

AB 2561 Vacancy Report - FBEO

Fort Bragg Employee Organization (FBEO) Classifications	Budgeted as of 7/1/2025	Headcount as of 7/1/2025	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
	3	3	Emily Reno Laura Godinez	3	100%	0%	Emily is the Admin Assistant mentioned on the 7/1/24 Budget for Public Works. Lisi Horstman is the Administrative Assistant in Community Development.
Administrative Assistant - Non-Confidential			Lisi Horstman		100%	0%	
Assistant City Engineer	2	2	Alfredo Huerta Diane O'Connor	2	N/A	N/A	
Assistant Planner	1	1	Valerie Stump	1	75%	25%	Backfilled Sarah Peters.
Associate Planner	1	1	Sarah Peters	1	100%	100%	Added due to promotion 7/13/2025
Code Enforcement Officer	0	0	None	N/A	N/A	N/A	
Engineering Technicians	2	2			100%	0%	
Engineering Technician			Kevin McDannold	1	100%	0%	
Engineering Technician II			Carlos Hernandez	1	100%	100%	
Engineering Technician - Senior			None	N/A	N/A	N/A	
Environmental Compliance Officer	1	1	Frank Kemper	1	100%	0%	
Finance Lead	0	0	Laura Bianchi Limbird	1	100%	0%	Position established in November 2025.
Finance Technician I	2	2	Alexandria Frazer Jessica Syres	2	100%	0%	Ruby Acosta immediately promoted from Admin Coord to Finance Technician upon Frazer's departure.
			Ruby Acosta		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 Division							
Maintenance Division Supervisor	1	1	Ian Sanderson	1	100%	0%	
Maintenance Workers	9	9		7	98%	2%	
Maintenance Worker I			Open Andrew Ryken Brandon Wilber	2	83%	17%	
Maintenance Worker II			Jason Balassi Justin Celeri Justin Archimede Marshall Morgan	4	100%	0%	
Maintenance Worker III			Open		N/A	N/A	
Maintenance Worker IV			None	N/A	N/A	N/A	
Maintenance Worker Lead			Steven Baxman	1	100%	100%	Created to promote future career growth. Not budgeted at this time.
Mechanic	1		None	N/A	N/A	N/A	
Operations Supervisor	0	0	Craig Utsumi	1	100%	0%	
Permit Technician	0	0	None	N/A	N/A	N/A	
Planning Technician	0	0	None	N/A	N/A	N/A	
Systems Technician	0	0	None	N/A	N/A	N/A	
Treatment Division							
Treatment Division Supervisor	1	1	Alden Ramos	1	100%	0%	
Treatment Plant Operators	7	7			75%	25%	
Treatment Plant Operator in Training			Edwin Powers Diego Zapata Andrew Wood		58%	42%	
Treatment Plant Operator I			None		50%	50%	
			Chris Brians		17%	83%	
			None		N/A	N/A	
			Paul Labreck		100%	0%	
Treatment Plant Operator III			Humberto Arellano		100%	0%	
			Cody Filosi		100%	0%	
FBEO Bargaining Unit Total Vacancy Rate						8%	

Approach

Compensation schedule eff. 7/13/2025 used for report that was approved during the Nov. 13, 2025 City Council meeting.
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 7/1/2025 Headcount is pulled from the 2025-2026 Budget

