, Section 4(a)(6) of the Civil Service Rules for Police and Fire Employees allows the Commission to remove candidates from the eligible list for failure to complete and/or successfully pass a background investigation.

Rule VI, Section 12(d)(5) of the Civil Service Rules and Regulations for Miscellaneous Employees and Rule V, Section 11(d)(4) of the Civil Service Rules and Regulations for Police and Fire Employees allows the Commission to remove candidates from the eligible list when the records of the Personnel Officer show the candidate has requested in writing that his/her name be removed.

File #: 26-0379, **Version:** 1

APPROVAL OF COMMISSION MINUTES

RECOMMENDATION

Approve by motion the minutes from the Civil Service Commission meeting of March 19, 2026

Attachment A - 2026-03-19

MINUTES
CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION CONCURRENT MEETING OF MARCH 19, 2026

425 N. El Dorado St. Stockton, CA

1. CLOSED SESSION CALL TO ORDER/ROLL CALL - 3:04 PM

Roll Call
Present:
Dwight Williams
Michele J. Sherman
Jahari Williams
Absent:
Michele Kimbrough, and Raymond Zulueta Jr..

Note: Commissioner Kimbrough absence was excused

2. PUBLIC COMMENT

None

3. ANNOUNCEMENT OF CLOSED SESSION - 3:06 PM

3.1 26-0252 FIRE SERVICES ADMINISTRATOR (PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Resolution 2026-03-19-0301 certifying the results of the promotional examination for Fire Services Administrator.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Fire Services Administrator

Legislation Text

Proposed Resolution_Fire Services Administrator

Approved Resolution 2026-03-19-0301

3.2 26-0280 FIRE TELECOMMUNICATIONS SUPERVISOR (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Resolution 2026-03-19-0302 certifying the results of the open/promotional examination for Fire Telecommunications Supervisor.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Fire Telecommunications Supervisor

Legislation Text

Proposed Resolution_Fire Telecommunications Supervisor

Approved Resolution 2026-03-19-0302

3.3 26-0257 POLICE COURT COORDINATOR (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Resolution 2026-03-19-0303 certifying the results of the open/promotional examination for Police Court Coordinator.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Police Court Coordinator

Legislation Text

Proposed Resolution - Exam Results - Police Court Coordinator

Approved Resolution 2026-03-19-0303

3.4 26-0251 PROGRAM SPECIALIST - FIRE TELECOMMUNICATOR CALL TAKER (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Resolution 2026-03-19-0304 certifying the results of the open/promotional examination for Program Specialist - Fire Telecommunicator Call Taker.

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

Legislation Text

Proposed Resolution Program Specialist Fire Telecommunicator Call Taker

Approved Resolution 2026-03-19-0304

3.5 26-0291 PUBLIC WORKS SUPERVISOR (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Resolution 2026-03-19-0305 certifying the results of the open/promotional examination for Public Works Supervisor.

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

Legislation Text

Proposed Resolution - Exam Results - Public Works Supervisor

Approved Resolution 2026-03-19-0305

3.6 26-0258 SENIOR POLICE RECORDS ASSISTANT (PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

RECOMMENDATION Adopt a resolution certifying the results of the promotional examination for Senior Police Records Assistant. This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code. Public Employment Title: Senior Police Records Assistant

Legislation Text

Proposed Resolution - Exam Results - Senior Police Records Assistant

Around the bench memo

Note: Per the around the bench memo the item was removed from the agenda

3.7 26-0286 SENIOR GEOGRAPHIC INFORMATION SYSTEMS ANALYST (OPEN/PROMOTIONAL) ELIGIBLE LIST CERTIFICATION

Resolution 2026-03-19-0307 certifying the results of the open/promotional examination for Senior Geographic Information Systems Analyst.

This Closed Session is authorized pursuant to section 54954.5(e) of the Government Code.
Public Employment
Title: Senior Geographic Information Systems Analyst

Legislation Text

Proposed Resolution - Exam Results - Senior Geographic Information Systems Analyst (OpenPromotional)

Approved Resolution 2026-03-19-0307

3.8 26-0255 POLICE OFFICER (OPEN/PROMOTIONAL) ELIGIBLE LISTS - REMOVAL OF NAME(S)

Motion 2026-03-19-0308 approving 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

Legislation Text

4. RECESS FROM CLOSED SESSION - 3:30 PM

5. REGULAR SESSION CALL TO ORDER/ROLL CALL - 3:31 PM

Roll Call
Present:

Dwight Williams
Michele J. Sherman
Jahari Williams

Absent:
Michele Kimbrough, and Raymond Zulueta Jr..

Note: Commissioner Kimbrough absence was excused

6. PLEDGE TO THE FLAG

The Pledge of Allegiance was led by Commissioner Williams

7. REPORT OF ACTION TAKEN IN CLOSED SESSION

Legal Counsel Mark Velasquez reported - the Commission met in closed session, all Commissioners were present with the exception of Commissioner Kimbrough and Commissioner Zulueta and by unanimous vote of 3-0 the commission approved items 3.1, 3.2, 3.3, 3.4, 3.5, 3.7 and by separate unanimous vote of 3-0 approved item 3.8

8. PUBLIC COMMENTS/ANNOUNCEMENTS

None

9. ADOPTION OF CONSENT CALENDAR

Approve the Consent agenda with a single vote

Moved by: Jahari Williams, seconded by Michele J. Sherman.

Vote: Motion carried 3-0

Yes: Dwight Williams, Michele J. Sherman, and Jahari Williams.
Absent: Michele Kimbrough, and Raymond Zulueta Jr..

9.1 26-0248 APPROVAL OF COMMISSION MINUTES

Motion 2026-03-19-0901 approving the minutes from the Civil Service Commission meeting of February 19, 2026

Legislation Text

Attachment A - 2026-02-19

9.2 26-0226 REQUEST TO CONDUCT A PROMOTIONAL EXAMINATION - POLICE SERGEANT

Resolution 2026-03-19-0902 approving the weights of the examination and the provisions and contents of the job announcement for the promotional position of Police Sergeant.

Legislation Text

Proposed Resolution - REQUEST TO CONDUCT A PROMOTIONAL EXAMINATION - POLICE SERGEANT

Around the bench memo

Approved Resolution 2026-03-19-0902

9.3 26-0227 REQUEST TO CONDUCT A PROMOTIONAL EXAMINATION - POLICE LIEUTENANT

Resolution 2026-03-19-0903 approving the weights of the examination and the provisions and contents of the job announcement for the promotional position of Police Lieutenant.

