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AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anil Comelo
Director of Human
Resources Management

SUBJECT: Equal Access Annual Compliance Report

DATE: September 4, 2015

City Administrator Approval:

Date:

9/16/15

RECOMMENDATION

STAFF RECOMMENDS THAT THE CITY COUNCIL RECEIVES THIS INFORMATIONAL REPORT REGARDING THE ANNUAL EQUAL ACCESS TO SERVICES ORDINANCE COMPLIANCE REPORT FOR FISCAL YEAR 2014-2015.

EXECUTIVE SUMMARY

This report serves as the City Administrator's Annual Compliance Plan and Report on the implementation of the Equal Access to Services Ordinance for the period July 1, 2014 through June 30, 2015. This document provides a detailed reporting of the City's compliance activities and makes recommendations for areas of improvement.

BACKGROUND/ LEGISLATIVE HISTORY

The Equal Access to Services Ordinance (Oakland City Ordinance No. 12324 CMS and Section 2.30 of the Oakland Municipal Code, "EAO") was passed on May 8, 2001 for the purpose of providing equal access to City services to all Oakland residents, including those with limited proficiency in English. On March 28, 2011, the City reached a settlement agreement with petitioners (Case No. RG08409445 & RG08409443) and further formalized the reporting procedure. The City Administrator's Office issued an Administrative Instruction (AI 145) on November 9, 2011 to provide direction on the implementation of the EAO. As part of the Settlement Agreement, the City agreed to comply with requirements of the Oakland Municipal Code Section 2.30, "Equal Access to Services", which included submission to the City Council an Annual compliance Plan with specific data regarding the status of oral and written language services and assessment of EAO implementation by City Departments.

ANALYSIS

Key Compliance Highlights

In the reporting period (July 1, 2014 – June 30, 2015), the City demonstrated continued progress in providing equal access to services regardless of English language proficiency. Key compliance accomplishments are:

Item: _____
Finance & Management Committee
September 29, 2015

- The City reported a 27 percent increase in its overall number of bilingual Public Contact Position (PCP) employees (115 more full time equivalent positions this year than the reporting year). The number has been steadily increasing for the last five fiscal years. Between 2010-2011 and 2014-2015, the total number of bilingual employees increased from 339 to 539, and, thus, achieved a 59 percent increase over the last five years.
- Through continued outreach efforts, the Oakland Police Department exceeded its minimum threshold for bilingual employee in both Spanish and Chinese languages with a surge of 39 percent more bilingual employees reported as compared to last reporting year. Five Police Officer Training Academies occurred this year and 27 percent of the trainees were bilingual.
- The Fire Department successfully increased its number of bilingual employees by 53 percent this year, thus, exceeded its minimum compliance goal for Spanish language. Among the 46 Fire Fighter Trainees graduated from the two latest Fire Academies, fourteen (14), or 30 percent, had Spanish-speaking skills and six, or 13 percent, had Chinese-speaking skills.
- The Human Services Department engaged in a comprehensive review of its program brochures in English, Spanish, and Chinese this year. More of the department's print materials are available in different languages and as a result, the number of translated vital documents reported increased by 72 percent as compared to previous reporting year.
- The Office of City Auditor amended its Comprehensive Audit Manual, Chapter 2, Professional Environment and Rules of Conduct, to add a new subsection, 2.26, Equal Access to Services. The Office re-affirmed its commitment to equal access to services.
- The Oakland Public Library demonstrated a 23 percent increase in number of bilingual employees as compared to last year, thereby exceeding its minimum compliance goal. Furthermore, the Library exceeded its Super-PCP program minimum requirements in all areas.
- City Departments were provided several opportunities to become better informed and more deeply compliant with the Equal Access to Services Ordinance. 23 compliance discussions and seven training sessions were conducted by the Equal Access Program with various City Departments. Furthermore, a citywide customer survey was conducted – departments collected 2,028 surveys and recorded 41,728 public contacts during a two weeks assessment period.

A. City-Wide Assessment

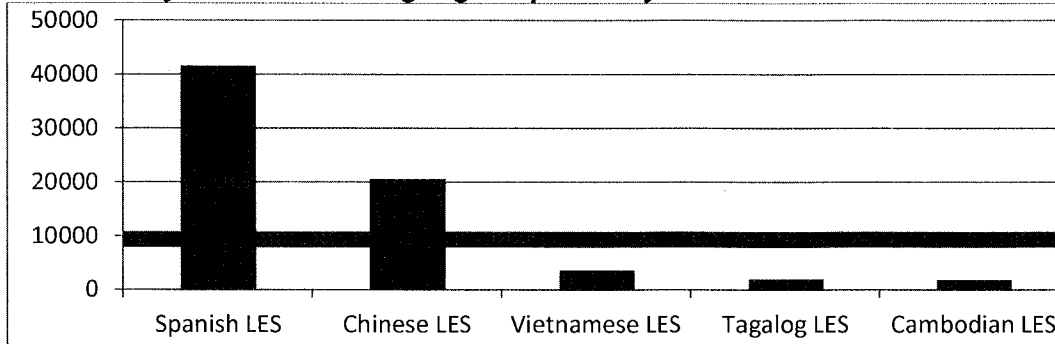
1. Equal Access to Services

The Equal Access to Services Ordinance requires that the City take specific actions to provide services to substantial groups of Limited-English Speaking (LES) persons. By the definition provided in the ordinance, substantial LES groups means "at least ten thousand limited English-speaking City residents who speak a shared language other than English." is the qualifying languages are also referred to as "threshold languages," and Spanish and Chinese are the City's EAO threshold languages based on U.S. Census Bureau data.

Unless otherwise mentioned, 'bilingual employees' mentioned in this report refer to those who are bilingual in English/ Spanish languages or English/ Chinese (Mandarin or Cantonese) languages.

PCP is defined by the EAO as "a position, whether of a clerical, service, professional or sworn nature, that emphasizes greeting, meeting, contact, or provision of information and/or services to the public in the performance of the duties of that position."

Table 1: City of Oakland Languages Spoken by LES Persons



U.S. Census Bureau, American Community Survey (ACS) 2009-2011, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over", Oakland, California. Data was compared to a 2009-2013 5-Year ACS Estimate and a 2011-2013 3-Year ACS Estimate both released by US Census. No significance difference of over 1percent was noted.

The EAO requires four key areas of compliance:

- (1) Equal Access to Services: Utilizing sufficient bilingual PCP employees, City departments provide the same level of service to LES groups as they provide English speakers.
- (2) Translation of Documents: City departments translate vital documents into EAO threshold languages.
- (3) Telephone Recordings: City departments provide recorded telephone messages in EAO threshold languages.
- (4) Communication & Assessment: City departments report on communication process with LES groups including complaint procedures. A customer language access survey is to be conducted at least biennially for evaluation purposes.

1.1 Bilingual Staffing

U.S. Census Bureau data indicates that 11.39 percent of the Oakland population is LES persons who are primarily Spanish speaking, and 5.63 percent of the Oakland population is LES persons who are Chinese speaking. The City-wide minimum goal for bilingual employees is calculated by multiplying the number of PCPs by the percentage of the Spanish or Chinese LES population. The Equal Access Program reviews every recruitment requisition to ensure that the City employs a sufficient number of PCP employees to meet the needs of LES groups. Employee statistics could be analyzed using budgeted full-time-equivalent (FTE) method or actual headcount. Consistent with the City's practice for the past

several years, data in this report was analyzed based on the FTE (full-time-equivalent) method. The following **Table 2** presents departmental statistics on bilingual staffing:

Table 2: Bilingual Public Contact Positions by Department

CITY-WIDE ASSESSMENT FY 2014-2015				SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
		FTE	PCP	MIN.GOAL	ACTUAL	GOAL MET?	MIN.GOAL	ACTUAL	GOAL MET?
City Auditor	AUDITOR	10	2	0	0	YES	0	0	YES
City Administrator	CAO	102	33	4	4	YES	2	5	YES
City Clerk	CLERK	9	4	0	1	YES	0	1	YES
City Council	COUNCIL	19	19	2	3	YES	1	1	YES
Econ & Workforce	EWD	51	2	0	1	YES	0	0	YES
Finance	FINANCE	133	52	6	10	YES	3	5	YES
Fire	FIRE	597	453	52	58	YES	26	14	NO
Housing Com Dev	HCD	48	10	1	3	YES	1	1	YES
Human Resources	HRM	42	4	1	1	YES	0	1	YES
Human Services	HSD	306	154	18	33	YES	9	17	YES
Info Technology	ITD	58	0	0	0	YES	0	0	YES
Mayor's Office	MAYOR	11	10	1	1	YES	1	1	YES
City Attorney	OCA	68	9	1	2	YES	1	2	YES
Public Library	OPL	215	172	20	31	YES	10	17	YES
Parks & Recreation	OPR	245	237	27	32	YES	13	11	NO
Public Works	OPW	772	15	2	3	YES	1	2	YES
Planning & Bldg	PBD	131	96	11	16	YES	5	8	YES
Police	POLICE	1220	1102	126	190	YES	62	64	YES
	TOTAL	4,037	2,374	272	389		135	150	

*FTE = Full Time Equivalent PCP = Public Contact Position

Bilingual Employee Statistics Percentage Change Two Years Comparison			
	FY 2013-2014	FY 2014-2015	Percentage change
Spanish-speaking PCP	306	389	+27%
Chinese-speaking PCP	118	150	+27%
TOTAL	424	539	+27%

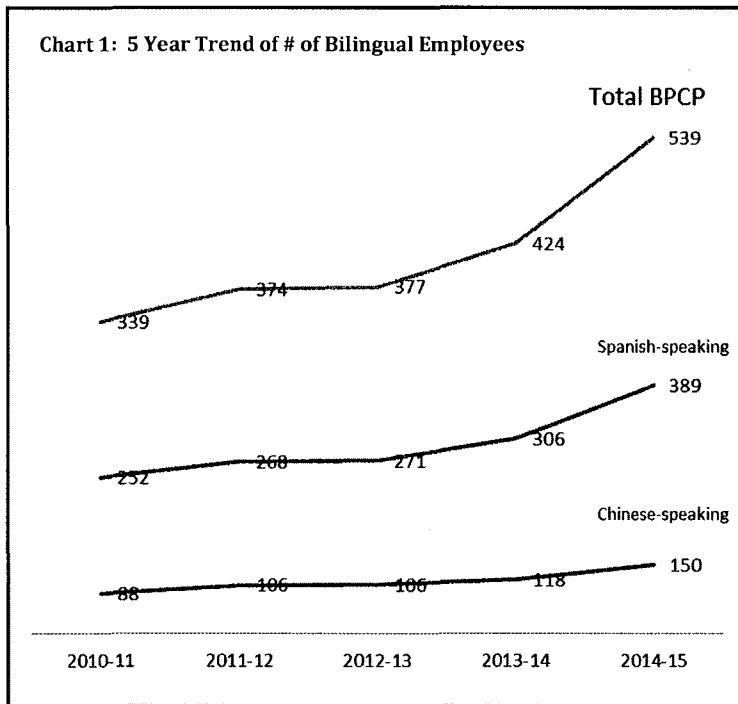
Bilingual Employee Ratio Two Years Comparison			
	FY 2013-2014	FY 2014-2015	%age change
Total BPCP/ Total FTE	11%	13%	+2%
Total BPCP/ Total PCP	19%	23%	+4%

A total of 4,037 FTE employees were reported for the reporting period, which included 2,374 PCPs. Spanish-speaking PCPs accounted for 389 positions, which showed a 27 percent increase over the prior year. Chinese PCPs accounted for 150 positions, also a positive increase of 27 percent. Staffing information for community based service locations is provided in **Attachment A**. Side by side comparison of City-Wide Assessment is provided in **Attachment C**. Details where job titles, locations, languages other than English, and new hires are provided in the Departmental Reports (**Attachment E**). "New hire" refers to new

incumbent filling a particular job classification during the reporting period (although the incumbent may not be new to City employment). Depending on job classification, a position could be filled by open recruitment, promotional recruitment, restricted recruitment, or direct appointment. Vacancies could be filled by appointment from an existing eligible list, reinstatement, re-employment, transfer reassignment, or temporary appointments. The City of Oakland hiring process is governed by the City Charter, Civil Service Rules, and Labor Agreements. The number of positions filled and the number of applicants from an “applicant pool” will vary due to the fact that not all appointments are made from a newly established applicant pool.

Of the total number of applications the City received for PCP vacancies, 19 percent indicated the applicant was Spanish-speaking and 4 percent indicated the applicant was Chinese-speaking (**Attachment B**). A recruitment for Firefighter and Firefighter Paramedic drew 3,318 of the total 13,993 applications received for PCP positions, and since that occupation is traditionally less diverse and as a consequence, less frequently bilingual, it appears that the Firefighter and Firefighter Paramedic recruitment drew the overall percentage of bilingual applicants down. The U.S. Bureau of Labor Statistics reports that on a national average, 9.6 percent of firefighters are Hispanic or Latino and 0.7 percent is Asian. The number of those firefighters who are also bilingual is likely even fewer. In removing Firefighter and Firefighter Paramedic from the calculation, the City’s PCP job applicants accounted for 21 percent Spanish-speaking and 5 percent Chinese-speaking.

Summary: The number of bilingual employees has been steadily increasing for five consecutive years as highlighted in Chart 1 below. The overall increase in the number of bilingual staff demonstrated the City’s commitment in hiring sufficient number of bilingual employees.



FY	Spanish PCP	Chinese PCP	Total
2014 to 2015	389	150	539
2013 to 2014	306	118	424
2012 to 2013	271	106	377
2011 to 2012	268	106	374
2010 to 2011	252	88	339

1.2 Other Language Assistance Services.

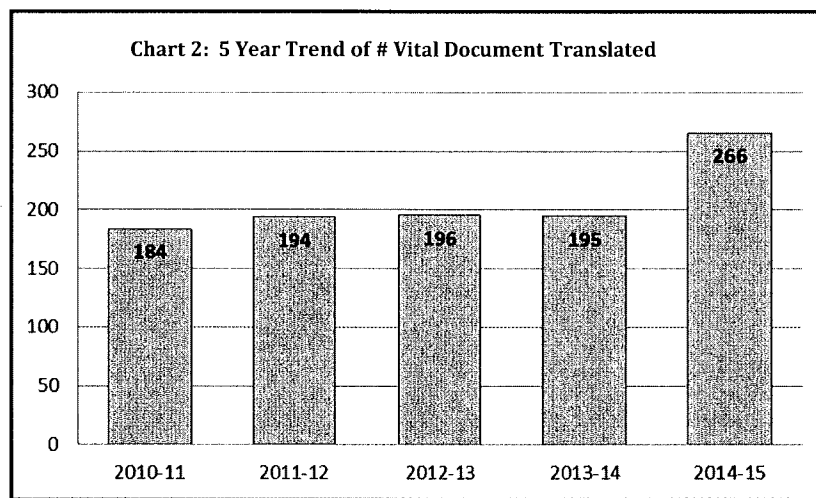
The Equal Access unit of the Human Resources Management Department provides additional services to support departments in meeting the requirements of the Equal Access Ordinance. Translation, interpretation services and translation equipment are available to City departments in providing City service to LES persons. American Translator Association certified interpreters and/or court-certified interpreters are dispatched based on service needs. During the reporting period, interpreters were dispatched 160 times. The Multipurpose Senior Program, Rent Adjustment Program, and Neighborhood Services Program were frequent users of this service outlined in **Table 3** below.

Table 3: Translation & Interpretation Usage FY 14-15	# of Requests
Written Translation	192
Oral Interpretation	160
Translation Equipment (Headset)	49

Over-the-Phone Interpretation Services help eliminate language barriers by connecting City employee, client and interpreter. Professionally trained interpreters listen to LES customers and convey the message to City employees. Telephone interpretation service totaled 72,790 usage minutes this year highlighted in **Table 4** below.

Table 4: Over-the-Phone Interpretation FY14-15	Usage in Minutes
Oakland Police 911	29,790
Oakland Police Non-Emergency	5,214
Oakland Fire	3,732
Other City Departments	34,054
Total Usage Minutes	72,790

2. Translation of Vital Documents

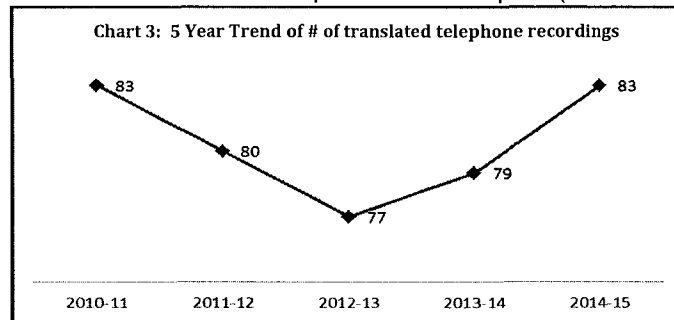


City departments translate written materials that provide vital information to the public about the department's services or programs. Departments reported that there were 266 vital documents made available this year in both Spanish and Chinese outlined in **Chart 2**. Details of documents can be located in the Departmental Reports (**Attachment E**).

Summary: The City made positive progress over the last five years. Through commitment to make translations available and better tracking of translated documents, the City achieved a 36 percent increase in the number of translated vital documents between Fiscal year (FY) 2010-11 to 2014-15.

3. Translation of Telephone Recordings

83 telephone lines were identified by departments as main customer service numbers addressing public inquiries on regular basis and offered multi-lingual voice recordings. Phone numbers can be located in the individual Departmental Report (**Attachment E**).



Summary: The City has steadily increased the number of translated telephone recordings over the past two years. The number of customer service lines totaled around 80 (plus or minus three). This year all 83 lines (100 percent) of the phone lines were equipped with multi-lingual messages.

4. Communication & Service Assessment

4.1 Communication with LES Populations

In-Service Trainings - This year Equal Access Program staff conducted 23 compliance meetings with City department staff. The meetings served as a platform for on-going dialogue and consultation. In addition, seven training sessions were conducted by the Equal Access Program in partnership with the Citywide Learn2Grow employee training program and various City Departments. The following table outlines the collaborative effort of City departments and the Equal Access Unit in promoting equal access to city services.

Community Outreach - The City of Oakland welcomes input and suggestion from constituents. The Equal Access Program is committed to work with City organizations in monitoring language assistance services and addressing questions or concerns which may arise. This year the City engaged in various community events, forums, committee groups, survey assessments, outreach, and programs to stay connected with our community.

Availability of Complaint Process Information - As part of the EAO requirement, City departments were required to post Language Access Poster (public notice) at its public contact locations, and have language access complaint forms available on-site. No formal language access complaint was received this year. 16 random site visits were conducted by Equal Access Program this year and yielded 100 percent positive results. **Table 5** outlined the site visits conducted by the Equal Access Program.

	Building/ Office Name	Address(es)	Notice
1	Oakland Main Library	125 14th Street	Yes
2	Cesar E. Chavez Branch Library	3301 E. 12th Street	Yes
3	Lakeview Branch Library	550 El Embarcadero	Yes
4	Lincoln Recreation Center	250 10th Street	Yes
5	Lake Merritt Boating Center	568 Bellevue Ave	Yes
6	Thurgood-Marshall Early Head Start Center	1117 10th Street	Yes
7	Oaklanders' Assistance Center	1 Frank H Ogawa Plaza, City Hall	Yes
8	City Clerk's Office	1 Frank H Ogawa Plaza, City Hall	Yes
9	Human Resources Management Lobby	150 Frank H Ogawa Plaza, 2nd Floor	Yes
10	Aging & Adult Services Reception Desk	150 Frank H Ogawa Plaza, 4th Floor	Yes
11	Employment Services Resource Room	150 Frank H Ogawa Plaza, Suite 4212	Yes
12	Revenue Bureau Lobby	150 Frank H Ogawa Plaza, 5th Floor	Yes
13	Planning & Building Service Counter	250 Frank H Ogawa Plaza, 2nd Floor	Yes
14	Housing Assistance Center	250 Frank Ogawa Plaza, 5th Floor	Yes
15	Economic & Workforce Reception Area	250 Frank Ogawa Plaza, 3rd Floor	Yes
16	Police Background & Recruiting	250 Frank Ogawa Plaza, Suite D	Yes

4.2 Service Assessment (Language Access Survey)

As an evaluation tool, City departments are required to participate in a Language Access Survey at least biennially to assess the quality of language service and identify possible service gaps. City departments will utilize results in program planning for the next fiscal year. As a result of combined departmental efforts, a total of 2,028 surveys were collected and 41,728 public contacts were recorded in a two weeks assessment period. Language Access Survey and Results is provided in **Attachment D**. About 1,000 more surveys were collected as compared to the last survey period in 2013. City departments truly embraced the evaluation tool and fully participated in the process. **Table 6** highlights the number of public contacts recorded by departments.

Department		LANGUAGE						
		ENGLISH	SPANISH	CANTONESE	MANDARIN	VIETNAMESE	ARABIC	OTHER
City Administrator	395	87%	2%	0.3%	0.3%	0.3%	1%	9%
City Attorney	43	77%	16%	5%	0%	0%	0%	2%
City Council	3	100%	0%	0%	0%	0%	0%	0%
Finance	17	82%	6%	0%	0%	0%	0%	6%
Fire	249	95%	1%	3%	1%	0%	0%	0%
Human Resources	114	96%	4%	0%	0%	0%	0%	0%
Human Services	684	61%	7%	15%	10%	1%	0%	6%
Public Library	22869	67%	16%	11%	2%	1%	1%	3%
Parks & Recreation	12218	47%	20%	18%	11%	2%	1%	1%
Public Works	2182	99%	1%	0.3%	0%	0%	0%	0%
Planning & Building	1606	77%	10%	6%	0.7%	0.9%	3.5%	2%
Police	1348	81%	15%	2%	0.4%	0.1%	0.4%	1%
CITY-WIDE CONTACT								
	41728	64%	15%	12%	5%	1%	1%	2%
US CENSUS OAKLAND CITY LES POPULATION			11.39%	5.63%		1%	0.2%	3%

Chart 4: City of Oakland Service Users by Language

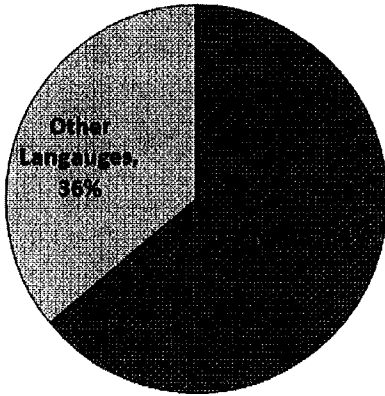
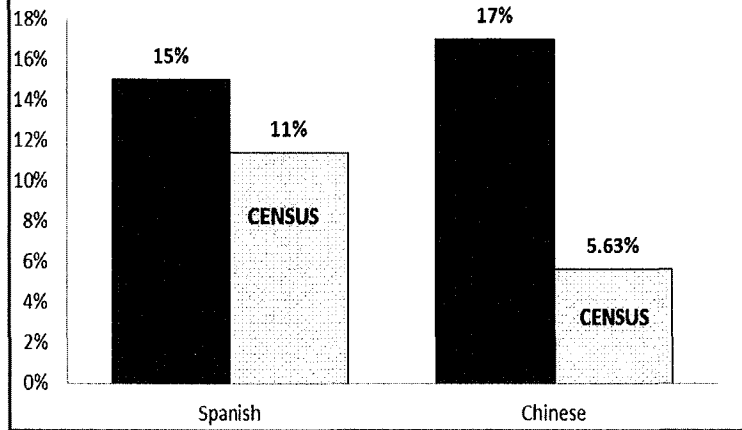
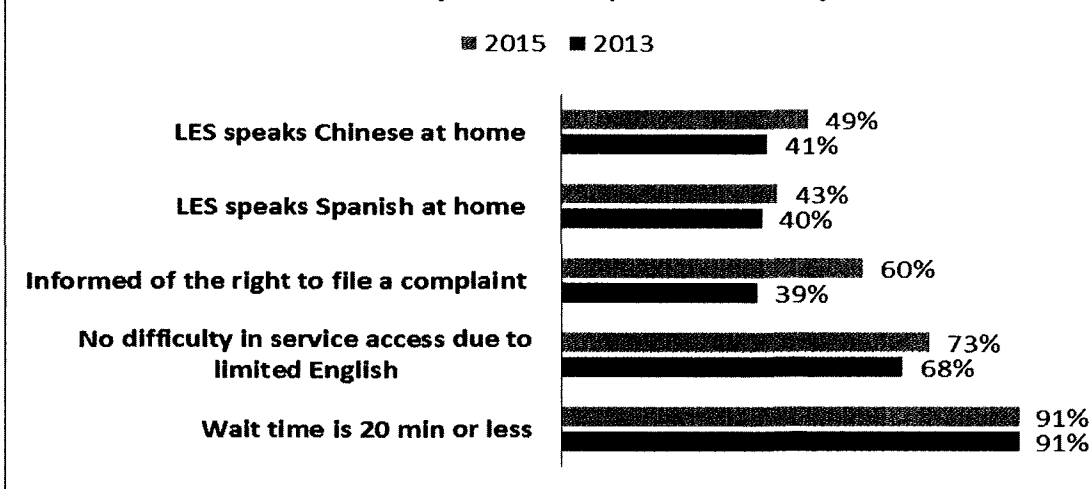


Chart 5: Compare City Service User Language Statistics to Census Data



To assess language use among current City service users, City employees surveyed client's primary spoken language at customer service locations. Among the 41,728 clients surveyed in a two-week period, 64 percent of respondents stated English as primary language shown in **Table 6**. Other selection included: 15 percent Spanish, 17 percent Chinese (12 percent Cantonese and five percent Mandarin), one percent Vietnamese, one percent Arabic and one percent of all other languages combined. Survey result showed that Cantonese is a more commonly used Chinese dialect in Oakland than Mandarin. While the Arabic language is only spoken by 0.2 percent of LES Oaklanders, this group accounted for one percent of service users. This information will be used to strategize City departments' future outreach and program planning. Census data showed 40 percent of Oaklanders spoke a language other than English as primary language. Our survey yielded 36 percent. Language diversity among clients was slightly lower, but comparable to Oakland's population data as shown in **Chart 4**. Among EAO designated languages, the Spanish and Chinese language groups comprised of a higher percentage among all City service users than US Census' population data as shown in **Chart 5**.

Chart 6: Survey Result Comparison Summary



Both a paper survey and an on-line survey were launched to maximize outreach opportunities. At the end of the survey period, 2,028 surveys were collected. The number of survey responses increased by 76 percent as compared to year 2013. Survey result showed slight percentage increases for LES who spoke Chinese or Spanish at home as shown in **Chart 6**. 60percent of respondents were "informed of the right to file a complaint". 73 percent of respondents reported that they did not experience any difficulty in accessing City services due to limited English.

Chart 7: Quality of Service Received

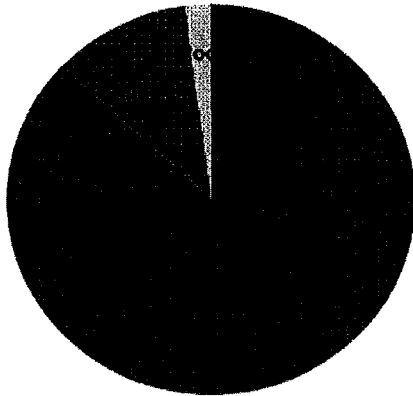
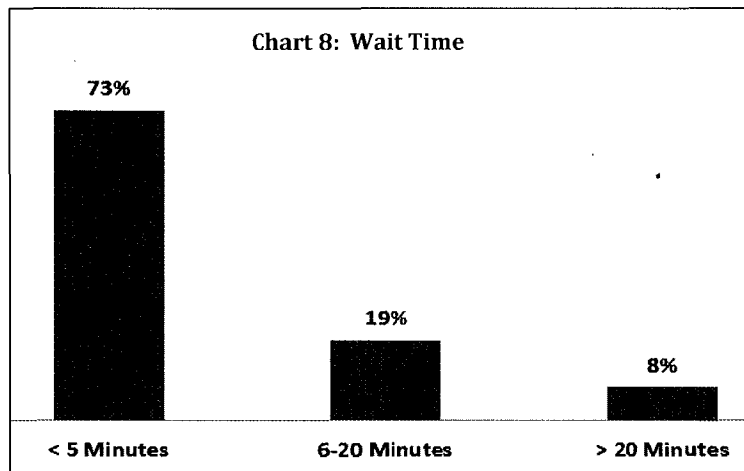
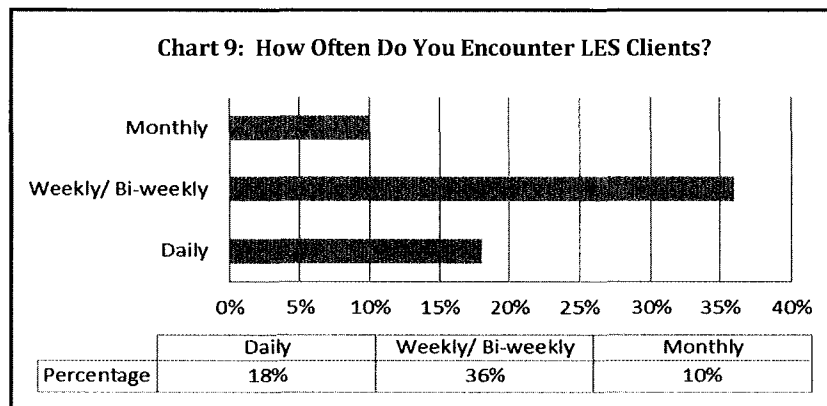


Chart 8: Wait Time



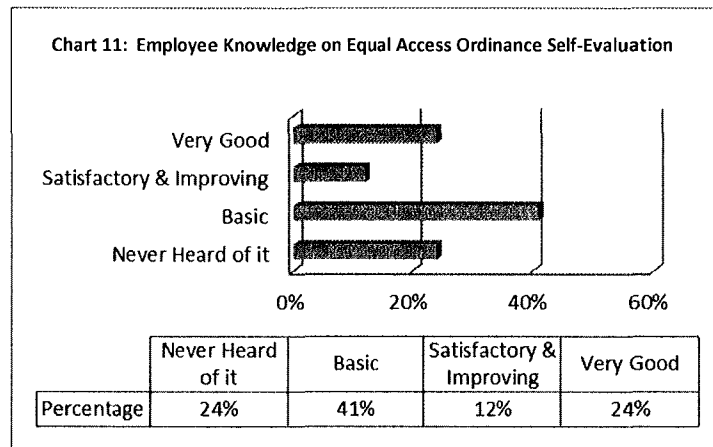
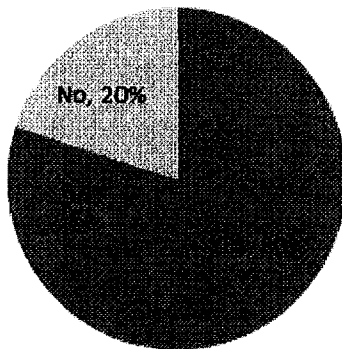
The 2015 Survey also asked respondents to rate the City services they received. 87 percent rated "Good/ Excellent", 11 percent rated "Fair", and 2 percent rated "Poor" as shown in **Chart 7**. Wait time for City services remained at about the same level where the majority of respondents waited for 20 minutes or less. Among those respondents, 73 percent indicated the wait was "Less than 5 minutes" as shown in **Chart 8**. Overall, survey results were positive and positive changes are noted in multiple areas. The Equal Access Program recommends that City departments discuss survey results among management team and highlight language diversity and bilingual service program as a department outreach priority for the next two fiscal years. The Equal Access Program will continue to monitor departmental compliance efforts and maintain on-going dialogue, and offer technical assistance and training throughout the period of time. After the two-year period, survey assessment will be administered again to measure any changes on outcome.

4.3 Service Assessment (Employee Survey)



An Employee Survey was introduced this year to solicit feedback and ideas from City PCPs at the same time the Language Assess Survey was launched. 41 responses were collected. Response to the question “How often do you encounter LES clients?” indicated 18 percent “Daily”, 36 percent “Weekly/ Bi-Weekly”, and 10 percent “Monthly as shown in **Chart 9**. A majority of City employees came across LES clients on a daily or weekly basis.

Chart 10: 80% Knew The Public Has A Right To An Interpreter



80 percent of survey respondents stated that they knew the public has a right to an interpreter as highlighted in **Chart 10**. When respondents were asked to self-evaluate their knowledge on Equal Access Ordinance, 24 percent stated “Very Good”, 12 percent “Satisfactory & Improving”, 41 percent “Basic”, and 24 percent “Never Heard of It” as displayed in **Chart 11**. The survey results will be instrumental in program planning for the next fiscal year. Due to retirement and attrition, the level of knowledge once held by a cohort of employees could be affected. The Equal Access Program staff will provide additional trainings this year to PCPs to increase their awareness of their responsibilities under the Equal Access to Services Ordinance and to ensure that they are aware of the tools available to them in providing services to LES persons.

B. DEPARTMENTAL ASSESSMENTS

Office of the City Auditor (AUDITOR)

The Office of City Auditor amended its Comprehensive Audit Manual, Chapter 2, Professional Environment and Rules of Conduct, to add a new subsection, 2.26, Equal Access to Services. The Audit Manual served as an internal manual for all employees in the City Auditor’s office. In addition to the City Auditor’s elected positions, the Office had only nine staff. There were three non-PCP vacancies this year. Two of those vacant positions were filled by a bilingual auditor (English-Spanish) and a multilingual auditor (English-Tagalog-Mandarin-French).

Compliance Status: Fully effective. The City Auditor’s Office engaged in additional effort to recruit for bilingual auditors and to insert Equal Access to Services into its Audit Manual.

City Administrator's Office (CAO)

CAO met EAO baseline goals in all areas, including Super PCP requirement its Citizen Police Review Board unit. The Budget Office and the Contract and Compliance Office launched multiple community meetings in different areas in Oakland this year to gather feedback on the budget process and minimum wage law implementation. Efforts were made to ensure that print materials were translated and interpretation was provided at community meetings. The Oaklanders' Assistance Center served as a one-stop service center connecting citizens to City services.

Compliance Status: Fully effective with all baseline goals met. The Oakland Animal Services (OAS) was restructured as an individual office and became part of CAO this FY. Our office recommends engaging OAS in EAO training, discussions, and translated document reviews in the new FY.

Office of the City Clerk (CLERK)

The Office of the City Clerk met all EAO baseline compliance goals, plus the Super PCP requirement. The Office has nine employees, and no position was open in the reporting year. Election efforts were coordinated with the Alameda County Registrar which provided publications and poll workers in multiple languages (including, Chinese, Spanish, Tagalog, Vietnamese, and more). The County Registrar Office will host a booth at the Oakland Art & Soul in August to recruit poll workers, and bilingual poll workers for the 2014 Election.

Compliance Status: Fully effective. The provision of translated election materials could be further promoted in future elections to increase Oaklanders' awareness of available resources.

City Council (COUNCIL)

Council is made up of one representative from each of seven districts and one at-large representative. Council members worked closely with community groups, neighborhood advisory committees, businesses, and residents. Councilmembers held community office hours and town hall meetings at various public locations increasing its reach into the community, including the LES community.

Compliance Status: Fully effective. Recommendation is to review current outreach strategies and identify a plan to attract quality bilingual candidates, especially Chinese speaking candidates, to City Council jobs.

Economic & Workforce Development (EWD)

EWD satisfies all baseline requirements. Equal Access to Services training was arranged and provided to all EWD staffs this year. Although EWD launched the language survey at its customer service area, the effort did not yield any response. As a result, language assistance service could not be assessed.

Compliance Status: Recommendation is to strategize advance planning to ensure that language survey and language use assessment is implemented. US Census Bureau data shows that 19 percent of Oakland firms are Asian-owned, and eight percent are Hispanic-owned. In the next*

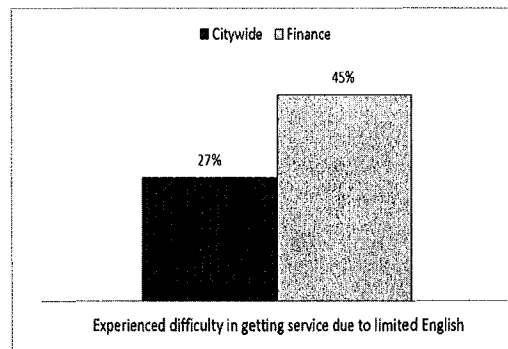
report, the Business Assistance Center shall report on their plan of action in serving LES business owners.

Finance Department (FINANCE)

Finance excelled in its bilingual staffing minimum goal, including its Super PCP goal. The Finance Department's Revenue Bureau routinely process business tax applications, and parking citation payment, and experienced heavy public contact on a regular basis. Due to its high volume of service, visitors often experienced a longer wait time. The Revenue Bureau filled 29 percent of its PCP positions with bilingual employees, and provided bilingual service at its service counters.

*Compliance Status: Exceeded quantitative compliance goals in all areas. Survey result showed a higher percentage of visitors experienced difficulty in getting services due to LES ability as compared to Citywide data as presented in **Chart 12**. Technical terminologies in areas such as parking citation, business tax licensing requirements could be more difficult to explain through interpretation. The Revenue Bureau is recommended to conduct an internal assessment and report findings in the next report.*

Chart 12: Did You Experience Difficulty in Getting Services Due to Limited English Speaking Ability?



Fire Department (FIRE)

FIRE had a fruitful year and increased its number of bilingual employees by 53 percent this fiscal year. The total number jumped from 47 to 72. As a result, FIRE exceeded its Spanish-speaking goal. Aside from the Equal Access designated languages, the Department language diversity continued to include Italian, Tagalog, Cambodian, German, Korean, Laotian, Russian, and Vietnamese. Among the 46 Fire Fighter Trainees graduated from the two latest Fire Academies, 14 (30 percent) had Spanish-speaking skill and six (13 percent) had Chinese-speaking skill. The language use survey conducted by FIRE showed 95 percent of respondents were English-speakers. Other languages included one percent Spanish and four percent Chinese.

Compliance Status: Exceeded compliance goal for Spanish-speaking employees. FIRE has made great progress in doubling its number of Chinese-speaking PCP; however, the total number still falls short of the threshold goal. Additional outreach effort shall be made in the future to increase its service capacity to LES population in terms of customer service, fire safety education, and survey assessment.

Housing & Community Development Department (HCD)

The HCD's Housing Assistance Center and Renter's Assistance Program assisted many LES clients throughout the year, and routinely requested for interpretation services for hearings. HCD improved on compliance outcomes and brought all areas into compliance. In addition, more translated vital documents are made available.

*Compliance Status: Fully effective. HCD satisfied its baseline goals in all areas. In addition, its survey results demonstrated positive numbers. HCD survey respondents reported a shorter wait time and a higher level of satisfaction of services provided than the aggregated Citywide result as shown in **Chart 13**. Recommends HCD to share their success as best practices with all Language Access Coordinators.*

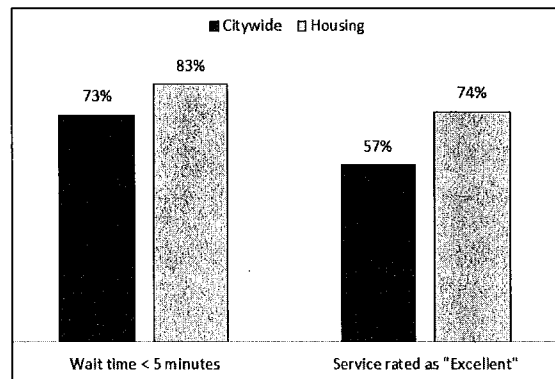


Chart 13: Comparison of City-Wide Survey Results and Housing Dept Survey Results on Wait Time and Service Rating

Human Resources Management Department (HRM)

HRM continued to reach its baseline goals in all compliance areas. HRM launched the City's Learn2Grow Employee Training Program and offered multiple sessions of language access service training, and diversity training. These training tools are effective in enhancing employee awareness and developing linguistic and culture sensitivity. This year HRM and Equal Access Program also engaged in multiple inter-department work groups that promoted language diversity through various platforms. For example, civic engagement committee, social media committee, on-line Permit Center and payment system, web site analytics club, and more.

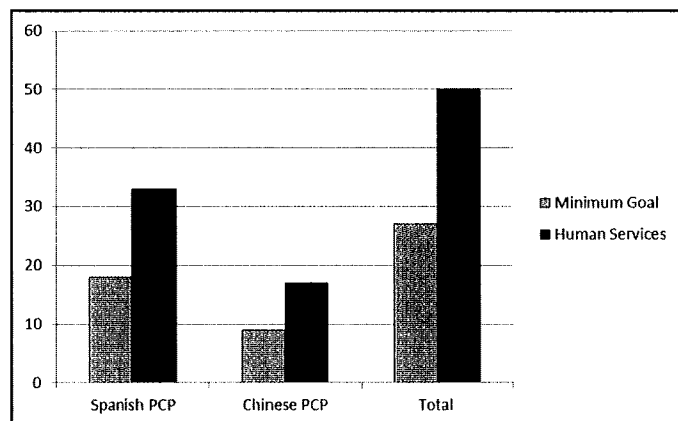
Compliance Status: Fully effective. HRM worked hand in hand with City departments in recruitment outreach, application processing, and language screenings. Through joint efforts, a number of departments demonstrated significant increases in the number of bilingual employees.

Human Services Department (HSD)

HSD continued to excel in its language diversity (**Chart 14**). HSD exceeded its compliance goal for Spanish-speaking employees by 89 percent. It also exceeded its goal for Chinese-speaking employees by 95 percent. HSD engaged in a comprehensive review of its programs brochures in English, Spanish and Chinese this year. As a result, the number of translated vital documents reported increased by 72 percent as compared to previous reporting year.

*Compliance Status: Exceeded compliance requirement in multiple areas. Out of 684 contacts recorded, 61 percent of its clients self-identified English as primary language, seven percent Spanish, 25 percent Chinese, and seven percent other languages as presented in **Table 6**. Language use survey showed language diversity among HSD's clients, a reflection of HSD's successful outreach strategy*

Chart 14: Comparison of HSD Goal Vs Actual # Bilingual PCP



Information Technology Department (ITD)

ITD provided internal technological support to City departments. Services were not offered to members of the public. ITD provided support to EAO by providing the necessary infrastructure and training needed to accomplish EAO compliance goals. Database management, voice mail box configuration, online platform that interface with the public were all crucial to the successful implementation of EAO.

Office of the Mayor (MAYOR)

The Mayor's Office succeeded in administering its survey effort and was able to yield over 50 survey response over one weekend. The Oaklander' Assistance Center (OAC) has been classified as a Super PCP unit; however, due to limited funding to OAC, the Office has not been able to back fill a Chinese-speaking staff. Yet, the department was able to bring in an additional Chinese-speaking staff as Special Assistant to the Mayor. It further demonstrated the Mayor's Office's commitment to EAO.

Compliance Status: Recommends Mayor's Office to continue to actively foster discussion about linguistic and culture diversity in City of Oakland and among City departments.

Office of the City Attorney (OCA)

The Office of the City Attorney added a Spanish-speaking Neighborhood Law Corp Attorney and a Chinese-speaking Claims Investigator to its team this year. Among its service users, 77 percent claimed English as primary language, 10 percent Spanish, 5percent Chinese and 2 percent others. Data collected showed OCA was serving a diverse population.

Compliance Status: Fully effective. The OCA is to be commended for their commitment and successful outreach for bilingual Neighborhood Law Corp Attorney and Claims Investigator.

Oakland Public Library (OPL)

OPL demonstrated a 23 percent increase in number of bilingual employees. OPL excelled in language diversity in its programs. Examples included: (1) new "Learn a Language" ESL Conversation Club, Spanish Conversation Group, Language Exchange program, Learning Express Library, and Transparent Language Online program; (2) "Spanish for Non-Native Speakers" class for staff; (3) Arabic signs for the Arabic Collection; (4) bilingual story times; (5) a language Exchange Group; (6) bilingual Summer Reading programs; (7) volunteer youth computer docents with Ready, Set, Connect! tutor patrons in Spanish and Chinese; (8) Lawyers in the Library in Spanish; (9) English-As-Second-Language Conversation Group; (10) bi-weekly Spanish Conversation Groups; and (11) Book Reading Club. The OPL has been very successful in recruiting bilingual employees above and beyond the minimum goal. Their service also received high customer satisfaction rate as shown on survey result in **Chart 15** and **Chart 16** below.

Chart 15: Comparison of OPL Goal Vs Actual # Bilingual PCP

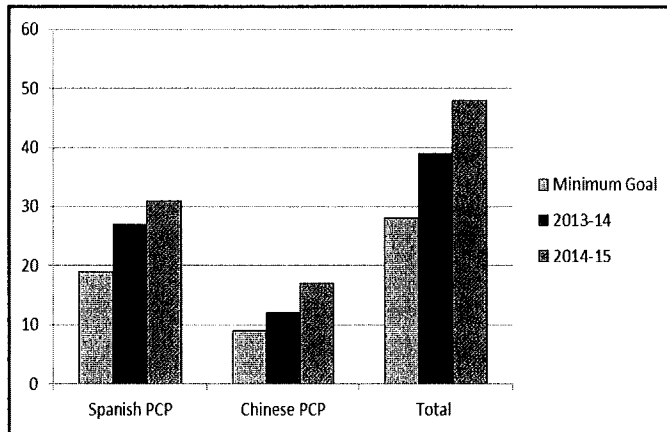
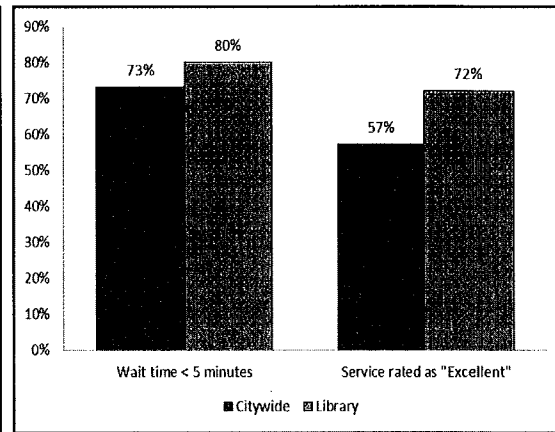


Chart 16: Comparison of City-Wide Survey Results and OPL Survey Results on Wait Time and Service Rating



Compliance Status: Exceeded compliance requirement in multiple areas. Recommendation is for OPL to share its successes and strategies as Best Practices with other Language Access Coordinators.

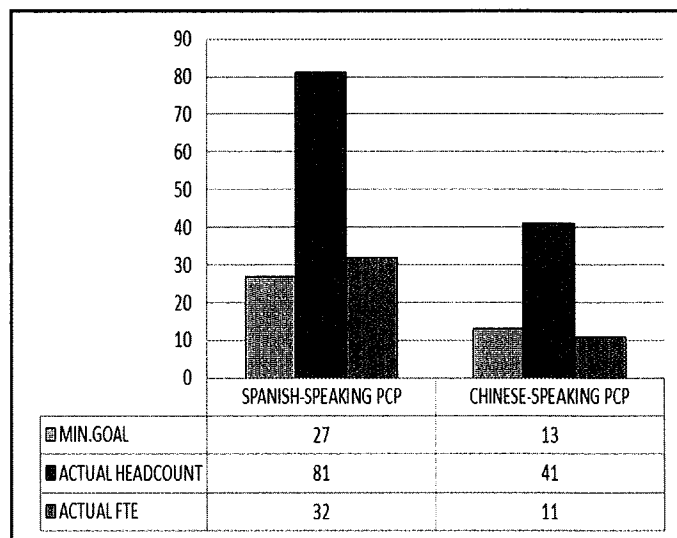
Oakland Parks & Recreation (OPR)

OPR integrated a wide distribution of Spanish and Chinese translated materials for its major hiring event this year. In addition to online posting, over 3,000 English/Spanish and 3,000 English/Chinese Summer Job Opportunity notices were distributed to City offices, recreation sites, 10 local colleges, all Oakland Unified School District High School and Middle School locations, 16 Libraries, 21 Faith Based Organizations, and 25 Charter School/Education Centers. Concentrated bilingual outreach efforts were intensified to include staff visits to 15 Community Based Organizations (CBOs) serving the Spanish speaking community and 28 CBOs and merchants serving the Chinese speaking community. OPR filled 78 bilingual positions and incumbents were placed at 23 sites to provide service.

Compliance Status: Because of the various seasonal programs, OPR hired many part-time employees. Employee statistics can be interpreted by "headcount" or by "full-time-equivalent position (FTE) count".

*In terms of how many employees were hired (head-count), OPR has gone above and beyond the minimum goal for bilingual employees as shown in **Chart 17**. However, as far as the FTE count is concerned, OPR is two FTE short of meeting the minimum goal for Chinese speaking PCP. OPR shall revisit and further develop its strategy to recruit Chinese-speaking applicants.*

Chart 17: Comparison of OPR Goal Vs Actual # Bilingual PCP



Oakland Public Works (OPW)

OPW steadily increased its language diversity in bilingual employee capacity and program materials. There were five full time Public Service Representatives providing front line client support; and among them three were bilingual. In terms of survey assessment, 92 percent of OPW survey respondents indicated their wait time was 'Less than five minutes' and 100 percent of respondents rated service quality as 'Excellent' or 'Good'. In addition to staffing PCP positions with bilingual employees, 23 non-PCP positions were staffed by bilingual employees (10 bilingual in Spanish, 13 bilingual in Chinese, and one bilingual in Vietnamese). All new outreach materials, such as Residential Recycling Guide, Green Foodware Ordinance brochure, Stop Illegal Dumping, Smart Parking Meter, and Guide for Oakland Food Vendors, were provided in multiple languages.

Compliance Status: Fully effective. OPW has implemented many new ideas on improving public access to services, such as development of educational videos, and installation of language tracker in its intake system. Recommendation is to continue outreach to LES communities.

Planning & Building Department (PBD)

Efforts were made to hire through selective certification for Chinese language for the PBD. However, the selected final candidate decided to withdraw from the hiring process. Efforts are underway to initiate selective certification recruitment for a Planner position.

Compliance Status: PBD has met all compliance requirements except the Super PCP requirement for Planning & Zoning unit. PBD is working with HRM and Equal Access Program to fill a vacancy with bilingual candidate in this particular unit.

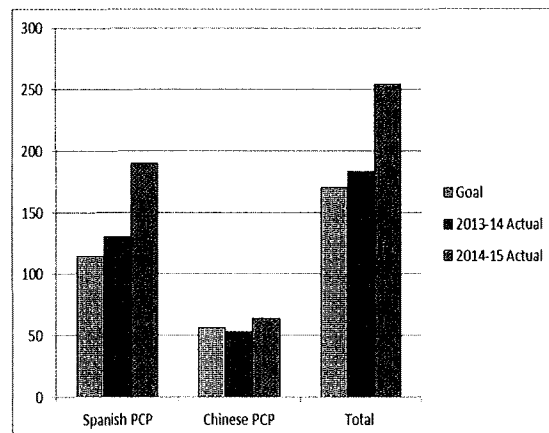
Oakland Police Department (OPD)

Through continued outreach efforts, the Oakland Police Department (OPD) exceeded its bilingual employee goals in both Spanish and Chinese languages with an increase of 39 percent more bilingual employees reported as compared to last reporting year. The department was successful in hiring both Police Office Trainee and civilian positions. 27 percent of Police Officer Trainees were bilingual; and 35 percent of all the civilian positions opened this year were filled with bilingual employees. Detailed breakdowns can be found in the Department Report in **Attachment E**.

*Compliant Status: Fully effective.
The OPD's effort recruiting for bilingual employees was evidenced in its statistics which showed 39 percent more bilingual employee employed by OPD as displayed in **Chart 18**.*

One of the Neighborhood Services Coordinators position is vacant. Our office recommends filling this vacancy with a Chinese-speaking individual to ensure that the Neighborhood Services Groups covers all EAO threshold languages.

Chart 18: Comparison of OPD Goal Vs Actual # Bilingual PCP



RECOMMENDATIONS & NEXT STEPS

- 1. Raising the level of awareness among those who are closely involved in the hiring process.** –The findings in this Annual Compliance Plan & Report are to be shared among all Language Access Coordinators, departmental personnel coordinators, department directors, human resources technicians, and analysts. Survey findings will be reviewed and discussed with each individual Language Access Coordinators.
- 2. Supporting department by making on-site trainings available.** – The Equal Access Program will continue to promote the availability of on-site training to City employees, interns, and volunteers to be training on resources available when serving LES clients.
- 3. Advancing knowledge on Equal Access Ordinance among public contact position employees.** -- Additional training materials will be provided to employees in Public Contact Positions to increase their awareness of their responsibilities under the Equal Access to Services Ordinance and to ensure that they are aware of the tools available to them in providing services to LES persons.
- 4. Identifying and effectively deploying bilingual employees in provision of language assistance services.**— Effort will be made to review current listing of bilingual employees, and identify those who have been tested and certified by the City and who have not.
- 5. Equipping bilingual employees with training and resources.** – Workshops will be conducted for bilingual employees to foster communication, sharing of best practices, peer support, and training.
- 6. Establishing a centralized system for maintaining translated materials.** – Each City departments shall identify one central location to store and maintain an inventory of all translated materials related to the department and make the documents accessible to all department staff. This could improve on the response time it took a City employee to locate the document.

FISCAL IMPACT

This is an informational report intended to provide an update on the implementation of the Equal Access to Services Ordinance. Acceptance of this report and its recommendations has no fiscal impacts or cost implications.

PUBLIC OUTREACH

No outreach was deemed necessary for the presentation of the information contained in this report beyond the standard City Council agenda noticing procedures.

COORDINATION

The Equal Access Unit of the Human Resources Management Department (HRM) coordinated the collection, compilation, and reporting of data with the Language Access Coordinators in each City department. Budget & the City Attorney's Office were consulted in preparation of this report.

SUSTAINABLE OPPORTUNITIES

Economic: There is no economic opportunity associated with this report.

Environmental: There is no environmental opportunity associated with this report.

Social Equity: The Equal Access to Services Ordinance was enacted for the purpose of providing equal access to City services to all Oakland residents, including those with limited proficiency in English. Providing this annual report supports the City's efforts to provide services to Oakland residents who have limited English speaking ability.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Receive this Informational Report Regarding the Annual Equal Access to Services Ordinance Compliance Report for Fiscal Year 2014-2015.

For questions regarding this report, please contact May Tam, Program Analyst III, at (510) 238-3112.

Respectfully submitted,



ANIL COMELO
Director, Human Resources Management Department

Reviewed by:
Kip Walsh, Human Resources Manager

Prepared by:
May Tam, Program Analyst III
Equal Access Program of Human Resource

Attachments (5):

- A: Community Based Services Analysis Snapshot FY 2014-15
- B. Applicant Pool List FY 2014-15
- C. Two-Year Comparison
- D. Language Access Survey 2015
- E. Annual Compliance Report & Public Contact Position Staffing Report by Department

ATTACHMENT A

Community Based Services Analysis Snapshot FY 2014-2015

Community Based Services Analysis Snapshot 2014-2015

Attachment A

City of Oakland locations that provide service at geographically based locations are captured here with quantitative assessment made at each location by zip code. Information is based on June 30, 2015 staffing report. City departments that provide community based service list its service locations, the total number of public contact employees, and the number of bilingual employees at each location. Bilingual staffing ratio is compared to neighborhood LES population statistics. Minimum goal is calculated for each site using US Census's LES population data based on zip code of the service area. Areas that indicate a potential service gap, i.e. actual bilingual staff is less than the minimum goal, are highlighted. Further service descriptions can be found in Narrative Report in Department Report.

