

AB 2561 Vacancy Report - FBEO

Fort Bragg Employee Organization (FBEO) Classifications	Budgeted as of 7/1/2024	Headcount as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
	3	3	Emily Reno	3	100%	0%	Emily is the Admin Assistant mentioned on the 7/1/24 Budget for Public Works. Maria Flynn is the Administrative Assistant in Community Development.
			Laura Godinez		100%	0%	
Administrative Assistant - Non-Confidential			Maria Flynn		100%	0%	
Assistant City Engineer	2	2	Alfredo Huerta	2	N/A	N/A	
			Diane O'Connor		100%	0%	
Assistant Planner	1	1	Sarah Peters	1	100%	0%	
Associate Planner	0	0	None	N/A	N/A	N/A	
Code Enforcement Officer	0	0	None	N/A	N/A	N/A	
Engineering Technician	2	2	Carlos Hernandez	2	100%	0%	
			Kevin McDannold		100%	0%	
Environmental Compliance Officer	1	1	Frank Kemper	1	100%	0%	
Finance Technician I	2	2	Alexandria Frazer	2	100%	0%	
			Jessica Syres		100%	0%	
Finance Technician II	0	N/A	None		N/A	N/A	
Finance Technician III	1	1	Adriana Hernandez Moreno	1	100%	0%	
Government Accountant I	1	1	Laura Bianchi Limbird	1	100%	0%	
Government Accountant II	0	N/A	None	N/A	N/A	N/A	
Grants Coordinator	1	1	Lacy Sallas	1	100%	0%	
Maintenance Worker I	3	3	Nicholas Perry	3	100%	0%	
			Andrew Ryken		100%	0%	
			Brandon Wilber		100%	0%	
Maintenance Worker II	8.5	8.5	Jason Balassi	4	100%	0%	8.5 Maintenance Workers budgeted as per FY 24-2025 Budget document. The .5 is for a Seasonal Laborer. None were hired as of the report date.
			Justin Celeri		100%	0%	
			Justin Archimede		100%	0%	
			Marshall Morgan		100%	0%	
Maintenance Worker III	1	1	Steven Baxman	1	N/A	N/A	
Maintenance Worker IV	no	0	None	N/A	N/A	N/A	
Maintenance Worker Lead	1	1	Ian Sanderson	1	100%	0%	
Mechanic	1		Craig Utsumi	1	100%	0%	
Operations Supervisor	0		None	N/A	N/A	N/A	
Planning Technician	0		None	N/A	N/A	N/A	
Systems Technician	0		None	N/A	N/A	N/A	
Treatment Plant Operator in Training	1	1	Andrew Wood	1	100%	0%	6 Treatment Plant Operators were budgeted as of 7/1/2025.
Treatment Plant Operator I	0	0	None	N/A	N/A	N/A	
Treatment Plant Operator II	5	5	Humberto Arellano	5	100%	0%	
			Chris Brians		100%	0%	
			Cody Filosi		100%	0%	
			Paul Labreck		100%	0%	
			Merle Larson		100%	0%	
Treatment Plant Operator - Wastewater Lead	1	1	Alden Ramos		100%	0%	
Treatment Plant Operator - Water, Collection, and Distribution	0	0	None		N/A	N/A	
FBEO Bargaining Unit Total Vacancy Rate						0%	

Approach

Took the 1/1/2025 Compensation Schedule for list of positions

Went through each position to determine the number of incumbents

Went through and reviewed the year and provided an approximate amount of the year where the position is filled.