Legislation Text

Attachment A - Proposed Resolution - REQUEST TO CONDUCT A PROMOTIONAL EXAMINATION - POLICE LIEUTENANT

Approved Resolution 2026-03-19-0903

Around the bench memo

10. UNFINISHED BUSINESS

None

11. REQUEST FOR APPEALS/PUBLIC HEARINGS

None

12. APPEALS/PUBLIC HEARINGS

None

13. NEW BUSINESS

None

14. REPORTS/WRITTEN COMMUNICATIONS/ INFORMATIONAL ITEMS

14.1 26-0303 ANNUAL EQUAL EMPLOYMENT REPORT - ADMINISTRATIVE SERVICES DEPARTMENT

Informational item only. No action taken.

Legislation Text

Attachment A - 2026 Annual Equal Employment Report - Administrative Services Department.pdf

14.2 26-0289 ANNUAL EQUAL EMPLOYMENT REPORT - POLICE DEPARTMENT

Informational item only. No action taken.

Legislation Text

Attachment A - Annual Equal Employment Report 2025 SPD

15. BOARD/COMMISSION COMMUNICATIONS OR COMMENTS

Vice Chair Sherman - March 28th, 2026 8:00 AM-12:00 PM Crush Colon Cancer run, Wished commissioner Williams a Happy Birthday

Chair Williams - March 28,2026 10:00 AM-1:00 PM New Gensis Housing Development Hammer and Nails Initiative program job fair

16. ADJOURNMENT - 3:54 PM

For KATHERINE ROLAND, CMC, CPMC
STOCKTON CITY CLERK

File #: 26-0427, **Version:** 1

REQUEST FOR EXTENSION OF ONE-YEAR-OLD ELIGIBILITY LIST FOR FINANCE ASSISTANT I/II (OPEN/PROMOTIONAL)

RECOMMENDATION

Approve by motion to extend the Miscellaneous Employee Eligibility List for Finance Assistant I/II (Open/Promotional).

DISCUSSION

The Finance Assistant I/II (Open/Promotional) eligibility list was established on April 17, 2025, with sixty (60) names on the list. There are fifty-six (56) eligible names remaining on the list. At this time, we are asking for a one-year extension.

It is the practice of the Civil Service Commission to extend eligibility lists, unless the Personnel Officer recommends that such lists be abolished for reasons consistent with the principles of merit and good personnel administration.

Having received no objections to the extension, Finance Assistant I/II (Open/Promotional), with fifty-seven (56) eligible names remaining on the list, will be extended for one-year, to be effective from April 16, 2026, to April 16, 2027.

AUTHORITY

In accordance with Rule VI, Section 12 (b) of the Civil Service Rules and Regulations for Miscellaneous Employees - the period of eligibility for appointment from eligible lists shall be at the discretion of the Civil Service Commission but shall not exceed three (3) years.

File #: 26-0254, **Version:** 1

ANNUAL REPORT TO CITY COUNCIL REGARDING MEETING DATES, MEMBER ATTENDANCE, SUMMARY OF DUTIES AND RESPONSIBILITIES, ACCOMPLISHMENTS WITHIN THE PAST 12 MONTHS AND PROGRESS AND CHALLENGES

RECOMMENDATION

In accordance with The Charter of the City of Stockton, Article XXV, Section 2525 and the Stockton Municipal Code Section 2.36.030 (E), it is recommended that the Civil Service Commission approve a motion to submit the 2025 Annual Report (Attachments A and B) to City Council reporting the 2025 accomplishments, progress and challenges of the Commission.

Attachment A - Commission’s 2025 Annual Report to City Council
Attachment B - Commission’s 2025 Attendance Report

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

#	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

#	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

#	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

#	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

#	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

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			

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 Courrier	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

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

Commission Name: Civil Service/Equal Employment Commission

Reporting Period (12 months prior): January 1, 2025 – December 31, 2025

Description of Commission

To adopt, amend or repeal rules for the Civil Service System.

To make investigation either upon complaint or upon its own motion concerning any matter touching the administration of the Civil Service System.

To act in an advisory capacity to the City Manager on problems concerning personnel administration.

As provided by rule, to hear appeals of dismissals, demotions or reductions submitted by any person in the competitive service. Prepare or cause to be prepared a written statement of facts, findings, and recommendations on every appeal. The effect of the Commission's recommendation in case of discharge, demotion or reduction shall be final and binding upon all parties.

To make an annual report and such other reports as it deems desirable to the City Council covering the administration of the personnel system.

Regular Meeting Dates & Times

Third Thursday of each month at 3:00 p.m.; Resolution CS10-014
City Hall, Second Floor
425 N. El Dorado Street, Stockton CA 95202

Attendance Summary

Number of Meetings Held: 12		January 1, 2025 – December 31, 2025		
Commissioner Name	Scheduled Meetings	Meetings Attended	Unexcused Absences	Excused Absences
Dwight Williams	12	12	0	0
Michelle J. Sherman	11	11	0	0
Michele L. Kimbrough	12	10	0	2
Raymond Zuelta	11	9	1	1
Nancy Muniz	12	8	3	1

Ethics Training Required ☒Yes / ☐No

Commissioner Name	Date Completed
Dwight Williams	Pending
Michelle J. Sherman	October 28, 2025
Michele L. Kimbrough	October 16, 2025
Raymond Zuelta	Pending
Nancy Muniz	Term expired December 31, 2025

Statements of Economic Interest (Form 700) Required ☒Yes / ☐No

Commissioner Name	Date Filed
Dwight Williams	October 2, 2024
Michelle J. Sherman	January 23, 2026
Michele L. Kimbrough	February 28, 2025
Raymond Zuelta	April 1, 2025
Nancy Muniz	April 12, 2024

File #: 26-0400, **Version:** 1

ANNUAL EQUAL EMPLOYMENT REPORT - POLICE DEPARTMENT

RECOMMENDATION

This item is informational only. No action is needed

BACKGROUND

On March 19, 2026, the Police Department presented its Equal Employment Opportunity (EEO) Report to the Civil Service Commission. During that presentation, the Commission reviewed the report and engaged in discussion regarding the data, methodology, and findings. Following the presentation, the Commission requested that the Police Department return at a subsequent meeting to provide additional information and clarification on several items raised during the discussion. These questions included, but were not limited to, further details on workforce demographics, hiring and promotion practices, and any identified disparities or trends within the Department.

This item has been agendized to allow the Police Department to complete its presentation of the EEO Report and to respond to the Commission's outstanding questions.

DISCUSSION

The Stockton Police Department is responsible for the delivery of law enforcement and related emergency services within the City of Stockton. The Police Department's mission is to work in partnership with the community, to build and maintain relationships founded on trust and mutual respect while reducing crime and improving the quality of life.

