



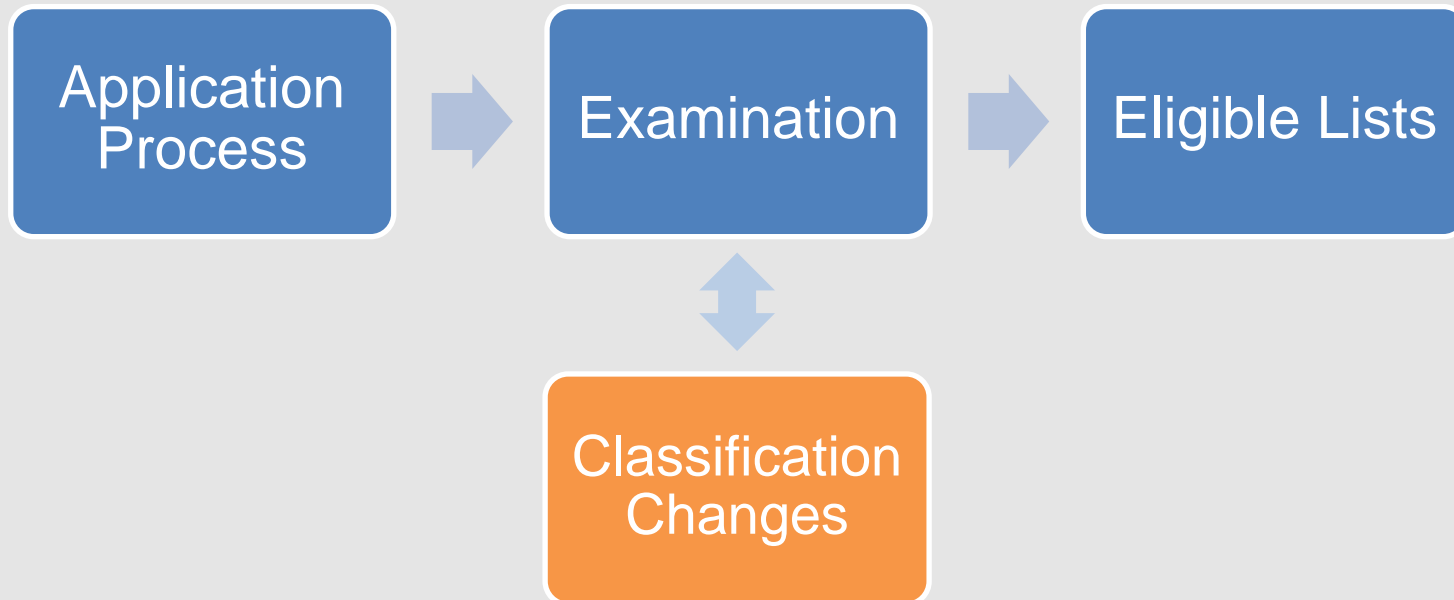
Quarterly Recruitment Update

Human
Resources

Sept. 21, 2021

Civil Service Commission & Recruitment Processes

The Civil Service Rules outline recruitment processes related to:



Eligible Lists

- Open & Promotional Recruitment
- Abolition, Expiration, Extension, Promulgation
- Rule of 3



Competency Based Recruitment Model: Targeted Selection

The City of Napa utilizes a Competency & Behavioral Based recruitment tool called Targeted Selection which includes:

Competency
Selection &
Analysis

Job Posting &
Advertisement

Behavior-Based
Interview
Questions

Data Integration

Information &
Feedback
Sessions



City FT Recruitment Metrics

(FY2020 Q4 & FY2021 Q1)

Metric	Total
Unfrozen positions approved for recruitment	19
Recruitments Completed	30
Positions to be Filled	32
Total Current Vacancies	92 (prev. 85 as of 4/1/21)
Upcoming Recruitments	18



City PT Recruitment Metrics

(FY2020 Q4 & FY2021 Q1)

Metric	Total
Recruitments Requested	12
Recruitment Completed	12
Positions to be Filled	50
Upcoming Recruitments	3



Police (Safety) Recruitment Metrics

(FY2020 Q4 & FY2021 Q1)

Metric	Total
Recruitments Completed	9
Applications Received	86
Applicants Passing	20
Outreach Events	3
Candidates Hired/Promoted	4