The 7/1/2024 Headcount is pulled from the 2024-2025 Budget

AB 2561 Vacancy Report - FBPA

Fort Bragg Police Association Classifications	Budgeted as of 7/1/2024	Headcount as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Note
Community Services Officer	2	2		0	N/A	N/A	The CSO was frozen in exchange for sponsoring Police Recruit.
Police Sergeant	1	4	Anthony Welter	4	100%	0%	
			P.J. Ferris		100%	0%	
			Jarod Frank		83%	0%	Nayeli Carmona DeLeon separated. Promoted Jarod Frank
			Jonnathan McLaughlin		100%	0%	
Police Officer	5	5	Humberto Arellano Jr.	7	100%	0%	
			Tyler Baker		100%	0%	
			Rory Beak		100%	0%	
			Gadge Ferris		100%	0%	
			David Franco		100%	0%	
			Antoinette Moore		100%	0%	
			Amando Pacheco		100%	0%	
Police Recruit	Yes	0	Keyona Slaughter		75%	25%	Keyona Slaughter hired in exchange for freezing CSO positions.
Special Investigator	Yes	1	Wesley Rafanan		100%	0%	
FBPA Bargaining Unit Total Total Vacancy Rate						2%	

Approach

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The 7/1/2024 Headcount is pulled from the 2024-2025 Budget

AB 2561 Vacancy Report - Confidential/Non-Bargaining Employee Group

Confidential Non-Bargaining Classifications	Budgeted as of 7/1/2024	Headcount as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
Administrative Analyst	yes		Cristal Munoz	1	100%	0%	
Administrative Analyst - PD	yes		Lesley Bryant	1	100%	0%	
Administrative Assistant - Administration		0	None		N/A	N/A	Amber Weaver moved to Public Information Coordinator
			Stephanie Remington	1	67%	33%	Position was authorized in lieu of the Public Information Coordinator
Assistant Planner/Code Enforcement	yes		George Leinen	1	83%	0%	The position was not filled. George Leinen moved to the FT Assistant Planner (FBEO) position in late April 2025.
Audiovisual Technician (<1000 hrs)	yes		Alfred Holston	2	83%	17%	Both came on in Aug. 2024. Only 1000 hours authorized.
			Troy Mellott		83%	17%	
City Clerk, Non-Certified	no	0	Diana Paoli	1	71%	29%	New position created in February 2025.
Housing & Economic Development Coordinator	no	0			N/A	N/A	
Laborer-Public Works (<1000 hrs)	No	0			N/A	N/A	
Laborer-Water/Wastewater	Yes	1	Erik Filosi	1	100%	0%	This is the 0.5 referenced in the FY 24-2025 for Public Works.
Police Transport Officer (PT) (<1000 hrs)	Yes	0		0	0%	100%	
Public Information Coordinator	yes	1	Amber Weaver	1	75%	0%	Position not filled. Stephanie Remington hired as Administrative Assistant - Administration (CNBrg EE group). The position, in essence, was not approved from March 23, 2025 to June 30, 2025.
Social Services Liaison - Crisis Worker	Grant funded. Yes	2	Melissa Johnson	3	92%	8%	Melissa Johnson hired as more grant funds were secured.
			Janette Ornelas		100%	0%	
			Hannah Nanez		100%	0%	
Systems Technician	no			0	N/A	N/A	
Confidential/Non-Bargaining Employee Group Total Vacancy Rate						16%	

Approach

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The 7/1/2024 Headcount is pulled from the 2024-2025 Budget

Explanation of the 16% Vacancy Rate

The over 16% rate is due to the departure of the City Clerk and Public Information Coordinator. The City Clerk was filled within two months.

The City Clerk, prior to February 2025, was a Mid-Management position.