The attached report provides employment information for the Police Department regarding workforce composition, personnel changes, professional/diversity training, and recruitment efforts for the past year.

AUTHORITY

Concurrent Civil Service/Equal Employment Commission Resolution No. CS 11-067 adopted on December 15, 2011, outlines the format that Annual Equal Employment reports must be completed effective January 1, 2012. In compliance with this resolution, all City departments shall submit their annual reports, as assigned, utilizing the adopted format.

Attachment A - Annual Equal Employment Report 2025 SPD

March 19, 2026

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: STANLEY MCFADDEN, Chief of Police

SUBJECT: **2025 Annual Equal Employment Report**

Introduction

The Stockton Police Department's 2025 Equal Employment Report shows strong, measurable progress in diversifying the workforce, even as overall staffing decreased by 33 employees. Underrepresented employees increased from 52% to 55%, driven by significant growth in Hispanic representation, modest increases among Native American employees, and stable Black representation. These improvements, supported by 22 of 50 civilian hires coming from underrepresented groups, demonstrate that 2025 diversity progress resulted from an intentional strategy, strengthened community trust, and increased visibility across historically underrepresented communities.

Recruitment and outreach expanded substantially, reinforcing the Department's long-term commitment to inclusive hiring. In 2025, the Department held 382 in-person recruitment events, a 26% increase from 2024, and expanded its Recruitment Team from 32 to 51 members, including 30 from underrepresented groups. This growth enhanced the Department's cultural reach and strengthened relationship-building across diverse communities. Paid and volunteer pipelines, including Police Aides, Sentinels, and Junior Cadets, continued to serve as dependable pathways for diverse local talent, supported by partnerships with culturally specific institutions that increased applicant engagement.

These efforts reflect a department steadily reshaping its workforce through sustained outreach, community partnerships, and strategic pipeline development. Diversity gains are now embedded in the Department's recruitment, hiring, and development of future employees. With continued investment in targeted outreach, strengthened volunteer-to-career pathways, and culturally relevant engagement, the Stockton Police Department is well-positioned to build on this momentum and further advance a workforce that reflects the community's diversity and values.

Mission Statement

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

Organizational Structure and Responsibilities

The Stockton Police Department is led by the Office of the Chief of Police and supported by four major divisions that collectively deliver comprehensive public safety services to the community. The Chief of Police, appointed by the City Manager, is responsible under state law for ensuring effective law enforcement and emergency response throughout the City of Stockton.

Office of the Chief of Police

The Office of the Chief now serves as a fully integrated division that provides strategic leadership, sets organizational standards for discipline and accountability, and drives the Department's culture of professional development and trust-building. The Chief of Police establishes the Department's long-term strategic vision and ensures alignment across all divisions, while cultivating strong partnerships with elected officials, city departments, community stakeholders, and regional law enforcement agencies. Through this leadership structure, public safety remains a coordinated, citywide responsibility grounded in transparency, collaboration, and shared purpose. The Office of the Chief comprises five executive leaders:

- Chief of Police
- Assistant Chief
- Deputy Chief of Operations
- Deputy Chief of Community Relations and Logistics
- Police Services Administrator

Three of these five executives represent underrepresented groups—a Black male (Chief of Police) and two Hispanic females. Notably, the recent appointment of a Hispanic female Deputy Chief marks the first in the Department's 175-year history, a significant milestone in advancing leadership diversity.

Executive Leadership Roles

- **Assistant Chief** – Oversees internal operations and ensures seamless coordination across all divisions, with direct oversight of Field Operations.
- **Deputy Chief of Operations** – Leads Field Operations and Investigations, aligning Patrol, Traffic, Strategic Operations, and investigative units to deliver coordinated crime-reduction strategies.
- **Deputy Chief of Community Relations and Logistics** – Oversees Support Services and the Chief's Relations Section, advancing transparency, training, dispatch efficiency, and community trust.
- **Police Services Administrator** – Manages the Administration Bureau—including Fiscal Affairs and Planning, Neighborhood Services, and Animal Services—ensuring strong financial stewardship and support for community quality-of-life initiatives.

Together, these leaders drive innovation, uphold accountability, support employee wellness, and ensure the priorities of the 2025–2027 Strategic Plan (please see Attachment "B" for the 2025–2027 Strategic Plan) are carried out with consistency and purpose through four separate divisions:

Field Operations Division

Provides frontline response, visibility, and community engagement through Patrol, Traffic and Events, and Strategic Operations.

Investigations Division

Addresses violent crime, property crime, and gang-related activity through Evidence/Identification, Crimes Against Persons and Property, Special Investigations, Ceasefire, and the Gang Street Enforcement Team.

Support Services Division

Supports recruitment, onboarding, training, and data-driven policing through Personnel, Training, Telecommunications, Records, Property Room, and Crime Analysis.

Administration Division

Advances community quality-of-life initiatives through Fiscal Affairs and Planning, Neighborhood Services, the Neighborhood Betterment Team, and Animal Services.

(Please see Attachment “A” for the Police Department Organizational Chart.)

Workforce Composition

As of February 3, 2026, the Stockton Police Department employed 556 full-time staff (365 sworn, 191 civilian), a net decrease of 33 employees from the end of 2024. At the close of 2025, the Department had 662 allocated positions, including 63 vacant sworn and 45 vacant civilian roles.

Even as full-time staffing fluctuates, the Department continues to strengthen its long-term workforce through intentional investment in **Police Aides**, **Junior Cadets**, and **Sentinel volunteer** programs that consistently attract and develop a highly diverse pool of future candidates.

Across the Police Aide, Cadet, and Sentinel programs, the Department currently has 37 participants. Their combined demographics show a significantly more diverse profile than the current full-time workforce and reflect the Department’s commitment to building a representative pipeline. This is the foundation for a future workforce that mirrors:

Combined Gender Diversity (All Programs – 37 total)

- **Females:** 25 (68%)
- **Males:** 12 (32%)

Combined Ethnic Diversity (All Programs – 37 total)

- **Hispanic:** 21 (57%)
- **White:** 8 (22%)
- **East Indian:** 4 (11%)
- **Black/African American:** 3 (8%)
- **Asian:** 1 (3%)

Program-by-Program Breakdown

Police Aides (15 total)

A paid program for ages 16–25 that offers hands-on experience in Operations, Investigations, Animal Services, Code Enforcement, Community Relations, and Logistics.

Gender:

- 11 females (73%)
- 4 males (27%)

Ethnicity:

- Hispanic: 8 (53%)
- White: 4 (27%)
- East Indian: 2 (13%)
- African American: 1 (7%)

Junior Cadets (14 total)

A leadership and service program for ages 14–17 that introduces youth to law enforcement, community engagement, and career pathways.