OAKLAND FIRE DEPRATMENT

Fire Houses Analysis				SPANISH-		CHINESE-SPEAKING	
#	Firehouse Locations	Zip Code	PCP	Min. Goal	Actual	Min. Goal	Actual
1	1603 M. L. King Jr. Way	94612	10	0	5	1	2
3	1445 14th Street	94607	9	0	4	1	0
4	1235 International Blvd	94606	9	1	1	1	1
5	934 34th Street	94608	4	0	0	0	0
6	7080 Colton Blvd	94611	4	0	1	0	0
7	1006 Amito Avenue	94605	4	0	0	0	1
8	463 51st Street	94609	8	0	1	0	0
10	172 Santa Clara Avenue	94610	4	0	1	0	0
12	822 Alice Street	94607	4	0	1	1	0
13	1225 Derby Avenue	94601	4	1	3	0	1
15	455 27th Street	94612	9	0	2	1	0
16	3600 13th Avenue	94610	4	0	2	0	0
17	3344 High Street	94619	5	0	3	0	2
18	1700 50th Avenue	94601	8	2	4	0	1
19	5776 Miles Avenue	94618	4	0	1	0	0
20	1401 98th Avenue	94603	9	2	2	0	0
21	13150 Skyline Boulevard	94619	4	0	0	0	0
22	751 Air Cargo Way	94621	6	1	1	0	0
23	7100 Foothill Blvd	94605	4	0	1	0	0
24	5900 Shepherd Canyon Rd	94611	4	0	2	0	0
25	2795 Butters Drive	94602	4	0	1	0	0
26	2611 98th Avenue	94603	4	1	1	0	0
27	8501 Pardee Drive	94621	4	1	0	0	0
28	4615 Grass Valley Road	94621	4	1	0	0	0
29	1016 66th Avenue	94621	4	1	1	0	0
TOTAL			137	14	38	8	8

OAKLAND POLICE DEPARTMENT

Oakland Police Facilities				SPANISH-SPEAKING		CHINESE-SPEAKING		
	Facilities	Address	Area	PCP	Min.Goal	Actual	MinGoal	Actual
1	Police Administration Building	455 7th Street	CITIWIDE	577	65	105	32	46
2	Eastmont Sub-Station	2651 73rd Avenue	CITIWIDE	312	35	56	17	10
3	Communications	7101 Edgewater Drive	CITIWIDE	74	8	13	4	2
4	Background, Recruiting and IA	250 Frank H. Ogawa	CITIWIDE	133	15	15	7	6
5	Domestic Violence Unit	470 27th Street	CITIWIDE	6	0	1	0	0
TOTAL				1102	123	190	60	64

There are no other sub-stations or facilities used by the Oakland Police Department

OAKLAND PUBLIC LIBRARY

Oakland Public Library Branch Locations					SPANISH-		CHINESE-	
	Library	Address	Zip Code	PCP	Min.Goal	Actual	Min.Goal	Actual
1	81st Avenue	1021 81st Avenue	94621	8	2	3	0	0
2	Asian	388 9th Street #190	94607	10	1	0	2	8
3	Brookfield	9255 Edes Avenue	94603	4	1	1	0	1
4	Cesar Chavez	3301 East 12th Street	94601	7	2	4	0	0
5	Dimond	3565 Fruitvale	94602	9	0	1	0	0
6	Eastmont	7200 Bancroft Ave	94605	7	1	1	0	0
7	Elmhurst	1427 88th Avenue	94621	4	1	1	0	0
8	Golden Gate	5606 San Pablo	94608	5	0	1	0	0
9	Lakeview	550 El Embarcadero	94610	5	0	1	0	0
10	MLK Jr	6833 International	94621	4	1	1	0	0
11	Melrose	4805 Foothill Blvd	94601	4	1	1	0	0
12	Montclair	1687 Mountain Blvd	94611	5	0	2	0	0
13	Piedmont	80 Echo Avenue	94611	5	0	0	0	0
14	Rockridge	5366 College Avenue	94618	10	0	2	0	1
15	Temescal	5208 Telegraph	94609	7	0	1	0	0
16	West Oakland	1801 Adeline Street	94607	4	0	0	1	0
17	Main Library	125 14th Street	CITIWIDE	68	8	12	4	7
18	African Am.Museum	659 14th Street	94607	5	0	0	1	0
TOTAL				172	18	31	9	17

HUMAN SERVICES DEPARTMENT

Head Start Center & Senior Center Analysis					SPANISH-		CHINESE-	
Center	Address	Zip	PCP	Min.Goal	Actual	Min.Goal	Actual	
<i>HEAD START CENTERS:</i>								
1	FANNIE WALL	647 55th Street	94609	4	0	0	0	0
2	FRANK G. MAR	274 12th Street	94607	4	0	0	1	2
3	FRANKLIN	1010 E15th Street	94606	3	0	0	0	2
4	MANZANITA	2701 22nd Ave	94606	3	0	1	0	0
5	SAN ANTONIO CDC	2228 E15th Street	94606	6	0	1	1	1
6	SAN ANTONIO PARK	1701 E19th Street	94606	5	0	1	1	2
7	VIRGINIA	4335 Virginia Ave	94619	6	0	1	0	0
8	ARROYO VIEJO	7701 Krause Ave	94605	3	0	1	0	0
9	BROOKFIELD	9600 Edes Ave	94603	6	1	0	0	0
10	EASTMONT	7200 Bancroft Ave	94605	10	1	3	0	1
11	LION CREEK	6818 Lions	94621	6	1	1	0	1
12	SUN GATE	2563 International	94601	6	2	1	0	1
13	TASSAFARONGA	975 85th Ave	94621	3	1	1	0	0
14	WEST GRAND	1058 W Grand Ave	94607	7	0	1	1	0
15	85TH AVENUE	8501 International	94621	8	2	1	0	1
16	92ND AVENUE	9202 International	94603	8	2	6	0	1
<i>EARLY HEAD START CENTERS:</i>								
17	FAME	3717 Telegraph	94606	6	0	2	1	0
18	FIRST	2619 Broadway	94612	5	0	1	1	0
<i>SENIOR CENTERS:</i>								
19	EAST OAKLAND	9255 Edes Ave	94621	3	1	1	0	0
20	WEST OAKLAND	1724 Adeline	94607	2.5	0	0	0	0
21	DOWNTOWN	200 Grand Ave	94612	2.5	0	1	0	0
22	NORTH OAKLAND	5714 MLK, Jr Way	94609	2.5	0	0	0	0
TOTAL				110	14	24	7	12

OAKLAND PARKS & RECREATIONS

Parks & Recreation Facilities					SPANISH-SPEAKING		CHINESE-SPEAKING	
	Facility	Address	Zip	PCP	Min.Goal	Actual	Min.Goal	Actual
1	ALLENDALE	3711 Suter Street	94619	3	0	0	0	0
2	ARROYO VIEJO	7701 Krause Avenue	94605	6	0	2	1	0
3	BOATING	568 Bellevue Avenue	94610	6	0	1	0	0
4	BUSHROD	560 - 59th Street	94609	4	0	0	0	0
5	CARMEN FLORES	1637 Fruitvale	94601	6	2	2	0	0
6	DAVIE TENNIS	198 Oak Road	94610	3	0	0	0	1
7	DEFREMERY	1651 Adeline Street	94607	11	1	1	2	1
8	DEFREMERY	1651 Adeline Street	94607	3	0	0	1	0
9	DACA/ RAINBOW TEEN	5818 International	94621	1	0	0	0	0
10	DIMOND	3860 Hanly Road	94602	9	0	1	0	0
11	DIMOND AQUATICS	3860 Hanly Road	94602	2	0	0	0	0
12	DISCOVERY EAST	2521 HIGH STREET	94601	3	1	2	0	0
13	DISCOVERY WEST	935 UNION STREET	94607	2	0	2	0	0
14	DUNSMUIR ESTATE	2960 Peralta Oaks	94605	4	0	0	0	0
15	EAST OAKLAND	9161 Edes Avenue	94603	17	4	3	0	1
16	FM SMITH	1969 Park Boulevard	94606	3	0	1	0	0
17	FRANKLIN	1010 East 15th Street	94606	4	0	0	1	0
18	FREMONT AQUATICS	4550 Foothill Blvd	94601	3	1	1	0	0
19	GOLDEN GATE	1075 - 62nd Street	94608	5	0	0	0	0
20	IRA JENKINS	9175 Edes Avenue	94603	6	1	1	0	0
21	LINCOLN SQUARE	250 - 10th Street	94607	7	0	0	1	2
22	MALONGA	1428 Alice Street	94612	5	0	0	1	0
23	MANZANITA	2701 - 22nd Avenue	94606	4	0	1	1	0
24	MONTCLAIR	6300 Moraga Avenue	94611	6	0	0	0	0
25	MOSSWOOD	3612 Webster Street	94609	9	0	2	0	0
26	RAINBOW	5800 International	94621	3	1	1	0	0
27	REDWOOD HEIGHTS	3883 Aliso Avenue	94619	9	0	2	0	0
28	ROTARY NATURE	600 BELLEVUE	94610	4	0	0	0	1
29	SAN ANTONIO	1701 East 19th Street	94606	2	0	0	0	0
30	SHEFFIELD VILLAGE	247 Marlow Drive	94605	2	0	0	0	0
31	STUDIO ONE	365 45th Street	94609	22	1	2	0	1
32	TASSAFARONGA	975 - 85th Avenue	94621	4	1	0	0	0
33	TEMESCAL AQUATICS	371 - 45th Street	94609	3	0	0	0	1
34	WILLIE KEYS	3131 Union Street	94608	5	0	0	0	0
TOTAL				188	16	26	10	9

LIMITED ENGLISH-SPEAKING POPULATION DATA BY ZIP CODE

	SPANISH-SPEAKING	CHINESE-SPEAKING %
CITY WIDE	11.39%	5.63%
Zip Code 94601	26.53%	4.37%
Zip Code 94602	3.17%	5.27%
Zip Code 94603	24.23%	1.07%
Zip Code 94605	9.43%	0.98%
Zip Code 94606	7.40%	13.31%
Zip Code 94607	5.46%	15.56%
Zip Code 94608	4.00%	1.88%
Zip Code 94609	2.46%	1.53%
Zip Code 94610	0.80%	2.65%
Zip Code 94611	0.41%	1.80%
Zip Code 94612	3.65%	12.43%
Zip Code 94613	5.32%	1.61%
Zip Code 94618	0.38%	0.67%
Zip Code 94619	5.00%	4.83%
Zip Code 94621	24.51%	0.63%

ATTACHMENT B

**Applicant Pool List For Public Contact Positions Filled
FY 2014-15**

Applicant Pool List

Department	Job Description	TOTAL	SPANISH	CHINESE
City Administrator's	Animal Control Supervisor	25	6	1
City Administrator's	Complaint Investigator II (Selective Certification - Bi	46	12	13
Finance Department	Tax Auditor II	23	8	3
Fire Department	Emergency Medical Services Coordinator	20	3	0
Fire Department	Fire Prevention Bureau Inspector, Civilian	29	3	0
Fire Department	Fire Suppression District Inspector, PT	40	7	0
Fire Department	Firefighter Paramedic Trainee	470	71	5
Fire Department	Firefighter Trainee	2848	427	36
Fire Department	Program Analyst II	25	2	0
Housing & Commu	Housing Development Coordinator IV (Selected Ce	21	5	2
Housing & Commu	Loan Servicing Administrator	31	2	4
Housing & Commu	Rehabilitation Supervisor I	10	5	0
Human Services D	Case Manager I (Selective Certification - Violence F	104	24	4
Human Services D	Case Manager, Supervising	20	2	4
Human Services D	Early Childhood Instructor - Head Start (Selective L	72	17	7
Human Services D	Early Head Start Childhood Instructor - Exempt Lim	22	5	5
Human Services D	Food Service Worker	166	23	9
Human Services D	Head Start Program Coordinator (Selective Certific	100	17	3
Human Services D	Nurse Case Manager, PPT	26	3	1
Human Services D	Outreach Developer	49	7	0
Human Services D	Program Analyst II (Selective Certification - Homele	45	7	6
Oakland Parks & F	Lifeguard, Part Time	79	18	6
Oakland Parks & F	Lifeguard, PT (Continuous)	62	13	4
Oakland Parks & F	Pool Manager, Part Time	17	5	0
Oakland Parks & F	Recreation Aide, Part Time	305	55	23
Oakland Parks & F	Recreation Attendant I, Part Time	198	30	8
Oakland Parks & F	Recreation Leader I, Part Time	114	27	5
Oakland Parks & F	Recreation Leader I, Part Time	161	19	7
Oakland Parks & F	Recreation Leader II, PPT (Boating / Science)	28	3	0
Oakland Parks & F	Recreation Leader II, PPT (Selective Language Cer	54	6	7
Oakland Parks & F	Recreation Program Director (Selective Certificatio	37	8	4
Oakland Parks & F	Recreation Specialist I, Part Time	119	26	4
Oakland Parks & F	Recreation Supervisor (Selective Certification - Aqu	27	4	2
Oakland Parks & F	Sports Official, Part Time	102	25	4
Oakland Parks & F	Water Safety Instructor, Part Time	16	3	1
Oakland Public Lib	Associate Director, Library Services	17	2	2
Oakland Public Lib	Library Assistant, Senior (Selective Certification in	45	9	3
Oakland Public Wd	Environmental Program Specialist	80	13	4
Oakland Public Wd	Program Analyst I (Selective Certification - Solid W	82	16	12
Oakland Public Wd	Solid Waste / Recycling Program Supervisor	28	7	1
Office of the City A	Claims Investigator III (Selective Certification - Biling	29	3	4
Office of the City A	Public Service Representative (Selective Language	271	40	22
Office of the Mayor	Special Assistant to the Mayor I	360	66	19
Office of the Mayor	Special Assistant to the Mayor II	188	35	5
Planning & Building	Business Analyst II	16	2	1

Department	Job Description	TOTAL	SPANISH	CHINESE
Planning & Building	Business Analyst II	39	4	5
Planning & Building	Permit Technician I	375	57	22
Planning & Building	Planner II - Selective Language Certification	38	7	4
Planning & Building	Principal Inspection Supervisor	13	3	0
Planning & Building	Specialty Combination Inspector	16	2	1
Planning & Building	Specialty Combination Inspector, Senior	4	1	0
Police Department	Neighborhood Services Coordinator	103	21	6
Police Department	Police Cadet, PT	130	47	6
Police Department	Police Communications Dispatcher	773	118	31
Police Department	Police Officer (PERS) - Lateral/Academy Grad	86	22	3
Police Department	Police Officer (PERS) - Lateral/Academy Grad	140	39	43
Police Department	Police Officer (PERS) - Lateral/POST Academy Gr	50	9	2
Police Department	Police Officer Trainee (172B)	823	197	45
Police Department	Police Officer Trainee (172C)	974	219	34
Police Department	Police Officer Trainee (172D)	943	215	42
Police Department	Police Officer Trainee (173A)	870	196	32
Police Department	Police Officer Trainee (173B)	405	111	11
Police Department	Police Officer Trainee (173C)	304	80	14
Police Department	Police Officer Trainee (174A)	532	122	15
Police Department	Police Officer Trainee (174B)	697	154	21
Police Department	Police Records Supervisor	51	9	1
	TOTAL	13,993	2,724	589
	PERCENTAGES	100%	19%	4%

ATTACHMENT C

City-Wide Assessment Two Year Comparison

Two Year Comparison

CITY-WIDE ASSESSMENT FY 2014-2015				SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
		FTE	PCP	MIN.GOAL	ACTUAL	GOAL MET?	MIN.GOAL	ACTUAL	GOAL MET?
City Auditor	AUDITOR	10	2	0	0	YES	0	0	YES
City Administrator	CAO	102	33	4	4	YES	2	5	YES
City Clerk	CLERK	9	4	0	1	YES	0	1	YES
City Council	COUNCIL	19	19	2	3	YES	1	1	YES
Econ & Workforce Dev	EWD	51	2	0	1	YES	0	0	YES
Finance	FINANCE	133	52	6	10	YES	3	5	YES
Fire	FIRE	597	453	52	58	YES	26	14	NO
Housing Com Dev	HCD	48	10	1	3	YES	1	1	YES
Human Resources	HRM	42	4	1	1	YES	0	1	YES
Human Services	HSD	306	154	18	33	YES	9	17	YES
Info Technology	ITD	58	0	0	0	YES	0	0	YES
Mayor's Office	MAYOR	11	10	1	1	YES	1	1	YES
City Attorney	OCA	68	9	1	2	YES	1	2	YES
Public Library	OPL	215	172	20	31	YES	10	17	YES
Parks & Recreation	OPR	245	237	27	32	YES	13	11	NO
Public Works	OPW	772	15	2	3	YES	1	2	YES
Planning & Bldg	PBD	131	96	11	16	YES	5	8	YES
Police	POLICE	1220	1102	126	190	YES	62	64	YES
	TOTAL	4,037	2,374	272	389		135	150	

CITY-WIDE ASSESSMENT FY 2013-2014

				SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
		FTE	PCP	GOAL	ACTUAL	GOAL MET?	GOAL	ACTUAL	GOAL MET?
City Auditor	AUDITOR	11.00	2.00	0.00	0.00	YES	0.00	0.00	YES
City Administrator	CAO	54.00	18.00	2.00	2.00	YES	1.00	2.00	YES
City Clerk	CLERK	9.00	4.00	0.00	1.00	YES	0.00	1.00	YES
City Council	COUNCIL	32.00	27.50	4.00	4.50	YES	2.00	0.00	NO
Econ & Workforce Dev	EWD	50.50	2.00	0.00	1.00	YES	0.00	0.00	YES
Finance	FINANCE	132.00	50.00	6.00	9.00	YES	3.00	5.00	YES
Fire	FIRE	597.00	449.00	51.00	40.00	NO	25.00	7.00	NO
Housing Com Dev	HCD	46.80	10.00	1.00	3.00	YES	1.00	0.00	NO
Human Resources	HRM	42.00	5.00	1.00	1.00	YES	1.00	1.00	YES
Human Services	HSD	306.00	154.00	18.00	33.00	YES	9.00	17.00	YES
Info Technology	ITD	59.00	0.00	0.00	0.00	YES	0.00	0.00	YES
Mayor's Office	MAYOR	14.00	13.00	1.00	4.00	YES	1.00	0.00	NO
City Attorney	OCA	65.00	9.00	1.00	1.00	YES	1.00	1.00	YES
Public Library	OPL	215.60	164.70	19.00	27.00	YES	9.00	12.00	YES
Parks & Recreation	OPR	253.00	232.00	26.00	33.40	YES	13.00	11.70	NO
Public Works	OPW	753.00	12.00	1.00	1.00	YES	1.00	2.00	YES
Planning & Bldg	PBD	115.50	89.50	10.00	15.00	YES	5.00	5.00	YES
Police	POLICE	1111.00	1003.00	114.00	130.00	YES	56.00	53.00	NO
	TOTAL	3866.40	2244.70	255.00	305.90		128.00	117.70	

ATTACHMENT D

Language Access Survey 2015



EQUAL ACCESS TO CITY SERVICES SURVEY 2015

<Department Name >

City of Oakland is conducting a survey to assess and improve quality of service. Please tell us your experience. *Language assistance service* mentioned in the survey refers to bilingual services such as oral interpretation or translation of written document.

1. How long did you have to wait before a City representative was able to talk to you? <5 minutes 6-20 minutes > 20 minutes
2. How would you rate the service you received?
 Excellent Good Fair Poor
3. How would you rate your ability to speak English?
 Very well Well Not Well Not at all
(If your answer is "very well", you may skip to question #9.)
4. Do you speak a language other than English at home?
 Spanish Cantonese Mandarin Other _____
5. Have you experience difficulty getting services because you speak only limited or no English? YES NO
6. a. Have you asked for assistance in your home language when you use City services? YES NO
 b. If you answered "YES" in Question 6a, did you receive service in your home language? YES NO
 c. If you were served by a bilingual employee or an interpreter, did the person have sufficient knowledge of your subject to provide you with service? YES NO
 d. Did you have to wait for more than 10 minutes for language services? (Appr. wait time : _____) YES NO
7. Did you see visible signs informing you of your right to ...
 a. Receive language assistance services? YES NO
 b. File a complaint for the lack of language svc? YES NO
8. Were you informed of your right to language assistance service in your home language? YES NO
9. Is there anything else you would like us to know about your experience? *(More blank space is provided on the next page.)*
10. Do you have any other comments or suggestions about language access to City services?

Comments/ Suggestions:
意見/ 建議: Comentarios/Sugerencias:

CITY OF OAKLAND EMPLOYEE SURVEY 2015

City of Oakland Human Resources Management Department is conducting a survey among City employees to improve quality of service and identify training needs. Survey result will be kept anonymous.

1. Do you provide direct service to members of the public on a regular basis? YES NO
2. How often do you encounter limited-English-speaking clients?
 Daily Weekly Bi-Weekly Monthly Rarely
3. What are the top 2-3 common languages (other than English) you often come across?
 Arabic Chinese Spanish Tagalog Vietnamese Other: _____
4. Do you know if your position is defined as a 'public contact position' per Equal Access Ordinance? YES NO
5. How would you describe your knowledge on the Equal Access to City Services Ordinance/ Program?
 Never Heard of It
 Basic
 Satisfactory & Improving (I have received training within the last 24 months.)
 Very Good
6. Do you know that City employees have access to over-the-phone interpretation service 24/7/365 while conducting City business? YES NO
7. Do you know members of the public have a right to an interpreter? YES NO
8. Do you think members of the public received equal and fair treatment to services (including wait time, service levels, and opportunities for communication) regardless of their ability to speak English? YES NO

If your answer is no, please tell us your experience/ observation:

9. Is there anything else you would like us to know about your experience in providing services to limited-English-speaking clients? Any other suggestions or comments?

Attachment D

EQUAL ACCESS SURVEY 2015

Total # of Surveys = 2,028		Citywide Aggregated Average	City Web Page	FINANCE	HCD	HRM	HSD	MAYOR	OPW	OCA	OPR	OPL	PBD	POLICE
# of Surveys		2028	60	31	46	46	402	56	50	6	486	628	143	74
Wait Time	< 5	73%	62%	16%	83%	87%	59%	47%	92%	100%	70%	80%	12%	62%
	6-20	19%	23%	47%	0%	7%	32%	25%	8%	0%	24%	13%	23%	22%
	> 20	8%	15%	25%	17%	4%	9%	27%	0%	0%	5%	7%	11%	16%
Service Quality	Excellent	57%	38%	35%	74%	60%	51%	27%	61%	100%	50%	72%	15%	58%
	Good	30%	31%	48%	26%	31%	33%	35%	39%	0%	38%	19%	14%	30%
	Fair	11%	23%	52%	0%	8%	14%	27%	0%	0%	11%	8%	13%	11%
	Poor	2%	8%	13%	0%	1%	1%	10%	0%	0%	1%	2%	3%	1%
Ablity To Speak English	Very Well	66%	58%	69%	94%	91%	64%	85%	94%	100%	62%	78%	24%	72%
	Well	14%	33%	13%	3%	9%	15%	12%	6%	0%	18%	9%	4%	18%
	Not Well	12%	17%	44%	0%	0%	13%	2%	0%	0%	18%	7%	13%	8%
	Not At All	8%	0%	19%	3%	0%	7%	2%	0%	0%	16%	5%	5%	1%
Other Language Spoken	Spanish	43%	71%	11%	38%	53%	67%	71%	75%	0%	49%	31%	14%	87%
	Cantonese	37%	29%	53%	38%	33%	24%	29%	0%	0%	42%	45%	39%	3%
	Mandarin	12%	0%	35%	8%	13%	7%	0%	25%	0%	4%	23%	28%	6%
	Other	7%	0%	0%	15%	1%	1%	0%	05	0%	6%	0%	0%	3%
Difficult To Get Service B/C LES	Yes	27%	55%	54%	17%	0%	21%	5%	8%	0%	41%	25%	15%	12%
	No	73%	45%	67%	83%	100%	79%	95%	92%	100%	59%	75%	23%	88%
Requested Home Language	Yes	38%	45%	41%	39%	10%	41%	11%	0%	33%	59%	29%	13%	26%
	No	61%	55%	82%	61%	90%	58%	89%	99%	67%	41%	71%	25%	74%
Received Svc in Home Language	Yes	59%	18%	32%	30%	75%	69%	5%	13%	0%	76%	41%	31%	38%
	No	36%	36%	14%	70%	10%	27%	16%	38%	100%	21%	55%	15%	58%
Bilingual Staff Knowlegable	Yes	61%	25%	17%	47%	60%	67%	9%	17%	0%	73%	48%	21%	56%
	No	35%	25%	61%	53%	30%	30%	0%	42%	0%	24%	48%	42%	39%
Translation wait time > 10 minutes	Yes	30%	45%	79%	42%	73%	13%	8%	0%	0%	36%	39%	73%	22%
	No	67%	55%	21%	58%	27%	87%	92%	100%	100%	64%	61%	23%	78%
Visible Sign (Language Svc)	Yes	60%	82%	54%	50%	72%	56%	41%	73%	100%	68%	53%	20%	56%
	No	40%	18%	25%	50%	21%	44%	59%	27%	0%	32%	37%	11%	44%
Visible Sign (Complaint)	Yes	60%	55%	50%	50%	58%	28%	27%	47%	100%	45%	38%	16%	42%
	No	40%	45%	27%	50%	42%	72%	73%	53%	0%	55%	62%	14%	58%
Informed of Svc in Home Lang	Yes	60%	58%	53%	50%	66%	64%	38%	44%	0%	73%	55%	18%	38%
	No	40%	42%	47%	50%	38%	36%	62%	56%	100%	27%	45%	13%	62%

ATTACHMENT E

Departmental Annual Compliance Report & Public Contact Position Staffing Report

Reference Guide

AUDITOR	OFFICE OF THE CITY AUDITOR
CAO	CITY ADMINISTRATOR'S OFFICE
CLERK	OFFICE OF THE CITY CLERK
COUNCIL	CITY COUNCIL
EWD	ECONOMIC & WORKFORCE DEVELOPMENT
FINANCE	FINANCE DEPARTMENT
FIRE	FIRE DEPARTMENT
HCD	HOUSING & COMMUNITY DEVELOPMENT DEPT
HRM	HUMAN RESOURCES MANAGEMENT DEPT
HSD	HUMAN SERVICES DEPARTMENT
ITD	INFORMATION & TECHNOLOGY DEPARTMENT
MAYOR	OFFICE OF THE MAYOR
OCA	OFFICE OF THE CITY ATTORNEY
OPL	OAKLAND PUBLIC LIBRARY
OPR	OAKLAND PARKS & RECREATION DEPARTMENT
OPW	OAKLAND PUBLIC WORKS DEPARTMENT
PBD	PLANNING & BUILDING DEPARTMENT
POLICE/OPD	OAKLAND POLICE DEPARTMENT



CITY OF OAKLAND

[DEPARTMENT NAME] | 1
FISCAL YEAR 2014-2015

**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Office of the City Auditor
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Brenda D. Roberts, hereby certify that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for the Office of the City Auditor was submitted on June 15, 2015.


Signature & Date

Brenda D. Roberts, City Auditor
Print Name & Title

OFFICE OF THE CITY AUDITOR (AUDITOR)

PART II Quantitative Assessment

Department/Head	Language Access Coordinator	SPBC
Brenda Roberts City Auditor 1 Frank H. Ogawa Plaza, 4th Floor Oakland, CA 94612 phone: (510) 238-3378 fax: (510) 238-7640 email: crubv@oaklandnet.com	Marti Paschal Exec Asst to the City Auditor 1 Frank H. Ogawa Plaza, 4th Floor Oakland, CA 94612 phone: (510) 238-3379 fax: (510) 238-7640 email: mpaschal@oaklandnet.com	Marti Paschal Exec Asst to the City Auditor 1 Frank H. Ogawa Plaza, 4th Floor Oakland, CA 94612 phone: (510) 238-3379 fax: (510) 238-7640 email: mpaschal@oaklandnet.com

No Super PCP Units in the Office of the City Auditor

Office of the City Auditor

TABLE 2 - VITAL DOCUMENTS	Spanish	Chinese	Other Language(s)
Fraud, Waste + Abuse Flyer & FAQ	YES	YES	
Website: Fraud Waste and Abuse FAQ	YES	YES	
Website: Home - Welcome Message	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

City Auditor's Front Desk	238-3378	Completed
---------------------------	----------	-----------

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**OFFICE OF THE CITY AUDITOR (AUDITOR)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
10	2	0	0	YES	0	0	YES

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The Office of the City Auditor is charged with providing audit and investigative services to promote accountability to the public and to improve the economy, efficiency, and effectiveness of our City government. Located on the 4th floor of Oakland City Hall, 1 Frank H. Ogawa Plaza, the Office rarely receives foot traffic from Oakland residents. However, vital pages on the Office website are in Spanish and Chinese: the welcome message on the website home page and the Fraud, Waste + Abuse Prevention Program FAQ page. The Office of the City Auditor has recorded its telephonic message in Spanish, Mandarin, and Cantonese to provide basic information about the Office's operations including business hours, location, services offered, and the availability of language assistance.

The Office amended its Comprehensive Audit Manual, Chapter 2, Professional Environment and Rules of Conduct, to add a new subsection, 2.26, Equal Access to Services. Subsection 2.26 states the Office's commitment to equal access to services for all Oakland residents, regardless of English proficiency. There is a notice posted immediately outside the elevators leading to the Office, indicating that written materials are available in Spanish and Chinese and that, if necessary, the Office can provide Spanish- and Chinese-speaking staff for assistance. There is also a notice at the reception desk informing visitors that interpreters are available, by telephone, to provide assistance in several different languages at no charge. The Office has also affixed Language Line stickers at each workspace in the Office to assist staff in requesting interpreters, should the need arise.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

In addition to the elected City Auditor, the Office has only nine permanent staff. Turnover is usually low among the auditors in the Office; however, three auditors left the Office during the reporting period. Two of the vacant positions have been filled temporarily by one bilingual auditor (English-Spanish) and a multilingual auditor (English-Tagalog-Mandarin-French). Recruitment efforts have targeted as wide a field as possible by contacting various auditor associations and posting openings on LinkedIn. There was no turnover in the public contact positions during the reporting period.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

During the reporting period, the Office participated in the City's EarthExpo to promote its Fraud, Waste + Abuse Prevention Program (FW+A) with materials in English, Chinese, and Spanish. Several FW+A FAQ flyers and cards in Chinese and Spanish were distributed to the public and to the offices of City Councilmembers for community meetings. The efforts made by the Office of the City Auditor last year to comply with the Ordinance continued to raise awareness among the staff of the Office's commitment to equal access for all Oakland residents. While the Office has limited visits from members of the general public, by posting a notice immediately outside the elevators leading to the Office, affixing Language Line stickers at each workspace in the Office, and placing a notice on the front desk of the Receptionist to the City Auditor informing visitors that interpreters are available to provide assistance in several different languages, the Office made positive changes which remain highly visible to staff.

4. Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

The Office currently has two Spanish-speaking auditors and one Mandarin/Tagalog-speaking auditor. In addition to this bilingual staffing, the Office of the City Auditor ensures that an equal level of service is provided to LES Spanish and Chinese populations by having all three of its vital documents translated in Spanish and Chinese: the welcome message on the Office of the City Auditor website home page; the Fraud, Waste + Abuse Prevention Program FAQ page on the Office of the City Auditor website; and the Fraud, Waste + Abuse Prevention Program FAQ flyer. The Office can also access interpreter translation services via Language Line.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

Over the next 12 months, the Office of the City Auditor will continue to implement recommendations and requirements of the Equal Access Office. The Office of the City Auditor will also arrange to have its future annual report and the Fraud, Waste + Abuse Prevention Program annual report translated into Chinese and Spanish.

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

The Office of the City Auditor has posted a notice, located immediately outside the elevators leading to the Office, indicating that written materials are available in Spanish and Chinese and that, if necessary, the Office can provide Spanish- and Chinese-speaking staff for assistance. There is also a notice on the front desk of the Receptionist to the City Auditor informing visitors that interpreters are available, by telephone, to provide assistance in several different languages at no charge.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Office of the City Auditor had a total of three (3) vital documents in FY 2014-2015: the welcome message on the Office of the City Auditor website home page; the Fraud, Waste + Abuse Prevention

Program FAQ page on the Office of the City Auditor website; and the Fraud, Waste + Abuse Prevention Program FAQ flyer. All of the Office of the City Auditor's vital documents have been translated into Spanish and Chinese. Notices in both Spanish and Chinese are available on the homepage of the Office's website, www.OaklandAuditor.com. Each includes the Office's phone number and the message that interpreters are available. The notices are not altered or taken down except to update them with Equal Access-reviewed material.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

During the reporting period, no other written documents were translated. Over the course of the next fiscal year, the Office of the City Auditor will arrange to have its annual report and the Fraud, Waste + Abuse Prevention Program annual report translated into Chinese and Spanish (neither report was released during the reporting period).

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

The Office of the City Auditor has recorded its telephonic message in Spanish, Cantonese, and Mandarin to provide basic information about the Office's operations including business hours, location, services offered, and the means of accessing such services, and the availability of language assistance. The Office has met its translation goals in maintaining a telephonic message in Spanish and Cantonese, therefore, no corrective action plan is necessary.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

In response to the last EAO Language Access Survey results, the Office of the City Auditor has posted a notice outside the elevators leading to the Office, indicating that written materials are available in Spanish and Chinese and that the Office can provide Spanish- and Chinese-speaking staff for assistance. The Office has also affixed Language Line stickers at each workspace in the Office to assist staff in requesting interpreters, should the need arise. A notice has also been prominently placed at the front desk of the Receptionist to the City Auditor informing visitors that interpreters are available, by telephone, to provide assistance in several different languages at no charge.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

Notices in both Spanish and Chinese are available on the homepage of the Office's website, www.OaklandAuditor.com. Each includes the Office's phone number and the message that interpreters are available. There is also a notice on the front desk of the Receptionist to the City Auditor informing visitors that interpreters are available to provide assistance in several different languages. The Office has also affixed Language Line stickers at each workspace in the Office to assist staff in requesting interpreters.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

The Office of the City Auditor's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services consists of Spanish and Chinese sections on the Office's website stating that interpreters are available when they call. The Office of the City Auditor has also posted a notice outside the elevators leading to the Office, indicating that written materials are available in Spanish and Chinese and that the Office can provide Spanish- and Chinese-speaking staff for assistance. There is also a notice on the front desk of the Receptionist to the City Auditor informing visitors that interpreters are available to provide assistance in several different languages.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

The Office of the City Auditor has not received any complaints regarding the Office's provision of bilingual oral and written services or alleging any violation of the EAO in a threshold language. Should one be received, it would be addressed and referred to the City Administrator; all documentation of the complaint and its resolution would be kept by the Office's Language Access Coordinator.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

Over the next 12 months, the Office of the City Auditor will continue to implement recommendations and requirements of the Equal Access Office. The Office of the City Auditor will also arrange to have its annual report and the Fraud, Waste + Abuse Prevention Program annual report translated into Chinese and Spanish. The Office will also continue to promote its Fraud, Waste + Abuse Prevention Program by providing materials in Spanish and Chinese for community meetings.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

The Office of the City Auditor has posted a notice, located immediately outside the elevators leading to the Office, indicating that written materials are available in Spanish and Chinese and that, if necessary, the Office can provide Spanish- and Chinese-speaking staff for assistance. There is also a prominent notice on the front desk of the Receptionist to the City Auditor informing visitors that interpreters are available to provide assistance in several different languages. Notices in both Spanish and Chinese are available on the homepage of the Office's website, www.OaklandAuditor.com. Each includes the Office's phone number and the message that interpreters are available. The Fraud, Waste + Abuse Prevention Program FAQ page on the Office of the City Auditor website has also been translated into Spanish and Chinese.



CITY OF OAKLAND

[DEPARTMENT NAME] | 1
FISCAL YEAR 2014-2015


**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

**DEPARTMENT NAME: City Administrator's Office
FISCAL YEAR: FY 2014-15**

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, DONNA HOM, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for City Administrator's Office was submitted on July 2, 2015.

 7/2/15
Signature & Date

Donna Hom, Interim Assistant City Administrator
Print Name & Title

CITY ADMINISTRATOR'S OFFICE (CAO)

PART II Quantitative Assessment

CITY ADMINISTRATOR'S OFFICE CONTACTS		
<p>John A. Flores Interim City Administrator 1 Frank H. Ogawa Plaza, 3rd Floor, Oakland, CA 94612 phone: (510) 238-3301 fax: (510) 238-2223 email: cityadministrator@oaklandnet.com</p>	<p>Winnie Woo Executive Assistant 1 Frank H. Ogawa Plaza, 3rd Floor, Oakland, CA 94612 phone: (510) 238-6369 fax: (510) 238-2223 email: wwwoo@oaklandnet.com</p> <p>Sarah Schlenk Agency Administrative Manager 250 Frank H. Ogawa Plaza, 3rd Floor, Oakland, CA 94612 phone: (510) 238-3982 fax: (510) 238-2226 email: ssschlenk@oaklandnet.com</p>	<p>Alexandra Orologas Assistant to the City Administrator 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612 phone: (510) 238-6587 fax: (510) 238-2223 Email: aorologas@oaklandnet.com</p>

CITY ADMINISTRATOR'S OFFICE CONTACTS							
Citizens Police Review Board and Measure Y	1 SP	1 CH	1 SP	1 CH	YES	YES	

SP = Spanish, CH = Chinese

CITY ADMINISTRATOR'S OFFICE CONTACTS	
City Manager Administration Unit	
Animal Services	
Equal Opportunity Programs	
Employee Relations	
Contract Compliance Unit	
Employment Services Unit	
Ethics Unit	
Budget Division	
KTOP Operations	
Neighborhood Svc Division	
Citizens Police Review	

CITY ADMINISTRATOR'S OFFICE CONTACTS			
Contractor Profile	YES	YES	
Certification Fact Sheet	YES	YES	
Doing Business with the City of Oakland Flyer	YES	YES	
LEP/15% Apprenticeship Announcement	YES	YES	
Local Construction Referral Application	YES	YES	
Prompt Payment Complaint Form	YES	YES	
Winning Compliance Brochure	YES	YES	
Vendor Application	YES	YES	

Budget Fact Sheet	YES	YES	
Budget Forum Flyers	YES	YES	
Budget - Five Years Forecast Report	YES	YES	
Minimum Wage - Letter about min wage & Measure FF	YES	YES	Vietnamese
Minimum Wage - PowerPoint Presentation	YES	YES	Vietnamese
Minimum Wage - Complaint form	YES	YES	Vietnamese
Minimum Wage - Community Resources Referral List	YES	YES	Vietnamese
Minimum Wage - Community Meetings	YES	YES	Vietnamese
Minimum Wage - Notice to Employee	YES	YES	Vietnamese
CPRB Compliant Form	YES	YES	Vietnamese
CPRB Notice of Complaint Letter	YES	YES	
CPRB Program Brochure	YES	YES	Vietnamese
Evidentiary Hearing Confidentiality Agreement	YES	YES	
Special Activity Permit - Letter	YES	YES	
Public Ethics Commission Compliant Form	YES	YES	
NBA Finals Press Release	YES	YES	
Business Preparation Flyer	YES	YES	
Commercial Vandalism Info Sheet	YES	YES	
Loma Prieta Anniversary Flyer	YES	YES	
City of Oakland - Seismic Retrofit Postcard & Flyer	YES	YES	
City of Oakland - Seismic Retrofit Survey	YES	YES	
City of Oakland - Online Engagement Survey	YES	YES	Vietnamese
About the Oakland Animal Services	YES	YES	
After Hours Cages Information Card	YES	YES	
Cat Adoption Questionnaire	YES	YES	
Cats and Scratching Form	YES	YES	
Children and Dogs Info. Form	YES	YES	
Conditions for Keeping a Potential Dangerous Dog	YES	YES	
Conditions for Keeping a Vicious Dog	YES	YES	
Did You Know About Rabbits?	YES	YES	
Dog Adoption Questionnaire	YES	YES	
Dog Bite Info. Form	YES	YES	
Dogs in Oakland Flyer	YES	YES	
Estimate of Fees Form	YES	YES	
Fowl in Oakland	YES	YES	
Free Spay and Neuter Surgery for Cats	YES	YES	
Home Quarantine Agreement	YES	YES	
Introducing Cats to Cats Info. Form	YES	YES	
Introducing Cats to Dogs Info. Form	YES	YES	
Introducing Dogs to Dogs Info. Form	YES	YES	
Is a Small Dog Right for Me?	YES	YES	
Kitten Proofing Your Home Info. Form	YES	YES	
List of Veterinary Clinics	YES	YES	

Multiplication Chart for Breeding Cats Info.	YES	YES	
Municipal Code Changes for Animals Info.	YES	YES	
Myths and Facts about Spaying and Neutering	YES	YES	
New Fees for Animal Services	YES	YES	
Pet Adoption Form	YES	YES	
Potentially Dangerous Dog Permit	YES	YES	
Preventing Litter Boyes Problem Info. Form	YES	YES	
Property Inspection Requirement Form	YES	YES	
Puppy House Training Info. Form	YES	YES	
Quarantine Notice	YES	YES	
Rabbit Adoption Questionnaire	YES	YES	
Rabies Control Disposition Notice	YES	YES	
Refusal to Quarantine Biting Animal	YES	YES	
Request for Hearing (Potentially Dangerous Dog)	YES	YES	
Six Months Property Inspection Requirement Form	YES	YES	
Statement of Account	YES	YES	
Statement of Buyer Form	YES	YES	
To Adopt You Must	YES	YES	
Vicious Dog License	YES	YES	
Volunteer Application	YES	YES	
When Dogs Bite in Oakland	YES	YES	
When to Give Your Dog Freedom	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

City Administrator-Front Desk	238-3301	Completed
Special Business Permit	238-6914	Completed
Special Business Permit for Taxi	777-8527	Completed
Contracting Compliance-General	238-3970	Completed
Contracting Compliance - Minimum Wage	238-6258	Completed
Budget Hotline	238-4995	Completed
KTOP-TV10	238-3566	Completed
Citizens Police Review Board	238-3159	Completed
Business Assistance Center	238-7952	Completed
Oakland Animal Services	535-5603	Completed

Percentage of public phone number with translated voice recording = 100%

**PART III – QUALITATIVE ASSESSMENT (NARRATIVE)
CITY ADMINISTRATOR’S OFFICE (CAO)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
102	33	4	4	MET	2	5	EXCEEDED

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The City Administrator’s Office and its Units are comprised of a total of 102 Full Time Employees (FTE). Of these 102 employees, 33 are Public Contact Positions (PCP). The Spanish speaking PCP goal for the City Administrator’s Office is 11.39% which equates to 4 FTEs. The City Administrator’s Office has a total of four (4) Spanish speaking PCPs. With regards to the Office’s Chinese speaking PCPs, the City Administrator’s Office goal is 5.63%, which equals 2 FTE. Currently the City Administrator’s Office has five (5) Chinese speaking PCPs. It is important to know that while we have met our goals for Fiscal Year (FY) 2014-2015, the Office did face some challenges due to two (2) administrative transitions. However, despite these transitions, the Office was able to maintain the Office’s support to the City’s efforts in maintaining Language Access for the City’s Citizens thanks to the support of our bilingual staff, both PCP and non-PCP.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

In FY 2014-2015, the City Administrator’s Office has hired a total of twenty-five (25) FTEs. Of these twenty-five (25), four (4) of the positions were PCP or required selective certification. However, being that language access for the City of Oakland is a priority, the City Administrator’s offices works hand in hand with Human Resource Management (HRM) to ensure every effort is taken with regards to outreach and recruitment to produce the most qualified pool of candidates.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation “best practices” developed by the Department. Please share with us your success story.

The City Administrator’s office, along with several other City Departments, were committed in ensuring citizens of Oakland have equal access to City services. Posters were displayed prominently in our lobby areas to better inform constituents of the language services provided at the City of Oakland. Staffs worked diligently in ensuring vital information provided to the public were provided in various languages. One of the best practices was the launch of Measure FF Oakland Minimum Wage Law. All information, fact sheet, flyers, notices were translated in multiple languages, and presentations were provided in various neighborhoods including Fruitvale San Antonio and Chinatown with bilingual City employee present to address questions.

In addition, the City continues to make efforts towards equal access. This year, we conducted a town hall meeting entirely in Spanish to discuss public safety issues, housing, and employment in Oakland. All town hall meetings have been accessible with translation equipment available to anyone who needs it.

4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

Efforts were made to provide online surveys in Spanish and Chinese as well allowing citizens to be fully engaged and be digitally inclusive. In addition to the changes noted above, the City Administrator’s Office made a list of bilingual staff, both PCP and non-PCP, that could be contacted if interpretation was needed.

5. Please describe your Department plan’s for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The Contract Compliance division will be performing additional community outreach in the LES Community in regards to the new minimum wage most commonly known as Measure FF that was passed in November 2014 by voters.

The City Administrator’s office will partner with EAO in the new fiscal year to offer Internal Staff Training and City wide training as well as ways to use our resources to increase public awareness of language services such as a possible PSA through KTOP.

The City Administrator’s office will keep our bilingual staff lists up to date to ensure anyone who is seeking assistance from our office can be served effectively. Also, should there be a vacancy in one of the PCP positions in the coming year, the City Administrator’s Office will work with HRM to ensure the outreach and recruitment efforts produce qualified bilingual candidates. Public notices will be inspected regularly to ensure it is visible to the public.

The Citizen’s Police Review Board (CPRB), a unit within the City Administrator Office, is also taking important steps within the next twelve months to conduct outreach events in the Limited English Speaking. The CPRB has moved into a new office and will be posting the Equal Access Notices to the public about the language assistance CPRB provides and the processes for which to file an Equal Access and CPRB complaints.

B. Translation of Written Vital Documents Assessment

1. Departments are required to “post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available.” Please list the locations in which the Department has posted notices.

Materials are provided in the lobby area of the City Administrator’s Administration area, as well as the lobby areas of various City Administrator’s Office units, including: Animal Services, CPRB, Oaklander’s Assistance Center, Neighborhood Services Division, and Contract and Compliance.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The City Administrator’s Office has 100% of its vital documents translated for FY 2014-2015.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

New documents translated in Chinese and Spanish this year:

- Budget Fact Sheet
- Budget Forum Flyers
- Budget – Five Years Forecast Report
- Minimum Wage – Letter about min wage & Measure FF
- Minimum Wage – PowerPoint Presentation
- Minimum Wage – Complaint form
- Minimum Wage – Community Resources Referral List
- Minimum Wage – Community Meetings
- Minimum Wage – Notice to Employee
- NBA Finals Press Release
- Business Preparation Flyer
- City of Oakland – Seismic Retrofit Postcard & Flyer
- City of Oakland – Seismic Retrofit Survey
- City of Oakland – Online Engagement Survey

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

The City Administrator's Office is at the 100% level in providing multilingual telephone messages for FY 2014-2015. This year the Contracting and Purchasing unit translated the minimum wage phone line to Spanish and Chinese, and the Budget Office also added a hotline with recorded messages in Spanish and Chinese.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

The results of the last Equal Access survey showed that the City as a whole has made progress in ensuring LES community has access to City Services; however, there are still improvements needed to truly provide equal access to all citizens and visitors. During the survey period, the City Administrator's Office was visited by 395 people. Of the 395 visitors no surveys were completed. The City Administrator's Office has taken steps to ensure signage is displayed in the public access areas and that our PCPs are provided information on which person to call if there is a need for language assistance; however, we do need to address the issues of ensuring that the LES community is informed of their right to file a complaint in the event they do not receive adequate language assistance.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

The City Administrator's Office and its corresponding units follow and referred to Administrative Instruction (AI) 145 which outlines the City's policies and procedures for Equal Access. Additionally, written procedures have been shared with all PCPs throughout the City Administrator's Office on how to utilize the Language Access Line. AI 145 is an effect guideline for City staff to follow to ensure all

Oakland residents, regardless of their English proficiency, have full and equal access to the services offered by the City.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

As mentioned above, the City Administrator's Office has made every effort to ensure signage is posted in all of the lobbies advising the LES community of Language access tools at their disposal. The City Administrator's Office translates all of its vital documents and ensures copies in all languages are available in all of the lobby areas. In addition, the City Administrator's Office utilizes the website as a means to further inform the LES community by posting information in Spanish and Chinese as well as distributes information electronically to community organizations in Spanish and Chinese on community outreach events. There were an increased number of materials posted on City Administrator Office's webpage this year in Spanish and Chinese.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

The City Administrator's Office has not received any complaints for FY 2014-2015 regarding bilingual services or inadequate language accessibility. The City Administrator's Office protocols for such complaints are to document the complaint thoroughly and forward the complaint or the complainant to the Equal Access Office for further investigation.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

During the survey period, the City Administrator's Office was visited by 395 people. Of the 395 visitors no surveys were completed. The City Administrator's Office has identified three (3) areas for which it could improve over the next 12 months. The first would be ensuring our signage regarding language access is up to date and clearly displayed in all of our public access areas. The second would be ensuring the LES community has information about how to file a complaint in the event they did not receive adequate bilingual services. The third was ensuring the wait for language assistance is no longer than five (5) minutes.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

Currently, the City Administrator's Office posts in the language accessibility signs in all of the lobby areas on or near the reception desks and ensure they are updated regularly. On the website, the information can be found on the City's home page under Language Access on the left hand side. In addition, the City of Oakland's website can be translated into other languages using a Google based interpretation program.



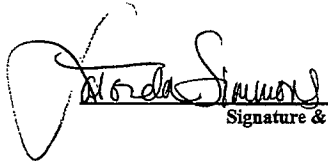
**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Office of the City Clerk
FISCAL YEAR: FY2014-15

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, LaTonda Simmons, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Office of the City Clerk was submitted on _____.


Signature & Date

LaTonda Simmons, City Clerk
Print Name & Title

OFFICE OF THE CITY CLERK (CLERK)

PART II Quantitative Assessment

Department	Multilingual Access Available	SP/CH
LaToada Simmons City Clerk 1 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-7370 fax: (510) 238-6868 email: lsimmons@oaklandnet.com	Sandy Wong Management Assistant 1 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-6790 fax: (510) 238-6868 email: swong@oaklandnet.com	Sandy Wong Management Assistant 1 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-6790 fax: (510) 238-6868 email: swong@oaklandnet.com

City Clerk's Unit (03121)	1 SP	1 CH	1 SP	1 CH	YES	YES
SP = Spanish, CH = Chinese						

TABLE 3: DEPARTMENTAL TRANSLATION SERVICES

Document Type	Spanish	Chinese	Vietnamese
City Clerk Brochure	YES	YES	Vietnamese
City Council Meeting Speaker Card	YES	YES	Vietnamese
Customer Service Survey	YES	YES	Vietnamese
Domestic Partnership Form	YES	YES	Vietnamese

Percentage of vital documents translated into threshold language(s) = 100%

TABLE 5: RECORDED TELEPHONIC MESSAGES	Multilingual Lines	Status
City Clerk-Front Desk	238-3226	Completed
Records Division	238-3612	Completed

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**OFFICE OF THE CITY CLERK (CLERK)
FISCAL YEAR 2014-15**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
9	4	0	1	EXCEEDED	0	1	EXCEEDED

- Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.
Our office comply with the Equal Access Ordinance by having vital documents translated into threshold languages; having recorded telephone messages in threshold languages; and utilizing the City's extensive translation functions incorporated in the City's webpage and phone system.
- Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.
There is no recruitment in FY2014-15. Recruitments are conducted by the Department of Human Resources Management. We rely in the testing methodology conducting by DHRM.
- Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.
Having recorded telephone messages in threshold languages and posting of language services on the 24/7 posting boards. Having vital documents translated into threshold languages;
- Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.
Our office has a Chinese Speaking PCP for providing the translation in Cantonese/Mandarin languages. Staff utilizes the telephone based language translation services to further our compliance with the Equal Access Ordinance.
- Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.
We plan to continue with current language support, utilizing language based translation services and making core materials available in the designated languages. Make sure posters are visible to the public.

B. TRANSLATION OF WRITTEN VITAL DOCUMENTS ASSESSMENT

- Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.
We posted the notices in the reception area on 1st and 2nd floor offices located in City Hall.
- Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?
Our office has a total of 4 vital documents of which 100% were translated in to Spanish and Chinese. We updated and printed the Speaker's Card in multilingual languages.
- Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?
No.

C. MULTILINGUAL TELEPHONE MESSAGES ASSESSMENT

- Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?
We maintain recorded telephonic messages in Spanish and Chinese (Cantonese and Mandarin).

D. ASSESSMENT OF DEPARTMENT COMMUNICATION WITH LES POPULATIONS

- Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?
We plan to continue with the current language support from Equal Access, utilizing language based translation services, making signage and core materials available in the designated languages.
- Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.
Have a list of bilingual staff for in-house language assistance and information on Over-the-Phone Interpretation Services available at the front counters. Trained staff on utilize all available language assistances to assist the public.
- Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).
Post notices on visible wall and counter in the reception area of 1st and 2nd floor offices.
- Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.
No.

E. ACTION PLAN

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

We plan to continue with current language support, utilizing language based translation services and making core materials available in the designated languages.

5. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

Equal Access Posters posted on the wall of the reception area of 1st and 2nd floor offices. Website has a link to the Equal Access Office. The Annual Compliance Plan is available to the public upon request.



**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

**DEPARTMENT NAME: CITY COUNCIL
FISCAL YEAR: 2014-2015**

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Lynette Gibson McElhanev, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for CITY COUNCIL was submitted on 7/07/15.


Signature & Date

Lynette Gibson McElhanev, Council President
Print Name & Title

CITY COUNCIL (COUNCIL)

PART II Quantitative Assessment

Spanish Language	Portuguese Language	Other Language
Lynette Gibson McElhaneey Council President 1 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-7003 fax: (510) 238-6129 email: President@Oaklandnet.com	Susan Sanchez Executive Assistant to the City Council 1 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-6917 fax: (510) 238-6129 email: sasanchez@oaklandnet.com	Susan Sanchez Executive Assistant to the City Council 1 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-6917 fax: (510) 238-6129 email: sasanchez@oaklandnet.com

No Super PCP Units in City Council

Council Administration
District One Unit
District Two Unit
District Three Unit
District Four Unit
District Five Unit
District Six Unit
District Seven Unit
Council At Large Unit

Spanish Language	Portuguese Language	Other Language(s)
Office Close Notices	YES	YES

Percentage of vital documents translated into threshold language(s) = 100%

City Council-Front Desk	238-3266	Completed
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Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**CITY COUNCIL (COUNCIL)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
19	19	2%	3	yes	1	1	yes

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

For FY 2014-2015, the City Council had bilingual PCPs in Spanish and Chinese (both Cantonese and Mandarin). The goals for Bilingual PCPs (as determined by an earlier assessment) were 11.39% for Spanish speaking and 5.63% for Chinese speaking. Both goals were met in 2014/2015. In addition to bilingual staff members, two of the City's elected officials (City councilmembers) also spoke Spanish. That brought the total Spanish speakers to 5.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

Two new Councilmembers (Districts 2 & 4) with almost entirely new staff members joined City Council in FY 2014-2014, presenting new opportunities for expanding bilingual staff in City Council. The District 2 Councilmember is Spanish speaking and the District 2 Council office brought a new Chinese speaking staff member on board through outreach efforts within the Chinese speaking community.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

As noted above, the District 2 office includes both a Spanish speaking Council representative, as well as a Chinese speaking staff member.

Council members take advantage of interpreter services when needed for public meetings, and printed and on-line outreach materials are made available in several languages, when doing outreach to monolingual communities.

4. Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

Recognizing that monolingualists can telephone Council offices at any time and may speak a language not spoken by any PCP, all Councilmembers and their staff now have access to translation services via

Language Line. A sticker with information on accessing the service has been affixed to every Council phone. Additionally, monolingualists who arrive at the Council's reception desk now see a sign on prominent display on which they can point to their language, enabling the receptionist to put them in touch with a Language interpreter.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken. Prior to any Council Office doing any hiring, the Council's Executive Assistant will inform that office of the hiring requirements for Equal Access.

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

At the City Council's Reception desk on prominent display is a sign provided by Language Line Services announcing that interpretation services are available in 20 languages.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

Each Councilmember determines which documents need to be translated for distribution to monolingual constituents. The Council President does not have a tally of all documents disseminated from council offices nor a tally of those that have been translated into Chinese or Spanish languages. As a practical matter, when Councilmembers have a constituent population with a large number of Spanish or Chinese speakers, meeting announcements are printed in that language as well as English.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

Please see response to question 2 above.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

The City Council Front Counter reception phone line is in compliance with Equal Access Ordinance and is equipped with voice recordings in English, Spanish, Cantonese and Mandarin.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

The City Council is not one department but is comprised of the offices of seven distinct council district offices as well as an at-large council office and council administration office. The seven district offices address their respective constituent concerns and service gaps. Prior to any Council office doing any hiring, the Council's Executive Assistant will inform that office of the hiring requirements for Equal Access.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

At the present time, there is no City Council written policy relating to communication with LES Spanish and Chinese speakers.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

Councilmembers conduct meetings and/or arrange for interpreters/translators at meetings where Spanish speaking or Chinese speaking monolingualists are present. Advertising for those meetings, such as via flyers, may indicate that translation will be available.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

The City Council Executive Assistant and her one staffer who staff the Council reception area have not received any complaints, nor has the Council President received any complaints. We are not aware of any complaint received by any other council office.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

Councilmembers will be advised by the Executive Assistant that they should do targeted outreach for hiring Council staff so that the job announcements are seen in places where bilingual candidates are likely to see them and that the job announcements specifically mention that bilingual candidates are encouraged to apply.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

See B.1 above regarding the prominent display of available language access through Language Line at the City Council's reception desk. There is no single City Council website on which to post the availability of an annual compliance plan. Each Councilmember is responsible for his/her own website.



**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: ECONOMIC & WORKFORCE
DEVELOPMENT DEPARTMENT
FISCAL YEAR: 2014 - 2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, MARK SAWICKI, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for ECONOMIC & WORKFORCE DEVELOPMENT DEPARTMENT was submitted on 6/19/15.


Signature & Date

Mark Sawicki, Director
Print Name & Title

PART II Quantitative Assessment

ECONOMIC & WORKFORCE DEVELOPMENT DEPARTMENT (EWD)

Mark Sawicki	Susanna Villarreal	Donna M Howell
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No Super PCP units in Economic & Workforce Development

Administration

Project Implementation

Real Estate

Oakland Army Base Redevelopment

Workforce Development

Economic Development

Cultural Arts & Marketing

Public Art

	Spanish	Chinese	Other Language(s)
Community Meeting 2014 Flyer	YES	YES	
Community Meeting 2015 Flyer	YES	YES	
Creek to Bay Event Flyer	YES		
Broadway Transit Announcement	YES	YES	
Workforce Investment Board Handout	YES	YES	
WIB Survey	YES		
Lake Merritt Blvd Apartment Community Mtg		YES	
BRT Energy Pilot Information	YES	YES	Vietnamese
BRT Energy Pilot Flyer	YES	YES	Vietnamese

Percentage of vital documents translated into one or both of the threshold language(s) = 100%

Business Assistance Center	238-7952	Completed
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Percentage of public phone numbers with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT (EWD)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
50.50	2.00	0	1	EXCEEDED	0	0	YES

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The EWD has 2 PCP positions: Juno Thomas, Business Assistance Center, and Deborah Ann Griffin, Project Implementation/Housing Receptionist. A Spanish-Speaking staff member is located in the BAC and assists with translating on an as needed basis. The receptionist position serves as a backup for Housing’s 6th floor reception as the public is referred to the 6th floor for Housing Assistance.

Both counters post written instructions in Chinese and Spanish, in addition to English. If a translator is needed we use Spanish and Chinese speaking staff located in the Dalziel Building, 250 Frank H. Ogawa Plaza that are bilingual.

EWD staff’s interaction with the public is primarily through our Business Assistance Center. Our service delivery model is to translate all major community events and provide translators based on specific demographics that are assessed in the planning process. Additionally, informational materials are translated for key external events including Art & Soul, the annual Broadway Shuttle surveys and Business Assistance Center outreach events. In some cases, it is cost prohibitive and sufficient funding is not available to print materials in all languages. However, we contact the Equal Access Office to ensure due diligence for meeting Equal Access requirements and get input before making decisions about translating at meetings and printing materials.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.
 - As discussed, we post our Chinese and Spanish Equal Access material prominently in the BAC and the 5th floor reception area and our listed numbers (see above) provide access to English, Spanish and Chinese.

- At both locations previously discussed, we provide Chinese and Spanish materials.
- Our two PCP positions are already filled by two permanent full-time FTES; therefore, in FY 2014-2015 and going forward, EWD’s methods for employee bilingual language skills assessment and testing for all recruitments are coordinated by the Human Resources Department of the City of Oakland (HRM). Additionally, we use publications including El Mundo and Sing Tao for our job announcements.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation “best practices” developed by the Department. Please share with us your success story.

Our best practices are reflected in our ability to provide equal access in our voicemails, posting our equal access language materials and on the rare occasion that a translator is needed; we use staff throughout 250 FOP. As stated previously, we notify and work, collaboratively, with the City’s Equal Access Office on all public/community events and we advertise our job announcements in El Mundo and Sing Tao to ensure outreach to diverse communities.

4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

See response 3 and there are no additional measures.

5. Please describe your Department plan’s for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

EWD continues to work, collaboratively, with the Equal Access Office on public/community events, programs and projects to provide scheduled interpreters for events and translation of community meeting agendas, handouts and, where necessary, to provide interpretations via audio interpretation equipment to limited-English speaking persons who attend our meetings.

B. Translation of Written Vital Documents Assessment

1. Departments are required to “post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available.” Please list the locations in which the Department has posted notices.

As described earlier, we post equal access information in Chinese and Spanish with English included in the two areas previously listed Business Assistance Center, 270 Frank H. Ogawa Plaza and 5th Floor reception at 250 FOP.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

100% as reported in the tables.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community? No. See answer above.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

Our two front desks BAC, 510-238-7952, and Project Implementation/Housing, a backup for 6th floor Housing Reception, use the 6th floor number (510) 238-6192 and 510-238-3015 that provide equal access instructions.

D. Assessment of Department Communication with LES Populations

- Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?
On an as-needed basis, the EWD will continue to work, collaboratively, with the Equal Access Office on public/community events, programs and projects to provide scheduled interpreters for events and translation of community meeting agendas, handouts and, where necessary, to provide interpretations via audio interpretation equipment to limited-English speaking persons who attend our meetings.
- Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.
As described, we use the materials provided by the Equal Access Department for posting and when printing program information, we provide that as needed in Chinese and Spanish.
- Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (*See* § 2.30.130 (B)).
 - As described previously – we print out informational materials in English, Chinese and Spanish as required and post equal access notices in Chinese and Spanish.
 - For key civic events, the annual Broadway Shuttle surveys and Business Assistance Center outreach events, EWD provides informational materials translated into Spanish and Chinese. Challenges faced with respect to compliance center not having sufficient funding to provide translation services onsite at civic events - which can cost anywhere from several hundred to several thousand dollars – with only minimal use on the part of attendees.
- Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

- No.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.
Action Steps
 - Continue ensuring translation is available on our phones as discussed
 - Continue posting and using bilingual informational materials
 - Continue providing on-site translation whenever needed
2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.
 - Equal access flyers are posted prominently in both areas in Chinese and Spanish.
 - EWD will ensure that our website posts our annual compliance plan on our website that is currently in process due to our recent reorganization in March 2014.



CITY OF OAKLAND

EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN

Revenue Management Bureau | 1
FISCAL YEAR 2014-2015

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Revenue Management Bureau
FISCAL YEAR: 2014-15

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, David McPherson, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Revenue Management Bureau was submitted on June 19, 2015.

Handwritten signature of David McPherson with date 6/18/15 and the text 'Signature & Date' below it.

DAVID McPherson
David McPherson
Revenue & Tax Administrator

PART III - QUALITATIVE ASSESSMENT (NARRATIVE)
Finance Department (FINANCE)
FISCAL YEAR 2014-2015

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

Table with 8 columns: ASSESSMENT, FTE, PCP, GOAL (11.39%), STAFF, GOAL MET?, GOAL (5.63%), STAFF, GOAL MET?. Rows include data for 74 and 59* FTEs.

- 1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The Finance - Revenue Management Bureau has a total of seventy four (74) Full Time Employees (FTEs) which includes fourteen (14) bilingual Spanish speakers. Specifically among PCPs, ten (10) PCPs are bilingual Spanish speaking and five (5) PCPs are bilingual Chinese speaking. The department consists of the following divisions: Revenue Management Bureau Administration, Audit/Compliance, Business Tax, Collections/ Mandatory Garbage, Parking Citation Assistance Center (PCAC) and Parking Meter Collections divisions.

*The Controller and Treasury departments have a total of fifty-nine (59) FTEs. Since these departments do not provide direct public contact services, especially services to the LES communities; therefore, these positions are exempt from being Public Contact Positions.

The Revenue Management Bureau has sufficient bilingual staff to provide services during business hours in threshold languages (Chinese & Spanish). Resources are being shared between divisions of the department as well as utilizing the Equal Access Office for additional support and services. At the end of 2013, staff from the Collections/Mandatory Garbage Section had faced some challenges in the process of setting up the multilingual telephone messages with collaboration of the City's Information Technology (IT) staff. The IT staff who was assigned for setting up this project had left the City and the project was postponed. In August 2014, with the help of another staff from IT, the multilingual telephone messages set up was completed successfully and is now available for service to the LES communities.

- 2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

The Finance Department-Revenue Management Bureau uses the Human Resources Department for selective certification for positions with bi-lingual requirements. As a department we ensure that we meet the Bilingual Public Contact (PCP) goal set by the Equal Access. As vacancies arise, recruitment efforts focus on obtaining highly qualified bilingual candidates to ensure greater access to Limited

English Speaking (LES) Oakland residents. We regularly confer with the Equal Access Office to make certain the notices and postings pertaining to LES are current and to inform staff of any new changes.

3. **Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.**

As a part of an ongoing effort, we have been working closely with the Equal Access Office to ensure up-to-date materials are made available to the public. In the beginning of fiscal year 2014-15, we started working with Equal Access Office to complete the translation of all vital documents for Parking Division. All of the vital documents were translated into Chinese and Spanish by Equal Access Office and were provided to Parking Division for LES persons use in a timely fashion. Additionally, we have hired a Tax Auditor II in Fiscal Year 2014-15 which was a selective certification for Spanish speaking in order to ensure that we provide broader access to LES Spanish speaking community.

In fiscal year 2014-15, the Revenue Management Bureau participated in a Citywide survey to have a better understanding of the LES's communities needs for various services. At the end of the survey, the bureau was provided with the results of our survey. This survey has helped us look at the feedback received from the public and focus on strengthening the areas emphasized by the LES communities.

4. **Describe any additional measures, other than provision of bilingual staffing the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.**

Notices are posted regarding interpretation services available to various LES populations at visible locations in our offices. This provides awareness of the services available within the Bureau, as well as the Equal Access Office. In addition, recorded telephone translated messages in the Business Tax division provides basic information in English, Spanish and Chinese to bilingual speakers, and calls are routed to appropriate bilingual staff for further assistance. In the Parking Citation Assistance Center (PCAC) division, the Interactive Voice Response (IVR) system provides thorough instructions in English, Spanish and Chinese over the phone such as, how to make a payment, dispute a parking citation, information about meter check, information on towed/booted vehicles, etc.

In addition, we are in the process of having the vital documents available in the various divisions of the bureau's websites.

5. **Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.**

The Revenue Management Bureau will continue to communicate with the Equal Access Office on a regular basis to ensure the updated materials are shared with our departmental staff. In addition, we will continue to evaluate this process on an on-going basis to enhance our services to better help the LES population.

B. Translation of Written Vital Documents Assessment

1. **Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.**

The Finance Department - Revenue Management Bureau has posted the notices that are required by the Equal Access Office in the following locations of its department:

- Next to the phone at the entrance door of 150 Frank H. Ogawa Plaza Suite 5342.
- Audit/Compliance and Collections/Mandatory Garbage lobby at 150 Frank H. Ogawa Plaza, Suite 5342.
- Business Tax lobby at 250 Frank H. Ogawa Plaza, Suite 1320.

- Parking Citation Assistance Center's lobby at 250 Frank H. Ogawa Plaza Suite, 6300.

2. **Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?**

With the help of Equal Access Office, we have been able to get 100 percent of the vital documents translated into threshold languages and they are available at the customer service counters of the bureau's divisions.

Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

The bureau's vital documents were translated into threshold languages in fiscal year 2014-15.

C. Multilingual Telephone Messages Assessment

1. **Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?**

The Revenue Management Bureau is committed to providing equal access services to all Oakland residents. Our department has met the number of bilingual staffing required by the Equal Access Office to provide services to the LES community. We have multilingual telephone messages in threshold languages available in of our divisions such as: Business Tax, Collections/Mandatory Garbage and Parking Citation Assistance Center division. As noted earlier, with IT's assistance, we have completed updating the Collections/Mandatory Garbage telephone lines with recorded telephonic messages to provide the basic and necessary information in English, Spanish and Chinese. This process was completed in August 2014.

D. Assessment of Department Communication with LES Populations

1. **Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?**

In fiscal year 2014-15, the Revenue Management Bureau participated in a Citywide survey that was initiated by the Equal Access Office. The results of the survey showed that at least 15 surveyors reported that they had to wait 6-20 minutes before a City representative was able to talk to them. We will be evaluating this issue to improve our response time.

The Revenue Management Bureau has sufficient bilingual staff to provide services during the business hours in threshold languages. Resources are being shared between the division of our Bureau as well as utilizing the Equal Access Office services offered to the City departments such as translation of documents, face-to-face and telephone interpretation.

2. **Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.**

The Revenue Management Bureau has sufficient certified bilingual staff to provide translation services to the LES community during business hours. In addition, our telephonic messages in Chinese and Spanish provide basic information and services to LES population. In the event we need any interpretation services, staff uses the City of Oakland Language Line. Furthermore, the Revenue Management Bureau is in the process of having several staff members in PCAC to get certified for their bilingual pay to respond to correspondence in both Spanish and Chinese.

