



CITY OF OAKLAND

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OAKLAND

2014 OCT -2 PM 4: 25

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Anil Comelo

SUBJECT: Semi-Annual Vacancy Report

DATE: September 22, 2014

City Administrator
Approval

Date

10/2/14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends acceptance of this semi-annual informational report on budgeted vacant positions and hiring for the period of April 29, 2014 through August 18, 2014.

EXECUTIVE SUMMARY

This is an informational report that provides an update on vacant positions and hiring from April 29, 2014 through August 18, 2014. The chart on page 2 of this report provides a citywide summary and *Attachment A* provides a list of the vacancies citywide, broken out by department or agency, including the primary fund associated with the position. *Attachment B* provides a list of positions that were added in the FY13/15 Adopted Policy Budget or later Council action and indicates the status of filling each position.

OUTCOME

There are no specific outcomes associated with acceptance of this informational report.

BACKGROUND/LEGISLATIVE HISTORY

The Human Resources Management Department (HRM) provides a semi-annual report on vacancies to the Finance and Management Committee as a standing item.

ANALYSIS

The lists of vacancies provided in *Attachment A* reflect "true vacancies" citywide. A "true vacancy" is defined as a vacant position that is available to be filled and is not personnel-encumbered in any other way, i.e. linked, frozen, funding allocated (fully or partly) to temporary personnel staffing, overtime, or to fund backfill/acting costs.

In the last report presented in April 2014, there were 371.31 FTE (Full Time Equivalent) positions vacant citywide; as of August 18, 2014, there were 341.01 FTE positions vacant citywide. In general, 6% to 8% of positions are vacant at any one time. The percentage of vacant positions supports the budgeted "vacancy factor" – which is a percentage of a department's overall budgeted personnel cost – but the budgeted value of the vacancies may or may not be

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sufficient to cover the budgeted vacancy factor. The vacancy factor would not be met if, for example, all of a department's vacancies are in positions with the lowest value. Additionally, this report regarding vacant positions always reflects a snapshot in time. The number of vacant positions and which positions are vacant changes constantly. The budgeted vacancy factor is a fixed ratio applied to the total personnel allocation for a given department – the number of vacant positions and the percentage of vacant positions does not correlate directly to the budgeted vacancy factor.

FUND	TYPE	VACANT	ALL POSITIONS	% VACANT
GPF (1010)	Sworn (Fire)	79.00	497.00	15.89%
	Sworn (Police)	0.00	605.00	0.00%
	Civilian	96.55	1114.96	8.65%
Total GPF (1010)		175.55	2216.96	7.91%
Non-GPF	Sworn (Fire)	1.00	3.00	33.33%
	Sworn (Police)	0.00	51.00	0.00%
	Civilian	164.46	1666.30	9.86%
Total Non-GPF		165.46	1720.30	9.61%
All Funds	Sworn (OPD & OFD)	80.00	1156.00	6.92%
	Civilian	261.01	2781.26	9.38%
Citywide Total		341.01	3937.26	8.66%

PUBLIC OUTREACH/INTEREST

No public outreach was necessary for this report.

COORDINATION

Human Resources Management Department staff coordinated the collection and verification of data provided in this report with staff in each of the City's departments, the Budget Office, and the Office of the City Attorney.

COST SUMMARY/IMPLICATIONS

All positions reflected in this report are budgeted positions. Leaving positions vacant and freezing certain positions provides some support of the budgeted assumptions for the vacancy rate in departments.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic impacts associated with this informational report.

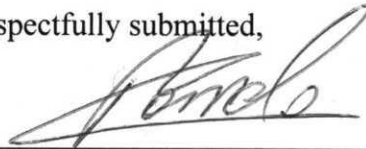
Environmental: There are no environmental impacts associated with this informational report.

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Social Equity: There are no social equity impacts associated with this informational report.

For questions regarding this report, please contact Kip Walsh, HR Manager of Recruitment & Classification, at (510) 238-7334.

Respectfully submitted,



Anil Comelo, Director
Human Resources Management Department

Prepared by:
Kip Walsh, HR Manager of Recruitment & Classification

- Attachments:** *A – Citywide Vacancies by Department*
B – New Vacancies Created in Adopted Policy Budget FY13/15
C – Non-Sworn Civilian Recruitment Typical Timeline