Hiring Incentive Program

- Program approved by Council December 2019
- Police Officer – Lateral incentive approved January 2020
- Four (4) incentives approved, two (2) used



National Recruitment Data

“Job vacancies rose to a 20-year high in April, the Labor Department said on Tuesday.” – Business Insider

“Nearly 1 in 3 workers surveyed said they had a “shift in perspective due to the pandemic” and prefer to work for an organization that better aligns with those values.” – Robert Half

“Nearly 10% of all U.S. paid-job listings on LinkedIn now involve remote work, as reported in May.” - LinkedIn Workforce Insights

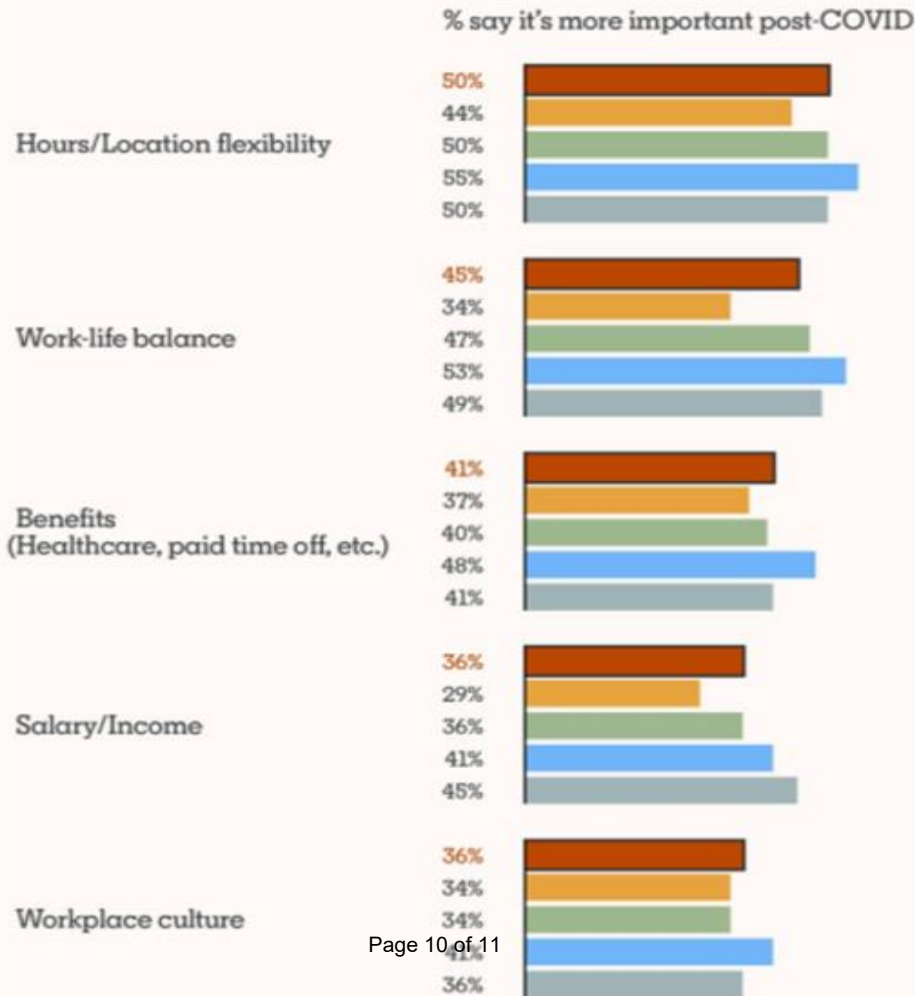
“A new Gallup analysis finds that 48% of America's working population is actively job searching or watching for opportunities.” - Gallup

“Pandemic burnout is fueling “The Great Resignation,” a period of high turnover as workers gain more confidence in the economy, and therefore feel more comfortable in making some career changes.” – Fortune Daily

In a post-COVID world, what's more important than salary?

Half of the U.S. workforce says that "hours or location flexibility" is more important now than it was before the pandemic — especially among millennials.

■ All US ■ Baby Boomers ■ Gen X ■ Millennials ■ Gen Z



Looking Forward

THANK YOU