3. **Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).**

The Revenue Management Bureau is utilizing its current certified bilingual staff to facilitate outreach and communication with the LES population. Notices are posted in various public office locations to inform the LES population of the availability of the bilingual services.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

The Revenue Management Bureau has not received any complaints regarding the bilingual oral and written services. Our department complies with the Compliant Procedures provided in the Equal Access Ordinance. However, in the past year, the PCAC Division has kept a log and documents of tier II bilingual assistance to demonstrate a need for such service. This issue has been resolved and as a result, three (3) staff in Parking Division has been certified to provide tier II bilingual assistants to the LES Spanish speaking community. One additional staff has successfully passed the language proficiency test for Chinese language. This will enable the revenue management bureau to provide additional language access service to LES communities for both oral and written services.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

The following are the Revenue Management Bureau's plan for the upcoming 12 months:

- To post the multilingual notices into Revenue Management Bureau's website.
- To have frequent communication with the Equal Access Office for any updated /new information.
- To get additional staff certified for tier II bilingual services.
- To translate additional vital documents into threshold languages for various divisions of the bureau.
- Upon completion of the translation by the Equal Access we will post them at key customer locations in our department offices.
- To improve the response time for either face-to-face or telephone service.
- Although, we have multilingual notices posted in various areas of our division, we will ensure additional notices are posted in the bureau's websites and by the entrance doors.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

The Revenue & Management Bureau has posted the notices for the language translation services offered by the Equal Access Office by the customer service areas. Additionally, to better serve the bilingual community, we are in the process of posting the translated languages in our divisions' websites.

FINANCE DEPARTMENT (FINANCE)

PART II Quantitative Assessment

Department Head	Language Access Coordinator	SR06
Vacant Director of Finance 150 Frank H. Ogawa Plaza Oakland, CA 94612 phone: (510) fax: (510) email:	Shahla Azimi Revenue Analyst 150 Frank H. Ogawa Plaza, Suite 5342 Oakland, CA 94612 phone: (510) 238-2972 fax: (510) 238-6431 email: sazimi@oaklandnet.com	Shahla Azimi Revenue Analyst 150 Frank H. Ogawa Plaza, Suite 5342 Oakland, CA 94612 phone: (510) 238-2972 fax: (510) 238-6431 email: sazimi@oaklandnet.com

Department	Spanish Bilingual Staff	Chinese Bilingual Staff	Spanish Staff	Chinese Staff	Equal Access	SR06
1. Revenue: Administration (08411)	1 SP	1 CH	7* SP	2 CH	YES	YES
2. Revenue: Audit/Compliance (08421)						
3. Revenue: Business Tax (08431)						
4. Collections/Mandatory Garbage						
5. Revenue: Parking Meter Collection (08931)	1 SP	1 CH	7* SP	3 CH	YES	YES
6. Revenue: Parking Citation Assistance Center (08921)						
7. Controller & Treasury**	0	0	1 SP	1 CH	N/A	N/A

SP = Spanish, CH = Chinese

Department
Revenue Management Administration
Audit / Compliance
Business Tax
Collection / Mandatory Garbage
Parking Meter Collection
Parking Citation Assistance Center
Controller & Treasury**

TABLE 1 - PUBLIC CONTACT SERVICES	Spanish	Chinese	Other Language(s)
Administrative Review Request Form	Completed	Completed	
Parking Citations Promissory Note Procedures (this is the payment plan handout)	Completed	Completed	
Permit Placement Instructions	Completed	Completed	
Request for a Waiver of Deposit Prior to an Administrative Hearing	Completed	Completed	
RPP Application	Completed	Completed	
"Tow/Impound" Information	Completed	Completed	

TABLE 2 - PUBLIC CONTACT SERVICES	Mandarin Chinese	Spanish
Business Tax	238-3704	Completed
Multi Space Parking Meter	238-4954	Completed
Collection / Mandatory Garbage	238-7474	Completed
Parking Citation	800-500-6484	Completed

Percentage of public phone number with translated voice recording = 100%

**Note: Parking Citation Assistance Center has seven (7) "ACTUAL" bilingual Spanish speaking staff and six (6) of the positions are Public Contact Positions (PCPs) and one (1) position is not a PCP. Parking Meter Collection has three (3) bilingual Spanish speaking staff and these positions are not PCPs.*

***Note: The Controller and Treasury departments have a total of fifty (58) FTEs. Since these departments do not provide direct public contact services, especially services to the LES communities; therefore, these positions are exempt from being Public Contact Positions.*



CITY OF OAKLAND

FIRE DEPARTMENT | 1
FISCAL YEAR 2014-2015

**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Oakland Fire Department
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Teresa Deloach Reed, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Oakland Fire Department was submitted on June 19, 2015.

Teresa Deloach Reed 6-2-15
Signature & Date

Teresa Deloach Reed, FIRE CHIEF
Print Name & Title

FIRE DEPARTMENT (FIRE)

PART II Quantitative Assessment

TABLE 2 - DEPARTMENT CONTACT		
Department Head	Language Access Coordinator	SPOC
Teresa Deloach Reed Agency Director, Fire Services 150 Frank H. Ogawa Plaza, Suite 3354, Oakland, CA 94612 phone: (510) 238-4050 fax: (510) 238-7924 email: tdeloachreed@oaklandnet.com	Trinette Gist Skinner Fire Division Manager 150 Frank H. Ogawa Plaza, Suite 3354, Oakland, CA 94612 phone: (510) 238-4936 fax: (510) 238-7924 email: tgistskinner@oaklandnet.com	Dara Wiseman Fire Personnel Operations Specialist 150 Frank H. Ogawa Plaza, Suite 3354, Oakland, CA 94612 phone: (510) 238-7803 fax: (510) 238-7924 email: dwwiseman@oaklandnet.com

TABLE 3 - COMMUNICATIONS UNIT CONTACT						
Unit	Spanish	Chinese	Other Languages	Completed	Percentage	Notes
1. Fire Communications Unit (20241)						
2. Communications Emergency Dispatch Unit (20251)	4 SP	2 CH	3 SP	2 CH	No	Yes

SP = Spanish, CH = Chinese

TABLE 4 - COMMUNICATIONS UNIT CONTACT
Fire Chief's Unit
Budget and Planning Unit
Payroll Unit
Human Resources Unit
Emergency Services/Suppression
Special Operations Unit
Arson Investigation Unit
Airport
Support & Services Unit
In-Service Training Unit
U.S.A.R.
Fire Marshal's Office Unit
Safety, Education, and Training Administration Unit
Inspectional Services Unit
Engineering Unit
Vegetation Management Unit
EMS Training
Measure N - Paramedic
Emergency Dispatch Communications Unit
Emergency Services Program Unit

TABLE 5 - VITAL DOCUMENTS	Spanish	Chinese	Other Languages
OFD Programs Brochure	YES	YES	
911 Registry	YES	YES	
911 Registry FAQ	YES	YES	
CORE Fact Sheet	YES	YES	
CORE Flyers	YES	YES	
CORE Manuals	YES	YES	
Citizen's Academy PowerPoint	YES	NO	

Percentage of vital documents translated into one or both of the threshold language(s) = 100%

TABLE 6 - PUBLIC PHONE NUMBER WITH TRANSLATED VOICE RECORDING	Spanish	Chinese	Other Languages
Administration	238-3856	Completed	
EMS Division	238-6957	Completed	
Fire Prevention	238-3851	Completed	
Arson	238-4031	Completed	
Vegetation Management	238-7388	Completed	
Office of Emergency Services-CORE	238-6351	Completed	
Office of Emergency Services	238-3938	Completed	

Percentage of public phone number with translated voice recording = 100%

TABLE 7 - COMMUNITIES OF OAKLAND RESPOND TO EMERGENCIES (CORE)	Spanish	Chinese	Other Languages
Communities of Oakland Respond to Emergencies (CORE) Program Overview	Yes	Yes	
Introduction to CORE	Yes	Yes	
CORE Neighborhood Emergency Communications Overview	Yes	Yes	
Introduction to Two Way Radio Communication	Yes	Yes	

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**OAKLAND FIRE DEPARTMENT (FIRE)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. Bilingual Public Contact Positions Assessment

ASSESSMENT		BILINGUAL ENGLISH/ SPANISH			BILINGUAL ENGLISH/ CHINESE		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
597.45	453	52	58	EXCEEDED	26	14	No

- Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year Oakland Fire Department (OFD) had a total of 453 PCPs this FY 2014-2015 to comply with the Ordinance.

In FY 2014-2015, the Oakland Fire Department (OFD) had a total of 597.45 authorized positions of which 453 positions were Public Contact Positions (PCP). The Equal Access Ordinance (EAO) goal for OFD Bilingual PCP (BPCP) for Spanish speaking was 52 and for Chinese speaking was 26. OFD had a total of 58 Spanish speaking and 14 Chinese speaking employees in BPCP this FY. During this FY, Fire reached and exceeded the goal for Spanish PCP.

Including both PCP and non-PCP positions, OFD has employees who speak Spanish (62); Chinese (15); Italian (2), and Tagalog (2). Additionally, OFD language diversity continues to include employees who speak Cambodian, German, Korean, Laotian, Russian, and Vietnamese.

Efforts made to achieve compliance with the EAO included:

- (1) publishing a list of BPCP staff who speak the threshold languages;
- (2) utilizing non-PCP staff that have the ability to translate and/or interpret languages other than English;
- (3) utilizing over-the-phone interpretation services;
- (4) placing Equal Access brochures at front counters;
- (5) active recruitment and outreach efforts via Spanish and Chinese media such as newspapers and other advertising;
- (6) referral of service needs to the Equal Access unit when OFD does not have the capability to serve

Challenges we faced included:

Staff Assignment – The Fire Fighter labor agreement specifies assignments are based on seniority and personal preference, not language skills. For example, if a Chinese speaking Fire Fighter does not bid for a position in the Chinatown area, the department is hindered from assigning a Chinese speaking employee to a fire station in that area.

Promotion - Vacancies are filled by promotion in accordance with the Personnel Manual (Civil Service Rules). If existing candidates don't have bilingual language skills, the department cannot go outside and recruit a bilingual candidate for a promotional position. Selection must be made from eligible candidates on the promotional list.

Successes we achieved included:

New Hires – Eleven (11) bilingual Fire Fighter Trainees hired on October 13, 2014 were appointed as Fire Fighters effective February 7, 2015. Additionally, the Fire Marshal hired during this FY is bilingual, speaking Spanish.

Analysis of BPCP in firehouses using the community based methodology

#	ADDRESS/LOCATION	ZIP	STAFF	SP BPCP	Spanish %	CH BPCP	Chinese %	Goal	
1	1603 M. L. King Jr. Way	94612	10	5	50%	3.65%	2	20%	12.43%
3	1445 14th Street	94607	9	4	45%	5.46%	0	0%	15.56%
4	1235 International Blvd	94606	9	1	12%	7.40%	1	12%	13.31%
5	934 34th Street	94608	4	0	0%	0%	0	0%	0%
6	7080 Colton Blvd	94611	4	1	25%	0.41%	0	0%	1.80%
7	1006 Amato Avenue	94605	4	0	0%	9.43%	1	25%	.98%
8	463 51st Street	94609	8	1	13%	2.46%	0	0%	1.53%
10	172 Santa Clara Avenue	94610	4	1	25%	0.80%	0	0%	2.65%
12	822 Alice Street	94607	4	1	25%	5.46%	0	0%	15.56%
13	1225 Derby Avenue	94601	4	3	75%	26.53%	1	25%	4.37%
15	455 27th Street	94612	9	2	23%	3.65%	0	0%	12.43%
16	3600 13th Avenue	94610	4	2	50%	0.80%	0	0%	2.65%
17	3344 High Street	94619	5	3	60%	5.00%	2	40%	4.83%
18	1700 50th Avenue	94601	8	4	50%	26.53%	1	13%	4.37%
19	5776 Miles Avenue	94618	4	1	25%	0.38%	0	0%	0.67%
20	1401 98th Avenue	94603	9	2	23%	24.23%	0	0%	1.07%
21	13150 Skyline Boulevard	94619	4	0	0%	5.00%	0	0%	4.83%
22	751 Air Cargo Way	94621	6	1	17%	24.51%	0	0%	0.63%
23	7100 Foothill Blvd	94605	4	1	25%	9.43%	0	0%	.98%
24	5900 Shepherd Canyon Road	94611	4	2	50%	0.41%	0	0%	1.80%
25	2795 Butters Drive	94602	4	1	25%	3.17%	0	0%	5.27%
26	2611 98th Avenue	94603	4	1	25%	24.23%	0	0%	1.07%
27	8501 Pardee Drive	94621	4	0	0%	24.51%	0	0%	0.63%
28	4615 Grass Valley Road	94621	4	0	0%	24.51%	0	0%	0.63%
29	1016 66th Avenue	94621	4	1	25%	24.51%	0	0%	0.63%
			137	38	28%		8	6%	

- Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

The Department's ongoing recruitment of bilingual applicants is identified at public events and in recruitment publications. When an applicant states that he/she speaks Spanish or

Chinese, OFD submits his/her name to Human Resources Management (HRM), Equal Access Unit for bilingual testing. If the candidate passes the test, HRM certifies the candidate for his/her language skill.

During FY 14-15, the department efforts continued to be successful with OFD hiring eleven (11) bilingual Fire Fighters and a bilingual Fire Marshal.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

OFD has recorded phone messages in Spanish and Chinese on all seven (7) of its public phone lines: Administration, Emergency Management Services, Fire Prevention Bureau, Fire Report, Vegetation Management, Communities of Oakland Respond to Emergencies (CORE) and the Office of Emergency Services. Additionally, OFD utilizes Equal Access staff to assist and facilitate the services.

The nine (9) bilingual Fire Fighter Trainees hired in FY 2013-14 all successfully completed the Fire Academy and were appointed as Fire Fighters effective July 19, 2014. Six (6) were Spanish speaking and three (3) were Chinese speaking.

The 2012 Fire Fighter Trainee Eligible List was used for a second recruit academy. Fire Academy 2-2014 began on October 13, 2014 with thirteen (13) bilingual Fire Fighter Trainees. Ten (10) Trainees were Spanish speaking and three (3) Trainees were Chinese speaking. In February 2015, the class graduated with eleven (11) bilingual Fire Fighters.

Fire Fighter Trainee 2014-15

Step	Date	Total		Bilingual Spanish		Bilingual Chinese	
Applications Received	11/16/2012	3409		548		44	
Invited to Written	2/4/2013	2662	78%	234	43%	16	36%
Invited to Oral Interview	3/4/2012	1112	42%	72	31%	14	88%
Referred to Department	5/14/2013	557	50%	63	88%	9	64%
Invited to Academy(Grp1)	3/24/2014	25	4%	6	10%	3	33%
Academy Graduation(Grp1)	7/18/2014	25	4%	6	10%	3	14%
Invited to Academy(Grp2)	10/13/2014	24	4%	10	16%	3	33%
Academy Graduation(Grp2)	2/6/2015	21	4%	8	13%	3	33%
Total Fire Fighter Trainees Graduated FY 14-15		46		14		6	

Note – The Human Resources Department screened 140 bilingual applicants who were not invited to the Written Exam; 25 applicants (9 bilingual) were hired from this list in FY 13-14.

4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

Front reception desks maintain the Equal Assess Office forms that include a list of interpretive services available in 20 languages, instructions for using a language line,

information on communicating effectively through an interpreter, and a language access complaint form.

OFD continued to maintain a standing contract with an outside vendor to provide translation services for 911 emergency calls.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken. OFD will continue to ensure all residents have access to services. Efforts to recruit bilingual employees over the next 12 months will include:
 - utilizing bilingual staff and over-the-phone interpretation services
 - posting recruitment ads in local newspapers that specifically announce we are seeking bilingual applicants
 - during the upcoming 2015 recruitment for Fire Fighter Trainees and Fire Fighter Paramedic Trainees (a new classification) seek qualified bilingual candidates

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.
 - Fire Administration 150 Frank H. Ogawa Plaza Oakland, CA 94612
 - Fire Prevention Bureau 250 Frank H. Ogawa Plaza Oakland, Ca 94612
 - The translated documents for the 9-1-1 Registry are posted on the City website under the Oakland Fire Department and at the Emergency Management Services Division
2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

100%
3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

Yes, Citizen's Academy PowerPoint.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

OFD is 100% EAO compliant on all seven (7) public phone lines.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

No EAO Language Access Surveys were returned to OFD identifying any public concerns or service gaps.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

The two documents used as policies and guidelines are (1) Equal Access Ordinance and (2) Administrative Instruction 145 - Equal Access to City Services.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

Information is made available at OFD reception counters and at public events. Also, the EAO is explained during community meetings.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

No.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

2015 Language Surveys were placed at the Fire Administration counter, the Fire Prevention counter and distributed during community CORE trainings and meetings. No surveys were submitted. OFD will continue to:

- maintain and update our list of staff who speak threshold languages;
- actively recruit bilingual candidates as vacancies are filled;
- request assistance from the Equal Access unit when OFD does not have the capability to serve

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

Brochures are placed at front reception counters.

Language Services Reference Information is posted online at <http://oaknetnews/departments/Fire/Information/index.htm>.



**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Housing and Community Development
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Michele Byrd, hereby certify that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Housing and Community Development Department was submitted on 6/16/2015

Signature & Date

Michele A. Byrd
Director, Housing & Community Development

Print Name & Title

HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT (HCD)

PART II Quantitative Assessment

Michele Byrd Director 250 Frank H. Ogawa Plaza, 5 th Floor, Oakland, CA 94612 phone: (510) 238-3716 fax: (510) 238-3691 email: mbvrd@oaklandnet.com	Ellen Dillard ELDE 250 Frank H. Ogawa Plaza, 5 th Floor, Oakland, CA 94612 phone: (510) 238-6514 fax: (510) 238-3691 email: edillard@oaklandnet.com	Sam Aigbekaen Administrative Services Manager Fiscal Services Manager 250 Frank H. Ogawa Plaza, 5 th Floor, Oakland, CA 94612 phone: (510) 238-3786 fax: (510) 238-3691 email: saigbekaen@oaklandnet.com
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Redevelopment and Housing	238-3015	Completed
Rent Adjustment	238-3721	Completed

Percentage of public phone number with translated voice recording = 100%

Municipal Lending (89939)	1 SP	1 CH	1 SP	1 CH	YES	YES
Residential Rent Arbitration (88969)	1 SP	1 CH	1 SP	1 CH	YES	YES

SP = Spanish, CH = Chinese

Admin: Housing & Community Development
Housing Development
CDBG Coordination
Homeownership Programs
Municipal Lending
Residential Rent Arbitration

Foreclosure Brochure	YES	YES	Vietnamese
Income Limits & Partners (Insert)	YES	YES	Vietnamese
Short Letter to Accompany the Foreclosure Brochures When Mailed	YES	YES	Vietnamese
Informational Brochure	YES	YES	Vietnamese
Just Cause Information	YES	YES	Vietnamese
Just Cause Ordinance	YES	YES	Vietnamese
Notice to Tenants	YES	YES	Vietnamese
Outreach Postcard	YES	YES	Vietnamese
Rent Adjustment Ordinance Brochure	YES	YES	Vietnamese
Homeownership Loan Programs Brochure	YES	YES	Vietnamese
Housing Assistance Center Flyers	YES	YES	
Oakland Rent Control Insert Card	YES	NO	
Housing Services Outreach Brochure	NO	YES	
Housing Community Assessment Survey	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**Housing and Community Development (HCD)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2014.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
48.00	10	1	3	YES	1	1	YES

- 1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.**

The Department of Housing and Community Development (HCD) is complying with the City's Equal Access to Services Ordinance (EAO). During the reporting period, HCD made substantial revisions to the forms and brochures it uses to administer these programs. The forms and brochures are one hundred percent translated into Spanish, Chinese and Vietnamese. The program websites have also been revised and updated to provide more information to the public. These programs are adequately serving the Limited English Speaking (LES) population in Oakland as required by the EAO.

The Municipal Lending Unit provides the financial and technical assistance for the purchase of homes and minor-to-substantial rehabilitation to very low, low and moderate income persons living in Oakland. The program counsels and educates owners and first-time homebuyers about refinancing, purchasing and maintaining homes to promote safe, healthy and accessible neighborhoods. The program promotes collaboration with lenders, general contractors, code enforcement, citizens and other housing agencies to expand opportunities for all homebuyers. The program also provides rehabilitation construction management services which identify and correct healthy and safety hazards and code violations in owner-occupied homes.

The Residential Rent Arbitration Program helps maintain descent, safe, affordable, and sanitary residential rental housing in Oakland. The program's responsibility is to limit rent increases, monitor the removal of rental units from the market, and limiting evictions.

- 2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.**

HCD's outreach and recruitment efforts always include materials and language that encourage bilingual candidates to apply for open positions. Our goal is to continue to hire bilingual candidates who could assist the department in providing multilingual services to the public. Most of the filled positions during the reporting period were not designated as PCP positions. HCD hired one candidate who speaks Chinese and one candidate who speaks Tagalog. To date, HCD has multiple bilingual employees who can provide LES individuals with assistance. During the reporting period, HCD hired an Intake Specialist who is proficient in Mandarin and Cantonese.

- 3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.**

The Residential Rent Arbitration Unit made notable changes to the program's brochure and fliers, including but not limited to translation into Spanish, Chinese and Vietnamese. Materials that were used for door to door community outreach to tenants and homeowners in the low-income flatland neighborhoods have all been translated into Spanish, Chinese and Vietnamese.

The Homeownership Program's brochure has been revised and translated into Cantonese, Mandarin, Vietnamese and Spanish to reflect the most current information about available services.

Residential Lending continues to provide program information in multiple languages including, Spanish, Cantonese, Mandarin and Vietnamese.

- 4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.**

During the reporting period, the Rent Arbitration Program Unit (RAP) distributed over 25,000 inserts through 350 outlets and events in Oakland. Moreover, the RAP produced and mailed over 15,000 notices that included inserts to landlords in Oakland. The Residential Lending Services Unit has also relied on applicant's English speaking family members to assist in translation services when necessary.

Occasionally, HCD provides a bilingual public service announcement on KTOP with translations in Cantonese, Mandarin, Vietnamese and Spanish. Our community outreach is designed to inform LES individuals in Oakland about available services that are offered, and their rights under the various services that we provide. HCD takes proactive measures to ensure that our

client's language access needs are immediately addressed. HCD is in compliance with the City's Equal Access to Services Ordinance and Administrative Instruction (AI) 145.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

HCD plans to continue to expand its outreach services to the LES population in Oakland over the next 12 months. The current emphasis has been with the residents who speak Spanish and Chinese. HCD's goal is to ensure that all Oakland residents have fair and equal access to the program and services that we offer regardless of the spoken language. HCD is also using third party agencies, such as International Contacts, Inc. to assist our clients.

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

Over the years, HCD has been consistent in displaying our program notices in the reception areas of our offices located at 250 Frank H. Ogawa Plaza, Suites 5313 and 6301 (5th and 6th floors). The Municipal Lending Unit has a bookshelf in their area where written materials are kept. The Rent Adjustment Unit has bookshelves for their written materials located at 250 Frank H. Ogawa Plaza, Suites 5313 and 6301. Additionally, brochures and other written materials are distributed at various community events inside and outside the Frank H. Ogawa Plaza, street fairs, home buyer fairs and Church events.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

All vital documents for HCD programs have been modified and translated into Spanish, Cantonese, Mandarin and Vietnamese. Vital documents have been translated into the threshold languages required by the City's Equal Access Ordinance.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

In an effort to serve the LES community, HCD also translated other vital documents during the reporting period, such as written materials regarding home ownership programs, Procedural Justice Training, notices, newspaper notice, Oakland Rent Control insert cards, Oakland AI Survey, Housing Assistance Center Flyer, Housing Services Outreach Brochures and Housing Community Assessment Surveys. These documents were translated into Spanish, Mandarin, Cantonese and Vietnamese. However, we are willing to translate documents into other languages if needed.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

HCD is providing multilingual telephone messages in the threshold languages required by EAO. The languages are English, Spanish, Mandarin, Cantonese and Vietnamese. We are working on modifying all other telephone messages to provide multilingual service to the LES community. We hope to complete this before the next reporting period.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

The EAO Language Access Survey results did not show any negative findings on HCD programs.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

Our procedures and written policies are in compliant with the City's Equal Access to Services Ordinance and AI 145.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

During the reporting period, our program staff attended various community events to promote our services and distribute written materials. The LES residents of Oakland were given information on how to obtain and use our services.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

HCD did not receive any complaints regarding our provision of bilingual services (oral or written) during the reporting period.

E. Action Plan

- 1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.**

The overall results of the 2015 Language Survey did not show any negative findings on HCD programs. Nevertheless, it shows that HCD needs improvement in the way that we provide specific language assistance.

For the next 12 months, we plan to expand our community outreach, review and improve our program materials, and maintain an LES list of people served.

- 2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.**

The notice of the availability of language access has been prominently posted at reception desks of our offices located at 250 Frank H. Ogawa Plaza, Suites 5313 and 6301 (5th and 6th floors). All of our program brochures contain the links to the Department's websites. The public may access the Department's Annual Compliance plan via City website.



[DEPARTMENT NAME] | 1
FISCAL YEAR 2014-2015

**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

**DEPARTMENT NAME: HUMAN RESOURCES DEPARTMENT
FISCAL YEAR: 2014-2015**

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, ANIL COMELO, hereby certify that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for HUMAN RESOURCES DEPARTMENT was submitted on JUNE 30, 2015.



Signature

Anil Comelo, Director of Human Resources Management
Print Name & Title

HUMAN RESOURCES MANAGEMENT DEPARTMENT (HR)

PART II Quantitative Assessment

Department Head	Supervisor	Staff
Anil Comelo Director of Human Resources 150 Frank H. Ogawa Plaza, Suite 3332, Oakland, CA 94612 phone: (510) 238-3112 fax: (510) 238-2325 email: acomelo@oaklandnet.com	Silvia San Miguel Program Analyst 150 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA 94612 phone: (510) 238-3112 fax: (510) 238-2325 email: ssanmiguel@oaklandnet.com	Victoria Chak Executive Assistant 150 Frank H. Ogawa Plaza, 3 rd Floor, Oakland, CA 94612 phone: (510) 238-3112 fax: (510) 238-2325 email: vchak@oaklandnet.com

Equal Access Unit (05221)	1 SP	1 CH	1 SP	1 CH	YES	YES
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SP = Spanish, CH = Chinese

Administration
Risk & Benefits
Recruitment & Classification
Equal Access

Equal Access Ordinance	YES	YES	
Equal Access Complaint Form	YES	YES	Vietnamese
Equal Access Language Survey	YES	YES	
Annual Compliance Plan Summary	YES	YES	
City Directory Brochure	YES	YES	
Language Assistance Service Poster	YES	YES	
Interpretation Equipment Requirements	YES	YES	
Interpretation Equipment Poster	YES	YES	
Interpretation Equipment Signage and Form	YES	YES	Vietnamese
Summer Jobs Flyer	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

Human Resources -Front Desk	238-3112	Completed (EN/SP/CH)
Equal Access Program	238-2368	Completed (EN/CH)
Equal Access Program	238-6448	Completed (EN/SP)

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

HUMAN RESOURCES MANAGEMENT DEPARTMENT (HRM)

FISCAL YEAR 2014-2015

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
42	5	1	1	YES	0	1	YES

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

HRM achieved its baseline goals in bilingual PCP positions. In addition, HRM was able to hire and maintain a number of bilingual Non-PCP employees. In terms of compliance to the EAO, there was no remedial action required. HRM maintained its vital document translation, multi-lingual recordings and bilingual staffing.

The Equal Access Program of HRM worked with all City Departments on regular basis to ensure EAO requirements are implemented throughout the City. The Office continued to review and monitors all bilingual public contact position recruitments, and maintained communication during the recruitment process with the HR Technicians and HR Analysts. Candidates recruited under Selective Certification in language are pre-screened, tested and certified prior to employment. Additional efforts were made in this fiscal year to provide all City departments with posters, stickers, handouts, complaint forms and brochures to assist front line staff in the provision of language assistance services. Furthermore, random site visits were conducted to inspect if notices about bilingual services were posted in public contact positions. Site visits yield satisfactory result with 100% compliance.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

Six new employees were hired into HRM in the fiscal year. Among the six positions, only one position (HR Clerk) was a public contact position. The five non-PCP positions' job duties included providing in-house employee benefits coordination to City employees. New recruit also included a City-wide Training Coordinator who was bilingual in English & Spanish.

HRM sent out weekly updates of City of Oakland job openings to over 100 agencies in the Bay Area, including, Oakland Chamber of Commerce, Family Bridges, Inc., Youth Employment Partnership, Allen Temple, Asian Health Services, Oakland Vietnamese Chamber of Commerce, Oakland Chinatown Chamber of Commerce, Spanish-speaking Citizens Foundation, Chinese Community United Methodist Church, St. James Episcopal Church, Oakland Private Industry Council, and many more. HRM provided technical assistance and consultation to City departments on recruitment outreach. Public Contact Position vacancies advertised on the Oakland Tribune, El Mundo, and Sing Tao newspapers on regular basis.

HRM staff performed additional analysis on city employee demographic data based on race/ethnicity this year. Based on payroll data as of December 31, 2014, African American was reported at 32.8 percent; followed by Whites at 28.6 percent; Latinos are at 16.8 percent, Asians at 15.9 percent, and others at 6%. Result was shared with City Council and City Management staffs. Through joint efforts, a number of departments demonstrated significant increases in the number of bilingual employees. Overall the City reported 27% more bilingual public contact employees in FY 2014-15. Improvement on language diversity was achieved.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

HRM continued to meet EAO goals and was up-to-date on providing telephone recordings and vital document translations. Other than the 2 BPCP positions, there were 4 other bilingual employees working in the department and were able to provide language assistance whenever necessary.

As a best practice identified, communication and training is essential for successful implementation of EAO requirement. By raising awareness of available language assistance resources, positive changes were noted in multiple areas this year. More bilingual employees and more vital document translations were reported this year. The number of translated requests to HRM/ Equal Access Program totaled 193 and the number of interpretation requests totaled 160. All requests were met on a timely basis.

The Equal Access Program worked with a number of City departments in creating a downtown service directory and distributed 6,000 brochures with City service information in English, Spanish and Chinese. It proved to be a successful partnership across City departments.

4. Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

HRM continued to reach its baseline goals in all compliance areas. HRM launched the City's Learn2Grow Employee Training Program and offered multiple sessions of language access service training, and diversity training. These training tools are effective in enhancing employee awareness and developing linguistic and culture sensitivity. This year HRM and Equal Access Program also engaged in multiple inter-department work groups that promoted language diversity through various platforms. For example, civic engagement committee, social media committee, on-line Permit Center and payment system, web site analytics club and more.

To ensure LES persons receive quality services from bilingual employees in PCP positions we updated the Administrative Instruction 558, City's internal guideline on bilingual pay, and utilized standard testing procedures to assess language proficiency and certifies the bilingual skills of City staff. Bilingual pay rates were determined by labor agreements. For nonsworn Civil Service positions, the prevailing rate is \$45/ pay period (Level I verbal skill), and \$90/pay period (Level 2 read/write skill).

5. Please describe your Department plans for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

HRM continued to reach its baseline goals in all compliance areas. No new departmental goal was identified for HRM. For the Equal Access Program, HRM identified the following items:

1. Raising the level of awareness among those who are closely involved in the hiring process. –The findings in this Annual Compliance Plan & Report are to be shared among all human resources technicians and analysts
2. Supporting department by making on-site trainings available. – The Equal Access Program will continue to promote the availability of on-site training for City employees, interns and volunteers to be training on resources available when serving LES clients.
3. Identifying and effectively deploying bilingual employees in provision of language assistance services. – Effort will be made to review current listing of bilingual employees, and identify those who have been tested and certified by the City and who have not.
4. Equipping bilingual employees with training and resources. – Workshops will be conducted for bilingual employees to foster communication, sharing of best practices, peer support, and training.

B. Translation of Written Vital Documents Assessment

1. Departments are required to “post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available.” Please list the locations in which the Department has posted notices.

Front counter, 150th Frank H Ogawa Plaza 2nd Floor Oakland, CA 94612

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

100%

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

HRM did not translate any new documents this year, other than the Equal Access Language Survey and Flyer. The Equal Access Program processed and fulfilled 193 translation requests and 160 interpretation requests. All requests were met on a timely basis. In addition, Equal Access Program conducted site visits to over 15 City service locations to ensure that posters about availability of language services were posted in visible locations.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

We had outgoing phone message translated into Spanish and Chinese and the employees have access to the Language Line Services and can provide assistance in many languages. The Equal Access Unit phone lines were provided in Spanish and Chinese as well.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

See answer to Question E.1 under “E. Action Plan”.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

Front Counter staff was provided with tools to facilitate communication with LES persons. HRM followed Administrative Instruction 145 in our implementation of language access services. Our Office coordinated the collection, compilation, and reporting of data with the Language Access Coordinators in each City department, and monitored closely if any complaint was filed.

3. Describe and assess the Department’s outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

Posters were displayed prominently at our public counter letting constituents know language service was available. The Equal Access Program also made every attempt to participate at community meetings, such as Neighborhood Crime Prevention Council, Mayor’s Toy Drive, Town hall Meetings, and recruitment events as ways to outreach to LES populations.

4. Did the Department receive any complaints regarding the Department’s provision of bilingual oral and written services? Please describe the Department’s procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution. No.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

HRM continued to reach its baseline goals in all compliance areas. No new departmental goal was identified for HRM. For the Equal Access Program, HRM identified the following items:

1. Raising the level of awareness among those who are closely involved in the compliance process. –The findings in this Annual Compliance Plan & Report are to be shared among all human resources technicians and analysts. Language survey results will be reviewed and discussed with all Language Access Coordinators

2. Supporting department by making on-site trainings available. – The Equal Access Program will continue to promote the availability of on-site training for City employees, interns and volunteers to be training on resources available when serving LES clients.

3. Identifying and effectively deploying bilingual employees in provision of language assistance services. – Effort will be made to review current listing of bilingual employees, and identify those who have been tested and certified by the City and who have not.

4. Equipping bilingual employees with training and resources. – Workshops will be conducted for bilingual employees to foster communication, sharing of best practices, peer support, and training.

2. Describe how notice of the availability of language access has been posted prominently at the Department’s geographic location. Describe also the information posted to the Department’s website and how the public may access the Department’s Annual Compliance plan

The Equal Access Program Brochure and the City's Helpful Phone Numbers Brochure were provided in English, Spanish and Chinese in the lobby area. This Annual Compliance Plan will be available on City Website once it is approved.



CITY OF OAKLAND

[HUMAN SERVICES DEPARTMENT] | 1
FISCAL YEAR 2014-2015

**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Human Services Department
FISCAL YEAR: 2014-15

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Sara Bedford, Director, hereby certify that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Human Services Department was submitted on June 19, 2015.

Sara Bedford

6/19/15

Signature & Date

Sara Bedford, Director

Print Name & Title

PART II Quantitative Assessment

HUMAN SERVICES DEPARTMENT (HSD)

Department Head	Language Access Coordinator	SPOC
Sara Bedford Director of Human Services 150 Frank H. Ogawa Plaza, 4th Floor, Oakland, CA 94612 phone: (510) 238-6794 fax: (510) 238-7207 email: sbedford@oaklandnet.com	Dana Perez Assistant to the Director 150 Frank H. Ogawa Plaza, 4th Floor, Oakland, CA 94612 phone: (510) 238-3247 fax: (510) 238-7207 email: dperez@oaklandnet.com	Dana Perez Assistant to the Director 150 Frank H. Ogawa Plaza, 4th Floor, Oakland, CA 94612 phone: (510) 238-3247 fax: (510) 238-7207 email: dperez@oaklandnet.com Sytara Ellis Headstart Program Coordinator 150 Frank H. Ogawa Plaza, 5th Floor, Oakland, CA 94612 phone: (510) 238-6803 fax: (510) 238-2157 email: sellis@oaklandnet.com

Department Head	Language Access Coordinator	SPOC
Multipurpose Senior Service Program Unit (75231)	1 SP 1 CH	2 SP 2 CH YES YES

SP = Spanish, CH = Chinese

Linkages Program Unit
Senior Companion Program Unit
Outreach Program Unit
Oakland Paratransit for the Elderly and Disabled Unit
Senior Aide Program Unit
Multipurpose Senior Service Program
Senior Center Unit
* Senior Center (Citywide)
* Senior Center (Downtown Oakland)
* Senior Center (East Oakland)
* Senior Center (North Oakland)
* Senior Center (west Oakland)
DHS Administration Unit
Policy & Planning
Community Housing Services
Head Start Unit
* Head Start - Service Area I (City Towers - F/D)
* Head Start - Service Area I (Fannie Wall - F/D)
* Head Start - Service Area I (West Grand - F/D)
* Head Start - Service Area I (Eastmont - P/D)
* Head Start - Service Area I (Franklin - P/D)
* Head Start - Service Area I (Frank G. Mar - P/D)

* Head Start - Service Area I (San Antonio Park - P/D)
* Head Start - Service Area I (Virginia Ave - P/D)
* Head Start - Service Area II (Arroyo Viejo - P/D)
* Head Start - Service Area II (Tassafaronga - P/D)
* Head Start - Service Area II (Lion Creek Crossing - P/D)
* Head Start - Service Area II (Sun Gate - P/D)
* Head Start - Service Area II (San Antonio CDC - P/D)
* Head Start - Service Area II (Brookfield - P/D)
* Head Start - Service Area II (85th Ave - F/D)
* Head Start - Service Area II (Manzanita - P/D)
* Head Start - Service Area II (92nd Ave - P/D)
* Head Start - Family Child Care
* Head Start - Home Base Program @ Franklin
* Head Start - Site
* Head Start - Central Kitchen
* Head Start - Central Office
* Early Head Start Service Area I (FAMES) - F/D
* Early Head Start Service Area I (First Presbyterian) - F/D
Early Childhood and Family Services
Year Round Lunch Program Unit
Youth Services
Children & Youth Services and Policy & Planning

ASSETS FILE DOCUMENTS	Spanish	Chinese	Other Languages
HSD Brochure	YES	YES	
Head Start Parents Handbook 2014/15	YES	YES	
HSD Appendix A	YES	YES	
HSD Parent Survey	YES	YES	
Oakland Unite Program Brochure	YES	YES	
Oakland Unite Client Consent Form	YES	YES	
Oakland Unites Reentry Client Consent Form	YES	YES	
Older Americans Celebration Flyers	YES	YES	
Community Letter	YES	YES	Japanese
Multipurpose Senior Services Program Brochure	YES	YES	
Senior Centers Brochure	YES	YES	
Homeless Program Brochure	YES	YES	
Hunger Program Brochure	YES	YES	
Community Action Partnership Brochure	YES	YES	
Summer Food Service Program Brochure	YES	YES	
Community Housing Program Brochure	YES	YES	
Senior Volunteers Program Brochure	YES	YES	
ASSETS Employment Program Brochure	YES	YES	
ASSETS Employer Brochure	YES	YES	
Oakland Paratransit Program Brochure	YES	YES	
Oakland Fund for Children & Youth	YES	YES	

Early Head Start Brochure	YES	YES	
Head Start Brochure	YES	YES	
Head Start Application Status Letter	YES	YES	Vietnamese, French, Arabic, Igbo, Trgina
Head Start Acceptance Letter	YES	YES	Vietnamese, French, Arabic, Igbo, Trgina
Head Start Parent Survey	YES	YES	
Head Start Enrollment Form	YES	YES	
Homeless Declaration Form	YES	YES	Vietnamese
Determination Record Form	YES	YES	
Summer Menu	YES	YES	
Survey Instructions & Letter	YES	YES	
Aging & Adult Services Survey	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

[REDACTED]		
HSD Front Desk	238-3121	Completed
Head Start	238-3165	Completed

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)
HUMAN SERVICES DEPARTMENT (HSD)
FISCAL YEAR 2014-2015

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		BILINGUAL ENGLISH/ SPANISH			BILINGUAL ENGLISH/ CHINESE		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
306	154	17.5	33	EXCEEDED	8.7	17	EXCEEDED

Human Services Department - Head Start Center & Senior Center Analysis								
Center	Address	Zip Code	PCP	Spanish		Chinese		
				Goal	Actual	Goal	Actual	
1 FANNIE WALL	647 55th Street	94609	4.00	0.10	0.00	0.06	0.00	
2 FRANK G. MAR	274 12th Street	94607	4.00	0.22	0.00	0.62	2.00	
3 FRANKLIN	1010 E15th Street	94606	3.00	0.22	0.00	0.40	2.00	
4 MANZANITA	2701 22nd Ave	94606	3.00	0.22	1.00	0.40	0.00	
5 SAN ANTONIO CDC	2228 E15th Street	94606	6.00	0.44	1.00	0.80	1.00	
6 SAN ANTONIO PARK	1701 E19th Street	94606	5.00	0.37	1.00	0.67	2.00	
7 VIRGINIA	4335 Virginia Ave	94619	6.00	0.30	1.00	0.29	0.00	
8 ARROYO VIEJO	7701 Krause Ave	94605	3.00	0.28	1.00	0.03	0.00	
9 BROOKFIELD	9600 Edes Ave	94603	6.00	1.45	0.00	0.06	0.00	
10 EASTMONT	7200 Bancroft Ave	94605	10.00	0.94	3.00	0.10	1.00	
11 LION CREEK CROSSINGS	6818 Lions Way#110	94621	6.00	1.47	1.00	0.04	1.00	
12 SUN GATE	2563 International	94601	6.00	1.59	1.00	0.26	1.00	
13 TASSAFARONGA	975 85th Ave	94621	3.00	0.74	1.00	0.02	0.00	
14 WEST GRAND	1058 W Grand Ave	94607	7.00	0.38	1.00	1.09	0.00	
15 85TH AVENUE	8501 International	94621	8.00	1.96	1.00	0.05	1.00	
16 92ND AVENUE	9202 International	94603	8.00	1.94	6.00	0.09	1.00	
17 FAME (Early Head Start EHS)	3717 Telegraph Ave	94606	6.00	0.44	2.00	0.80	0.00	
18 FIRST PRESBYTERIAN (EHS)	2619 Broadway	94612	5.00	0.18	1.00	0.62	0.00	
19 EAST OAKLAND SR. CENTER	9255 Edes Ave	94621	3.00	0.74	1.00	0.02	0.00	
20 WEST OAKLAND SR. CENTER	1724 Adeline Street	94607	2.50	0.14	0.00	0.39	0.00	
21 DOWNTOWN OAKLAND SR. CENTER	200 Grand Ave	94612	2.50	0.09	1.00	0.31	0.00	
22 NORTH OAKLAND SR. CENTER	5714 MLK, Jr Way	94609	2.50	0.06	0.00	0.04	0.00	

*City Towers Head Start Center is closed.

- Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

In Fiscal Year 2014-15, the department is very successful in recruiting bilingual employees to meet the need of clients. HSD continues to strive to meet/exceed full compliance. Additionally, the department meets federal grant mandates around language access in our Head Start Program. It is mandated that staff be capable speaking in the families' served first language and that all documents be translated as such.

The following three regulations from the Head Start Performance Standards reference staff communication in their native language include:

- > 1304.51 (b) Communications and (c) Communication with families:
 - (b) Communications-general. Grantee and delegate agencies must establish and implement systems to ensure that timely and accurate information is provided to parents, policy groups, staff, and the general community.
 - (c) Communication with families.
 - (1) Grantee and delegate agencies must ensure that effective two-way comprehensive communications between staff and parents are carried out on a regular basis throughout the program year.
 - (2) Communication with parents must be carried out in the parents' primary or preferred language or through an interpreter, to the extent feasible.
- > 1304.21 Education and early childhood development.
 - (a) Child development and education approach for all children.
 - (1) In order to help children gain the skills and confidence necessary to be prepared to succeed in their present environment and with later responsibilities in school and life, grantee and delegate agencies' approach to child development and education must:
 - (i) Be developmentally and linguistically appropriate, recognizing that children have individual rates of development as well as individual interests, temperaments, languages, cultural backgrounds, and learning styles;
 - > 1306.20 regarding classroom staffing.
 - (2) When a majority of children speak the same language, at least one classroom staff member or home visitor interacting regularly with the children must speak their language.

- Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

Chinese and Spanish speakers are highly desirable for all recruitments in HSD. We partnered with HRMD and Equal Access when recruitments are for Public Contact Positions and especially for satellite locations that are targeted to serve limited English speaking populations. Multiple language screening and certification were conducted this year.

- Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

Each work station has a complete list of bilingual staff contacts and in addition they have the interpretation phone line access information. Signs have been posted in multiple languages to promote language access assistance. Equal Access conducted a very successful training with our department's reception staff to ensure that all staff understands how to effectively serve LES clients that require assistance.

- Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

HSD conducted a thorough review of all brochures and materials this fiscal year. We made every effort to ensure that all brochures and materials describing services are translated into Spanish and Chinese. Furthermore, HSD performs targeted outreach in LES geographical areas for Head Start open enrollment periods and all events.

- Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The Department plans to continue its written and verbal outreach approach to the Oakland community to ensure that HSD clients are connected to resources and receive services needed and that limited English speaking population have access to HSD services.

B. Translation of Written Vital Documents Assessment

- Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

Notices are posted at all satellite locations throughout the City and at our reception areas on the 4th 5th floors of 150 Frank Ogawa Plaza.

<p><i>Senior Center Unit</i> <i>Senior Center (Downtown Oakland)</i> <i>Senior Center (East Oakland)</i> <i>Senior Center (North Oakland)</i> <i>Senior Center (west Oakland)</i></p>
<p><i>Head Start Unit</i> <i>Head Start - Service Area I (City Towers)</i> <i>Head Start - Service Area I (Fannie Wall)</i> <i>Head Start - Service Area I (West Grand)</i> <i>Head Start - Service Area I (Eastmont)</i> <i>Head Start - Service Area I (Franklin)</i> <i>Head Start - Service Area I (Frank G. Mar)</i> <i>Head Start - Service Area I (San Antonio Park)</i> <i>Head Start - Service Area I (Virginia Ave)</i> <i>Head Start - Service Area II (Arroyo Viejo)</i> <i>Head Start - Service Area II (Tassafaronga)</i> <i>Head Start - Service Area II (Lion Creek Crossing)</i> <i>Head Start - Service Area II (Sun Gate)</i> <i>Head Start - Service Area II (San Antonio CDC)</i> <i>Head Start - Service Area II (Brookfield)</i> <i>Head Start - Service Area II (85th Ave)</i> <i>Head Start - Service Area II (Manzanita)</i> <i>Head Start - Service Area II (92nd Ave)</i> <i>Head Start - Family Child Care</i> <i>Head Start - Home Base Program @ Franklin</i> <i>Early Head Start - FAME</i> <i>Early Head Start - First Presbyterian</i></p>

- Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

100% of our vital documents are translated into threshold languages.

- Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

The Human Services Department engaged in comprehensive review to update program brochures into Spanish and Chinese.

C. Multilingual Telephone Messages Assessment

- Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

100% completed.

D. Assessment of Department Communication with LES Populations

- Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

The Department participated in a Citywide survey in 2015. The department will ensure that signs for language assistance shall be clearly visible to the public and that the receptionists are better prepared to address language barrier interpretation needs promptly.

- Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

The City has written into its MOUs with the Unions, a bilingual award structure for both spoken and written skills. The written structure has recently been revamped and certification process has been clarified. HSD bilingual staff are being certified in this procedure to better serve the community at large.

- Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

The department has simplified the Website URL for Head Start clients to utilize (www.oaklandheadstart.com) and we have incorporated social media into our outreach efforts thus reaching more community members than ever before. Additionally the department advertises events and enrollment opportunities through language appropriate media, etc.

- Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

The Department did not receive any complaints over this period. The complaints would be routed to the Assistant to the Director who would then take action to resolve the particular issue and determine any policy/procedural changes that would need to occur, if appropriate. Records of complaints would be maintained in that office.

E. Action Plan

- Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

The Department had much more participation in this year's survey as the Head Start Program sites were open and many families responded. The majority of HSD's clients did not experience difficulty getting service despite having limited English. The Department shall continue to recruit for bilingual staff and provide service to community members in their native languages as needed. The department

will proactively provide strategic outreach as it pertains to language access. The department will ensure that all vital documents are translated into threshold languages. Additionally, reception staff will be trained to address language barriers promptly and language access signs will be made more visible. Our signs alerting the public of language access assistance will be redesigned to make more of an impact.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

The notice of availability of language access has been posted prominently at all satellite offices and on the 4th, 5th floors of 150 Frank Ogawa Plaza at all reception areas. Please refer to section "B" for a list of sites.

The information is posted on the City of Oakland Website as well as the Department's annual compliance plan under Equal Access.




**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Information Technology Department
FISCAL YEAR: 2014-15

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Bryan M. Sastokas, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for the Information Technology Department was submitted on 05/20/15.


Signature & Date

Bryan M. Sastokas, Chief Information Officer
Print Name & Title

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**INFORMATION TECHNOLOGY DEPARTMENT (ITD)
FISCAL YEAR 2014-2015**

NARRATIVE ASSESSMENT:

The Information Technology Department (ITD) services internal City employees and does not offer services to the general public. ITD does not have any public contact positions. Our department is committed to support the Equal Access Ordinance by providing the necessary infrastructure and technology that are needed to achieve the compliance goals. ITD staff worked collaboratively with the Equal Access Office to integrate PCP and language information into the Oracle HR and Payroll System. ITD also worked collaboratively with other agencies throughout the City to set up the ShoreTel Phone System phone tree to allow multiple voice messages that have been recorded in different languages, to be recorded in many City public phone numbers throughout the City.

INFORMATION & TECHNOLOGY DEPARTMENT (ITD)

PART II Quantitative Assessment

Bryan Sastokas Chief Information Officer Information Technology 150 Frank H. Ogawa Plaza Oakland, CA 94612 phone: (510) 238-6741 fax: (510) 986-2800 email: bsastokas@oaklandnet.com	Tyehimba Jelani Administrative Analyst II 150 Frank H. Ogawa Plaza Oakland, CA 94612 phone: (510) 238-3035 fax: (510) 238-3555 email: tjelani@oaklandnet.com	Annie To Administrative Services Manager II 150 Frank H. Ogawa Plaza Oakland, CA 94612 phone: (510) 238-7494 fax: (510) 238-2223 email: ato@oaklandnet.com
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No Super PCP units in Information & Technology Department
 SP = Spanish, CH = Chinese

Administration
Reprographic Services
Help Desk
Desktop Support
Service Maintenance & Support
Telecommunications
System & Database Administration
Application Development
Project Coordination
Network Communication
Public Safety

No vital public documents

No public phone numbers



CITY OF OAKLAND

MAYOR'S OFFICE | 1
FISCAL YEAR 2014-2015

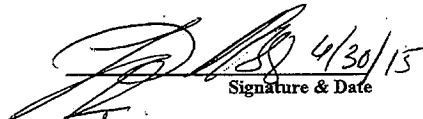
EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Office of the Mayor
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Mayor Libby Schaaf, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Office of the Mayor was submitted on 6/25/2015.

 4/30/15
Signature & Date

Tomiquia Moss, Chief of Staff
Print Name & Title
for Mayor Schaaf.

OFFICE OF THE MAYOR (MAYOR)

PART II Quantitative Assessment

Department/Head	Language Access Coordinator	SPIC
Libby Schaaf Mayor 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612 phone: (510) 238-3141 fax: (510) 238-4731 email: jquan@oaklandnet.com	Shereda Nosakhare Deputy Chief of Staff 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612 phone: (510) 238-4739 fax: (510) 238-4731 email: snosakhare@oaklandnet.com	Debbie Comeaux Accountant III 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612 phone: (510) 238-7662 fax: (510) 238-2223 Email: dcomeaux@oaklandnet.com

Department/Head	Language Access Coordinator	SPIC
Oaklanders' Assistance Center (02111)*	1 SP 1 CH 1 SP 0 CH	YES NO

SP - Spanish, CH - Chinese

Mayor's Administration
Oaklanders Assistance Center

Program Flyers	YES	YES
Helpful Phone Numbers	YES	YES
Mayor's Speech	YES	
Public Safety Flyer	YES	YES
Get Oakland Connected Flyer	YES	YES
Mayor's Toy Drive Flyer	YES	YES
Community Resource Fair Flyer		YES
Personal Safety Powerpoint		YES

Percentage of vital documents translated into one or both of the threshold language(s) = 100%

Office of the Mayor Front Desk	238-3141	Completed
Mayor's Toy Drive Hotline	777-8697	Completed
Oaklanders' Assistance Center	444-2489	Completed
Karely Ordaz Salto	238-7340	Completed
Sun Kwong Sze	238-7577	Completed

Percentage of public phone number with translated voice recording = 100%

*The Oaklander's Assistant Center is funded through the City Administrator's office but is Supervised by the Office of the Mayor.

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**MAYOR'S OFFICE (MAYOR)
FISCAL YEAR 2013-2014**

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

Please provide, in the table below, a summary assessment of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
11	10	1	1	EXCEEDED	1	1	EXCEEDED
2	2	0	1		0	0	

- Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The Mayor's office is complying with the Equal Access Ordinance by having bilingual staff and volunteers who are able to respond to calls made by LES persons and have ensured that the front desk has access to the appropriate information. The Mayor's Office is eager to communicate its various program offerings and communications equally among community members city-wide. The office consistently translates its outreach materials into Spanish or Chinese and reflects the communities/neighborhoods it is reaching out. It also provides translation equipment and translators in Spanish and Chinese as appropriate at public meetings where LES persons may attend.

The Mayor's office had a total of 11 PCPs this FY 2014-2015. 1 PCP was Spanish speaking and 1 was Chinese speaking. In addition, the Mayor's Office oversaw the Oaklanders' Assistance Center (OAC) day-to-day operation. The OAC had 2 PCPs with 1 of them being fluent in Spanish language. *

- Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

The Mayor's office includes its interest in bilingual candidates when recruiting applicants and will assess the level of the proficiency. The Mayor's office has attracted a large pool of applicants that included bilingual applicants. Recent hires have included both a Spanish-speaking PCP and Chinese PCP which was previously unfilled.

- Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

The Mayor's office Staff assisted in translation of materials and city presentations. At this year's safety Summit, a member of the Mayor's Staff lead a robbery and fraud prevention multi-media presentation and interactive discussion with the community on how to protect themselves and avoid scams in Chinese. The Mayor's office coordinates with the Equal Access Office when needed. Implementation of the Equal Access Language Line has been very helpful to staff and callers.

- Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

The Mayor's Office coordinates with the Equal Access Office where appropriate to assess language skills.

The Mayor's Office has a designated Language Access Coordinator who ensures that the office maintains a list of employees in the office who speak the threshold languages as well as the interpretation service should it be necessary.

- Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The Mayor's Office consistently translates its materials into Spanish and Chinese, takes advantage of the Equal Access Office's language interpretation services, and recruits volunteers who can regularly assist with additional language requirements. The Mayor's Office adopts and implements Language Access Policies including ensuring that each PCP is trained in the use of interim measures to assist LES persons.

The Mayor's Office continues to respond to media requests from news outlets that provide information to LES communities. If the reporter specifies that the interview needs to be conducted in another language, the Mayor's Office will accommodate and provide translation when necessary.

B. Translation of Written Vital Documents Assessment

- Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

The public notice is posted both on the 1st floor in the Oaklanders Assistance Center at the front desk and on the 3rd floor also at the front desk. The Mayor's Office policy is that the front desk receptionist volunteers alert the Language Access Coordinator when a new sign needs to be posted.

- Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Mayor's Office Administration Unit had a total of 6 vital document FY 2013-2014, of which 3 were translated into Spanish and Chinese and 3 were translated into Chinese only for community meetings in Chinatown. The Oaklanders Assistance Center had a total of 2 vital document FY 2013-2014, of which 2 - 100% was translated into Spanish and 2 - 100% was translated into Chinese.

- Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

The Mayor's office translated the following documents in Spanish and Chinese:

Public Safety fliers, announcements, town hall fliers, Mayor's speech, community resource fair flyer, minimum wage increase notification, personal safety powerpoint.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

The Mayor's Office maintains a recorded telephonic message in English, Spanish and Chinese with the basic information about the Mayor's Office operation including business hours and location. Bilingual staff has recorded messages on their voicemails.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

The Mayor's Office consistently translates its materials into Spanish and Chinese, takes advantage of the Equal Access Office's language interpretation services, and recruits volunteers who can regularly assist with additional language requirements. The Mayor's Office adopts and implements Language Access Policies including ensuring that each PCP is trained in the use of interim measures to assist LES persons.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

The Mayor's Office uses translated written materials, translators, bilingual volunteers and bilingual staff to communicate with LES Spanish and Chinese populations. The Mayor's office's policy is to abide by the Equal Access Ordinance.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

The Oaklanders Assistance Center delivers documents that outline available services to the NSCs that serve the Chinese and Spanish speaking communities, the ethnic chambers of commerce, the Spanish Speaking Citizens Foundation, Unity Council, Cesar Chavez and Chinatown library branches.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

There are no complaints on file. Complaints can be delivered to the Mayor's Offices via email, in person, or by phone. The offices also have print outs of complaint forms at the front desk. The Mayor's Offices will provide the services that are requested in an effort to resolve any complaints as quickly as possible. Both offices will maintain a file with complaints for not less than two years.

E. Action Plan

1. Please identify three action steps and your Department's plan for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City Services regardless of language spoken.

The Mayor's office will continue to abide by the Equal Access Ordinance by means of having bilingual staff and volunteers, continue to use translated materials for community outreach and utilize the Equal Access office and the Equal Access Language Line when needed and necessary.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

The public notice is posted both on the 1st floor in the Oaklanders Assistance Center at the front desk and on the 3rd floor also at the front desk. The Mayor's Office policy is that the front desk receptionist volunteers alert the Language Access Coordinator when a new sign needs to be posted. Annual compliance plan will be posted on City website and accessible to the public.



[DEPARTMENT NAME] | 1
FISCAL YEAR 2014-2015

**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: City Attorney
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Barbara J. Parker, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for the Office of the City Attorney was submitted on June 19, 2015.

Signature & Date

Barbara J. Parker, City Attorney
Print Name & Title

OFFICE OF THE CITY ATTORNEY (OCA)

PART II Quantitative Assessment

Department Head	Language Access Coordinator	AYOC
Barbara J. Parker City Attorney 1 Frank H. Ogawa Plaza, 6th Floor Oakland, CA 94612 phone: (510) 238-3815 fax: (510) 238-6500 email: bparker@oaklandcityattorney.org	Yvonne Hudson-Harmon Legal Admin Services Manager 1 Frank H. Ogawa Plaza, 6th Floor Oakland, CA 94612 phone: (510) 238-3827 fax: (510) 238-6500 email: yhudson@oaklandcityattorney.org	Yvonne Hudson-Harmon Legal Admin Services Manager 1 Frank H. Ogawa Plaza, 6th Floor Oakland, CA 94612 phone: (510) 238-3827 fax: (510) 238-6500 email: yhudson@oaklandcityattorney.org

No Super PCP units in the Office of the City Attorney

City Attorney Administration Unit
Litigation Unit
Advisory Unit

TABLE 3: MULTILINGUAL LINES	Spanish	Chinese	Other Languages
Claims Procedures	YES	YES	Vietnamese
Foreclosure/Lending Flyers	YES	YES	Vietnamese
Neighborhood Law Corps Material	YES	YES	Vietnamese
Open Government Guide	YES	YES	Vietnamese

Percentage of vital documents translated into threshold language(s) = 100%

TABLE 5: RECORDED TELEPHONIC MESSAGES	Multilingual Lines	Status
Office of the City Attorney -Front Desk	238-3601	Completed

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**OFFICE OF CITY ATTORNEY (OCA)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
68	9	1	2	EXCEEDED	1	2	EXCEEDED

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The City Attorney's Office had a total of 68 FTEs during this fiscal year. The total positions identified as PCPs was nine (9). The goal of bilingual PCPs based on last fiscal year's assessment was 11.39% Spanish-speaking and 5.63% Chinese speaking. All of the positions were filled during the year. At the beginning of the reporting period, one position was filled with a Spanish speaking employee (Open Government Coordinator), however, during the fiscal year a Spanish-speaking person was hired in a PCP, Neighborhood Law Corps Attorney. Arrangements are being made to have her bilingually tested and determine her proficiency to provide language support. Also, one additional Chinese speaking employee was hired in the PCP Claims Investigator III classification. We have exceeded the goal in both languages. The remaining 5 PCP positions were not filled by Spanish or Chinese speaking employees however the City Attorney's Office continues to have two (2) Chinese speaking employees and three (3) Spanish speaking employees in non-PCP positions that were available to assist the public when needed.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

The City Attorney's Office filled three (3) PCP positions during the FY; two (2) Neighborhood Law Corps Attorney positions and one (1) Claims Investigator III. One was filled with a Spanish speaking person and one with a Chinese speaker. During the recruitment, the job announcement was prepared with a specific call for Spanish and/or Chinese speaking applicants. The job announcement was posted at sites where there was an opportunity to attract Spanish and Chinese speaking applicants. Our other PCP positions are not staffed with bilingual employees. Our Public Service Representative positions are filled with one long-term employee and one new employee. After the retirement of one of the PSRs in June 2014, the position was posted by the Department of Human Resources Management with a focus on recruiting bilingual candidates. At the conclusion of the competitive recruitment process, the results did not yield bilingual applicants that were reachable on the list.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

Positive changes for the City Attorney's Office include the successful recruitment of a Chinese speaking Claims Investigator III who is fluent in Cantonese and a Neighborhood Law Corps Attorney who speaks Spanish during this reporting period. As described above in #2, we will continue to emphasize the need for bilingual staff during future recruitment processes and will continue to utilize the non-PCP bilingual employees to provide any language services needed as a way to insure that LES persons receive equal and fair access to the City services provided by this office. If the need extends beyond what we can provide, assistance will be requested through the Equal Access Office.

