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OAKLAND

2019 OCT 31 PM 4: 01

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Ian Appleyard
Director, HRM

SUBJECT: Semi-Annual Staffing Report

DATE: October 23, 2019

City Administrator Approval

Date:

10/31/19

RECOMMENDATION

Staff Recommends That The City Council Receive The Semi-Annual Informational Report On Public Works And Department Of Transportation Staffing Through September 23, 2019.

EXECUTIVE SUMMARY

This informational report, formally known as the "vacancy report," provides an update on city-wide staffing as of September 23, 2019, and includes the status of vacancies, recruitment and the City of Oakland full-time workforce. The total budgeted full-time positions was 4,533.21 Full-Time Equivalent (FTE) with 595.83 FTE positions vacant, resulting in a 13.14 percent vacancy rate as of September 23, 2019. This report analyzes the status of each vacancy by department (**Attachment A**), the status of the 175.90 FTE positions that were added in FY 2019-20 (**Attachment B**), and the status of vacant positions in the Oakland Public Works Department (OPW) and the Department of Transportation (DOT) (**Attachment C**). In addition, this report identifies the number of positions filled during Fiscal Year (FY) 2018-19 (**Attachment D**). This report contains the same information as the report to the Finance and Management Committee with an additional analysis of OPW and DOT vacancies.

Human Resources Management (HRM) Department's recruitment priorities are set by the City Administrator, and, subsequently, in coordination with individual departments. In some instances, high-priority recruitments do not correlate to high-volume recruitments and, therefore, may not reduce the overall vacancy rate.

BACKGROUND / LEGISLATIVE HISTORY

The Human Resources Management Department (HRM) provides a semi-annual report to both the Finance and Management Committee and Public Works Committee. This report examines vacancy data, as provided by all City Departments, as of September 23, 2019. Additionally, this report analyzes several key organizational staffing elements, including unemployment rates, retention rates and employee tenure.

Item: _____
Public Works Committee
November 12, 2019

ANALYSIS AND POLICY ALTERNATIVES

For the purposes of this report, vacancies are described as **non-encumbered** and **encumbered**. The former is available to be filled and not linked for any other purpose, such as overtime, temporary staffing, or acting assignments. The latter is tied to one of the aforementioned purposes.

As of September 23, 2019, there were 595.83 FTE positions vacant citywide with 60.10 FTE encumbered as described above. Therefore, the Citywide vacancy rate is 13.14 percent. If the encumbered vacancies were subtracted, there would be 535.73 FTE vacancies and the rate would be 11.82 percent. The May 2019 report had an all-vacancy rate of 14.49 percent and a non-encumbered vacancy rate of 12.50 percent. Therefore, in six months the overall vacancy rate was decreased by 1.35 percent, despite 175.90 new FTE positions being added.

It is also important to account for the "budgeted vacancy factor," which is distinct from the "vacancy rate." The budgeted vacancy factor is a fixed budget ratio applied to the total personnel allocation for a given department and varies between 0 percent and 4 percent.

Status of Vacancies – City Wide

For the Fiscal Year 2019-20, 175.90 FTE were added to the City budget. **Table 1** below shows all vacant positions (encumbered and non-encumbered), which results in the current 13.14 percent vacancy rate. Table 2 shows only non-encumbered positions, resulting in an 11.82 percent vacancy rate.

Type	All Positions	Vacant	% Vacant
Total Sworn	1,429	78	5.46%
Total Miscellaneous	3,104.21	517.83	16.68%
Total	4,533.21	595.83	13.14%

Type	All Positions	Vacant	% Vacant
Total Sworn	1,429	78	5.46%
Total Miscellaneous	3,104.21	457.73	14.75%
Total	4,533.21	535.73	11.82%

Table 3 shows the historic vacancy rates, for both all vacancies and non-encumbered vacancies since May 2012. Since 2014, there have been 595.95 FTE positions added, including 175.90 added for Fiscal Year 2019-20.

