

**RESOLUTION NO. 2025-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS  
AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT  
WITH EPIC RECRUITING FOR PUBLIC SAFETY RECRUITMENT  
MARKETING SERVICES IN AN AMOUNT NOT TO EXCEED \$300,000**

**WHEREAS**, the City of Los Altos is committed to attracting and hiring qualified and capable individuals to serve in key positions, including police officers and dispatchers; and

**WHEREAS**, the City has experienced challenges in recent years in filling vacancies due to a lack of visibility among potential applicants and high attrition rates during the Police Academy and Field Training Program; and

**WHEREAS**, Epic Recruiting is a firm with demonstrated expertise in developing targeted recruitment campaigns for public safety agencies, including video production, digital marketing, branding and the creation of dedicated recruitment websites; and

**WHEREAS**, investment in professional recruitment marketing is expected to increase the quality and volume of applicants, reduce hiring and training inefficiencies, enhance the City's visibility in the competitive job market and ultimately lead to a more stable and successful workforce; and

**WHEREAS**, funds for this purpose are available in salary savings from vacant positions in the current fiscal year's budget;

**NOW THEREFORE, BE IT RESOLVED**, that the City Council of the City of Los Altos hereby authorizes the City Manager to execute an agreement with Epic Recruiting for public safety recruitment marketing services in an amount not to exceed Three Hundred Thousand Dollars (\$300,000).

**I HEREBY CERTIFY** that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on May 27, 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Pete Dailey, MAYOR

Attest:

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Melissa Thurman, MMC,  
CITY CLERK