4. Describe any additional measures, other than provision of bilingual staffing, the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

There are no additional measures to report. However the City Attorney's Office will continue to utilize non-PCP employees who have been bilingually certified in the target languages to assist when the need arises. This method has proven to be successful as LES persons have received the same level of service as English speakers.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The City Attorney's Office will continue to focus on identifying target language applicants during its recruitments to fill PCP positions by continuing to focus on job announcement sites that focus on potential Spanish and Chinese speaking applicants

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

The required notices continue to be posted in the City Attorney 6th floor reception area, 1 Frank H. Ogawa Plaza on the wall and on the counter. Notice will also be posted on the City Attorney's website.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

All four of the City Attorney's vital documents, are translated into Spanish and Chinese. The Claim form and information are also available in Vietnamese and are available to the public on line and in the 6th floor reception area at 1 Frank H. Ogawa Plaza.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

No additional written documents were translated during the reporting period. There are no other documents that require translation at this time.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing Multi-lingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

Our front desk phone line is equipped with a multilingual telephone message. As planned in last year's report, the message system has been further developed with options to push a number to be directed to the message in either Spanish or Chinese, both Mandarin and Cantonese.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

The Language Access Survey results were limited in the City Attorney's Office, receiving 43 responses during the survey period. The responses were overall positive indicating that visitors to the City Attorney's Office receive satisfactory service and are having their language needs met. Service gaps that may affect the City Attorney's Office will be addressed by continuing to insure there are resources in the identified languages available. Our office currently meets the Spanish speaking goal and the Chinese speaking goal. As a result of hiring a Chinese speaking Claims Investigator III and a Spanish speaking Neighborhood Law Corps Attorney this year, we will exceed the goal. The City Attorney's Office will also continue to utilize the non-PCP bilingually certified employees to assist when the need arises for Chinese and/or Spanish speaking assistance.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

To facilitate communication with the LES Spanish and Chinese populations, the City Attorney's Office utilizes the services of its bilingual employees and communicates with the Department of Human Resources Equal Access Office for assistance with services we are not adequately equipped to provide. Further, the City Attorney's Office continues to follow the requirements detailed in AI 145 and the Equal Access Ordinance to determine what is expected. The Equal Access Reference Guide is also used.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

The City Attorney's Office informs the population of their right to bilingual services by posting the information in the reception area (on the wall and on the counter). This information will also be available on the City Attorney website. Vital forms and publications are also available in Spanish and Chinese and are available at the City Attorney reception desk and on line.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

The City Attorney's Office did not receive any complaints regarding the provision of bilingual oral and written services. The procedure used for documenting actions taken to resolve complaints is the procedure provided in the Equal Access Ordinance.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

In an effort to ensure that all Oakland residents have equal and fair access to City Services, the City Attorney's Office plans to

- Continue to focus on recruitment of bilingual employees to fill Public Contact Positions by identifying more targeted publications and job sites to post job announcements.
 - Update the Guide to Open Government and continue to make it available in English, Spanish and Chinese (both Mandarin and Cantonese).
 - Update the City Attorney website to include additional information in Chinese. The claim form is already available in Chinese.
2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

The notice of availability of language access has been posted prominently on the reception counter on the 6th floor at 1 Frank Ogawa Plaza and will be posted on the front page of the City Attorney website:

<http://www.oaklandcityattorney.org/home.html>

Information on how to file a claim, the claim form; the Open Government Guide and information on other resources available in the City Attorney's Office are already available on the City Attorney website in Spanish. Information on how to file a claim and the claim form are also available on the website in Chinese. Additional resource information will be added to the website in Chinese; claim forms and instructions are available at the 6th Floor reception desk in Vietnamese as well.



CITY OF OAKLAND

OAKLAND PUBLIC LIBRARY | 1
FISCAL YEAR 2014-2015

**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: OAKLAND PUBLIC LIBRARY
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, GERRY GARZON, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for the OAKLAND PUBLIC LIBRARY was submitted on JUNE 12, 2015.

Jamie Turbak 6/11/15
Signature & Date

JAMIE TURBAK
Print Name & Title

Associate Director

(signed per Director
Gerry Garzon)

OAKLAND PUBLIC LIBRARY (OPL)

PART II Quantitative Assessment

PART II - OPL PERSONNEL CONTACTS		
Department/Office	Language: Spanish	Language: Chinese
Gerard Garzon Director of Library Services 125 14th Street, 2 nd Floor Oakland, CA 94612 phone: (510) 238-6608 fax: (510) 238-3295 email: ggarzon@oaklandnet.com	Crystal Ramie-Adams Management Assistant 125 14th Street, 2 nd Floor Oakland, CA 94612 phone: (510) 238-6716 fax: (510) 238-2232 email: cranie@oaklandnet.com	Crystal Ramie-Adams Management Assistant 125 14th Street, 2 nd Floor Oakland, CA 94612 phone: (510) 238-6716 fax: (510) 238-2232 email: cranie@oaklandnet.com

PART II - OPL QUANTITATIVE ASSESSMENT						
Unit	Spanish (SP)	Chinese (CH)	Spanish (SP)	Chinese (CH)	Yes	Yes
1. Administrative Unit (61211)	1 SP	1 CH	11.74 SP	6.79 CH	YES	YES
2. Main Library Administration (61221)						
3. Art/History/Literature (61231)						
4. Magazines and Newspapers (61235)						
5. Science Business and Sociology (61236)						
6. Children's Room (61237)						
7. Circulation/Automation (61243)						
8. Asian Branch (61341)	-	2 CH	0 SP	8.03 CH	-	YES
9. Latin American Branch (a.k.a. Cesar Chavez) (61345)	1 SP	-	4.35 SP	0 CH	YES	-

SP = Spanish, CH = Chinese

PART II - OPL VITAL DOCUMENTS	
Document	Language(s)
Director Unit	
Departmental Operation Unit (Financial & Administrative Services Office)	
Automation (Computer Services)	
Children Services/Youth Room (Cataloging/Processing)	
Community Relations	
Acquisitions	
On-Call Public Services	
Literacy (Second Start Adult Literacy)	
Children's Services/Youth	
Support Services Unit (Teen Services)	
Administrative Unit	
Main Library Administration	
Art/History/Literature	

Magazines and Newspapers
Science Business and Sociology
Children's Room
Circulation/Automation
Branch Administration
Brookfield Village Branch
Dimond Branch
Eastmont Branch
Elmhurst Branch
M.L. King Jr. Branch
Montclair Branch
Rockridge Branch
Temescal Branch
District I Administration (81st Ave Branch)
Golden Gate Branch
Lakeview Branch
Melrose Branch
Piedmont Branch
West Oakland Branch
African-American Museum & Library
Asian Branch
Latin American Branch (Cesar Chavez Branch)

PART II - OPL VITAL DOCUMENTS	Spanish	Chinese	Other Language(s)
Comment Forms	YES	YES	
Collection Development Policy	YES	YES	
Current Calendar Link (Web) - some events	YES	YES	
Guidelines for Library Behavior	YES	YES	
Internet Policy	YES	YES	
Library Card Registration Form	YES	YES	Korean Vietnamese
Library Fines & Fees	YES	YES	
Library Privacy Policy	YES	YES	
Library Services/Extended Library Services to Disabled	YES	YES	Vietnamese
Main Library Map	YES	YES	
Meeting Room Policy	YES	YES	
Web Pages	YES	YES	
Welcome to Oakland Public Library Brochure	YES	YES	
Welcome to Oakland Public Library DVD	YES	YES	Korean Vietnamese
Wireless Internet Policy	YES	YES	
Your Library Card Handout (borrowing rules, etc.)	YES	YES	Vietnamese
Public Surveys	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

TABLE 5: RECORDED TELEPHONIC MESSAGES	Multilingual Lines	Status
Asian Branch Library	238-3400	Completed (EN/CH)
Brookfield Branch Library	615-5725	Completed (EN/SP)
Eastmont Branch Library	615-5726	Completed (EN/SP)
Elmhurst Branch Library	615-5727	Completed (EN/SP)
Latin American 'Cesar Chavez' Library	535-5620	Completed (EN/SP)
Main Library-Information Desk	238-3134	Completed (EN/SP)
Main Library-Reference Desk	238-3138	Completed (EN/SP)
Melrose Branch Library	535-5623	Completed (EN/SP)
81st Avenue Branch Library	615-5812	Completed (EN/SP)

Percentage of public phone number with translated voice recording =100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**THE OAKLAND PUBLIC LIBRARY (OPL)
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
214.89	172.11	19.6 FTE	31.12 FTE	EXCEEDED	9.69 FTE	17.42 FTE	EXCEEDED

FY 14-15 Library Analysis by Branch Locations								
				Spanish		Chinese		
Library Facilities	Address	Zip Code	PCP	Goal	Actual	Goal	Actual	Actual
81st Avenue	1021 81st Avenue	94621	8.20	2.00	2.60	0.05	0.00	
Asian	388 9th Street #190	94607	10.35	0.57	0.00	1.61	8.03	
Brookfield	9255 Edes Avenue	94603	4.17	1.01	0.97	0.04	1.00	
Cesar Chavez	3301 East 12th Street #271	94601	7.16	1.90	4.35	0.31	0.00	
Dimond	3565 Fruitvale Avenue	94602	9.17	0.29	1.00	0.48	0.00	
Eastmont	7200 Bancroft Ave #211	94605	6.56	0.62	1.36	0.06	0.00	
Elmhurst	1427 88th Avenue	94621	4.00	0.98	1.40	0.03	0.00	
Golden Gate	5606 San Pablo	94608	4.72	0.16	1.00	0.07	0.00	
Lakeview	550 El Embarcadero	94610	5.30	0.04	0.56	0.14	0.00	
Martin Luther King Jr.	6833 International Blvd	94621	4.00	0.98	0.80	0.03	0.00	
Melrose	4805 Foothill Blvd	94601	4.00	1.06	0.80	0.17	0.00	
Montclair	1687 Mountain Blvd	94611	5.39	0.02	1.55	0.10	0.00	
Piedmont	80 Echo Avenue	94611	4.88	0.02	0.00	0.09	0.00	
Rockridge	5366 College Avenue	94618	10.33	0.04	1.99	0.07	1.00	
Temescal	5208 Telegraph Avenue	94609	6.94	0.17	1.00	0.11	0.00	
West Oakland	1801 Adeline Street	94607	4.27	0.23	0.00	0.66	0.00	
Main Library (includes On-Call, Teen & Children's Svc, Branch Admin)	125 14th Street	CITYWIDE	67.77	7.72	11.74	3.82	6.79	
African American Museum	659 14th Street	94607	4.90	0.27	0.00	0.76	0.00	

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The Oakland Public Library is in compliance with the Equal Access to Services Ordinance to members of the Limited English Speaking Spanish and Chinese populations. The Oakland Public Library has bilingual staff that account for 48.54 FTE of our 214.89 FTE budgeted positions, and which include both public (172.11 FTE) and non-public contact positions (42.78 FTE).

For decades the Oakland Public Library has implemented equal access through services designed to serve the Limited English Speaking (LES) population. These services are embedded in the Library's Strategic Plan, Mission Statement, materials, programs, and other public services offered every day in Oakland Public Libraries throughout the city. The provision of bilingual services is a strong value that the Oakland Public Library continuously communicates to our staff and patrons.

The Oakland Public Library frequently assesses the needs of our patrons by reviewing available Census data, circulation and other library usage statistics, and all available data representing the demographic breakdown throughout the City of Oakland. Our Integrated Library System (ILS) gives us data on a monthly basis so that we can review the trends and identify what is being checked out and in what languages. This information is then shared with our Supervising Librarians and they work with the Branch and Unit Managers to provide the necessary, requested resources for that community.

We also remain dedicated to extending all available library services to all of our patrons, including the LES population, by hiring qualified employees to accomplish this goal.

Some of the challenges that the Oakland Public Library continue to face are budgetary constraints, Public Contact Positions (PCP) vacancies which remain unfilled, as well as positions which are presently being under-filled or backfilled in order to provide minimal staffing levels.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

As our available budget allows, the Oakland Public Library continues to be a presence at respective local, state, and national library conferences, as well as an active recruiter at the School of Library and Information Science at SJSU. Outreach, recruitment and hiring are ongoing processes that we work towards vigorously in order to provide the best service that we can to our patrons.

The Oakland Public Library works closely with the Human Resources Management Department and the Equal Access Department to determine the need for language selective certification for each respective classification we consider filling, as required. As we are approved to fill existing permanent vacancies or exempt part-time positions, we will continue to recruit for the most qualified candidates, and in instances where a successful candidate has bilingual skills, we will comply with the Bilingual Certification testing process to assess the skills of that candidate. We follow all civil service rules and regulations when it comes to hiring.

Every Oakland Public Library recruitment that's open to the general public is advertised in local Oakland newspapers which embody many of the diverse demographics within the City of Oakland, in order to reach more qualified bilingual applicants. Additionally, Oakland Public Library recruitments generally have specific language included in the job announcement which encourages bilingual applicants to apply.

The Oakland Public Library also sends job announcements to various library listservs, which have been established to provide information to library paraprofessionals and professionals from various cultural/ethnic populations, in order to assist with recruiting qualified candidates who may have bilingual skills.

With current budgetary constraints within the Oakland Public Library, adding additional PCPs has financial consequences for which the Library only has minimal budgeting as identified in the current FY14-15 mid-cycle budget. We view this challenge as an area that can and may improve as the economic state of the City of Oakland continues to steadily improve, and we are committed to reassessing possible additional budgetary measures in the Library's future budgets.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

Over the 2014-2015 fiscal year the Oakland Public Library has had the following successes in the provision of services to our LES Spanish and Chinese populations:

- o Identified and tested four (4) staff for the Bilingual Skill Level II Certification process to streamline system-wide written translations;
- o Outreach program for patrons with our new "Learn a Language" flyer highlighting ESL Conversation Club, Spanish Conversation Group, Language Exchange program, Learning Express Library, and Transparent Language Online program;
- o Participation in a survey with the California Library Association regarding our summer lunch service: <http://www.cla-net.org/general/custom.asp?609>; CLA only made the survey available in English and Spanish. Our staff at the Asian Branch created the Chinese translation and we shared it back with CLA so that others in the state can use it as well;
- o Offered a "Spanish for Non-Native Speakers" class for staff to assist with the provision of service to our LES patrons;
- o New Arabic signs for our Arabic Collection;
- o Expanded our bilingual story times and other children's programs;
- o Held weekly bilingual storytimes that were offered in Spanish and Mandarin to families, toddlers and pre-school age children;
- o Offered Children's bilingual programs with various performers for Summer Reading programs;
- o Volunteer youth computer docents with Ready, Set, Connect! tutor patrons in Spanish and Chinese;
- o Lawyers in the Library in Spanish
- o ESL Conversation Group at the Main Library;
- o Bi-weekly Spanish Conversation Groups at the Dimond Branch Library;
- o Book Reading Club at the Cesar Chavez Branch Library;
- o Language Exchange Group at M.L. King Branch Library;
- o Voicemail Message translations in threshold languages at all of our locations during holiday closures.

The Oakland Public Library's "best practices" approach to implementing the Equal Access Office and providing bilingual services to library patrons is:

- a. To have a daily commitment to serving the diverse needs of our library users and non-users equally every day, at all of our library locations.
- b. To proactively recruit for qualified bilingual candidates for our exempt part-time at-will positions in addition to our permanent vacancies.
- c. To budget for bilingual services (collections, printing of translated materials, bilingual premiums).
- d. To comply with the City of Oakland's Administrative Instruction #145

4. Describe any additional measures, other than provision of bilingual staffing the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

In addition to providing bilingual staff at the Oakland Public Library, we continue to review, update, and provide staff with available tools (i.e. cheat sheet of common Spanish and Chinese words and phrases for staff to reference) and resources (Language Line Solutions Interpreter Services cheat sheet) to have readily available and reference in order to facilitate communication with LES Spanish and Chinese populations.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The Oakland Public Library will work on the following action steps and necessary plan of action for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City Services regardless of language spoken:

- a. Continue working with DIT and the Equal Access Office on funding assistance so that all of the Oakland Public Library branches and Main can have Voice-Over IP Shortel telephones to assist in the effort of providing recorded telephonic messages in multiple languages;
- b. Proactively recruit and hire more qualified bilingual/bicultural candidates in the threshold languages at the professional Librarian classification level by targeting our outreach efforts to more diverse populations for our temporary part-time at-will positions in addition to our permanent vacancies.
- c. Budget for bilingual services (collections, printing of translated materials, bilingual premiums).
- d. Perform more relevant outreach services to non-English speaking library users.

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

The Oakland Public Library has notices posted in the threshold languages at the circulation desk and on the doors of each of our 16 branches, in the African American Museum & Library, and at each service desk in the Main Library.

*81st Avenue Branch Library
Asian Branch Library
Brookfield Branch Library
Cesar Chavez Branch Library
Dimond Branch Library
Eastmont Branch Library
Elmhurst Branch Library
Golden Gate Branch Library
Lakeview Branch Library
Martin Luther King Jr. Branch Library
Melrose Branch Library
Montclair Branch Library
Piedmont Branch Library
Rockridge Branch Library
Temescal Branch Library
Temescal Tool Lending Library
West Oakland Branch Library
Main Library, Information Desk
Main Library, Circulation Desk
Main Library, Computer Lab
Main Library, Children's Room
Main Library, Teen Zone
Main Library, Magazines & Newspaper
Main Library, Financial & Administrative Services Office
Main Library, Adult Reference Services
Main Library, Second Start Adult Literacy
Main Library, Oakland History Room
African American Museum & Library*

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Oakland Public Library currently translates all of our vital documents into the threshold languages.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

The Oakland Public Library translates many of our programming materials, even when not deemed vital, in the threshold languages as appropriate.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

The Oakland Public Library has worked collaboratively with the Equal Access Office to determine the best practices for recording messages in the threshold languages at each of our branch libraries. As a result of collaboration between the two departments, a viable solution has been identified and the branches utilize a forwarding feature to allow patrons to access messages recorded in the threshold languages when the City/Library is shut down. We also continue discussing the need for additional City's Voice-Over IP Shortel telephones to assist in the effort of providing recorded telephonic messages in multiple languages.

The Oakland Public Library has been unable to purchase and utilize the necessary number of the City's Voice-Over IP Shortel telephones to assist in providing recorded telephonic messages in multiple languages at all of our locations, largely due to budgetary constraints. The telephone system that the Library currently uses presents a number of obstacles for recording telephonic messages in multiple languages.

In response to our continued inability to provide translated recorded messages in the threshold languages on all of our public service telephones, the Oakland Public Library submitted a request for unfunded funds for telephone upgrades in the 2015-2010 Capital Improvement Program.

We will continue discussions with the Department of Information Technology and the Equal Access Office on obtaining the City's Voice-Over IP Shortel telephones in order to assist in the effort of providing recorded telephonic messages in multiple languages, and will also continue to assess any existing budgetary constraints to determine if future funding may become available.

D. Assessment of Department Communication with LES Populations

1. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

The Oakland Public Library presently has numerous policies and procedures on providing services to our patrons, inclusive of the LES Spanish and Chinese populations (i.e. Collection Development policy, Circulation policy). Additionally, the Library also complies with all respective and applicable city, state and federal guidelines.

The Oakland Public Library provides on-going bilingual services to our patrons system-wide and is able to assess the adequacy of the services we provide to our LES populations through 1) Patron surveys, 2) Comment Cards and 3) Direct contact with our staff.

Assessment of the adequacy of the procedures used to facilitate communication with LES Spanish and Chinese populations is an on-going effort and varies from employee performance

appraisals to the Library's service goals. Prioritizing assessment tools for facilitating communication with LES Spanish and Chinese populations will be a continued effort. The Oakland Public Library pays an annual fee to a 3rd party vendor to provide the public catalog user interface in both Chinese and Spanish.

2. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

The Oakland Public Library has identified key bilingual staff within each branch and the Main Library to facilitate communication with members of the LES Spanish and Chinese population. If these positions are not PCPs, we add this task to the job duties of the individual to ensure that City information and services are provided in Cantonese, Mandarin and Spanish upon demand. Many of our divisions within the Main Library are able to access any current bilingual staff within the Library Department as needed.

In instances where bilingual staff is not available to provide services in the needed language, we are also able to contact and utilize the over-the-phone interpreter service as needed.

The Oakland Public Library remains committed to recruiting, hiring, and funding qualified bilingual/bicultural staff, and to producing necessary materials in multiple languages for the public. We budget International Language materials accordingly, using a variety of demographic and other tools, and we fund, without budgeted appropriations, bilingual premiums system-wide.

The Oakland Public Library continues to prioritize outreach and facilitate communication to LES Spanish and Chinese populations. The Oakland Public Library presently has two outreach librarians whose primary goals are to access parts of the community that may not access our services. In addition, the Oakland Public Library also ensures that the LES Spanish and Chinese populations are made aware of the vast resources that are available throughout the Library system, as well as those available resources which may be specific to those populations.

3. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

At this time the Oakland Public Library has not received any complaints related to the Equal Access Ordinance (EAO) or compliance of the EAO.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

The 2015 Language Survey results reflect the following service gaps and successes:

- *There is a rising Chinese-speaking population of patrons utilizing the Library for which we need to address the probable need for additional bilingual staffing;*
- *Most of our bilingual library patrons do not seek assistance in their home language;*
- *We need to continue to promote language interpreter services to our LES patrons in order to address wait times that are over 10-minutes;*
- *We need to make our posted signage for language assistance services more visible;*
- *We need to ensure that our available signs for language assistance services are posted and visible everywhere;*

The Library plans to address the concerns and service gaps identified by the 2015 Language Survey results through:

- *Continued staff training around availability and use of interpreter services whenever bilingual staff are not available to assist our LES patrons;*
- *Increased visible signage noting the right to receive language assistance services and to file a complaint for the lack of language services for the LES Spanish and Chinese populations utilizing Library services;*
- *Continued outreach efforts for qualified bilingual candidates to hire.*



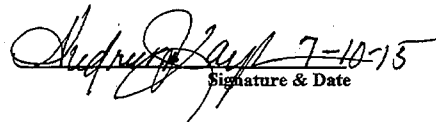
**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Oakland Parks & Recreation Department
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Audree V. Jones-Taylor, hereby certify that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Oakland Parks & Recreation Department was submitted on July 9, 2014.


Signature & Date

Audree V. Jones-Taylor, Director
Print Name & Title

OAKLAND PARKS & RECREATION DEPARTMENT (OPR)

PART II Quantitative Assessment

TABLE 1. DEPARTMENT CONTACTS		
Director	Assistant to the Director	Administrative Services Manager II
Audree V. Jones-Taylor Director of Parks & Recreation 250 Frank H. Ogawa Plaza, Suite 3330 Oakland, CA 94612 phone: (510) 238-7532 fax: (510) 238-2224 email: ajones-taylor@oaklandnet.com	Dana Riley Assistant to the Director 250 Frank H. Ogawa Plaza, Suite 3330 Oakland, CA 94612 phone: (510) 238-6495 fax: (510) 238-4999 email: driley@oaklandnet.com	Robert Davila Administrative Services Manager II 250 Frank H. Ogawa Plaza, Suite 3330 Oakland, CA 94612 phone: (510) 238-3926 fax: (510) 238-4999 email: rdavila@oaklandnet.com

Prepared by: Melissa Vargas, Parks and Recreation Department

Center	SP	CH	SP	CH	Other	Notes
Lincoln Square Recreation Center (502234) ¹	--	1 CH	0 SP	2.29 CH	--	YES
Manzanita Recreation Center (503235)	1 SP	--	1.40 SP	0 CH	YES	--
FM Smith Recreation Center (503237) ²	1 SP or 1 CH	--	0.97 SP	0.16 CH	YES	
San Antonio Recreation Center (503238)	1 SP	--	0.47 SP	0 CH	NO	--
Carmen Flores Recreation Center (503239) ³	1 SP	--	1.86 SP	0 CH	YES	--

SP = Spanish, CH = Chinese

¹ Lincoln Square Recreation Center has identified eight new PT employees they would like to bring on in the summer (FY 2015-2016) that speak Chinese.

² FM Smith Recreation Center has identified two new PT employees they would like to bring on in the summer (FY 2015-2016) that speak Chinese, and one of those individuals also speaks Vietnamese.

³ Carmen Flores Recreation Center has identified 12 new PT employees they would like to bring on in the summer (FY 2015-2016) that speak Spanish, one that speaks Chinese, and another that is proficient in ASL.

Administrative Services
Allendale Recreation Center
Arroyo Viejo Recreation Center
Boating
Bushrod Recreation Center
Carmen Flores Recreation Center
Central Reservations
City Wide Sports (Youth, Adult, Girls, Drivers, Maintenance)
Community Gardens
Davie Tennis Stadium
Defremery Aquatics
Defremery Recreation Center
Digital Arts and Culinary Academy / Rainbow Teen Center
Dimond Aquatics
Dimond Recreation Center
Discovery Center East
Discovery Center West
Dunsmuir Hellman Historic Estate
East Oakland Sports Center
FM Smith Recreation Center
Franklin Recreation Center
Fremont Aquatics
Golden Gate Recreation Center
Ira Jinkins Recreation Center
Lincoln Square Recreation Center
Malonga Casquelourd Center for the Arts
Manzanita Recreation Center
Montclair Recreation Center
Mosswood Recreation Center & ADA Inclusion Programs
Rainbow Recreation Center
Redwood Heights Recreation Center
Rotary Nature Center
San Antonio Recreation Center
Sheffield Village Recreation Center
Studio One Art Center
Tassafaronga Recreation Center
Temescal Aquatics
Willie Keyes Recreation Center

Document	Spanish	Other
Office of Parks and Recreation Brochure (38 pg. comprehensive annual program activity guide)	YES	YES
OPR Activity/Program Registration Form	YES	YES Vietnamese
Facility/Park Use Application	YES	YES
Facility Rental Guideline Packet	YES	YES
OPR Summer Hiring Event Material	YES	YES
The Great American Backyard Campout	YES	YES
Studio One Fall and Winter Brochure	YES	YES
Sports Camp	YES	YES
Focus Group	YES	YES
Dads and Jazz	YES	YES
An Intimate Evening	YES	YES
Programs Without Borders description	YES	YES
Surf Sister Saturdays	YES	YES

Percentage of vital documents translated into threshold language(s) = 100%

TABLE 5: RECORDED TELEPHONIC MESSAGES	Multilingual Lines	Status
Administrative Offices / General Information	238-7275	(EN/SP/CH)
Arroyo Viejo Recreation Center	615-5755	(EN/SP)
Brookdale Recreation Center	535-5632	(EN/SP)
Carmen Flores Recreation Center	535-5631	(EN/SP)
Central Reservations	238-3187	(EN/SP)
Digital Arts & Culinary Academy	615-5807	(EN/SP)
East Oakland Sports Center	615-5838	(EN/SP)
Franklin Recreation Center	238-7741	(EN/CH)
Fremont Pool	535-5614	(EN/SP)
Ira Jinkins Recreation Center	615-5959	(EN/SP)
Lincoln Square Recreation Center	238-7738	(EN/CH)
Manzanita Recreation Center	535-5625	(EN/SP)
Rainbow Recreation Center	615-5751	(EN/SP)
San Antonio Recreation Center	535-5608	(EN/SP)
Tassafaronga Recreation Center	615-5764	(EN/SP)

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**OAKLAND PARKS & RECREATION DEPARTMENT
FISCAL YEAR 2014-2015**

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

Oakland Parks & Recreation Summary Analysis

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF 32 FTE (31 PT Staff)	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
245	237	ACTUAL 27		EXCEEDED	ACTUAL 13	11 FTE (41 PT Staff)	NO

Oakland Parks & Recreation Analysis by Recreation Center

	Zip Code	PCP	Spanish		Chinese	
			Goal	Actual	Goal	Actual
ALLENDALE	94619	3.27	0.16	0.00	0.16	0.00
ARROYO VIEJO	94605	5.55	0.30	1.79	0.86	0.00
BOATING	94610	6.26	0.05	0.89	0.16	0.14
BUSHROD	94609	4.16	0.10	0.46	0.06	0.00
CARMEN FLORES	94601	6.42	1.70	1.86	0.28	0.00
DAVIE TENNIS STADIUM	94610	2.73	0.02	0.00	0.07	0.75
DEFREMERY AQUATICS	94607	10.81	0.59	0.61	1.68	0.90
DEFREMERY	94607	3.47	0.18	0.00	0.53	0.00
DIGITAL ARTS AND CULINARY ACADEMY / RAINBOW TEEN CENTER	94621	1.48	0.36	0.21	0.00	0.00
DIMOND	94602	8.58	0.27	0.83	0.45	0.30
DIMOND AQUATICS	94602	1.79	0.05	0.00	0.09	0.15
DISCOVERY EAST	94601	2.75	0.72	1.85	0.12	0.08
DISCOVERY WEST	94607	1.76	0.09	1.85	0.27	0.00
DUNSMUIR ESTATE	94605	4.24	0.39	0.04	0.04	0.47
EAST OAKLAND SPORTS CENTER	94603	17.05	4.13	2.58	0.18	0.85
FM SMITH	94606	3.44	0.25	0.97	0.45	0.16
FRANKLIN	94606	4.03	0.29	0.41	0.53	0.42
FREMONT AQUATICS	94601	2.64	0.70	1.14	0.11	0.16
GOLDEN GATE	94608	5.08	0.20	0.46	0.09	0.00
IRA JENKINS	94603	5.82	1.14	0.93	0.06	0.47

	Zip Code	PCP	Spanish		Chinese	
			Goal	Actual	Goal	Actual
LINCOLN SQUARE	94607	7.08	0.38	0.00	1.10	2.29
MALONGA CASQUELOURD	94612	4.95	0.18	0.00	0.61	0.00
MANZANITA	94606	4.23	0.31	1.40	0.56	0.00
MONTCLAIR	94611	6.16	0.02	0.16	0.11	0.00
MOSSWOOD	94609	9.35	0.23	1.71	0.14	0.00
RAINBOW	94621	3.44	0.84	0.78	0.02	0.00
REDWOOD HEIGHTS	94619	9.31	0.46	1.69	0.44	0.00
ROTARY NATURE	94610	4.36	0.03	0.00	0.11	0.95
SAN ANTONIO	94606	2.00	0.14	0.47	0.26	0.00
SHEFFIELD VILLAGE	94605	2.24	0.21	0.00	0.02	0.00
STUDIO ONE	94609	21.82	0.53	2.26	0.33	0.71
TASSAFARONGA	94621	3.65	0.89	0.46	0.02	0.00
TEMESCAL AQUATICS	94609	2.99	0.07	0.42	0.04	0.56
WILLIE KEYS	94608	4.83	0.19	0.17	0.09	0.00

- Several years ago Oakland Parks & Recreation (OPR) conducted an in-depth study to determine best practices to meet the requirements of the Equal Access to Services Ordinance (EAO). At that time several processes relating to recruitment and outreach (described in detail in Part III, Section A.2) were put in place. These processes are evaluated annually and enhanced accordingly to reflect new findings.

At the department level, OPR exceeds the Spanish requirement of the Equal Access to Services Ordinance by 19% and falls 15% below the Chinese requirement. All but one of OPR's Super PCP recreation centers exceeds the language requirement. The San Antonio center which fell below the required language goal is the hub for the Citywide Sports and the Girls' Sports program. The programs provided by San Antonio staff take place at recreation centers across the city and in conjunction with the individual recreation center staff that are available to assist with language needs. The month of June 2015, launched the first activities that Girls' Sports is hosting at San Antonio.

Due to a low attrition rate, OPR has filled very few full-time (FT) or permanent part time (PPT) positions. Four placements (1 Facilities Security Assistant PPT, 1 Recreation Program Director-Aquatics, 1 Recreation Supervisor-Aquatics, and 1 Recreation Leader II, PPT) occurred in FY 2014-15 with placements being filled by recruitments and utilization of existing lists. Of the 4 placements made, one is bilingual in Spanish and one is bilingual in Cantonese.

In 2015, OPR continues to experience a decline in certified applicants for part-time positions as compared to prior years; and, the number of candidates on the certified list who speak Spanish or Chinese are also declining. The lower than normal candidate pool hampered OPR's efforts to hire and place staff with language skills. Due to the low

number of applicants, several part-time positions remain open for recruitment at the time this report is written.

Hiring Process	Date	All Applicants
Applications received	March 16, 2015	885
Candidates who met minimum qualifications (MQ) / Invited to OPR Hiring Day	March 28, 2015	597
Attended OPR Hiring Day (interviews, evaluation and assessment of skills)	May 2, 2015	319
Candidates referred to OPR	May 15, 2015	273
Candidates hired to date	June 30, 2015	113

The following 78 bilingual positions have been filled as of June 30, 2015. The candidates below applied during the FY 2014-15 part-time spring recruitment period. These positions will provide language skills at the 23 sites identified below, and are not included in the data presented above as the new staff has not accrued hours during this reporting period. Eleven of OPR's sites that are currently not in compliance have hired additional bilingual (Spanish and/or Chinese) staff to meet or make headway to the Equal Access Ordinance goals. Within the next few months OPR can also provide an informational report with updated numbers and its compliance status.

Quantity	Job Title / Position	Bilingual Proficiency	Site Location
1	Recreation Attendant I, PT	Spanish	Boating
2	Recreation Aide, PT	Chinese	Boating
1	Recreation Leader I, PT	Spanish	Bushrod Recreation Center
1	Recreation Leader I, PT	Spanish	Carmen Flores Recreation Center
2	Recreation Aide, PT	Spanish	Carmen Flores Recreation Center
3	Recreation Aide, PT	Spanish	Carmen Flores Recreation Center
4	Recreation Leader I, PT	Spanish	Carmen Flores Recreation Center
5	Recreation Aide, PT	Spanish	Carmen Flores Recreation Center
6	Recreation Leader I, PT	Spanish	Carmen Flores Recreation Center
7	Recreation Aide, PT	Spanish	Carmen Flores Recreation Center
8	Sports Official, PT	Spanish	Carmen Flores Recreation Center
9	Recreation Aide, PT	Spanish	Carmen Flores Recreation Center
10	Recreation Leader I, PT	Spanish	Carmen Flores Recreation Center
11	Recreation Leader II, PT	Chinese	Carmen Flores Recreation Center
12	Recreation Leader I, PT	Spanish	Carmen Flores Recreation Center
13	Recreation Leader I, PT	Spanish	Carmen Flores Recreation Center
1	Recreation ATTENDANT, PT	Chinese	Central Reservation

1	Recreation Aide, PT	Spanish	City Wide Sports
2	Recreation Attendant I, PT	Spanish	City Wide Sports
3	Recreation Leader I, PT	Spanish	City Wide Sports
4	Recreation Specialist I, PT	Spanish	City Wide Sports
5	Sports Official, PT	Chinese	City Wide Sports
6	Sports Official, PT	Spanish	City Wide Sports
7	Recreation Aide, PT	Spanish	City Wide Sports
8	Sports Official, PT	Spanish	City Wide Sports
1	Recreation Leader I, PT	Spanish	DeFremery Recreation Center
1	Recreation Aide, PT	Spanish	Digital Arts and Culinary Academy / Rainbow Teen Center
2	Recreation Aide, PT	Spanish	Digital Arts and Culinary Academy / Rainbow Teen Center
3	Recreation Specialist I, PT	Spanish	Digital Arts and Culinary Academy / Rainbow Teen Center
1	Lifeguard, PT	Chinese	Dimond Aquatics
1	Recreation Aide, PT	Chinese	Dimond Recreation Center
2	Recreation Aide, PT	Spanish	Dimond Recreation Center
1	Recreation Aide, PT	Spanish	Discovery
1	Recreation Attendant I, PT	Spanish	East Oakland Sports Center
2	Recreation Leader I, PT	Spanish	East Oakland Sports Center
3	Recreation Attendant I, PT	Spanish	East Oakland Sports Center
4	Recreation Attendant I, PT	Spanish	East Oakland Sports Center
5	Aquatics Director	Chinese	East Oakland Sports Center
6	Recreation Attendant I, PT	Spanish	East Oakland Sports Center
7	Recreation Leader I, PT	Spanish	East Oakland Sports Center
8	Recreation Specialist I, PT	Spanish	East Oakland Sports Center
9	Recreation Specialist I, PT	Spanish	East Oakland Sports Center
10	Recreation Leader I, PT	Spanish	East Oakland Sports Center
1	Recreation Leader I, PT	Chinese	FM Smith Recreation Center
2	Recreation Aide, PT	Chinese	FM Smith Recreation Center
3	Recreation Aide, PT	Chinese	FM Smith Recreation Center
1	Recreation Specialist I, PT	Spanish	Franklin Recreation Center
1	Recreation Leader I, PT	Spanish	Ira Jenkins Recreation Center
2	Recreation Aide, PT	Spanish	Ira Jenkins Recreation Center
3	Recreation Attendant I, PT	Spanish	Ira Jenkins Recreation Center
4	Recreation Aide, PT	Spanish	Ira Jenkins Recreation Center
1	Recreation Aide, PT	Chinese	Lake Merritt Boating Center
2	Recreation Leader I, PT	Chinese	Lake Merritt Boating Center
3	Recreation Aide, PT	Spanish	Lake Merritt Boating Center
1	Recreation Aide, PT	Chinese	Lincoln Square Recreation Center
2	Recreation Aide, PT	Chinese	Lincoln Square Recreation Center
3	Recreation Attendant I, PT	Chinese	Lincoln Square Recreation Center
4	Recreation Leader I, PT	Chinese	Lincoln Square Recreation Center
5	Recreation Leader I, PT	Chinese	Lincoln Square Recreation Center
6	Recreation Aide, PT	Chinese	Lincoln Square Recreation Center
7	Recreation Leader I, PT	Chinese	Lincoln Square Recreation Center
8	Recreation Leader II, PT	Chinese	Lincoln Square Recreation Center
1	Recreation Leader I, PT	Spanish	Manzanita Recreation Center
1	Recreation Leader I, PT	Spanish	Montclair Recreation Center
1	Recreation Aide, PT	Spanish	Mosswood Recreation Center
2	Recreation Attendant I, PT	Spanish	Mosswood Recreation Center
3	Recreation Aide, PT	Spanish	Mosswood Recreation Center & ADA Inclusion Programs
1	Recreation Specialist I, PT	Spanish	Redwood Heights
2	Recreation Leader I, PT	Spanish	Redwood Heights
1	Recreation Aide, PT	Spanish	Rotary Nature Center
2	Recreation Aide, PT	Spanish	Rotary Nature Center

1	Recreation Aide, PT	Spanish	Sheffield Village
1	Recreation Aide, PT	Spanish	Studio One Recreation Center
2	Recreation Aide, PT	Chinese	Studio One Recreation Center
3	Recreation Aide, PT	Chinese	Studio One Recreation Center
4	Recreation Aide, PT	Chinese	Studio One Recreation Center
5	Recreation Specialist I, PT	Spanish	Studio One Recreation Center
6	Recreation Leader I, PT	Chinese	Studio One Recreation Center

- Oakland Parks & Recreation (OPR) relies heavily on collaboration with the Human Resource (HR) department and the Equal Access division to identify sites with language need and to successfully recruit bilingual applicants. The department's largest hiring opportunity and therefore the time in which the largest impact can be made is during the hiring process for summer program staff. The recruitment efforts for FY 2015-2016 summer hires integrated a wide distribution of Spanish and Chinese translated Summer Job Opportunity announcements, recruitment by recreation site staff to the surrounding community and patrons, and recruitment from Counselor in Training Programs.

Over 3,000 English/Spanish and 3,000 English/Chinese Summer Job Opportunity notices were distributed to City offices and recreation sites, 10 local colleges, all OUSD High School and Middle School locations, 16 Libraries, 21 Faith Based Organizations, and 25 Charter School/Education Centers.

Concentrated bilingual outreach efforts were intensified to include staff visits to 15 CBOs serving the Spanish speaking community and 28 CBOs and merchants serving the Chinese speaking community. The 2014 outreach efforts were enhanced through partnership with Loa Family Community Development and the Unity Council.

Hiring announcements were posted on the City's website, OPR's webpage and on Craig's List. The announcement was included in OPR's e-blast, City Administrator's Weekly report, and Council offices assisted with publicity efforts by including hiring information in their e-newsletters. Newspaper advertisements were placed with the Post Group, El Mundo, Sing Tao Daily and Bay Area News Group papers and requests for Public Service Announcements were sent to KQED, KTOP, KRON 4, NBC Bay Area, Bay City News, and KTSF 26.

OPR attended job fairs at three OUSD High Schools (Oakland Technical, McClymonds & Castlemont), the East Oakland Mall, and the California Conservation Fair. OPR staff, including bilingual staff provided tips to candidates on how to successfully complete the application and helped candidates determine the position best suited to the applicant's skills.

- One best practice implemented by Oakland Parks & Recreation (OPR) relates to identification of candidates with language skills. Several years ago OPR began identifying bilingual candidates at the department's interview draft day with color coded tags. The first year several issues came up where after being placed it was discovered

that the candidate could not adequately speak the language they self-identified on their application. Moving forward, OPR intends to implement a best practice of having bilingual staff conduct a conversational analysis of candidate language skill at draft day. This process will help reduce the incorrect placement of staff.

Another best practice relates to recruitment. In the past hiring announcements were mailed to local schools and colleges. It was found that at times the City's hiring information would be "lost" on an information table. OPR staff began making one-on-one contact with career counselors and a poster size announcement was included to encourage prime placement of OPR materials. In addition, OPR has registered with several colleges and is now able to post job announcements on their e-job boards.

- Oakland Parks & Recreation (OPR) provides annual training to all site directors on the equal access process and available services. This includes how to request document translation, language line translation service, and availability of an interpreter and/or headset equipment. OPR utilizes a translator and headset equipment during larger meetings such as a community focus group.

OPR provided translation of materials beyond vital documents. The program guide for the Studio One Art Center was translated into both Spanish and Chinese, as were materials for the Great American Backyard Campout, Sports Camp, Focus Group, Dads and Jazz, An Intimate Evening, Programs Without Borders, and Surf Sister Saturdays.

- Oakland Parks & Recreation supervising staff will periodically spot check sites to ensure:
 - language access poster and comment box are prominently displayed
 - voice messages is recorded in required languages
 - language translation service material is readily accessible

Annual training will be held to provide policy updates, share ideas/concerns, review the departments Equal Access to Services report, and communicate which recreation sites are not meeting the language goal.

B. Translation of Written Vital Documents Assessment

1.

ADMINISTRATIVE OFFICE	GOLDEN GATE
ALLENDALE	IRA JINKINS
ARROYO VIEJO	LINCOLN SQUARE
BOATING	MALONGA CASQUELORD
BUSHROD	MANZANITA
CARMEN FLORES	MONTCLAIR

DAVIE TENNIS STADIUM	MOSSWOOD
DEFREMERY AQUATICS	RAINBOW
DEFREMERY	REDWOOD HEIGHTS
DIGITAL ARTS & CULINARY ACADEMY & RAINBOW TEEN CENTER	ROTARY NATURE
DIMOND AQUATICS	SAN ANTONIO
DIMOND	SHEFFIELD VILLAGE
DISCOVERY EAST	STUDIO ONE
DISCOVERY WEST	TASSAFARONGA
DUNSMUIR ESTATE	TEMESCAL AQUATICS
EAST OAKLAND SPORTS CENTER	WILLIE KEYS
FM SMITH	
FRANKLIN	
FREMONT AQUATICS	

- Oakland Parks & Recreation (OPR) meets the requirement for translation of vital documents. FY 2014-2015 OPR added materials for the Great American Backyard Campout, Sports Camp, Focus Group, Dads and Jazz, An Intimate Evening, Programs Without Borders, and Surf Sister Saturdays as new vital documents.
- Oakland Parks & Recreation's (OPR) Studio One Art Center's 2014 program guide was translated to Spanish and Chinese and recreation centers located in areas identified as having a large number of limited English speakers provide many of the site specific program flyers translated into the required language.

C. Multilingual Telephone Messages Assessment

- Oakland Parks & Recreation meets the requirement for multilingual telephone messages at all of its facilities. Supervising staff periodically spot checks sites to insure that phone message recordings remain compliant.

D. Assessment of Department Communication with LES Populations

- The survey conducted during FY 2014-2015 displayed that OPR received average survey results, similarly to the citywide survey results. OPR had the second highest amount of contacts recorded at 12,218, of which 47 percent or 5,742 represented English speakers, 29 percent/3,543 were Cantonese and Mandarin speakers, and 20 percent/2,444 were Spanish speakers. In addition, 70 percent of OPR's customers reported they received a short wait time of 5 minutes or less to speak with a City representative, compared to the

citywide result of 73 percent. Of the 250 customers surveyed, 88 percent also stated they received good/excellent customer service.

Despite the positive responses there is much the City and OPR can do to ensure language barriers are ultimately removed for our limited English speaking customers.

The following are OPR's needed areas of improvement:

- Survey Q1 - Increase OPR's response time to speak with customer. OPR's goal is to increase this by 10 percent. This can be improved by ensuring staff is at front desk, and if staff cannot attend the front desk because of limited resources, then making sure their cell phone number is visibly displayed in various languages. A bell desk may also be incorporated into each recreation center layout.
- Survey Q5 - Increase amount of customers that responded "No." OPR's goal is to increase this by 20 percent by making it easier to provide services to limited English speakers. This can be accomplished by utilizing the mobile phone application, "Say Hi," which provides translation services using the mobile phone on speaker mode.
- Survey Q9 - Provide language services in a more efficient manner. OPR's goal is to increase the amount of customers that did not have to wait more than 10 minutes for language services by 16 percent. OPR will work closely with Equal Access to provide a strategy.
- Survey Q10 - Improve accessibility of visible signs informing customers of right to receive language assistance services. OPR's goal is to improve this by 12 percent. This can be accomplished by creating larger signs and displaying them in more prominent areas.
- Survey Q11 - Improve accessibility of visible signs informing customers of right to file a complaint for the lack of language services. OPR's goal is to improve this by 35 percent. This can be accomplished by going hand in hand with the above signage and placement.

OPR will also provide an annual training where requirements of the Equal Access to Services ordinance will be reviewed. The training will cover policy updates, review of the departments Equal Access to Services report, an opportunity to share ideas/concerns and to discuss which recreation sites are not meeting the language goal.

OPR administrative staff will perform two site visits each year to check for compliance to OPR's Equal Access policy.

During the next 12 months OPR will continue to scout and hire more bilingual staff in order to help fulfil customer needs.

- Oakland Parks & Recreation's (OPR) written policy listed below has been an effective policy.

Oakland Parks & Recreation Policy for Providing Access to Services to Limited English Speaking Persons

- Equal Access Language Availability Poster is to be posted in public contact areas – front desk/lobby/bulletin board of each recreation facility.
 - Recreation facilities are to participate in the implementation of language survey annually or as requested.
 - Recreation facilities are to display applicable translated materials such as OPR Brochure, Registration Form and individual site's program flyers.
 - Recreation facilities are to have comment card and receptacle readily visible in the main lobby. All comments received relating to Equal Access to Services are to be forwarded to OPR's Equal Access Coordinator.
 - Interpretation Service Available sheet (listing of languages translation via phone) & Language Service Reference Card are to be kept readily accessible. Recommended location is red binder at front desk/office.
 - Staff is to be knowledgeable on the availability of translation service and how to use the Language Service Line. Language Line phone stickers are to be posted at all office phones.
 - Staff is to be knowledgeable of OPR staff identified as bilingual on the phone list and request assistance with translation when required.
3. Oakland Parks and Recreation facilities display the Equal Access Language Availability poster. The notice is posted in public contact areas such as the front desk/lobby/bulletin board of each recreation facility. Information about Equal Access to Services is located on OPR's Facebook, and website homepage and includes a link to the City's Equal Access webpage to provide more information.
4. No. If any complaints had been received they would have been forwarded to the Equal Access division.

E. Action Plan

1. Please see previous D – 1 response.
2. Oakland Parks & Recreation (OPR) facilities display the Equal Access Language Availability and Complaint poster in a public contact area such as the front desk, lobby, or bulletin board. Links to vital documents are posted on OPR's website when applicable and current. The department's annual plan and the complaint process may be accessed through a link from OPR's homepage section titled "Equal Access to Service".



**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: OAKLAND PUBLIC WORKS
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, BROOKE A. LEVIN, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for OAKLAND PUBLIC WORKS was submitted on JUNE 30, 2015.


Signature & Date

Brooke A. Levin, Director of Public Works
Print Name & Title

OAKLAND PUBLIC WORKS (OPW)

PART II Quantitative Assessment

BUREAU DEPARTMENT CONTACT		
Department Head	Language of Use - Communication	SPOC
Brooke A. Levin Director, Public Works 250 Frank H. Ogawa Plaza, 4314, Oakland, CA 94612 phone: (510) 238-4470 fax: (510) 238-6428 email: blevin@oaklandnet.com	Yolanda Lopez Administrative Services Manager II 250 Frank H. Ogawa Plaza, 4314, Oakland, CA 94612 phone: (510) 238-2098 fax: (510) 238-2294 email: vlopez@oaklandnet.com	Yolanda Lopez Administrative Services Manager II 250 Frank H. Ogawa Plaza, 4314, Oakland, CA 94612 phone: (510) 238-2098 fax: (510) 238-2294 email: vlopez@oaklandnet.com

BUREAU OF PUBLIC WORKS & ADMINISTRATION						
Code	Language	SP	CH	SP	CH	YES
30131	OPW Call Center	1	1	3	2	YES
SP = Spanish, CH = Chinese						

BUREAU OF ENGINEERING & CONSTRUCTION						
Code	Language	SP	CH	SP	CH	YES
30211	Engineering & Construction Asst. Director's Office					
30214	ADA Programs					
30231	Project Delivery Administration					
30232	Construction Management & Materials Testing					
30233	CIP Project Management					
30234	Facilities Planning					
30235	Survey					
30241	Engineering Design and ROW - Administration					
30242	Streets and Structures					
30243	Right of Way Management					
30244	Sanitary Sewer Design					
30245	Watershed and Stormwater Program					
30261	Transportation Services - Administration					
30264	Traffic Capital Projects					
30265	Traffic Safety Program					
30275	IPPD Plans and Programming					
BUREAU OF INFRASTRUCTURE MAINTENANCE & OPERATIONS						
30511	Infrastructure & Ops Asst Director's Office					

30522-Electrical Maintenance
30523-Electrical Traffic Maintenance
30531-Infrastructure Maintenance Admin
30532-Storm Drain Maintenance
30533-Sewer System Maintenance
30534-Street & Sidewalk Maintenance
30541-Equipment Services Administration
BUREAU OF FACILITIES AND ENVIRONMENT
30611-Facilities & Environ Asst. Director's Office
30631-Facilities Services Administration
30632-Civic Center Complex
30633-Hall of Justice Complex
30634-Plant Operations
30635-Roving Custodial
30651-Parks/Bldg Maintenance Administration
30652-Landscape Maintenance
30654-Tree Services
30655 -Bldgs :Electrical & Painting
30658-Bldgs :Structural
30671-SCGA Administration
30672-Street Cleaning
30673-Graffiti Abatement & Rapid Response
30674-Illegal Dumping
30681-Environmental Services Admin
30682 -Recycling and Solid Waste
30683-Environmental Remediation
30684-Environmental Sustainability
30685-Environmental Watershed
30689-Environmental Energy

TABLE 5 - MULTILINGUAL DOCUMENTS	Spanish	Chinese	Other Languages
ADA Program Brochure	YES	YES	
Adopt a Spot	YES	YES	
Battery Recycling: Safe and Legal in Oakland	YES	YES	Vietnamese
Earth Day Flyer	YES	YES	
Environmentally Sensitive Vegetation Management	YES	YES	Vietnamese
Greenware Ordinance	YES	YES	Vietnamese
Guide for Oakland Food Vendors	YES	YES	Vietnamese
Home Energy Efficiency Outreach Material	YES	YES	
Newspaper Advertisement on Recycling Contract	YES	YES	
Public Works Brochure/Services/Organizational Chart/Useful Telephone Number	YES	YES	Vietnamese
Recycling Guide	YES	YES	Vietnamese

Residential Fat, Oil & Grease Postcard	YES	YES	
Small Business Recycling	YES	YES	
Volunteer Safety Sheet	YES	YES	Vietnamese
Volunteer Opportunities	YES	YES	
Volunteer Guidelines	YES	YES	
Volunteer Waiver	YES	YES	
Volunteer Sign In	YES	YES	
Smart Parking Meter Public Outreach	YES	YES	
Zero Waste SFD Service Brochure	YES	YES	Vietnamese
Zero Waste MFD Service Brochure	YES	YES	Vietnamese
Zero Waste 1-2-3 Composting Instruction Card	YES	YES	Vietnamese

Percentage of vital documents translated into threshold language(s) = 100%

[REDACTED]		
OPW Front Desk	238-3961	Completed
OPW Construction	238-3051	Completed
Recycling Hotline	238-7283	Completed
Volunteer Opportunities	238-7630	Completed
OPW Call Center	615-5566	Completed
Event Hotline	238-7611	Completed

Percentage of public phone numbers with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT

**OAKLAND PUBLIC WORKS DEPARTMENT (OPW)
FISCAL YEAR 2014-2015**

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT	SPANISH PCP			CHINESE PCP		
	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
15	2.0	3.0	YES	1.0	2.0	YES

Note: In addition to meeting the PCP bilingual goal, it should be noted that the Department has 23 non-PCP, professional and technical engineering staff (13 bilingual in Cantonese/ Mandarin and 10 bilingual in Spanish, 1 in Vietnamese) that are available for in-person translation at the OPW Administration and Engineering and Construction counters.

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

Oakland Public Works has continued to effectively comply with the Equal Access to Services Ordinance this past reporting year.

The OPW Call Center staff located at 7101 Edgewater Drive consisted of 5.0 FTE Public Contact Positions (PCP) which included one (1) Call Center Manager, four (4) Public Service Representatives of which three (3) were bilingual; along with one (1) part-time Public Service Representative and one (1) part-time Office Assistant II. The bilingual Call Center staff continues to provide language translation services to Chinese and Spanish speaking citizens on a daily basis to ensure that all service requests were logged, dispatched, tracked and followed up. The Call Center also has specific voicemail phone lines that are designated to Chinese and Spanish speaking citizens when reporting a problem and has posted presentation materials online in Chinese and Spanish at:

<http://www2.oaklandnet.com/oakca1/groups/pwa/documents/report/oak052055.pdf> and
<http://www2.oaklandnet.com/oakca1/groups/pwa/documents/report/oak052056.pdf>.

OPW Administration has 1.0 FTE PCP that is located at the main reception information desk. This position is responsible for the day-to-day operations of assisting and directing the public and other City staff. Within the Bureau of Engineering and Construction there are 3.0 FTE's designated as PCP's. These positions are all located at 250 Frank Ogawa Plaza, 4th floor and serve the public information needs for Right-of-Way Management and Construction, Traffic planning and ADA compliance as well as the central point of contact for Administration.

During this reporting year, OPW have 2.0 additional FTE's (*an Administrative Assistant II and a Facilities Complex Manager*) that were designed as PCP's within the Bureau of Environmental and Facilities (BFE). These two positions are located in the BFE's Assistant Director's office at 7101

Edgewater Drive and the Facilities Services Administration Office at 250 Frank Ogawa Plaza, 1st Floor and serve as language translators for the Spanish speaking community.

There still remain challenges in enlightening the LES community about OPW's effort of providing equal access to City services. Although Public Works have several language specific phone lines; website and mobile application for citizens to request our services and a walk-in policy in Administration; there's still the need for more outreach to better serve the LES community.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

OPW has continued to commit to hiring more bilingual candidates and to provide more outreach efforts to the LES community. OPW's recruitments and hiring selections are closely reviewed by the Department of Human Resources Management and Equal Access to ensure that the needs of the LES community are met. Currently, OPW have staff that is proficient in Spanish, Cantonese, Mandarin, Tagalog, Arabic, German, Persian, and French.

Also, for this reporting year, OPW participated in an outreach effort to hire nine (9) High School student interns from various diverse backgrounds from three local Oakland High Schools – McClymonds, Oakland Tech and Oakland High. This is a concerted effort between both OPW and the Oakland Unified School District to help students gain insight and knowledge of how Oakland City Government works and specifically how OPW serves the LES community and the City as a whole.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

During this reporting period, the OPW Call Center staff along with staff from the Mayor's office and other City staff attended a community meeting in April 2015 for Spanish speaking individuals only. The Call Center staff shared and explained to the community group how to report problems to OPW by calling 615-5566; through the website www.oaklandpw.com or through the mobile application SeeClickFix. The community considered the information valuable and helpful.

The Call Center has also translated the video (*see link below*) that was mentioned in last year's report to a presentation format. <https://vimeo.com/98090382>

4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

One additional measure that OPW have implemented is that the IPPD Plans & Program division of the Bureau of Engineering and Construction has included the following paragraph on the agenda for the Bicycle and Pedestrian Advisory Commission.

"This meeting is wheelchair accessible. To request materials in alternative formats, or to request an ASL interpreter, captioning, or assistive listening device, please call Adriana Mitchell at 238-5219 (V) or 238-2007 (TTY) at least three (3) business days before the meeting. Please refrain from wearing scented products to this meeting so persons who may experience chemical sensitivities can attend. Thank you."

Another measure executed this reporting period was that the Environmental Services Division (ESD) mailed out the Energy Benchmarking Program Outreach materials to 400 businesses located on International Boulevard and in the Bus Rapid Transit Project area. ESD sent the businesses a letter and a brochure translated in Chinese and created a post-script to an English-language letter, in Spanish and Chinese offering translated versions of the letter upon request.

The Call Center staff also continues to provide written materials in Chinese and Spanish about OPW services such as illegal dumping, pot holes, graffiti, etc. when attending community meetings throughout the year.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

OPW's Call Center staff will translate the "Report a Problem" Video in Spanish, Chinese and Vietnamese. This video specifically targets any maintenance, engineering or construction problem that a resident may have (i.e. pot holes, illegal dumping, graffiti, City building/park, storm drain or volunteer efforts).

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

These notices are posted at the OPW main reception information desk at 250 Frank Ogawa Plaza – Administration, Suite 4314; Construction & Engineering, Suite 4344; Environmental Services, Suite 5302; and OPW Call Center, 7101 Edgewater Drive – Building #2.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

As shown in Table 4, 100% of vital documents were translated into threshold languages. This reporting year, 14 additional vital documents were added in which all were translated in Spanish and Chinese and 3 of the Zero Waste vital documents were translated in Vietnamese as well.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

OPW Environmental Services translated the "Residential Fat, Oil & Grease" postcard in Spanish and Chinese.

The Home Energy Efficiency outreach materials were translated by StopWaste.org.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

As shown in Table 5, OPW have five (5) locations that provide multilingual telephone messages:

- OPW Administration Main Reception Information Desk Line – 238-3961
- OPW Construction – 238-3051
- Recycling Hotline – 238-7283
- Volunteer Opportunities – 238-7630
- OPW Call Center – 615-5566
- Event Hotline – 238-7611

All the above phone lines have message scripts in Spanish, Cantonese and Mandarin and OPW Construction have now added a Vietnamese script.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey.

OPW participated in the Equal Access to City Services Survey this year for the two-week period beginning February 15, 2015 through February 28, 2015. There were a total of seven (7) PCP's who partook in the survey. The survey locations were the OPW Main Reception Information Desk (238-3961) and the Construction/Right-a-Way- Management Counter (238-3651) at 250 Frank Ogawa Pl., Ste. 4314; the ADA main phone line (238-5219) at City Hall; and the Call Center main line (615-5566) at 7101 Edgewater. The end results are shown in the table below:

Public Works Department
Equal Access to City Services Survey 2015

Tally Sheet Totals for Two Week Period (2/15/15 thru 2/28/15)

LANGUAGE	TOTAL
English	2157
Spanish	13
Chinese/Cantonese	7
Chinese/Mandarin	1

Arabic	1
Korean	1
Other	2
TOTAL	2182

Total Number of Actual Surveys = 45

As noted in the table above, there were a total of 2182 clients/citizens that were asked the survey questions via telephone or walk-in. Thirteen (13) noted Spanish as their primary language; seven (7) noted Cantonese as their primary language; one noted Mandarin / Arabic / Korean or other as their primary language. The remaining 2157 noted English as their primary language. Please note that there were a total of 45 hard copy surveys that were filled out by walk-in clients/citizens.

During this two-week survey period, the department was limited in their efforts to encourage walk-in clients/citizens to fill out the survey. However, there were some who were willing to participate. There were also hard copies of the survey translated in Spanish and Chinese displayed at the main reception information desk at 250 Frank Ogawa Plaza, Suite 4314 where most of the walk-ins occurred. Further discussion is needed to explore more effective methods and to determine how the department can improve outreach efforts to better serve the LES community.

OPW plans to include more PCP's to participate in the Equal Access City Services Survey process in the next reporting period.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

OPW Administration has copies of Equal Access' "Removing Language Barriers - Enhancing Communication" pamphlets translated in Spanish and Chinese at the main reception information desk at 250 Frank Ogawa Plaza, Suite 4314.

OPW also works closely with Equal Access in its efforts to inform LES populations of their right to access services and works with Human Resources to recruit bilingual staff as needed.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

OPW will continue its outreach efforts to the LES community through community meetings and department events and activities.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

During this reporting period, there were no oral or written complaints filed with the Department regarding bilingual services.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

OPW's Accomplishments for This Year:

- The "Earth Day" flyer was translated in Spanish and Chinese
- The "Stop Illegal Dumping" flyer was translated in Spanish, Chinese and Vietnamese
- Recycling Hotline 238-SAVE voicemail message was translated in Spanish, Chinese and Vietnamese
- Call Center staff participated in the Citizens Academy for Spanish and Chinese citizens

OPW's Goals for Next Year:

- Call Center's "Report a Problem" Video will be translated in Spanish and Chinese
- OPW will form a departmental committee to explore more outreach efforts to better serve the LES community.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

These notices are posted at the OPW main reception information desk/counters at 250 Frank Ogawa Plaza - Administration, Suite 4314; Construction & Engineering, Suite 4344; Environmental Services, Suite 5302; and OPW Call Center, 7101 Edgewater Drive - Building #2.

The Department will be posting the Final Report of the OAKLAND PUBLIC WORKS FY 2014-2015 EQUAL ACCESS ORDINANCE ANNUAL COMPLIANCE PLAN on the Equal Access Program website which can be accessed at the following link:
<http://www2.oaklandnet.com/Government/o/HumanResources/s/EqualAccess/index.htm>.

A written copy of the report will be available for the public to view at OPW Administration Main Reception Information Desk, 250 Frank H. Ogawa Plaza, Suite 4314.



CITY OF OAKLAND

Planning & Building Department | 1
FISCAL YEAR 2014-2015


**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Planning & Building Department
FISCAL YEAR: FY14-15

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Rachel Flynn, AIA, Director of Planning & Building, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Planning & Building Department was submitted on July 21, 2015.

 7/21/15

Rachel Flynn & Date

Darin Renelliotti, Acting Director

Print Name & Title

PLANNING & BUILDING DEPARTMENT (PBD)

PART II Quantitative Assessment

Department/Section	Language Access Coordinator	Staff
Rachel Flynn Director 250 Frank H. Ogawa Plaza 3rd Floor, Suite 3315 Oakland, CA 94612 phone: (510) 238-2229 email: rflynn@oaklandnet.com	Melanie Cockerham Administrative Analyst II 250 Frank H. Ogawa Plaza 3rd Floor, Suite 3315 Oakland, CA 94612 phone: (510) 238-3471 email: mcockerham@oaklandnet.com	Melanie Cockerham Administrative Analyst II 250 Frank H. Ogawa Plaza 3rd Floor, Suite 3315 Oakland, CA 94612 phone: (510) 238-3471 email: mcockerham@oaklandnet.com

Department/Section	1 SP	1 CH	4 SP	0 CH	YES	NO
Planning (84211)						
Zoning (84229)						
Engineering: Project Coordination (84432)						
Admin: Engineering (84411)						
Admin: Building Inspection (84412)						
Engineering: Permit Center (84421)						
Building & Infrastructure Plan Check (84431)	1 SP Internal & 1 SP External	1 CH Internal & 1 CH External	2 SP Internal & 8 SP External	8 CH Internal 1 CH External	YES	YES
Inspections: Commercial Building (84451)						
Inspections: Residential Building (84452)						
Inspections: Infrastructure (84453)						
Inspections: Neighborhood Preservation (84454)						

SP = Spanish, CH = Chinese

Admin: Planning & Building
Planning
Zoning
Engineering: Project Coordination
Admin: Building Inspection
Engineering: Permit Center
Building & Infrastructure Plan Check
Inspections: Commercial Building
Inspections: Residential Building
Inspections: Infrastructure
Inspections: Neighborhood Preservation

Publicly Available Documents	Spanish	Chinese	Other Language(s)
Bicycle Program Newsletters	YES	YES	Vietnamese
City-Racks Bike Rack Request Form	YES	YES	Vietnamese
Blight Abatement Brochure	YES	YES	
Dogs in Oakland	YES	YES	
Keep Oakland Beautiful, Clean and Green	YES	YES	
Home Occupation	YES	YES	
How to Reach Us	YES	YES	
MJ Residential Additions and Alterations	YES	YES	
Plot Plan	YES	YES	
Services and Permits	YES	YES	
Single Family Dwellings	YES	YES	
What is a Variance?	YES	YES	
How to Contact Us	YES	YES	
Important Additions and Alterations for Residents	YES	YES	
Site Plans	YES	YES	
Smoke Alarm Brochure	YES	YES	Vietnamese
Landlord Responsibility for Relocation Brochure	YES	YES	Vietnamese
Stop Work Brochure	YES	YES	Vietnamese
Certification of Occupancy Brochure	YES	YES	
Fruitvale Ave Improvement Project Description	YES		
Coliseum EIR Public Notice	YES		

Percentage of vital documents translated into threshold language(s) = 100%

TABLE 5: RECORDED TELEPHONIC MESSAGES	Multilingual Lines	Status
Planning and Zoning-Intake Scheduling Appointment	238-3940	Completed
Planning and Zoning-Zoning Division Voicemail	238-3911	Completed
Blight Hotline	238-3381	Completed
Building Services Division-Billing Appeals Unit	238-3452	Completed

Percentage of public phone number with translated voice recording = 100%

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**PLANNING & BUILDING DEPARTMENT (PBD)
FISCAL YEAR 2014-2015**

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

Please provide, in the table below, a summary assessment of public contact positions and the number of bilingual public contact position employees as of June 30, 2015.