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
CAO	02631	1010	Administrative Analyst II	1.00	32650.3927	29-NOV-2013	HR Processing
CAO	02111	1010	Assistant City Administrator	1.00	34259.34259	01-JUL-2012	
CAO	02211	1010	Complaint Investigator II	1.00	10027.10027	25-AUG-2013	Dept Selection
CAO	02211	1010	Complaint Investigator II	1.00	35961.35961	01-JUL-2014	Dept Selection
CAO	02211	1010	Complaint Investigator II	1.00	35962.35962	01-JUL-2014	
CAO	02211	1010	Complaint Investigator II	1.00	35963.35963	01-JUL-2014	
CAO	02111	1010	Deputy City Administrator	1.00	32983.32983	09-MAR-2014	
CAO	02311	1010	Equal Opportunity Specialist	1.00	25412.25412	16-FEB-2014	Post Exam
CAO	02111	2415	Exec Asst to Asst City Admin	1.00	33850.33850	09-MAR-2014	
CAO	02111	1010	Exec Asst to City Administrator	1.00	24861.2188	13-JUN-2014	
CAO	02331	1010	Human Resource Analyst, Senior	1.00	33065.25453	07-FEB-2014	
CAO	02211	1010	Office Assistant II	1.00	35964.35964	01-JUL-2014	
CAO Total				12.00			
ATTORNEY	04111	1010	Administrative Analyst I	1.00	35788.35788	10-APR-2014	Post Exam
ATTORNEY	04311	1100	Deputy City Attorney IV	1.00	34487.34487	01-JUL-2014	Dept Selection
ATTORNEY	04311	1100	Deputy City Attorney IV	1.00	34488.34488	01-JUL-2014	Dept Selection
ATTORNEY	04111	1100	Legal Support Supervisor	1.00	2396.2396	03-JAN-2014	HR Processing
ATTORNEY	04111	1010	Office Assistant I	1.00	35789.35789	10-APR-2014	Dept Selection
ATTORNEY	04111	1100	Public Service Representative	1.00	10370.10370	20-JUN-2014	HR Processing
ATTORNEY	04211	1100	Special Counsel	1.00	34434.34434	03-AUG-2014	Dept Selection
ATTN Total				7.00			
HRM	05621	1150	Disability Benefits Coordinator	1.00	34812.34812	28-OCT-2013	Dept Selection
HRM	05611	1010	Human Resource Clerk	1.00	35976.35976	01-JUL-2014	HR Processing
HRM	05621	1150	Management Assistant	1.00	34858.34858	25-NOV-2013	HR Processing
HRM	05511	1010	Training Coordinator	1.00	36088.35944	01-JUL-2014	HR Processing
HRM Total				4.00			
FINANCE	08222	7100	Accountant III	1.00	35353.35353	20-JUN-2014	Dept Selection
FINANCE	08222	1010	Accounting Supervisor	1.00	34150.34150	17-JAN-2014	HR Processing
FINANCE	08211	1010	Administrative Analyst I	1.00	35354.35354	11-MAR-2014	Post Exam
FINANCE	08261	1010	Business Analyst IV	1.00	35947.35947	01-JUL-2014	
FINANCE	08243	4550	Buyer	1.00	34321.34321	01-JUL-2013	Dept Selection
FINANCE	08222	1010	City Administrator Analyst	1.00	34362.34362	01-JUL-2013	Post Selection
FINANCE	08241	1010	Controller, Assistant	1.00	28549.10437	13-JUN-2014	Dept Selection
FINANCE	08721	1010	Controller, Assistant	1.00	35003.35003	05-MAR-2014	Dept Selection
FINANCE	08751	7100	Retirement Systems Accountant	1.00	33130.14764	02-MAR-2014	
FINANCE	08211	1010	Systems Accountant III	1.00	12220.1508	23-NOV-2012	HR Processing
FINANCE	08421	1010	Tax Auditor II	1.00	32490.32490	01-JUL-2013	HR Processing
FINANCE	08421	1010	Tax Auditor II	1.00	35954.35954	01-JUL-2014	HR Processing
FINANCE	08421	1010	Tax Auditor II	1.00	34843.34843	26-NOV-2013	HR Processing
FINANCE Total				13.00			
POLICE	106510	2411	Account Clerk II	1.00	32097.32097	06-JUL-2014	Dept Selection
POLICE	103130	1010	Animal Control Officer	1.00	27504.2039	18-JUL-2014	Dept Selection
POLICE	103130	1010	Animal Control Officer	1.00	27508.11870	16-FEB-2014	Dept Selection
POLICE	103130	1010	Animal Control Officer	1.00	27503.6538	27-JUN-2014	Dept Selection
POLICE	102610	1010	Criminalist II	1.00	34514.34514	01-JUL-2013	Post Exam
POLICE	102610	1010	Criminalist II	1.00	34511.34511	01-JUL-2013	Post Exam
POLICE	102610	1010	Criminalist III	1.00	34512.34512	01-JUL-2013	Post Exam
POLICE	102610	1010	Criminalist III	1.00	34513.34513	01-JUL-2013	Post Exam
POLICE	103130	1010	Director of Animal Services	1.00	27509.26433	07-MAY-2014	HR Processing
POLICE	106510	2112	Grants Coordinator	1.00	32098.32098	15-FEB-2013	Dept Selection
POLICE	101120	1010	Intake Technician	1.00	34865.34865	07-DEC-2013	Dept Selection
POLICE	102610	1010	Latent Print Examiner II	1.00	28415.28415	20-OCT-2013	Pre-Recruitment
POLICE	102140	1010	Management Assistant	1.00	35908.35908	30-APR-2014	Pre-Recruitment
POLICE	107410	1010	Neighborhood Services Coordinator	1.00	34678.34505	26-JUL-2013	HR Processing
POLICE	103310	1010	Police Communications Dispatcher	1.00	13920.13920	17-SEP-2013	Dept Selection
POLICE	103310	1010	Police Communications Operator	1.00	33652.33652	20-JUL-2014	Dept Selection
POLICE	103310	1010	Police Communications Operator	1.00	33651.33651	27-APR-2014	Dept Selection
POLICE	103310	1010	Police Communications Operator	1.00	33649.33649	25-JAN-2014	Dept Selection