Report Date	# of budgeted positions	# non-encumbered vacancies	Non-encumbered % Vacant	All Vacancies	All Vacancies % Vacant
11/12/19	4,533.21	535.73	11.82%	595.83	13.14%
5/14/19	4,455.17	556.85	12.50%	645.66	14.49%
11/13/18	4,447.67	522.25	11.74%	742.37	16.69%
4/24/18	4,282.97	419.50	9.79%	652.60	15.24%
11/14/17	4,279.22	406.70	9.50%	621.30	14.52%
10/24/16	4,186.84	377.07	9.00%	554.45	13.24%
10/5/15	4,151.78	432.72	10.42%	502.53	12.10%
9/22/14	3,937.26	341.01	8.66%	489.40	12.43%
5/20/13	3,813.39	295.88	7.75%	427.82	11.22%
5/14/12	3,796.53	259.88	6.88%	366.40	9.65%

When Departments submit vacancy information, standard descriptors are available from which to choose. **Table 4** is a summary of vacancy status throughout all departments.

FTE	Vacancy Status
93.50	Recruitment Plan in Progress
78.05	Recruitment Open (application intake)
71.75	Dept. Interview Process
60.10	Encumbered (Interim, acting, provisional, part-time, linked to TCSE/ELDE) *
67.25	Requisition Pending Approval
58.86	Not Under Active Recruitment
49.00	Eligible List Available
23.80	On Hold (Job spec revisions or FEHA Hold) **
21.50	On Hold (by Dept.)
21.02	Eligible List Referred to Dept.
20.00	Approved (pending HR assignment)
19.00	HR Assessment & Scoring
12.00	Recruitment Closed (HRM/Dept. screening apps)
595.83	TOTAL

* Temporary Contract Service Employee/Exempt Limited Duration Employee
 ** Fair Employment and Housing Act

Status of Vacancies – Departments

Table 5 shows the total vacancy rate by department, sorted by high to low percentage. As noted above, some vacancies are encumbered and do not necessarily reflect accurate vacant rates within each department.

Table 5: Vacancies by Department			
City of Oakland Departments	No. of Authorized positions (FTE)	No. of vacant positions (FTE)	Vacancy Rate
Violence Prevention	3.00	2.00	66.67%
Planning & Building	205.50	58.50	28.47%
Housing & Community Dev	74.50	19.50	26.17%
Economic & Workforce Dev	49.70	10.00	20.12%
Transportation	324.04	64.25	19.83%
Public Works	636.17	125.17	19.68%
Finance	167.80	32.80	19.55%
Police Commission	17.00	3.00	17.65%
Parks, Recreation & Youth Dev.	229.69	31.73	13.81%
City Administrator	94.10	12.00	12.75%
Information Technology	81.00	10.00	12.35%
Human Resources	50.00	6.00	12.00%
Human Services	242.13	27.60	11.40%
City Attorney	82.00	9.00	10.98%
City Clerk	18.50	2.00	10.81%
Library	269.18	27.00	10.03%
City Auditor	10.00	1.00	10.00%
Police	1274.20	109.00	8.55%
Fire	651.78	45.28	6.95%
Race & Equity	3.00	0.00	0.00%
Mayor	13.00	0.00	0.00%
City Council	30.92	0.00	0.00%
Public Ethics Commission	6.00	0.00	0.00%
Citywide Vacancy Rate	4,533.21	595.83	13.14%

To understand how Oakland compares to regional jurisdictions, HRM surveyed eight agencies within the region. The survey results, provided in **Table 6**, shows the average regional vacancy rate is 12.32 percent.