AB 2561 Vacancy Report - FBPA

Fort Bragg Police Association Classifications	Budgeted as of 7/1/2025	Headcount as of 7/1/2025	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	Rory Beak	3	25%	75%	Frank separated 1/23/2026. Beak backfilled the position.
			Anthony Welter		25%	75%	Separated 4/3/2026
			P.J. Ferris		100%	0%	
			Jarod Frank		75%	25%	Frank separated 4/3/2026.
			Jonnathan McLaughlin		17%	0%	Promoted to Police Commander 9/12/2025. The promotion occurred as part of agreement to only have three sergeants instead of four as in FY 2024-2025.
Police Officer	8	5	Humberto Arellano Jr.	7	100%	0%	
			Tyler Baker		100%	0%	
			Rory Beak		100%	0%	Promoted to Police Sergeant 3/29/26 to backfill Police Sgt. vacancy created by Sgt. Frank's departure.
			Gadge Farris		100%	0%	
			David Franco		100%	0%	Promoted to Police Sergeant 4/5/26 to backfill Police Sgt. Vacancy created by Sgt. Welter's departure.
			Logan James		83%	17%	
			Antoinette Moore		100%	0%	
			Amando Pacheco		100%	0%	
Police Recruit	Yes	0	Keyona Slaughter	1	75%	25%	Keyona Slaughter hired in exchange for freezing CSO positions.
Special Investigator	Yes	1	Wesley Rafanan		100%	0%	
FBPA Bargaining Unit Total Vacancy Rate						14%	

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Recruiting Statistics

No Requisitions	16
Time to Fill	98

Applications Received	246
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Time to Fill	
Broadband Director	103
Social Services Liaison	77
Administrative Assistant - Police	141
Police Sergeant	114
	108.75
without Admin Assistant - PD	98

Breakout of Hires

MCN	9	Acquisition/Merger
CVStarr	12	7 lifeguards
		1 Rec Coord
		3 Fitness Instructor
		1 Admin Asstnt II
PW	3	2 Seasonal Laborers (1 became MWII & one became TOIT)
		1 Treatment Plant Op in Trng
Police	4	1 Soc Svcs Liaison
		1 Police Officer
		1 Police Chief
		1 PT Admin Asstnt - At Will (Office Assistant)
Admin	1	
CDD	1	

Separations

John Johnson	End of Sea	voluntary
Alexia Frazer	Resigned	voluntary
Maria Flynn	Resigned	voluntary
Anthony Welter	Resigned	voluntary
Jason Morse	Resigned	voluntary

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

Confidential Non-Bargaining Classifications	Budgeted as of 7/1/2025	Headcount as of 7/1/2025	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
Administrative Analyst	yes		Cristal Munoz	0	N/A	0%	Cristal Munoz was promoted 7/1/2026
Administrative Analyst - PD	yes		Lesley Bryant	1	100%	0%	
Senior Administrative Analyst			Cristal Munoz	1	100%	0%	Filled by promotion.
Administrative Assistant - Administration		0	Stephanie Remington		100%	0%	Amber Weaver moved to Public Information Coordinator
Assistant Planner/Code Enforcement Part-Time	Yes	1	Valerie Stump	1	25%	0%	Position not filled. Valerie Stump reclassified to FT Assistant Planner position and kept the Code Enforcement component
Audiovisual Technician (<1000 hrs)	Yes		Alfred Holston	2	100%	0%	
Audiovisual Technician (<1000 hrs)	Yes		Troy Mellott		58%	0%	Troy Mellott was reclassified to FT Systems Technician (IT) in early February 2026 and retained his AV responsibilities
City Clerk, Non-Certified	No	0	Diana Paoli	1	100%	0%	
City Clerk Technician	No	0			N/A	N/A	
Government Accountant III	No	0	Merilyn Tiriboyi	1	67%	0%	New classification created to accommodate employee initiated reclassification
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.
Permit Technician	yes	1	Maria Flynn	1	75%	0%	Position was not filled.
Police Transport Officer (PT) (<1000 hrs)	Yes	1		0	0%	100%	Position has been advertised continuously from October 2025.
Public Information Coordinator	No	1	Amber Weaver	1	75%	0%	The position was vacated in February 2025. At this time, it is not a budgeted position.
Systems Analyst	No	1	Mateo Ortiz	1	100%	0%	
Social Services Liaison - Crisis Worker	Grant funded. Y	2	Meliisa Johnson	4	100%	8%	
			Janette Ornelas		100%	0%	
			Daniella Aguirre Puerto		100%	0%	
			Hannah Nanez		100%	0%	
Systems Technician PT (Broadband)	No	1	Crans Squire	1	100%	0%	
Confidential/Non-Bargaining Employee Group Total Vacancy Rate						6%	