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
POLICE	103310	1010	Police Communications Operator	1.00	34915.34915	09-JAN-2014	Dept Selection
POLICE	103310	1010	Police Communications Operator	1.00	34916.34916	09-JAN-2014	Dept Selection
POLICE	103310	1010	Police Communications Operator	1.00	33654.33654	01-JUL-2012	Dept Selection
POLICE	107110	1010	Police Evidence Technician	1.00	29946.21054	01-DEC-2013	Post Selection
POLICE	101130	1010	Police Records Specialist	1.00	22766.2275	22-FEB-2013	Dept Selection
POLICE	102110	1010	Police Records Specialist	1.00	35915.5371	12-APR-2014	Dept Selection
POLICE	102320	1010	Police Records Specialist	1.00	35822.15634	20-JUN-2014	Dept Selection
POLICE	102510	1010	Police Records Specialist	1.00	29808.594	02-MAY-2011	Dept Selection
POLICE	103242	1010	Police Records Specialist	1.00	8323.424	22-JUN-2013	Dept Selection
POLICE	107510	1010	Police Records Specialist	1.00	29730.10524	19-JUL-2014	Dept Selection
POLICE	101110	1010	Police Services Manager I	1.00	35907.35907	30-APR-2014	Post Selection
POLICE	107110	1010	Police Services Technician II	1.00	30028.28228	28-JUN-2014	Dept Selection
POLICE	107310	1010	Police Services Technician II	1.00	29596.28221	24-SEP-2013	Dept Selection
POLICE	107510	1010	Police Services Technician II	1.00	29702.1099	08-JUN-2014	Dept Selection
POLICE	107510	1010	Police Services Technician II	1.00	34523.34523	01-JUL-2014	Dept Selection
POLICE	107510	1010	Police Services Technician II	1.00	34524.34524	01-JUL-2014	Dept Selection
POLICE	107510	1010	Police Services Technician II	1.00	35873.28068	28-MAY-2014	Dept Selection
POLICE	108110	1010	Police Services Technician II	1.00	35830.362	27-APR-2014	Dept Selection
POLICE	103130	1010	Veterinarian	1.00	27514.25843	09-MAR-2007	Pre-Recruitment
POLICE Total				37.00			
FIRE	20321	1740	Account Clerk II	1.00	36165.36165	18-AUG-2014	Pre-Recruitment
FIRE	20711	2123	Administrative Services Manager II	1.00	30811.30811	03-APR-2009	
FIRE	20815	2124	Assistant Chief of Fire Department	1.00	27711.27711	15-NOV-2009	
FIRE	20411	1010	Battalion Chief	1.00	25211.1601	30-MAY-2010	
FIRE	20411	1010	Battalion Chief	1.00	25218.2358	04-AUG-2014	
FIRE	20411	1010	Captain of Fire Department	1.00	32342.10539	14-APR-2012	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25204.5982	16-AUG-2013	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25360.1550	24-JUL-2014	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25378.5782	26-AUG-2011	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25217.6914	18-MAR-2013	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25139.1594	09-JAN-2014	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25171.2802	26-APR-2013	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25192.5068	21-JUL-2012	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25219.12523	07-JUN-2012	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	25256.170	28-MAR-2014	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	28097.10933	01-MAY-2014	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	31166.30709	01-JUL-2009	HR Processing
FIRE	20411	1010	Captain of Fire Department	1.00	33929.33635	02-OCT-2012	HR Processing
FIRE	20814	1010	Captain of Fire Department	1.00	16812.1390	11-FEB-2011	
FIRE	20814	1010	Captain of Fire Department	1.00	16848.1647	26-APR-2013	
FIRE	20311	1010	Deputy Chief of Fire Department	1.00	24873.24873	02-MAR-2013	HR Processing
FIRE	20711	2123	Emergency Planning Coordinator	1.00	33034.33034	01-NOV-2013	
FIRE	20711	2123	Emergency Planning Coord, Sr	1.00	31343.28480	31-JUL-2012	
FIRE	20711	2123	Emergency Planning Coord, Sr	1.00	34297.34297	20-MAR-2013	
FIRE	20411	1010	Engineer of Fire Department	1.00	25141.1705	29-JUN-2009	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25245.5419	06-FEB-2009	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25269.2182	14-DEC-2008	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25208.6106	17-OCT-2010	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	32344.17268	28-JAN-2011	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	877.877	11-JUL-2013	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25334.21549	11-MAY-2012	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25265.1743	22-MAR-2013	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25263.12529	16-JUL-2013	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25207.6013	22-OCT-2012	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25274.1157	18-FEB-2011	Pre-Recruitment
FIRE	20411	1010	Engineer of Fire Department	1.00	25278.18310	16-OCT-2012	Pre-Recruitment
FIRE	20411	1010	Fire Fighter	1.00	26570.1609	14-DEC-2008	
FIRE	20411	1010	Fire Fighter	1.00	1034.1034	24-JUL-2014	Dept Selection