Gender:

- 8 females (57%)
- 6 males (43%)

Ethnicity:

- Hispanic: 9 (64%)
- Black: 2 (14%)
- White: 2 (14%)
- Asian: 1 (7%)

Sentinel Volunteers (8 total)

A trained, non-confrontational group of volunteers that supports patrol, non-emergency reporting, and community safety, allowing sworn officers to focus on priority calls.

Gender:

- 6 females (75%)
- 2 males (25%)

Ethnicity:

- Hispanic: 4 (50%)
- White: 2 (25%)
- East Indian: 2 (25%)

These three programs reflect our community's diversity and provide a critical foundation for building a representative workforce. They offer career readiness, providing future leaders with early exposure to public safety, hands-on experience, and mentorship that prepares them for sworn and professional roles. They also create a retention advantage, as many participants already understand the Department's culture, expectations, and service mission—resulting in stronger long-term retention once hired, which is a core driver of the Department's ability to build and sustain a diverse, representative, and community-connected full-time workforce. By developing talent from within the community, these programs strengthen trust, expand opportunity, and ensure the Department continues to reflect the people it serves.

The table below shows the demographic breakdown of the full-time Police Department employees (both sworn and civilian) compared to the demographics of all City of Stockton employees and the 2019 census populations for Stockton and San Joaquin County.

The Department is comprised primarily of male employees, 70%, as compared to 51% within Stockton, and 50% within San Joaquin County. A breakdown of Ethnicity for the Department as it compares to City Employees, Stockton residents, and San Joaquin County residents is as follows:

	Police Department		City Employees		City of Stockton		San Joaquin County	
White	249	45%	675	43%	59,410	19%	228,644	30%
Hispanic	210	38%	540	35%	134,738	43%	320,102	42%
Black	23	4%	77	5%	31,268	10%	54,825	7%
Asian/OPI	61	11%	182	12%	68,790	22%	121,944	16%
Native American/Alaskan	2	0%	7	0%	2,517	1%	2,336	0%
Two or More Races	11	2%	58	4%	12,832	4%	30,486	4%
Other	0	0%	12	1%	3,127	1%	3,811	1%
Unknown	0	0%	2	0%				
Total	556	100%	1,553	100%	312,682	100%	762,148	100%

	Police Department		City Employees		City of Stockton		San Joaquin County	
Male	389	70%	1024	66%	159,468	51%	381,074	50%
Female	167	30%	529	34%	153,214	49%	381,074	50%
Total	556	100%	1,553	100%	312,682	100%	762,148	100%

The Stockton Police Department continually seeks to recruit and retain employees of all genders and races. The Department strives to build a stronger workforce by improving recruitment, providing adequate training, and hiring qualified, educated staff.

Personnel Changes in the Department

The Department is currently authorized for 425 sworn and 237 civilian support employees. The Department has continued to work hard to fill vacant positions with a diverse workforce.

In 2025, the Police Department hired 50 sworn officers; 47 are male, and 3 are female. Of the males, 9 are White, 6 are Black, 25 are Hispanic, and 7 are Asian/OPI. Of the females, 1 is Hispanic, and 2 are Asian/OPI.

We also hired 50 full-time civilian support employees, 28 of whom are female and 22 who are male. Of the females, 6 are White, 5 are Black, 12 are Hispanic, and 5 are Asian/OPI. Of the males who were hired, 8 are White, 8 are Hispanic, 1 is Black, and 5 are Asian/OPI.

The Department lost 52 sworn officers in 2025 (compared to 39 in 2024); 38 of these were newly hired officers who resigned or failed probation. In addition, 2 tenured officers resigned to work at other police departments (compared to 5 in 2024), 11 retired due to reaching retirement age or disability (compared to 8 in 2024), and 1 was terminated.

There were 34 full-time civilian support employees who also left the Department in 2025 (no change from 2024): 26 resigned, 4 retired (compared with 5 in 2024), 3 were terminated, and 1 was deceased.

Of the 52 sworn officers who left the Department in 2025, 47 were male, and 5 were female; 12 were White, 22 were Hispanic, 7 were Black, and 11 were Asian/OPI.

As previously stated, the Department saw a 3% increase in the total number of underrepresented groups (Black, Hispanic, Asian/OPI, Native American/Alaskan, and Two or More Races) employed by the Police Department in 2025 compared to 2024. This was reflected in a 3% increase in the number of Hispanic employees. All other categories remained unchanged. The percentage of male and female employees changed from 2024, with males increasing by 1% and females decreasing by 1% (70% and 30%, respectively).

Overall, the Police Department's percentage of underrepresented employees (55%) is 1% lower than the City's overall percentage (56%). This gap narrowed from 2024, as the City's percentage of underrepresented employees decreased by 2% in 2025 (58% in 2024), while the Police Department's increased by 1%.

In 2025, the Department promoted 8 employees to supervisory positions. Of these, 4 were female, and 4 were male; 6 were White, and 2 were Hispanic.

The following chart shows the ethnic breakdown of Police Department supervisors and subordinates (sworn and civilian) in 2025 compared with the previous year.

	2025				2024			
	Supervisors		Subordinates		Supervisors		Subordinates	
White	71	59%	178	41%	73	60%	205	44%
Black	4	3%	19	4%	4	3%	22	5%
Hispanic	31	25%	179	41%	31	25%	179	38%
Asian/OPI	15	12%	46	11%	14	12%	48	10%
Native American	1	1%	1	0%	0	0%	1	0%
Two or More Races	0	0%	11	3%	0	0%	12	3%
Total	122	100%	434	100%	122	100%	467	100%

Professional and Diversity Training

The Stockton Police Department continues to make extraordinary progress in building a workforce that is highly trained, culturally competent, and deeply committed to professionalism, fairness, and equitable service. As stated in the department's training narrative, "public trust is earned through preparation, accountability, and a commitment to removing bias from our work." This philosophy guides every aspect of our training, policies, and supervisory expectations.

Our policies and procedures are intentionally aligned with this philosophy. De-escalation, impartial policing, and equitable treatment are not standalone concepts—they are embedded in every operational expectation, performance standard, and supervisory review. Cultural competency training reinforces this alignment by covering "implicit bias, sensitivity, communication skills, conflict resolution, and mental health awareness," ensuring that officers understand how bias influences decision-making and how to prevent it.

California POST requires all peace officer recruits to complete the Regular Basic Course (RBC), which includes 42 hours of instruction on racial bias, procedural justice, and hate crime. These hours are concentrated in two learning domains:

- **Principled Policing in the Community (LD 03) – 26 Hours**
  Focuses on procedural justice, implicit bias, and the four tenets of respect, voice, neutrality, and trustworthiness.
- **Cultural Diversity and Discrimination (LD 42) – 16 Hours**
  Covers racial and identity profiling, legal definitions, community impacts, and hate crime identification and investigation.

