



Human Resources

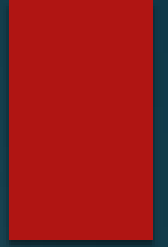
CITY COUNCIL UPDATE
JULY 13, 2021

Cal/OSHA UPDATE

On June 17, Governor Newsom signed an executive order that immediately allows fully-vaccinated CA workers to not wear masks at work, subject to the following:

- ▶ Employees can self-attest they are vaccinated.
- ▶ Employees who are not fully vaccinated must wear masks when working indoors or in vehicles with other employees.
- ▶ Fully-vaccinated employees have the option to wear face masks while at work.
- ▶ Employees do not need to socially distance.

MANDATORY TRAINING UPDATE



CA State mandated COVID-19 Prevention Program

- ▶ On-line course required for City employees only
- ▶ 100% workforce completed training

CA State mandated Harassment Prevention Training

- ▶ On-Line course for City employees, Council Members and Commissioners
- ▶ Required every 2 years

MANDATORY TRAINING UPDATE

City Council mandated Unconscious Bias Training

- ▶ On-Line course for City Council Members, City Commissioners, and City Employees
- ▶ Sworn Police personnel take POST training
- ▶ 100% City Council Members completed training
- ▶ 78% City Commissioners completed training
- ▶ 99.6% City Employees completed training

WORKERS' COMPENSATION FY 20/21

Workers' Compensation Claims: 96 Total

Closed Claims: 51 (30 Covid-19 related)

In Progress: 45 (3 Covid-19 related)

RETIREMENTS (2020 – Present)

<u>DEPARTMENT</u>	<u>TOTAL</u>
Police	5
Public Works	3
Finance	1
Community & Econ Development	1

RECRUITMENT UPDATE

POLICE

Quarterly Police Series :

- ▶ July 2021, Oct 2021, Jan 2022, April 2022
- ▶ Police Series Positions:
 - Police Recruit
 - Police Recruit – Academy Enrolled
 - Lateral Police Officer
 - Police Officer – Academy Trained
 - Police Cadets
 - Reserve Police Officers

Transfers:

- ▶ Sept – Oct 2022
- ▶ Units:

Special Investigations
Youth Services
Gangs Suppression
Community Impact

Traffic
Investigations
School Resource
K-9

RECRUITMENT UPDATE

POLICE (Civilian)

- ▶ Public Safety Dispatcher
- ▶ Police Records Specialist
- ▶ Vehicle Expeditor

CITY POSITIONS

- ▶ Secretarial/Clerical Series
- ▶ Accounting Tech
- ▶ Code Enforcement
- ▶ Summer Recreation

PUBLIC WORKS

- ▶ Water Production Electrician
- ▶ Engineering Technician
- ▶ Public Works Foreman
- ▶ Heavy Equipment Operator
- ▶ Utility Worker/Public Works Trainee
- ▶ Custodian

EMPLOYEE SERVICE AWARDS

Award Luncheon

July 15, 2021

11:30 am. – 1:30 p.m.

Community Meeting Center

Recognized Employees

Years of Service	2019	2020
5	18	24
10	8	10
15	13	23
20	14	19
25	7	11
30	5	3
35	3	1
TOTAL	68	91

ENTERPRISE RESOURCE PLANNING

HR/Payroll Module

- ▶ HR/Payroll Module Go-live Date: January 1, 2022
- ▶ Conducting parallel testing
- ▶ On schedule

Recruitment Module

- ▶ NEOGOV On-boarding Implementation – In progress

Questions