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
FIRE	20411	1010	Fire Fighter	1.00	855.855	24-JUL-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	10559.10559	24-JUL-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26296.2461	01-APR-2011	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	25127.982	16-MAY-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	25383.22431	24-JUL-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26301.22441	01-APR-2011	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26628.862	24-JUL-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26631.3173	22-FEB-2012	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26604.179	20-DEC-2013	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26574.3156	29-SEP-2011	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26582.5052	22-FEB-2013	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26586.810	19-NOV-2012	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26611.841	22-DEC-2012	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26635.1137	18-JUL-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26639.1854	18-DEC-2013	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26640.2618	11-JUN-2011	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26642.3168	03-JAN-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26643.3172	01-AUG-2014	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26572.5427	17-APR-2009	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26577.3166	03-NOV-2009	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26578.1380	26-DEC-2008	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26579.1306	04-MAY-2008	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26584.2549	04-AUG-2008	Dept Selection
FIRE	20411	1010	Fire Fighter	1.00	26605.5755	26-DEC-2008	Dept Selection
FIRE	20814	1010	Fire Fighter	1.00	19448.821	23-DEC-2012	
FIRE	20814	1010	Fire Fighter	1.00	26782.5075	03-JAN-2014	
FIRE	20814	1010	Fire Fighter	1.00	26841.262	20-DEC-2011	
FIRE	20814	1010	Fire Fighter	1.00	26842.1302	06-APR-2012	
FIRE	20814	1010	Fire Fighter	1.00	26840.1815	01-DEC-2010	
FIRE	20814	1010	Fire Fighter	1.00	20635.2813	16-AUG-2007	
FIRE	20814	1010	Fire Fighter	1.00	26843.1928	16-AUG-2007	
FIRE	20814	1010	Fire Fighter	1.00	30555.2506	01-JUL-2008	
FIRE	20815	2123	Fire Fighter	1.00	28089.28089	01-JUL-2008	
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25290.5047	12-OCT-2013	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25300.14122	03-JAN-2014	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25301.1252	03-JAN-2014	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25314.10557	01-APR-2011	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25315.2673	10-DEC-2010	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19343.1986	24-AUG-2013	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25316.3143	07-OCT-2005	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22332.21544	03-JAN-2014	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22060.21603	01-AUG-2014	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22058.21601	06-DEC-2013	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22338.3058	01-AUG-2014	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19350.1440	20-DEC-2013	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19358.1524	18-JAN-2013	Pre-Recruitment
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25355.21309	28-FEB-2014	Pre-Recruitment
FIRE	20341	1010	Fire Investigator	1.00	18302.18302	26-DEC-2012	HR Processing
FIRE	20321	1010	Fire Marshal (Non-Sworn)	1.00	36107.36107	24-JUL-2014	
FIRE	20371	1010	Fire Marshall, Assistant	1.00	34939.24876	01-JUL-2014	Pre-Recruitment
FIRE	20331	1010	Fire Prevent Bureau Inspect, Civil	1.00	19491.5031	02-JUN-2014	Pre-Recruitment
FIRE	20411	1010	Lieutenant of Fire Department	1.00	5037.5037	21-SEP-2006	
FIRE	20411	1010	Lieutenant of Fire Department	1.00	5041.5041	22-JAN-2010	
FIRE	20311	1010	Office Assistant II	1.00	30708.30708	31-DEC-2008	
FIRE	20913	2124	Program Analyst I	1.00	27574.27574	06-SEP-2007	HR Processing
FIRE	20311	2321	Program Analyst II	1.00	34792.34792	18-OCT-2013	HR Processing
FIRE Total				94.00			

