

**CITY OF OAKLAND
COUNCIL AGENDA REPORT**

OFFICE OF THE CITY CLERK
3000 SHAW BLVD
OAKLAND, CA 94612

2006 SEP 14 PM 5:42

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: September 26, 2006

RE: **An Informational Report on the Current Number of Authorized Vacancies
as of August 10, 2006**

SUMMARY

This is an informational bi-annual report on the current number of citywide authorized vacancies as of August 10, 2006.

FISCAL IMPACTS

This is an informational report, fiscal impacts are not included.

BACKGROUND

The Office of Personnel Resource Management (OPRM) of the Finance and Management Agency is responsible for the maintenance and monthly reconciliation of the Oracle Position Control System for all departments of the City. Position Control is a data management system that allows OPRM and the Budget Office to annually build all authorized and budgeted FTE's into a database, which thereafter establishes the agency/department baseline for the fiscal year. Monthly, thereafter, as requisitions are received and completed, separations occur and hires are made, the report is revised to reflect the actuals as of the 10th day of every month. Previous reports provided information for the period from July 1, 2005 – February 28, 2006. This report is based on the first position control vacancy report for the FY 2006-07, dated August 10, 2006, which is the most current data available. This report provides analysis below regarding the historic OPRM metrics, current status for all classifications with five or more vacancies, implementation of continuous sworn police recruiting, as well as the number of vacancies filled and recruitments conducted during the period of March 1, 2006 through August 10, 2006.

KEY ISSUES AND IMPACTS

Recruitment and Classification Activities

Historic Reference

Applicant & Eligibility List information:

	FY 03-04	FY 04-05	FY 05-06
Recruitments Completed (non-sworn)	112	140	137
Applicants processed (non-sworn)	4,372	8,159	9,601
Applicants processed (Oakland residents)	1,667	3,166	3,303
Number of applicants to an Eligibility List	1,088	2,213	2,391
Eligibility Lists established	82	104	126
Average days from Open to List	74	96	125

Per the direction of the City Council in January 2006, OPRM and OPD Recruiting has been engaged in a continuous recruitment process for police officers trainees during this entire reporting period. That includes scheduling and administering the stage one written test two to four times monthly, conducting the Physical Agility Test monthly and running about 10 simultaneous oral boards of three panelists each, monthly for two to four days per month, along with continuous local and national recruitment events and outreach. More detailed information is available in the Report to the Public Safety Committee on Measure Y Recruiting, which is scheduled for the Public Safety Committee on this same date.

Recruitment activities continue to be led by the efforts regarding continuous Police Recruitment:

Sworn Recruitment Activity Metrics-

Police Recruiting: January – August, 2006

- 3,941 - Candidates directly contacted
- 2,480 - Candidates applications received and processed and tested at stage 1
- 1,501 - Candidates passed stage 2
- 1,248 - Candidates seated for oral interview
- 657 - Candidates passed stage 3
- 651 - Candidates passed stage 4 (Physical Agility Test)

Fire Recruitment: January – August 2006

- 2,500 - Requests for applications filled
 - 1,027 - Candidates applications received and processed
 - 957 - Candidates tested
 - 792 - Candidates passed stage 1
- Remaining recruitment stages currently in progress.

Non-Sworn Recruitment Activity Metrics – March 1, 2006 – August 2006

- 69 - Number of classifications for which recruitments opened
- 5,128 - Number of candidates applications reviewed and screened
- 58 - Number of eligible lists created
- 686 - Total number of new employees hired

Classification Studies:

Studies completed in FY 05-06	45
Studies reviewed but cancelled in FY 05-06	7
Studies active FY 06-07 July 1 to September 1	36

Current Vacancy Status

The table below reflects the authorized number of vacancies as of August 10, 2006. The City has 487.35 FTE authorized vacant positions within all of its funding sources, of which 322.35 are civilian and 165.00 are sworn. As of the March 1, 2006, when the last data was reported and presented to this committee, the city had 439.53 FTE vacancies in all funds, of which 161.00 were sworn.