Table 6: Survey Agencies Vacancy Rates				
Comparator Agencies	No. of Depts.	No. of Budgeted positions	No. of vacant positions	Vacancy Rate
City of Berkeley	18	1,596	237	14.85%
City of Concord	10	419	28	6.68%
Contra Costa County	22	10,928	1,872	17.13%
City of Fremont	14	953	90	9.44%
City of Hayward	13	928	94	10.13%
City of Richmond	24	723	74	10.24%
City & County of San Francisco	50	36,680	4,069	11.09%
City of San Jose	23	6,647	790	11.89%
Regional Vacancy Rate Average		58,874	7,254	12.32%
City of Oakland	23	4,533.21	595.83	13.14%

Department of Public Works and Transportation

As of September 23, 2019, the OPW and DOT Departments had vacancy rates of 19.68 percent and 19.83 percent respectively. In FY 2018-19, there were 73 positions filled within Public Works and 31 filled in the Department of Transportation. **Attachment C** provides the status of current vacancies with each of these departments.

Positions Filled During Fiscal Year 2018-19

There were 708 positions (not FTE) filled during the last fiscal year. Of those, 416 were full-time or permanent part-time and 255 (61 percent) of those were filled with current employees promoting to other positions. A list of the filled positions is included as **Attachment D**.

Since the beginning of the current fiscal year, an additional 242 positions have been filled. Of the 242, 167 were full-time or permanent part-time and 112 (67 percent) of those were filled by current City employees.

While the City remains focused on growing its own to fill positions, and while internal promotions are exceptionally beneficial for the health of the organization and workforce, it should be noted they result in a net-zero gain from the vacancy perspective in that each promotion creates another vacancy elsewhere.

Recruitment Conditions and Solutions

1. National and Regional Market Conditions: According to the latest Bureau of Labor Statistics, the nation's unemployment rate is 3.5 percent. The California unemployment rate is 4.0 percent according to the California Employment Development Department. For the San Francisco, Oakland and Richmond region, the unemployment rate is 2.7 percent. These conditions are a significant factor when recruiting for qualified and diverse candidates and have an impact on the number of applications HRM is receiving for vacancies. Some recruitments require extensions to the application period to allow for additional applicants. In some cases, newly-created eligible lists for a classification have been exhausted by departments before all vacant positions could be filled.
2. HR Staffing Update: Since the last Staffing Report, HRM has filled three (3) HR Analyst positions, which has allowed for an increase in the number of recruitments being conducted. While Analyst staffing has increased, HRM did lose staff members this year at the HR Clerk and Benefits Representative positions. Recruitments are underway to fill these positions as soon as possible.
3. Recruitment Consultant: With City Council's approval via Resolution No. 87291 C.M.S., a three-year contract was executed in 2018 with Cooperative Personnel Service (CPS) to provide on-call recruitment services for departments. To date, CPS has assisted with twenty (20) recruitments, primarily within the Public Works, Transportation, and Finance Departments. This remains an available resource for departments with the ability to fund the consultant. Over the next several months, the consultant will be working on recruitments for the Public Works and Transportation Departments, including more than fifteen (15) positions in the Equipment Services Shop.
4. Decreased Applicants for Public Sector Positions: The 2019 Job Seeker Report was recently released by NeoGov, the vendor HRM uses as its applicant tracking system. This report is based on an analysis of data from 783 public agencies and calls attention to the shortage of applications public agencies are receiving to fill vacancies. A few of the statistics within the report include:
 - a) A 37 percent differential between open jobs and the number of applicants.
 - b) A 22 percent reduction in applicants from 2013 to 2018.
 - c) A 29 percent increase in the number of job openings since 2013. This is partially a result of nearly 30-40 percent of the public-sector workforce being eligible to retire.

The entire report is included as **Attachment E**.