These academy requirements ensure that new officers enter the profession with a strong foundation in fairness, cultural awareness, and unbiased policing practices.

California POST mandates **24 hours** of Continuing Professional Training every two years. The Stockton Police Department significantly exceeds this requirement. As documented, the department "not only fulfills the required 24 hours of training but also adds an extra 46 hours," establishing a statewide benchmark for excellence.

These additional hours emphasize:

- De-escalation and tactical communication
- Proportional arrest and control techniques
- Firearms proficiency with decision-making emphasis
- Emergency vehicle operations
- Use-of-force frameworks prioritizing safety and impartiality

This expanded curriculum ensures officers are equipped to resolve situations safely, effectively, and without bias.

POST requires **18 hours** of hands-on training every 24 months in the following categories:

- Tactical Firearms – 4 hours
- Driver Training/Awareness – 4 hours
- Arrest & Control – 4 hours
- Strategic Communications – 2 hours
- Use of Force – 4 hours

Bias awareness and communication are intentionally woven into every scenario, ensuring that procedural justice principles are applied in realistic conditions.

The department has embedded bias-reduction and procedural justice principles into every stage of training; from academy instruction to field training to ongoing professional development. Key programs include:

- **Procedural Justice Training (PJ)** – Reinforces fairness, transparency, and community legitimacy.
- **Why'd You Stop Me (WYSM)** – Strengthens communication and trust through transparency.
- **Integrated Communication Assessment & Tactics (ICAT)** – Positions our department at the forefront of transformative policing by reducing reliance on force.
- **Crisis Intervention Training (CIT)** – Enhances our officers' ability to interact compassionately with individuals experiencing mental health crises.

These programs ensure officers make decisions grounded in ethics, communication, and impartiality.

The Field Training Program evaluates cultural competence, communication, and equal treatment through Daily Observation Reports, which assess the following:

- Relationships with citizens
- Cultural competence
- Ability to adapt communication across diverse communities

Leadership development remains a priority for the Department, and personnel are encouraged to participate in advanced professional training opportunities such as California Police Chiefs Association trainings, the Senior Management Institute for Police (SMIP), Peace Officer Standards and Training (POST) Command College, the Sherman Block Supervisory Leadership Institute (SBSLI), the LAPD West Point Leadership Program, Coach Lead Inspire Mentor (CLIMB), and the Promotion Preparation Team "equip officers with the skills to lead in complex environments" and uphold the department's values of diversity, fairness, and professionalism.

The department's training framework is fully aligned with state law, including:

- **AB 953 – Racial and Identity Profiling Act (2015)**
  Requires evidence-based training and statewide data collection.
- **Penal Code §13519.4 – Racial & Identity Profiling**
  Mandates initial training, a refresher every five years, and establishes the RIPA Board.
- **Penal Code §13519.6 – Hate Crimes**
  Requires POST-aligned hate-crimes policy (effective July 1, 2024) and training every six years; expanded under AB 2621 to address hate-crime "waves" and Gun Violence Restraining Orders.

The Stockton Police Department's training model exceeds state requirements and embeds bias reduction, procedural justice, and de-escalation into every stage of professional development. Through expanded training hours, advanced programs, and strong legal alignment, the department champions equality, strengthens public trust, and ensures officers are equipped to serve with fairness, neutrality, and respect.

Recruitment Efforts

Strengthening Our Future Through Intentional Recruitment and Inclusion

The Stockton Police Department continues to make meaningful progress toward building a workforce that reflects the diversity, values, and lived experiences of the community we

serve. The 2025 Equal Employment Report shows steady, measurable improvement and clear alignment with the 2025–2027 Strategic Plan, which identifies recruitment and inclusion as foundational to every other organizational goal.

To meet this priority, the Department has transformed its recruitment model into a modern, proactive, and far-reaching operation. Our full-time recruiting team now conducts statewide and national outreach, expanding outreach in 2026 to include out-of-state HBCUs, military bases, and transitional readiness programs. These efforts strengthen our connection with underrepresented communities and broaden our access to highly qualified candidates.

We streamlined the hiring process by increasing testing to monthly cycles, partnering with the National Testing Network for remote testing, modernizing physical ability standards, and accepting military and academy-recognized fitness tests. We acquired ESOPH software, which streamlines and accelerates law enforcement pre-employment background investigations by replacing paper-based processes with digital tools to manage applicant files, social media screenings, and credit reports. This technology enables our organization to process candidates more efficiently and maintain organized investigative records. In addition, we incorporated several external background investigation companies to supplement our internal investigators, significantly increasing our overall background investigation capacity and reducing processing timelines for qualified applicants. These improvements reduce barriers, accelerate candidate movement, and create a more applicant-friendly experience.

Our strategy mirrors Fortune 500 recruitment practices by reducing bias, strengthening our brand, and leveraging data-driven digital marketing across social media, streaming platforms, and geofenced campaigns. Locally, we expanded partnerships with malls, fitness centers, schools, festivals, and youth programs, including the Police Aide pipeline. Nationally, we increased outreach to student-athletes, military personnel, and institutions with strong criminal justice programs.

These efforts reflect a modern, inclusive, and intentional recruitment strategy designed to attract top talent and build a workforce that truly reflects the community we serve. The results are clear: in 2025, the Department saw a 3% increase in employees from underrepresented ethnic groups, tripling the growth seen in 2024. This progress shows that our strategies are working and that we are trending in the right direction.

Challenges Impacting Recruitment and Retention

The Department continues to make progress, yet several structural and operational challenges hinder our ability to recruit, hire, and retain qualified candidates. The absence of an SPOA contract, combined with external lengthy hiring timelines and limited staffing in key support units, creates bottlenecks that slow applicant movement and delay onboarding. At the same time, high operational demands, including call volumes that exceed those of neighboring agencies, persistent vacancies in critical units, and the need to backfill specialized assignments, place significant strain on existing personnel. These

pressures reduce the Department's competitiveness against agencies that can offer faster hiring, higher compensation, or more flexible schedules, making it increasingly difficult to attract and retain top talent.

Why Fewer People Are Entering the Profession

A number of national trends continue to reduce the pool of qualified applicants:

- Public scrutiny and morale challenges
- Work-life balance and safety concerns
- A shift toward social-justice-focused careers
- Qualification barriers
- Lengthy hiring processes

Despite these challenges, the Department's progress demonstrates resilience, innovation, and a clear commitment to building a strong, representative workforce.