Funding Source	Job Category	10-Aug-06
1010	Sworn (Fire) FTE	62.00
	Sworn (Police) FTE	56.00
	Civilian	119.65
	FTE Total	237.65
Non-1010	Sworn (Fire) FTE	1.00
	Sworn (Police) FTE	46.00
	Civilian	202.70
	FTE Total	249.70
All Funds	Sworn (P&F)	165.00
	Civilian	322.35
	FTE Total	487.35

Attachment A of this report delineates the current vacancies by agency/department. Each column identifies by job classification, the number of vacancies, vacancies with and those without requisitions and whether an eligible list is available currently.

At the Committee's request, two agencies were specifically delineated in detail in the last report. The current data for those two agencies is:

Public Works Agency

103 FTE Total Vacant FTE as of 8/10/06 of which:
23 FTE Remain vacant and OPRM does not have a requisition to fill
53 FTE In the active recruitment and selection process with OPRM
27 FTE Eligible lists available- awaiting department selection process

Police Agency

135 FTE Total Vacant FTE as of 8/10/06 of which 105 FTE are Sworn (officers and lieutenants) and 30 FTE are non-sworn
3 FTE Remain vacant and OPRM has no requisition to fill
111 FTE In the active recruitment and selection process with OPRM
21 FTE Eligible lists available-awaiting department selection process

Attachment B of this report is a list of the FY 2006-07 Citywide Authorized vacancies by Job Classification as of August 10, 2006.

As with the prior report, staff has attempted to provide additional information to assist in review of all those non-sworn classifications where five or more FTE are shown vacant. The August 10, 2006 report indicates a total of ten classifications that fall into that category. Three of the ten (Criminalist, Planners 1-5 and Tree Trimmer) have an open recruitment currently in process. Two of the ten (AA 1&2 and Electrician) exams have been completed and are currently being reviewed and rated to go to an Eligible List. One (OA -2) has an eligible available and awaits department selection. One is seasonal work (Student Trainee), one (Custodian) has no requisition to recruit and one (Street Maintenance Leader) is on hold per department request. It is also noteworthy that currently OPRM, on average, opens between 6 and 7 recruitments every week.

Retirement Implications

OPRM continues to direct its focus to the projected impact on vacancies from retirements. As noted previously with projections provided, the actual number of retirements underscores the need to plan for an increase in vacancies and the need for additional staffing in OPRM to increase capacity to accomplish recruitments and selections, as well as actively 'incubate' or grow current employees to fill City positions.

The July 1, 2005 – June 30, 2006 city-wide retirements were:

Civilians	82
Fire	34
Police	<u>48</u>
Total	164

In the prior fiscal year, 121 FTE retired, sixty-eight non-sworn and thirty-four sworn (22 police, 12 fire). It is anticipated that these numbers will continue to increase, with December of each year, the likely highest month and anticipated trending higher than previous years due to the aging workforce, retirement incentives and contract negotiations. This trend is nationwide and is expected to continue for the next five years based on the U.S. Bureau of Labor Statistic forecasts. OPRM is engaging all Departments in planning strategies to address this concern. The Office of the City Administrator is also working diligently on a Succession Plan to holistically address future City needs by Department, and will be reporting to the city council at a future time regarding those issues.

SUSTAINABLE OPPORTUNITIES

OPRM continues to emphasize Oakland residents as the first choice for employment, but opens opportunities to all qualified candidates. Employment opportunities are shared with community organizations and other local outreach as a matter of practice.

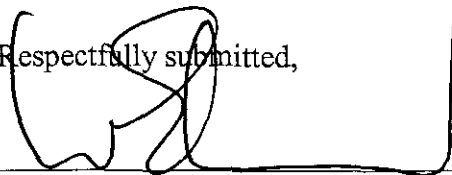
DISABILITY AND SENIOR CITIZEN ACCESS

The City provides handicap accessible facilities for all examinations and engages in an accommodation process for candidates who have disabilities and/or require accommodation.

RECOMMENDATION AND RATIONALE

No action is required. This report is informational.