AB 2561 Vacancy Report - C.V. Starr

C.V. Starr Classifications	Budgeted as of 7/1/2024	Headcount as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
	0	0	None	0	N/A	N/A	
Administrative Assistant I - PT	3	3	Brenner Redfern Bryan Vidal Gibb Alam William Seaholm III	3	100% 25% 100% 75%	0% 75% 0% 25%	
Administrative Assistant II - PT	0	0	None	0	N/A	N/A	
Administrative Assistant III - PT	0	0	None	0	N/A	N/A	
Administrative Coordinator	1	1	Ruby Acosta	1	100%	0%	
Senior Administrative Assistant	2	2	Belgica Gordon	1	100%	0%	
			Eduardo Moran	1	100%	0%	
Custodian I - CV Starr	0	0	None	0	N/A	N/A	
Custodian II - CV Starr	0	0	None	0	N/A	N/A	
Custodian III - CV Starr	1	1	Maria Escobedo	1	100%	0%	
Fitness Equipment Technician	0.125	0.125	Mike Mihos	0	N/A	N/A	Does dual role. Also does Fitness Intstructor I
Fitness Instructor I - CV Starr	0	0	None	0	N/A	N/A	
Fitness Instructor II - CV Starr	5	5	Kathy Marden	0.125	100%	0%	Does dual role. Also does Fitness Equipment Instructor II.
			Aimee Maxey	0.125	100%	0%	
			Mike Mihos	0.125	100%	0%	
			Neol Trost	0.125	100%	0%	
			Deborah Karish	0.125	100%	0%	
Head Lifeguard	1	1	Caleb Holland Zachery Quamme	0.125 0.125	100% 17%	0% 83%	
Lifeguard - CV Starr	0	0	None	0	N/A	N/A	
Lifeguard I - PT	16	20	Leilani Cen Andrew Cudney Michael Juntz Evan Lotten Elena Caranicolas Koa Chamberlin Joyce Garcia Blanco Litzy Garcia Elizabeth Keppeler Dafne Lopez-Alcantar Brendan Meloro Colin Mclea Max Oatney Marvin Parrish Michael Rice Alexander Ries Dakoda Thompson Rory Twungubumwe Meicah Wasco Haley Martin Leonardo Escobar Luke Weston Zachery Quamme	22	50% 58% 25% 25% 100% 58% 100% 100% 58% 100% 100% 100% 100% 100% 100% 100% 58% 100% 100% 25% 17% 58%	50% 42% 75% 75% 0% 42% 0% 0% 42% 0% 0% 0% 0% 0% 0% 0% 42% 0% 0% 75% 83% 42%	Zachery was doing dual role from July 1, 2024 to 5/17/2025.
Lifeguard II - PT	0	0		0	N/A	N/A	
Lifeguard III - PT	0	0		0	N/A	N/A	
Maintenance Supervisor			Paul Kelley	1	100%	0%	

Maintenance Worker I - CV Starr	0	0	Wilbert Escobedo	1	100%	0%	
Maintenance Worker II - CV Starr	0	0	Kurtis Gibney	1	100%	0%	
Maintenance Worker III - CV Starr	0	0					
Recreation Coordinator	1	1		None	0%	100%	
							The position is very seasonal and depends on how many swim classes are filled up. If there is a huge request for swim lesson the employee works. Otherwise, they do not work.
Recreation Instructor I	0	0	Victoria Yanez	1	100%	0%	
Recreation Instructor II	2	2	Mark Riley Kendra Sells	2	100%	0%	
Recreation Instructor III	0	0	Theresa Branscomb	1	100%	0%	
Recreation Supervisor	1	1	Kimberly Ramey	1	100%	0%	
Senior Lifeguard	1	1	Caleb Strickland	1	50%	50%	
C.V. Starr Employee Group Total Vacancy Rate						20%	

Approach

Took the 1/1/2025 Compensation Schedule for list of positions
Went through each position to determine the number of incumbents
Went through and reviewed the year and provided an approximate amount of the year where the position is filled.
The 7/1/2024 Headcount is pulled from the 2024-2025 Budget

Explanation of the Vacancy Rate

The main driver of the 20% vacancy rate is the for the Lifeguard classifications. This classification continues to be a challenge. The recruitment efforts are ongoing and continues to be a top priority. CV Starr is now open on Sundays as the due to the onboarding of

AB 2561 Vacancy Report for Temporary Employees

Temporary Employees	Budgeted as of 7/1/2024	Headcou nt as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
Assistant Planner -Temp	0	0	Valerie Stump	1	13%	0%	This an unexpected position to provide coverage while others are on leave. Valerie started on 5/19/2025
Construction Project Manager - Temp	No	0	None	0	N/A	N/A	
Grants Analyst Intern	No		Jason Morse	2	46%	0%	It is not vacant because it is grant funded. Only filled once grant funds were secured.
		0	Jennifer Pons	1	50%	0%	This is Grant Funded. Originally hired as Office Assistant - Temp (Emergency Weather Shelter). They moved to Grants Analyst, which is also grant funded.
	No	0	None	0	N/A	N/A	
Office Assistant	No	0	Jennifer Pons	1	100%	0%	
Seasonal Laborer	0.5	0	None	0	0%	100%	While it was budgeted, the direction given was to not fill the position.
Seasonal Parking Attendant	0	0	None	0	N/A	N/A	
Temporary Employee Group Total Vacancy Rate						20%	