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
OPW	30121 -	4400	Account Clerk III	1.00	23797.2597	13-OCT-2013	
OPW	30121 -	7760	Accountant II	1.00	32737.25485	21-JUN-2014	
OPW	30533 -	3100	Administrative Assistant I	1.00	35982.35982	01-JUL-2014	
OPW	30211 -	7760	Administrative Services Manager I	1.00	31747.31379	03-AUG-2014	
OPW	30654 -	2310	Arboricultural Inspector	1.00	35799.35799	14-APR-2014	HR Processing
OPW	30232 -	3100	Architectural Associate (Field)	1.00	31761.3424	10-MAY-2014	
OPW	30242 -	2211	Capital Improvement Project Coor	1.00	31839.3430	07-DEC-2013	
OPW	30658 -	4400	Construction & Maintenance Mech	1.00	35816.35816	16-APR-2014	Pre-Recruitment
OPW	30244 -	3100	Construction Inspector (Office)	1.00	35985.35985	01-JUL-2014	
OPW	30244 -	3100	Construction Inspector, Sr (Office)	1.00	35984.35984	01-JUL-2014	
OPW	30632 -	4400	Custodian	1.00	24041.5093	23-MAY-2014	Dept Selection
OPW	30633 -	4400	Custodian	1.00	25532.15149	21-JUN-2014	Pre-Recruitment
OPW	30689 -	4450	Electrical Engineer II	1.00	31156.31156	16-JUL-2010	
OPW	30522 -	2231	Electrician	1.00	23799.926	20-JAN-2014	Post Exam
OPW	30533 -	3100	Electrician	1.00	35980.35980	01-JUL-2014	Post Exam
OPW	30541 -	4100	Employee Fleet & Safety Coord	1.00	31606.28231	17-AUG-2012	Pre-Recruitment
OPW	30232 -	7760	Engineer, Civil (Office)	1.00	35918.35918	05-MAY-2014	
OPW	30232 -	7760	Engineer, Civil (Office)	1.00	32294.32294	02-JUN-2012	
OPW	30244 -	3100	Engineer, Civil (Office)	1.00	31897.3431	28-FEB-2014	Post Selection
OPW	30244 -	3100	Engineer, Civil (Office)	1.00	35987.35987	01-JUL-2014	
OPW	30244 -	3100	Engineer, Civil Supv (Office)	1.00	31898.13068	02-SEP-2013	
OPW	30683 -	5510	Environmental Program Specialist	1.00	24179.2916	22-JUN-2014	
OPW	30541 -	4100	Equipment Supervisor	1.00	26850.26850	11-MAY-2014	Pre-Recruitment
OPW	30541 -	4100	Equipment Supervisor	1.00	23983.3605	31-DEC-2012	Pre-Recruitment
OPW	30652 -	2310	Gardener Crew Leader	1.00	23872.2089	01-FEB-2014	HR Processing
OPW	30652 -	1720	Gardener Crew Leader	1.00	23921.5976	29-MAR-2014	HR Processing
OPW	30652 -	2310	Gardener Crew Leader	1.00	24391.5501	02-AUG-2013	HR Processing
OPW	30534 -	3100	Heavy Equipment Operator	1.00	32887.526	20-JAN-2014	Pre-Recruitment
OPW	30652 -	2310	Irrigation Repair Specialist	1.00	35800.35800	10-APR-2014	Dept Selection
OPW	30652 -	2310	Irrigation Repair Specialist	1.00	23854.1353	13-APR-2014	Dept Selection
OPW	30635 -	4400	Maintenance Mechanic	1.00	34359.34359	01-JUL-2013	Dept Selection
OPW	30655 -	4400	Maintenance Mechanic	1.00	32772.23672	21-JUL-2013	Dept Selection
OPW	30683 -	1720	Management Intern	1.00	33657.33657	22-JUN-2014	
OPW	30233 -	7760	Manager, Capital Improvement Pgrm	1.00	36137.36137	01-AUG-2014	
OPW	30681 -	1710	Manager, Environmental Services	1.00	24011.45	18-JUL-2014	
OPW	30684 -	1710	Manager, Sustainability Pgm	1.00	34676.34676	23-AUG-2013	
OPW	30652 -	1720	Park Attendant, PPT	1.00	24324.22113	10-AUG-2009	
OPW	30652 -	2310	Park Equipment Operator	1.00	24482.18786	14-MAR-2014	Dept Selection
OPW	30652 -	2310	Park Equipment Operator	1.00	23874.1919	01-JUL-2014	Dept Selection
OPW	30655 -	4400	Plumber	1.00	32786.3619	12-OCT-2013	Dept Selection
OPW	30682 -	1710	Program Analyst I	1.00	34835.34835	15-NOV-2013	
OPW	30683 -	1720	Program Analyst II	1.00	35413.35413	25-JUL-2014	
OPW	30685 -	2990	Program Analyst II	1.00	24014.15215	01-JUL-2014	
OPW	30245 -	5321	Program Analyst III	1.00	31906.27705	12-DEC-2011	
OPW	30264 -	1750	Program Analyst III	1.00	35988.35988	01-JUL-2014	
OPW	30244 -	3100	Project Manager	1.00	35986.35986	01-JUL-2014	
OPW	30214 -	2999	Project Manager II	1.00	36164.36164	12-AUG-2014	
OPW	30532 -	3100	Public Works Maintenance Worker	1.00	24255.5110	08-JUN-2014	Dept Selection
OPW	30532 -	3100	Public Works Maintenance Worker	1.00	24280.19190	17-FEB-2014	Dept Selection
OPW	30532 -	3100	Public Works Maintenance Worker	1.00	24149.6164	05-APR-2014	Dept Selection
OPW	30674 -	1720	Public Works Maintenance Worker	1.00	26105.1268	10-JAN-2014	Pre-Recruitment
OPW	30533 -	3100	Public Works Supervisor II	1.00	35979.35979	01-JUL-2014	Pre-Recruitment
OPW	30533 -	3100	Sewer Maintenance Worker	1.00	24096.5885	05-JAN-2014	HR Processing
OPW	30523 -	2230	Sign Maintenance Worker	1.00	33993.2446	01-JUL-2013	HR Processing
OPW	30523 -	2230	Sign Maintenance Worker	1.00	32890.11095	23-AUG-2011	
OPW	30232 -	7760	Spatial Data Analyst III	1.00	32840.32295	01-JUL-2011	
OPW	30633 -	4400	Stationary Engineer	1.00	24071.3622	14-MAR-2014	HR Processing
OPW	30634 -	4400	Stationary Engineer	1.00	24106.2129	13-MAY-2012	HR Processing