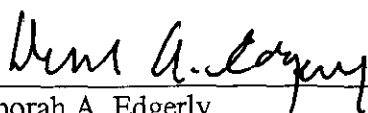
Respectfully submitted,



William E. Noland,
Director, Finance & Management Agency

Prepared by:
Marcia L. Meyers
Director Office of Personnel Management

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:


Deborah A. Edgerly
Office of the City Administrator

FY 2006-07 Citywide Authorized Vacancies By Dept as of 8/10/06 Attachment A

DEPT	JOB CLASSIFICATION TITLE	CLASS#	Vacant FTE	Vacant w/No Req	Vacant w/Req. to Recruit	Date Req. Received	Eligible List to Hire
City Council	City Council Admin Assistant	SS110	1.00	1.00			
	City Council FTE Total		1.00	1.00	0.00		0.00
Mayor	Assist to the City Administrator	EM117	1.00	1.00			
	Mayor's PSE 14	SS143	0.50	0.50			
	Mayor's PSE 14, PPT	SS194	0.50	0.50			
	Mayor FTE Total		2.00	2.00	0.00		0.00
CAO	Admin Asst to City Administrator	SS176	1.00	1.00			
	Administrative Assistant I	SS102	1.00				1.00
	Budget Director	EM172	1.00		1.00	1/14/06	
	Complaint Investigator II	AP146	1.00				1.00
	Financial Analyst, Principal	AF041	1.00		1.00	5/2/06	
	Office Assistant II	SS153	1.00	1.00			
	Program Analyst I	AP292	2.00				2.00
	City Administrator FTE Total		8.00	2.00	2.00		4.00
City Clerk	Administrative Analyst I, PT	AP105	0.50	0.50			
	Administrative Services Manager II	EM100	1.00	1.00			
	Legislative Recorder	AP213	1.00		1.00	8/8/06	
	City Clerk FTE Total		2.50	1.50	1.00		0.00
City Auditor	Deputy City Auditor I	AP391	1.00		1.00	7/28/06	
	Deputy City Auditor III	AP393	2.00		2.00	7/28/06	
	Exec Asst to the City Auditor	SS123	1.00	1.00			
	Student Trainee, PT	SS195	1.00	1.00			
	City Auditor FTE Total		5.00	2.00	3.00		0.00
FMA	Accountant II	AF021	2.00		2.00	6/13/06	
	Administrative Assistant II	SS104	1.00		1.00	4/13/06	
	Cashier	AF003	1.00	1.00			
	Electronics Supervisor	SC136	1.00		1.00	8/7/06	
	Financial Analyst	AF033	1.00		1.00	6/13/06	
	Human Res Systems Analyst, Sr	AP202	1.00		1.00	7/26/06	
	Human Resource Analyst (CONF)	AP204	1.00				1.00
	Human Resource Analyst, Senior	AP206	2.00		2.00	5/22/06	
	Human Resource Clerk	SS129	1.00				1.00
	Human Resource Technician	TC117	3.00		3.00	5/22/06	
	Manager, Claims & Risk	EM209	1.00	1.00			
	Microcomputer Systems Spec I	AP242	1.00				1.00
	Microcomputer Systems Spec II	AP243	1.00		1.00	7/14/06	
	Parking Control Technician	TR164	1.00				1.00
	Parking Control Technician, PPT	TC134	1.70				1.70
	Program Coordinator, Associate	AP294	1.00	1.00			
	Project Manager	EM216	2.00		2.00	8/14/06	
	Revenue Assistant	AP321	7.00		7.00	6/12/06	
	Systems Programmer III	AP336	1.00		1.00	7/7/06	
	Tax Auditor II	AF022	2.00				2.00
	Treasury Analyst	AF035	1.00				1.00
	Finance & Management FTE Total			33.70	3.00	22.00	

