

ATTACHMENT 1



Quarterly Recruitment Update

Human Resources

May 16, 2023

Full-Time Recruitment Metrics

(FY22/23 Q3)

Metric	Total
Recruitments Completed	23
Positions Filled	26
Total Current Vacancies	49 in Q3 FY22-23 56 in Q2 FY22-23
Current Active Recruitments	18



Part-Time Recruitment Metrics

(FY22/23 Q3)

Metric	Total
Recruitments Requested	4
Recruitments Completed	2
Positions Filled	3
Upcoming Recruitments	8

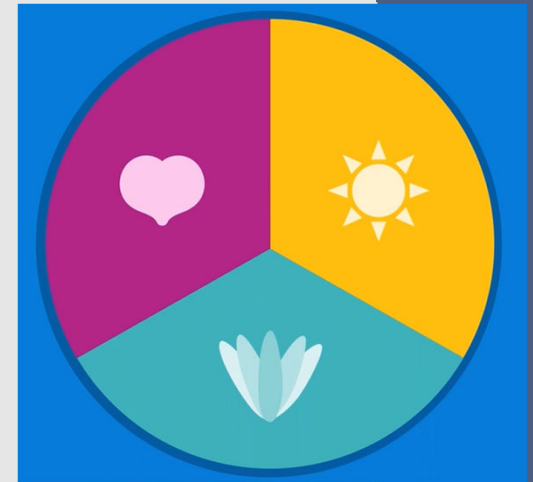


Employee Turnover



Highlights

- EAP Offerings and Mental Health Resources for City Employees & Family Members



CLAREMONT
Powered by  uprisehealth



Highlights

- Quarterly Mid-Manager Meeting held in March



- Public Safety New Hires and Promotions in Fire & Police Departments

Highlights





Highlights



- Job Fairs & Hiring Events at:
 - CareerPoint Napa
 - Sonoma State University
 - Napa Valley College



- Bright Futures 8th Grade Career Expo

Highlights



Highlights

- Diversity Ads & Targeted Recruitment Advertising Efforts



Highlights

- New Personalized Webpage with Employee Testimonials!



"Since I came to the United States, it was my desire to work for the City of Napa, but I believed it was something impossible.

Now that I work for the City of Napa, I am proud, and with great satisfaction, I can say that my dream came true. With the same satisfaction I represent and serve my community by always doing my best in everything I do."

Jesus Tapia, Street Maintenance Worker II
Public Works Department



"Desde que llegué a los Estados Unidos era mi deseo trabajar para la ciudad de Napa, pero creía que era algo imposible.

Ahora que trabajo para la ciudad de Napa, estoy orgulloso y con mucha satisfacción puedo decir que mi sueño se hizo realidad. Con la misma satisfacción represento y sirvo a mi comunidad dando siempre lo mejor de mí en todo lo que hago."

Jesus Tapia, Street Maintenance Worker II
Public Works Department



"Working for the City of Napa has allowed me to grow quickly within my career. I am grateful for the many opportunities I've been given over the last several years, and I am honored to serve the community in which I live."

Morgan Simone, Administrative Assistant
Finance Department



"I enjoy working for the City of Napa because I'm surrounded by a supportive group of people from across all City departments who are truly dedicated to making our community and organization a better place! I have been fortunate enough to work in two different departments at the City of Napa, including the City Clerk's Office and Human Resources Department, which has given me the opportunity to learn new areas and continue growing my career in local government."

Caitlin Saldanha, Management Analyst II
Human Resources Department



"The City of Napa has provided a wonderfully unique environment to forge a career in public service. This organization is committed to exceptional customer service, work/life culture and serving the community with integrity and efficiency. This is all made possible by the incredible folks that work for the City of Napa. I am honored to be amongst so many talented and dedicated coworkers."

Seth Anderson, Senior Budget Analyst
Finance Department



"It is a pleasure to work for the City of Napa, the place where I was born and raised. I get to be a part of a team that is passionate about making a difference in our community."

Fernando Salinas, Management Analyst I
Human Resources Department

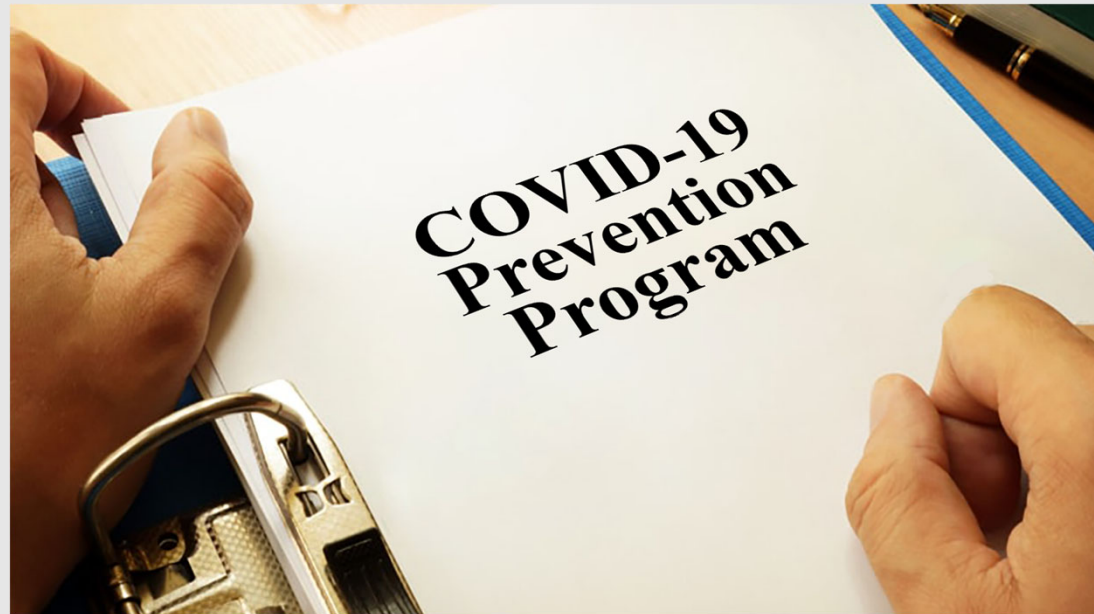
Highlights

- Diversity, Equity & Inclusion (DEI) Training Program – Year 3



Highlights

- COVID-19 Prevention Program (CPP)



THANK YOU!