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
OPW	30634 -	4400	Stationary Engineer	1.00	24075.1379	20-MAY-2014	HR Processing
OPW	30674 -	1720	Street Maintenance Leader	1.00	31299.1134	18-JUL-2014	Post Exam
OPW	30235 -	7760	Surveying Technician (Field)	1.00	35917.35917	01-MAY-2014	
OPW	30264 -	1750	Traffic Engineering Tech, Sr (O)	1.00	31942.17114	13-MAY-2014	
OPW	30245 -	5321	Watershed Program Supervisor	1.00	31908.3399	14-FEB-2014	
OPW Total				63.00			
ITD	46321 -	1010	Database Administrator	1.00	35940.35940	01-JUL-2014	On Hold
ITD	46321 -	1010	Database Administrator	1.00	35937.35937	01-JUL-2014	HR Processing
ITD	46521 -	4200	Electronics Technician	1.00	31206.1081	16-MAY-2014	On Hold
ITD	46111 -	1010	Exec Asst to the Director	1.00	35941.35941	01-JUL-2014	Dept Selection
ITD	46261 -	1010	Microcomputer Systems Spec III	1.00	31218.10374	14-OCT-2012	Dept Selection
ITD	46271 -	1010	Microcomputer Systems Spec III	1.00	34845.34845	25-NOV-2013	Dept Selection
ITD	46471 -	1010	Microcomputer Systems Spec III	1.00	35942.35942	01-JUL-2014	Dept Selection
ITD	46521 -	1010	Microcomputer Systems Spec III	1.00	31219.3632	31-DEC-2013	Dept Selection
ITD	46251 -	7760	Microcomputer Systems Spec II	1.00	33766.32298	17-JUL-2012	Dept Selection
ITD	46251 -	1010	Microcomputer Systems Spec II	1.00	33589.33357	20-OCT-2013	Dept Selection
ITD	46471 -	1010	Microcomputer Systems Spec II	1.00	31224.3931	05-JAN-2014	Dept Selection
ITD	46271 -	1010	Network Architect	1.00	34844.34844	24-NOV-2013	Dept Selection
ITD	46321 -	1010	Project Manager	1.00	35960.35960	01-JUL-2014	On Hold
ITD	46321 -	1010	Project Manager	1.00	35943.35943	01-JUL-2014	On Hold
ITD	46341 -	1010	Systems Programmer III	1.00	34987.34987	07-FEB-2014	HR Processing
ITD	46321 -	4200	Telecommunication Sys Engineer	1.00	32956.32956	15-FEB-2013	On Hold
ITD	46271 -	1010	Telephone Services Specialist	1.00	31250.24427	14-MAR-2014	HR Processing
ITD Total				17.00			
OPR	502332	1010	Facility Security Assistant	1.00	32934.32189	08-DEC-2011	
OPR	501240	1820	Facility Security Assistant, PPT	0.75	26434.26434	06-JUL-2009	HR Processing
OPR	509290	2310	Park Attendant, PPT	1.00	25994.25994	29-SEP-2009	
OPR	502260	1010	Recreation Leader II, PPT	0.75	28321.28321	06-JUN-2014	
OPR	502340	1010	Recreation Leader II, PPT	0.75	36096.31087	30-AUG-2013	
OPR	501270	1820	Recreation Program Director	1.00	32877.32204	28-OCT-2011	HR Processing
OPR	502331	1010	Recreation Program Director	0.50	27397.18762	14-DEC-2008	
OPR	509237	1010	Recreation Program Director	1.00	32863.26220	21-JUN-2013	HR Processing
OPR	503232	1820	Recreation Specialist I, PPT	0.48	27498.27498	12-APR-2013	
OPR	504330	1820	Recreation Specialist I, PPT	0.75	36091.24523	01-JUL-2014	
OPR	502332	1820	Recreation Specialist II, PPT	1.00	32940.4868	21-DEC-2012	HR Processing
OPR	509239	1010	Recreation Specialist II, PPT	0.75	34665.34497	05-AUG-2013	HR Processing
OPR	509239	1010	Recreation Specialist II, PPT	0.20	34667.34499	05-AUG-2013	
OPR	501270	1820	Recreation Supervisor	1.00	36157.32203	01-JUL-2014	
OPR	502230	1010	Recreation Supervisor	1.00	32937.28320	13-APR-2014	
OPR	502310	1010	Recreation Supervisor	1.00	30044.30044	25-APR-2014	
OPR	509330	1820	Recreation Supervisor	1.00	28411.28411	27-MAR-2012	
OPR Total				13.93			
LIBRARY	61121 -	1010	Account Clerk II	1.00	32406.32406	23-NOV-2012	Dept Selection
LIBRARY	61211 -	1010	Associate Director, Library Serv	1.00	32408.32408	14-FEB-2013	Pre-Recruitment
LIBRARY	61321 -	2241	Librarian I	1.00	28417.23627	20-JUN-2014	Dept Selection
LIBRARY	61333 -	1010	Librarian I	1.00	32826.21952	06-JUN-2014	Dept Selection
LIBRARY	61334 -	1010	Librarian I	1.00	6768.6768	09-MAY-2014	Dept Selection
LIBRARY	61344 -	1010	Librarian I	1.00	31587.5245	09-MAY-2014	Dept Selection
LIBRARY	61346 -	2241	Librarian I	1.00	2700.2700	09-MAY-2014	Dept Selection
LIBRARY	61347 -	2241	Librarian I	1.00	648.648	20-JUN-2014	Dept Selection
LIBRARY	61231 -	2241	Library Aide	1.00	34928.237	29-OCT-2011	
LIBRARY	61121 -	2241	Library Aide, PPT	0.60	34896.34896	01-DEC-2013	Dept Selection
LIBRARY	61231 -	2241	Library Aide, PPT	0.80	30156.30156	08-APR-2008	
LIBRARY	61337 -	2241	Library Aide, PPT	0.60	15443.15443	19-FEB-2014	
LIBRARY	61135 -	2241	Library Assistant	1.00	28012.26557	23-DEC-2008	
LIBRARY	61243 -	2241	Library Assistant	1.00	3080.3080	15-MAR-2014	
LIBRARY	61311 -	2241	Library Assistant	1.00	34102.26555	30-DEC-2012	
LIBRARY	61337 -	2241	Library Assistant	1.00	26257.26257	14-SEP-2008	