FY 2006-07 Citywide Authorized Vacancies By Dept as of 8/10/06 Attachment A

DEPT	JOB CLASSIFICATION TITLE	CLASS#	Vacant FTE	Vacant w/No Req.	Vacant w/Req. to Recruit	Date Req. Received	Eligible List to Hire
Police *	Account Clerk II	AF020	1.00				1.00
	Administrative Assistant I	SS102	1.00				1.00
	Animal Control Officer	PS100	3.00				3.00
	Animal Control Supervisor	SC103	1.00	1.00			
	Criminalist II	PS112	5.00		5.00	8/1/06	
	Criminalist, Assistant	PS114	2.50		2.50	6/26/06	
	Director of Animal Services	EM234	1.00		1.00	7/18/06	
	Facility Manager	MA142	1.00	1.00			
	Lieutenant of Police (PERS)	PS152	3.00				3.00
	Management Assistant	AP235	2.00		2.00	9/30/05	
	Payroll Personnel Clerk II	SS161	1.00				1.00
	Police Communications Dispatcher	PS162	4.00				4.00
	Police Evidence Technician	PS165	1.00				1.00
	Police Officer (PERS)	PS168	99.00		99.00	n/a	
	Police Property Specialist	PS170	1.00				1.00
	Police Records Specialist	SS165	3.00				3.00
	Public Service Rep, Sr	PP155	1.00		1.00	5/9/06	
	Ranger	PS174	3.00				3.00
	Receptionist	SS170	1.00	1.00			
	OPD FTE Total			134.50	3.00	110.50	
Fire *	Accountant II	AF021	1.00				1.00
	Administrative Assistant I	SS102	1.00				1.00
	Battalion Chief	PS102	1.00	1.00			
	Captain of Fire Department	PS103	6.00		6.00	3/15/06	
	Emer Serv Manager, Assistant	MA120	1.00		1.00	5/16/06	
	Emergency Planning Coordinator	SC138	1.00		1.00	5/16/06	
	Engineer of Fire Department	PS118	15.00		15.00	3/15/06	
	Fire Fighter	PS125	16.00		16.00	2/6/06	
	Fire Fighter Paramedic	PS184	16.00		16.00	2/6/06	
	Fire Prevent Bureau Inspect, Civil	PS142	1.00		1.00	5/9/06	
	Fire Protection Engineer	PS143	1.00		1.00	8/7/08	
	Lieutenant of Fire Department	PS149	9.00		9.00	3/15/06	
	OFD FTE Totals			69.00	1.00	66.00	
Public Works	Account Clerk II	AF020	1.00				1.00
	Administrative Assistant I	SS102	2.00				2.00
	Administrative Assistant II	SS104	4.00		4.00	4/13/06	
	Architectural Associate (Field)	ET104	1.00				1.00
	Auto Equipment Service Worker	TR102	4.00		4.00	8/1/06	
	Capital Improvement Project Coor	SC112	2.00				2.00
	Carpenter	TR112	1.00		1.00	5/22/06	
	Chief of Party	TR114	1.00	1.00			
	Complex Manager	MA110	1.00		1.00	3/30/06	
	Construction & Maintenance Mech	TR118	1.00		1.00	7/28/06	
	Construction Inspector (Field)	IS106	1.00				1.00
	Construction Inspector, Sr (Field)	IS107	1.00				1.00
	Custodial Services Supervisor I	SC130	1.00		1.00	6/7/06	
	Custodian Supervisor	SC132	1.00	1.00			
	Custodian, PPT	TR121	1.00				1.00
	Custodian, PT	TR122	7.00	7.00			
	Drafting/Design Technician, Sr	ET109	1.00				1.00