Summary

The 2025 Equal Employment outcomes show that the Stockton Police Department is moving in the right direction—intentionally, strategically, and with measurable success. Our recruitment transformation, strengthened training programs, improved retention, and growing diversity reflect the exceptional effort of our staff and the effectiveness of our long-term strategy.

By expanding recruitment capacity, increasing diversity, strengthening training, and improving retention, the Department is building the foundation necessary to:

- Reduce crime
- Strengthen community trust
- Support succession planning
- Build a modern, representative police force

The work to rebuild better is well underway, and the progress reflected in the 2025 EEO Report shows that the Department is not only overcoming challenges but also emerging stronger because of them.

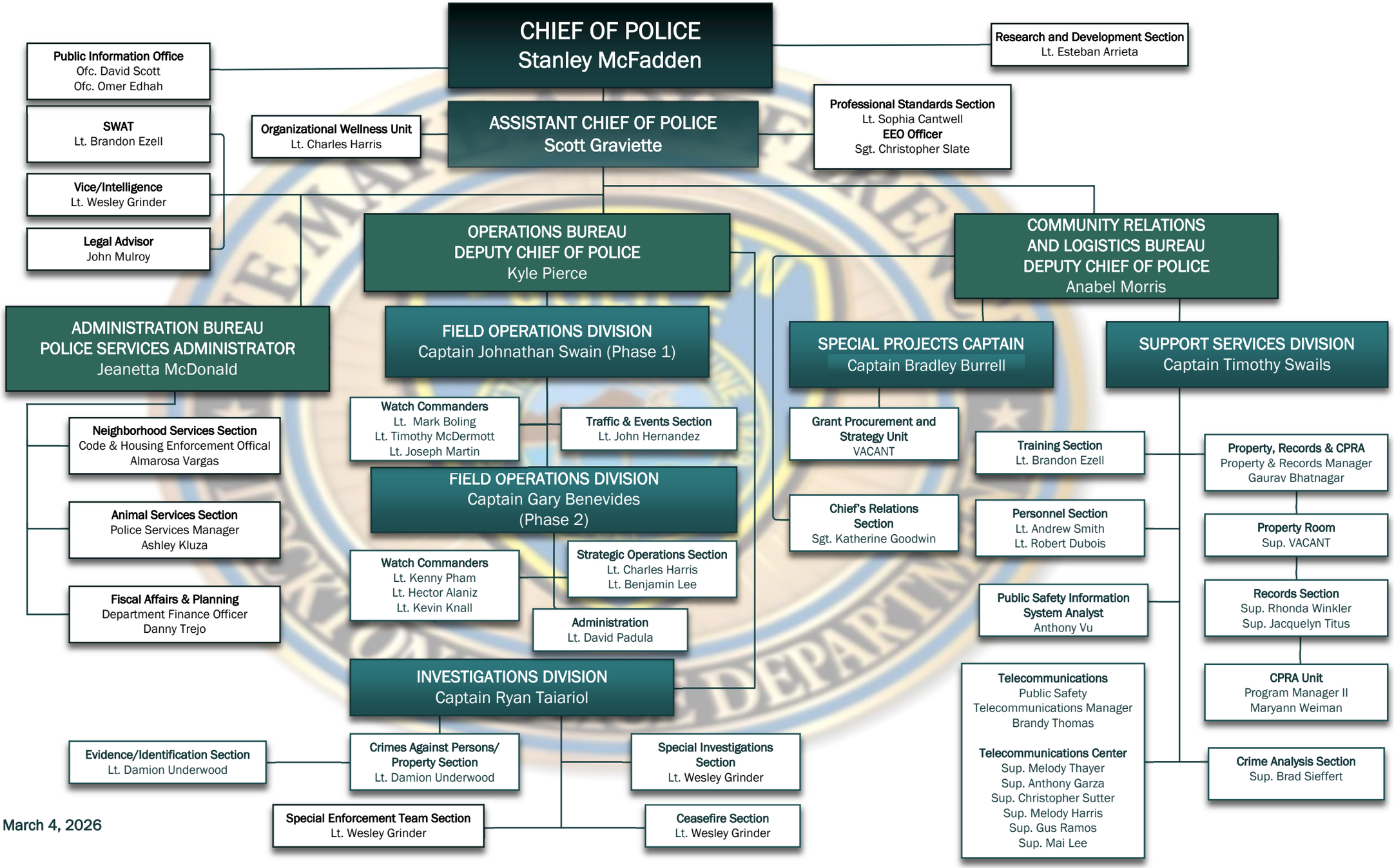


STANLEY MCFADDEN
CHIEF OF POLICE

Attachments

ATTACHMENT A

Stockton Police Department



Effective March 4, 2026

2025 – 2027 STRATEGIC PLAN

Stockton Police Department

TABLE OF CONTENTS

Chief's Message

Mission Statement

Introduction

Core Values

Strategic Goals

Message from Chief McFadden

Stockton PD and its members have accepted me not only as their chief but also as their brother and family member. Standing patch to patch, we have addressed crime, built community relations that didn't exist before, and have established a succession plan for the next generation.

Accountability is a cornerstone of our approach. We are committed to upholding the highest standards and recognize the importance of oversight and transparency in building trust. We are implementing measures to ensure accountability at all levels within the department, fostering an environment of responsibility and responsiveness to the needs of our community.

Investing in our staff is paramount. We are dedicated to providing ongoing training and professional development to ensure our officers are equipped with the latest knowledge and skills. This investment extends to the recruitment of diverse talent reflective of our community. We aim to build a force that understands and respects our residents' unique needs and perspectives.

As a department and community, we can achieve a safer, more inclusive, and compassionate environment for everyone. Your input is invaluable, and we encourage an open dialogue to address concerns and collaborate on building a more robust, safer community. We have done a lot and come a long way since June 2022, but we are not done yet. We are not done making a difference. We will continue to do what we do and do it well! We will be the policing standard others will strive to be.

Mission Statement

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

Introduction

A strategic plan communicates the common goals, roles, and benchmarks for an organization and all its members. The City of Stockton has an overall One Page Strategic Plan guided by the City Council and City Manager's Office and revised annually. Our strategic plan provides specific goals and objectives that support the city's overall goals, including public safety, economic growth, and the provision of thriving and healthy neighborhoods. To be successful, the strategic plan must be flexible to adjust to the unexpected, promote innovation, progress, and development, and fluidly transition from one strategic planning cycle to the next. It recognizes an organization's strengths and weaknesses and builds a foundation and structure supporting the action needed to reach its goals.