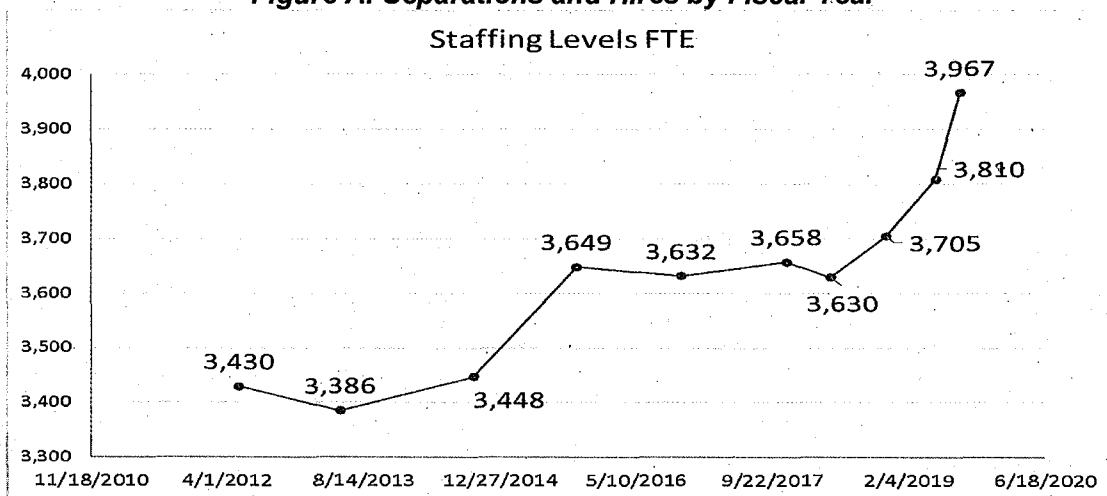
5. Improved Marketing: HRM continues to use various methods to market jobs to potential candidates. Increased outreach through social media platforms such as LinkedIn and Nextdoor have been successful in reaching potential applicants. In addition, HRM personnel continue to attend job fairs and community events to attract interest in City jobs.

Workforce Analysis

In addition to reducing employee vacancies through effective and efficient hiring practices, it is imperative to focus on retaining and developing the existing workforce. To further understand retention, included below are staffing, separation, resignation and tenure data. The results suggest that Oakland does very well in retaining employees. The FY18-19 resignation rate for non-sworn employees is 4.57 percent (105 total) with an average tenure of 6.27 years.

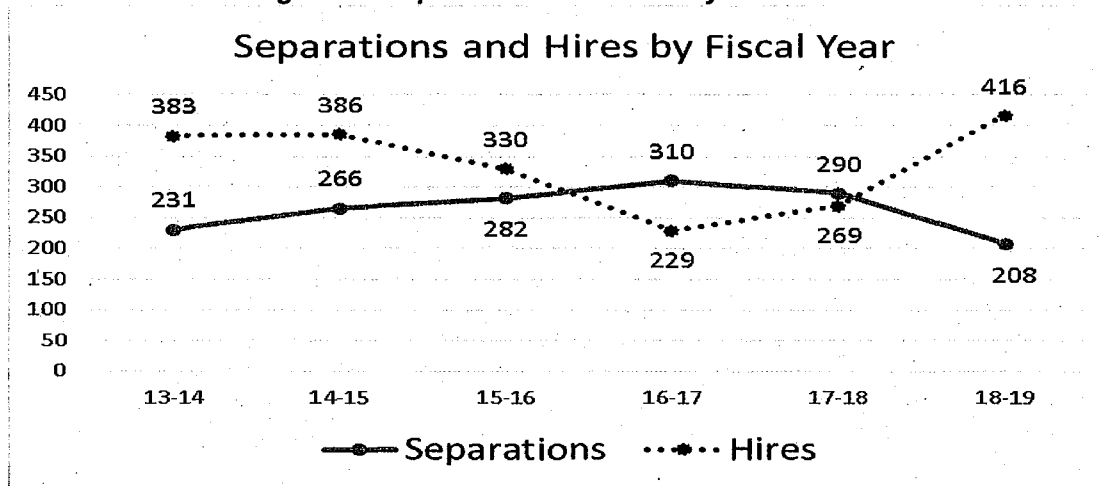
1. **Staffing Levels:** Since 2014, 595.95 FTE positions were added to the City's budget. While the vacancy rate has remained consistent with small fluctuations, the overall number of employees tied to FTE positions has increased by 519 during the same time. As shown in **Figure A** below, as of August 12, 2019, 3,967 FTEs have been filled. This number includes full-time, permanent part-time and temporary part-time staff. Multiple temporary part-time staff may be tied to one FTE position.