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
LIBRARY	61338	2241	Library Assistant, Senior	1.00	20960.20960	04-JAN-2014	HR Processing
LIBRARY	61339	1010	Library Asst, PPT	0.60	31011.31011	14-FEB-2014	
LIBRARY	61511	2241	Library Asst, PPT	0.50	34696.19871	01-JUL-2013	
LIBRARY	61135	1010	Library Automation Supervisor	1.00	34688.22030	01-JUL-2013	
LIBRARY	61121	2241	Museum Guard	1.00	32636.348	20-JUN-2014	
LIBRARY	61213	2241	Office Assistant I	1.00	30715.30715	21-OCT-2009	
LIBRARY Total				20.10			
HSD	78231	2128	Accountant I	1.00	25479.25479	30-JUL-2006	
HSD	78231	2128	Administrative Assistant II	1.00	31543.31543	06-FEB-2012	
HSD	75231	2128	Case Manager, Supervising	1.00	19120.19120	25-JUL-2014	
HSD	78231	2605	Data Entry Operator	1.00	32712.32712	23-AUG-2011	
HSD	78231	2128	Early Childhood Center Director	0.80	5284.5284	31-DEC-2008	Pre-Recruitment
HSD	78231	2128	Early Childhood Center Director	0.80	5877.5877	01-JUN-2013	Pre-Recruitment
HSD	78231	2605	Early Childhood Instructor	1.00	31492.31492	20-JAN-2014	Pre-Recruitment
HSD	78231	2605	Early Childhood Instructor	1.00	31485.31485	23-JUL-2014	Pre-Recruitment
HSD	78231	2605	Early Childhood Instructor	1.00	32209.32209	29-NOV-2013	Pre-Recruitment
HSD	78231	2605	Early Childhood Instructor	1.00	32207.32207	17-FEB-2014	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	0.90	3703.3703	01-JUN-2011	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	1.00	3712.3712	01-APR-2013	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	0.80	5286.5286	16-AUG-2013	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	0.80	3120.3120	19-MAY-2014	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	0.90	6118.6118	11-AUG-2013	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	0.80	13490.13490	29-JUN-2013	Pre-Recruitment
HSD	78231	2128	Early Childhood Instructor	0.80	57.57	20-JAN-2014	Pre-Recruitment
HSD	78241	2102	Food Program Coordinator, PPT	1.00	2847.2847	08-MAR-2004	
HSD	78231	2128	Food Service Worker	0.89	33867.2491	01-JUL-2012	Pre-Recruitment
HSD	78231	2128	Food Service Worker	0.89	612.612	07-JUL-2014	Pre-Recruitment
HSD	78231	2605	Headstart Program Coordinator	1.00	31500.31500	30-MAR-2014	Pre-Recruitment
HSD	78231	2159	Headstart Program Coordinator	1.00	18189.18189	14-DEC-2008	Pre-Recruitment
HSD	78231	2605	Health & Human Svcs Prg Planner	1.00	31502.31502	05-JAN-2010	
HSD	75231	2128	Nurse Case Manager	1.00	5882.5882	28-MAY-2014	Pre-Recruitment
HSD	75231	2128	Office Assistant II	1.00	5268.5268	22-JUN-2014	
HSD	78311	1010	Program Analyst I	1.00	36166.36166	18-AUG-2014	
HSD	78311	2251	Program Analyst III, PPT	0.60	33431.24645	06-SEP-2012	
HSD Total				24.98			
PBD	84412	2415	Account Clerk II	1.00	33794.17463	17-AUG-2014	Dept Selection
PBD	84111	2415	Business Analyst II	1.00	35589.35589	27-MAR-2014	HR Processing
PBD	84111	2415	Business Analyst II	1.00	35595.35595	01-APR-2014	HR Processing
PBD	84454	2415	Manager, Building Services	1.00	34151.34151	08-AUG-2014	Pre-Recruitment
PBD	84211	2415	Planner I	1.00	33394.25780	15-JUN-2012	
PBD	84211	2415	Planner II	1.00	33160.18480	20-JAN-2013	
PBD	84211	2415	Planner III	1.00	33164.17827	16-MAR-2014	HR Processing
PBD	84229	2415	Planner III	1.00	33183.31555	06-JUL-2014	HR Processing
PBD	84421	2415	Process Coordinator II	1.00	33195.10458	03-AUG-2012	
PBD	84111	2415	Public Service Rep, Sr	1.00	35534.35534	05-MAR-2014	Acting Assignment
PBD	84412	2415	Public Service Representative	1.00	33268.3392	24-JAN-2014	Acting Assignment
PBD	84421	2415	Public Service Representative	1.00	33203.28053	19-DEC-2013	Acting Assignment
PBD	84452	2415	Specialty Combination Inspector	1.00	33807.18293	06-JUL-2014	Dept Selection
PBD	84452	2415	Specialty Combination Inspector	1.00	33808.6008	20-JUL-2014	Dept Selection
PBD Total				14.00			
EWD	85231	1770	Administrative Analyst II	1.00	35959.35959	01-JUL-2014	HR Processing
EWD	85311	2195	Administrative Analyst II	1.00	35758.34660	15-AUG-2013	HR Processing
EWD	85111	1010	Director of Econ & Workfrce Dev	1.00	35757.34277	11-MAY-2014	Acting Assignment
EWD	85311	1010	Program Analyst II	1.00	35949.35949	01-JUL-2014	On Hold
EWD	85311	2195	Program Analyst II	1.00	35761.14754	31-JUL-2014	HR Processing
EWD	85221	1610	Urban Economic Analyst II	1.00	35735.31603	23-FEB-2012	On Hold
EWD	85221	1610	Urban Economic Analyst II	1.00	35736.30161	28-JAN-2012	On Hold
EWD	85221	1610	Urban Economic Analyst II	1.00	35740.34149	04-AUG-2014	On Hold