The document sets forth a strategy for the Stockton Police Department (SPD). It is about our work to make this community what it can be. It was created by assessing prior efforts, addressing our current challenges, and looking to our future. At the end of the 2020-2023 Strategic Plan, we experienced great change. The department experienced attrition at a pace that rivaled what was seen during the City's municipal bankruptcy. For the first time in our history, the department had a Chief who came from another department. As the previous strategic sunsetted, we saw over 75% of our management, command, and executive team members in different roles and ranks. All these challenges impacted the decision not to rush in publishing the new Strategic Plan and to intentionally look at what framework would allow us to build back better and more efficiently.



The 2025-2027 Strategic Plan was built from each one-on-one conversation, the various internal Workgroup meetings, the voices of community groups and members, and input from our civic leaders and fellow city staff. It was realized early that while our goals were strong, their priority was not emphasized. Our Strategic Plan and goals need to follow a natural order. The opportunity to have a youthful department with many vacancies to fill reordered priorities. To do anything better, we need to hire a qualified and diverse workforce with cultural competence to work in one of the most diverse communities in the United States of America. Once we hire employees, we must provide them with stellar onboarding, basic training, and continuous training to make them effective. A department with effective, competent employees will more effectively investigate crime and address long-term blight issues. Community trust can further be built by doing the job that is expected of SPD and in a manner that is legitimate to the community we serve. As that trust strengthens, we will see a loop in our goals: a more trusting community will help recruit candidates from their neighborhoods who will be trained by the best and return to the community responding to their needs.

Core Values

Our department's core values serve as a foundational guide for our intentional actions. They articulate our identity and represent the principles that our organization stands for. The Stockton Police Department's Core Values comprise of:

Integrity ***Sensitivity*** ***Cooperation*** ***Innovation*** ***Professionalism***

Our core values are supported by a department philosophy that we are all leaders, regardless of rank. We want all our employees, especially those in supervisory roles, to exude the following characteristics:

Integrity	***being honest and having strong moral principles***
Humility	***a modest or low view of one's importance***
Competence	***the ability to do something well***
Caring	***displaying kindness and concern for others***
Wayfinding	***having a positive attitude and ability to come to positive solutions when faced with challenges***

Modern policing requires a framework for daily operations and future planning. The Task Force on 21st-Century Policing provides evidence-based recommendations for law enforcement structured around six primary topic areas, commonly called "pillars." These pillars include Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness. Each pillar consists of action items addressing specific aspects within these areas.

Furthermore, our department must uphold the utmost standards in holding ourselves accountable to our colleagues and the community. Transparency in our work is a key aspect of this commitment. Our plan is just words unless we act upon it, assess its efficacy, and pivot when needed. As we implement our objectives, we will use a dashboard to track and report our results during our bi-monthly Intelligence, Communications, and Planning (ICAP) meetings. Through the Strategic Plan, the Stockton Police Department will continually evaluate progress and identify improvement ways.

Strategic Goals

Goals amongst American law enforcement agencies vary based on the community's needs and the abilities of the staff that have vowed to serve those communities. The goals of the Stockton Police Department have been discussed, and we believe they continue to be relevant and obtainable through proper prioritization and intentional focus. The Stockton Police Department will focus on four goals during the 2025-2027 Strategic Plan:

1	***Recruit and hire a qualified, diverse workforce***
2	***Employ staff that are highly trained, knowledgeable, prepared, with a focus on succession***
3	***Increase Public Safety***
4	***Increase partnership opportunities and trust between the Police and the Community***

These four goals are the core work of the Stockton Police Department. As we rebuild our department, we focus on a natural progression: hire the right people, train them well so we can reduce crime and blight, and build trust between the community and department through meaningful contacts.

1 *Recruit and hire a qualified, diverse workforce*

Objective 1

Increase the number of in-person recruiting events by 5% annually compared to the three-year average

Recruiting is the responsibility of each member of the department and the community. The way we interact with the community has a direct impact on our ability to recruit. The Recruiting Team, Engagement Team, and Office of the Chief of Police will actively attend events inside our region and at analytically assessed locations outside of Northern California. Recruiting efforts will increase by 5% a year as compared to the average of the previous three-year period.

Objective 2

Decrease the number of all vacancies by 5% annually

Vacancies in sworn and professional staff positions decrease the department's efficiency while causing undue stress on staff. We will continue internal efforts to retain staff through wellness efforts, training, and investing in our workspaces. As recruitment numbers rise, so will the opportunity to hire new employees. With an increased number of candidates, the Department will decrease the number of overall vacancies by 5% annually.

Objective 3

Annually boost the overall diversity of the overall staff by 3% until the Department aligns with the demographic composition of the City

A police department that mirrors the make-up of its community has a better opportunity to build trust and legitimacy and model a true community policing practice. For this plan, diversity includes increasing the number of underrepresented ethnic groups, females, and members of the LBGTQ+ community. Recruiting from strategic applicant pools locally and outside of Northern California will be key to our success in mirroring the composition of our community.

Objective 4

Increase volunteerism by 10% annually

Volunteerism provides our community with the opportunity to be of service to itself through our department. Cadets and Sentinels provide a pipeline to employment within the department or a chance to be part of something bigger. Our VIPS program allows our senior community to use their generational knowledge in service to those around them. Through active recruiting, public functions, and an enhanced social media presence, we will increase our overall volunteerism by 10% annually.

2 *Employ staff that are highly trained, knowledgeable, prepared, with a focus on succession*

Objective 1

Complete POST PSP / CPT Cycle with 100% compliance

California Peace Officer Standards and Training (POST) Perishable Skills Program and Continued Professional Training standards require all sworn and certain professional staff to receive 24 hours of training within every two-year cycle. This Strategic Plan will oversee the ending of the current cycle in December 2024 and another in December 2026. With the exception of employees on long-term leave, the department completed the 2022 cycle with 100% compliance, which is rare for an agency our size. That accomplishment is weighted heavier in that the entire cycle was impacted by the COVID-19 pandemic and training restrictions. Keeping with our well-established training plan, the department aims to complete the next two training cycles with 100% compliance.

Objective 2

Provide each employee with the opportunity to attend at least one professional growth training

Every position in the department requires different training to be effective in one's assignment. In addition to those training courses, professional growth training is important to employee success and morale. The department has become more intentional about providing training opportunities to all employees. Under the 2025-2027 Strategic Plan, the department's goal is to provide each employee with an opportunity to attend at least one professional growth training.

Objective 3

Refine Leadership Courses for Succession and Career Planning

The department, through a subject matter expert, will create a career map to help employees visualize paths to different assignments, promotions, and opportunities. The core material from this goal will be from current and past employees who will describe their career path, challenges on the way, and lessons learned. This career map will be a guide for current and future employees. In addition to the career map, the department will refine its current leadership course and work with an academic partner to create a leadership course for those in supervisory roles and those wanting to be promoted into supervisory roles. We will foster career planning by increasing the number of department members transferring to specialized units for the first time by 5%.

