

STAFF REPORT

Agenda Item: 6.k

Council Meeting: July 9, 2026	Prepared By: Ryan Ganner, Human Resources Generalist
Topic: Public Works Maintenance Worker - Rescind offer and reauthorization to hire	Action Required: Approval

Summary

A candidate was selected and scheduled to start Monday 7/6/2026. The week prior to their start date they contacted the City with concerns about coming onboard. During a phone-call on the afternoon of Thursday 7/2/2026, the candidate and staff came to an agreement to push the start date back, and revisit the discussion with the candidate on Monday 7/6/2026.

On Monday 7/6/2026, staff gave the candidate a deadline of Wednesday 7/8/2026 to communicate a decision on if they were coming onboard or not. We clarified in our communication with the candidate that if we did not receive confirmation on if they were accepting the position or not, we will be rescinding the accepted offer. To date, staff has not received any communication from the candidate regarding their decision, and as such staff recommends rescinding the offer and not moving forward with employment with the City.

Financial/Budget

This is a budgeted position for FY2026.

Options

Rescind the offer and reauthorize staff to hire the vacant Public Works Maintenance Worker position.

Decline.

Recommendation

Rescind the offer and authorize staff to hire the vacant Public Works Maintenance Worker position.

Council Action

Consider a motion to rescind the offer and reauthorize staff to hire the vacant Public Works Maintenance Worker position.