

The background image shows a modern office environment with light-colored wood paneling on the walls. In the foreground, a group of people are seated around a table, engaged in a meeting. A woman with glasses and a bun is speaking to a woman with dark hair. In the background, a man and a woman are looking at a large screen displaying data. The scene is lit with warm, natural light from a window on the left.

Hearing on the Status of Vacancies

Sebastopol City Council, item 13.

Agenda

- What and Why
- City Vacancies
- Labor Partner Data
- Labor Partner Presentations
- Councilmember questions/comments
- Public comment

A woman with blonde hair and glasses, wearing a patterned blouse, stands in front of a large window, addressing a group of people. The group, consisting of a woman with dark hair in a red shirt, a man with a beard and glasses, and another man, are seated and looking towards the presenter. The background shows a modern office interior with large windows overlooking a city building.

What and Why?

1. AB 2561

2. Legislature Findings

What and Why

- Signed into Law September 24, 2024, GC 3502.3
- Took effect January 1, 2025
- Provides labor organizations opportunity to be heard
- Legislative Findings
 - Vacancies, positions unfilled
 - compensation less than ideal
 - slow to hire/cumbersome

A woman with blonde hair and glasses, wearing a patterned blouse, stands in front of a large window, gesturing with her hands as if presenting. In the foreground, a group of people are seated, looking towards her. The setting is a modern office with large windows overlooking a city building.

City Vacancies

City Vacancies

Total positions: 53

Total city-wide vacancies: 9

Total city-wide percentage: 17%

Employee Unit	Total City Positions	Total Vacancies	Vacancy Rate
Bargaining Units			
SPOA	20	3	15%
SEIU	18	4	22%
Non-Represented Units			
MidMgt-Prof-Tech	7	1	14%
Dept Head	7	0	0%
Executive	1	1	100%
City Total	53	9	17%

	Classification	Bargaining Group	Department	Status of Recruitment
1	Associate Planner	SEIU	Community Development	An offer is being prepared
2	Planning Technician	SEIU	Community Development	An offer is being prepared
3	Laborer	SEIU	Public Works/Engineering	Frozen position FY 25-26
4	Management Analyst	SEIU	Public Works/Engineering	In Review for Reclassification
5	Police Officer	SPOA	Police	In Recruitment
6	Police Officer	SPOA	Police	Frozen position FY 25-26
7	Support Services Manager	SPOA	Police	Amending Class and Range
8	Police Captain	Not Represented	Police	Reclassify to Lieutenant, in selection
9	City Manager	Not Represented	Administration	Discussing Recruitment Process

Recently Filled Positions

The City has made progress in reducing vacancies through recent hires, including:

- 2 Police Officers
 - Academy Recruit
 - Officer who has accepted an offer and is undergoing post-offer examinations like background and medical
- 1 Accountant
 - Accepted an offer, in post-offer examinations like background and medical
- 2 Fire Captains
 - Accepted offers, in final stages of post-offer examinations like medical



Collaboration with Labor Organizations

Better hiring and retention

LABOR PARTNERS

The City has two recognized bargaining units:

Service Employees International Union (SEIU), Local 1021

- Total Members: 18
- Current Vacancies: 4
- Vacancy Rate: **22%**

Sebastopol Police Officers Association (SPOA)

- Total Members: 20
- Current Vacancies: 3
- Vacancy Rate: **15%**

SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 1021 (SEIU)

VACANCIES 4 POSITIONS OUT OF 18

Associate Planner

There is currently one vacancy for the Associate Planner position within the Community Development Department. The recruitment process is active, with a total of 28 applicants received to date. Staff are currently engaged in the selection process and are working toward identifying a qualified candidate to fill the role.

Planning Technician (Reclassified as Permit Technician)

In alignment with the City's initiative to streamline permitting services and enhance service delivery through co-location, the Planning Technician position has been reclassified as a Permit Technician. This reclassification does not affect the compensation level. One vacancy exists in the Community Development Department. Recruitment is ongoing, with 53 applications received. Interviews are currently underway, and selection activities are expected to continue over the next several weeks.

Laborer

This position is not currently under recruitment, and no applications have been received. There are no plans to fill this vacancy during the current fiscal year.

Management Analyst (Proposed Reclassification)

As part of the Fiscal Year 2025–26 budget process, the Management Analyst position is proposed to be reclassified to an Administrative Technician. This change is intended to broaden the technical scope of the role and provide cross-functional flexibility across departments. Recruitment for this position will commence following formal approval of the reclassification in the FY25–26 budget.

OTHER INFORMATION FOR SEIU

- Average number of days to fill positions in SEIU is 70.
- City studies to inform compensation and staffing decisions
 - Classification and Compensation Study
 - Staffing Study

A group of people are gathered in a meeting room. In the foreground, a woman with dark hair in a ponytail is looking towards a whiteboard. To her right, another woman with long brown hair is also looking in the same direction. In the background, a man with short dark hair is visible. The whiteboard has handwritten notes that include "hotel", "alcohol", "pool", and "Shopping". The scene is brightly lit, and the people are dressed in casual business attire.

LABOR PRESENTATIONS

COUNCIL QUESTIONS AND PUBLIC COMMENTS

1. Council Questions/Comments
2. Public Comments

Is it filled or empty (vacant?)





Thank you