FY 2006-07 Citywide Authorized Vacancies By Dept as of 8/10/06 Attachment A

DEPT	JOB CLASSIFICATION TITLE	CLASS#	Vacant FTE	Vacant w/No Req.	Vacant w/Req. to Recruit	Date Req. Received	Eligible List to Hire
	Electrician	TR128	5.00		5.00	3/8/06	
	Electrician Helper	TR129	1.00	1.00			
	Engineer, Assistant II (Field)	ET112	1.00	1.00			
	Engineer, Civil	ET115	2.00				2.00
	Engineer, Civil Supv (Office)	ET119	1.00	1.00			
	Engineer, Transportation	ET122	2.00				2.00
	Equipment Parts Technician	SS201	1.00		1.00	7/18/06	
	Equipment Supervisor	SC146	1.00		1.00	8/1/06	
	Financial Analyst	AF033	1.00		1.00	6/22/06	
	Gardener II	TR142	1.00				1.00
	Heavy Equipment Mechanic	TR148	2.00				2.00
	Heavy Equipment Operator	TR146	2.00	2.00			
	Heavy Equipment Service Worker	TR147	2.00				2.00
	Heavy Equipment Supervisor	SC162	1.00		1.00	5/19/06	
	Maintenance Mechanic	TR156	1.00				1.00
	Management Assistant	AP235	1.00	1.00			
	Microcomputer Systems Spec II	AP243	1.00		1.00	3/22/06	
	Museum Guard	PS155	1.00	1.00			
	Office Assistant II	SS153	2.00				2.00
	Painter	TR159	1.00	1.00			
	Park Attendant, PPT	SS157	1.00				1.00
	Park Attendant, PT	TR161	2.40	2.40			
	Park Equipment Operator	TR162	1.00		1.00	5/22/06	
	Park Supervisor I	SC193	1.00	1.00			
	Pavement Management Supervisor	TR171	1.00	1.00			
	Program Analyst II	AP293	1.00	1.00			
	Public Works Maintenance Worker	TR174	9.00		9.00	on hold	
	Sewer Maintenance Leader	TR175	2.00		2.00	6/21/06	
	Sewer Maintenance Worker	TR176	2.00		2.00	on hold	
	Sign Maintenance Worker	TR177	1.00		1.00	5/9/06	
	Stationary Engineer	TR178	1.00				1.00
	Street Maintenance Leader	TR180	9.00		9.00	6/20/06	
	Student Trainee, PT	SS195	0.50	0.50			
	Training & Public Svcs Admin	AP343	1.00		1.00	7/18/06	
	Tree Trimmer	TR189	6.00		6.00	6/19/06	
	Tree Worker/Driver	TR190	3.00				3.00
	Public Works FTE Total		102.90	22.90	53.00		27.00
Parks & Rec	Administrative Assistant II	SS104	1.00		1.00	4/13/06	
	Camp Director, Asst, PT	PP104	0.60	0.60			
	Camp Director, PT	PP105	0.64	0.64			
	Park Attendant, PT	TR161	1.33	1.33			
	Pool Manager, PT	AP286	0.86	0.86			
	Program Analyst II, PT	AP362	0.03	0.03			
	Public Service Employee 51, PPT	AP307	0.30	0.30			
	Recreation Aide, PT	SS177	0.86				0.86
	Recreation Attendant I, PT	SS178	1.25				1.25
	Recreation Center Director	PP131	1.00		1.00	8/8/06	
	Recreation General Supervisor	MA139	1.00		1.00	7/17/06	
	Recreation Leader I, PT	PP132	4.60				4.60
	Recreation Leader II, PPT	PP133	2.94				2.94
	Recreation Leader II, PT	PP134	4.49				4.49

FY 2006-07 Citywide Authorized Vacancies By Dept as of 8/10/06 Attachment A

DEPT	JOB CLASSIFICATION TITLE	CLASS#	Vacant FTE	Vacant w/No Req.	Vacant w/Req. to Recruit	Date Req. Received	Eligible List to Hire
	Recreation Program Director	PP135	4.00		4.00	8/1/06	
	Recreation Specialist I, PT	PP137	2.22				2.22
	Recreation Specialist II, PPT	PP138	0.58				0.58
	Recreation Specialist II, PT	PP139	3.17				3.17
	Special Events Coordinator	AP330	1.00		1.00	5/8/06	
	Student Trainee, PT	SS195	0.31	0.31			
	Temp Contract Svcs Employee, PT	AP341	0.03	0.03			
	Temp Recreation Aide, PT	SS191	0.80	0.80			
	Temp Recreation Spec I, Sr, PT	PP149	0.46	0.46			
	Parks & Recreation FTE Total		33.47	5.36	8.00		20.11
Library	Librarian I	AP214	3.00				3.00
	Librarian I, PPT	AP215	0.04				0.04
	Librarian I, PT	AP216	0.21	0.21			
	Librarian II	AP217	2.00				2.00
	Librarian II, PT	AP219	0.67	0.67			
	Librarian, Senior	AP220	2.00				2.00
	Library Aide	AP221	1.00				1.00
	Library Aide, PPT	AP222	3.00				3.00
	Library Aide, PT	SS138	3.13	3.13			
	Library Assistant	AP223	2.00				2.00
	Library Assistant, PT	SS139	3.86	3.86			
	Library Assistant, Senior	AP224	1.00	1.00			
	Library Asst, PPT	AP227	0.64				0.64
	Museum Collections Coordinator	SC181	1.00	1.00			
	Museum Guard, PT	PS158	4.00	4.00			
	Stationary Engineer	TR178	0.25				0.25
	Student Trainee, PT	SS195	2.76	2.76			
	Library FTE Total		30.56	16.63	0.00		13.93
Museum	Curator of Special Projects, PPT	AP395	0.60	0.60			
	Museum Curatorial Specialist, PPT	AP246	0.60		0.60	2/8/06	
	Museum Guard, PPT	PS157	1.00		1.00	5/1/06	
	Museum FTE Total		2.20	0.60	1.60		0.00
DHS	Accountant I	AF002	0.94	0.94			
	Custodian	TR120	1.00				1.00
	Disabilities Coordinator	SC221	0.94	0.94			
	Early Childhood Center Director	PP113	0.77		0.77	1/5/06	
	Early Childhood Instructor	PP114	3.20				3.20
	Early Childhood Instructor, PT	PP157	4.50	4.50			
	Family Advocate	PP123	0.77		0.77	1/20/06	
	Food Program Coordinator, PPT	SC152	1.00	1.00			
	Food Service Worker	TR137	0.74		0.74	8/16/06	
	Health & Human Svcs Prgm Planner	AP196	1.00		1.00	3/21/06	
	Office Assistant I, PPT	SS151	0.60	0.60			
	Program Analyst I, PT	AP361	0.50	0.50			
	Program Analyst II	AP293	1.00				1.00
	Senior Aide, PT	PP142	2.06	2.06			
	Dept of Human Services FTE Total		19.02	10.54	3.28		5.20