Approach

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Explanation of the Vacancy Rate

This employee group consists of a small number of classifications. One vacancy has a huge influence on the vacancy rate. A challenge of recruiting for temporary positions is the lack of benefits and generally are high hourly rate positions. Currently, a Seasonal Laborer positon pay is at \$18 per hour. Effective January 1, 2025, minimum wage is \$16.50 per hour for all employers. The minimum wage for fast food workers is \$20 per hour. The scheduled minimum wage increase for healthcare workers has been delayed. As the minimum wage continues to be increased by legislators, it will continue to exert upward pressure on the City to reevaluate its lower paying classifications. Minimum wage increases could lead to higher prices, thereby increasing the overall costs for businesses, including local agencies.

AB 2561 Vacancy Report for Mid-Management Employee Group

Mid-Management Classifications	Budgeted as of 7/1/2024	Headcount as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
Assistant Director - Engineering Division	1	1	Chantell O'Neal	1	100%	0%	
Assistant Finance Director	1	0	Merilyn Tiriboyi	1	92%	8%	
C.V. Starr Manager	1	1	Moneque Wooden	1	100%	0%	
City Clerk	1	1	Diana Sanchez	1	100%	0%	
Construction Project Manager	0	0	None	0	N/A	N/A	
Economic Development Manager	1	1	Sarah McCormick	1	100%	0%	
Human Resources Manager	1	1	Juli Mortensen	1	100%	0%	
Operations Manager	1	1	Heath Daniels	1	100%	0%	
Police Captain	1	1	Thomas O'Neal	1	100%	0%	
Senior Government Accountant	0	0	None	0	N/A	N/A	
Senior Planner	0	0	None	0	N/A	N/A	
Mid-Management Employee Group Total Vacancy Rate						1%	

Approach

Took the 1/1/2025 Compensation Schedule for list of positions

Went through each position to determine the number of incumbents

Went through and reviewed the year and provided an approximate amount of the year where the position is filled.

The 7/1/2024 Headcount is pulled from the 2024-2025 Budget

AB 2561 Vacancy Report for Executive Management Employee Group

Mid-Management Classifications	Budgeted as of 7/1/2024	Headcount as of 7/1/2024	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
Assistant City Manager	0	0	None	N/A	N/A	N/A	
City Manager	1	1	Isaac Whippy	1	100%	0%	
Director - Community Development	1	0	Vacant	0	0%	100%	A recruitment is in progress.
Director - Finance/City Treasurer	0	0	None	N/A	N/A	N/A	
Director - Public Works	1	1	John Smith	1	100%	0%	
Police Chief	0	0	None	N/A	N/A	N/A	
Police Chief - Executive Post	1	1	Neil Cervenka	1	100%		
Executive Management Employee Group Total Vacancy Rate						33%	

Approach

Took the 1/1/2025 Compensation Schedule for list of positions

Went through each position to determine the number of incumbents

Went through and reviewed the year and provided an approximate amount of the year where the position is filled.

The 7/1/2024 Headcount is pulled from the 2024-2025 Budget

Explanation of the Vacancy Rate

The Community Development Director position has been extremely challenging to fill due to a variety of factors, such as pay in comparison to other locations, the City's physical location, and the political environment.

City of Fort Bragg AB 2561 Vacancy Rate

Employee Group	Vacancy Rate
FBEO	0%
FBPA	2%
Conf/Nbarg	16%
CV Starr	20%
Temporary	20%
Mid-Mgmt	1%
Executive	33%
Total Vacancy Rate	13%