ASSESSMENT		SPANISH PCP			CHINESE PCP		
FTE	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
130.5	95.5	11	16	EXCEEDED	5	8	EXCEEDED

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

Planning & Building Department meets compliance with Equal Access to Services Ordinance related to bilingual employees in Public Contact Positions. Bureau of Planning and the Bureau of Building had a total of 130.50 FTE of which 95.5 are PCP positions in this FY 2014-2015. The actual bilingual Spanish speaking PCP and bilingual Chinese speaking PCP exceeded the baseline goal for the year. The Planning & Building Department met and exceeded the Equal Access Goal.

2. Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.

During FY 2014-15, Planning & Building Department (PBD) conducted recruitment of five PCP positions. For all recruitments the Planning & Building Department works with Human Resources Department (HR) and the Equal Access Office (EAO) to assess the Public Contact Position status and language requirements for each respective position, further, PBD advertises each recruitment in publications targeting bilingual candidates. PBD's methods for employee bilingual language skills assessment and testing are coordinated by HR.

3. Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.

Best practices utilized by PBD include: providing signage in multiple languages; providing community documents and forms in multiple languages; utilizing staff in other departments to provide a needed language; providing interpreters at community meetings; etc.

Though the Bureau of Planning is deficient in Chinese speaking employees, the Bureau of Building has many Chinese speaking employees, who remain available to assist the Bureau of Planning as needed.

Recruitment for a Planner II vacancy in the Bureau of Planning was selectively certified for Chinese-speaking applicants. Future vacancies may be filled based on the bilingual need at the time of recruitment.

Department performed an assessment of Vital Documents and has so far submitted a moderate number to Equal Access to begin the translation process.

Planning & Building participated in the Semi-Annual language survey during this assessment period.

Department representative attended Annual Language Access Coordinators Meeting to keep abreast of current requirements and materials necessary to achieve/maintain compliance to Equal Access Ordinance.

4. Describe any additional measures, other than the provision of bilingual staffing the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

The Bureau of Planning works collaboratively with the Equal Access Office on projects in the community. The Equal Access Office has provided scheduled interpreters for events and has translated community meeting agendas and handouts. During these community meetings, the Equal Access Office has utilized audio interpretation equipment to provide direct interpretations to limited-English speaking persons attending meetings.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The Planning & Building Department acquired "Accela" a new Land-Use & Permit Tracking Automated System during this assessment period and will work with Information Technology and Equal Access to launch Spanish and Chinese platforms online.

Future vacancies in the Bureau of Planning may be selectively certified for Chinese-speaking applicants. Additional vacancies may be filled based on the bilingual need at the time of recruitment.

The Bureau of Planning will continue to work collaboratively with the Equal Access Office on projects in the community to provide scheduled interpreters for events and translation of community meeting agendas and handouts and, where necessary, coordinate audio interpretation equipment to provide direct interpretations to limited-English speaking persons attending meetings.

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

Notices are posted at the Permits & Zoning Service Center Counters at 250 Frank H. Ogawa Plaza, 2nd Floor. Posted notices include Spanish and Chinese threshold languages.

Notices are posted prominently and readily visible at the Inspections Service Center Counter at 250 Frank H. Ogawa Plaza, 2nd Floor.

PBD administrative staff verifies adequate stock of these readily available documents on a regular basis.

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

A total of fifteen documents out of all pamphlet publications and/or one page information sheets & forms have been translated into threshold languages.

During this assessment period a comprehensive review of all current pamphlet publications, one-page information sheets, forms, etc. for accuracy, relevance was performed; a moderate number of documents have been forwarded to Equal Access for translation. A majority of documents are currently in PDF form

During this assessment period a comprehensive review of all current pamphlet publications, one-page information sheets, forms, etc. for accuracy, relevance was performed; a moderate number of documents have been forwarded to Equal Access for translation. A majority of documents are currently in PDF form and cannot be used by Equal Access for translation purposes. Within the next 12 month period, PBD will explore opportunities to reformat PDF documents into Word format for translation purposes.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

No additional translation of written documents occurred during this assessment period.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing Multilingual telephone messages in threshold language(s).

There are multiple public access telephone lines which have been updated with Multi-lingual messages to accept threshold language voicemails. The lines have been assigned to bilingual employees who retrieve, translate and interpret messages on a regular basis.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

During this assessment period survey a high percentage (73%) of LES customers serviced at the Permit Service Center, revealed that they waited more than 10 minutes for language services. Planning & Building will address service gaps by providing translated materials and/or when feasible, have bilingual staff for language translation, readily available the course of business hours.

A high percentage (42%) of LES customers indicated that the bilingual employee who provided interpretation service to them did not have sufficient knowledge of subject matter of their visit. To the extent possible, Planning & Building will provide Subject Matter Expert bilingual interpreters when available.

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

Planning & Building facilitates communication with LES populations by providing translated materials and having bilingual staff available for language translation during the course of business hours.

3. Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

Notices are posted at the Permits & Zoning Service Center Counters and at the Inspections Service Center Counter. PBD administrative staff verifies adequate stock of readily available documents on a regular basis.

4. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

Planning & Building Department did not receive any complaints regarding its provision of bilingual oral and written services. Procedures for documenting actions taken to resolve any complaints (as described in this context), maintaining copies of the complaint(s) & resolution(s) may be initiated as a practice upon receipt of an aforementioned associated complaint.

E. Action Plan

1. Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.

During this assessment period survey a high percentage (73%) of LES customers serviced at the Permit Service Center, revealed that they waited more than 10 minutes for language services. Planning & Building will address service gaps by providing translated materials and/or when feasible, have bilingual staff for language translation, available during the course of regular business hours.

A high percentage (42%) of LES customers indicated that the bilingual employee who provided interpretation service to them did not have sufficient knowledge of subject matter of their visit. To the extent possible, Planning & Building will provide Subject Matter Expert bilingual interpreters when available.

PBD will assess feasibility of scheduling current bilingual staff for direct customer service delivery

Future vacancies may be selectively certified for based on the bilingual need at the time of recruitment.

PBD assess & convert PDF documents to Word format for translation purposes.

The Planning & Building Department acquired "Accela" a new Land-Use & Permit Tracking Automated System during this assessment period and during the next assessment period will work with Information Technology and Equal Access to launch Spanish and Chinese platforms online.

2. Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.

Notices are posted at the Permits & Zoning Service Center Counters at 250 Frank H. Ogawa Plaza, 2nd Floor. Posted notices include Spanish and Chinese threshold languages.

Notices are posted prominently and readily visible at the Inspections Service Center Counter at 250 Frank H. Ogawa Plaza, 2nd Floor.

PBD Annual Compliance Plan is not currently posted on the Department's page, but prior years are on Equal Access Division's website.



CITY OF OAKLAND

[DEPARTMENT NAME] | 1
FISCAL YEAR 2014-2015


**EQUAL ACCESS ORDINANCE
ANNUAL COMPLIANCE PLAN**

PART I: DEPARTMENT HEAD CERTIFICATION

DEPARTMENT NAME: Oakland Police Department
FISCAL YEAR: 2014-2015

Provide the following certification that the Department head has reviewed this Annual Compliance Plan for final approval:

I, Chief Sean Wheat, hereby certify, that I have reviewed and approved this Equal Access Annual Compliance Plan for accuracy and completeness, and adopt the goals specified in this Annual Compliance Plan. This Annual Compliance Plan for Oakland Police Department was submitted on 07-15-15.


Signature & Date

Sean Wheat Chief of Police
Print Name & Title

Police Department | 1
FISCAL YEAR 2014-2015

PART III – QUALITATIVE ASSESSMENT (NARRATIVE)

**OAKLAND POLICE DEPARTMENT
FISCAL YEAR 2014-2015**

Please provide a summary assessment and narrative of public contact positions (PCPs) and the number of bilingual public contact position employees as of June 30, 2015.

A. BILINGUAL PUBLIC CONTACT POSITIONS ASSESSMENT

ASSESSMENT		SPANISH-SPEAKING PCP			CHINESE-SPEAKING PCP		
FTE/PT	PCP	GOAL (11.39%)	STAFF	GOAL MET?	GOAL (5.63%)	STAFF	GOAL MET?
1220	1102	125.5	190	Yes	62	64	Yes

Analysis By Site				Spanish		Chinese	
Facilities	Address	Zip	PCP	Goal	Actual	Goal	Actual
Police Administration Building	455 7 th Street	94607	577	65	105	32	46
Eastmont Sub-Station	2651 73 rd Avenue	94621	312	35	56	17	10
Communications	7101 Edgewater Drive	94621	74	8	13	4	2
Background and Recruiting and Internal Affairs	250 Frank H. Ogawa Plaza, Suite 1333, 6303, C and D	94612	133	15	15	7	6
Domestic Violence Unit	470 27 th Street	94612	6	0	1	0	0

Please note: There are no other sub-stations or facilities used by the Oakland Police Department

1. Provide a summary narrative assessment and analysis of how and whether your Department is complying with the Equal Access to Services Ordinance (EAO). Please share the challenges you have faced, remedies you have implemented, or any other information that would help the public know what efforts your Department has made this year to comply with the Ordinance.

The Oakland Police Department (OPD) has an authorized strength of 722 sworn and 498 civilian (i.e., part time and full time) personnel. Of the approximately 1102 public contact positions, there are 190 Spanish and 64 Chinese bilingual employees assigned to field operations and specialty units. These assignments include, but are not limited to, the following: Internal Affairs Division, Criminal Investigation Division, Special Operations Division, Training Division, Field Operations, Records, Fiscal, Traffic, Personnel and the Office of Chief of Police.

The OPD surpassed the number of Spanish & Chinese speaking personnel in the designated public contact positions. There were 190 Spanish and 64 Chinese and the hiring goals were 125.5 and 62 respectively. Continued efforts are underway to ensure that Chinese & Spanish speaking candidates are recruited. However, there are also focused efforts to attract other multilingual applicants.

Hiring Chinese speakers was a challenge during the fiscal year 2014-2015. However, the Department's continued efforts have paid off. A broad range of media and community outreach was executed to attract Chinese speaking applicants to law enforcement careers.

The Department continues to focus on attracting Chinese and Spanish speaking applicants by utilizing the following outreach strategies:

- Advertising in both newspapers and radio stations to promote job opportunities;
- Having Chinese and Spanish speaking officers, as well as civilian employees, respond to inquiries at community events;
- Increasing visibility and awareness within the Chinese and Spanish communities by organizing events and providing educational pamphlets;
- Having executive level commanders serve on local community boards for organizations such as Chinese Chamber of Commerce, Family Bridges, etc.;
- Provide workshops in both the Chinese and Spanish communities.

2. **Please describe your effort in outreach, recruitment and hiring of bilingual candidates. Describe your means to ensure a pool of qualified bilingual applicants. Assess the adequacy of these efforts and indicate areas of improvement.**

The Personnel Section continues to collaborate with the Equal Access Coordinator and the Human Resources Management (HRM) department for each recruitment cycle with the goals of attracting Chinese and Spanish speaking candidates. Some of our recent outreach strategies include newspaper and radio advertisement in Sing Tao, AM1400 radio, El Mundo and the Oakland Post.

Additional outreach and media activities are conducted by the Personnel Section on a monthly basis and include, but are not limited to the following:

- Continued partnership with the Unity Council in the Fruitvale district to ensure that bilingual candidates are afforded opportunities to compete in entry level positions. This includes exploring alternative workshop & seminar venues in an effort to provide assistance geared toward improving writing and interviewing skills;
- Maintaining Department recruitment posters in Chinese and Spanish produced and distributed to each area of the City by Community Resource Officers (CROs) and Neighborhood Services Coordinators (NSCs) to promote job opportunities;
- Providing job flyers to the NSCs and Equal Access Coordinators for PCPs. These designated recruitments are advertised within Chinese and Spanish speaking communities, such as the Chinese Chamber of Commerce and the Unity Council non-profit organizations;
- Maintaining relationships with criminal justice law enforcement programs and social science directors of local universities, colleges and high schools to promote law enforcement careers;

- Attending all career events & job fairs with local faith-based communities to increase awareness and improve participation from Oakland residents;
- Maintaining recruitment website at www.opdjobs.com ;
- Having recruitment activities aired on KTVU, ABC and KCBS media stations;
- Attending the annual Cinco de Mayo celebration;
- Partnering with the National Asian Peace Officers Association, the Spanish Unity Council, the Latino Peace Officers Association and Asian Cultural Center to provide services to non-English speaking community members; and
- Distributing mass e-mails, via the Latino Network to notify the community members of upcoming recruiting & hiring information.

3. **Please highlight positive changes and successes in this reporting period. Provide a description of implementation "best practices" developed by the Department. Please share with us your success story.**

In 2014, one of the goals of the Oakland Police Department (OPD) was to build upon the outreach efforts established in 2013. This outreach focused on the Spanish and Chinese speaking communities. The OPD accomplished this goal by conducting additional outreach via various community venues and locations with the purpose of attracting a diverse pool of candidates for the sworn and civilian positions.

These efforts have paid off as evidenced by the diversity reflected in the 170th academy, the 5th lateral academy, the 171st academy and the 6th lateral academy. The 172nd academy is still pending.

Of the 35 graduates from the 170th academy, three (3) speak Chinese and ten (10) speak Spanish.

The 5th lateral academy graduated five (5), two (2) speak Spanish.

The 171st academy graduated 35, five (5) speak Chinese and nine (9) speak Spanish.

The 6th lateral academy graduated seven (7), one (1) speaks Chinese.

*Please refer to Table 1 for additional demographic information.

Table 1: Demographic Information

Class	Starting Date	Starting Number	Gender	Oakland Residency	Language	Ending Number
170 th	28 Apr 14	57	9 Females 48 Males	5	3 Cantonese/Mandarin 10 Spanish	35
Lateral	22 Sep 14	7	1 Female 6 Males	0	0 Cantonese/Mandarin 2 Spanish	5
171 ^a	29 Sep 14	60	10 Females 50 Males	15	5 Cantonese/Mandarin 9 Spanish	35
Lateral	23 Feb 15	9	9 Males	1	1 Cantonese/Mandarin 0 Spanish	7
172 nd	27 Apr 15	58	19 Females 39 Males	15	1 Cantonese/Mandarin 14 Spanish	Pending

The OPD was successful in hiring bilingual civilian employees during fiscal year 2014-2015. A total of 58 positions were filled and 20 were filled with bilingual employees. Out of the 20 bilingual positions all were public contact positions (refer to Table 2).

Table 2: Department Civilian Hiring for FY 2014-2015

Classification	Positions	Spanish	Chinese
Account Clerk I	1		
Account Clerk II	2		
Criminalist II	1		
Crossing Guard, PT	6		
Grants Coordinator	1		
*Intake Technician	2	1	
Latent Fingerprint Examiner II	1		
Management Assistant	1		
Parking Control Technician	7		
Police Cadet, PT	5	3	2
*Police Communications Dispatcher	2		
*Police Communications Operator	4	1	
*Police Evidence Technician	2	1	
*Police Records Specialist	7	2	4
Police Services Manager I	1		
*Police Services Technician II	14	2	4
Program Analyst III	1		
Total	58	10	10

*Public Contact Positions

4. Describe any additional measures, other than provision of bilingual staffing; the Department has implemented to ensure Limited English Speaking (LES) persons receive the same level of service as English speakers.

The OPD is committed to hiring bilingual candidates to serve the City of Oakland. In addition to hiring staff, there are other techniques the Department uses to enhance communication with LES individuals. The most commonly used method is having bilingual staff in pre-identified locations with high public contact. This includes the lobby, second and third floors of the Police Administration Building.

The Department also utilizes the Language Interpretation Line (LIL), which provides over 20 different language interpretations over the phone. This is used when bilingual staff members are not available. The LIL option is utilized most frequently at the 911 Communications Center when non-English speakers reach out for assistance over the phone.

The OPD also utilizes an internal system called Telestaff when seeking out language translation to better meet the needs of the citizens. The Telestaff database holds all personnel data which can be queried to locate employees who have the needed language skills.

5. Please describe your Department plan's for the next 12 months in an effort to ensure that all Oakland residents have equal and fair access to City services regardless of language spoken.

The Department's plan for the next 12 months is to continue to expand on the various outreach efforts already being utilized. The Department plans to increase involvement within the Spanish and Chinese speaking communities while continuing to work closely with the Equal Access staff.

We will continue to:

- Hold workshops at community and religious facilities within the City of Oakland to assist interested individuals in acquiring the skills needed to pass the POT written exam;
- Maintain relationships with the Peralta Community Colleges (i.e., Laney and Merritt), which offer courses, such as report writing, to students interested in becoming a police officer and obtaining a higher education;
- Maintain efforts to utilize a diverse group of community members to participate in the Oral Board interview panel during the POT selection process;
- Offer practice tests at various locations through-out the City of Oakland to promote visibility and easy access for applicants interested in becoming a police officer;
- Maintain selective and focused outreach to a diverse pool of applicants for positions such as Police Communication Dispatchers (PCDs), Police Services Technicians (PSTs), Police Evidence Technicians (PETs) and Parking Control Technicians (PCTs).
- Continue to be transparent with respect to the recruiting and hiring process and open to community suggestions about recruitment strategies.

B. Translation of Written Vital Documents Assessment

1. Departments are required to "post notices in the public areas of their facilities in threshold language indicating that written materials in the languages, and staff who speak the languages, are available." Please list the locations in which the Department has posted notices.

The Oakland Police Department posts notices at the following locations:

- Police Communications Center Lobby (7101 Edgewater Bldg #8)
- Police Administration Building Records Counter/Patrol Desk/Lobby/2nd and 3rd floor and chief's Office on the 8th floor (455 7th Street)
- Eastmont Sub-Station (2651 73rd Avenue)
- Internal Affairs Division (250 Frank H. Ogawa Plaza, Suite C)
- Recruiting Unit (250 Frank H. Ogawa Plaza, Suite D)
- Special Victims Unit (470 27th Street)

2. Please describe the percentage of vital documents translated into threshold language(s). What is the corrective action plan and timeline in getting the rest of the documents translated?

The Oakland Police Department is in 100% compliance with translating vital documents into the two threshold languages; Chinese and Spanish. As a practice, the Department works with Equal Access when there are new or revised documents that require translation and the documents are stored in their database.

3. Did the Department translate any other written documents in the reporting period in an effort to serve the LES community?

No there were no new documents translated during this reporting period. See attachment 1 for vital documents reported last fiscal year.

C. Multilingual Telephone Messages Assessment

1. Please provide a narrative assessment on how is the Department doing in providing multilingual telephone messages in threshold language(s). What is the corrective action plan and timeline in getting the rest of the telephone lines translated?

The Oakland Police Department has maintained the phone message recording in Chinese and Spanish languages for all public contact units.

D. Assessment of Department Communication with LES Populations

1. Please respond to the last EAO Language Access Survey results. In what ways, the Department plans to address the concerns and service gaps identified by the survey?

Based on a recent survey, it does not appear there were any concerns related to the language requirements. However, the OPD strives at all times to provide equal and fair access and services to residents. The Department's goal is to continue to work closely with Equal Access staff and maintain compliance with the ordinance, as well as Administrative Instruction 145

2. Describe in detail the procedures and written policy used to facilitate communication with LES Spanish and Chinese populations and assess the adequacy of the procedures.

Training Bulletin VIII-R (Language Access) sets forth the Department's policy and procedure to inform personnel of the need to provide language access services when encountering a Limited English Proficient (LEP) person. The OPD is committed to providing language assistance services to individuals who are LEP as part of the Department's community policing philosophy. The OPD takes all reasonable steps to ensure there is timely and accurate communication available to all individuals regardless of their primary language.

Training Bulletin VIII also addresses the use of an interpreter in situations such as police contacts, Miranda admonitions, follow-up investigative interviews, formal interviews, consent searches, search warrants, offense reports and translated documents.

Additionally, Training Bulletin VIII-R provides guidelines in determining the type of interpreter needed, depending on the circumstances of the incident.

Describe and assess the Department's outreach efforts to inform LES Spanish and Chinese populations of their right to bilingual services. (See § 2.30.130 (B)).

The OPD is in compliance with the Administrative Instruction 145 and Equal Access Ordinance to inform LES Spanish and Chinese populations of their rights to bilingual services. There are visible postings regarding interpretation services at pre-designated locations accessible to the public. The phone lines are interpreted in both languages and vital documents that are required for the public are translated and made available.

3. Did the Department receive any complaints regarding the Department's provision of bilingual oral and written services? Please describe the Department's procedure for documenting actions taken to resolve each complaint and maintaining copies of the complaint and documentation of their resolution.

There were no complaints regarding the provision of bilingual oral and written services. The Department's General Order regarding complaints (i.e., Department General Order M-3) sets forth the procedural steps to receive, respond, investigate and document complaints. All Department personnel have received specific training on how to handle the complaint process. The OPD documents all complaints made.

The Internal Affairs Division (IAD) and supervisory staff are responsible for the intake of complaints. The IAD assigns an investigator depending on the nature of the complaint who after completing the investigation determines the disposition. These are public contact positions; there is one dedicated Chinese speaking position and one dedicated Spanish speaking position. The Chinese speaking position will be recruited by Human Resource Management at the beginning of the fiscal year.

E. Action Plan

1. **Please review the 2015 Language Survey Result and provide a written response to the service gaps and successes identified. Identify three action steps for the Department for the next 12 months to promote equal access to City Services regardless of language spoken.**

The survey tally results for the Department were favorable. The OPD serves the community by taking crime reports, victim statements, tow releases, and a variety of other services. The following information explains the outcome of the survey forms filled out at the OPD.

The Department did a fair job with respect to service wait time. Considering the high volume of residents visiting the Department, sixty two percent (62%) of individuals surveyed received service within five (5) minutes, and eighty-eight percent (88%) surveyed rated the Department service as excellent or good.

The results for residents with limited English were as follows: For those who spoke limited or no English, eighty-eight percent (88%) did not find it difficult getting services at the Department.

However, residents did not find visible signs informing them of the right to receive language assistance services, or signs informing them of the right to file a complaint for the lack of language services. After checking each site, the OPD found no poster posted at the patrol desk. A poster was delivered from Human Resource Management and since been posted for public view.

The OPD is committed to serving the community with equal and fair access to its services regardless of the language spoken. The Department's commitment includes, but is not limited to, the following:

- Utilizing existing bilingual staff regardless of whether staff is in an identified public contact position;
- Continuing to maintain all public contact positions;
- Ensuring all required documents are translated and;
- Continuing to a recruit diverse pool of candidates with language capabilities;
- Increasing relationships with the Spanish and Chinese speaking communities.

2. **Describe how notice of the availability of language access has been posted prominently at the Department's geographic location. Describe also the information posted to the Department's website and how the public may access the Department's Annual Compliance plan.**

Each public contact department has posters posted in the following areas:

- At the Eastmont sub-station a poster is posted at the patrol desk;
- At Communications a poster is posted in the lobby of the communication's center;
- At the Police Administration building on the second floor a poster posted on the window;
- At the Records kiosk in the Police Administration Building two posters are posted on the front window;
- At Internal Affairs a poster is posted in the lobby.

The Department's annual compliance report will be posted on the www.oaklandpolice.com website after City Council approves the FY 2014-2015 Equal Access Annual Compliance Plan. This will be presented by the Human Resources Management staff in September 2015, at Finance Management Meeting.

Police Officer Distribution

Police Officers	Police Officers	Spanish BPCP	Chinese BPCP	Other Language
Area 1 (94607, 94612)	96	10	3	6
Area 2 (94608, 94609, 94611, 94618)	72	11	2	5
Area 3 (94602, 94606, 94610)	74	14	8	6
Area 4 (94601, 94611)	72	14	8	4
Area 5 (94603, 94605, 94621)	87	17	1	9
Other Division (CID, IAD, Training etc.)	155	32	4	10
TOTAL	556	98	26	40
PERCENTAGE		17.6%	4.7%	7.2%

Police Evidence Technician and Police Services Technician II Distribution

Police Evidence Technicians	PST/PET	Spanish BPCP	Chinese BPCP	Other Language
Area 1 Police Evidence/Services Technicians	11	2	2	
Area 2 Police Evidence/Services Technicians	7	1	1	
Area 3 Police Evidence/Services Technicians	7	1	1	
Area 4 Police Evidence/Services Technicians	7	1	1	
Area 5 Police Evidence/Services Technicians	12	3	2	
Other Divisions Police Evidence /Services Technicians	35	6	5	1
TOTAL	79	14	12	1
PERCENTAGE		17.7%	15.2%	1.3%

Footnote - Police beat area map can be located on City of Oakland website <http://www2.oaklandnet.com/Government/o/OPD/index.htm>
 Per labor agreement, Police officers can bid for different shirts and bids are reviewed based on seniority.

POLICE DEPARTMENT (POLICE)

PART II Quantitative Assessment

Department Head	Language Services Coordinator	SP/DC
Sean Whent Chief of Police 455 7th Street, 7th Floor Oakland, CA 94607 phone: (510) 238-3365 fax: (510) 238-4736 email: swhent@oaklandnet.com	Apyrl Belland-Smith Administrative Analyst II 455 7th Street, 7th Floor Oakland, CA 94607 phone: (510) 238-2288 fax: (510) 238-4736 email: abelland-smith@oaklandnet.com	Cee Belue Police Services Manager I 455 7th Street, 7th Floor Oakland, CA 94607 phone: (510) 238-6971 fax: (510) 238-4736 email: cbelue@oaklandnet.com

Unit	Spanish	Chinese	Other Languages	Yes	No	
1. Training Unit (103430)	12 SP	6 CH	16 SP	6 CH	YES	YES
2. Records Unit (103240)	1 SP	1 CH	4 SP	5 CH	YES	YES
3. Records & Warrants (103242)						
4. Communications Unit (103310)	9 SP	4 CH	11 SP	3 CH	YES	NO

SP = Spanish, CH = Chinese

Office of Chief - Administration
Chief of Staff
Internal Affairs
Fiscal Services
Office of the Inspector General
Intelligence
Research and Planning
Assistant Chief of Police
Bureau of Field Operations West
Field Training Program
Police Area 1
Police Area 2
Police Area 3
Bureau of Field Operations East
Police Area 4
Police Area 5
Special Operations Division
Traffic Investigation and Enforcement
Special Operations Section
Parking Enforcement

Bureau of Services
Communications Division
OPD 911 Dispatch
Crime Lab
Police Personnel and Training Division
Background and Recruiting
Records Division
Public Records Request Unit
Warrants
Information Systems
Property and Evidence
Information Technology/Fleet
Comstat/Ceasefire
Crime Analysis
Criminal Investigation Division
Identification Section
Robbery/Burglary
Felony Assault and Gangs
Homicide
Youth & School Services
Special Victims

Document	Spanish	Chinese	Other Languages
(TF-862-2) Citizen Additional Report	YES	YES	
(TF-952) Parking Courtesy Warning	YES	YES	
(TF-1084) Property Record/Receipt and Release	YES	YES	
(TF-2096) Notification to Serve Crime Victim	YES	YES	
(TF-3053) Business Information Record Card	YES	YES	
(TF-3075) Noise Complaint Notice	YES	YES	
(TF-3098) Filing a Complaint	YES	YES	Vietnamese
(TF-3104) Vehicles "For Sale" Parking Warning	YES	YES	
(TF-3107) Annoyance Call Procedures	YES	YES	
(TF-3145) Alarm Activation Notice	YES	YES	
(TF-3168) Identity Theft	YES	YES	
(TF-3202) Tow Resource Guide	YES	YES	
(TF-3264) Citizen Notification Card	YES	YES	
(TF-3267) Identity Theft Summary Report	YES	YES	
ALCO Sheriff Info. Form	YES	YES	
OPD Bicycle Unit Release Form	YES	YES	
OPD Property Section Release Form	YES	YES	
(TF-869) Resource Card for Vic. Of Violent Crimes	YES	YES	
Volunteer Application	YES	YES	

(TF-2093) Vehicle Release Fee (stored vehicles)	YES	YES	
(TF-2093a) Tow Advisement (Sideshow)	YES	YES	
(TF-2093a) Vehicle Towed and Impounded	YES	YES	
(TF-2093b) Vehicle Towed in Violation of 14602	YES	YES	
Impound Fee Ordinance 12649	YES	YES	
Post Storage Tow Hearing Form	YES	YES	
Vehicle Release Authorization by Owner	YES	YES	

Percentage of vital documents translated into threshold language(s) = 100%

Chief of Police	238-3365	Completed
Internal Affairs Division	238-3161	Completed
Patrol Desk (Information)	238-3455	Completed
Drug/Prostitution Hotline	238-3784	Completed
Fireworks Hotline	238-2373	Completed
Sexual Assault Tip Line	637-0298	Completed
Traffic Complaint	238-3155	Completed
Chinatown Substation	238-7930	Completed
Neighborhood Services Division	986-2715	Completed
Criminal Investigation Division	238-3744	Completed
Emergency	777-3211	Completed
Non-Emergency	777-3333	Completed
Records Division	238-3021	Completed

Percentage of public phone number with translated voice recording = 100%

City Auditor (AUDITOR)

ORGANIZATION	LOCATION	JOB_CLASS	HIRE_DATE	PCP	LANG
07111 - City Auditor Unit	City Hall - 4th Floor	Performance Auditor, Sr.	20-APR-09	NO	
07111 - City Auditor Unit	City Hall - 4th Floor	Receptionist to the City Auditor	30-NOV-10	YES	
07111 - City Auditor Unit	City Hall - 4th Floor	Temp Contract Svcs Employee, PT	27-APR-15	NO	Spanish
07111 - City Auditor Unit	City Hall - 4th Floor	Performance Auditor, Sr.	14-APR-15	NO	Mandarin, French
07111 - City Auditor Unit	City Hall - 4th Floor	City Auditor, Assistant	27-APR-15	NO	
07111 - City Auditor Unit	City Hall - 4th Floor	Performance Auditor, Sr.	11-SEP-07	NO	
07111 - City Auditor Unit	City Hall - 4th Floor	Exec Asst to the City Auditor	06-AUG-12	YES	
07111 - City Auditor Unit	City Hall - 4th Floor	City Auditor	05-JAN-15	NO	
07111 - City Auditor Unit	City Hall - 4th Floor	Performance Auditor	15-APR-13	NO	Spanish
07111 - City Auditor Unit	City Hall - 4th Floor	Performance Auditor	29-MAY-12	NO	

City Administrator (CAO)

ORGANIZATION	LOCATION	JOB_CLASS	HIRE_DATE	PCP	LANG
02111 - City Manager Administration Uni	City Hall	Admin Asst to City Administrator	02-DEC-08	NO	
02111 - City Manager Administration Uni	City Hall	Administrative Assistant II (CONF)	22-MAY-89	YES	
02111 - City Manager Administration Uni	City Hall	Assist to the City Administrator	10-OCT-05	NO	
02111 - City Manager Administration Uni	City Hall	Assist to the City Administrator	21-OCT-13	NO	
02111 - City Manager Administration Uni	City Hall	Assist to the City Administrator	07-JAN-13	NO	
02111 - City Manager Administration Uni	City Hall	Assist to the City Administrator	22-AUG-11	NO	
02111 - City Manager Administration Uni	City Hall	Assistant City Administrator	27-APR-15	NO	
02111 - City Manager Administration Uni	City Hall	Assistant City Administrator	01-AUG-90	NO	
02111 - City Manager Administration Uni	City Hall	City Administrator	21-JAN-15	NO	
02111 - City Manager Administration Uni	City Hall	City Administrator Analyst	13-NOV-00	NO	
02111 - City Manager Administration Uni	City Hall	City Administrator Analyst	07-JAN-14	NO	
02111 - City Manager Administration Uni	City Hall	City Administrator Analyst	31-MAR-08	NO	
02111 - City Manager Administration Uni	City Hall	Deputy City Administrator	02-SEP-14	NO	
02111 - City Manager Administration Uni	City Hall	Exec Asst to Asst City Administrator	07-FEB-11	NO	Chinese
02111 - City Manager Administration Uni	City Hall	Manager, Agency Administrative	28-DEC-05	NO	
02111 - City Manager Administration Uni	City Hall	Mayor's PSE 14	13-SEP-01	YES	Spanish
02111 - City Manager Administration Uni	City Hall	Mayor's PSE 14	09-FEB-00	YES	
02111 - City Manager Administration Uni	City Hall	Project Manager III, PPT	04-MAR-13	NO	
02111 - City Manager Administration Uni	City Hall	Public Information Officer II	04-AUG-03	YES	
02111 - City Manager Administration Uni	City Hall	Senior Aide, PT	22-APR-13		
02111 - City Manager Administration Uni	City Hall	Senior Aide, PT	04-MAR-13		
02111 - City Manager Administration Uni	City Hall	Temp Contract Svcs Employee, PT	24-MAR-14	NO	
02119 - Neighborhood Services	City Hall	Assist to the City Administrator	13-DEC-05	YES	
02119 - Neighborhood Services	City Hall	Program Analyst I	24-JUN-13	YES	
02119 - Neighborhood Services	City Hall	Program Analyst I	20-OCT-08	YES	
02119 - Neighborhood Services	City Hall	Program Analyst III	10-OCT-00	YES	
02119 - Neighborhood Services	City Hall	Student Trainee, PT	25-JUN-07	NO	
02211 - Citizens Police Review Board Uni	City Hall	Complaint Investigator II	10-NOV-14	YES	
02211 - Citizens Police Review Board Uni	City Hall	Complaint Investigator II	04-OCT-10	YES	Spanish
02211 - Citizens Police Review Board Uni	City Hall	Complaint Investigator II	18-SEP-06	YES	
02211 - Citizens Police Review Board Uni	City Hall	Complaint Investigator II	30-JUN-14	NO	
02211 - Citizens Police Review Board Uni	City Hall	CPRB Executive Director	07-JUL-14	NO	
02211 - Citizens Police Review Board Uni	City Hall	Exempt Limited Duration Employee	10-NOV-10	NO	

02211 - Citizens Police Review Board Unit	City Hall	Policy Analyst	13-SEP-04	NO	
02311 - Equal Opportunity Programs	City Hall	Equal Emp Opportunities Officer	03-OCT-11	NO	
02311 - Equal Opportunity Programs	City Hall	Equal Opportunity Specialist	16-MAR-15	NO	
02331 - Employee Relations	City Hall	Employee Relations Analyst Prin	12-AUG-02	NO	
02331 - Employee Relations	City Hall	Employee Relations Director	04-AUG-14	NO	
02331 - Employee Relations	City Hall	Exempt Limited Duration Employee	08-DEC-14	NO	
02331 - Employee Relations	City Hall	Exempt Limited Duration Employee	02-FEB-15	NO	
02331 - Employee Relations	City Hall	Human Resource Technician	12-SEP-05	NO	
02331 - Employee Relations	City Hall	Office Assistant I	20-APR-15	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Administrative Assistant I	02-SEP-08	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	23-JUN-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	17-JUN-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	17-JUN-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	02-APR-13	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	09-OCT-06	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	08-DEC-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	08-SEP-08	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	08-JAN-11	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	08-DEC-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	07-JUL-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	17-OCT-11	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	03-FEB-15	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	22-MAY-03	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	02-JAN-97	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	09-OCT-10	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Care Attendant, PT	05-JAN-13	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	17-DEC-05	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	03-NOV-09	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	28-JAN-08	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	30-JUL-12	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	05-APR-15	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	21-DEC-14	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	26-OCT-04	YES	Chinese
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	09-AUG-02	YES	Chinese
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	05-NOV-05	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer	30-MAR-15	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer, PPT	18-MAR-13	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Officer, PPT	27-DEC-05	YES	Spanish
02491 - Oakland Animal Services	OAS 1101 29th Ave	Animal Control Supervisor	09-OCT-06	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Director of Animal Services	17-NOV-14	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Temp Contract Svcs Employee, PT	27-AUG-14		
02491 - Oakland Animal Services	OAS 1101 29th Ave	Temp Contract Svcs Employee, PT	27-AUG-14	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Temp Contract Svcs Employee, PT	18-FEB-15	NO	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Temp Contract Svcs Employee, PT	03-FEB-01		
02491 - Oakland Animal Services	OAS 1101 29th Ave	Veterinary Technician	29-APR-14	YES	Chinese
02491 - Oakland Animal Services	OAS 1101 29th Ave	Veterinary Technician	19-JAN-15	YES	
02491 - Oakland Animal Services	OAS 1101 29th Ave	Volunteer Program Specialist II	27-MAY-14	YES	
02611 - Contract Compliance Unit	City Hall	Administrative Analyst II	11-FEB-08		
02611 - Contract Compliance Unit	City Hall	Administrative Services Manager I	17-FEB-98	NO	

02611 - Contract Compliance Unit	City Hall	Director of Contracts & Purchasing	11-MAY-98	NO	
02611 - Contract Compliance Unit	City Hall	Receptionist	19-APR-82	YES	
02621 - Employment Services Unit	City Hall	Contract Compliance Field Tech	13-SEP-07	YES	
02621 - Employment Services Unit	City Hall	Contract Compliance Office Asst	21-MAR-07	YES	
02621 - Employment Services Unit	City Hall	Contract Compliance Office Asst	22-JAN-08	YES	
02621 - Employment Services Unit	City Hall	Contract Compliance Officer	12-MAY-98	NO	
02621 - Employment Services Unit	City Hall	Contract Compliance Officer	08-OCT-91	NO	
02621 - Employment Services Unit	City Hall	Contract Compliance Officer	26-MAY-98	NO	
02621 - Employment Services Unit	City Hall	Contract Compliance Officer, Sr.	06-OCT-86	NO	
02621 - Employment Services Unit	City Hall	Employment Services Supervisor	13-SEP-04	YES	
02621 - Employment Services Unit	City Hall	Job Developer	31-AUG-87	YES	
02631 - Outreach & Administrative Support	City Hall	Administrative Analyst II	06-NOV-06	NO	
02631 - Outreach & Administrative Support	City Hall	Senior Aide, PT	16-JUN-05		
02711 - Ethics Unit	City Hall	Exec Dir to Public Ethics Comm	23-APR-12	NO	
02711 - Ethics Unit	City Hall	Management Intern, PT	27-MAY-14		
02711 - Ethics Unit	City Hall	Program Analyst I, PT	18-AUG-14	NO	
02811 - Budget Division	City Hall	Accountant III	04-DEC-84	NO	Tagalog
02811 - Budget Division	City Hall	Assist to the City Administrator	15-SEP-10	NO	
02811 - Budget Division	City Hall	Assist to the City Administrator	15-JUL-13	NO	
02811 - Budget Division	City Hall	Budget Director	03-SEP-14	NO	
City Clerk (CLERK)					
ORGANIZATION	LOCATION	JOB_CLASS	HIRE_DATE	PCP	LANG
03121 - City Clerk Unit	City Hall 2nd Floor	Exec Asst to the Director	06-NOV-00	NO	
03121 - City Clerk Unit	City Hall 2nd Floor	Administrative Analyst I	14-JUN-96	YES	
03121 - City Clerk Unit	City Hall 2nd Floor	Legislative Recorder	22-APR-13	NO	
03121 - City Clerk Unit	City Hall 2nd Floor	Legislative Recorder	23-OCT-06	YES	
03121 - City Clerk Unit	City Hall 2nd Floor	Citywide Records Manager	01-APR-10	NO	
03121 - City Clerk Unit	City Hall 2nd Floor	City Clerk	19-MAY-03	YES	Spanish
03121 - City Clerk Unit	City Hall 2nd Floor	Management Assistant	16-NOV-89	YES	Chinese
03121 - City Clerk Unit	City Hall 2nd Floor	Legislative Recorder	08-JAN-13	NO	
City Council (COUNCIL)					
ORGANIZATION	LOCATION	JOB_CLASS	HIRE_DATE	PCP	LANG
00011 - Council Administration Unit	City Hall - 2rd Floor	City Council PSE 14	16-AUG-04	YES	Spanish
00011 - Council Administration Unit	City Hall - 2rd Floor	City Council PSE-51	03-AUG-98	YES	
00111 - District One Unit	City Hall - 2rd Floor	City Council PSE 14	28-JAN-15	YES	
00111 - District One Unit	City Hall - 2rd Floor	City Council PSE-51	07-JAN-13	YES	
00111 - District One Unit	City Hall - 2rd Floor	City Council PSE-51	17-JAN-13	YES	
00111 - District One Unit	City Hall - 2rd Floor	Council Member	07-JAN-13	YES	
00211 - District Two Unit	City Hall - 2rd Floor	City Council PSE 14, PPT	05-JAN-15	YES	
00211 - District Two Unit	City Hall - 2rd Floor	City Council PSE-51	31-MAY-05	YES	
00211 - District Two Unit	City Hall - 2rd Floor	City Council PSE-51	05-JAN-15	YES	Chinese
00211 - District Two Unit	City Hall - 2rd Floor	Council Member	05-JAN-15	YES	Spanish
00311 - District Three Unit	City Hall - 2rd Floor	City Council PSE 14	07-JAN-13	YES	
00311 - District Three Unit	City Hall - 2rd Floor	City Council PSE-51	07-JAN-13	YES	
00311 - District Three Unit	City Hall - 2rd Floor	City Council PSE-51	01-JUN-00	YES	
00311 - District Three Unit	City Hall - 2rd Floor	Council Member	07-JAN-13	YES	
00411 - District Four Unit	City Hall - 2rd Floor	City Council PSE 14	05-JAN-15	YES	
00411 - District Four Unit	City Hall - 2rd Floor	City Council PSE-51	05-JAN-15	YES	

00411 - District Four Unit	City Hall - 2rd Floor	City Council PSE-51	05-JAN-15	YES	
00411 - District Four Unit	City Hall - 2rd Floor	Council Member	05-JAN-15	YES	
00511 - District Five Unit	City Hall - 2rd Floor	City Council PSE 14, PT	13-APR-15	YES	
00511 - District Five Unit	City Hall - 2rd Floor	City Council PSE 14, PT	09-MAR-15	YES	Spanish
00511 - District Five Unit	City Hall - 2rd Floor	City Council PSE-51	10-JUL-00	YES	Spanish
00511 - District Five Unit	City Hall - 2rd Floor	Council Member	07-JAN-13	YES	Spanish
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14	04-MAR-15	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	01-FEB-08	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	11-JUN-10	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	13-JUN-14	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	21-MAY-10	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	21-MAY-10	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	13-JAN-12	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	18-FEB-11	YES	
00611 - District Six Unit	City Hall - 2rd Floor	City Council PSE 14, PT	17-JUL-10	YES	
00611 - District Six Unit	City Hall - 2rd Floor	Council Member	06-JAN-03	YES	
00711 - District Seven Unit	City Hall - 2rd Floor	City Council PSE 14	23-FEB-98	YES	
00711 - District Seven Unit	City Hall - 2rd Floor	City Council PSE-51	07-MAY-01	YES	
00711 - District Seven Unit	City Hall - 2rd Floor	City Council PSE-51	24-JAN-00	YES	
00711 - District Seven Unit	City Hall - 2rd Floor	Council Member	01-JUL-85	YES	
00911 - Council At Large Unit	City Hall - 2rd Floor	City Council PSE 14	01-JUL-14	YES	
00911 - Council At Large Unit	City Hall - 2rd Floor	City Councilmember's Assistant	05-JAN-09	YES	
00911 - Council At Large Unit	City Hall - 2rd Floor	Council Member	05-JAN-09	YES	

Economic & Workforce Development (EWD)

ORGANIZATION	ADDRESS_LINE_1	JOB_CLASS	HIRE_DATE	PCP	LANG
85111 - Admin: Economic & Workforce D	250 FRANK H. OGAWA PLAZA, 3RD	Director of Econ & Workfrce Dev	23-FEB-15	NO	
85221 - Project Implementation: Staffing	250 Frank H. Ogawa Plaza	Account Clerk III	24-SEP-07	NO	
85221 - Project Implementation: Staffing	250 Frank H. Ogawa Plaza	Administrative Analyst II	07-NOV-05	NO	
85221 - Project Implementation: Staffing	250 Frank H. Ogawa Plaza	Administrative Assistant I	09-APR-01	NO	
85221 - Project Implementation: Staffing	250 Frank H. Ogawa Plaza	Administrative Services Manager II	02-MAR-97	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Development/Redevelopment Pgrm MGR	30-APR-90	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Development/Redevelopment Pgrm MGR	19-APR-95	NO	
85221 - Project Implementation: Staffing	250 Frank H. Ogawa Plaza	Office Assistant II	04-APR-88	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Project Manager	27-JUL-98	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Student Trainee, PT	21-JAN-15	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Student Trainee, PT	22-JAN-15	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst II	11-JAN-10	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst II	11-FEB-08	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst II	01-MAR-05	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst III	20-SEP-00	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst IV, Projects	17-OCT-02	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst IV, Projects	27-OCT-88	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Analyst IV, Projects	24-NOV-14	NO	
85221 - Project Implementation: Staffing	250 Frank Ogawa Plaza	Urban Economic Coordinator	24-APR-89	NO	
85231 - Real Estate	250 Frank Ogawa Plaza	Administrative Analyst II	03-OCT-09	NO	
85231 - Real Estate	250 Frank H. Ogawa Plaza	Real Estate Agent	06-DEC-04	NO	
85231 - Real Estate	250 Frank H. Ogawa Plaza	Real Estate Agent	06-JAN-14	NO	
85231 - Real Estate	250 FRANK H. OGAWA PLAZA	Real Estate Agent	06-OCT-10	NO	
85231 - Real Estate	250 Frank Ogawa Plaza	Real Estate Services Manager	24-JUN-13	NO	

85244 - Oakland Army Base Redevelopment	250 Frank Ogawa Plaza	Project Manager III	24-MAR-08	NO	
85311 - Workforce Development	250 FRANK H. OGAWA PLAZA, 3RD	Development/Redevelopment Pgrm MGR	03-APR-00	NO	
85311 - Workforce Development	250 Frank H. Ogawa Plaza	Program Analyst II	26-NOV-07	NO	
85311 - Workforce Development	250 FRANK H. OGAWA PLAZA, 3RD	Program Analyst II	30-JUL-12	NO	
85311 - Workforce Development	250 Frank H. Ogawa Plaza	Program Analyst II	27-OCT-14	NO	
85311 - Workforce Development	250 Frank Ogawa Plaza	Program Analyst II	09-DEC-13	NO	
85311 - Workforce Development	250 Frank H. Ogawa Plaza	Project Manager III	24-DEC-10	NO	
85311 - Workforce Development	250 Frank Ogawa Plaza	Student Trainee, PT	04-AUG-14	NO	
85311 - Workforce Development	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	30-MAR-15	NO	
85411 - Economic Development	250 FRANK H. OGAWA PLAZA, 3RD	City Administrator Analyst	14-APR-14	NO	
85411 - Economic Development	250 Frank H. Ogawa Plaza	Employment Services Supervisor	27-FEB-95	YES	Spanish
85411 - Economic Development	250 Frank H. Ogawa Plaza	Urban Economic Analyst I	01-MAY-06	YES	
85411 - Economic Development	250 Frank H. Ogawa Plaza	Urban Economic Analyst II	28-JUL-08	NO	
85411 - Economic Development	250 Frank H. Ogawa Plaza	Urban Economic Analyst III	01-APR-99	NO	
85411 - Economic Development	250 FRANK H. OGAWA PLAZA, 3RD	Urban Economic Analyst III	04-JAN-00	NO	
85411 - Economic Development	250 FRANK H. OGAWA PLAZA, 3RD	Urban Economic Analyst IV, Projects	09-OCT-00	NO	
85411 - Economic Development	250 FRANK H. OGAWA PLAZA, 3RD	Urban Economic Analyst IV, Projects	16-MAY-94	NO	
85411 - Economic Development	250 Frank H. Ogawa Plaza	Urban Economic Coordinator	21-MAR-94	NO	
85511 - Cultural Arts & Marketing	250 Frank H. Ogawa Plaza	Graphic Design Specialist	31-MAR-14	NO	
85511 - Cultural Arts & Marketing	One Frank Ogawa Plaza	Program Analyst I, PT	22-JAN-15	NO	
85511 - Cultural Arts & Marketing	250 Frank H. Ogawa Plaza	Program Analyst II, PPT	05-JAN-98	NO	
85511 - Cultural Arts & Marketing	One Frank Ogawa Plaza	Program Analyst III	17-OCT-11	NO	
85511 - Cultural Arts & Marketing	250 Frank H. Ogawa Plaza	Special Events Coordinator	13-NOV-01	NO	
85521 - Public Art	250 Frank H. Ogawa Plaza	Program Analyst II	27-JUN-05	NO	
85521 - Public Art	250 Frank H. Ogawa Plaza	Program Analyst III	06-JUL-04	NO	

FINANCE (FINANCE)

ORGANIZATION	ADDRESS LINE 1	JOB CLASS	HIRE DATE	PCP	LANG
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Collections Officer	12-SEP-05	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Collections Officer	30-DEC-02	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Collections Officer	06-DEC-04	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Collections Officer	25-APR-05	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Collections Officer	29-APR-96	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Collections Officer	28-JAN-02	YES	
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	29-SEP-97	YES	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	19-MAY-08	YES	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	05-NOV-94	YES	
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	29-SEP-97	YES	
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	22-DEC-97	YES	Thai
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	29-SEP-97	YES	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	27-APR-15	YES	
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	01-JUN-09	YES	Chinese
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	22-JAN-11	YES	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	16-JUN-08	YES	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	29-SEP-97	YES	Chinese/Vietnamese
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	28-MAY-13	YES	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Public Service Representative	26-JUL-10	YES	Chinese
08431 - Business License Tax Unit	150 Frank Ogawa Plaza	Revenue Assistant	02-JUN-97	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Revenue Assistant	04-DEC-06	YES	

08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Revenue Assistant	30-NOV-87	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Revenue Assistant	24-JUL-95	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Revenue Assistant	23-MAR-83	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Revenue Assistant	04-DEC-06	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Revenue Assistant	04-DEC-06	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Revenue Assistant	10-JUL-06	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Revenue Assistant	09-JUN-89	YES	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	05-JAN-98	YES	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	13-JUN-11	YES	Vietnamese
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	05-NOV-07	YES	Chinese
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	31-MAY-11	YES	Spanish
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	22-DEC-14	YES	Vietnamese
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	27-SEP-04	YES	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor II	26-JUL-10	YES	Spanish
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Auditor III	29-AUG-84	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	28-JAN-02	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	11-FEB-02	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	02-AUG-83	YES	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Enforcement Officer II	18-OCT-99	YES	
08421 - Revenue Audit Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	01-AUG-88	YES	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Tax Enforcement Officer II	04-DEC-06	YES	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Enforcement Officer II	22-NOV-99	YES	Spanish
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Enforcement Officer II	29-OCT-01	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	04-DEC-06	YES	Spanish
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	31-OCT-88	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	30-DEC-02	YES	
08421 - Revenue Audit Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	13-AUG-01	YES	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	28-JAN-02	YES	Korena
08421 - Revenue Audit Unit	250 Frank Ogawa Plaza	Tax Enforcement Officer II	18-OCT-99	YES	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Tax Enforcement Officer II	01-DEC-87	YES	
08431 - Business License Tax Unit	150 Frank Ogawa Plaza	Tax Representative II	05-OCT-88	YES	Chinese
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Tax Representative II	22-AUG-88	YES	
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	23-AUG-10	NO	
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	16-APR-01	NO	
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	03-OCT-94	NO	Spanish
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	10-OCT-94	NO	Spanish
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	10-OCT-94	NO	
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	03-APR-10	NO	Spanish
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	25-APR-05	NO	
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector	Vacant		
08931 - Meter Operations	250 Frank Ogawa Plaza	Parking Meter Collector Supervisor	28-JUN-93	NO	
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Revenue Operations Supervisor	19-FEB-11	NO	Spanish
08921 - Parking Citation Assistance Center	250 Frank Ogawa Plaza	Revenue Operations Supervisor	20-OCT-97	NO	
08421 - Revenue Audit Unit	150 Frank Ogawa Plaza	Revenue Operations Supervisor	11-SEP-90	NO	
08431 - Business License Tax Unit	250 Frank Ogawa Plaza	Revenue Operations Supervisor	07-MAY-12	NO	
08411 - Revenue Administration Unit	150 Frank Ogawa Plaza	Revenue & Tax Administrator	08-MAR-10	NO	
08411 - Revenue Administration Unit	150 Frank Ogawa Plaza	Accountant II	12-JUN-10	NO	
08411 - Revenue Administration Unit	150 Frank Ogawa Plaza	Accountant II	24-AUG-98	NO	Vietnamese
08411 - Revenue Administration Unit	150 Frank Ogawa Plaza	Revenue Analyst	12-JAN-98	NO	

08411 - Revenue Administration Unit	150 Frank Ogawa Plaza	Revenue Analyst, Principal	14-APR-14	NO	
08411 - Revenue Administration Unit	150 Frank Ogawa Plaza	Revenue Analyst, Principal	19-AUG-13	NO	
08921 - Parking Citation Assistance Center	Police Substation	Hearing Officer			
08921 - Parking Citation Assistance Center	Police Substation	Hearing Officer			
08241 - Payables	150 Frank H. Ogawa Plaza	Account Clerk III	21-FEB-84	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accountant II	10-OCT-05	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accountant III	22-SEP-01	NO	Chinese
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accountant III	08-OCT-01	NO	Tagalog
08222 - General Ledger	250 Frank H. Ogawa Plaza	Accountant III	01-DEC-09	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accountant III	22-AUG-03	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accountant III	05-OCT-09	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accountant III	04-DEC-06	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accounting Supervisor	30-MAR-15	NO	
08241 - Payables	150 Frank H. Ogawa Plaza	Accounting Technician	01-AUG-05	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Accounting Technician	10-APR-06	NO	
08241 - Payables	150 Frank H. Ogawa Plaza	Accounting Technician	04-SEP-90	NO	
08241 - Payables	150 Frank H. Ogawa Plaza	Accounting Technician	30-MAY-06	NO	
08711 - Treasury Administration Unit	150 Frank Ogawa Plaza	Administrative Assistant II	11-SEP-89	NO	
08751 - Retirement	150 Frank Ogawa Plaza	Administrative Assistant II	18-JUN-07	NO	
08751 - Retirement	150 Frank Ogawa Plaza	Benefits Representative	08-FEB-11	NO	
08751 - Retirement	150 Frank Ogawa Plaza	Benefits Representative	01-OCT-03	NO	
08261 - Budget Analysis & Operations	150 Frank H. Ogawa Plaza	Budget & Operations Analyst III	11-DEC-00	NO	
08261 - Budget Analysis & Operations	150 Frank H. Ogawa Plaza	Budget & Operations Analyst III	19-JAN-10	NO	
08261 - Budget Analysis & Operations	150 Frank H. Ogawa Plaza	Business Analyst IV	10-MAR-14	NO	
08243 - Purchasing	150 Frank H Ogawa Plaza	Buyer	05-SEP-01	NO	
08243 - Purchasing	150 Frank H Ogawa Plaza	Buyer	10-DEC-12	NO	
08243 - Purchasing	150 Frank H Ogawa Plaza	Buyer	14-APR-14	NO	
08243 - Purchasing	150 Frank H Ogawa Plaza	Buyer	09-DEC-13	NO	
08441 - Revenue Collections Unit	150 Frank Ogawa Plaza	Cashier	02-APR-12	NO	
08731 - Treasury Cashiering Unit	150 Frank Ogawa Plaza	Cashier	27-FEB-12	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	City Administrator Analyst	02-FEB-13	NO	
08261 - Budget Analysis & Operations	150 Frank H. Ogawa Plaza	City Administrator Analyst	06-APR-09	NO	
08211 - Accounting Administration Unit	150 Frank H. Ogawa Plaza	Controller	03-JAN-05	NO	
08241 - Payables	150 Frank H. Ogawa Plaza	Controller, Assistant	05-DEC-11	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Controller, Assistant	30-AUG-99	NO	
08721 - Treasury Operations Unit	150 Frank Ogawa Plaza	Exempt Limited Duration Employee	27-OCT-14	NO	
08261 - Budget Analysis & Operations	150 Frank H. Ogawa Plaza	Financial Analyst	23-OCT-04	NO	
08721 - Treasury Operations Unit	150 Frank Ogawa Plaza	Financial Analyst	19-FEB-08	NO	
08222 - General Ledger	150 Frank H. Ogawa Plaza	Financial Analyst	02-OCT-89	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Financial Analyst, Principal	01-DEC-86	NO	
08721 - Treasury Operations Unit	150 Frank Ogawa Plaza	Financial Analyst, Principal	05-OCT-98	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Operations Tech, Senior	24-APR-06	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Operations Tech, Senior	04-JUN-01	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Operations Tech, Senior	30-SEP-80	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Operations Technician	02-DEC-02	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Systems Analyst, Senior	14-JUN-10	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Systems Analyst, Senior	13-AUG-90	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Res Systems Analyst, Supv	20-NOV-06	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Human Resource Oper Supervisor	30-NOV-87	NO	

08751 - Retirement	150 Frank Ogawa Plaza	Investment Officer	25-APR-05	NO	
08243 - Purchasing	150 Frank H Ogawa Plaza	Office Assistant II	16-FEB-89	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Payroll Personnel Clerk II	17-MAR-08	NO	
08741 - Treasury Payroll	150 Frank Ogawa Plaza	Payroll Personnel Clerk II	31-OCT-11	NO	
08741 - Treasury Payroll	250 Frank H. Ogawa Plaza	Payroll Personnel Clerk III	02-JAN-01	NO	
08243 - Purchasing	150 Frank H Ogawa Plaza	Purchasing Supervisor	30-NOV-92	NO	
08751 - Retirement	150 Frank Ogawa Plaza	Retirement Systems Accountant	27-JAN-06	NO	Spanish
08242 - Stores Operations	150 Frank H. Ogawa Plaza	Storekeeper II	30-MAR-91	NO	
08242 - Stores Operations	150 Frank H. Ogawa Plaza	Storekeeper III	20-MAR-89	NO	
08211 - Accounting Administration Unit	150 Frank H. Ogawa Plaza	Systems Accountant III	04-DEC-06	NO	
08721 - Treasury Operations Unit	150 Frank Ogawa Plaza	Treasury Analyst I	19-APR-10	NO	
08721 - Treasury Operations Unit	150 Frank Ogawa Plaza	Treasury Analyst II	29-AUG-05	NO	
08721 - Treasury Operations Unit	150 Frank Ogawa Plaza	Treasury Analyst III	10-OCT-05	NO	
08711 - Treasury Administration Unit	150 Frank Ogawa Plaza	Agency Director, Finance & Mgmt	20-DEC-95		
FIRE (FIRE)					
ORGANIZATION	LOCATION	JOB_CLASS	HIRE_DATE	PCP	LANG
20110 - Fire Chief Unit	150 Frank H Ogawa Plaza	Assistant to the Director	08-FEB-91	NO	
20110 - Fire Chief Unit	150 Frank H Ogawa Plaza	Chief of Fire	05-MAR-12	NO	
20110 - Fire Chief Unit	150 Frank H Ogawa Plaza	Exec Asst to the Director	16-SEP-92	NO	
20241 - Fire Communications Unit	1603 Martin Luther King Jr Way	Fire Communications Dispatcher, Sr	17-JUL-06	YES	
20241 - Fire Communications Unit	1603 Martin Luther King Jr Way	Fire Communications Dispatcher, Sr	03-APR-13	YES	
20241 - Fire Communications Unit	1603 Martin Luther King Jr Way	Fire Communications Dispatcher, Sr	18-APR-94	YES	
20241 - Fire Communications Unit	1603 Martin Luther King Jr Way	Fire Communications Supervisor	11-SEP-90	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	16-MAY-11	YES	Spanish
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	24-JAN-06	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	17-MAR-04	YES	Chinese
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	11-JAN-99	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	07-JAN-08	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	31-MAR-14	YES	Chinese
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	17-JUL-06	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	15-MAY-00	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	08-APR-06	YES	Spanish
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	18-APR-94	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	26-NOV-12	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	04-AUG-03	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	19-SEP-11	YES	Spanish
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	16-JUL-01	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	07-JAN-08	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	07-JAN-08	YES	
20251 - Communications Emergency Dis	1603 Martin Luther King Jr Way	Fire Communications Dispatcher	28-JUL-03	YES	
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Administrative Assistant I	06-OCT-03	YES	Tagalog
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Deputy Chief of Fire Department	14-JUL-80	NO	
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Fire Safety Education Coordinator	06-JUL-04	YES	
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Management Assistant	14-MAY-84	YES	Spanish
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Office Assistant II, PT	16-MAY-11		
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Office Assistant II, PT	29-OCT-12		
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Office Assistant II, PT	13-OCT-14		
20311 - Fire Marshals Office Unit	150 Frank Ogawa Plaza	Office Assistant II, PT	03-SEP-13		
20321 - Certified Unified Program Agency (CUPA)		Account Clerk II	13-OCT-14	NO	