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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 7/1/2025	Headcount as of 7/1/2025	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes
	0	0	None	0	N/A	N/A	
Administrative Assistant I - PT	3	3	Diego Marinez Mark Hopper Gibb Alam David Garcia	3	100% 100% 100% 100%	0% 0% 0% 0%	
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	Belgica Gordon	1	100%	0%	Belgica Gordon promoted to Admin Accord to backfill Ruby Acosta in March 2026.
			Open		8%	8%	There was a month gap between Acosta's promotion and Gordon's promotion to Admin Coordinator
			Ruby Acosta	1	100%	0%	Ruby promoted to Finance Technician I to backfill Alexandria Frazer.
Senior Administrative Assistant	2	2	Jeffrey Beard	1	100% N/A	0% N/A	
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 Instructor 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.
			Tai Sunnanon	0.125	100%	0%	
			Mike Mihos	0.125	100%	0%	
			Noel Trost	0.125	100%	0%	
			Deborah Karish	0.125	100%	0%	
Head Lifeguard	1	1	Caleb Holland	0.125	100%	0%	
Lifeguard - CV Starr	0	0	None	0	N/A	N/A	
Lifeguard I - PT	16	19	Cash Carpenter	19	100%	0%	Most of these lifeguards are students and only average 10 hours per week during the school year and then 19 hours during the summer time
			Andrew Cudney		100%	0%	
			Michael Juntz		100%	0%	
			Evan Lotten		100%	0%	
			Elena Caranicolas		100%	0%	
			Payton Johansen		100%	0%	
			Joyce Garcia Blanco		100%	0%	
			Luka Brunner		100%	0%	
			Elizabeth Keppeler		100%	0%	
			Tyler Russell		100%	0%	
			Grace Chester		100%	0%	
			Colin Miclea		100%	0%	
			Olivier Miclea		100%	0%	
			Marvin Parrish		100%	0%	
			Michael Rice		100%	0%	
			Johann Garcia		100%	0%	
Dakoda Thompson	100%	0%					
Oscar Magee	100%	0%					
Meicah Wasco	100%	0%					
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	Eduardo Moran	1	100%	0%	
Maintenance Worker III - CV Starr	0	0					
Recreation Coordinator	1	1	Anna Leach	None	100%	0%	Anna Leach falls under Parks & Rec (not CV Starr). At this time, the division is not fully developed. Hired in May 2026.
Recreation Instructor I	0	0	Victoria Yanez	1	100%	0%	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 II	1	1	Kendra Sells	1	100%	0%	Same as above. Very seasonal.
Recreation Instructor III	0	0	Theresa Branscomb	1	100%	0%	
Recreation Supervisor	1	1	Kimberly Ramey	1	100%	0%	
Senior Lifeguard	2	1	Caleb Strickland	1	100%	0%	
		1	Zachery Quamme	1	100%	0%	Promoted Zachery Quamme in 2/2026
C.V. Starr Employee Group Total Vacancy Rate							0%

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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 7/1/2025	Headcount as of 7/1/2025	Incumbents	Number of Incumbents	Filled Percentage	Vacancy Rate	Notes	Internal notes
Assistant Planner -Temp	0	0	Valerie Stump	1	25%	0%	Temporary position created to provide coverage while other staff on personal leave. Incumbent was reclassified to full-time Assistant Planner position in late September 2025.	
Construction Project Manager - Temp	No	0	None	0	N/A	N/A		
Grants Analyst Intern	No	0	Jason Morse	2	46%	0%	It is not vacant because it is grant funded. Only filled once grant funds were secured.	Position vacated in May 2026. Incumbent pursuing other opportunities.
			Jennifer Pons	1	67%	0%	Position vacated in March 2025 when reclassified to full-time Social Services Liaison classification.	Position vacated to provide assistance to CRU team due to an Ornelas on leave.
Office Assistant	No	0	Jennifer Pons	0	0%	0%		
Permit Technician - PT	Yes	0	None	1	75%	25%	Position vacated in March 2026. Not being backfilled. Former incumbent Maria Flynn.	Position was created as an accommodation for the employee. Employee resigned 3/27/2026.
Public Experience Liaison	Yes	1	Adelaide La Torre	1	8%	0%	Incumbent worked out of class as Sr. Administrative Analyst from September 2025 through the end of April 2026.	
Seasonal Laborer	0.5	0	John Johnson Edwin Powers	2	83%	17%	Two positions filled. Both incumbents moved into full-time positions. Johnson was reclassified as Maintenance Worker II in January 2026 & Powers as Treatment Plant Operator in Training in December 2025.	
Seasonal Parking Attendant	0	0	None	0	N/A	N/A		
Temporary Employee Group Total Vacancy Rate						6%		

