



Quarterly Recruitment & Human Resources Dept. Updates

CITY OF NAPA MONTHLY SPOTLIGHT

City FT Recruitment

(FY2021 Q2)

Metric	Total
Recruitments Planned	11
Recruitments Completed	13
Positions to be Filled	20
Total Current Vacancies	76 <i>(92 in Q1)</i>
Upcoming Recruitments	11



City PT Recruitment

(FY2021 Q2)

Metric	Total
Recruitments Requested	9
Recruitments Completed	9
Positions to be Filled	10
Upcoming Recruitments	5



Recruitment Highlights

- Advertising via New Outlets
Support from CMO!
- Public Safety Dispatch Call Taker
Vacancies Remaining: 1
- Average Recruitment Length:
~50 days (including posting!)



Recruitment Advertising & Police Officer – Lateral



WINE DOWN
MEDIA

- *Print Ads in PORAC*
(Peace Officers Research Association of California)
- *Online Ads in CPOA*
(California Peace Officers Assoc.)
- *Radio Ads on KVYN/KVON*
(Coming Soon!)
- *Outdoor & Transit Ads*
(Coming Soon!)

Promotional Recruitment Metrics

Metric	Total
Part-Time to Full-Time Hires	2
Promotions	10

Employee Turnover (2021 Calendar Year)

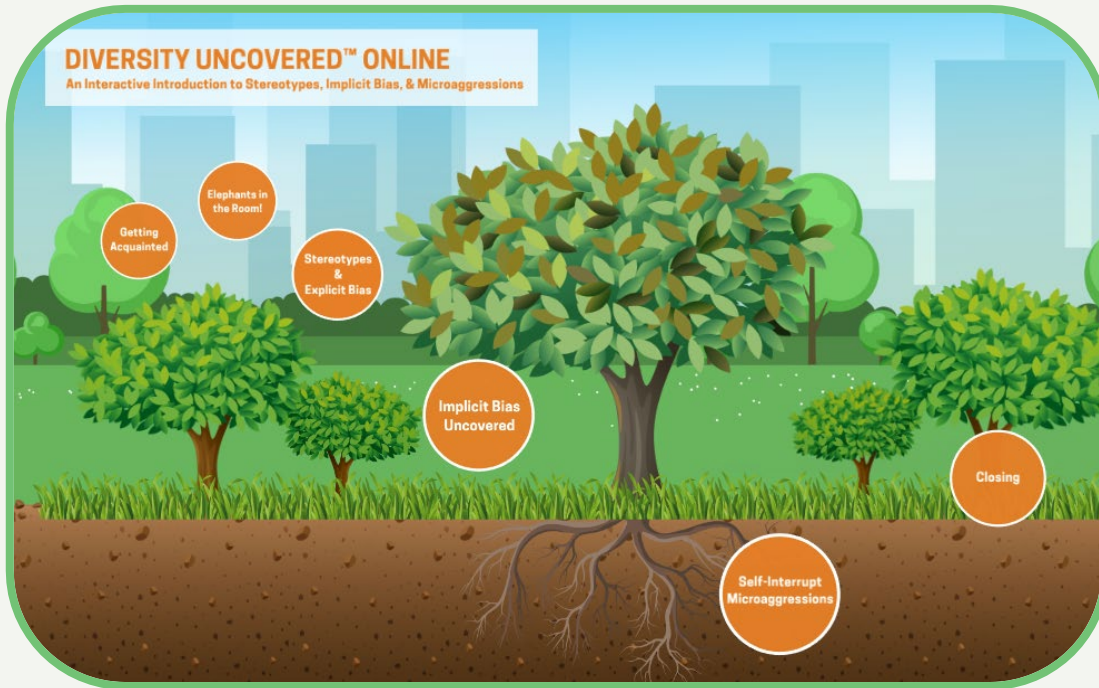


HR Updates

- Two New Staff Members
- Two Promotions
- New Functions:
 - Employee Benefits
 - Labor Relations



HR Updates



- Successes:
 - DE&I Training
 - ERP/HCM Implementation
 - New Hire Buddy Program
 - Wellness Program
- Upcoming:
 - Employee Engagement Survey
 - More recruitments!



THANK YOU!

**CITY OF NAPA
MONTHLY
SPOTLIGHT**