20321 - Certified Unified Program Agency (CUPA)		Administrative Assistant I	24-DEC-90	NO	
20321 - Certified Unified Program Agency (CUPA)		Fire Marshal (Non-Sworn)	06-APR-15	NO	Spanish
20321 - Certified Unified Program Agency (CUPA)		Hazardous Materials Inspect, Senior	20-OCT-08	YES	
20321 - Certified Unified Program Agency (CUPA)		Hazardous Materials Inspector II	17-OCT-05	YES	Spanish
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Fire Prevent Bureau Inspect, Civil	30-JAN-95	YES	
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Fire Prevent Bureau Inspect, Civil	24-JAN-98	YES	
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Fire Prevent Bureau Inspect, Civil	30-SEP-13	YES	
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Fire Prevent Bureau Inspect, Civil	17-OCT-05	YES	
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Fire Prevent Bureau Inspect, Civil	02-JUN-14	YES	
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Fire Prevent Bureau Inspect, Civil	19-MAY-14	YES	
20331 - Inspectional Services Unit	Frank Ogawa Plaza	Office Assistant II	29-APR-74	NO	Spanish
20341 - Arson Investigation Unit	Frank Ogawa Plaza	Fire Investigator	17-NOV-97	YES	
20341 - Arson Investigation Unit	Frank Ogawa Plaza	Fire Investigator	18-DEC-89	YES	
20351 - Engineering Unit	Frank Ogawa Plaza	Fire Protection Engineer	14-OCT-91	YES	
20351 - Engineering Unit	1 Frank Ogawa Plaza	Fire Protection Engineer	08-JUL-13	YES	
20371 - Vegetation Management Unit	1 Frank Ogawa Plaza	Fire Marshall, Assistant	01-APR-96	NO	
20371 - Vegetation Management Unit	1 Frank Ogawa Plaza	Fire Suppression Dist Inspect PT	07-JUL-14		
20371 - Vegetation Management Unit	1 Frank Ogawa Plaza	Fire Suppression Dist Inspect PT	09-JUN-14		
20371 - Vegetation Management Unit	1 Frank Ogawa Plaza	Fire Suppression Dist Inspect PT	09-JUL-12		
20371 - Vegetation Management Unit	1 Frank Ogawa Plaza	Fire Suppression District Inspector	12-AUG-08	NO	
20371 - Vegetation Management Unit	PWA FISCAL	Fire Suppression District Inspector	07-JUL-12	YES	
20371 - Vegetation Management Unit	1 Frank Ogawa Plaza	Vegetation Management Supervisor	02-MAY-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Administrative Assistant II	29-SEP-03	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	14-MAY-90	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	08-JUL-02	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	01-APR-96	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	16-DEC-91	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	17-NOV-97	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	16-DEC-91	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Battalion Chief	26-JAN-98	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	28-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	18-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	01-APR-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	23-FEB-04	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	14-MAY-90	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	14-MAY-90	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	02-OCT-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	19-MAR-01	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	29-JUN-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	20-SEP-99	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	

20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	25-NOV-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	29-JUN-00	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	18-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	14-MAY-90	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	02-OCT-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	08-JUL-02	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	01-APR-96	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	25-NOV-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	20-SEP-99	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	09-NOV-94	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	17-NOV-97	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Captain of Fire Department	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Deputy Chief of Fire Department	18-JUN-86	NO	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	06-MAY-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	25-NOV-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	23-OCT-06	YES	German
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	11-APR-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	12-SEP-05	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	18-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	29-JUN-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	25-AUG-87	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	18-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	

20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	02-OCT-00	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	09-MAY-83	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	21-OCT-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	18-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	23-FEB-04	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	23-OCT-06	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	02-APR-90	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	26-JAN-98	YES	Vietnamese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	25-NOV-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	01-APR-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	29-JUN-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Engineer of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	12-SEP-05	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	29-NOV-83	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	

20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	16-DEC-91	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	01-APR-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	29-NOV-10	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JAN-02	YES	Laotian
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14		
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	Korean
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	29-NOV-83	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-MAY-90	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	01-APR-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JUN-10	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	29-NOV-83	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	12-SEP-05	YES	

20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JUN-10	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	20-SEP-99	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	20-SEP-99	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	Italian
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	16-JUL-12	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JAN-02	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	20-SEP-99	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	21-OCT-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JUN-10	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	29-NOV-10	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-FEB-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	25-NOV-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	01-APR-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-OCT-02	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	Chinese
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-MAY-90	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-MAY-90	YES	Spanish

20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	18-JUN-94	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	Italian
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	01-JUN-96	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	23-FEB-04	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-JUN-80	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	05-FEB-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	14-JUN-10	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	09-MAY-83	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	19-AUG-13	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	08-JUL-02	YES	Cambodian
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	13-OCT-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	10-SEP-07	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	30-NOV-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Fire Fighter	24-MAR-14	YES	Chinese

20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	29-JUN-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	25-NOV-85	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	21-JUL-90	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	28-APR-03	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	02-OCT-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	29-JUN-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	20-SEP-99	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	14-MAY-90	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	23-FEB-04	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	18-DEC-89	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	05-FEB-07	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	14-JAN-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	12-SEP-05	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	27-SEP-04	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	29-JUN-00	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	28-OCT-02	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	Spanish
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	10-SEP-07	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	12-SEP-83	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	26-JAN-98	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	16-DEC-91	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	17-NOV-97	YES	
20411 - Emergency Service/Suppression	150 Frank Ogawa Plaza	Lieutenant of Fire Department	01-APR-96	YES	
20511 - Budget and Planning Administration	150 Frank H Ogawa Plaza	Accountant II	19-DEC-88	NO	
20521 - Budget Unit	150 Frank H Ogawa Plaza	Fire Division Manager	31-JAN-05	NO	
20531 - Accounts Payable Unit	150 Frank H Ogawa Plaza	Accountant II	02-FEB-01	NO	Chinese
20541 - Payroll Unit	150 Frank H Ogawa Plaza	Office Manager	02-APR-01	NO	
20551 - Time and Attendance Unit	150 Frank H Ogawa Plaza	Payroll Personnel Clerk III	09-MAY-05	NO	
20611 - Education and Training Administration	250 Victory Court	Administrative Assistant I	30-JAN-89	NO	
20611 - Education and Training Administration	250 Victory Court	Fire Equipment Technician	16-JUN-06	NO	
20631 - In-Service Training Unit	250 Victory Court	Battalion Chief	26-JAN-98	NO	
20711 - Emergency Services Program Unit	250 Victory Court	Administrative Assistant II	08-DEC-86	NO	
20711 - Emergency Services Program Unit	250 Victory Court	Emer Serv Manager, Assistant	05-JUL-06	NO	
20711 - Emergency Services Program Unit	250 Victory Court	Emergency Planning Coordinator	02-SEP-13	YES	
20711 - Emergency Services Program Unit	250 Victory Court	Emergency Planning Coordinator	02-SEP-13	YES	
20711 - Emergency Services Program Unit	250 Victory Court	Emergency Planning Coordinator, Sr	19-JAN-95	NO	

20711 - Emergency Services Program Unit	250 Victory Court	Emergency Planning Coordinator, Sr	27-AUG-12	NO	
20711 - Emergency Services Program Unit	250 Victory Court	Management Intern, PT	14-MAY-07	YES	Chinese
20711 - Emergency Services Program Unit	250 Victory Court	Office Manager	01-SEP-88	NO	Tagalog
20711 - Emergency Services Program Unit	250 Victory Court	Student Trainee, PT	03-JUN-13	NO	
20711 - Emergency Services Program Unit	250 Victory Court	Student Trainee, PT	03-JUN-13	NO	
20711 - Emergency Services Program Unit	250 Victory Court	Temp Contract Svcs Employee, PT	15-MAR-06		
20711 - Emergency Services Program Unit	250 Victory Court	Temp Contract Svcs Employee, PT	04-APR-11		
20711 - Emergency Services Program Unit	250 Victory Court	Temp Contract Svcs Employee, PT	04-APR-11		
20711 - Emergency Services Program Unit	250 Victory Court	Temp Contract Svcs Employee, PT	18-AUG-08	NO	
20811 - Human Resources	150 Frank Ogawa Plaza	Administrative Analyst II	08-FEB-01	NO	
20811 - Human Resources	150 Frank Ogawa Plaza	Fire Personnel Operations Spec	07-JUL-97	NO	
20811 - Human Resources	150 Frank Ogawa Plaza	Office Assistant II	24-AUG-09	NO	
20814 - Airport	150 Frank Ogawa Plaza	Battalion Chief	16-DEC-91	NO	
20814 - Airport	150 Frank H Ogawa Plaza	Captain of Fire Department	25-NOV-85	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Captain of Fire Department	18-DEC-89	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Captain of Fire Department	26-JAN-98	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Captain of Fire Department	07-DEC-81	YES	
20814 - Airport	150 Frank Ogawa Plaza	Fire Fighter	20-SEP-99	YES	Spanish
20814 - Airport	150 Frank Ogawa Plaza	Fire Fighter	11-FEB-80	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Fire Fighter	25-NOV-85	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Fire Fighter	16-DEC-91	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Fire Fighter	05-FEB-07	YES	
20814 - Airport	150 Frank Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Fire Fighter	08-JUL-02	YES	
20814 - Airport	150 Frank H Ogawa Plaza	Fire Fighter	27-SEP-04	YES	
20814 - Airport	150 Frank Ogawa Plaza	Fire Fighter	14-MAY-90	YES	
20815 - U.S.A.R	150 Frank Ogawa Plaza	Battalion Chief	14-MAY-90		
20815 - U.S.A.R	150 Frank Ogawa Plaza	Management Intern, PT	08-SEP-08	NO	
20815 - U.S.A.R	150 Frank Ogawa Plaza	Student Trainee, PT (Multiple)	Multiple	NO	
20815 - U.S.A.R	150 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	24-JAN-05	NO	
20816 - Fire - Support & Services Unit	150 Frank Ogawa Plaza	Captain of Fire Department	08-JUL-02	NO	
20816 - Fire - Support & Services Unit	150 Frank Ogawa Plaza	Captain of Fire Department	16-DEC-91	YES	
20816 - Fire - Support & Services Unit	150 Frank Ogawa Plaza	Fire Equipment Technician	03-SEP-96	NO	Spanish
20912 - Measure N - Paramedic	250 Victory Court	Administrative Assistant II	02-NOV-87	NO	Spanish
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emer Medical Svcs Coordinator	31-JAN-05	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emer Medical Svcs Coordinator	02-SEP-10	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emer Medical Svcs Coordinator	26-SEP-05	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emergency Medical Svcs Instructor, PT	04-MAY-15	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emergency Medical Svcs Instructor, PT	28-JUN-10	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emergency Medical Svcs Instructor, PT	01-SEP-14	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Emergency Medical Svcs Instructor, PT	28-JUN-10	NO	
20912 - Measure N - Paramedic	250 Victory Court	Fire Division Manager	19-FEB-13	NO	
20912 - Measure N - Paramedic	150 Frank Ogawa Plaza	Fire Fighter Paramedic	28-OCT-02	YES	

Housing & Community Development (HCD)

ORGANIZATION	ADDRESS_LINE_1	JOB_CLASS	HIRE_DATE	PCP	LANG
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Accountant II	05-DEC-05		Chinese
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Administrative Services Manager I	28-OCT-85	NO	
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Community Dev Prgm Coordinator	27-MAR-06		Spanish

89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Director of Housing & Comm Dev	10-SEP-02	NO	
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	14-JAN-14	NO	
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	27-MAY-14		
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	27-OCT-14	NO	Chinese
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	19-AUG-13	NO	Other
89919 - Admin: Housing & Community De	250 Frank H. Ogawa Plaza	Housing Development Coordinator III	11-SEP-07	NO	
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Program Analyst III	21-DEC-09	NO	Chinese
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Project Manager III	06-APR-10	NO	Chinese
89919 - Admin: Housing & Community De	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	16-MAR-15	NO	
89929 - Housing Development	250 Frank Ogawa Plaza	Development/Redevelopment Pgrm MGR	17-MAY-10	NO	
89929 - Housing Development	250 Frank Ogawa Plaza	Home Management Counselor III	25-JUN-12		
89929 - Housing Development	250 Frank H. Ogawa Plaza	Housing Development Coordinator III	11-FEB-08	NO	
89929 - Housing Development	250 Frank Ogawa Plaza	Housing Development Coordinator IV	08-DEC-05	NO	
89929 - Housing Development	250 Frank H. Ogawa Plaza	Housing Development Coordinator IV	18-JUN-01	NO	
89929 - Housing Development	250 Frank H. Ogawa Plaza	Housing Development Coordinator IV	29-APR-02	NO	Spanish
89939 - Municipal Lending	250 Frank Ogawa Plaza	Administrative Assistant I	22-JUL-89	NO	
89939 - Municipal Lending	250 Frank H. Ogawa Plaza	Administrative Assistant I	09-FEB-04	NO	
89939 - Municipal Lending	250 Frank Ogawa Plaza	Development/Redevelopment Pgrm MGR	27-OCT-88	NO	
89939 - Municipal Lending	250 Frank Ogawa Plaza	Exec Asst to the Director	15-OCT-90	NO	
89939 - Municipal Lending	250 Frank H. Ogawa Plaza	Loan Servicing Administrator	03-JUN-91	NO	
89939 - Municipal Lending	250 Frank H. Ogawa Plaza	Loan Servicing Specialist	25-JUN-90	YES	Tagalog
89939 - Municipal Lending	250 Frank Ogawa Plaza	Management Assistant	01-OCT-89	NO	
89939 - Municipal Lending	250 Frank Ogawa Plaza	Mortgage Advisor	10-AUG-09	YES	
89939 - Municipal Lending	250 Frank Ogawa Plaza	Mortgage Advisor	09-FEB-09	YES	
89939 - Municipal Lending	250 Frank H. Ogawa Plaza	Program Analyst I	11-SEP-93	NO	
89939 - Municipal Lending	250 Frank H. Ogawa Plaza	Rehabilitation Advisor III	30-MAY-07	YES	Korean
89939 - Municipal Lending	250 Frank Ogawa Plaza	Rehabilitation Advisor III	06-JUN-05	YES	
89939 - Municipal Lending	250 Frank Ogawa Plaza	Rehabilitation Supervisor I	24-JUL-06	NO	Spanish
89949 - CDBG Coordination	250 Frank H. Ogawa Plaza	Administrative Assistant II	20-NOV-95	NO	
89949 - CDBG Coordination	250 Frank H. Ogawa Plaza	Administrative Assistant II	06-SEP-05	NO	
89949 - CDBG Coordination	250 Frank H. Ogawa Plaza	Community Dev Prgm Coordinator	26-OCT-73	NO	
89949 - CDBG Coordination	250 Frank Ogawa Plaza	Community Dev Prgm Coordinator	14-JUN-94	NO	
89949 - CDBG Coordination	250 Frank H. Ogawa Plaza	Community Dev Prgm Coordinator	19-JUN-89	NO	
89969 - Residential Rent Arbitration	250 Frank H. Ogawa Plaza	Administrative Assistant I	06-AUG-01	NO	
89969 - Residential Rent Arbitration	250 Frank Ogawa Bldg	Hearing Officer	01-OCT-12	NO	
89969 - Residential Rent Arbitration	250 Frank Ogawa Bldg	Hearing Officer	13-AUG-02	NO	
89969 - Residential Rent Arbitration	250 Frank Ogawa Bldg	Program Analyst II	13-MAR-12	YES	Spanish
89969 - Residential Rent Arbitration	250 Frank Ogawa Bldg	Program Analyst II	22-JUL-13	YES	
89969 - Residential Rent Arbitration	250 Frank H. Ogawa Plaza	Program Analyst III	31-JAN-01	YES	
89969 - Residential Rent Arbitration	250 Frank Ogawa Bldg	Project Manager II	13-MAY-02	NO	
89969 - Residential Rent Arbitration	250 Frank Ogawa Plaza	Senior Hearing Officer	02-OCT-06	YES	Chinese
89969 - Residential Rent Arbitration	250 Frank Ogawa Bldg	Temp Contract Svcs Employee, PT	25-FEB-08	NO	
89979 - Commercial Lending	250 Frank Ogawa Plaza	Account Clerk II	16-NOV-09	NO	Chinese
89979 - Commercial Lending	250 Frank Ogawa Plaza	Administrative Analyst I	20-DEC-99	NO	
89979 - Commercial Lending	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	25-JUN-08	NO	Tagalog
Human Resources Management (HRM)					
ORGANIZATION	ADDRESS	JOB_CLASS	HIRE_DATE	PCP	LANG
05111 - Personnel Admin/Human Resour	150 Frank Ogawa Plaza	Administrative Analyst II	10-APR-06	NO	
05111 - Personnel Admin/Human Resour	150 Frank Ogawa Plaza	Director of Human Resources Mgmt	09-DEC-13	NO	

05111 - Personnel Admin/Human Resour	150 Frank Ogawa Plaza	Exec Asst to the Director	10-DEC-12	NO	
05111 - Personnel Admin/Human Resour	150 Frank Ogawa Plaza	Office Assistant II	24-AUG-09	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Exempt Limited Duration Employee	02-FEB-15	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst (CONF)	28-AUG-06	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst (CONF)	13-MAR-06	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst (CONF)	11-APR-05	NO	Chinese
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst (CONF)	05-AUG-13	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Assistant	31-MAR-14	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Assistant	26-NOV-12	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Assistant	31-MAR-14	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Principal	17-AUG-98	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Principal	31-JAN-00	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Senior	28-AUG-06	NO	Spanish
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Analyst, Senior	10-OCT-05	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Clerk	27-APR-15	YES	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Clerk	25-NOV-13	YES	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Oper Supervisor	05-MAR-90	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Technician	03-MAR-14	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Technician	06-AUG-12	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Technician	31-MAR-14	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Technician	23-OCT-04	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Technician	08-APR-13	NO	Spanish
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resource Technician	13-MAY-13	NO	
05211 - Employment and Classification U	150 Frank Ogawa Plaza	Human Resources Manager	18-DEC-00	NO	
05221 - Equal Access	150 Frank Ogawa Plaza	Program Analyst I	07-MAR-05	YES	Spanish
05221 - Equal Access	150 Frank Ogawa Plaza	Program Analyst III	08-SEP-08	YES	Chinese
05511 - Human Resource Development U	150 Frank Ogawa Plaza	Training Coordinator	04-MAY-15	NO	Spanish
05611 - Employee Benefits Services	150 Frank Ogawa Plaza	Benefits Analyst	06-AUG-84	NO	
05611 - Employee Benefits Services	150 Frank Ogawa Plaza	Benefits Representative	05-NOV-07	NO	
05611 - Employee Benefits Services	150 Frank Ogawa Plaza	Benefits Technician	22-JUL-13	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Administrative Analyst II	22-DEC-14	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Benefits Technician	21-MAY-12	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Benefits Technician	27-MAY-14	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Claims & Risk Manager	14-SEP-92	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Disability Benefits Coordinator	08-DEC-14	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Disability Benefits Coordinator	13-OCT-14	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Employee Fleet & Safety Coordinator	12-JAN-99	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Human Resource Clerk	09-DEC-13	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Management Assistant	01-OCT-89	NO	
05621 - Risk Management	150 Frank Ogawa Plaza	Safety & Loss Control Specialist	24-OCT-05	NO	

Human Services Department (HSD)

ORGANIZATION	ADDRESS	JOB_CLASS	HIRE_DATE	PCP	LANG
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Accountant II	18-OCT-04	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Administrative Assistant I	25-OCT-04	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Administrative Assistant I	11-DEC-99	NO	Spanish
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Administrative Services Manager II	07-DEC-02	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Assistant to the Director	01-MAY-89	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Case Manager I, PT	02-MAR-15	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Crossing Guard, PT	22-AUG-01		

78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Crossing Guard, PT	25-AUG-03		
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Director of Human Services	26-SEP-92	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Exec Asst to the Director	06-SEP-89	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Health & Human Svcs Prgm Planner	07-JUL-97	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Outreach Developer	21-Sep-09	YES	Spanish
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Payroll Personnel Clerk III	01-MAY-90	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Program Analyst I	23-SEP-13	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Program Analyst II, PPT	19-AUG-13	NO	
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Senior Aide, PT	22-APR-13	NO	Spanish
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Student Trainee, PT	17-NOV-14		
78111 - DHS Administration Unit	150 Frank Ogawa Plaza	Student Trainee, PT	06-DEC-10		
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Accountant I	15-MAR-99		
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Accountant III	15-MAY-89	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Administrative Assistant II	25-JUN-12	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Child Education Coordinator	15-AUG-92	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Cook III	13-SEP-00	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Custodian	16-MAY-98	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Data Entry Operator	22-APR-02	NO	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Data Entry Operator	01-MAY-96	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Data Entry Operator, Senior	01-MAR-05	NO	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	01-DEC-90	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	27-OCT-08	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	28-AUG-95	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	28-AUG-95	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	20-JUN-12	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	26-APR-82	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	11-OCT-99	YES	Vietnamese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	17-APR-83	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	19-AUG-13	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	19-AUG-97	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	01-MAR-04	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	15-MAR-99	YES	Vietnamese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	01-MAR-04	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	18-JAN-05	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	13-AUG-01	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Center Director	03-MAY-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	04-SEP-03	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	09-JAN-02	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	10-SEP-13	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	01-MAR-01	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	05-JAN-15	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	06-MAR-03	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	14-JAN-99	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	03-MAY-10	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	14-JAN-08	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	03-JAN-11	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	18-SEP-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	17-DEC-07	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	24-FEB-00	YES	Chinese

78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	29-AUG-12	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	27-SEP-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	09-JUN-12	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	26-JUL-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	14-APR-90	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	24-FEB-00	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	25-MAR-13	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	26-JAN-09	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	07-APR-08	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	20-SEP-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	11-OCT-99	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	04-JAN-06	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	02-DEC-02	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	06-MAR-98	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	18-JAN-05	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	18-SEP-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	08-FEB-01	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	16-JUL-12	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	28-SEP-98	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	11-OCT-99	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	17-DEC-07	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	25-NOV-96	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	13-DEC-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	06-MAR-98	YES	Vietnamese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	28-OCT-02	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	28-MAY-13	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	24-OCT-11	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	06-MAY-96	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	13-MAY-09	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	11-OCT-00	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	25-OCT-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	24-MAR-03	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	10-JUN-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	09-JAN-02	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	03-DEC-12	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	22-MAY-13	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	30-JAN-07	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	28-OCT-02	YES	Tagalog
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	30-SEP-02	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	22-SEP-08	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	05-DEC-00	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	30-OCT-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	09-JAN-02	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	26-MAR-07	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	22-FEB-00	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	07-DEC-98	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	19-FEB-02	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	06-MAR-98	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	01-OCT-03	YES	

78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	17-SEP-12	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	24-JAN-11	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	15-DEC-08	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	13-SEP-03	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	16-MAR-98	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	03-NOV-90	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	15-AUG-92	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	03-MAY-10	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Early Childhood Instructor	25-JUL-11	YES	Chinese
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Exempt Limited Duration Employee	12-MAY-14	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	05-JUL-94	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	25-MAR-87	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	03-AUG-91	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	13-MAY-96	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	05-JUL-94	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	18-OCT-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	13-FEB-96	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	03-APR-95	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	15-AUG-92	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	19-AUG-97	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	17-MAR-03	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	17-OCT-06	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	23-MAR-09	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	26-JAN-09	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	11-FEB-06	YES	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	06-JUN-92	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Family Advocate	07-DEC-91	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Food Service Worker	25-SEP-02	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Food Service Worker	07-MAY-12	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Food Service Worker	04-OCT-01	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Food Service Worker	18-APR-11	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Food Service Worker	06-SEP-84	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Driver Courier	14-SEP-91	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Driver Courier	04-JUN-88	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Driver Courier	30-MAR-91	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Facilities Coordinator	13-DEC-99	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Nutrition Coordinator	07-JUN-10	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Nutrition Coordinator	16-JAN-93	NO	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Supervisor	16-AUG-04	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Supervisor	17-SEP-13	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Head Start Supervisor	25-AUG-03	NO	Spanish
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	24-SEP-07	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	19-AUG-97	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	06-JUN-94	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	15-APR-05	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	08-FEB-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	14-JUN-10	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	08-SEP-88		
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	23-JUN-08	YES	Spanish

78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	27-OCT-14	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Headstart Program Coordinator	15-DEC-14	YES	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Health & Human Svcs Prgm Planner	07-AUG-01	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Maintenance Mechanic, PPT	27-JUL-00	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Maintenance Mechanic, PPT	23-FEB-98	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Maintenance Mechanic, PT	20-OCT-97	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Manager, Youth Services	15-AUG-92	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Office Assistant II	18-JUL-92	NO	
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Senior Aide, PT	07-JAN-08		
78231 - HS Classroom & Seasonal	150 Frank Ogawa Plaza	Student Trainee, PT (Multi)	Multiples	NO	
78232 - Head Start - Central Office Progra	150 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	12-NOV-13		
78235 - HS Central Office Administration	150 Frank Ogawa Plaza	Exempt Limited Duration Employee	02-SEP-14	YES	Chinese
78235 - HS Central Office Administration	150 Frank Ogawa Plaza	Exempt Limited Duration Employee	16-AUG-10	NO	
78235 - HS Central Office Administration	150 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	16-JUN-14	NO	
78241 - Year Round Lunch Program Unit	150 Frank Ogawa Plaza	Food Program Driver, PT	05-JUN-93	NO	
78241 - Year Round Lunch Program Unit	150 Frank Ogawa Plaza	Food Program Driver, PT (Multi)	Multiples	NO	
78241 - Year Round Lunch Program Unit	150 Frank Ogawa Plaza	Food Program Monitor, PT (Multi)	Multiples	NO	
78241 - Year Round Lunch Program Unit	150 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	16-JUN-14	NO	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Administrative Assistant II	27-APR-15	NO	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Health & Human Svcs Prgm Planner	15-MAR-10	NO	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Manager, Human Services	23-MAR-98	NO	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Program Analyst I	13-JUL-96		
78251 - Youth Sevices	150 Frank Ogawa Plaza	Program Analyst I	02-JUL-12	YES	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Program Analyst II	08-JAN-07	NO	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Program Analyst II	18-FEB-08	NO	
78251 - Youth Sevices	150 Frank Ogawa Plaza	Program Analyst II	02-APR-12	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Administrative Assistant I, PPT	11-SEP-13		
78311 - Policy & Planning	250 Frank Ogawa Plaza	Case Manager I	10-FEB-14	YES	Spanish
78311 - Policy & Planning	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	04-AUG-14	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Health & Human Svcs Prgm Planner	01-OCT-07	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Health & Human Svcs Prgm Planner	01-OCT-12	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Health & Human Svcs Prgm Planner	10-JAN-05	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Management Intern, PT	16-NOV-14	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Manager, Human Services	01-MAR-14	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Program Analyst I	04-FEB-13	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Program Analyst I	13-OCT-14	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Program Analyst II	24-JAN-11	NO	Spanish
78311 - Policy & Planning	250 Frank Ogawa Plaza	Program Analyst II	27-NOV-06	NO	
78311 - Policy & Planning	250 Frank Ogawa Plaza	Program Analyst II	09-JUL-07		
78311 - Policy & Planning	250 Frank Ogawa Plaza	Program Analyst III	20-FEB-07	NO	
78361 - CSBG - Admin	150 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	20-AUG-14	NO	
78411 - Community Housing Services	150 Frank Ogawa Plaza	Accountant II	15-OCT-01	NO	Spanish
78411 - Community Housing Services	250 Frank Ogawa Plaza	Community Housing Services Manager	07-OCT-85	NO	
78411 - Community Housing Services	150 Frank Ogawa Plaza	Housing Development Coordinator III	15-MAY-06	NO	
78411 - Community Housing Services	150 Frank Ogawa Plaza	Program Analyst II	15-MAR-07	NO	
75221 - Linkages Program Unit	150 Frank Ogawa Plaza	Case Manager, Supervising	12-NOV-09	YES	Spanish
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Case Manager I	06-AUG-12	YES	Spanish
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Case Manager I	19-MAR-07	YES	Chinese
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Case Manager I	02-JUN-14	YES	

75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Case Manager II	05-SEP-95	YES	
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Case Manager II	06-MAR-07	YES	Spanish
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Exempt Limited Duration Employee	21-JUL-14	NO	
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Nurse Case Manager	03-NOV-14	YES	
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Nurse Case Manager	25-APR-11	YES	Chinese
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Program Analyst II, PPT	17-JUL-00	NO	
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Senior Aide, PT	12-JUL-10	YES	
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Senior Aide, PT	03-JAN-07	YES	Chinese
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Senior Services Prgm Assistant	09-APR-01	NO	
75231 - Multipurpose Senior Service Prog	150 Frank Ogawa Plaza	Senior Services Supervisor	14-OCT-13	NO	
75241 - Senior Companion Program Unit	150 Frank Ogawa Plaza	Senior Services Prgm Assistant, PPT	05-JAN-05	YES	
75241 - Senior Companion Program Unit	150 Frank Ogawa Plaza	Senior Services Supervisor	12-SEP-85	YES	
75251 - Outreach Program Unit	150 Frank Ogawa Plaza	Outreach Worker, PT	27-AUG-07	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Accountant II	22-MAY-00	NO	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Administrative Assistant I, PT	17-MAR-14	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Aide, PT	25-OCT-10	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Aide, PT	02-NOV-09	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Aide, PT	30-APR-02	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Aide, PT	04-MAY-10	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Aide, PT	17-JUN-02	YES	Chinese
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Services Prgm Assistant	01-DEC-14	NO	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Services Prgm Assistant	13-MAY-00	YES	
75621 - Oakland Paratransit for the Elder	150 Frank Ogawa Plaza	Senior Services Supervisor	02-FEB-09	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Administrative Assistant I	02-SEP-08	YES	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Administrative Assistant I	14-MAR-11	YES	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Administrative Assistant I	28-JUL-07	YES	Spanish
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Custodian	Multiples	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Custodian Supervisor	01-NOV-95	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Custodian, PT (Multiple)	Multiples	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Manager, Human Services	16-JUL-01	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Office Assistant II	19-MAR-03	YES	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Senior Aide, PT	15-SEP-06	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Senior Aide, PT	17-FEB-05	NO	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Senior Center Director	08-JAN-01	YES	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Senior Center Director	23-JAN-98	YES	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Senior Center Director	20-FEB-01	YES	
75631 - Senior Center Unit	150 Frank Ogawa Plaza	Senior Center Director	21-JAN-97	YES	
75651 - Senior Aide Program Unit	150 Frank Ogawa Plaza	Outreach Developer, Ppt	10-AUG-09	YES	
75651 - Senior Aide Program Unit	150 Frank Ogawa Plaza	Senior Aide, PT (Multiples)	Multiples	NO	
75651 - Senior Aide Program Unit	150 Frank Ogawa Plaza	Senior Services Prgm Assistant	20-NOV-06	YES	Chinese
75651 - Senior Aide Program Unit	150 Frank Ogawa Plaza	Senior Services Supervisor	02-DEC-09	No	

Information & Technology Department (ITD)

ORGANIZATION	ADDRESS	JOB_CLASS	HIRE_DATE	PCP	LANG
46111 - Administrative Services	150 Frank Ogawa Plaza	Accountant II	02-JAN-01	NO	
46111 - Administrative Services	150 Frank Ogawa Plaza	Administrative Analyst II	09-FEB-04	NO	
46111 - Administrative Services	150 Frank Ogawa Plaza	Administrative Services Manager II	07-AUG-00	NO	
46111 - Administrative Services	150 Frank Ogawa Plaza	Director of Info Technology	20-JAN-14	NO	
46111 - Administrative Services	150 Frank Ogawa Plaza	Exec Asst to the Director	13-OCT-14	NO	
46121 - Reprographic Services	150 Frank Ogawa Plaza	Reproduction Assistant	04-JUN-02	NO	

46121 - Reprographic Services	150 Frank Ogawa Plaza	Reproduction Offset Operator	30-MAY-02	NO	
46121 - Reprographic Services	150 Frank Ogawa Plaza	Reproduction Offset Operator	04-JUN-07	NO	
46121 - Reprographic Services	150 Frank Ogawa Plaza	Reproduction Offset Operator	05-MAR-07	NO	
46121 - Reprographic Services	150 Frank Ogawa Plaza	Reprograhpic Shop Supervisor	02-MAY-05	NO	
46211 - Help Desk	150 Frank Ogawa Plaza	Operations Support Specialist	09-JAN-12	NO	
46211 - Help Desk	150 Frank Ogawa Plaza	Operations Support Specialist	09-JUN-14	NO	
46211 - Help Desk	150 Frank Ogawa Plaza	Operations Support Specialist	14-OCT-13	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Information System Administrator	15-AUG-05	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	01-FEB-99	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	13-NOV-98	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	19-FEB-85	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	14-NOV-11	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	07-MAR-11	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	16-DEC-89	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	27-MAR-06	NO	
46251 - Desktop Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	09-OCT-06	NO	
46261 - Server Maintenance & Support	150 Frank Ogawa Plaza	Microcomputer Systems Spec III	06-OCT-03	NO	
46261 - Server Maintenance & Support	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	14-JUL-03	NO	
46271 - Telecommunications	150 Frank Ogawa Plaza	Network Architect	22-DEC-14	NO	
46271 - Telecommunications	150 Frank Ogawa Plaza	Telecommunications Electrician, Sr	16-DEC-91	NO	
46271 - Telecommunications	150 Frank Ogawa Plaza	Telephone Services Specialist	17-DEC-91	NO	
46271 - Telecommunications	150 Frank Ogawa Plaza	Telephone Services Specialist	20-SEP-00	NO	
46321 - Systems & Database Administrat	150 Frank Ogawa Plaza	Database Administrator	23-JUN-03	NO	
46321 - Systems & Database Administrat	150 Frank Ogawa Plaza	Database Analyst III	26-APR-99	NO	
46321 - Systems & Database Administrat	150 Frank Ogawa Plaza	Manager, Oracle Operations	16-APR-01	NO	
46321 - Systems & Database Administrat	150 Frank Ogawa Plaza	Manager, Oracle Operations	23-APR-01	NO	
46321 - Systems & Database Administrat	150 Frank Ogawa Plaza	Systems Programmer III	24-MAY-04	NO	
46321 - Systems & Database Administrat	150 Frank Ogawa Plaza	Systems Programmer III	23-JUL-90	NO	
46341 - Application Development	150 Frank H. Ogawa Plaza	Information Systems Supervisor	24-NOV-03	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Spatial Data Analyst III	18-MAR-13	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Spatial Data Analyst III	23-JUL-12	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Spatial Data Analyst III	18-NOV-02	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Spatial Data Analyst III	13-NOV-02	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Systems Programmer II	10-MAR-08	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Systems Programmer III	31-MAR-08	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Systems Programmer III	05-NOV-07	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Systems Programmer III	05-JUN-93	NO	
46341 - Application Development	150 Frank Ogawa Plaza	Systems Programmer III	23-APR-07	NO	
46461 - Project Coordination	150 Frank Ogawa Plaza	Information Systems Supervisor	06-AUG-12	NO	
46461 - Project Coordination	150 Frank Ogawa Plaza	Manager, Information Systems	06-NOV-01	NO	
46471 - Network Security & Maintenance	150 Frank Ogawa Plaza	Manager, Information Systems	13-FEB-01	NO	
46471 - Network Security & Maintenance	150 Frank Ogawa Plaza	Network Architect	31-MAR-03	NO	
46521 - Public Safety Maintenance & Inst	150 Frank Ogawa Plaza	Electronics Technician	24-SEP-07	NO	
46521 - Public Safety Maintenance & Inst	150 Frank Ogawa Plaza	Electronics Technician	12-APR-04	NO	
46521 - Public Safety Maintenance & Inst	150 Frank Ogawa Plaza	Electronics Technician	20-OCT-08	NO	
46521 - Public Safety Maintenance & Inst	150 Frank Ogawa Plaza	Information Systems Supervisor	18-JUL-94	NO	
46521 - Public Safety Maintenance & Inst	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	07-FEB-11	NO	
46521 - Public Safety Maintenance & Inst	150 Frank Ogawa Plaza	Microcomputer Systems Specialist II	14-JUN-99	NO	
46531 - Public Safety Applications	150 Frank Ogawa Plaza	Information Systems Supervisor	04-MAR-13	NO	

46531 - Public Safety Applications	150 Frank Ogawa Plaza	Manager, Information Systems	29-DEC-03	NO	
46531 - Public Safety Applications	150 Frank Ogawa Plaza	Microcomputer Systems Spec III	26-MAR-01	NO	
46531 - Public Safety Applications	150 Frank Ogawa Plaza	Microcomputer Systems Spec III	31-MAR-14	NO	
Mayor's Office (MAYOR)					
ORGANIZATION	ADDRESS_LINE_1	JOB_CLASS	HIRE_DATE	PCP	LANG
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor I	02-MAR-15	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Management Intern, PT	07-JAN-15	NO	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor I	02-MAR-15	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor II	05-JAN-15	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor III	14-JAN-15	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Exempt Limited Duration Employee	02-MAR-15	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor II	17-JAN-11	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Mayor's PSE 14	11-MAR-13	YES	Spanish
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Mayor	03-JAN-11	YES	
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor I	07-APR-08	YES	Chinese
01111 - Mayor - Administration Unit	One Frank Ogawa Plaza	Special Assistant to the Mayor III	26-JAN-15	YES	
Office of City Attorney (OCA)					
ORGANIZATION	LOCATION	JOB_CLASS	HIRE_DATE	PCP	LANG
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Accountant II	11-MAY-89	NO	Chinese
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Administrative Analyst I	24-NOV-14	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	City Attorney	29-APR-91	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Exec Asst to City Attorney	28-SEP-12	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Information System Administrator	08-MAR-99	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Admin Assistant, Supervising	06-NOV-95	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	05-NOV-01	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	26-AUG-13	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	29-SEP-14	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	06-OCT-14	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	06-JUL-98	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	16-AUG-99	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	28-MAY-02	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	11-SEP-01	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Administrative Assistant	08-SEP-97	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Legal Support Supervisor	04-DEC-89	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Manager, Agency Administrative	06-AUG-07	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Manager, Legal Admin Services	31-JAN-05	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Microcomputer Systems Specialist II	14-AUG-04	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Open Government Coordinator	08-NOV-10	YES	Spanish
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Paralegal	22-FEB-99	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Paralegal	02-APR-01	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Paralegal	08-JUL-97	NO	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Public Service Representative	23-APR-84	YES	
04111 - City Attorney Administration Unit	City Hall - 6th Floor	Public Service Representative	05-JAN-15	YES	
04211 - Litigation Unit	City Hall - 6th Floor	City Attorney, Assistant	15-APR-14	NO	
04211 - Litigation Unit	City Hall - 6th Floor	Deputy City Attorney II	10-NOV-14	NO	
04211 - Litigation Unit	City Hall - 6th Floor	Deputy City Attorney III	19-MAY-14	NO	
04211 - Litigation Unit	City Hall - 6th Floor	Deputy City Attorney IV	22-MAY-12	NO	
04211 - Litigation Unit	City Hall - 6th Floor	Deputy City Attorney IV	16-JUL-01	NO	

04211 - Litigation Unit	City Hall - 6th Floor	Deputy City Attorney IV	03-DEC-90	NO	
04211 - Litigation Unit	City Hall - 6th Floor	Deputy City Attorney V- IV	24-JUL-01	NO	
04211 - Litigation Unit	City Hall - 6th Floor	Exec Asst to Asst City Attorney	01-JUL-93	NO	Chinese
04211 - Litigation Unit	City Hall - 6th Floor	Neighborhood Law Corps Attorney	13-AUG-14	YES	
04211 - Litigation Unit	City Hall - 6th Floor	Neighborhood Law Corps Attorney	04-SEP-14	YES	Spanish
04211 - Litigation Unit	City Hall - 6th Floor	Neighborhood Law Corps Attorney	21-JAN-14	YES	
04211 - Litigation Unit	City Hall - 6th Floor	Neighborhood Law Corps Attorney	04-FEB-14	YES	Chinese
04211 - Litigation Unit	City Hall - 6th Floor	Neighborhood Law Corps Attorney	30-JUL-12	YES	
04211 - Litigation Unit	City Hall - 6th Floor	Special Counsel	02-JUN-14	NO	
04311 - Advisory Unit	City Hall - 6th Floor	City Attorney, Assistant	01-NOV-88	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney II	20-AUG-12	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney II	17-SEP-08	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney II	14-JUN-10	NO	Spanish
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III- IV	27-OCT-14	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	06-AUG-12	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	12-JAN-15	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	29-MAY-12	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	02-SEP-08	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	09-MAR-15	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III- V	19-AUG-13	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney IV	21-AUG-06	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney IV- III	02-DEC-96	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney IV	14-MAY-12	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney IV	06-AUG-01	NO	Spanish
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney IV	13-MAR-00	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney IV	05-SEP-89	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney V	04-JAN-89	NO	Spanish
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney V	23-AUG-99	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney V	08-OCT-01	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney V	15-APR-13	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney V	19-NOV-90	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Exec Asst to Asst City Attorney	11-DEC-95	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Exempt Limited Duration Employee	02-MAR-15	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Paralegal	18-FEB-14	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Special Counsel	30-NOV-00	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	8-Jun-15	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney III	29-Jun-15	NO	
04311 - Advisory Unit	City Hall - 6th Floor	Deputy City Attorney V		NO	
04311 - Advisory Unit	City Hall - 6th Floor	Office Assistant I		NO	
04311 - Advisory Unit	City Hall - 6th Floor	Paralegal		NO	
04311 - Advisory Unit	City Hall - 6th Floor	Claims Investigator III	22-Jun-15	YES	Chinese
Police (POLICE/ OPD)					
ORGANIZATION	ADDRESS	JOB_CLASS	HIRE_DATE	PCP	Language
101110 - Cease Fire Unit	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	28-MAY-91	YES	
101110 - Cease Fire Unit	455 7TH STREET, 1ST FLOOR	Project Manager II	02-JAN-08	YES	
101110 - Cease Fire Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	04-NOV-94	YES	Vietnamese
101110 - Cease Fire Unit	455 7TH STREET, 1ST FLOOR	Volunteer Program Specialist II	03-JAN-13	NO	
101110 - OCOP - Admin	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-JUL-01	YES	
101110 - OCOP - Admin Support	455 7TH STREET, 1ST FLOOR	Exec Asst to the Director	24-AUG-09	NO	

101110 - OCOP - Admin Support	455 7TH STREET, 1ST FLOOR	Police Records Specialist	08-APR-13	YES	Chinese
101110 - Office of Chief	455 7TH STREET, 1ST FLOOR	Chief of Police	12-MAY-94	YES	
101110 - Office of Chief - Asst Chief	455 7TH STREET, 1ST FLOOR	Chief of Police, Assistant	26-AUG-91	YES	
101110 - Office of Chief - Asst Chief	455 7TH STREET, 1ST FLOOR	Police Services Technician II	07-JUL-97	YES	
101110 - Personnel Resource and Training	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	23-SEP-91	YES	
101110 - Personnel Resource and Training	455 7TH STREET, 1ST FLOOR	Police Pgrm & Performance Auditor	11-APR-06	YES	
101110 - Research & Planning DMS	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
101110 - Research & Planning DMS	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-FEB-91	YES	
101110 - Research and Planning	455 7TH STREET, 1ST FLOOR	Management Assistant	19-JAN-15	NO	
101110 - Research and Planning	455 7TH STREET, 1ST FLOOR	Police Services Manager I	08-SEP-14	YES	
101112 - Public Information Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-JUN-00	YES	
101112 - Public Information Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-JUN-92	YES	
101112 - Public Information Unit	455 7TH STREET, 1ST FLOOR	Technical Communications Specialist	09-JUN-08	YES	
101120 - IAD - Administration Section	455 7TH STREET, 1ST FLOOR	Performance Audit Manager	27-MAR-00	YES	
101120 - IAD - Administration Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	03-MAR-08	YES	
101120 - IAD - Administrative Support Unit	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	14-JAN-02	YES	Spanish
101120 - IAD - Administrative Support Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	18-FEB-14	YES	
101120 - IAD - Administrative Support Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	20-JAN-14	YES	
101120 - IAD - Administrative Support Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	30-JUL-07	YES	
101120 - IAD - Administrative Support Unit	455 7TH STREET, 1ST FLOOR	Police Records Supervisor	15-DEC-86	YES	
101120 - IAD - Force Investigation	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-APR-02	YES	Chinese
101120 - IAD - Intake A	455 7TH STREET, 1ST FLOOR	Intake Technician	14-APR-14	YES	
101120 - IAD - Intake A	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
101120 - IAD - Intake A	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	
101120 - IAD - Intake A	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
101120 - IAD - Intake A	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-FEB-99	YES	
101120 - IAD - Intake A	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-MAR-88	YES	
101120 - IAD - Integrity Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	38684	YES	French
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	03-FEB-92	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-FEB-06	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-NOV-05	YES	Spanish
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-JUL-05	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-FEB-00	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	14-FEB-00	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	27-FEB-98	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	17-FEB-98	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	15-JUL-96	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-NOV-90	YES	
101120 - IAD - Investigations Section	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUN-90	YES	
101120 - IAD - Pitchess Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	24-MAR-08	YES	Spanish
101120 - Internal Affairs	455 7TH STREET, 1ST FLOOR	Intake Technician	02-FEB-15	NO	
101120 - Internal Affairs	455 7TH STREET, 1ST FLOOR	Intake Technician	23-JUL-12	YES	
101120 - Internal Affairs	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	02-JAN-13	NO	
101120 - Internal Affairs Division	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	25-APR-97	NO	
101130 - Office of the Inspector General	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	22-MAR-99	YES	
101130 - Office of the Inspector General	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUL-94	YES	
101130 - OIG - Auditing Unit	455 7TH STREET, 1ST FLOOR	Internal Auditor III	13-MAR-06	NO	
101130 - OIG - Auditing Unit	455 7TH STREET, 1ST FLOOR	Police Pgrm & Performance Auditor	29-NOV-04	YES	
101130 - OIG - Auditing Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-JUL-01	YES	

101130 - OIG - Compliance Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-JUN-00	YES	
101130 - OIG - Compliance Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	21-AUG-00	YES	
101130 - OIG - Compliance Unit Detail	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-JAN-92	YES	
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-APR-01	YES	
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	14-APR-98	YES	
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-JUL-93	YES	Spanish
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-JAN-93	YES	Greek
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	07-FEB-92	YES	Chinese
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-OCT-90	YES	
101140 - Intelligence Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-MAY-91	YES	
102110 - PAS Admin	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	11-JAN-10	NO	Chinese
102110 - PAS Admin	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	25-FEB-08	NO	
102110 - PAS Admin	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	06-JUN-00	NO	
102110 - PAS Admin	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	28-DEC-96	NO	
102110 - PAS Admin	455 7TH STREET, 1ST FLOOR	Police Records Specialist	02-FEB-15	YES	Chinese
102110 - PAS Admin	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	04-MAY-98	YES	Chinese
102130 - Identification Detail	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	Tagalog
102130 - Identification Detail	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	Chinese
102130 - Identification Detail	455 7TH STREET, 1ST FLOOR	Police Services Technician II	30-JUN-08	YES	
102130 - Identification Detail	455 7TH STREET, 1ST FLOOR	Police Services Technician II	13-FEB-08	YES	
102130 - Identification Detail	455 7TH STREET, 1ST FLOOR	Police Services Technician II	03-OCT-88	YES	
102130 - Identification Detail	455 7TH STREET, 1ST FLOOR	Police Services Technician II	25-JUL-88	YES	
102310 - CID - Administrative Support	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	23-OCT-89	NO	
102310 - CID - Administrative Support	455 7TH STREET, 1ST FLOOR	Police Records Specialist	18-FEB-14	YES	Chinese
102310 - Criminal Investigation Division C	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	10-FEB-92	YES	
102320 - CID-Cold Case	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	
102320 - CID-Cold Case	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	10-MAR-00	YES	
102320 - Homicide	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUN-90	YES	Tagalog
102321 - Targeted Enforcement Task Force	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-FEB-06	YES	Spanish
102321 - Targeted Enforcement Task Force	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	
102322 - CID - Homicide Unit Admin	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
102322 - CID - Homicide Unit Admin	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-APR-98	YES	Spanish
102322 - CID - Homicide Unit Admin	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	02-MAR-88	YES	
102322 - CID - Homicide Unit Admin	455 7TH STREET, 1ST FLOOR	Police Records Specialist	03-MAR-99	YES	
102322 - CID-Homicide Unit	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	08-MAR-99	YES	
102322 - Homicide Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-APR-98	YES	
102322 - Homicide Team 1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	14-FEB-00	YES	
102322 - Homicide Team 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-FEB-06	YES	
102322 - Homicide Team 4	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	15-JAN-03	YES	
102322 - Homicide Team 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	Spanish
102322 - Homicide Team 5	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JAN-93	YES	Spanish
102322 - PET Coordinator	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-MAY-98	YES	
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-FEB-12	YES	
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-SEP-11	YES	
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-FEB-05	YES	Spanish
102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-MAY-00	YES	

102324 - Spec Res Sec 2-CRT 6	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-FEB-06	YES	
102325 - CID-Gang/Gun Invest Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
102325 - CID-Gang/Gun Invest Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
102325 - CID-Gang/Gun Invest Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-JUL-02	YES	Tagalog
102325 - CID-Gang/Gun Invest Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	Spanish
102325 - CID-Gang/Gun Invest Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-JAN-96	YES	French
102325 - CID-Gang/Gun Invest Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUL-88	YES	
102330 - CID - Burglary	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-JUL-14	YES	
102330 - CID - Burglary	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-OCT-11	NO	Spanish
102330 - CID - Burglary	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-JUL-08	YES	
102330 - CID - Burglary	455 7TH STREET, 1ST FLOOR	Police Records Specialist	01-JUL-13	YES	
102330 - CID - Burglary	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUN-90	YES	
102330 - CID - FSU Charging	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
102330 - CID - FSU Charging	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-MAY-02	YES	
102330 - CID - FSU Charging	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-APR-97	YES	Spanish
102330 - CID - FSU Charging	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-DEC-98	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	30-SEP-91	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-SEP-06	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	Spanish
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	02-OCT-03	YES	Spanish
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-APR-01	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-JUN-00	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-FEB-92	YES	
102330 - CID - Robbery	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	07-NOV-97	YES	
102330 - CID - Robbery/Burglary	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	20-OCT-08	NO	Spanish
102330 - CID - Robbery/Burglary	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	06-FEB-91	YES	
102330 - CID-DEA	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-JAN-93	YES	
102340 - CID - ACRATT	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-JUN-89	YES	
102340 - CID - ATF	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-FEB-92	YES	
102340 - CID - ATF	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-MAY-91	YES	
102340 - CID - Theft/Misdemeanor Crime	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	03-AUG-98	YES	
102340 - CID - Theft/Misdemeanor Crime	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
102340 - CID - Theft/Misdemeanor Crime	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-FEB-06	YES	
102340 - CID - Theft/Misdemeanor Crime	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-JAN-97	YES	Japanese
102340 - CID - Theft/Misdemeanor Crime	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	04-MAY-98	YES	Chinese
102340 - CID-Field Support Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	07-DEC-00	YES	Spanish
102340 - CID-Field Support Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAR-00	YES	Spanish
102340 - CID-Field Support Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-FEB-97	YES	Spanish
102340 - CID-Field Support Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-JAN-96	YES	Chinese
102340 - CID-Theft Admin Unit	455 7TH STREET, 1ST FLOOR	Administrative Assistant I	08-AUG-88	NO	
102340 - CID-Theft Admin Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-NOV-99	YES	
102340 - CID-Theft Admin Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	14-JUN-99	YES	
102340 - CID-Theft Admin Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-JUN-98	YES	Spanish
102350 - 290 Enforcement Detail	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	

102350 - 290 Enforcement Detail	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	07-FEB-92	YES	
102350 - Child Exploitation Detail	455 7TH STREET, 1ST FLOOR	Police Records Specialist	15-MAY-02	YES	
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-FEB-06	YES	Spanish
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	29-NOV-99	YES	
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-FEB-97	YES	
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-MAY-91	YES	
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-APR-91	YES	
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	14-APR-03	NO	
102350 - Domestic Violence Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-JUL-96	YES	French
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Vietnamese
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-NOV-05	YES	Spanish
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-OCT-01	YES	Spanish
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-MAR-99	YES	
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-JAN-99	NO	
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	29-JUL-98	YES	
102350 - Special Victims Unit 1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-SEP-06	YES	
102350 - Special Victims Unit 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JUL-12	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-JAN-10	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-DEC-00	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-AUG-98	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-MAY-98	YES	German
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-JAN-96	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Police Services Technician II	04-MAY-00	YES	
102350 - SSU - Juvenile Intake	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-APR-97	YES	
102350 - SSU - Missing Persons	455 7TH STREET, 1ST FLOOR	Police Services Technician II	01-AUG-84	YES	
102350 - SSU - Missing Persons	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
102350 - SSU - Missing Persons	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	Chinese
102350 - Vice & Child Exploitation Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-JUL-08	YES	
102350 - Vice & Child Exploitation Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAR-06	YES	
102350 - Vice & Child Exploitation Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	30-MAY-00	YES	
102350 - Vice & Child Exploitation Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-MAR-99	YES	
102350 - Vice & Child Exploitation Unit	455 7TH STREET, 1ST FLOOR	Police Services Technician II	22-AUG-83	YES	
102350 - Vice & Child Exploitation Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-MAY-00	YES	Vietnamese
102350 - YFSD - Field Services Section	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	06-JAN-86	NO	
102350 - Youth and School Services	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-MAY-91	YES	Spanish
102350 - YSS - Our Kids Program	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-DEC-11	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-MAR-12	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	30-JUN-08	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	Chinese
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-AUG-06	YES	Cambodian
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-JUN-06	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-FEB-05	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-JUN-00	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-AUG-98	YES	
102350 - YSS Team 1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-NOV-99	YES	
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	

102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	Spanish
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-SEP-06	YES	
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	
102350 - YSS Team 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	29-NOV-99	YES	Spanish
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Communications Operator	10-NOV-14	YES	
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	Spanish
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	24-MAY-99	YES	Spanish
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-SEP-94	YES	
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	26-JUN-00	YES	
102510 - CID - Felony Assault	455 7TH STREET, 1ST FLOOR	Police Records Specialist	02-JUN-97	YES	
102510 - CID - Felony Assault/Gang	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	13-JUL-93	YES	
102510 - CID-Narc & Weapons Detail	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
102510 - CID-Narc & Weapons Detail	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-NOV-99	YES	Spanish
102610 - Chem Analysis Unit	455 7TH STREET, 1ST FLOOR	Criminalist II	06-JUN-14	NO	Filipino
102610 - Chem Analysis Unit	455 7TH STREET, 1ST FLOOR	Criminalist II	14-APR-14	NO	
102610 - Chem Analysis Unit	455 7TH STREET, 1ST FLOOR	Criminalist II	03-JUL-06	NO	
102610 - Chem Analysis Unit	455 7TH STREET, 1ST FLOOR	Criminalist III	13-AUG-07	NO	
102610 - Criminalistics Division	455 7TH STREET, 1ST FLOOR	Manager, Crime Laboratory	13-OCT-81	NO	
102610 - Criminalistics Division	455 7TH STREET, 1ST FLOOR	Office Assistant II	27-NOV-95	NO	
102610 - Firearms Section	455 7TH STREET, 1ST FLOOR	Criminalist II	25-AUG-08	NO	
102610 - Firearms Section	455 7TH STREET, 1ST FLOOR	Criminalist II	23-MAR-00	NO	
102610 - Firearms Section	455 7TH STREET, 1ST FLOOR	Criminalist III	17-FEB-03	NO	
102610 - Firearms Section	455 7TH STREET, 1ST FLOOR	Police Services Technician II	15-JUL-06	YES	Spanish
102610 - Forensic Biology Unit 1	455 7TH STREET, 1ST FLOOR	Criminalist II	10-MAR-15	NO	
102610 - Forensic Biology Unit 1	455 7TH STREET, 1ST FLOOR	Criminalist II	20-OCT-08	NO	
102610 - Forensic Biology Unit 1	455 7TH STREET, 1ST FLOOR	Criminalist II	04-JUN-07	NO	
102610 - Forensic Biology Unit 1	455 7TH STREET, 1ST FLOOR	Criminalist II	16-OCT-01	NO	
102610 - Forensic Biology Unit 1	455 7TH STREET, 1ST FLOOR	Criminalist III	01-MAR-99	NO	
102610 - Forensic Biology Unit 1	455 7TH STREET, 1ST FLOOR	Forensic Technician	06-JAN-14	NO	
102610 - Forensic Biology Section	455 7TH STREET, 1ST FLOOR	Criminalist III	20-OCT-08	NO	
102610 - Forensic Biology Unit 2	455 7TH STREET, 1ST FLOOR	Criminalist I	04-NOV-13	NO	
102610 - Forensic Biology Unit 2	455 7TH STREET, 1ST FLOOR	Criminalist I	08-SEP-12	NO	
102610 - Forensic Biology Unit 2	455 7TH STREET, 1ST FLOOR	Criminalist II	04-APR-11	NO	
102610 - Forensic Biology Unit 2	455 7TH STREET, 1ST FLOOR	Criminalist II	04-JUN-01	NO	
102610 - Forensic Biology Unit 2	455 7TH STREET, 1ST FLOOR	Criminalist III	26-MAR-07	NO	
102610 - Latent Print Unit	455 7TH STREET, 1ST FLOOR	Latent Print Examiner II	02-SEP-14	NO	
102610 - Latent Print Unit	455 7TH STREET, 1ST FLOOR	Latent Print Examiner II	11-NOV-13	NO	
102610 - Latent Print Unit	455 7TH STREET, 1ST FLOOR	Latent Print Examiner II	01-NOV-10	NO	
102610 - Latent Print Unit	455 7TH STREET, 1ST FLOOR	Latent Print Examiner II	11-AUG-08	NO	
102610 - Latent Print Unit	455 7TH STREET, 1ST FLOOR	Latent Print Examiner III	30-JUL-07	NO	
103110 - Bureau of Services	455 7TH STREET, 1ST FLOOR	Deputy Chief of Police (PERS)	09-JUN-12	NO	
103130 - Animal Control Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-FEB-97	YES	
103240 - Public Records Requests	455 7TH STREET, 1ST FLOOR	Police Records Specialist	20-JAN-15	NO	
103240 - Public Records Requests	455 7TH STREET, 1ST FLOOR	Police Records Specialist	05-AUG-13	YES	Spanish

103240 - Public Records Requests	455 7TH STREET, 1ST FLOOR	Police Records Specialist	19-JUN-06	YES	
103240 - Public Records Requests	455 7TH STREET, 1ST FLOOR	Police Records Specialist	29-AUG-88	YES	Tagalog
103240 - Public Records Requests	455 7TH STREET, 1ST FLOOR	Police Records Supervisor	10-MAR-86	YES	
103240 - Records Division	455 7TH STREET, 1ST FLOOR	Police Services Manager I	14-AUG-06	NO	
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	30-MAR-15	NO	Chinese
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	08-DEC-14	YES	Spanish
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	10-NOV-14	YES	Chinese
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	03-FEB-14	YES	
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	22-MAY-03	YES	Chinese
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	29-APR-97	YES	
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	24-APR-89	YES	
103242 - Records Report Repro - 1st Wat	455 7TH STREET, 1ST FLOOR	Police Records Supervisor	14-JAN-08	YES	
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	28-FEB-05	YES	
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	03-JAN-05	YES	Spanish
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	09-FEB-98	YES	
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	08-SEP-90	YES	
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	04-JUN-90	YES	Vietnamese
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	02-JAN-89	YES	Chinese
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	21-FEB-84	YES	
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	25-JAN-82	YES	
103242 - Records Report Repro - 2nd Wat	455 7TH STREET, 1ST FLOOR	Police Records Supervisor	27-JUN-88	YES	
103242 - Records Report Repro - 3rd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	30-DEC-13	YES	
103242 - Records Report Repro - 3rd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	30-DEC-13	YES	Chinese
103242 - Records Report Repro - 3rd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	28-FEB-11	YES	
103242 - Records Report Repro - 3rd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	24-AUG-09	YES	
103242 - Records Report Repro - 3rd Wat	455 7TH STREET, 1ST FLOOR	Police Records Specialist	02-FEB-98	YES	
103242 - Records Report Repro - 3rd Wat	455 7TH STREET, 1ST FLOOR	Police Records Supervisor	30-APR-01	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	09-DEC-13	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	09-JUL-01	YES	Spanish
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	09-AUG-00	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	06-OCT-97	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	12-APR-93	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	15-JUL-91	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	16-OCT-89	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	01-FEB-89	YES	
103310 - Comm - 1st Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Supervisor	02-MAR-87	YES	
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	30-DEC-13	YES	
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	17-DEC-13	YES	
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-OCT-12	YES	Spanish
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	07-FEB-11	YES	
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	14-JAN-02	YES	Spanish
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	25-OCT-99	YES	
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	02-SEP-99	YES	
103310 - Comm - 1st Watch Squad B	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-MAR-00	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	28-FEB-05	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	05-SEP-00	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	07-AUG-00	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-NOV-99	YES	Spanish
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	05-OCT-98	YES	

103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	06-OCT-97	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	01-FEB-88	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	18-FEB-86	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	01-NOV-84	YES	
103310 - Comm - 2nd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	Spanish
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-OCT-12	YES	Spanish
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	02-MAY-11	YES	Vietnamese
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-MAR-10	YES	Chinese
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	10-MAR-08	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	26-NOV-07	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	24-APR-06	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	24-APR-06	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	02-APR-01	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Operator	17-NOV-14	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Operator	03-NOV-14	YES	Spanish
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Operator	08-JAN-11	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Supervisor	15-MAR-99	YES	
103310 - Comm - 2nd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Vietnamese
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	08-DEC-14	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	31-MAR-08	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	19-NOV-07	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	24-APR-06	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	24-APR-06	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	28-FEB-05	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	14-JAN-02	YES	Spanish
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	16-APR-01	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	05-SEP-00	YES	Spanish
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	17-SEP-74	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Operator	17-NOV-14	YES	
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Communications Operator	30-DEC-13	YES	Spanish
103310 - Comm - 3rd Watch Squad A	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	21-FEB-12	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	21-FEB-12	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	07-FEB-11	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	07-FEB-11	YES	Chinese
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-MAR-10	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-MAR-10	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-MAR-10	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	28-APR-03	YES	Spanish
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	27-NOV-00	YES	
103310 - Comm - 3rd Watch Squad B	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	18-APR-97	YES	Spanish
103310 - Comm - Admin Unit	455 7TH STREET, 1ST FLOOR	Police Communications Supervisor	10-NOV-97	YES	
103310 - Comm - Admin Unit	455 7TH STREET, 1ST FLOOR	Police Services Manager I	12-AUG-85	YES	
103310 - Communications	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	08-DEC-14	YES	
103310 - Communications Coordinator	455 7TH STREET, 1ST FLOOR	Police Communications Supervisor	04-AUG-97	YES	
103310 - Communications Coordinator	455 7TH STREET, 1ST FLOOR	Police Records Specialist	06-MAY-91	YES	
103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-MAR-10	YES	
103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	29-MAR-10	YES	
103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	25-AUG-08	YES	