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF REQUISITION*
EWD	85221 -	1610	Urban Economic Analyst IV, Proj	1.00	35744.124	26-OCT-2012	HR Processing
EWD	85221 -	1610	Urban Economic Coordinator	1.00	35746.3827	21-DEC-2012	HR Processing
EWD Total				10.00			
HCD	89919 -	2159	Administrative Analyst I	1.00	35950.35950	01-JUL-2014	On Hold
HCD	89939 -	2108	Administrative Analyst II	1.00	33327.5857	21-DEC-2013	HR Processing
HCD	89949 -	2108	Budget & Grants Administrator	1.00	35957.35957	01-JUL-2014	On Hold
HCD	89919 -	2159	Community Dev Prgm Coordinator	1.00	35951.35951	01-JUL-2014	Pre-Recruitment
HCD	89949 -	2108	Community Dev Prgm Coordinator	1.00	35956.35956	01-JUL-2014	Pre-Recruitment
HCD	89929 -	1610	Housing Development Coord IV	1.00	33324.3786	28-FEB-2014	Acting Assignment
HCD	89939 -	2108	Loan Servicing Specialist	1.00	35955.35955	01-JUL-2014	On Hold
HCD	89929 -	1610	Office Assistant II	1.00	33354.17516	03-AUG-2013	Pre-Recruitment
HCD	89939 -	2108	Program Analyst I	1.00	33331.19237	25-APR-2014	Pre-Recruitment
HCD	89919 -	1610	Project Manager II	1.00	33315.25964	28-SEP-2012	On Hold
HCD	89939 -	2108	Rehabilitation Supervisor I	1.00	35958.35958	01-JUL-2014	Pre-Recruitment
HCD Total				11.00			

Grand Total

341.01

STATUS OF NEW POSITIONS ADDED OR LATER COUNCIL ACTION

DEPARTMENT	TITLE	FTE	STATUS
CAO	Administrative Analyst II	1	HR Processing
CAO	Assistant to the City Administrator	1	Filled
CAO	City Administrator Analyst	1	Filled
CAO	City Administrator Analyst	1	Filled*
CAO	CPRB Executive Director	1	Filled*
CAO	Employee Relations Analyst, Principal	1	Filled
CAO	Employee Relations Analyst, Principal	1	Filled
CAO	Program Analyst I (Public Ethics)	1	Filled
City Attorney	Deputy City Attorney IV	1	Filled
City Attorney	Legal Administrative Assistant	1	Filled
City Attorney	Special Counsel	1	Filled
Finance	Administrative Assistant II	1	Filled
Finance	Assist to the City Administrator	1	Filled
Finance	Buyer	1	Department Selection
Finance	City Administrator Analyst	1	Filled
Finance	Investment Officer	1	Filled
Finance	Tax Auditor II	1	HR Processing*
Fire	Emergency Planning Coordinator	1	Filled
Fire	Emergency Planning Coordinator, Sr	1	Filled
Fire	Fire Protection Engineer	1	Filled
Fire	Program Analyst III	1	Pre-Recruitment
HCD	Community Development Program/Coordin	1	Filled
HRM	Human Resource Analyst (CONF)	1	Filled
HRM	Human Resource Clerk	1	Filled
HSD	Outreach Developer	1	Filled
ITD	Microcomputer Systems Specialist II	1	Department Selection
OPR	Recreation Center Director	1	Filled
OPR	Recreation Leader I, PT	0.5	Filled*
OPR	Recreation Leader I, PT	0.5	Filled*
OPR	Recreation Leader I, PT	0.5	Filled*
OPR	Recreation Leader II, PPT	1	Filled*
OPR	Recreation Leader II, PPT	1	Eliminated
OPR	Recreation Leader II, PT	0.5	Filled*
OPR	Recreation Leader II, PT	0.5	Filled*
OPR	Recreation Specialist II, PPT	1.7	HR Processing*
OPR	Recreations Center Director	1	Eliminated
OPW	Custodian	2	Filled
OPW	Gardener Crew Leader	1	Filled
OPW	Maintenance Mechanic	4	(3) Filled; (1) Dept Selection*
OPW	Painter	4	(3) Filled; (1) On Hold
OPW	Park Attendant, PT	7.5	Filled*
OPW	Pool Technician	2	Filled
OPW	Pool Technician, PPT	1	Filled
OPW	Pool Technician, PPT	1	Filled
OPW	Pool Technician, PPT	1	Filled
OPW	Program Analyst III	2	Filled
OPW	Project Manager II	1	Filled
OPW	Public Works Maintenance Worker	6	Filled
OPW	Street Maintenance Leader	2	Filled
OPW	Support Services Manager	1	Filled
PBD	Business Analyst III	1	Eliminated*

*Indicates that status changed in the time since the previous report.

STATUS OF NEW POSITIONS ADDED OR LATER COUNCIL ACTION

ATTACHMENT B

DEPARTMENT	TITLE	FTE	STATUS
PBD	Management Assistant	1	Filled
PBD	Public Service Representative	1	Filled
PBD	Specialty Combination Inspector	4	Filled
Police	Accountant III	1	Filled
Police	Administrative Analyst II	1	Filled*
Police	Animal Care Attendant, PT	4	Filled*
Police	Criminalist I	1	Filled
Police	Criminalist II	3	(1) Filled; (2) Post Exam*
Police	Criminalist III	2	Post Exam*
Police	Foresenic Technician	1	Filled
Police	Intake Technician	1	Filled
Police	Intake Technician	1	Filled
Police	Intake Technician	1	Filled
Police	Intake Technician	1	Department Selection*
Police	Intake Technician	1	Filled*
Police	Latent Print Examiner II	1	Filled
Police	Neighborhood Services Coordinator	1	Post Exam*
Police	Payroll Personnel Clerk III	1	Filled
Police	Police Communications Dispatcher	5	(4) Filled; (1) Post Selection*
Police	Police Evidence Technician	4	Filled
Police	Police Records Specialist	1	Department Selection*
Police	Police Services Manager II	1	Eliminated per A/D
Police	Project Manager II (IT Manager)	1	Filled
Police	Vol Program Specialist II	1	Filled

Grand Total

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*Indicates that status changed in the time since the previous report.

Non-Sworn Civilian Recruitment Typical Timeline