Figure A: Separations and Hires by Fiscal Year



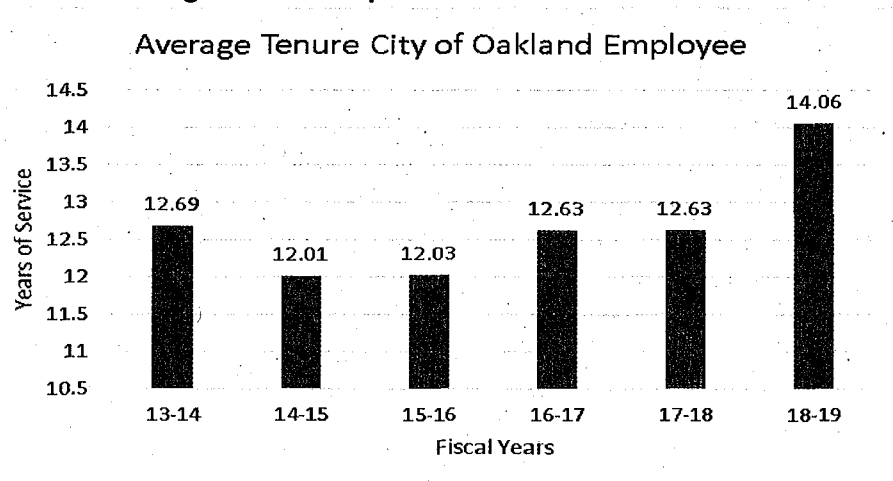
2. **Separations and Hires:** To reduce the overall vacancy rate, City hiring needs to outpace separations. As demonstrated in **Figure B**, over the last five years, the number of hires tracks closely to the number of separations, which includes retirements, resignations, terminations and other reasons. However, for FY18-19, the number of all separations significantly decreased, from 290 to 209 (28 percent decrease). At the same time, hires increased for FY 18-19 from 269 to 418 (55 percent increase).

Figure B: Separations and Hires by Fiscal Year



3. **Tenure of Separations:** According to the Bureau of Labor statistics, the national rate of tenure with a public-sector employer is 6.8 years (private sector is 4.2 years), which includes all separations. Over the last six years, all separated full-time City of Oakland employees average 12.7 years of service with the current fiscal-year increasing to 14.06 years, far surpassing the national average. See **Figure C** below:

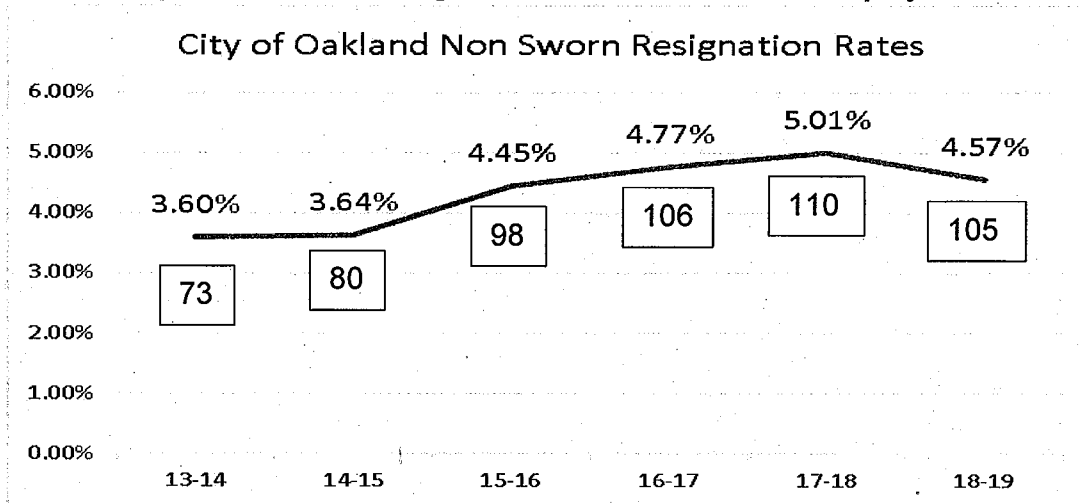
Figure C: All Separations Years of Service