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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 position 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 7/1/2025	Headcount as of 7/1/2025	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	1	None	1	33%	67%	Incumbent requested reclassification to Government Accountant III that was completed in November 2025. At this time, a recruitment for Finance & Admin Director is being conducted.
Broadband Manager	1	1	Rob Buch	1	100%	0%	
C.V. Starr Manager	1	1	Moneque Wooden	1	100%	0%	
City Clerk - CMC Certified	0	1	None	0	0%	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%	
Police Commander	1	1	Jonathan McLaughlin	1	83%	0%	Classification established to provide direct oversight to the Patrol Division within the PD. Filled in September 2025.
Senior Government Accountant	0	0	None	0	N/A	N/A	
Senior Planner	0	0	None	0	N/A	N/A	Classification is being recruited for in conjunction with the Director of Planning & Housing (AKA CDD Director). Only one slot will be filled at the level best corresponding with the chosen candidate's skills.
Systems Analyst - Lead	0	0	None	0	N/A	N/A	Incumbent Deb Smith reclassified to IT Director.
Mid-Management Employee Group Total Vacancy Rate							7%

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AB 2561 Vacancy Report for Executive Management Employee Group

Mid-Management Classifications	Budgeted as of 7/1/2025	Headcount as of 7/1/2025	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 - Broadband	1	0	Sage Statham	1	75%	25%	Position filled 9/22/2026.
Director - Finance & Admin Director	0	0	Vacant	0	0%	0%	This position replaces the Finance Director as the intent is to combine Finance and Administration divisions under a single director. At this time, City Manager is serving as Acting Director, with support from Government Accountant III.
Director - Finance/City Treasurer	0	0	None	N/A	N/A	N/A	
Director - Information Technology	1	1	Deb Smith	1	100%	0%	
Director - Parks & Recreation	1	0	None	0	0%	0%	Division is currently being developed. Once fully developed, position will either be filled from within or a recruitment will be conducted.
Director - Planning & Housing (AKA CDD Director)	1	0	Vacant	0	0%	100%	Recruitment has been conducted, conditional offer extended and awaiting candidate response. City Manager is Acting Director.
Director - Public Works	1	1	John Smith	1	100%	0%	
Interim Police Chief	0	0	None	1	17%	0%	Position was created due to resignation of Chief Neil Cervenka who vacated the position on 9/30/2025. City conducted recruitment in late July 2025 and filled with now permanent Chief Eric Swift.

Police Chief	0	0	Eric Swift	1	83%	17%	Chief Cervenka provided a resignation on July 29, 2025, and his last day was September 30, 2025. Interim Chief Eric Swift onboarded on October 1, 2025.
Police Chief - Executive Post	1	1	Neil Cervenka	1	25%	0%	Position not considered vacant as City would only have one Police Chief classification budgeted at any given time.
Executive Management Employee Group Total Vacancy Rate							14%

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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. In March/April 2026, the City conducted a recruitment in conjunction with WBCP, Inc. to assist with the sourcing. At the time of this report, a conditional offer has been extended, but the candidate has not yet accepted the offer.

**FY 2025-2026
City of Fort Bragg AB 2561
Vacancy Rate**

Employee Group	Vacancy Rate
FBE0	8%
FBPA	14%
Conf/Nbarg	6%
CV Starr	0%
Temporary	6%
Mid-Mgmt	7%
Executive	14%
Total Vacancy Rate	8%