FY 2006-07 Citywide Authorized Vacancies By Dept as of 8/10/06 Attachment A

DEPT	JOB CLASSIFICATION TITLE	CLASS#	Vacant FTE	Vacant w/No Req.	Vacant w/Req. to Recruit	Date Req. Received	Eligible List to Hire	
CEDA	Accountant II	AF021	1.00		1.00	6/13/06		
	Administrative Analyst I	AP103	1.00				1.00	
	Administrative Assistant II	SS104	1.00		1.00	4/13/06		
	Administrative Services Manager I	MA103	1.00				1.00	
	Construction Inspector, Sr (Office)	IS108	1.00		1.00	6/15/06		
	Dev/Redevelopment Pgrm MGR	EM233	1.00		1.00	6/15/06		
	Engineer, Assistant II (Office)	ET113	2.00		2.00	8/7/06		
	Engineer, Civil (Office)	ET116	1.00				1.00	
	Financial Analyst, Principal	AF041	1.00	1.00				
	Housing Development Coord IV	AP200	2.00	2.00				
	Office Assistant II	SS153	4.00				4.00	
	Payroll Personnel Clerk III	SS163	1.00				1.00	
	Planner I	AP269	1.00		1.00	8/7/06		
	Planner II	AP272	7.00		7.00	8/7/06		
	Planner III	AP274	2.00		2.00	8/7/06		
	Planner IV	AP277	1.00		1.00	5/9/06		
	Planner V	AP279	1.00		1.00	5/9/06		
	Program Analyst III	SC204	1.00	1.00				
	Specialty Combination Insp, Senior	IS120	2.00		2.00	8/7/06		
	Specialty Combination Inspector	IS119	1.00		1.00	8/7/06		
	Student Trainee, PT	SS195	3.50	3.50				
	Urban Economic Analyst II	AP346	1.00		1.00	8/7/06		
	Urban Economic Analyst III	AP348	4.00				4.00	
	Urban Economic Analyst IV, Projects	AP350	2.00		2.00	8/7/06		
	Comm & Economic Devel FTE Total			43.50	7.50	24.00		12.00
	Citywide Authorized FTE Total			487.35	79.03	294.38		113.94

* Public Safety (Police and Fire) promotional timelines are MOU driven and dates do not necessarily reflect an accurate timeline due to mandatory staffing level requirements.