2 cont.	*Employ staff that are highly trained, knowledgeable, prepared, with a focus on succession*

Objective 4

Identify a funding stream and location for a permanent training facility

The department is finalizing a needs assessment for a permanent departmental training facility that will include classrooms, a range, an EVOC course, and other items to provide top-notch training to our staff and allied agencies. The final assessment will be used as a guide to identify public and private funds for a major capital improvement project to build a training facility that will last the department for the next 30 years.

Objective 5

Provide promotional preparation training to all supervisors and managers

The department has formed a Promotional Preparation Team whose focus is to provide departmental training established on best practices for the base operational and administrative functions of the newly promoted department members. This training will be provided to all supervisors and managers by the conclusion of this strategic plan.

---

3 *Increase Public Safety*

Objective 1

Reduce non-fatal injury shootings and gun-related homicides by 5% as compared to the 2021-2023 three-year average

Non-fatal injury shootings and gun-related homicides are metrics that are used to determine safety in communities. These types of violent crimes are commonly newsworthy and draw vast resources to investigate and prosecute. Efforts through Cease Fire, ICAP, CGIC, and Patrol will be deployed in our reduction strategy. We will measure it against our previous three-year average.

Objective 2

Reduce auto theft and residential burglaries as compared to the 2021-2023 three-year average

Auto theft and residential burglaries are commonly considered markers of overall property crime as they are the most accurately reported by victims. Through partnerships in task forces with other agencies, the community, and the District Attorney's Office, we anticipate reducing auto theft and residential burglaries annually compared to our previous three-year average.

Objective 3

Reduce fatal collisions by 5% as compared to the 2021-2023 three-year average

Fatal collisions cause concerns that our streets are unsafe for pedestrians and vehicles. Through data-led intelligence, we will determine the top five primary collision factors and reporting districts for fatal collisions and use that data for engagement and preventative enforcement.

3 cont.	Increase Public Safety

Objective 4

Conduct two Neighborhood Betterment Team (NBT) operations a year

Our Neighborhood Betterment Team, through our Neighborhood Services Section, is a key program used to strategically address code enforcement concerns in communities with chronic blight. Since 2015, NBT has operated in eight specific areas. Under this Strategic Plan, NBT will capture and analyze ongoing code violation data, community requests, and crime data to deploy to communities twice a year through their engagement and enforcement efforts.

Objective 5

Conduct two illegal encampment cleanups per week

Unsheltered encampments and the illegal dumping around them create unhealthy and unsightly living conditions. At least two illegal encampment cleanups per week will be scheduled in an effort to impact public health, communicate social services, and impact blighted properties. The department, along with the City of Stockton Public Works Department, will work together to conduct cleanups.

4 *Increase partnership opportunities and trust between the Police and the Community*

Objective 1

Operationalize the Chief's Community Advisory Board (CAB) in departmental engagement opportunities

The Chief's Community Advisory Board has undertaken a transformation from its original intent. Members now have a codified purpose and set of expectations. One of the CABs purposes is to "Build, strengthen and expand relationships and trust between the Police Department and our diverse local communities". CAB members will be provided more intentional opportunities to engage the community with and on behalf of the Chief's Office and the Department.

Objective 2

Reduce the number of Category A complaints as compared to the 2021-2023 three-year average

Category "A" complaints are the most serious in nature and, if proven, amount to a violation of the law or of the Department policies, procedures, General Orders, or Rules and Regulations. When proven, they erode the legitimacy and trust a community has in their department. In order to protect the community's trust and our legitimacy, we investigate all complaints in a thorough manner. An added layer under this strategic plan will be to use our training in de-escalation, procedural justice, and communications to provide our staff with the tools to prevent poor service delivery and perceived violations of policy and law.

Objective 3

Neighborhood Impact Team (NIT) 100% response to Critical Incidents

The Neighborhood Impact Team goes out to help direct people with finding resources and sharing information about how the community can help the police work towards lowering crime. Within a week of a significant violent crime being committed, a group of community service officers, police chaplains, and the Public Information Officer(s) will go back to the neighborhood where the tragedy occurred and start a conversation with neighbors.

---

4 cont. ***Increase partnership opportunities and trust between the Police and the Community***

Objective 4

Conduct 12 Community Walks, Campus Walks, and Chief's Office/Engagement Events

We are intentional in meeting our community where they are. This means walking in their communities, meeting at their businesses, and being on their campuses. Our Recruiting Team, Community Engagement team, and Chief's Office will provide opportunities for the department and its members to engage the community where they are.

Objective 5

One positive "story" posting per week

Law enforcement agencies have historically performed poorly in providing more than just crime data and statistics to the public. Through our Community Engagement arm of the Chief's Office, we will post at least one positive "story" per week that comes from a call for service, community meeting, or other interaction with Stocktonians.

Objective 6

One "Spotlight" video per month

Much like Objective 5, we must champion our staff and the work we do, or no one else will. Through the Community Engagement arm of the Chief's Office, we will post at least one "Spotlight" video per month. Spotlight videos will highlight individual employees, teams, projects, or units.

Objective 7

Provide opportunities for community members to provide feedback on our service levels

Crime data is not the only metric a police department can use to measure its impact on the community. People receiving our services need to have an avenue to provide feedback on our service level and performance. The Department will seek and implement avenues that provide reporting parties and victims the opportunity to provide feedback on the services they receive.

In Closing

This Strategic Plan is set to direct the SPD's initiatives through the end of 2027. Progress toward accomplishing the four defined goals will undergo regular evaluation and discussion at various intervals and departmental meetings. This thorough and routine review aims to foster support and comprehension among the members of SPD, emphasizing their crucial role in the Department's success. With the SPD Command Staff providing guidance, the department's efforts will focus on rebuilding our staffing with qualified and trained people who will work with the community to address crime and blight while building partnerships and trust between each other.

The work to rebuild better has already begun. From 2025 through the end of 2027, we will see gains and achievements that will provide a foundation for the future of our department and City.



File #: 26-0434, **Version:** 1

ALLEGATIONS OF CITY DEPARTMENT VIOLATING CIVIL SERVICE RULES

RECOMENDATION

The City is in receipt of allegations that a City department is violating the Civil Service Rules. Review of said allegations may be within the exclusive jurisdiction of Civil Service Commission pursuant to Article XXV. Additional direction concerning the allegations will be forthcoming at a subsequent Civil Service Meeting.