4. **Voluntary Resignation Rates:** The resignation rate is calculated by dividing the number of voluntary resignations by the total number of employees. For the purposes of this analysis, only non-sworn full-time employees were considered. A typical resignation rate for local government during normal economic times ranges between 4.5 percent to 5.5 percent. Given the historically low unemployment, it would be anticipated that the rate would be significantly higher, perhaps 6 percent to 8 percent. **Figure D** shows the rate

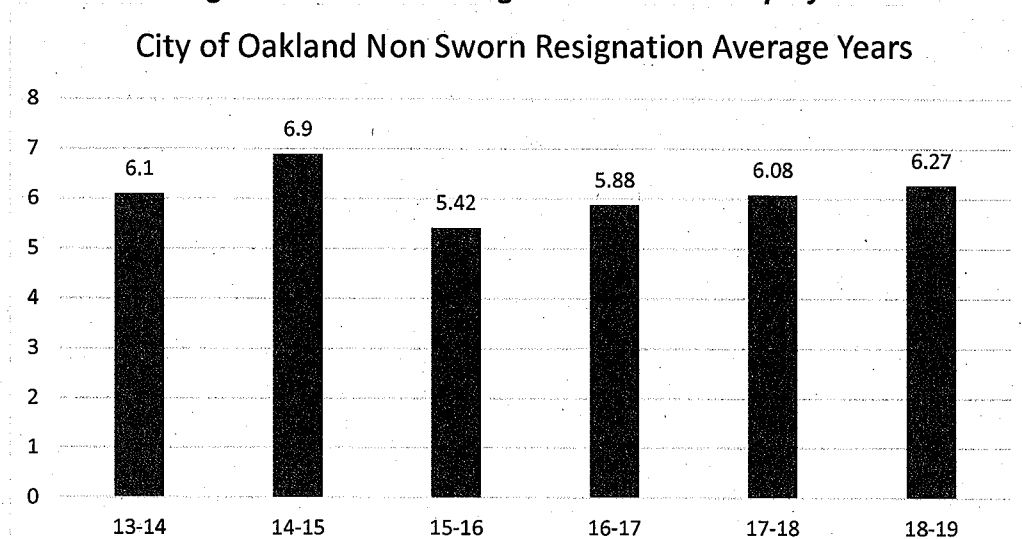
for non-sworn full-time City of Oakland employees was 4.57 percent for Fiscal Year 18-19.

Figure D: Historic Resignation Rates for non-sworn employees



5. **Voluntary Resignation Tenure:** Over the last six years, the average tenure of a non-sworn City of Oakland employee who voluntarily resigns is 6.1 years. **Figure E** shows the number of years of service has steadily increased over the last three years, confirming that Oakland does well in terms of workforce retention. The average tenure of a City of Oakland non-sworn employee was 6.27 years of service for Fiscal Year 18-19.

Figure E: Tenure of resigned non-sworn employees



FISCAL IMPACT

This item is for informational purposes only and does not have a direct fiscal impact or cost. All positions reflected in this report are budgeted positions.

PUBLIC OUTREACH / INTEREST

No outreach was necessary for this report beyond the standard City Council agenda noticing procedures.

