

SOLANO COUNTY — CIVIL SERVICE COMMISSION



2025 Annual Report



PREPARED BY
Human Resources

PRESENTED BY
Niger Edwards

About the CSC



Back (left to right): Commissioner Gant, Commissioner Bryant, and Commissioner Schuster.
Front (left to right): Vice President Petullo and President Neal

The Civil Service Commission is responsible for the adoption and modification of the Civil Service Rules, the creation and modification of class specifications, and the hearing of appeals resulting from disciplinary actions or allegations of discrimination. In addition, the Commission also plays a role in the employer-employee relations with respect to the formation or modification of bargaining units and representation elections.

Civil Service Rule 3.04 states:

Each year, on or before March 15, a report shall be prepared and submitted to the Board of Supervisors. The report shall contain information and statistical data relating to the County employment, the personnel program and the activities of the Civil Service Commission. The report may contain recommendations for action by the Board for improvement of the County's personnel program. The Director of Human Resources shall prepare a draft of the annual report and place it on the agenda for consideration by the Commission. The Commission shall make such changes as are appropriate and submit the report to the Board of Supervisors. Ref.: Ord. No. 632, Sec. V (b).

Recruitment

During the 2025 calendar year, the Human Resources Department received 20,943 applications for 242 recruitments. This is compared to:

- 2024 in which 19,835 applications were received for 264 recruitments
- 2023 in which 12,081 applications were received for 237 recruitments
- 2022 in which 11,804 applications were received for 301 recruitments
- 2021 in which 9,790 applications were received for 218 recruitments
- 2020 in which 10,288 applications were received for 192 recruitments

In 2025, the Human Resources Department created no new exams through the eSkills platform. This is compared to 2024 in which one (1) exam was created.

Outreach efforts for the 2025 calendar year included twelve (12) in-person job fairs. This is compared to 2024 in which three (3) in-person job fairs were attended.



Classifications

Multiple classification reviews were conducted in 2025, resulting in recommendations regarding development of, or changes to, eight (8) classification specifications. Classifications reviewed resulted in the Civil Service Commission's approval of three (3) new or amended classification specifications. The Director of Human Resources approved five (5) new or amended classification specification for classifications not covered under the Civil Service. This is compared to:

- 2024 in which 5 classification specifications were approved and/or amended
- 2023 in which 11 classification specifications were approved and/or amended
- 2022 in which 20 classification specifications were approved and/or amended
- 2021 in which 7 classification specifications were approved and/or amended
- 2020 in which 21 classification specifications were approved and/or amended



Employment Activity

The total number of positions filled during the 2025 calendar year was 853. This includes 168 employees who promoted competitively.

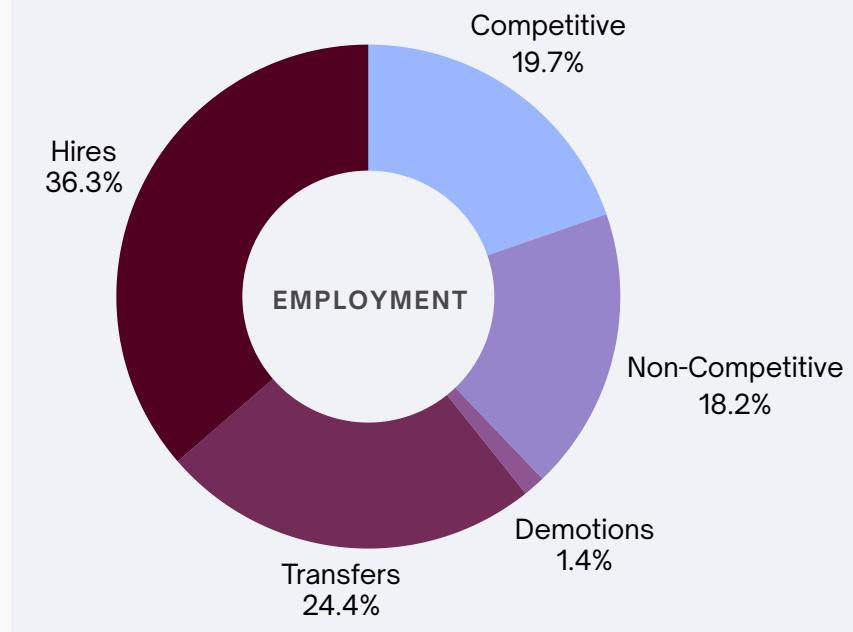
This is compared to:

- 2024 in which 630 positions were filled of which 162 employees promoted competitively
- 2023 in which 673 positions were filled of which 161 employees promoted competitively
- 2022 in which 743 positions were filled of which 226 employees promoted competitively
- 2021 in which 635 positions were filled of which 133 employees promoted competitively

In addition, 155 employees promoted in a flexibly staffed classification (non-competitive promotions). This is compared to:

- 2024 in which 136 employees were flexibly promoted
- 2023 in which 133 employees were flexibly promoted
- 2022 in which 133 employees were flexibly promoted
- 2021 in which 133 employees were flexibly promoted

No employees were laid off in 2025. This is compared to one (1) laid off employee for the 2024 calendar year.



Civil Service Rule Amendments

There were no Civil Service Rule amendments in 2025. This is compared to:

- 2024 in which there were no amendments
- 2023 in which there was one (1) amendment
- 2022 in which there was one (1) amendment
- 2021 in which there were no amendments

Formation/Modification of Bargaining Units

There were no requests for bargaining unit formation or modification in 2025. This is compared to:

- 2024 in which there were no formation or modification requests
- 2023 in which there was one (1) formation or modification request
- 2022 in which there was one (1) formation or modification request
- 2021 in which there were no formation or modification requests

Commission Appeal Hearings

There was no appeal hearings requested and no hearings held in 2025. This is compared to:

- 2024 in which there was one (1) appeal hearing requested and no hearings held
- 2023 in which there were no appeal hearings requested and no hearings held
- 2022 in which there was one (1) appeal hearing requested and one (1) hearing held
- 2021 in which there were three (3) appeal hearings requested and two (2) hearings held