

Regular Council Meeting

June 4, 2026

FRESNO CITY COUNCIL



Supplement Packet

ITEM(S)

3-A (ID 26-730)

Presentation regarding bargaining unit vacancies, pursuant to California Government Code Section 3502.3

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Contents of Supplement: Presentation

Item(s)

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

Americans with Disabilities Act (ADA):

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.



Presentation regarding bargaining unit vacancies

JUNE 4, 2026

2 City-Wide Vacancy Information - 2025

Calendar Year 2025	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Budgeted FTEs	4797	4797	4797	4797	4797	4797	4807	4807	4807	4811	4811	4811
# of Vacancies Created	31	31	56	38	41	66	42	46	41	24	52	24
# of Vacancies Filled	58	55	53	56	57	91	43	53	88	37	38	80
# of Vacancies	517	515	523	519	515	506	559	540	524	548	551	526
% of Vacancies	10.7%	10.7%	10.9%	10.8%	10.7%	10.5%	11.6%	11.2%	10.9%	11.3%	11.5%	10.9%

- Average % of vacancies for 2025: **11.0%**
- Highest % of vacancies for 2025 (July): **11.6%**
- Lowest % of vacancies for 2025 (June): **10.5%**



Vacancy Information – Bargaining Units

12/31/2025	# of Vacancies	# of Budgeted FTEs	% of Vacancies
Unit 1 – Local 39	84	916	9.17%
Unit 3 – Fresno City Employees Association	166	1127	14.73%
Unit 4 – Fresno Police Officer’s Association	75	893	8.39%
Unit 5 – Fire Non-Management IAFF	30	355	8.45%
Unit 6 – Bus Drivers and Student Drivers ATU	31	350	8.86%
Unit 7 – International Brotherhood of Electrical Workers	7	74	9.46%
Unit 9 – Police Management	2	34	5.88%
Unit 10 – Fire Management	1	19	5.26%
Unit 11 – Fresno Airport Public Safety Officers Assoc.	2	14	14.28%
Unit 13 - City of Fresno Professional Employees Association	59	496	11.90%
Unit 14 - City of Fresno Management Employees Association	27	198	13.64%



Recruitment and Retention Information

- On April 1st, the City launched a new recruiting platform, NeoGov.
- Our outreach efforts include posting on City of Fresno's website, social media, various colleges/schools and applicable industry websites.
- For hard to fill positions additional outreach efforts may include direct mailers to certified professionals and certain websites that target specialized expertise. Recruitment flyers, social media blasts, and videos that highlight the job posting are also used.
- Total # of recruitments opened in 2025: **198**
 - # of promotional public safety recruitments in 2025: **1**
 - # of recruitments that were open until filled in 2025: **66**
- Of the **709** full-time vacancies filled in 2025:
 - **247** were the result of permanent promotions of City of Fresno Employees.



Hiring Challenges

- The Fresno Municipal Code governs the city's obligations when posting positions, applicant rights and appeal procedures, character and conduct of the examinations, establishing a qualified list of eligibles, and the procedures for certifying a qualified list of eligibles to the hiring departments.
- Staff has identified ten (10) sections of the Fresno Municipal Code to reduce procedural delays, modernize processes, and increase flexibility to ultimately streamline recruitment and hiring timeliness. The Personnel Services Department will start the process for making the changes in FY27.



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Thank you

JUNE 4, 2026

AB 2561

