

# City Vacancies and Recruitment and Retention Efforts



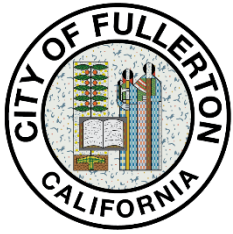
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April 21, 2026



# Background

- On September 22, 2024, Governor Newsom signed Assembly Bill 2561 (AB 2561) into law to amend Meyers-Milias-Brown Act.
- AB 2561 added Government Code Section 3502.3, which now requires public agencies to make a presentation once per fiscal year on the status of vacancies and recruitment and retention efforts.
- In 2022, the City's full-time vacancy rate reached over 25% but has since steadily dropped.



# Background

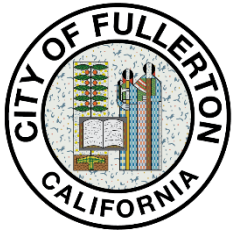
Year	No of Vacancies	Budgeted Positions	Vacancy Rate
20/21	143	615.8	23.2%
21/22	157.5	617.8	25.5%
22/23	117	586.3	20.0%
23/24	86.8	596.3	14.6%
24/25	64.8	618.3	10.5%
25/26	65	628.6	10.3%

- As of April 1, 2025, 65 of the City's 629 budgeted positions were vacant, for a vacancy rate of approximately 10% - a decrease from last year's rate of 11%.



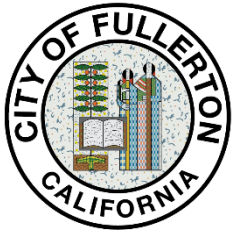
# Vacancies Summary Table

Bargaining Unit	Label	Number of Positions	Number of Vacancies	% of Vacancies
Confidential/Non-Represented	CFNR	20	1	5%
Council Appointed	CA	2	0	0%
Executive	EXEC	11	3	27%
Fullerton Firefighters Assoc	FFA	88	1	1%
Fullerton Fire Management Assoc	FFMA	7	0	0%
Fullerton Management Assoc	FMA	64	10	16%
Fullerton Municipal Employees Federation	FMEF	286.6	41	14%
Fullerton Police Management Assoc	FPMA	9	1	11%
Fullerton Police Officers Assoc - Dispatch	POSD	19	3	16%
Fullerton Police Officers Assoc - Safety	POAS	122	5	4%



# Summary of Eligible Lists Established

Established Eligible List for FY 2025-26 (To Date)					
Position	No. Apps Received	Posting Open Date	Posting Closing Date	Exam Type	Elig List Date
Account Clerk II	190	1/12/2026	2/1/2026	Open	2/26/2026
Administrative Analyst I/II	458	1/21/2025	2/16/2025	Open	3/27/2025
Asset Management Coordinator	61	1/16/2025	2/2/2025	Open	3/27/2025
Assistant Plan Check Engineer-Engineering	4	2/4/2025	2/17/2025	Internal/Promotional	3/11/2025
Associate Planner	102	8/18/2025	9/14/2025	Open	10/9/2025
Civil Engineer	18	9/24/2025	10/26/2025	Open	11/12/2025
Clerical Assistant III	244	2/27/2025	3/23/2025	Open	5/14/2025
Director of Administrative Services	83	2/19/2025	6/1/2025	Open	
Director of Administrative Services	134	8/21/2025	12/2/2025	Open	10/2/2025
Electrician	51	6/2/2025	6/15/2025	Open	8/12/2025
Equipment Operator Series	16	2/21/2025	3/9/2025	Internal/Promotional	3/31/2025
Fire Captain	4	4/2/2025	4/13/2025	Internal/Promotional	5/2/2025
Fire Engineer	3	5/13/2025	5/25/2025	Internal/Promotional	6/26/2025
Fire Engineer	3	1/7/2026	1/25/2026	Internal/Promotional	2/6/2026
Firefighter Trainee	514	8/25/2025	9/14/2025	Open	10/31/2025
Fiscal Services Manager	38	9/19/2025	10/12/2025	Open	10/31/2025
Fleet Manager	2	6/2/2025	6/15/2025	Internal/Promotional	6/27/2025
Fleet Supervisor	2	9/22/2025	10/5/2025	Internal/Promotional	10/13/2025
Housing and Community Rehabilitation Inspector	34	4/8/2025	5/4/2025	Open	5/21/2025
Human Resources Technician I/II	512	12/4/2024	1/15/2025	Open	3/17/2025
Librarian	164	4/9/2025	5/11/2025	Open	7/29/2025
Library Clerical Assistant	876	12/10/2025	1/18/2026	Open	
Library Director	65	8/25/2025	12/2/2025	Open	10/9/2025
Library Technical Assistant I	502	10/24/2025	11/23/2025	Open	10/27/2025
Maintenance Worker & Senior Maintenance Worker I	257	2/19/2025	3/16/2025	Open	4/29/2025
Mechanic I/II/III	130	6/13/2025	7/13/2025	Open	8/13/2025
Parks & Recreation Supervisor I	6	9/8/2025	9/21/2025	Internal/Promotional	10/14/2025
Payroll Technician I/II	308	5/21/2025	6/15/2025	Open	7/22/2025
Police Corporal Series	13	3/10/2025	4/20/2025	Internal/Promotional	5/1/2025
Police Dispatcher	305	7/3/2025	8/3/2025	Open	8/27/2025
Police Officer Trainee	263	2/20/2025	3/30/2025	Open	6/18/2025
Police Officer Trainee	210	8/14/2025	10/26/2025	Open	11/24/2025
Police Records Clerk	785	7/9/2025	7/27/2025	Open	9/10/2025
Police Services Representative I	262	2/27/2025	3/23/2025	Open	5/8/2025
Senior Administrative Analyst	2	8/12/2025	8/24/2025	Internal/Promotional	8/25/2025
Senior Maintenance Worker I	117	10/27/2025	11/23/2025	Open	12/17/2025
Skilled Maintenance Worker - Water I	4	2/4/2025	2/23/2025	Internal/Promotional	3/5/2025
Streets Lead Worker	48	10/15/2025	11/2/2025	Open	
Water Lead Worker	29	6/24/2025	7/20/2025	Open	8/12/2025
Water Lead Worker	21	10/24/2025	11/30/2025	Open	
Water Production Operator	55	12/22/2025	1/25/2026	Open	2/17/2026
Water Production Supervisor	3	5/13/2025	5/25/2025	Internal/Promotional	5/28/2025



## Example of Recruitment Flyer



The flyer features a dark blue background with a cityscape at night at the top. A circular inset on the right shows a colorful map of the city. The text is white and yellow, with some elements underlined.

 **EMPLOYMENT OPPORTUNITY**

# **ASSOCIATE PLANNER**

**\$6,932 - \$8,847**  
**MONTHLY**

Our Planning team is looking for an Associate Planner who's ready to take on exciting, hands-on work that makes a real difference in our community. This is a journey-level role where you'll dig into complex projects, work with great people, and see your efforts take shape in the neighborhoods, businesses, and public spaces around you.

*Join the Community and Economic Development Department and help shape the future of Fullerton!*

**APPLICATION DEADLINE:**  
**SEPTEMBER 14, 2025**