JOB CLASSIFICATION TITLE	CLASS#	FTE
Account Clerk II	AF020	2.00
Accountant I	AF002	0.94
Accountant II	AF021	4.00
Admin Asst to City Administrator	SS176	1.00
Administrative Analyst I	AP103	1.00
Administrative Analyst I, PT	AP105	0.50
Administrative Assistant I	SS102	5.00
Administrative Assistant II	SS104	6.00
Administrative Assistant II (CONF)	SS106	1.00
Administrative Services Manager I	MA103	1.00
Administrative Services Manager II	EM100	1.00
Animal Control Officer	PS100	3.00
Animal Control Supervisor	SC103	1.00
Architectural Associate (Field)	ET104	1.00
Assist to the City Administrator	EM117	1.00
Auto Equipment Service Worker	TR102	4.00
Battalion Chief	PS102	1.00
Budget Director	EM172	1.00
Camp Director, Asst, PT	PP104	0.60
Camp Director, PT	PP105	0.64
Capital Improvement Project Coor	SC112	2.00
Captain of Fire Department	PS103	4.00
Captain of Fire Department	PS104	2.00
Carpenter	TR112	1.00
Cashier	AF003	1.00
Chief of Party	TR114	1.00
City Council Admin Assistant	SS110	1.00
Complaint Investigator II	AP146	1.00
Complex Manager	MA110	1.00
Construction & Maintenance Mechanic	TR118	1.00
Construction Inspector (Field)	IS106	1.00
Construction Inspector, Sr (Field)	IS107	1.00
Construction Inspector, Sr (Office)	IS108	1.00
Criminalist II	PS112	5.00
Criminalist, Assistant	PS114	2.50
Curator of Special Projects, PPT	AP395	0.60
Custodial Services Supervisor I	SC130	1.00
Custodian	TR120	1.00
Custodian Supervisor	SC132	1.00
Custodian, PPT	TR121	1.00
Custodian, PT	TR122	7.00
Deputy City Auditor I	AP391	1.00
Deputy City Auditor III	AP393	2.00
Development/Redevelopment Pgrm MGR	EM233	1.00
Director of Animal Services	EM234	1.00
Disabilities Coordinator	SC221	0.94
Drafting/Design Technician, Sr	ET109	1.00
Early Childhood Center Director	PP113	0.77
Early Childhood Instructor	PP114	3.20
Early Childhood Instructor, PT	PP157	4.50
Electrician	TR128	5.00
Electrician Helper	TR129	1.00
Electronics Supervisor	SC136	1.00
Emer Serv Manager, Assistant	MA120	1.00
Emergency Planning Coordinator	SC138	1.00
Engineer of Fire Department	PS118	15.00
Engineer, Assistant II (Field)	ET112	1.00
Engineer, Assistant II (Office)	ET113	2.00
Engineer, Civil (Field)	ET115	1.00
Engineer, Civil (Office)	ET116	2.00
Engineer, Civil Supv (Office)	ET119	1.00
Engineer, Transportation	ET122	2.00
Equipment Parts Technician	SS201	1.00

JOB CLASSIFICATION TITLE	CLASS#	FTE
Equipment Supervisor	SC146	1.00
Exec Asst to the City Auditor	SS123	1.00
Facility Manager	MA142	1.00
Family Advocate	PP123	0.77
Financial Analyst	AF033	2.00
Financial Analyst, Principal	AF041	2.00
Fire Fighter	PS125	16.00
Fire Fighter Paramedic	PS184	16.00
Fire Prevent Bureau Inspect, Civil	PS142	1.00
Fire Protection Engineer	PS143	1.00
Food Program Coordinator, PPT	SC152	1.00
Food Service Worker	TR137	0.74
Gardener II	TR142	1.00
Health & Human Svcs Prgm Planner	AP196	1.00
Heavy Equipment Mechanic	TR148	2.00
Heavy Equipment Operator	TR146	2.00
Heavy Equipment Service Worker	TR147	2.00
Heavy Equipment Supervisor	SC162	1.00
Housing Development Coordinator IV	AP200	2.00
Human Res Systems Analyst, Senior	AP202	1.00
Human Resource Analyst (CONF)	AP204	1.00
Human Resource Analyst, Senior	AP206	2.00
Human Resource Clerk	SS129	1.00
Human Resource Technician	TC117	3.00
Legislative Recorder	AP213	1.00
Librarian I	AP214	3.00
Librarian I, PPT	AP215	0.04
Librarian I, PT	AP216	0.21
Librarian II	AP217	2.00
Librarian II, PT	AP219	0.67
Librarian, Senior	AP220	2.00
Library Aide	AP221	1.00
Library Aide, PPT	AP222	3.00
Library Aide, PT	SS138	3.13
Library Assistant	AP223	2.00
Library Assistant, PT	SS139	3.86
Library Assistant, Senior	AP224	1.00
Library Asst, PPT	AP227	0.64
Lieutenant of Fire Department	PS149	1.00
Lieutenant of Fire Department	PS150	8.00
Lieutenant of Police (PERS)	PS152	3.00
Maintenance Mechanic	TR156	1.00
Management Assistant	AP235	3.00
Manager, Claims & Risk	EM209	1.00
Mayor's PSE 14	SS143	0.50
Mayor's PSE 14, PPT	SS194	0.50
Microcomputer Systems Specialist I	AP242	1.00
Microcomputer Systems Specialist II	AP243	2.00
Museum Collections Coordinator	SC181	1.00
Museum Curatorial Specialist, PPT	AP246	0.60
Museum Guard	PS155	1.00
Museum Guard, PPT	PS157	1.00
Museum Guard, PT	PS158	4.00
Office Assistant I, PPT	SS151	0.60
Office Assistant II	SS153	7.00
Painter	TR159	1.00
Park Attendant, PPT	SS157	1.00
Park Attendant, PT	TR161	3.73
Park Equipment Operator	TR162	1.00
Park Supervisor I	SC193	1.00
Parking Control Technician	TR164	1.00
Parking Control Technician, PPT	TC134	1.70
Pavement Management Supervisor	TR171	1.00