COORDINATION

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

PUBLIC OUTREACH / INTEREST

No outreach was necessary for this report beyond the standard City Council agenda noticing procedures.

COORDINATION

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

SUSTAINABLE OPPORTUNITIES

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

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

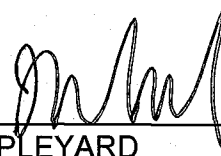
Social Equity: There are no social equity impacts associated with this informational report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends acceptance of the Semi-Annual Informational Report On **Public Works And Department Of Transportation** Staffing Through September 23, 2019.

For questions regarding this report, please contact Greg Preece, Human Resource Manager, at (510) 238-3112.

Respectfully submitted,



IAN APPLEYARD
Director, Human Resources Management

Reviewed by:
Greg Preece, Human Resources Manager

Attachments Prepared by:
Lisa Wright, HR Operations Supervisor

Attachments (5):

- A: Citywide Vacancies by Department
- B: New Vacancies Created in Adopted Policy Budget FY 2019-20
- C: Vacancies in Oakland Public Works and the Department of Transportation
- D: Positions filled FY 2018-2019
- E: NeoGov 2019 Job Seeker Report

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
CITY ADMIN	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	42199,42199	Eligible List Referred to Dept	
CITY ADMIN	Administrative Assistant II (CONF)	SS106	TA1	1.00	0.00	1.00	0.00	42198,42198	Requisition Pending Approval	
CITY ADMIN	Administrative Services Manager II	EM100	UM2	1.00	0.00	0.00	1.00	42383,40014	Encumbered	
CITY ADMIN	Animal Care Attendant	TR203	SC1	1.00	0.00	1.00	0.00	36753,36753	Eligible List Referred to Dept	
CITY ADMIN	Animal Control Supervisor	SC103	UH1	1.00	0.00	1.00	0.00	36434,11705	Not under active recruitment	
CITY ADMIN	City Administrator Analyst	MA109	U31	1.00	0.00	0.00	1.00	35804,35804	Encumbered	
CITY ADMIN	City Administrator Analyst	MA109	U31	1.00	0.00	1.00	0.00	42197,42197	Not under active recruitment	
CITY ADMIN	Contract Compliance Officer	AP153	TW1	1.00	0.00	0.00	1.00	42201,42201	Encumbered	
CITY ADMIN	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42200,42200	Requisition Pending Approval	
CITY ADMIN	Receptionist	SS170	SD1	1.00	0.00	1.00	0.00	32668,21869	Requisition Pending Approval	
CITY ADMIN	Veterinarian	AP401	UM2	1.00	0.00	1.00	0.00	36438,25843	Recruitment Open (application intake)	
CITY ADMIN	Veterinary Technician	TC144	SD1	1.00	0.00	1.00	0.00	36440,25841	Dept Interview Process	
CITY ADMIN Total				12.00	0.00	9.00	3.00			
CITY CLERK	Account Clerk III	AF030	UH1	1.00	0.00	1.00	0.00	42208,42208	Eligible List Available	
CITY CLERK	Receptionist to the City Clerk	SS172	TW1	1.00	0.00	1.00	0.00	42209,42209	Not under active recruitment	
CITY CLERK Total				2.00	0.00	2.00	0.00			
CITY ATTORNEY	Deputy City Attorney III	AL030	TM1	1.00	0.00	1.00	0.00	42204,42204	Recruitment Open (application intake)	
CITY ATTORNEY	Deputy City Attorney III	AL030	TM1	1.00	0.00	1.00	0.00	42202,42202	Recruitment Open (application intake)	