103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	13-FEB-15	NO	
103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	02-FEB-15	NO	
103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	02-FEB-15	NO	
103310 - Communications Unit	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	27-AUG-14	YES	
103430 - Admin Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-MAR-88	YES	
103430 - Admin Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	24-AUG-87	NO	
103430 - Admin Training	455 7TH STREET, 1ST FLOOR	Police Records Specialist	08-JUL-96	YES	Spanish
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	21-JAN-15	YES	
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	05-JAN-15	YES	Spanish
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	05-JAN-15	YES	Chinese
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	27-OCT-14	YES	
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	27-OCT-14	YES	Spanish
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	02-JAN-14	YES	Spanish
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	02-JAN-14	YES	
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	02-JAN-14	YES	
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	02-JAN-14	YES	Chinese
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	02-APR-13	YES	
103430 - Cadet Program	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	02-APR-13	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	NO	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-NOV-05	YES	Spanish
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-JUL-02	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-SEP-98	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	14-SEP-98	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-FEB-96	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-DEC-90	YES	
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Police Records Specialist	29-AUG-01	YES	Tagalog
103430 - In Service Training	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	26-SEP-96	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Administrative Assistant I	04-SEP-01	NO	Chinese
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	03-MAR-14	YES	Punjabdi.
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-FEB-06	NO	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-DEC-01	YES	ASL
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-JUL-99	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-NOV-88	NO	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-88	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Arabic
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Kjmu
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	17-FEB-15	YES	

103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	22-SEP-14	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	22-SEP-14	YES	Farsi
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	22-SEP-14	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	22-SEP-14	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	21-APR-14	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	02-DEC-13	YES	Spanish
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	29-OCT-12	YES	Chinese
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Police Services Technician II	11-JAN-99	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Reproduction Offset Operator	05-NOV-90	YES	
103430 - Recruit Training	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	16-SEP-91	YES	
103430 - Training Section	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	13-MAR-00	YES	
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	41641	YES	Spanish
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Cadet, PT	29-MAY-10	YES	
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-FEB-15	YES	
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-FEB-15	YES	
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	22-SEP-14	YES	
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	16-DEC-13	YES	
103430 - Training Unit	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	17-SEP-12	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	17-AUG-13	YES	Chinese
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	11-JUL-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	05-NOV-07	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	05-NOV-07	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	05-NOV-07	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	24-MAR-07	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	09-MAY-05	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	14-APR-03	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	09-DEC-02	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	02-APR-01	YES	Spanish
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	08-JAN-00	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	26-OCT-99	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	27-JUL-99	YES	Spanish
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	23-FEB-99	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	21-APR-98	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	10-SEP-96	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	22-OCT-94	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	15-OCT-90	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	28-MAR-89	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	13-AUG-84	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician	26-APR-82	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	11-JUL-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	09-JUL-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	18-MAY-09	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	27-AUG-07	YES	Spanish
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	04-NOV-02	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	02-JAN-96	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PPT	25-JUL-95	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	

104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	10-DEC-13	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	10-DEC-13	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	10-SEP-13	YES	Chinese
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-13	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-13	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-13	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	23-JAN-12	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	23-JAN-12	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	11-JUL-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	21-MAR-11	YES	Spanish
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	21-MAR-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	21-MAR-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	21-MAR-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	21-MAR-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	08-JAN-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	08-JAN-11	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	12-JUL-10	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	06-JAN-09	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-JUN-08	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	21-APR-08	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	07-MAY-07	YES	Spanish
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	23-APR-07	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	12-SEP-06	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	10-JUL-06	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	29-MAR-04	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	13-JAN-97	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Enforcement Supervisor I	20-JAN-04	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Enforcement Supervisor I	09-DEC-02	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Enforcement Supervisor I	26-JUL-99	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Parking Enforcement Supervisor I	23-APR-94	YES	
104820 - Parking Control	455 7TH STREET, 1ST FLOOR	Public Service Representative	19-MAY-89	YES	
106210 - Personnel - Medical Unit	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	12-APR-10	NO	Chinese
106210 - Personnel - Medical Unit	455 7TH STREET, 1ST FLOOR	Payroll Personnel Clerk III	30-JAN-06	NO	Spanish
106210 - Personnel - PDB Unit	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	09-DEC-85	YES	
106210 - Personnel - PDB Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	30-MAR-02	YES	
106210 - Personnel - Telestaff Unit	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	15-OCT-90	NO	
106210 - Personnel - Telestaff Unit	455 7TH STREET, 1ST FLOOR	Police Records Specialist	01-JUL-13	YES	Spanish
106210 - Personnel - Telestaff Unit	455 7TH STREET, 1ST FLOOR	Storekeeper II	26-MAY-98	NO	
106210 - Personnel Division	455 7TH STREET, 1ST FLOOR	Police Services Manager I	10-APR-06	NO	
106210 - Personnel Section Admin Supvr	455 7TH STREET, 1ST FLOOR	Support Services Supervisor	13-MAR-06	NO	Chinese
106410 - Police Information Tech	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
106410 - Police Information Tech	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-OCT-01	NO	
106410 - Police Information Tech	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-97	YES	
106410 - Police Information Tech	455 7TH STREET, 1ST FLOOR	Police Services Technician II	19-NOV-07	YES	
106410 - Technology/Property & Evidence	455 7TH STREET, 1ST FLOOR	Project Manager III	03-MAR-14	NO	
106510 - Fiscal - A/P	455 7TH STREET, 1ST FLOOR	Account Clerk II	27-MAY-14	NO	

106510 - Fiscal - A/P	455 7TH STREET, 1ST FLOOR	Account Clerk III	18-DEC-06	NO	Spanish
106510 - Fiscal - A/P	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-AUG-11	YES	
106510 - Fiscal - A/R	455 7TH STREET, 1ST FLOOR	Account Clerk II	15-DEC-14	NO	
106510 - Fiscal - A/R	455 7TH STREET, 1ST FLOOR	Account Clerk II	24-NOV-14	NO	
106510 - Fiscal - A/R	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	15-APR-14	NO	
106510 - Fiscal - False Alarm	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	29-OCT-90	NO	Spanish
106510 - Fiscal - Grants & Contracts	455 7TH STREET, 1ST FLOOR	Grants Coordinator	10-NOV-14	NO	
106510 - Fiscal Contracts & Payables	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	03-SEP-13	NO	
106510 - Fiscal Services Division	455 7TH STREET, 1ST FLOOR	Account Clerk I	02-FEB-15	nO	
106510 - Fiscal Services Division	455 7TH STREET, 1ST FLOOR	Police Services Manager I	30-DEC-13	NO	
106510 - General Ledger Accounting	455 7TH STREET, 1ST FLOOR	Accountant II	05-NOV-07	NO	
106510 - General Ledger Accounting	455 7TH STREET, 1ST FLOOR	Accountant III	30-JAN-06	NO	
106510 - Payroll	455 7TH STREET, 1ST FLOOR	Payroll Personnel Clerk II	12-MAY-14	NO	
106510 - Payroll	455 7TH STREET, 1ST FLOOR	Payroll Personnel Clerk III	26-JAN-09	NO	
106510 - Payroll	455 7TH STREET, 1ST FLOOR	Payroll Personnel Clerk III	08-OCT-07	NO	Spanish
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	28-FEB-15	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	17-MAR-14	YES	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	17-MAR-14	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	17-MAR-14	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	17-MAR-14	nO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	18-JAN-14	YES	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	18-JAN-14	YES	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	18-JAN-14	YES	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	18-JAN-14	YES	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	18-JAN-14	YES	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	12-OCT-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	12-OCT-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	12-OCT-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	Spanish
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	Korean
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	Spanish
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Background & Recruiting	455 7TH STREET, 1ST FLOOR	Temp Contract Svcs Employee, PT	23-SEP-13	NO	
106610 - Rec & Back Admin	455 7TH STREET, 1ST FLOOR	Police Personnel Oper Specialist	16-AUG-99	NO	
106610 - Rec & Back Admin	455 7TH STREET, 1ST FLOOR	Police Records Specialist	27-OCT-14	YES	Chinese
106610 - Rec & Back Admin	455 7TH STREET, 1ST FLOOR	Police Services Technician II	29-DEC-97	YES	
106610 - Recruiting & Backgrounds	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-APR-97	YES	
106610 - Recruiting & Backgrounds	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-OCT-96	YES	Spanish
106610 - Recruiting & Backgrounds	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-FEB-91	YES	
106610 - Recruiting & Backgrounds	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-SEP-89	NO	
106610 - Recruiting & Backgrounds	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	13-FEB-89	YES	

107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	01-FEB-03	YES	Spanish
107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	26-JUL-99	YES	Spanish
107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	01-DEC-97	YES	
107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	17-SEP-90	YES	
107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	01-MAY-89	YES	
107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	Spanish
107410 - Neighborhood Svs Unit - East	455 7TH STREET, 1ST FLOOR	Program Analyst III	24-JUN-91	YES	
107410 - Neighborhood Svs Unit - West	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	07-JUL-97	YES	
107410 - Neighborhood Svs Unit - West	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	21-NOV-88	YES	
107410 - Neighborhood Svs Unit - West	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	22-NOV-76	YES	
107410 - Support Operations	455 7TH STREET, 1ST FLOOR	Neighborhood Services Coordinator	10-APR-06	YES	
107410 - Support Operations	455 7TH STREET, 1ST FLOOR	Police Services Technician II	12-AUG-08	YES	
107410 - Support Operations Division - Ca	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	12-JUN-89	YES	Spanish
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PPT	29-APR-02	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PPT	19-SEP-79	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	15-DEC-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	13-OCT-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	02-SEP-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	20-AUG-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	31-MAR-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-JAN-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-JAN-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-JAN-14	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	28-OCT-13	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	02-APR-13	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	02-APR-13	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-AUG-11	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-AUG-11	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	27-AUG-11	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	19-APR-10	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	01-DEC-09	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	02-NOV-09	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	30-JUL-09	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	11-AUG-08	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	30-JUN-08	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	05-NOV-07	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	22-AUG-07	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	14-MAY-07	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	14-MAY-07	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	28-AUG-06	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	13-APR-06	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	17-OCT-05	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	18-OCT-04	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	08-MAY-04	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	29-SEP-03	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	05-NOV-02	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	05-SEP-01	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	05-SEP-01	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	16-NOV-00	YES	

107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	16-NOV-00	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	16-NOV-00	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	08-MAR-00	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	30-SEP-97	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	23-JAN-97	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	29-AUG-96	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	02-FEB-96	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	18-DEC-89	YES	
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	42114	YES	Vietnamese
107510 - Motor-Crossing Guard	455 7TH STREET, 1ST FLOOR	Police Services Technician II	25-FEB-08	YES	
107510 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician	12-SEP-06	YES	
107510 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Police Services Manager I	25-MAR-13	YES	
107510 - SOD Traffic Section	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	08-MAY-00	YES	
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Chinese
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAY-02	YES	
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	29-NOV-99	YES	
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-OCT-98	YES	
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Records Specialist	21-OCT-13	YES	
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Records Specialist	14-OCT-96	YES	
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Police Records Specialist	10-SEP-90	YES	Chinese
107510 - Traffic - Investigation	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JAN-93	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-00	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUN-00	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-MAR-00	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-NOV-99	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-OCT-98	YES	Spanish
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-APR-97	YES	
107510 - Traffic - Motor Squads	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-MAR-88	YES	
107510 - Traffic - Special Events	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-OCT-99	YES	Spanish
107510 - Traffic - Vehicle Enforcement	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	17-APR-89	YES	
107510 - Traffic BFO	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	02-SEP-14	YES	
107510 - Traffic BFO	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	08-FEB-02	YES	Spanish
107510 - Traffic BFO	455 7TH STREET, 1ST FLOOR	Police Services Technician II	03-MAR-97	YES	
107510 - Veh Enfor-Abandoned Auto	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	23-FEB-15	YES	
107510 - Veh Enfor-Abandoned Auto	455 7TH STREET, 1ST FLOOR	Police Services Technician II	42058	YES	Spanish
107510 - Veh Enfor-Abandoned Auto	455 7TH STREET, 1ST FLOOR	Police Services Technician II	17-NOV-14	YES	
107510 - Veh Enfor-Abandoned Auto	455 7TH STREET, 1ST FLOOR	Police Services Technician II	23-JUL-11	NO	
107510 - Veh Enfor-Abandoned Auto	455 7TH STREET, 1ST FLOOR	Police Services Technician II	22-FEB-00	YES	
107510 - Veh Enfor-Abandoned Auto	455 7TH STREET, 1ST FLOOR	Police Services Technician II	23-NOV-87	YES	
107510 - Veh Enfor-Fleet & Taxi Detail	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-OCT-98	YES	
107510 - Veh Enfor-Fleet & Taxi Detail	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-JUL-98	YES	Chinese
107510 - Veh Enfor-Port	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
107510 - Veh Enfor-Port Overweight/Con	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
107510 - Veh Enfor-SCOFLAW	455 7TH STREET, 1ST FLOOR	Police Services Technician II	24-NOV-14	YES	Chinese
107510 - Veh Enfor-SCOFLAW	455 7TH STREET, 1ST FLOOR	Police Services Technician II	13-MAR-06	YES	
107510 - Veh Enfor-SCOFLAW	455 7TH STREET, 1ST FLOOR	Police Services Technician II	16-NOV-98	YES	Vietnamese

107510 - Veh Enfor-SCOFLAW	455 7TH STREET, 1ST FLOOR	Police Services Technician II	19-OCT-92	YES	
107510 - Veh Enfor-SCOFLAW	455 7TH STREET, 1ST FLOOR	Police Services Technician II	19-OCT-92	YES	
107510 - Veh Enfor-Vehicle Abatement	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-MAY-00	YES	
107510 - Veh Enfor-Vehicle Abatement	455 7TH STREET, 1ST FLOOR	Police Services Technician II	24-NOV-14	YES	Spanish
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician	26-OCT-99	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician	04-OCT-88	YES	Chinese
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician	13-AUG-84	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	30-AUG-14	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-13	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-13	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	12-JUL-10	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	28-JAN-08	YES	Spanish
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	14-APR-03	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-01	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	02-APR-01	YES	
107511 - Parking Enforcement	455 7TH STREET, 1ST FLOOR	Parking Control Technician, PT	01-JUN-98	YES	
107710 - SOD Special Operations Section	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	17-OCT-02	NO	
107710 - SOD Special Operations Section	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	02-AUG-96	YES	
107710 - SOS-ABAT	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-MAR-00	YES	
107710 - SOS-ABAT	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-MAR-89	YES	
107710 - SOS-ABAT	455 7TH STREET, 1ST FLOOR	Police Services Technician II	07-DEC-98	NO	
107710 - SOS-ABAT	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-FEB-87	YES	Chinese
107710 - SOS-ABAT	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-FEB-91	YES	
107710 - SOS-Admin - K9 Coordinator	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-SEP-06	YES	
107710 - SOS-Admin - K9 Coordinator	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-SEP-05	YES	
107710 - SOS-Admin - K9 Coordinator	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-MAY-98	YES	
107710 - SOS-Admin - K9 Coordinator	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	13-OCT-97	YES	
107710 - SOS-Admin Unit	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	20-FEB-97	YES	
107710 - SOS-Helicopter Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-MAR-00	YES	
107710 - SOS-Helicopter Unit	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	14-MAY-90	YES	
108010 - BFO 1 West	455 7TH STREET, 1ST FLOOR	Deputy Chief of Police (PERS)	06-SEP-91	YES	
108010 - BFO 2 East	455 7TH STREET, 1ST FLOOR	Deputy Chief of Police (PERS)	25-AUG-97	YES	
108010 - BFO 2 East	455 7TH STREET, 1ST FLOOR	Police Records Specialist	22-JAN-02	YES	
108010 - BFO 2 East Admin	455 7TH STREET, 1ST FLOOR	Police Records Specialist	24-NOV-14	YES	Spanish
108010 - BFO 2 East Admin	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-JAN-93	YES	
108010 - BFO Admin - Office 1	455 7TH STREET, 1ST FLOOR	Police Records Specialist	31-AUG-09	YES	
108010 - BFO Admin - Office 1	455 7TH STREET, 1ST FLOOR	Police Services Technician II	19-MAR-90	YES	
108010 - BFO Admin - Office 1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUL-88	NO	Ragatof
108010 - BFO Administration	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	04-JUN-90	YES	Arabic
108010 - BFO FTO	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-MAR-00	YES	Spanish
108010 - BFO FTO	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-MAR-99	YES	
108010 - BFO FTO	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	12-AUG-99	YES	Tagalog
108010 - BFO West Admin (PAT)	455 7TH STREET, 1ST FLOOR	Police Records Specialist	10-JUN-91	NO	Vietnamese
108010 - BFO West Admin (PAT)	455 7TH STREET, 1ST FLOOR	Police Records Specialist	29-APR-91	YES	
108010 - BFO West Admin (PAT)	455 7TH STREET, 1ST FLOOR	Police Records Specialist	16-OCT-89	NO	Tagalog
108010 - BFO West Admin (PAT)	455 7TH STREET, 1ST FLOOR	Police Records Specialist	02-JAN-89	NO	Chinese
108010 - BFO West Admin (PAT)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	17-DEC-07	YES	
108010 - District Command Administration	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108010 - District Command Administration	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	

108010 - District Command Administration	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108010 - Property & Evidence Section	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-JUN-89	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-APR-91	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Property Specialist	11-JAN-10	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Property Specialist	27-JUL-09	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Property Specialist	19-JUN-02	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Property Specialist	25-AUG-87	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Property Specialist	18-JUL-87	YES	Tagalog
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Property Supervisor	25-APR-97	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	
108010 - Property and Evidence	455 7TH STREET, 1ST FLOOR	Police Services Technician II	10-MAR-97	YES	
108110 - Area 1	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	20-MAY-02	YES	
108110 - Area 1	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	05-MAY-08	YES	
108110 - Area 1 - Resource Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	06-NOV-97	YES	
108110 - Area 1 - Resource Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	12-NOV-96	YES	
108110 - Area 1 - Resource Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	27-JAN-97	YES	Korean
108110 - Area 1 Captain	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	23-MAR-98	YES	
108110 - Area 1 Operations Commander	455 7TH STREET, 1ST FLOOR	Account Clerk II	22-APR-13	NO	
108110 - Area 1C - Operations Command	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	25-JUN-90	YES	
108110 - Area 1C - Operations Command	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	15-MAY-89	YES	
108110 - Cease Fire Unit	455 7TH STREET, 1ST FLOOR	Administrative Analyst II	25-JUL-05	NO	
108110 - Patrol Area 1- CRT 7 (Invest)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	Spanish
108110 - Patrol Area 1- CRT 7 (Invest)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	Chinese
108110 - Patrol Area 1- CRT 7 (Invest)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108110 - Patrol Area 1- CRT 7 (Invest)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	Spanish
108110 - Patrol Area 1- CRT 7 (Invest)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
108110 - Patrol Area 1- CRT 7 (Invest)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	37459	YES	Spanish
108110 - Patrol Area 1 Metro	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	28-MAY-91	YES	
108110 - Patrol Area 1 Metro 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	NO	
108110 - Patrol Area 1 Metro 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108110 - Patrol Area 1 Metro 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
108110 - Patrol Area 1 Metro 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-MAR-99	YES	Vietnamese
108110 - Patrol Area 1 Metro 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-JAN-99	YES	Vietnamese
108110 - Patrol Area 1 Metro 1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	20-JUL-92	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	08-DEC-14	YES	Spanish
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-MAY-98	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-97	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-JAN-97	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-SEP-94	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-SEP-91	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-APR-91	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAR-89	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-88	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-JUN-84	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	
108110 - Patrol Area 1-1A-0600	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-MAR-89	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	06-MAR-89	YES	

108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-FEB-15	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-FEB-15	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	NO	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-AUG-14	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-MAR-12	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-NOV-05	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUN-00	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-MAY-00	YES	
108110 - Patrol Area 1-1A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-DEC-78	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	29-JUL-98	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-97	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-OCT-95	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	29-JAN-94	YES	Spanish
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-OCT-92	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-FEB-91	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-JUL-98	YES	
108110 - Patrol Area 1-1A-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	31-MAR-86	YES	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Korean
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	YES	Spanish
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-SEP-06	YES	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	
108110 - Patrol Area 1-1B-0600	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	14-AUG-89	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	NO	Chinese
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	Portiugese
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	10-NOV-14	YES	Chinese
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-JUL-01	YES	Chinese
108110 - Patrol Area 1-1B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	17-SEP-90	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	French & Ferma
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	

108110 - Patrol Area 1-1B-1800	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	26-JUN-00	YES	
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	Chinese
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-MAR-99	YES	
108110 - Patrol Area 1-1B-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-JUL-01	YES	Fastvooe
108110 - Patrol Area 1-A-0500 - Lt	455 7TH STREET, 1ST FLOOR	Police Services Technician II	17-JAN-15	YES	Chinese
108110 - Patrol Area 1-A-1300-Lt	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	30-NOV-87	YES	
108110 - Patrol Area 1-B-1300-Lt	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	14-MAY-90	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Japanese
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-NOV-12	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	Spanish
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
108110 - Patrol Area 1-CRT1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	04-APR-86	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
108110 - Patrol Area 1-PSO 1	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-JUL-02	YES	
108120 - Area 2 - Resource Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	14-JAN-91	YES	
108120 - Area 2 Captain	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	13-SEP-94	YES	
108120 - Area 2 Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	16-SEP-96	YES	Spanish
108120 - Area 2A Operations Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	28-MAR-88	YES	
108120 - Area 2A Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	08-OCT-01	YES	
108120 - Area 2A Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-JUN-00	YES	Korean
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Communications Dispatcher	14-JAN-08	YES	
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	14-OCT-02	YES	
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Spanish
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	41750	YES	Spanish
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-SEP-06	YES	
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-APR-99	YES	Russi
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-MAY-98	YES	
108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	

108120 - Patrol Area 1-2A-0700	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	03-AUG-98	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	20-AUG-14	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Spanish
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-DEC-11	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	07-OCT-98	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-AUG-98	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	24-MAR-14	YES	Spanish
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	01-JUL-13	YES	
108120 - Patrol Area 1-2A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	10-JUL-06	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Chinese
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	02-APR-13	YES	Spanish
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-MAR-00	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-MAR-00	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	07-FEB-00	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-97	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-FEB-91	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	07-JAN-91	YES	
108120 - Patrol Area 1-2A-2200	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	02-JAN-90	YES	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Spanish
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Vietnamese
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	NO	
108120 - Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-NOV-97	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	29-OCT-12	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUL-10	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUL-10	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	10-MAR-08	YES	
108120 - Patrol Area 1-2B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	12-SEP-94	YES	Mein
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	07-APR-14	YES	Chinese
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	

108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	tokgan
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-DEC-07	YES	Vietnamese
108120 - Patrol Area 1-2B-2200	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	13-MAR-00	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	02-DEC-13	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Chinese
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-SEP-05	YES	
108120 - Patrol Area 1-CRT 2	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-JUL-05	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Vietnamese
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Spanish
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-11	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-MAR-08	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	27-SEP-05	YES	
108120 - Patrol Area 1-PSO 2	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-FEB-12	YES	
108120 Patrol Area 1-2B-0700	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	
108130 - Area 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	24-AUG-05	YES	
108130 - Area 3 Captain	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	17-SEP-90	YES	
108130 - Area 3 Operations Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	20-MAY-91	YES	
108130 - Area 3 Resource Commander	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	
108130 - Area 3 Resource Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	19-JUN-00	YES	Spanish
108130 - Area 3B Operations Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	08-OCT-02	YES	
108130 - Area 3B Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-AUG-06	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	22-MAY-89	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	Chinese
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUN-00	YES	Chinese
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	18-OCT-99	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-JUL-95	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-FEB-94	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUN-89	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	23-FEB-15	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	
108130 - Patrol Area 1-3A-0600	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-SEP-06	YES	Chinese
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-FEB-15	YES	Chinese
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Chinese
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	Spanish

108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-DEC-11	YES	
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-SEP-11	YES	Spanish
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-NOV-99	YES	
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-JAN-97	YES	Spanish
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-JAN-89	YES	
108130 - Patrol Area 1-3A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	25-JUL-88	YES	Chinese
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	07-APR-14	YES	
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Pilst
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	YES	Spanish
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	24-APR-01	YES	Chinese
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	08-MAY-98	YES	
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	Spanish
108130 - Patrol Area 1-3A-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	19-JUN-00	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Chinese
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUL-10	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	02-JUL-07	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-FEB-06	YES	Spanish
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-FEB-97	YES	Chinese
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	
108130 - Patrol Area 1-3B-0600	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	16-OCT-98	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	23-FEB-09	YES	Chinese
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	18-AUG-12	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	18-AUG-12	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-MAY-98	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-FEB-15	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	15-MAR-14	YES	
108130 - Patrol Area 1-3B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	07-NOV-97	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	Spanish
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-NOV-05	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAR-00	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Police Officer Trainee	23-FEB-15	YES	
108130 - Patrol Area 1-3B-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	12-JUL-93	YES	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Crossing Guard, PT	31-MAR-14	YES	

108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Canbdian
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	41169	YES	Spanish
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-FEB-12	YES	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-FEB-12	YES	
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	Spanish
108130 - Patrol Area 1-CRT 3	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	23-APR-01	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	NO	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	NO	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	02-DEC-13	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Chinese
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	Spanish
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-JUN-07	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-00	YES	
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-FEB-99	YES	Spanish
108130 - Patrol Area 1-PSO 3	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	17-MAR-99	YES	
108140 - Area 4 Captain	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	06-FEB-89	YES	
108140 - Area 4 Captain	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	22-FEB-99	YES	
108140 - Area 4 Operations Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	28-SEP-98	YES	Spanish
108140 - Area 4 Resource Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	28-FEB-00	YES	
108140 - Area 4 Resource Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	14-MAR-88	YES	
108140 - Area 4B Operations Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	25-APR-97	YES	
108140 - Area 4B Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-MAY-00	YES	
108140 - Area 4B Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	02-OCT-98	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-JAN-14	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	30-JUL-01	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-APR-97	YES	Spanish
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-APR-97	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-FEB-97	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAY-94	YES	Spanish
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	23-SEP-91	YES	
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	Spanish
108140 - Patrol Area 2-4A-0700	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-MAR-88	YES	Spanish
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Spanish
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Spanish
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-JUL-05	YES	Spanish
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-FEB-05	YES	

108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-JUL-02	YES	
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	10-DEC-01	YES	
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	03-AUG-98	YES	
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	17-JAN-15	YES	tagalog
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	10-DEC-01	YES	Spanish
108140 - Patrol Area 2-4A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	30-JUL-01	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	17-SEP-90	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Tagalog
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	spanish
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-DEC-11	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-FEB-05	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAY-99	YES	Spanish
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-MAR-89	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-88	YES	
108140 - Patrol Area 2-4A-2200	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-FEB-89	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	17-SEP-13	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	NO	Spanish
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-JUL-10	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Police Services Technician II	09-FEB-15	YES	
108140 - Patrol Area 2-4B-0700	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-SEP-98	YES	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	03-MAR-03	YES	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	31-JAN-15	NO	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-DEC-13	YES	Spanish
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-DEC-13	YES	Spanish
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-DEC-13	YES	Spanish
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	NO	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-SEP-06	YES	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	06-NOV-01	YES	
108140 - Patrol Area 2-4B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	17-FEB-15	YES	
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	Spanish
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Garlicbreadh
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108140 - Patrol Area 2-4B-2200	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	10-DEC-01	YES	Spanish
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Spanish

108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	NO	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	Spanish
108140 - Patrol Area 2-CRT 4	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	10-DEC-01	YES	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Tiginya
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	Spanish
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-AUG-99	YES	
108140 - Patrol Area 2-PSO-4	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-JUN-00	YES	
108150 - Area 5 Captain	455 7TH STREET, 1ST FLOOR	Captain of Police (PERS)	30-OCT-89	YES	
108150 - Area 5 Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	22-JAN-96	YES	Chinese
108150 - Area 5 Operations Commander	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-NOV-88	YES	
108150 - Area 5 Resource Commander	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	06-JUL-99	YES	
108150 - Area 5 Resource Commander	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Area 5A Operations Commande	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	26-FEB-07	YES	Chinese
108150 - Area 5A Operations Commande	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	21-FEB-97	YES	
108150 - Area 5A Operations Commande	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	07-MAY-91	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	19-OCT-92	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-MAR-14	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-MAY-05	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	30-JUL-01	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUN-01	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAY-91	YES	Korean
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	13-MAY-91	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-MAY-89	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	16-SEP-91	YES	
108150 - Patrol Area 2-5A-0600	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	27-AUG-90	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	02-MAR-92	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Russian
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	NO	Arabic
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-NOV-05	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	24-JUN-02	YES	
108150 - Patrol Area 2-5A-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	06-FEB-92	YES	

108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	20-AUG-12	YES	Spanish
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	19-MAR-12	YES	
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-MAY-02	YES	
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-DEC-01	YES	
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-AUG-99	YES	Spanish
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-FEB-97	YES	
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Police Services Technician II	02-DEC-13	YES	
108150 - Patrol Area 2-5A-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-MAR-88	YES	
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	Spanish
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-DEC-13	NO	
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-FEB-12	YES	
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	11-DEC-06	YES	
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	Spanish
108150 - Patrol Area 2-5B-0600	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	28-JAN-08	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	24-MAR-14	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Vietnamese
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	42058	YES	Chinese
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	06-JAN-14	YES	Spanish
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Police Services Technician II	19-FEB-08	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	18-APR-05	YES	
108150 - Patrol Area 2-5B-1400 (84)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	12-JAN-98	YES	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	Spanish
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-APR-14	YES	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	NO	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	NO	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	04-APR-11	NO	
108150 - Patrol Area 2-5B-1800	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	05-JUN-06	YES	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Evidence Technician	28-APR-14	YES	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-SEP-14	YES	Spanish
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	NO	Chinese

108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	12-JUL-08	NO	
108150 - Patrol Area 2-5B-2100	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-SEP-06	YES	
108150 - Patrol Area 2-A-0500-Lt	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	20-JUL-87	YES	
108150 - Patrol Area 2-B-0500-Lt	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	21-MAY-90	YES	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Lieutenant of Police (PERS)	06-FEB-89	YES	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	15-OCT-07	YES	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	09-JUL-07	YES	
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	26-FEB-07	YES	Spanish
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-JUN-06	YES	Spanish
108150 - Patrol Area 2-CRT 5	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	05-MAR-07	YES	
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	Serbian
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	Spanish
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	05-DEC-11	YES	
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-JUL-02	YES	Spanish
108150 - Patrol Area 2-CRT 8 (Hispanic)	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	03-AUG-98	YES	Spanish
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	16-DEC-13	YES	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-SEP-13	YES	Spanish
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	25-MAR-13	NO	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	22-OCT-12	YES	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	17-SEP-12	YES	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	01-AUG-11	YES	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Police Officer (PERS)	28-JAN-08	YES	
108150 - Patrol Area 2-PSO 5	455 7TH STREET, 1ST FLOOR	Sergeant of Police (PERS)	11-SEP-06	YES	

Oakland Public Library (OPL)

ORGANIZATION	ADDRESS	JOB CLASS	HIRE DATE	PCP	LANG
61111 - Director Unit	125 - 14th St	Director of Library Services	05-FEB-00	YES	Spanish
61111 - Director Unit	125 - 14th St	Exec Asst to the Director	17-MAR-82	NO	Spanish
61121 - Departmental Operation Unit	125 - 14th St	Account Clerk II	22-JUN-13	NO	Chinese
61121 - Departmental Operation Unit	125 - 14th St	Account Clerk III	25-AUG-07	NO	
61121 - Departmental Operation Unit	125 - 14th St	Account Clerk III	21-MAR-11	NO	Spanish
61121 - Departmental Operation Unit	125 - 14th St	Administrative Services Manager II	13-NOV-95	NO	
61121 - Departmental Operation Unit	125 - 14th St	Library Aide	31-AUG-13	YES	
61121 - Departmental Operation Unit	125 - 14th St	Library Aide, PPT	09-JUN-12	NO	Chinese
61121 - Departmental Operation Unit	125 - 14th St	Library Aide, PPT	31-AUG-13	NO	
61121 - Departmental Operation Unit	125 - 14th St	Library Aide, PT	15-SEP-12	NO	
61121 - Departmental Operation Unit	125 - 14th St	Management Assistant	10-OCT-01	NO	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard	26-MAR-90	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-JUL-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	18-AUG-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-JUL-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-JUL-12	YES	

61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	18-AUG-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-JUL-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-JUL-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	18-AUG-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	18-AUG-12	YES	
61121 - Departmental Operation Unit	125 - 14th St	Office Manager	09-OCT-04	NO	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-Jun-15	YES	
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-Jun-15	YES	Spanish
61121 - Departmental Operation Unit	125 - 14th St	Museum Guard, PT	20-Jun-15	YES	
61131 - Automation	125 - 14th St	Librarian, Supervising	22-DEC-01	NO	Chinese
61131 - Automation	125 - 14th St	Library Assistant	11-AUG-07	NO	Chinese
61131 - Automation	125 - 14th St	Library Assistant, PT	28-FEB-15	NO	
61131 - Automation	125 - 14th St	Library Assistant, PT	11-AUG-07	NO	
61131 - Automation	125 - 14th St	Library Assistant, PT	12-JUL-08	NO	
61131 - Automation	125 - 14th St	Library Assistant, PT	07-FEB-09	NO	
61131 - Automation	125 - 14th St	Library Assistant, Senior	01-NOV-97	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Librarian I, PT	09-JUN-12	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Librarian I, PT	12-OCT-91	NO	Chinese
61132 - Cataloging/Processing Unit	125 - 14th St	Librarian II, PT	21-JUN-82	NO	Chinese
61132 - Cataloging/Processing Unit	125 - 14th St	Library Aide	01-NOV-86	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Aide	06-MAY-95	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Aide	02-APR-90	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Aide, PT	16-MAY-09	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Assistant	07-JUL-01	NO	Spanish
61132 - Cataloging/Processing Unit	125 - 14th St	Library Assistant	09-JAN-89	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Assistant, PT	06-DEC-03	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Assistant, PT	14-JUN-97	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Assistant, PT	02-SEP-00	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Library Asst, PPT	02-DEC-95	NO	
61132 - Cataloging/Processing Unit	125 - 14th St	Office Assistant II	31-OCT-87	NO	
61133 - Community Relations	125 - 14th St	Development Specialist III	04-NOV-06	NO	
61133 - Community Relations	125 - 14th St	Librarian, Senior	02-OCT-10	YES	
61133 - Community Relations	125 - 14th St	Library Asst, PPT	17-NOV-07	YES	
61133 - Community Relations	125 - 14th St	Program Analyst I, PT	15-SEP-12	NO	
61135 - Acquisitions	125 - 14th St	Librarian, Senior	17-AUG-02	NO	Spanish
61135 - Acquisitions	125 - 14th St	Librarian, Supervising	27-SEP-93	NO	
61135 - Acquisitions	125 - 14th St	Library Aide	02-AUG-93	NO	Spanish
61135 - Acquisitions	125 - 14th St	Library Assistant	20-APR-96	NO	Chinese
61135 - Acquisitions	125 - 14th St	Library Assistant, PT	26-AUG-95	NO	
61135 - Acquisitions	125 - 14th St	Library Assistant, PT	29-OCT-11	NO	
61135 - Acquisitions	125 - 14th St	Library Assistant, PT	02-MAY-09	NO	
61135 - Acquisitions	125 - 14th St	Library Assistant, PT	22-SEP-07	NO	Spanish
61135 - Acquisitions	125 - 14th St	Library Assistant, Senior	14-MAR-92	NO	
61135 - Acquisitions	125 - 14th St	Office Assistant I	15-SEP-80	NO	
61211 - Administrative Unit	125 - 14th St	Associate Director, Library Services	15-APR-00	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	16-MAR-13	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	16-APR-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	26-APR-14	YES	

61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	01-JAN-94	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	08-NOV-14	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	01-JUN-96	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	04-JUN-05	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	09-JUN-12	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	01-DEC-86	YES	Chinese
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	07-FEB-98	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	06-APR-96	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	13-DEC-08	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	16-DEC-06	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	16-APR-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	25-AUG-07	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	08-NOV-14	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	13-DEC-08	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	08-NOV-14	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	07-OCT-06	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	21-JUL-01	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	20-MAY-06	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	28-FEB-15	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	12-JUN-10	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	09-JUN-12	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	18-AUG-12	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	25-AUG-07	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	08-JAN-11	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	09-FEB-08	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	29-OCT-11	YES	Spanish
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	19-SEP-09	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	08-NOV-14	YES	Chinese
61212 - On-Call Public Services	125 - 14th St	Librarian I, PT	23-FEB-08	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian II, PT	14-AUG-01	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian II, PT	08-AUG-87	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian II, PT	21-OCT-06	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian II, PT	01-NOV-08	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian II, PT	13-DEC-08	YES	
61212 - On-Call Public Services	125 - 14th St	Librarian, Senior, PT	09-AUG-86	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	09-NOV-13	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	22-JAN-11	YES	Spanish
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	23-JAN-99	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	09-JUN-12	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	22-NOV-14	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	15-SEP-12	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	22-JAN-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	31-AUG-13	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Aide, PT	15-SEP-12	YES	

61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	18-JAN-14	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	22-JAN-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	16-MAY-09	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	25-OCT-03	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	26-APR-14	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	28-AUG-04	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	27-OCT-01	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	18-JAN-14	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	29-OCT-11	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	18-JAN-14	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	01-SEP-01	YES	
61212 - On-Call Public Services	125 - 14th St	Library Assistant, PT	01-JUL-95	YES	Chinese
61213 - Literacy	125 - 14th St	Literacy Assistant	19-SEP-98	YES	
61213 - Literacy	125 - 14th St	Literacy Assistant, PT	24-APR-04	YES	
61213 - Literacy	125 - 14th St	Literacy Assistant, PT	24-APR-04	YES	
61213 - Literacy	125 - 14th St	Literacy Assistant, Senior	20-JUN-88	YES	
61213 - Literacy	125 - 14th St	Office Assistant I	08-FEB-97	NO	
61221 - Main Library Administration	125 - 14th St	Librarian, Supervising	22-JUN-13	YES	Japanese
61231 - Art/History/Literature	125 - 14th St	Library Aide, PPT	02-APR-90	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PPT	12-AUG-95	YES	Spanish
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	07-FEB-09	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	08-NOV-14	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	22-JAN-11	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	21-FEB-09	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	27-APR-13	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	09-JAN-10	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	05-NOV-94	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	01-JUL-06	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	30-JUL-05	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	16-MAY-09	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	22-FEB-86	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	02-MAY-87	YES	
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	17-JAN-85	YES	
61231 - Art/History/Literature	125 - 14th St	Library Assistant	06-DEC-93	YES	Spanish
61231 - Art/History/Literature	125 - 14th St	Office Assistant II	15-MAY-89	NO	
61231 - Art/History/Literature	125 - 14th St	Temp Contract Svcs Employee, PT	23-JUN-14	NO	
61231 - Art/History/Literature	125 - 14th St	Library Assistant, PT	04-NOV-06	YES	Spanish
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	20-Jun-15	YES	Chinese
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	20-Jun-15	YES	Vietnamese
61231 - Art/History/Literature	125 - 14th St	Library Aide, PT	20-Jun-15	YES	Vietnamese
61235 - Magazines and Newspapers	125 - 14th St	Librarian I	12-JUN-10	YES	
61235 - Magazines and Newspapers	125 - 14th St	Librarian I, PT	25-AUG-07	YES	
61235 - Magazines and Newspapers	125 - 14th St	Librarian I, PT	30-DEC-06	YES	
61235 - Magazines and Newspapers	125 - 14th St	Librarian II	27-MAY-00	YES	
61235 - Magazines and Newspapers	125 - 14th St	Library Asst, PPT	24-OCT-83	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian I	03-JAN-04	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian I	20-DEC-03	YES	

61236 - Science Business and Sociology	125 - 14th St	Librarian II	21-SEP-96	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian II	05-NOV-94	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian II	23-DEC-00	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian II	12-JUN-10	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian, Senior	21-MAY-84	YES	
61236 - Science Business and Sociology	125 - 14th St	Librarian, Senior	31-MAY-83	YES	Spanish
61237 - Childrens Room	125 - 14th St	Librarian I	09-JUN-12	YES	
61237 - Childrens Room	125 - 14th St	Librarian II	15-APR-00	YES	
61237 - Childrens Room	125 - 14th St	Library Aide, PT	07-MAY-05	YES	
61237 - Childrens Room	125 - 14th St	Library Aide, PT	15-SEP-12	YES	
61237 - Childrens Room	125 - 14th St	Library Aide, PT	03-NOV-07	YES	Chinese
61237 - Childrens Room	125 - 14th St	Library Aide, PT	31-AUG-13	YES	
61237 - Childrens Room	125 - 14th St	Library Aide, PT	26-APR-14	YES	
61237 - Childrens Room	125 - 14th St	Library Aide, PT	07-FEB-09	YES	Chinese
61237 - Childrens Room	125 - 14th St	Library Aide, PT	11-AUG-07	YES	
61237 - Childrens Room	125 - 14th St	Library Assistant	30-OCT-89	YES	Chinese
61237 - Childrens Room	125 - 14th St	Library Assistant, PT	27-OCT-01	YES	Chinese
61237 - Childrens Room	125 - 14th St	Library Assistant, PT	27-SEP-03	YES	Chinese
61237 - Childrens Room	125 - 14th St	Library Asst, PPT	20-JAN-01	YES	
61237 - Childrens Room	125 - 14th St	Library Aide, PT	20-Jun-15	YES	Arabic
61237 - Childrens Room	125 - 14th St	Library Aide, PT	20-Jun-15	YES	Chinese
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	09-NOV-91	YES	
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	21-FEB-09	YES	Spanish
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	15-SEP-12	YES	
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	05-AUG-00	YES	Spanish
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	09-JAN-89	YES	Chinese
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	28-MAY-11	YES	
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	15-SEP-01	YES	Chinese
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	09-JAN-10	YES	Spanish
61243 - Circulation/Automation	125 - 14th St	Library Assistant	27-FEB-93	YES	Spanish
61243 - Circulation/Automation	125 - 14th St	Library Assistant	25-DEC-99	YES	
61243 - Circulation/Automation	125 - 14th St	Library Assistant, PT	11-AUG-07	YES	
61243 - Circulation/Automation	125 - 14th St	Library Assistant, PT	02-AUG-93	YES	Chinese
61243 - Circulation/Automation	125 - 14th St	Library Assistant, PT	09-JAN-10	YES	
61243 - Circulation/Automation	125 - 14th St	Library Assistant, PT	24-JUL-89	YES	
61243 - Circulation/Automation	125 - 14th St	Library Assistant, Senior	12-JUN-99	YES	
61243 - Circulation/Automation	125 - 14th St	Library Aide, PT	20-Jun-15	YES	Cantonese
61311 - Branch Administration	125 - 14th St	Librarian, Supervising	14-DEC-87	YES	Spanish
61311 - Branch Administration	125 - 14th St	Librarian, Supervising	01-JUL-95	YES	
61311 - Branch Administration	125 - 14th St	Library Assistant, PT	10-MAY-14	NO	
61311 - Branch Administration	125 - 14th St	Library Assistant, PT	10-SEP-05	NO	
61313 - Childrens Services/Youth	125 - 14th St	Librarian II	26-JAN-08	NO	Spanish
61313 - Childrens Services/Youth	125 - 14th St	Librarian II	11-MAR-06	YES	Spanish
61313 - Childrens Services/Youth	125 - 14th St	Librarian II, PPT	23-OCT-04	YES	
61313 - Childrens Services/Youth	125 - 14th St	Librarian, Supervising	02-JAN-97	YES	
61321 - Teen Services Unit	125 - 14th St	Librarian I	06-JUN-05	YES	Spanish
61321 - Teen Services Unit	125 - 14th St	Librarian II	17-JAN-04	YES	
61321 - Teen Services Unit	125 - 14th St	Librarian, Supervising	20-JUL-13	NO	
61321 - Teen Services Unit	125 - 14th St	Library Aide, PPT	22-JUL-00	YES	

61321 - Teen Services Unit	125 - 14th St	Library Asst, PPT	22-SEP-07	YES	
61331 - Brookfield Village Branch	9255 Edes Ave	Librarian I	03-JAN-04	YES	
61331 - Brookfield Village Branch	9255 Edes Ave	Librarian II	02-MAR-01	YES	
61331 - Brookfield Village Branch	9255 Edes Ave	Library Aide, PT	08-NOV-14	YES	
61331 - Brookfield Village Branch	9255 Edes Ave	Library Aide, PT	17-SEP-12	YES	Spanish
61331 - Brookfield Village Branch	9255 Edes Ave	Library Assistant	25-JUN-90	YES	Chinese
61331 - Brookfield Village Branch	9255 Edes Ave	Library Aide, PT	20-Jun-15	YES	Spanish
61332 - Dimond Branch	3565 Fruitvale Ave	Librarian I	01-JUL-06	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Librarian II	17-JUN-06	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Librarian, Senior	01-SEP-01	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	31-AUG-13	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	22-JAN-11	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	08-NOV-14	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	16-MAY-09	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	09-JAN-10	YES	Chinese
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	08-NOV-14	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	29-OCT-11	YES	Cambodian
61332 - Dimond Branch	3565 Fruitvale Ave	Library Assistant	27-MAR-04	YES	
61332 - Dimond Branch	3565 Fruitvale Ave	Library Assistant, Senior	26-FEB-94	YES	Spanish
61332 - Dimond Branch	3565 Fruitvale Ave	Library Aide, PT	20-Jun-15	YES	
61333 - Eastmont Branch	7200 Bancroft	Librarian I	06-APR-15	YES	
61333 - Eastmont Branch	7200 Bancroft	Librarian II	13-SEP-14	YES	
61333 - Eastmont Branch	7200 Bancroft	Librarian, Senior	15-SEP-01	YES	
61333 - Eastmont Branch	7200 Bancroft	Library Aide, PPT	23-NOV-02	YES	
61333 - Eastmont Branch	7200 Bancroft	Library Aide, PT	26-APR-14	YES	
61333 - Eastmont Branch	7200 Bancroft	Library Aide, PT	22-SEP-07	YES	Spanish
61333 - Eastmont Branch	7200 Bancroft	Library Assistant, PT	14-AUG-04	YES	
61333 - Eastmont Branch	7200 Bancroft	Library Assistant, PT	10-OCT-06	YES	
61333 - Eastmont Branch	7200 Bancroft	Library Assistant, PT	11-SEP-04	YES	
61333 - Eastmont Branch	7200 Bancroft	Library Assistant, Senior	12-JUN-99	YES	Spanish
61333 - Eastmont Branch	7200 Bancroft	Library Aide, PT	20-Jun-15	YES	Punjabi
61333 - Eastmont Branch	7200 Bancroft	Library Aide, PT	20-Jun-15	YES	Hindi
61334 - Elmhurst Branch	1427 88th Ave	Librarian I	07-DEC-13	YES	
61334 - Elmhurst Branch	1427 88th Ave	Librarian II	19-SEP-09	YES	Spanish
61334 - Elmhurst Branch	1427 88th Ave	Library Aide, PPT	24-FEB-96	YES	
61334 - Elmhurst Branch	1427 88th Ave	Library Aide, PT	07-DEC-13	YES	Spanish
61334 - Elmhurst Branch	1427 88th Ave	Library Assistant	16-MAY-09	YES	
61334 - Elmhurst Branch	1427 88th Ave	Library Aide, PT	20-Jun-15	YES	
61335 - M.L. King Jr. Branch	6833 International Blvd	Librarian I	27-NOV-10	YES	
61335 - M.L. King Jr. Branch	6833 International Blvd	Librarian II	16-MAR-13	YES	
61335 - M.L. King Jr. Branch	6833 International Blvd	Library Aide, PT	09-JAN-10	YES	Spanish
61335 - M.L. King Jr. Branch	6833 International Blvd	Library Assistant	09-JAN-12	YES	
61335 - M.L. King Jr. Branch	6833 International Blvd	Library Aide, PT	20-Jun-15	YES	Spanish
61336 - Montclair Branch	1687 Mountain Blvd	Librarian I	28-AUG-04	YES	
61336 - Montclair Branch	1687 Mountain Blvd	Librarian II	21-MAR-88	YES	Spanish
61336 - Montclair Branch	1687 Mountain Blvd	Library Aide, PT	08-NOV-14	YES	
61336 - Montclair Branch	1687 Mountain Blvd	Library Aide, PT	08-NOV-14	YES	
61336 - Montclair Branch	1687 Mountain Blvd	Library Aide, PT	04-NOV-06	YES	
61336 - Montclair Branch	1687 Mountain Blvd	Library Aide, PT	15-SEP-12	YES	Spanish

61336 - Montclair Branch	1687 Mountain Blvd	Library Assistant	01-NOV-86	YES	
61336 - Montclair Branch	1687 Mountain Blvd	Library Aide, PT	20-Jun-15	YES	Arabic
61337 - Rockridge Branch	5366 College Ave	Librarian II	09-NOV-02	YES	Chinese
61337 - Rockridge Branch	5366 College Ave	Librarian II	26-DEC-89	YES	
61337 - Rockridge Branch	5366 College Ave	Librarian II	07-DEC-13	YES	Spanish
61337 - Rockridge Branch	5366 College Ave	Library Aide, PT	08-NOV-14	YES	
61337 - Rockridge Branch	5366 College Ave	Library Aide, PT	27-APR-13	YES	
61337 - Rockridge Branch	5366 College Ave	Library Aide, PT	07-DEC-13	YES	Spanish
61337 - Rockridge Branch	5366 College Ave	Library Aide, PT	22-NOV-03	YES	
61337 - Rockridge Branch	5366 College Ave	Library Assistant	11-JUL-98	YES	
61337 - Rockridge Branch	5366 College Ave	Library Assistant, Senior	27-OCT-90	YES	
61337 - Rockridge Branch	5366 College Ave	Library Aide, PT	20-Jun-15	YES	
61337 - Rockridge Branch	5366 College Ave	Library Aide, PT	20-Jun-15	YES	Spanish
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Librarian I	06-JUL-02	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Librarian II	29-MAY-99	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Aide, PT	26-APR-14	NO	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Aide, PT	09-JAN-10	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Aide, PT	30-DEC-06	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Aide, PT	29-OCT-11	NO	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Aide, PT	25-AUG-07	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Aide, PT	26-JAN-08	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Assistant	06-DEC-03	YES	Spanish
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Assistant	22-APR-06	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Assistant, PT	27-OCT-01	YES	
61338 - Temescal Branch	5205 TELEGRAPH AVENUE	Library Assistant, Senior	11-APR-15	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Librarian I	25-AUG-07	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Librarian II	19-JUL-14	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Librarian, Senior	17-JAN-04	YES	Spanish
61339 - 81st Avenue Branch	1021 81st Avenue	Library Aide, PT	08-NOV-14	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Library Aide, PT	26-APR-14	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Library Aide, PT	26-APR-14	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Library Aide, PT	31-AUG-13	YES	
61339 - 81st Avenue Branch	1021 81st Avenue	Library Assistant, Senior	26-MAR-05	YES	Spanish
61339 - 81st Avenue Branch	1021 81st Avenue	Library Asst, PPT	29-OCT-11	YES	Spanish
61339 - 81st Avenue Branch	1021 81st Avenue	Outreach Developer, PPT	30-Aug-14	YES	Spanish
61341 - Asian Branch	388 9th Street	Librarian I	06-APR-15	YES	Chinese
61341 - Asian Branch	388 9th Street	Librarian II	22-APR-06	YES	Chinese
61341 - Asian Branch	388 9th Street	Librarian II	25-MAR-85	YES	Chinese
61341 - Asian Branch	388 9th Street	Librarian, Senior	19-FEB-11	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Aide, PT	21-APR-07	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Aide, PT	31-AUG-13	YES	
61341 - Asian Branch	388 9th Street	Library Aide, PT	29-OCT-11	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Aide, PT	29-OCT-11	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Aide, PT	09-SEP-06	YES	
61341 - Asian Branch	388 9th Street	Library Aide, PT	29-OCT-11	YES	Vietnamese
61341 - Asian Branch	388 9th Street	Library Aide, PT	26-APR-14	YES	
61341 - Asian Branch	388 9th Street	Library Aide, PT	31-AUG-13	YES	
61341 - Asian Branch	388 9th Street	Library Aide, PT	31-AUG-13	YES	
61341 - Asian Branch	388 9th Street	Library Aide, PT	08-NOV-14	YES	

61341 - Asian Branch	388 9th Street	Library Assistant	08-APR-95	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Assistant, PT	28-AUG-04	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Assistant, PT	09-MAR-87	YES	Cambodian
61341 - Asian Branch	388 9th Street	Library Assistant, PT	28-FEB-15	YES	
61341 - Asian Branch	388 9th Street	Library Assistant, PT	24-AUG-96	YES	Japanese
61341 - Asian Branch	388 9th Street	Library Assistant, PT	10-MAR-07	YES	
61341 - Asian Branch	388 9th Street	Library Assistant, PT	31-JUL-04	YES	Chinese
61341 - Asian Branch	388 9th Street	Library Assistant, PT	28-DEC-96	YES	Vietnamese
61341 - Asian Branch	388 9th Street	Library Assistant, Senior	13-JUN-88	YES	Chinese
61343 - Golden Gate Branch	5606 San Pablo Ave	Librarian II	02-MAY-98	YES	Spanish
61343 - Golden Gate Branch	5606 San Pablo Ave	Library Aide, PPT	05-JUN-04	YES	
61343 - Golden Gate Branch	5606 San Pablo Ave	Library Aide, PT	09-SEP-06	YES	
61343 - Golden Gate Branch	5606 San Pablo Ave	Library Aide, PT	26-APR-14	YES	
61343 - Golden Gate Branch	5606 San Pablo Ave	Library Assistant	16-SEP-00	YES	
61343 - Golden Gate Branch	5606 San Pablo Ave	Library Aide, PT	20-Jun-15	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Librarian I	06-DEC-14	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Library Aide, PT	13-DEC-10	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Library Aide, PT	07-OCT-06	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Library Aide, PT	15-SEP-12	NO	
61344 - Lakeview Branch	550 - El Embarcadero	Library Aide, PT	06-MAY-06	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Library Assistant	08-JUL-00	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Library Assistant, PT	30-AUG-03	YES	Spanish
61344 - Lakeview Branch	550 - El Embarcadero	Library Assistant, PT	02-MAY-09	YES	
61344 - Lakeview Branch	550 - El Embarcadero	Library Aide, PT	20-Jun-15	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Librarian II	18-AUG-12	YES	
61345 - Cesar Chavez Branch	3301 East 12th Street	Librarian II	18-DEC-04	YES	
61345 - Cesar Chavez Branch	3301 East 12th Street	Librarian, Senior	16-DEC-95	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Aide, PT	27-APR-13	YES	
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Aide, PT	26-JUL-08	YES	
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Aide, PT	13-DEC-08	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Aide, PT	07-DEC-13	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Aide, PT	08-NOV-14	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Aide, PT	08-NOV-14	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Assistant, PT	28-JUN-08	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Assistant, PT	14-JAN-06	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Assistant, PT	16-MAY-09	YES	Spanish
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Assistant, PT	22-SEP-07	YES	
61345 - Cesar Chavez Branch	3301 East 12th Street	Library Assistant, Senior	25-NOV-91	YES	Spanish
61346 - Melrose Branch	4805 Foothill Blvd	Librarian II	05-JAN-13	YES	
61346 - Melrose Branch	4805 Foothill Blvd	Library Aide, PPT	09-NOV-02	YES	Spanish
61346 - Melrose Branch	4805 Foothill Blvd	Library Aide, PT	06-MAR-99	YES	Spanish
61346 - Melrose Branch	4805 Foothill Blvd	Library Assistant	28-DEC-81	YES	
61347 - Piedmont Branch	160 - 41st Street	Librarian I	01-NOV-08	YES	
61347 - Piedmont Branch	160 - 41st Street	Librarian II	11-DEC-10	YES	
61347 - Piedmont Branch	160 - 41st Street	Library Aide, PPT	28-AUG-04	YES	
61347 - Piedmont Branch	160 - 41st Street	Library Aide, PT	15-SEP-12	YES	
61347 - Piedmont Branch	160 - 41st Street	Library Aide, PT	31-MAY-08	YES	
61347 - Piedmont Branch	160 - 41st Street	Library Aide, PT	08-NOV-14	YES	
61347 - Piedmont Branch	160 - 41st Street	Library Assistant	17-APR-99	YES	

61348 - West Oakland Branch	1801 Adeline St	Librarian I	16-APR-11	YES	
61348 - West Oakland Branch	1801 Adeline St	Librarian II	04-OCT-82	YES	
61348 - West Oakland Branch	1801 Adeline St	Library Aide, PPT	11-AUG-07	YES	
61348 - West Oakland Branch	1801 Adeline St	Library Aide, PT	25-MAR-06	YES	
61348 - West Oakland Branch	1801 Adeline St	Library Assistant, PT	07-MAR-09	YES	
61348 - West Oakland Branch	1801 Adeline St	Library Aide, PT	20-Jun-15	YES	
61511 - African-American Museum & Lib	659 14th Street	Archivist	12-JAN-13	YES	
61511 - African-American Museum & Lib	659 14th Street	Curator of History, Chief	26-MAY-01	YES	
61511 - African-American Museum & Lib	659 14th Street	Librarian I	19-JUL-14	YES	
61511 - African-American Museum & Lib	659 14th Street	Library Assistant, PT	20-JUL-02	YES	
61511 - African-American Museum & Lib	659 14th Street	Library Assistant, PT	10-NOV-01	YES	
61511 - African-American Museum & Lib	659 14th Street	Museum Project Coordinator	12-OCT-02	YES	
Oakland Parks & Recreation (OPR)					
Location	ADDRESS	JOB_CLASS	PCP	LANG	
Administrative Services	250 FRANK H. OGAWA PLAZA	Account Clerk III	NO	Tagalog	
Administrative Services	250 FRANK H. OGAWA PLAZA	Executive Assistant	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Management Intern	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Administrative Assistant I	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Payroll Personnel Clerk II	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Payroll Personnel Clerk III	NO	Chinese	
Administrative Services	250 FRANK H. OGAWA PLAZA	Account Clerk II	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Accountant III	NO	Tagalog	
Administrative Services	250 FRANK H. OGAWA PLAZA	Assistant to the Director	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Director of Parks & Recreation	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Exempt Limited Duration Employee	NO		
Administrative Services	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PPT	YES		
Administrative Services	250 FRANK H. OGAWA PLAZA	Administrative Services Manager II	YES	Spanish	
Administrative Services	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
Administrative Services	250 FRANK H. OGAWA PLAZA	Exempt Limited Duration Employee	YES	Spanish	
Administrative Services	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES		
Administrative Services	250 FRANK H. OGAWA PLAZA	Recreation Specialist II, PT	YES		
Administrative Services	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Aide, PT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Leader II, PPT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Leader II, PT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Program Director	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Aide, PT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Leader I, PT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Aide, PT	YES		
Allendale Recreation Center	3711 Suter Street	Recreation Aide, PT	YES		
Arroyo Viejo Recreation Center	7701 Krause Ave	Recreation Aide, PT	YES	Spanish	
Arroyo Viejo Recreation Center	7702 Krause Ave	Recreation Aide, PT	YES	Spanish	
Arroyo Viejo Recreation Center	7703 Krause Ave	Recreation Aide, PT	YES		
Arroyo Viejo Recreation Center	7704 Krause Ave	Recreation Leader I, PT	YES		
Arroyo Viejo Recreation Center	7705 Krause Ave	Recreation Aide, PT	YES		
Arroyo Viejo Recreation Center	7706 Krause Ave	Recreation Leader I, PT	YES		
Arroyo Viejo Recreation Center	7707 Krause Ave	Recreation Leader I, PT	YES		
Arroyo Viejo Recreation Center	7708 Krause Ave	Recreation Leader I, PT	YES		
Arroyo Viejo Recreation Center	7709 Krause Ave	Recreation Supervisor	YES	Spanish	

Arroyo Viejo Recreation Center	7710 Krause Ave	Recreation Supervisor	YES	Spanish	
Arroyo Viejo Recreation Center	7701 Krause Ave	Recreation Leader II, PPT	YES		
Arroyo Viejo Recreation Center	7701 Krause Ave	Recreation Leader II, PPT	YES	ASL	
Boating	568 Bellevue ave	Recreation Aide, PT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Leader I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant II, PT	YES		
Boating	568 Bellevue ave	Recreation Leader I, PT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Supervisor	YES	Spanish	
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES	Chinese	
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Aide, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant II, PPT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES	Spanish	
Boating	568 Bellevue ave	Recreation Leader II, PPT	YES		
Boating	568 Bellevue ave	Recreation Leader I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant II, PT	YES		
Boating	568 Bellevue ave	Recreation Leader I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant II, PPT	YES		
Boating	568 Bellevue ave	Recreation Specialist I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Boating	568 Bellevue ave	Recreation Leader II, PPT	YES		
Boating	568 Bellevue ave	Recreation Attendant I, PT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Leader I, PT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Leader I, PT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Leader I, PT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Leader I, PT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Leader II, PPT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Aide, PT	YES		
Bushrod Recreation Center	560 59th Street	Recreation Center Director	YES		
Bushrod Recreation Center	560 59th Street	Recreation Leader I, PT	YES	Spanish	
Bushrod Recreation Center	560 59th Street	Recreation Leader I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader I, PT	YES	Tagalog	
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Attendant I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Specialist I, PT	YES	Spanish	
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Specialist II, PT	YES	Spanish	

Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Program Director	YES	Spanish	
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Aide, PT	YES	Spanish	
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Aide, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Aide, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Aide, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader II, PPT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Attendant I, PT	YES		
Carmen Flores Recreation Center	1637 Fruitvale Ave	Recreation Leader I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant II, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES	Spanish	
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Facility Security Assistant, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES	Spanish	
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Public Service Representative	YES	Spanish	
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant II, PT	YES	Urdu,Findi	
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Public Service Rep, PPT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Specialist I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Public Service Representative	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Office Manager	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Facility Security Assistant, PPT	YES	Spanish	
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Public Service Representative	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	Chinese	
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Public Service Representative, PT	YES		
Central Reservations	250 FRANK H. OGAWA PLAZA	Recreation Attendant II, PT	YES		

City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO	Spanish	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PPT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Gardener Crew Leader	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PPT	NO		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist II, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist III, PT	YES	Spanish	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Van Driver, PT	YES	Spanish	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PPT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist II, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	German	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist III, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES		
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES		

City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	Spanish
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Attendant I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Park Attendant, PPT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Program Coordinator	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PPT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist III, PT	YES	Spanish
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist II, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PPT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Aide, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Sports Official, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PPT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader II, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Leader I, PT	YES	
City Wide Sports	250 FRANK H. OGAWA PLAZA	Recreation Specialist II, PPT	YES	
Community Gardens	250 FRANK H. OGAWA PLAZA	Recreation Specialist I, PT	YES	
Community Gardens	250 FRANK H. OGAWA PLAZA	Recreation Specialist II, PPT	YES	Spanish
Davie Tennis Stadium	198 Oak Road	Recreation Program Director	YES	
Davie Tennis Stadium	198 Oak Road	Recreation Attendant I, PT	YES	
Davie Tennis Stadium	198 Oak Road	Recreation Leader I, PT	YES	
Davie Tennis Stadium	198 Oak Road	Recreation Aide, PT	YES	Chinese
Davie Tennis Stadium	198 Oak Road	Recreation Aide, PT	YES	
Davie Tennis Stadium	198 Oak Road	Recreation Leader I, PT	YES	Chinese
Davie Tennis Stadium	198 Oak Road	Recreation Specialist III, PT	YES	
Davie Tennis Stadium	198 Oak Road	Recreation Leader II, PT	YES	
Davie Tennis Stadium	198 Oak Road	Recreation Attendant I, PT	YES	