JOB CLASSIFICATION TITLE	CLASS#	FTE
Payroll Personnel Clerk II	SS161	1.00
Payroll Personnel Clerk III	SS163	1.00
Planner I	AP269	1.00
Planner II	AP272	7.00
Planner III	AP274	2.00
Planner IV	AP277	1.00
Planner V	AP279	1.00
Police Communications Dispatcher	PS162	4.00
Police Evidence Technician	PS165	1.00
Police Officer (PERS)	PS168	99.00
Police Property Specialist	PS170	1.00
Police Records Specialist	SS165	3.00
Pool Manager, PT	AP286	0.86
Program Analyst I	AP292	2.00
Program Analyst I, PT	AP361	0.50
Program Analyst II	AP293	2.00
Program Analyst II, PT	AP362	0.03
Program Analyst III	SC204	1.00
Program Coordinator, Associate	AP294	1.00
Project Manager	EM216	2.00
Public Service Employee 51, PPT	AP307	0.30
Public Service Rep, Sr	PP155	1.00
Public Works Maintenance Worker	TR174	9.00
Ranger	PS174	3.00
Receptionist	SS170	1.00
Recreation Aide, PT	SS177	0.86
Recreation Attendant I, PT	SS178	1.25
Recreation Center Director	PP131	1.00
Recreation General Supervisor	MA139	1.00
Recreation Leader I, PT	PP132	4.60
Recreation Leader II, PPT	PP133	2.94
Recreation Leader II, PT	PP134	4.49
Recreation Program Director	PP135	4.00
Recreation Specialist I, PT	PP137	2.22
Recreation Specialist II, PPT	PP138	0.58
Recreation Specialist II, PT	PP139	3.17
Revenue Assistant	AP321	7.00
Senior Aide, PT	PP142	2.06
Sewer Maintenance Leader	TR175	2.00
Sewer Maintenance Worker	TR176	2.00
Sign Maintenance Worker	TR177	1.00
Special Events Coordinator	AP330	1.00
Specialty Combination Insp, Senior	IS120	2.00
Specialty Combination Inspector	IS119	1.00
Stationary Engineer	TR178	1.25
Street Maintenance Leader	TR180	9.00
Student Trainee, PT	SS195	8.07
Systems Programmer III	AP336	1.00
Tax Auditor II	AF022	2.00
Temp Contract Svcs Employee, PT	AP341	0.03
Temp Rec Aide, PT	SS191	0.80
Temporary Recreation Spec I, Sr, PT	PP149	0.46
Training & Public Svcs Admin	AP343	1.00
Treasury Analyst	AF035	1.00
Tree Trimmer	TR189	6.00
Tree Worker Driver	TR190	3.00
Urban Economic Analyst II	AP346	1.00
Urban Economic Analyst III	AP348	4.00
Urban Economic Analyst IV, Projects	AP350	2.00
Total Citywide FTE Vacant as of 8/10/06	487.35	