Davie Tennis Stadium	198 Oak Road	Recreation Attendant I, PT	YES	Chinese
Defremery Aquatics	9175 Edes Ave	Pool Manager, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Attendant I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Pool Manager, PT	YES	
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Leader I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Leader II, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Attendant I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Attendant I, PT	YES	Chinese
Defremery Aquatics	9175 Edes Ave	Recreation Attendant I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Specialist II, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Specialist I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Specialist I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Leader I, PT	YES	Spanish
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	
Defremery Aquatics	9175 Edes Ave	Pool Manager, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Leader I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	Chinese
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Specialist II, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Water Safety Instructor, PT	YES	Chinese
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Pool Manager, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Attendant I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Specialist II, PT	YES	Spanish
Defremery Aquatics	9175 Edes Ave	Recreation Specialist II, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Leader I, PT	YES	
Defremery Aquatics	9175 Edes Ave	Lifeguard, PT	YES	
Defremery Aquatics	9175 Edes Ave	Recreation Attendant I, PT	YES	Spanish
Defremery Aquatics	9175 Edes Ave	Recreation Leader II, PT	YES	Spanish
Defremery Aquatics	9175 Edes Ave	Pool Manager, PT	YES	
Defremery Aquatics	9175 Edes Ave	Pool Manager, PT	YES	
Defremery Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES	
Defremery Recreation Center	9175 Edes Ave	Recreation Leader II, PT	YES	
Defremery Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES	
Defremery Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES	
Defremery Recreation Center	9175 Edes Ave	Recreation Leader II, PPT	YES	

Defremery Recreation Center	9175 Edes Ave	Recreation Center Director	YES	
Defremery Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES	
Digital Arts and Culinary Academy / Rainb	5800 INTERNATIONAL BOULEVARD	Recreation Specialist II, PT	YES	
Digital Arts and Culinary Academy / Rainb	5800 INTERNATIONAL BOULEVARD	Recreation Specialist II, PPT	YES	Spanish
Digital Arts and Culinary Academy / Rainb	5800 INTERNATIONAL BOULEVARD	Recreation Specialist II, PT	YES	
Digital Arts and Culinary Academy / Rainb	5800 INTERNATIONAL BOULEVARD	Recreation Specialist I, PT	YES	
Digital Arts and Culinary Academy / Rainb	5800 INTERNATIONAL BOULEVARD	Recreation Specialist II, PT	YES	Spanish
Digital Arts and Culinary Academy / Rainb	5800 INTERNATIONAL BOULEVARD	Recreation Specialist II, PT	YES	
Dimond Aquatics	3860 Hanly Road	Water Safety Instructor, PT	YES	
Dimond Aquatics	3860 Hanly Road	Lifeguard, PT	YES	
Dimond Aquatics	3860 Hanly Road	Water Safety Instructor, PT	YES	
Dimond Aquatics	3860 Hanly Road	Lifeguard, PT	YES	
Dimond Aquatics	3860 Hanly Road	Water Safety Instructor, PT	YES	Chinese
Dimond Aquatics	3860 Hanly Road	Pool Manager, PT	YES	
Dimond Aquatics	3860 Hanly Road	Lifeguard, PT	YES	Chinese
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	Chinese
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	Spanish
Dimond Recreation Center	3860 Hanly Road	Recreation Supervisor	YES	ASL
Dimond Recreation Center	3860 Hanly Road	Recreation Specialist I, PT	YES	Tagalog
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Specialist I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Specialist I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	Spanish
Dimond Recreation Center	3860 Hanly Road	Recreation Leader II, PPT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	Spanish
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Attendant I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Aide, PT	YES	
Dimond Recreation Center	3860 Hanly Road	Recreation Leader I, PT	YES	
Discovery Center East	2521 High Street	Recreation Aide, PT	YES	Chinese
Discovery Center East	2521 High Street	Recreation Leader I, PT	YES	

Discovery Center East	2521 High Street	Program Analyst II	YES	Spanish	
Discovery Center East	2521 High Street	Recreation Specialist II, PPT	YES		
Discovery Center East	2521 High Street	Recreation Leader I, PT	YES		
Discovery Center West	935 Union Street	Recreation Aide, PT	YES		
Discovery Center West	935 Union Street	Recreation Aide, PT	YES		
Discovery Center West	935 Union Street	Recreation Leader II, PPT	YES		
Discovery Center West	935 Union Street	Program Analyst II	YES	Spanish	
Discovery Center West	935 Union Street	Recreation Leader II, PPT	YES		
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Park Attendant, PT	NO	Spanish	
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Recreation Leader I, PT	YES		
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Recreation Specialist II, PPT	YES		
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Recreation Supervisor	YES		
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Recreation Attendant I, PT	YES		
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Recreation Leader I, PT	YES	Chinese	
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Park Attendant, PT	YES		
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Exempt Limited Duration Employee	YES	Spanish	
Dunsmuir Hellman Historic Estate	2960 Peralta Oaks Court	Recreation Center Director	YES	Yaruba/hausa/igbo	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES	Chinese	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Specialist II, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Pool Manager, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Leader I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation General Supervisor	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Program Director	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES	Chinese	
East Oakland Sports Center	9161 Edes Ave	Recreation Leader I, PT	YES	Chinese	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Pool Manager, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Aide, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Specialist II, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES	Chinese	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		

East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES	Chinese	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Program Director	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES	Arabic	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Leader II, PPT	YES		
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES	Vietnamese	
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Program Director	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Recreation Leader I, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Recreation Specialist I, PT	YES	Spanish	
East Oakland Sports Center	9161 Edes Ave	Lifeguard, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
East Oakland Sports Center	9161 Edes Ave	Recreation Attendant I, PT	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Leader I, PT	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Leader I, PT	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Aide, PT	YES	Chinese	
FM Smith Recreation Center	1969 Park Blvd	Recreation Center Director	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Leader II, PPT	YES	Spanish	
FM Smith Recreation Center	1969 Park Blvd	Recreation Specialist II, PT	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Aide, PT	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Leader I, PT	YES	Spanish	
FM Smith Recreation Center	1969 Park Blvd	Recreation Aide, PT	YES		
FM Smith Recreation Center	1969 Park Blvd	Recreation Aide, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader II, PPT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Program Director	YES	Cambodian	
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES	Chinese	
Franklin Recreation Center	1010 East 15th Street	Recreation Attendant I, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Aide, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES	Spanish	
Franklin Recreation Center	1010 East 15th Street	Recreation Attendant I, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES		
Franklin Recreation Center	1010 East 15th Street	Recreation Leader I, PT	YES		
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES	Chinese	
Fremont Aquatics	4550 Foothill Boulevard	Pool Manager, PT	YES	Spanish	
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES	Spanish	

Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		Spanish
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		Spanish
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		Chinese
Fremont Aquatics	4550 Foothill Boulevard	Lifeguard, PT	YES		Spanish
Golden Gate Recreation Center	1075 62nd Street	Recreation Aide, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Program Director	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Aide, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Aide, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		
Golden Gate Recreation Center	1075 62nd Street	Recreation Leader I, PT	YES		Spanish
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Attendant I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Attendant I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Attendant I, PT	YES		Spanish
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader II, PPT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Aide, PT	YES		Mien
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Attendant I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		
Ira Jinkins Recreation Center	9175 Edes Ave	Recreation Leader I, PT	YES		Spanish
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		Cantonese
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		Vietnamese
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES		Chinese
Lincoln Square Recreation Center	250 10th Street	Recreation Leader II, PT	YES		Chinese
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		Mien
Lincoln Square Recreation Center	250 10th Street	Recreation Leader II, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader II, PT	YES		Chinese

Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES	Chinese	
Lincoln Square Recreation Center	250 10th Street	Recreation Specialist II, PPT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Center Director	YES	Chinese	
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES	Chinese	
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Leader I, PT	YES		
Lincoln Square Recreation Center	250 10th Street	Recreation Aide, PT	YES	Chinese	
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Attendant I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Leader I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Attendant I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Leader II, PPT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Center Director	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Specialist I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Public Service Representative, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Leader I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Leader I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Specialist I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Leader I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Attendant I, PT	YES		
Malonga Casquelourd Center for the Arts	1428 Alice Street	Recreation Specialist I, PT	YES		
Manzanita Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES	Spanish	
Manzanita Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES		
Manzanita Recreation Center	2701 22nd Ave	Recreation Leader II, PPT	YES		
Manzanita Recreation Center	2701 22nd Ave	Recreation Leader II, PPT	YES		
Manzanita Recreation Center	2701 22nd Ave	Recreation Aide, PT	YES		
Manzanita Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES	Tagalog	
Manzanita Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES		
Manzanita Recreation Center	2701 22nd Ave	Recreation Center Director	YES	Spanish	
Montclair Recreation Center	6300 Moraga Ave	Recreation Attendant I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Specialist II, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Aide, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader II, PPT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Specialist III, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Aide, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Aide, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES	Spanish	
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Specialist I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Specialist III, PT	YES	Japanese	
Montclair Recreation Center	6300 Moraga Ave	Recreation Specialist II, PPT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Aide, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader I, PT	YES		
Montclair Recreation Center	6300 Moraga Ave	Recreation Leader II, PPT	YES		

Montclair Recreation Center	6300 Moraga Ave	Recreation Supervisor	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Attendant I, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Leader I, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Leader I, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Aide, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Center Director	YES	Spanish	
Mosswood Recreation Center	3612 Webster Street	Recreation Leader I, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Aide, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Leader I, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Leader I, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Leader II, PPT	YES	ASL	
Mosswood Recreation Center	3612 Webster Street	Recreation Aide, PT	YES		
Mosswood Recreation Center	3612 Webster Street	Recreation Aide, PT	YES	Spanish	
Mosswood Recreation Center	3612 Webster Street	Recreation Leader I, PT	YES	Spanish	
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Leader I, PT	YES		
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Center Director	YES	ASL	
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Aide, PT	YES		
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Leader I, PT	YES		
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Specialist I, PT	YES	Spanish	
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Leader II, PT	YES		
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Leader I, PT	YES		
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Leader I, PT	YES		
Mosswood Recreation Center & ADA Includ	7701 Krause Ave	Recreation Leader I, PT	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Leader I, PT	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Leader I, PT	YES	Spanish	
Rainbow Recreation Center	5800 International Blvd.	Recreation Aide, PT	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Attendant I, PT	YES	Spanish	
Rainbow Recreation Center	5800 International Blvd.	Recreation Leader I, PT	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Leader I, PT	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Center Director	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Leader II, PPT	YES		
Rainbow Recreation Center	5800 International Blvd.	Recreation Leader II, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Facility Security Assistant	YES	Spanish	
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Center Director	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Specialist I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Specialist III, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Specialist III, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Specialist II, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Leader I, PT	YES		
Redwood Heights Recreation Center	3883 Aliso Ave	Recreation Specialist III, PT	YES		

Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Attendant I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES	Mien	
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES	Spanish	
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES	Spanish	
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES	Spanish	
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES	Cambodian	
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Attendant I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES	Spanish	
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES	Chinese	
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES	Farsi, Norwe	
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist I, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader II, PT	YES	Chinese	
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES	Spanish	
Studio One Art Center	365 45th Street	Recreation Program Director	YES	Spanish	
Studio One Art Center	365 45th Street	Recreation Leader II, PPT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		

Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Recreation Leader II, PPT	YES		
Studio One Art Center	365 45th Street	Recreation Leader I, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Recreation Aide, PT	YES		
Studio One Art Center	365 45th Street	Van Driver, PT	YES		
Studio One Art Center	365 45th Street	Recreation Specialist II, PT	YES		
Studio One Art Center	365 45th Street	Recreation Supervisor	YES		
Studio One Art Center	365 45th Street	Recreation Leader II, PPT	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Leader I, PT	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Center Director	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Leader II, PPT	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Aide, PT	YES	Spanish	
Tassafaronga Recreation Center	975 85th Ave	Recreation Specialist I, PT	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Leader I, PT	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Leader I, PT	YES		
Tassafaronga Recreation Center	975 85th Ave	Recreation Attendant I, PT	YES		
Temescal Aquatics	365 45th Street	Pool Manager, PT	YES		
Temescal Aquatics	365 45th Street	Lifeguard, PT	YES		
Temescal Aquatics	365 45th Street	Lifeguard, PT	YES	Spanish	
Temescal Aquatics	365 45th Street	Water Safety Instructor, PT	YES	Chinese	
Temescal Aquatics	365 45th Street	Lifeguard, PT	YES		
Temescal Aquatics	365 45th Street	Lifeguard, PT	YES		
Temescal Aquatics	365 45th Street	Pool Manager, PT	YES		
Temescal Aquatics	365 45th Street	Pool Manager, PT	YES	Chinese/Spanish	
Temescal Aquatics	365 45th Street	Pool Manager, PT	YES	Spanish	
Temescal Aquatics	365 45th Street	Lifeguard, PT	YES		
Temescal Aquatics	371 45th Street	Recreation Specialist II, PPT	YES		
Willie Keys Recreation Center	3131 Union Street	Recreation Center Director	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Aide, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Attendant I, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Aide, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Aide, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Leader I, PT	YES	Spanish	
Willie Keys Recreation Center	2701 22nd Ave	Recreation Aide, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Aide, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Leader II, PT	YES		
Willie Keys Recreation Center	2701 22nd Ave	Recreation Leader II, PPT	YES		
Oakland Public Works (OPW)					
ORGANIZATION	ADDRESS	JOB_CLASS	HIRE_DATE	PCP	LANG
30111 - Director and Human Resources Uni	250 FRANK H. OGAWA PLAZA	Agency Director, Public Works	01-FEB-91	NO	
30111 - Director and Human Resources Uni	250 FRANK H. OGAWA PLAZA	Exec Asst to the Director	28-JAN-08	NO	

30111 - Director and Human Resources Unit	250 FRANK H. OGAWA PLAZA	Manager, Agency Administrative	14-MAY-12	NO	
30111 - Director and Human Resources Unit	250 FRANK H. OGAWA PLAZA	Administrative Assistant I	22-Oct-79	YES	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Administrative Assistant II	05-OCT-92	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Administrative Assistant II (CONF)	23-OCT-06	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Manager, Support Services	02-JAN-02	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Payroll Personnel Clerk III	24-NOV-01	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Payroll Personnel Clerk III	04-DEC-06	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Payroll Personnel Clerk III	22-MAY-89	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Payroll Personnel Clerk III	01-MAY-89	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Program Analyst I	21-MAY-12	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Support Services Supervisor	05-OCT-09	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Support Services Supervisor	04-FEB-91	NO	
30112 - Human Resources	PWA FISCAL	Support Services Supervisor	31-JUL-09	NO	
30112 - Human Resources	250 FRANK H. OGAWA PLAZA	Training & Public Svcs Admin	25-APR-01	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Account Clerk III	24-MAR-08	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Account Clerk III	13-OCT-14	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Account Clerk III	31-DEC-05	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Account Clerk III	11-May-15	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Accountant I	29-MAY-12	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Accountant I	15-SEP-86	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Accountant II	01-AUG-01	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Accountant III	04-JUN-01	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Accountant III	24-OCT-05	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Accountant III	24-APR-89	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Administrative Services Manager II	23-JUL-90	NO	
30121 - PWA Fiscal Services	PWA FISCAL	Budget & Grants Administrator	14-NOV-90	NO	Tagalog
30121 - PWA Fiscal Services	PWA FISCAL	Management Intern	07-JAN-13	NO	
30131 - Public Works Call Center	7101 Edgewater Drive	Management Assistant	13-AUG-90	YES	
30131 - Public Works Call Center	7101 Edgewater Drive	Public Service Representative	12-May-14	YES	Chinese
30131 - Public Works Call Center	7101 Edgewater Drive	Public Service Representative	04-MAR-85	YES	
30131 - Public Works Call Center	7101 Edgewater Drive	Public Service Representative	11-JAN-10	YES	Spanish
30131 - Public Works Call Center	7101 Edgewater Drive	Public Service Representative	16-AUG-10	YES	Chinese
30131 - Public Works Call Center	7101 Edgewater Drive	Public Service Representative, PT	29-Oct-12	YES	
30131 - Public Works Call Center	7101 Edgewater Drive	Office Assistant II, PT	29-Sep-14	YES	
30181 - Management Information Systems	PWA FISCAL	Management Intern	24-APR-06	NO	
30181 - Management Information Systems	PWA FISCAL	Manager, Technology Pgm	08-APR-96	NO	
30211 - Engineering and Construction - Adm	250 Frank Ogawa Plaza	Administrative Assistant II	25-JAN-10	NO	
30211 - Engineering and Construction - Adm	250 Frank Ogawa Plaza	Administrative Services Manager I	28-SEP-05	NO	
30211 - Engineering and Construction - Adm	250 Frank Ogawa Plaza	Assist Director, Pub Works Agency	17-DEC-90	NO	Tagalog
30211 - Engineering and Construction - Adm	250 FRANK H. OGAWA PLAZA	Management Intern	10-DEC-12	NO	
30211 - Engineering and Construction - Adm	250 FRANK H. OGAWA PLAZA	Project Manager II	08-NOV-93	NO	
30214 - ADA Programs	One Frank Ogawa Plaza	Administrative Assistant II	06-OCT-03	YES	
30214 - ADA Programs	250 Frank Ogawa Plaza	Program Analyst III	31-MAR-14	NO	
30214 - ADA Programs	250 Frank Ogawa Plaza	Project Manager II	05-AUG-97	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Architectural Assistant (Office)	06-MAY-85	NO	Spanish
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Construction Inspector (Field)	18-APR-88	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Construction Inspector (Field)	17-JUL-06	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Construction Inspector (Field)	15-MAR-04	NO	German
30232 - Construction Management and Mat	7101 Edgewater Dr - Bldg 4	Construction Inspector Sup (Field)	13-MAR-89	NO	

30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Construction Inspector Sup (Field)	24-JAN-00	NO	Arabic
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	14-FEB-05	NO	
30232 - Construction Management and Mat	7101 Edgewater Dr - Bldg 4	Engineer, Assistant II (Office)	22-AUG-11	NO	
30232 - Construction Management and Mat	7101 Edgewater Dr - Bldg 4	Engineer, Assistant II (Office)	29-OCT-12	NO	
30232 - Construction Management and Mat	7101 Edgewater Dr - Bldg 4	Engineer, Assistant II (Office)	02-SEP-14	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	12-JUN-95	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	08-FEB-99	NO	Chinese
30232 - Construction Management and Mat	7101 Edgewater Dr - Bldg 4	Engineer, Assistant II (Office)	02-SEP-14	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	11-May-15	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Civil (Field)	28-AUG-06	NO	Chinese
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Civil (Field)	27-FEB-01	NO	
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Civil (Office)	07-AUG-00	NO	Chinese
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Civil Supervising (Field)	04-APR-94	NO	Chinese
30232 - Construction Management and Mat	250 Frank Ogawa Plaza	Engineer, Transportation Assistant	25-JAN-99	NO	Chinese
30233 - Project Management	250 Frank Ogawa Plaza	Administrative Assistant II	03-APR-96	NO	
30233 - Project Management	250 Frank Ogawa Plaza	Capital Improvement Project Coor	04-JUN-01	NO	Chinese
30233 - Project Management	250 Frank Ogawa Plaza	Capital Improvement Project Coor	12-NOV-13	NO	
30233 - Project Management	250 Frank Ogawa Plaza	Capital Improvement Project Coor	30-DEC-91	NO	
30233 - Project Management	250 Frank Ogawa Plaza	Manager, Capital Improvement Pgrm	07-FEB-83	NO	
30234 - Facilities Planning and Development	250 Frank Ogawa Plaza	Capital Improvement Project Coor	23-OCT-06	NO	
30234 - Facilities Planning and Development	250 Frank Ogawa Plaza	Capital Improvement Project Coor	14-APR-14	NO	
30234 - Facilities Planning and Development	250 Frank Ogawa Plaza	Capital Improvement Project Coor	19-AUG-97	NO	
30234 - Facilities Planning and Development	250 Frank Ogawa Plaza	Management Intern	12-APR-04	NO	
30234 - Facilities Planning and Development	250 Frank Ogawa Plaza	Project Manager II	15-JUL-02	NO	
30235 - Surveying	7101 Edgewater Dr - Bldg 4	Chief of Party	26-NOV-12	NO	
30235 - Surveying	7101 Edgewater Dr - Bldg 4	City Land Surveyor	02-AUG-04	NO	
30235 - Surveying	7101 Edgewater Dr - Bldg 4	Student Trainee, PT	06-AUG-12	NO	
30235 - Surveying	7101 Edgewater Dr - Bldg 4	Surveying Technician, Sr (Field)	02-SEP-08	NO	
30235 - Surveying	7101 Edgewater Dr - Bldg 4	Surveying Technician, Sr (Field)	12-SEP-89	NO	
30241 - Engineering Design and ROW - Adm	250 Frank Ogawa Plaza	Administrative Assistant II	30-APR-01	NO	
30241 - Engineering Design and ROW - Adm	250 Frank Ogawa Plaza	Engineer, Civil Principal	17-OCT-84	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Architectural Associate (Field)	13-FEB-90	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Drafting Technician, Int (Office)	27-OCT-03	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Drafting/Design Technician, Sr	20-MAY-91	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	05-JAN-87	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	18-JAN-05	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	29-OCT-12	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	08-FEB-95	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Civil (Office)	17-OCT-88	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Civil (Office)	14-MAY-12	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Civil (Office)	04-FEB-91	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Civil (Office)	29-MAY-12	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Civil Supv (Office)	28-JUL-84	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Engineer, Civil Supv (Office)	04-JUN-07	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Student Trainee, PT	24-JUN-14	NO	
30242 - Streets and Structures	250 Frank Ogawa Plaza	Student Trainee, PT	25-MAR-13	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Administrative Assistant II	02-JUN-87	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Arboricultural Inspector	25-JUL-87	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	11-OCT-04	NO	

30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	09-JUN-03	NO	Chinese
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	29-MAR-04	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	15-OCT-01	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	22-NOV-93	NO	Spanish
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	11-OCT-04	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	06-MAR-89	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	04-MAR-02	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	11-OCT-04	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	04-MAR-89	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	29-MAR-04	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector (Field)	29-MAR-04	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector Sup (Field)	27-OCT-08	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector, Sr (Field)	10-JUN-91	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Construction Inspector, Sr (Field)	10-JUN-91	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	18-AUG-14	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Engineer, Civil Supv (Office)	08-JAN-01	NO	
30243 - Right of Way Management	250 Frank Ogawa Plaza	Public Service Representative	24-APR-06	YES	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Assistant I (Office)	23-JAN-12	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	30-MAR-15	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	13-NOV-12	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	23-APR-07	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Civil (Office)	18-JAN-05	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Civil (Office)	07-JUL-03	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineer, Civil (Office)	25-FEB-91	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineering Intern, PT	13-OCT-14	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineering Intern, PT	04-AUG-14	NO	
30244 - Sanitary Sewer Design	250 Frank Ogawa Plaza	Engineering Intern, PT	04-AUG-14	NO	
30245 - Watershed and Stormwater Program	250 Frank Ogawa Plaza	Environmental Program Specialist	19-DEC-05	NO	
30245 - Watershed and Stormwater Program	250 Frank Ogawa Plaza	Program Analyst III	30-MAR-98	NO	
30245 - Watershed and Stormwater Program	250 Frank Ogawa Plaza	Program Analyst III	15-NOV-10	NO	
30261 - Transportation Services - Administration	250 Frank Ogawa Plaza	Administrative Assistant II	13-NOV-06	YES	
30261 - Transportation Services - Administration	250 Frank Ogawa Plaza	Engineer, Civil Principal	23-APR-90	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	02-JUL-01	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	19-FEB-13	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	15-OCT-96	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	18-OCT-10	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Transportation	17-FEB-04	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Transportation	20-JAN-04	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Transportation	10-MAY-04	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Transportation	09-JUN-03	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Transportation Assistant	14-OCT-02	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineer, Transportation Supv	02-MAR-88	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	02-APR-12	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	12-MAY-14	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	05-JAN-15	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	05-JAN-15	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	12-MAY-14	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	18-AUG-14	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Engineering Intern, PT	18-AUG-14	NO	

30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Program Analyst III	25-MAR-13	NO	
30264 - Traffic Capital Projects	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	17-FEB-15	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	16-SEP-02	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineer, Transportation	07-MAR-88	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineer, Transportation	07-SEP-88	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineer, Transportation Assistant	31-MAY-01	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineer, Transportation Supv	28-APR-97	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineering Technician II (Office)	18-APR-11	NO	
30265 - Traffic Safety Program	250 Frank Ogawa Plaza	Engineering Technician II (Office)	08-NOV-04	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Engineer, Civil (Office)	04-SEP-12	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Manager, Capital Improvement Pgrm	08-SEP-08	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Program Analyst I	19-MAR-01	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Program Analyst III	13-NOV-01	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Student Trainee, PT	21-JAN-14	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Student Trainee, PT	06-APR-15	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Student Trainee, PT	18-AUG-14	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Student Trainee, PT	02-APR-13	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Student Trainee, PT	18-AUG-14	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Student Trainee, PT	8-Jun-15	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Transportation Planner, Senior	09-JUL-12	NO	
30275 - IPPD Plans and Programming	250 Frank Ogawa Plaza	Transportation Planner, Senior	25-AUG-08	NO	
30511 - Infrastructure& Ops Asst Director's	7101 Edgewater Dr - Bldg 4	Administrative Assistant I	03-MAR-03	NO	
30511 - Infrastructure& Ops Asst Director's	7101 Edgewater Dr - Bldg 4	Assist Director, Pub Works Agency	04-OCT-08	NO	
30511 - Infrastructure& Ops Asst Director's	7101 Edgewater Dr - Bldg 4	Budget & Operations Analyst III	17-FEB-01	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Administrative Assistant II	22-SEP-03	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrical Const & Maint Planner	29-DEC-95	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrical Supervisor	05-SEP-89	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrical Supervisor	21-MAR-95	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	23-JAN-12	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	23-JAN-12	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	31-DEC-07	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	05-SEP-89	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	17-DEC-07	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	15-SEP-03	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	03-JUL-72	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	02-APR-12	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	31-JAN-05	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician	10-NOV-14	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician Helper	02-JAN-07	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician Leader	16-DEC-96	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician Leader	15-OCT-01	NO	
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Manager, Electrical Services	27-AUG-90	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Maintenance Worker	03-SEP-88	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Maintenance Worker	27-MAR-89	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Maintenance Worker	17-MAR-14	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Supervisor II	18-SEP-89	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	08-DEC-97	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	14-OCT-02	NO	
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	10-JUN-02	NO	

30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician Leader	16-DEC-96	NO		
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Electrician Leader	15-OCT-01	NO		
30522 - Electrical Maintenance	7101 Edgewater Dr - Bldg 2	Manager, Electrical Services	27-AUG-90	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Maintenance Worker	03-SEP-88	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Maintenance Worker	27-MAR-89	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Maintenance Worker	17-MAR-14	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Public Works Supervisor II	18-SEP-89	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	08-DEC-97	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	14-OCT-02	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	10-JUN-02	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	20-OCT-02	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	08-JUL-13	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Sign Maintenance Worker	02-FEB-15	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Traffic Painter	20-OCT-80	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Traffic Painter	07-MAY-90	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Traffic Painter	26-FEB-90	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Traffic Painter	21-JAN-92	NO		
30523 - Electrical Traffic Maintenance	7101 Edgewater Drive	Traffic Sign Maker	08-FEB-88	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	26-AUG-86	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	03-JAN-05	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	17-JAN-06	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	11-AUG-86	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	02-SEP-97	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	20-MAR-89	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Parking Meter Repair Worker	01-APR-02	NO		
30524 - Electrical Services: Meter Operation	250 Frank Ogawa Plaza	Public Works Supervisor I	15-DEC-97	NO		
30531 - Infrastructure Maint Admin	7101 Edgewater Dr - Bldg 4	Administrative Assistant II	24-AUG-09	NO		
30531 - Infrastructure Maint Admin	7101 Edgewater Dr - Bldg 4	Management Assistant	24-SEP-01	NO		
30531 - Infrastructure Maint Admin	7101 Edgewater Dr - Bldg 4	Public Works Operations Manager	31-JAN-83	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Heavy Equipment Operator	14-OCT-02	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	05-JAN-15	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	29-SEP-14	NO		
30532 - Storm Drain Maintenance	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	16-JUL-78	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	29-SEP-14	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	02-FEB-04	NO		
30532 - Storm Drain Maintenance	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	03-AUG-02	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	23-JUL-01	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	21-FEB-78	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	16-FEB-93	NO		
30532 - Storm Drain Maintenance	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	15-DEC-97	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	27-OCT-14	NO		
30532 - Storm Drain Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	22-AUG-88	NO		
30532 - Storm Drain Maintenance	5821 Shepherd Canyon Rd	Public Works Supervisor I	19-APR-99	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor I	11-FEB-91	NO		
30532 - Storm Drain Maintenance	5821 Shepherd Canyon Rd	Public Works Supervisor II	21-AUG-89	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	03-JUL-93	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	23-JUL-01	NO		
30532 - Storm Drain Maintenance	5821 Shepherd Canyon Rd	Street Maintenance Leader	20-SEP-10	NO		
30532 - Storm Drain Maintenance	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	17-JAN-89	NO		

30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor I	27-DEC-99	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor I	25-NOV-98	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor I	18-OCT-93	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor I	01-OCT-94	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor II	12-OCT-87	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor II	11-FEB-91	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	08-JAN-01	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	21-OCT-02	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	15-OCT-12	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	01-OCT-12	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	24-JAN-83	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	14-MAY-12	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	15-MAR-93	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	19-AUG-02	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	25-JUN-12	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	27-OCT-03	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	19-APR-99	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	28-OCT-13	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	14-MAR-94	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	24-JAN-11	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	20-OCT-02	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	12-OCT-87	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	20-OCT-86	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	23-JAN-12	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	22-AUG-88	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	29-AUG-88	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	09-SEP-06	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Leader	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Planner	08-JUL-13	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	12-JUL-10	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	22-OCT-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	23-DEC-13	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	06-JAN-14	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	12-JUL-10	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	10-JAN-00	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	18-AUG-01	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	14-JUN-97	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	18-OCT-99	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	16-FEB-93	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	22-APR-91	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	09-MAY-11	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	07-FEB-00	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	22-JUN-02	NO	

30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	23-DEC-13	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	02-JAN-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	07-APR-08	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	23-DEC-13	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	23-OCT-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	20-MAR-99	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	08-AUG-09	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	18-AUG-86	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	22-OCT-07	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	12-OCT-87	NO	
30533 - Sewer System Maintenance	7101 Edgewater Dr - Bldg 4	Sewer Maintenance Worker	23-OCT-07	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Concrete Finisher	06-JUL-04	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Concrete Finisher	07-MAY-90	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Concrete Finisher	12-OCT-87	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Heavy Equipment Operator	25-JUN-12	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Heavy Equipment Operator	28-Aug-09	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Heavy Equipment Operator	30-APR-84	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Heavy Equipment Operator	12-OCT-87	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	17-MAR-14	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Maintenance Worker	27-MAR-89	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	17-MAR-14	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	4-Mar-00	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Maintenance Worker	21-DEC-03	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	13-MAY-13	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Maintenance Worker	15-MAY-06	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	13-MAY-13	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Maintenance Worker	17-MAR-14	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	31-MAR-14	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	09-MAY-05	NO	
30534 - Street & Sidewalk Maintenance	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	16-FEB-93	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	09-MAY-05	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Maintenance Worker	20-SEP-10	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Maintenance Worker	14-FEB-00	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	05-JAN-15	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	31-MAR-14	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Public Works Maintenance Worker	15-DEC-97	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Public Works Supervisor I	17-FEB-04	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Supervisor I	22-AUG-88	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Public Works Supervisor I	04-FEB-91	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	21-APR-86	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	19-APR-99	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	04-FEB-91	NO	
30534 - Street & Sidewalk Maintenance	5050 COLISEUM WAY	Street Maintenance Leader	09-MAY-05	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	14-JAN-85	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	30-DEC-91	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	20-SEP-10	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	18-JAN-05	NO	
30534 - Street & Sidewalk Maintenance	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	07-MAY-90	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	30-APR-84	NO	

30534 - Street & Sidewalk Maintenance	5821 Shepherd Canyon Rd	Street Maintenance Leader	11-OC1-93	NO	
30534 - Street & Sidewalk Maintenance	750 50th Ave.	Street Maintenance Leader	31-AUG-09	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Administrative Assistant II	07-OCT-02	NO	Spanish
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	27-FEB-06	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	15-AUG-03	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	05-NOV-07	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	30-NOV-92	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	19-MAY-05	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	12-MAY-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	01-JUN-05	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Mechanic	07-DEC-92	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Service Worker	15-AUG-07	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Service Worker	03-DEC-07	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Service Worker	27-SEP-04	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Auto Equipment Service Worker	02-OCT-06	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Blacksmith Welder	15-JUN-98	NO	
30541 - Equipment Services Administration	250 Frank Ogawa Plaza	Electro-Mechanical Machinist	13-MAR-00	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Body Repair Worker	14-FEB-95	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Body Repair Worker	26-SEP-05	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Body Repair Worker	02-JUN-08	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Parts Technician	09-JUN-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Parts Technician	19-NOV-07	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Parts Technician	11-SEP-90	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Services Superintendent	01-JUN-99	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Supervisor	13-AUG-07	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Supervisor	11-AUG-03	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Equipment Supervisor	15-JUN-98	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Facility Security Assistant, PT	29-SEP-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Facility Security Assistant, PT	31-MAR-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Fleet Compliance Coordinator	11-May-15	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Fleet Specialist	08-FEB-88	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	25-JUN-12	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	23-OCT-06	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	11-MAR-91	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	09-JUL-90	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	31-MAR-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	07-NOV-88	NO	
30541 - Equipment Services Administration	250 Frank Ogawa Plaza	Heavy Equipment Mechanic	31-MAR-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	11-May-15	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	20-DEC-04	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	15-JUL-91	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	19-OCT-98	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	06-NOV-06	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Mechanic	04-MAR-96	NO	
30541 - Equipment Services Administration	250 Frank Ogawa Plaza	Heavy Equipment Mechanic	31-MAR-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Service Worker	29-APR-13	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Service Worker	31-MAR-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Service Worker	29-AUG-05	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Service Worker	18-SEP-95	NO	

30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Service Worker	07-JAN-13	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Supervisor	30-JAN-89	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Heavy Equipment Supervisor	05-NOV-07	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Manager, Equipment Services	26-MAY-14	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Office Assistant II	13-JAN-88	NO	
30541 - Equipment Services Administration	7101 Edgewater Dr - Bldg 2	Temp Contract Svcs Employee, PT	27-OCT-14	NO	
30611 - Facilities & Environ Asst. Director's	7101 Edgewater Dr - Bldg 4	Administrative Assistant II	05-MAY-08	YES	Spanish
30611 - Facilities & Environ Asst. Director's	7101 Edgewater Dr - Bldg 2	Administrative Services Manager I	01-OCT-87	NO	
30611 - Facilities & Environ Asst. Director's	7101 Edgewater Dr - Bldg 4	Assist Director, Pub Works Agency	11-DEC-06	NO	
30631 - Facility Services Admin	250 Frank Ogawa Plaza	Administrative Analyst II	10-SEP-96	YES	Chinese
30631 - Facility Services Admin	250 Frank Ogawa Plaza	Administrative Assistant II	24-MAR-08	NO	
30631 - Facility Services Admin	250 Frank Ogawa Plaza	Facilities Complex Manager	29-MAY-12	NO	
30631 - Facility Services Admin	7101 Edgewater Dr - Bldg 2	Manager, Building Services	06-MAY-95	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Custodial Services Supervisor I	19-OCT-96	NO	
30632 - Civic Center Complex	8201 EDGEWATER DRIVE	Custodian	02-MAR-13	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Custodian	28-JUL-98	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Custodian	10-DEC-96	NO	Spanish
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Custodian	02-JAN-01	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Custodian	26-SEP-06	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian	21-JUL-14	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian	10-OCT-06	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian	24-NOV-97	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian	06-MAY-02	NO	Spanish
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Custodian	29-NOV-97	NO	Chinese
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian Supervisor	08-NOV-99	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PPT	21-JUL-14	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PPT	28-AUG-04	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PPT	31-JAN-04	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	02-FEB-15	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	02-FEB-15	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	02-FEB-15	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	21-NOV-05	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	09-OCT-06	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	03-MAY-10	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	18-FEB-14	NO	
30632 - Civic Center Complex	250 Frank Ogawa Plaza	Custodian, PT	18-FEB-14	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Stationary Engineer	18-AUG-03	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Stationary Engineer	01-FEB-99	NO	
30632 - Civic Center Complex	150 Frank H. Ogawa Plaza	Stationary Engineer	10-MAY-04	NO	
30633 - Hall of Justice Complex	150 Frank H. Ogawa Plaza	Custodian	06-JUL-02	NO	
30633 - Hall of Justice Complex	150 Frank H. Ogawa Plaza	Custodian	17-MAY-04	NO	
30633 - Hall of Justice Complex	150 Frank H. Ogawa Plaza	Custodian	04-NOV-06	NO	
30633 - Hall of Justice Complex	150 Frank H. Ogawa Plaza	Custodian	11-MAY-92	NO	
30633 - Hall of Justice Complex	150 Frank H. Ogawa Plaza	Custodian	29-APR-98	NO	
30633 - Hall of Justice Complex	250 Frank Ogawa Plaza	Custodian	31-JAN-04	NO	
30633 - Hall of Justice Complex	250 Frank Ogawa Plaza	Custodian, PT	04-MAR-13	NO	
30633 - Hall of Justice Complex	250 Frank Ogawa Plaza	Custodian, PT	28-MAY-13	NO	
30633 - Hall of Justice Complex	250 Frank Ogawa Plaza	Custodian, PT	18-FEB-14	NO	
30633 - Hall of Justice Complex	250 Frank Ogawa Plaza	Maintenance Mechanic	31-JUL-06	NO	

30633 - Hall of Justice Complex	7101 Edgewater Dr - Bldg 2	Stationary Engineer	24-AUG-09	NO	
30633 - Hall of Justice Complex	7101 Edgewater Dr - Bldg 2	Stationary Engineer	09-JUN-14	NO	
30633 - Hall of Justice Complex	1000 Oak Street	Stationary Engineer, Chief	05-NOV-07	NO	
30634 - Plant Operations	250 Frank Ogawa Plaza	Construction & Maintenance Mechanic	17-DEC-90	NO	
30634 - Plant Operations	250 Frank Ogawa Plaza	Custodian	04-JAN-99	NO	
30634 - Plant Operations	250 Frank Ogawa Plaza	Custodian	21-JUL-14	NO	
30634 - Plant Operations	250 Frank Ogawa Plaza	Custodian, PPT	18-FEB-14	NO	
30634 - Plant Operations	1000 Oak Street	Stationary Engineer	07-DEC-13	NO	
30634 - Plant Operations	7101 Edgewater Dr - Bldg 2	Stationary Engineer	30-SEP-02	NO	
30634 - Plant Operations	1000 Oak Street	Stationary Engineer	30-JUN-97	NO	
30634 - Plant Operations	1000 Oak Street	Stationary Engineer	23-MAR-98	NO	
30634 - Plant Operations	1000 Oak Street	Stationary Engineer, Chief	10-JAN-05	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodial Services Supervisor I	02-JUL-07	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodial Services Supervisor I	07-JAN-13	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	21-JUL-14	NO	
30635 - Roving Custodial	8201 EDGEWATER DRIVE	Custodian	04-MAR-13	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodian	19-JUL-97	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	04-MAR-13	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	18-AUG-80	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	07-OCT-98	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian	03-OCT-11	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	11-JAN-97	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	20-OCT-06	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	08-DEC-03	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	28-MAY-13	NO	
30635 - Roving Custodial	8201 EDGEWATER DRIVE	Custodian	03-MAY-10	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	16-JUL-05	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian	24-SEP-04	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodian	23-AUG-93	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian	19-JUN-04	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian	02-FEB-02	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	22-JUN-02	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodian	31-JUL-06	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	31-MAY-95	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodian	30-MAR-02	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodian	30-OCT-00	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian	21-FEB-07	NO	
30635 - Roving Custodial	7101 Edgewater Dr - Bldg 4	Custodian	31-AUG-02	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PPT	22-MAY-04	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PPT	25-JUL-98	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	03-AUG-02	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	02-FEB-15	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	31-AUG-02	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	31-JAN-15	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	01-AUG-05	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	02-FEB-15	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	22-JAN-11	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	02-FEB-15	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	16-APR-11	NO	

30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	18-APR-98	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	03-MAY-10	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	13-NOV-10	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	18-FEB-14	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	31-JAN-15	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	09-JUL-12	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	31-JAN-15	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Custodian, PT	28-MAY-13	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	10-JUL-10	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	20-NOV-06	NO	
30635 - Roving Custodial	666 Bellvue Ave	Custodian, PT	16-SEP-00	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Maintenance Mechanic	29-APR-13	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Maintenance Mechanic	07-DEC-13	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Maintenance Mechanic	02-FEB-15	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Painter	27-MAY-14	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Pool Technician	16-JUL-90	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Pool Technician	18-JUL-87	NO	
30635 - Roving Custodial	250 Frank Ogawa Plaza	Pool Technician, PPT	14-APR-14	NO	
30651 - Parks/Bldg Maint Admin	7101 Edgewater Dr - Bldg 4	Administrative Analyst II	16-JAN-07	NO	
30651 - Parks/Bldg Maint Admin	7101 Edgewater Dr - Bldg 4	Administrative Assistant II	15-NOV-10	NO	
30651 - Parks/Bldg Maint Admin	7101 Edgewater Dr - Bldg 4	Facilities Complex Manager	04-JAN-14	YES	Spanish
30651 - Parks/Bldg Maint Admin	7101 Edgewater Dr - Bldg 4	Manager, Park Services	08-JUL-87	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	09-JUL-84	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Gardener Crew Leader	09-MAY-11	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	4-Sep-12	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener Crew Leader	17-APR-06	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	14-APR-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Drive	Gardener Crew Leader	06-AUG-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	03-OCT-11	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	17-DEC-85	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	7-May-07	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	14-APR-14	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener Crew Leader	01-JUL-89	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener Crew Leader	31-OCT-98	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	3-Mar-04	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	27-MAY-00	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener Crew Leader	11-JUL-87	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	03-OCT-11	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	03-OCT-11	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener Crew Leader	04-MAR-89	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	15-Apr-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener Crew Leader	03-MAY-10	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Gardener II	13-JUN-11	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener II	11-DEC-99	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Gardener II	23-MAY-05	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener II	24-JUN-00	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Gardener II	21-JUL-90	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Irrigation Repair Specialist	20-NOV-93	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Irrigation Repair Specialist	05-JAN-15	NO	

30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Irrigation Repair Specialist	16-Dec-85	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	04-SEP-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	08-JUL-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	04-SEP-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	07-MAY-07	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	08-MAR-08	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	03-JUL-06	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	08-JUL-13	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	09-MAY-11	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	24-NOV-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	31-AUG-02	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	24-NOV-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	08-AUG-09	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	04-SEP-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	01-MAY-10	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	03-MAY-10	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	24-NOV-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	13-JUN-11	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-MAY-11	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	11-SEP-06	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	02-FEB-15	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	24-NOV-14	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	08-JUL-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	13-JUN-11	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	08-JUL-13	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	04-JUN-07	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	04-SEP-12	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	01-JUL-06	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	08-AUG-09	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	03-MAY-10	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-MAY-11	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	09-MAY-11	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	11-SEP-06	NO	

30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	08-OCT-07	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	28-JUN-10	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	24-NOV-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	12-NOV-13	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	04-SEP-12	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	08-JUL-13	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Attendant, PT	27-JUN-11	NO	
30652 - Landscape Maintenance	666 Bellvue Ave	Park Attendant, PT	09-JUN-14	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Equipment Operator	15-OCT-88	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Equipment Operator	04-SEP-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Equipment Operator	05-JUL-83	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Equipment Operator	10-MAY-82	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Equipment Operator	04-SEP-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Supervisor I	21-JAN-14	NO	
30652 - Landscape Maintenance	1520 Lakeside Drive	Park Supervisor I	14-APR-01	NO	
30652 - Landscape Maintenance	8201 EDGEWATER DRIVE	Park Supervisor I	06-AUG-12	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Supervisor I	08-NOV-80	NO	
30652 - Landscape Maintenance	7101 Edgewater Dr - Bldg 4	Park Supervisor II	12-JUN-12	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Administrative Assistant I	01-AUG-92	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree High Climber	14-AUG-93	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree High Climber	20-JUL-83	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Supervisor I	18-FEB-89	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Supervisor II	09-JAN-88	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	23-NOV-02	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	17-SEP-88	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	07-SEP-09	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	14-FEB-05	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	15-NOV-10	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	27-APR-91	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	24-AUG-96	NO	
30654 - Tree Services	7101 Edgewater Dr - Bldg 4	Tree Trimmer	13-JUN-98	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Construction & Maintenance Supv I	10-DEC-90	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Electrician	03-NOV-97	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Electrician	28-JUN-10	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Electrician Leader	31-JAN-05	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Maintenance Mechanic	20-JAN-15	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Painter	03-NOV-99	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Painter	02-SEP-87	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Painter	23-JAN-89	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Plumber	26-OCT-02	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Plumber	15-APR-02	NO	
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Plumber	01-NOV-94	NO	
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	19-NOV-07	NO	
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	26-MAR-07	NO	
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	26-MAR-07	NO	
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	18-OCT-93	NO	
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	26-MAR-07	NO	
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Construction & Maintenance Mechanic	12-JUN-00	NO	

30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Painter	23-JAN-89	NO		
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Plumber	26-OCT-02	NO		
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Plumber	15-APR-02	NO		
30655 - Bldgs Electrical & Painting	7101 Edgewater Dr - Bldg 2	Plumber	01-NOV-94	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	19-NOV-07	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	26-MAR-07	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	26-MAR-07	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	18-OCT-93	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Carpenter	26-MAR-07	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Construction & Maintenance Mechanic	12-JUN-00	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Construction & Maintenance Mechanic	31-JUL-06	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Construction & Maintenance Mechanic	28-OCT-02	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Construction & Maintenance Supv I	30-NOV-13	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Maintenance Mechanic	21-MAY-07	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Maintenance Mechanic	15-MAY-85	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Maintenance Mechanic	15-MAY-00	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Maintenance Mechanic	21-MAY-07	NO		
30658 - Bldgs Structural	7101 Edgewater Dr - Bldg 2	Maintenance Mechanic	15-APR-13	NO		
30671 - SCGA Admin	5821 Shepherd Canyon Rd	Administrative Assistant II	03-MAY-06	NO		
30671 - SCGA Admin	750 50th Ave.	Public Works Operations Manager	21-OCT-91	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Public Works Maintenance Worker	24-OCT-88	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Public Works Maintenance Worker	09-MAY-05	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Public Works Supervisor I	29-JAN-96	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Public Works Supervisor I	12-OCT-87	NO		
30672 - Street Cleaning	750 50th Ave.	Public Works Supervisor II	14-AUG-93	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Maintenance Leader	20-JUN-92	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	29-AUG-05	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	13-MAY-02	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	01-OCT-12	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	25-OCT-07	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	22-JUL-01	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	04-MAY-87	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	01-DEC-08	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	13-MAY-02	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Sweeper Operator	18-JAN-05	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Sweeper Operator	10-SEP-96	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	23-JAN-89	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	12-OCT-87	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	03-SEP-13	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	04-MAR-85	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Sweeper Operator	16-APR-90	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Sweeper Operator	19-FEB-82	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Sweeper Operator	23-OCT-06	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	03-SEP-13	NO		
30672 - Street Cleaning	5821 Shepherd Canyon Rd	Street Sweeper Operator	29-JUN-98	NO		
30672 - Street Cleaning	5050 COLISEUM WAY	Street Sweeper Operator	04-MAR-02	NO		
30673 - Graffiti Abatement & Rapid Respon	5050 COLISEUM WAY	Electrical Painter	25-SEP-89	NO		
30673 - Graffiti Abatement & Rapid Respon	5050 COLISEUM WAY	Electrical Painter	17-JUL-89	NO		
30673 - Graffiti Abatement & Rapid Respon	5050 COLISEUM WAY	Electrical Painter	28-JUL-97	NO		

30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	24-JUN-00	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	09-MAY-05	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	02-JAN-07	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	22-AUG-88	NO	
30674 - Illegal Dumping	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	19-FEB-11	NO	
30674 - Illegal Dumping	5050 COLISEUM WAY	Public Works Maintenance Worker	19-APR-99	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	16-JAN-85	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	29-APR-13	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	01-MAR-14	NO	
30674 - Illegal Dumping	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	14-APR-01	NO	
30674 - Illegal Dumping	5050 COLISEUM WAY	Public Works Maintenance Worker	22-OCT-02	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	04-OCT-04	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	01-MAR-14	NO	
30674 - Illegal Dumping	7101 Edgewater Dr - Bldg 4	Public Works Maintenance Worker	13-MAY-13	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	07-JUL-14	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	13-JUL-96	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	14-JAN-85	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	15-DEC-97	NO	
30674 - Illegal Dumping	750 50th Ave.	Public Works Maintenance Worker	18-AUG-90	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Maintenance Worker	09-AUG-99	NO	
30674 - Illegal Dumping	5050 COLISEUM WAY	Public Works Maintenance Worker	29-APR-13	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Supervisor I	29-OCT-03	NO	
30674 - Illegal Dumping	5050 COLISEUM WAY	Public Works Supervisor I	29-JUN-98	NO	
30674 - Illegal Dumping	5821 Shepherd Canyon Rd	Public Works Supervisor II	27-JAN-86	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	16-OCT-01	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	28-OCT-03	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	10-JUL-00	NO	
30674 - Illegal Dumping	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	17-JAN-05	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	29-SEP-14	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	11-OCT-93	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	18-AUG-86	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	22-AUG-88	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	28-MAY-13	NO	
30674 - Illegal Dumping	7101 Edgewater Dr - Bldg 4	Street Maintenance Leader	07-MAY-90	NO	
30674 - Illegal Dumping	750 50th Ave.	Street Maintenance Leader	15-DEC-97	NO	
30674 - Illegal Dumping	5050 COLISEUM WAY	Street Maintenance Leader	11-MAR-85	NO	
30681 - Environmental Services Admin	250 Frank Ogawa Plaza	Administrative Assistant II	03-JAN-07	NO	
30681 - Environmental Services Admin	250 Frank Ogawa Plaza	Manager, Environmental Services	24-AUG-04	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Environmental Services Intern	12-OCT-98	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	25-SEP-12	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Program Analyst I	8-Jun-15	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist	02-OCT-00	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist	01-DEC-93	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist	11-SEP-07	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist, Senior	14-JUL-97	NO	
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist, Senior	30-JUL-01	NO	
30683 - Env Svcs Environmental Remediation	250 Frank Ogawa Plaza	Environmental Program Supervisor	03-OCT-05	NO	
30683 - Env Svcs Environmental Remediation	250 Frank Ogawa Plaza	Program Analyst II	10-NOV-14	NO	
30683 - Env Svcs Environmental Remediation	250 Frank Ogawa Plaza	Program Analyst III	10-SEP-13	NO	

30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	25-SEP-12	NO		
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Program Analyst I	8-JUN-15	YES		
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist	02-OCT-00	NO		
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist	01-DEC-93	NO		
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist	11-SEP-07	NO		
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist, Senior	14-JUL-97	NO		
30682 - Env Svcs Recycling & Solid Waste	250 Frank Ogawa Plaza	Recycling Specialist, Senior	30-JUL-01	NO		
30683 - Env Svcs Environmental Remediation	250 Frank Ogawa Plaza	Environmental Program Supervisor	03-OCT-05	NO		
30683 - Env Svcs Environmental Remediation	250 Frank Ogawa Plaza	Program Analyst II	10-NOV-14	NO		
30683 - Env Svcs Environmental Remediation	250 Frank Ogawa Plaza	Program Analyst III	10-SEP-13	NO		
30684 - Env Svcs Sustainability	250 Frank Ogawa Plaza	Manager, Sustainability Pgm	22-DEC-14	NO		
30685 - Env Svcs Watershed Program	250 Frank Ogawa Plaza	Program Analyst II	10-NOV-14	NO		
30685 - Env Svcs Watershed Program	250 Frank Ogawa Plaza	Student Trainee, PT	19-JAN-15	NO		
30685 - Env Svcs Watershed Program	250 Frank Ogawa Plaza	Student Trainee, PT	15-SEP-14	NO		
30685 - Env Svcs Watershed Program	250 Frank Ogawa Plaza	Student Trainee, PT	17-SEP-13	NO		
30689 - Env Svcs Energy Group	250 Frank Ogawa Plaza	Electrical Engineer II	16-SEP-02	NO		
30689 - Env Svcs Energy Group	250 Frank Ogawa Plaza	Energy Engineer III	21-MAY-90	NO		
30689 - Env Svcs Energy Group	250 Frank Ogawa Plaza	Program Analyst III	31-MAR-14	NO		
Planning & Building Department (PBD)						
ORGANIZATION	ADDRESS_LINE_1	JOB_CLASS	HIRE_DATE	PCP	LANG	
84111 - Admin: Planning, Building & Neig	250 FRANK H. OGAWA PLAZA, 3RD	Exempt Limited Duration Employee	10-NOV-14	NO		
84111 - Admin: Planning, Building & Neig	250 FRANK H. OGAWA PLAZA, 3RD	Public Service Representative	03-FEB-14	YES		
84111 - Admin: Planning, Building & Neig	250 Frank H. Ogawa Plaza	Director of Planning & Building	04-MAR-13	NO		
84111 - Admin: Planning, Building & Neig	250 Frank H. Ogawa Plaza	Account Clerk III	26-NOV-12	NO		
84111 - Admin: Planning, Building & Neig	250 Frank H. Ogawa Plaza	Administrative Services Manager I	30-OCT-06	NO		
84111 - Admin: Planning, Building & Neig	250 FRANK H. OGAWA PLAZA	Administrative Analyst II	30-SEP-96	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Planning Intern, PT	23-JUL-12	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner V	14-JUN-10	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Graphic Delineator	16-JUN-08	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner II	22-OCT-07	YES	Spanish	
84211 - Planning	250 FRANK H. OGAWA PLAZA, 3RD	Planner III	04-SEP-07	YES		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner III	06-AUG-07	YES		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner II	07-JUN-06	YES	Other	
84211 - Planning	250 Frank H. Ogawa Plaza	Planner III	27-JUN-05	YES		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner III, PPT	24-JAN-05	YES		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner III, PPT	08-SEP-03	YES		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner III	29-APR-03	YES		
84211 - Planning	250 FRANK H. OGAWA PLAZA, 3RD	Deputy Director/City Planner	12-NOV-02	YES		
84211 - Planning	250 FRANK H. OGAWA PLAZA, 3RD	Planner V	08-APR-02	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Planning Intern, PT	12-OCT-93	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner IV	20-AUG-84	NO		
84211 - Planning	250 Frank H. Ogawa Plaza	Planner III, Historic Preservation	29-AUG-83	YES		
84229 - Zoning	250 Frank H. Ogawa Plaza	Planning Intern, PT	30-MAR-15	NO		
84229 - Zoning	250 Frank H. Ogawa Plaza	Planning Intern, PT	13-OCT-14	NO		
84229 - Zoning	250 Frank H. Ogawa Plaza	Planning Intern, PT	08-AUG-11	NO		
84229 - Zoning	250 Frank H. Ogawa Plaza	Planner II	13-FEB-07	YES		
84229 - Zoning	250 Frank H. Ogawa Plaza	Planner III	02-JAN-07	YES		
84229 - Zoning	250 Frank H. Ogawa Plaza	Planner I	27-FEB-06	YES	Spanish	

84229 - Zoning	250 Frank H. Ogawa Plaza	Planner II	07-AUG-89	YES	
84229 - Zoning	250 Frank H. Ogawa Plaza	Administrative Assistant II	05-MAR-84	YES	
84411 - Admin: Engineering	250 Frank Ogawa Plaza	Deputy Director/Building Official	08-JUL-13	NO	
84412 - Admin: Building Inspection	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	27-APR-15	NO	
84412 - Admin: Building Inspection	250 Frank Ogawa Plaza	Account Clerk II	13-APR-15	NO	
84412 - Admin: Building Inspection	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	05-JAN-15	NO	
84412 - Admin: Building Inspection	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	23-JUN-14	NO	
84412 - Admin: Building Inspection	250 Frank Ogawa Plaza	Administrative Assistant I, PT	25-JUN-12		
84412 - Admin: Building Inspection	250 Frank H. Ogawa Plaza	Public Service Rep, PPT	03-SEP-11	YES	
84412 - Admin: Building Inspection	250 Frank H. Ogawa Plaza	Public Service Representative	02-JUN-08	YES	
84412 - Admin: Building Inspection	250 Frank H. Ogawa Plaza	Public Service Representative	04-DEC-06	YES	
84412 - Admin: Building Inspection	250 Frank H. Ogawa Plaza	Public Service Representative	16-OCT-06	YES	Chinese
84412 - Admin: Building Inspection	250 Frank Ogawa Plaza	Office Manager	11-MAR-96	NO	
84412 - Admin: Building Inspection	250 Frank H. Ogawa Plaza	Public Service Representative	30-MAY-89	YES	
84412 - Admin: Building Inspection	250 Frank H. Ogawa Plaza	Management Assistant	02-SEP-80	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	16-MAR-15	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	16-MAR-15	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	23-JUN-14	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	09-JUN-14	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Engineer, Civil Principal	29-AUG-11	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Public Service Representative	21-APR-08	YES	Chinese
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Public Service Representative	16-OCT-06	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Inspector	16-OCT-06	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Inspector	23-MAY-05	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Inspector	23-MAY-05	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Account Clerk III	21-MAR-05	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Engineer, Civil (Office)	22-FEB-05	YES	Chinese
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Temp Contract Svcs Employee, PT	04-OCT-01		
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Insp, Senior	13-DEC-99	YES	Spanish
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Insp, Senior	01-NOV-99	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Principal Inspection Supv	23-MAR-92	YES	
84421 - Engineering: Permit Center	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	10-JUN-91	YES	Vietnamese
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Permit Technician II	27-AUG-90	YES	
84421 - Engineering: Permit Center	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	27-AUG-90	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Inspector	31-OCT-89	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Process Coordinator II	26-JUN-89	NO	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Inspector	15-MAY-89	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Specialty Combination Inspector	15-MAY-89	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	28-MAR-88	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Public Service Representative	27-JUL-87	YES	
84421 - Engineering: Permit Center	250 Frank Ogawa Plaza	Public Service Representative	19-MAR-73	YES	Spanish
84431 - Building & Infrastructure Plan Che	250 Frank Ogawa Plaza	Engineer, Civil (Office)	09-JUL-01	YES	
84431 - Building & Infrastructure Plan Che	250 Frank Ogawa Plaza	Engineer, Civil (Office)	07-JAN-91	YES	Hindi
84431 - Building & Infrastructure Plan Che	250 Frank Ogawa Plaza	Engineer, Civil (Office)	03-JAN-89	YES	Chinese
84431 - Building & Infrastructure Plan Che	250 Frank Ogawa Plaza	Engineer, Civil (Office)	10-FEB-75	YES	Chinese
84432 - Engineering: Project Coordinator	250 Frank Ogawa Plaza	Engineer, Civil (Office)	06-DEC-04	NO	
84432 - Engineering: Project Coordinator	250 Frank Ogawa Plaza	Engineer, Civil (Office)	10-SEP-03	NO	
84432 - Engineering: Project Coordinator	250 Frank Ogawa Plaza	Engineer, Assistant II (Office)	25-AUG-01	YES	
84432 - Engineering: Project Coordinator	250 Frank Ogawa Plaza	Engineering Technician II (Office)	18-JAN-00	YES	Spanish

84433 - Engineering: Infrastructure Plan C	250 Frank Ogawa Plaza	Process Coordinator III	02-APR-90	NO	
84433 - Engineering: Infrastructure Plan C	250 Frank H. Ogawa Plaza	Planner IV	11-JAN-88	NO	Spanish
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	13-FEB-07	YES	Spanish
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	24-JUL-06	YES	
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Insp, Senior	23-MAY-05	YES	
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	08-JAN-01	YES	
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	15-NOV-99	YES	Spanish
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	06-OCT-98	YES	Spanish
84451 - Inspections: Commercial Building	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	06-NOV-89	YES	
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	15-MAY-89	YES	
84451 - Inspections: Commercial Building	250 Frank Ogawa Plaza	Engineer, Civil Principal	17-APR-89	YES	Chinese
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	10-NOV-14	YES	Spanish
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Account Clerk II	24-SEP-07	YES	Chinese
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	24-JUL-06	YES	
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	24-JUL-06	YES	
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	01-NOV-99	YES	
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	26-OCT-92	YES	Spanish
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	29-JUL-91	YES	
84452 - Inspections: Residential Building	250 Frank Ogawa Plaza	Specialty Combination Inspector	18-JUN-84	YES	
84453 - Inspections: Infrastructure	250 Frank H. Ogawa Plaza	Construction Inspector, Sr (Office)	23-MAR-95	YES	
84454 - Inspections: Neighborhood Prese	250 Frank Ogawa Plaza	Specialty Combination Inspector	28-APR-14	YES	Chinese
84454 - Inspections: Neighborhood Prese	250 Frank Ogawa Plaza	Specialty Combination Inspector	28-APR-14	YES	
84454 - Inspections: Neighborhood Prese	250 Frank Ogawa Plaza	Specialty Combination Inspector	28-APR-14	YES	Spanish
84454 - Inspections: Neighborhood Prese	250 Frank Ogawa Plaza	Specialty Combination Inspector	28-APR-14	YES	Spanish
84454 - Inspections: Neighborhood Prese	250 Frank Ogawa Plaza	Exempt Limited Duration Employee	17-MAR-14	NO	
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	06-JAN-14	YES	
84454 - Inspections: Neighborhood Prese	250 Frank Ogawa Plaza	Program Analyst III	31-OCT-11	NO	
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	12-MAR-07	YES	
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	12-MAR-07	YES	
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	13-FEB-07	YES	Vietnamese
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	24-JUL-06	YES	
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Inspector	23-MAY-05	YES	
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Specialty Combination Insp, Senior	23-APR-01	YES	Tagalog
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Construction Inspector, Sr (Office)	01-NOV-99	YES	Tagalog
84454 - Inspections: Neighborhood Prese	250 Frank H. Ogawa Plaza	Planner III	06-JAN-97	YES	
New hires have hire date highlighted in grey.					