CITY ATTORNEY	Deputy City Attorney IV, Senior	MA117	TM1	1.00	0.00	0.00	1.00	15360,15360	Encumbered	
CITY ATTORNEY	Deputy City Attorney IV, Senior	MA117	TM1	1.00	0.00	1.00	0.00	117,117	Not under active recruitment	
CITY ATTORNEY	Paralegal	AP212	TW1	1.00	0.00	1.00	0.00	42206,42206	Dept Interview Process	
CITY ATTORNEY	Paralegal	AP212	TW1	1.00	0.00	1.00	0.00	42207,42207	Dept Interview Process	
CITY ATTORNEY	Paralegal	AP212	TW1	1.00	0.00	1.00	0.00	39461,34489	Dept Interview Process	
CITY ATTORNEY	Special Counsel	MA147	U41	1.00	0.00	1.00	0.00	42203,42203	Recruitment Open (application intake)	
CITY ATTORNEY	Special Counsel	MA147	U41	1.00	0.00	1.00	0.00	42355,42355	Recruitment Open (application intake)	
CITY ATTORNEY Total				9.00	0.00	8.00	1.00			
HRM	Administrative Assistant II (CONF)	SS106	TA1	1.00	0.00	0.00	1.00	41884,41469	Encumbered	linked to TCSE
HRM	Benefits Technician	AP115	TW1	1.00	0.00	1.00	0.00	42236,42236	HR Assessment & Scoring	
HRM	Human Resource Analyst, Assistant	AP205	TW1	1.00	0.00	1.00	0.00	34653,34653	Not under active recruitment	
HRM	Human Resource Analyst, Senior	AP206	UM2	1.00	0.00	0.00	1.00	41333,41333	Encumbered	linked to TCSE
HRM	Human Resource Clerk	SS129	TA1	1.00	0.00	1.00	0.00	34809,34809	Eligible List Available	
HRM	Human Resource Technician	TC117	TW1	1.00	0.00	1.00	0.00	34136,26350	Eligible List Available	
HRM Total				6.00	0.00	4.00	2.00			
CITY AUDITOR	City Auditor, Assistant	EM115	UM1	1.00	0.00	0.00	1.00	938,938	Encumbered	
CITY AUDITOR Total				1.00	0.00	0.00	1.00			
FINANCE	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	42445,41471	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
FINANCE	Account Clerk II	AF020	SD1	1.00	0.00	1.00	0.00	42233,42233	Recruitment Open (application intake)	
FINANCE	Accountant II	AF021	SD1	1.00	0.00	0.00	1.00	41802,41802	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
FINANCE	Accounting Analyst, Principal	AF065	U31	1.00	0.00	1.00	0.00	42407,42407	Recruitment Plan in Progress	
FINANCE	Accounting Supervisor	SC101	UH1	1.00	0.00	1.00	0.00	34147,34147	Eligible List Available	
FINANCE	Accounting Supervisor	SC101	UH1	1.00	0.00	1.00	0.00	41790,41790	Eligible List Available	
FINANCE	Accounting Technician	AF049	SD1	1.00	0.00	1.00	0.00	36605,36605	Recruitment Open (application intake)	
FINANCE	Budget & Mgmt Analyst, Senior	AF064	U31	1.00	0.00	0.00	1.00	42354,42354	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
FINANCE	Budget Administrator	EM172	UK2	1.00	0.00	1.00	0.00	40009,40009	Recruitment Open (application intake)	
FINANCE	Budget Administrator, Assistant	EM265	UP1	1.00	0.00	1.00	0.00	40151,40151	On Hold (by Dept)	
FINANCE	Business Analyst II	AP117	TW1	1.00	0.00	1.00	0.00	42234,42234	On Hold (by Dept)	
FINANCE	Buyer, Senior	AP456	TW1	1.00	0.00	1.00	0.00	42406,42406	On Hold (Job spec revisions or FEHA Hold)	
FINANCE	Cashier	AF003	SD1	1.00	0.00	1.00	0.00	41713,41713	Recruitment Open (application intake)	
FINANCE	Cashier	AF003	SD1	1.00	0.00	1.00	0.00	41714,41714	Recruitment Open (application intake)	
FINANCE	Cashier	AF003	SD1	1.00	0.00	0.00	1.00	11350,11350	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
FINANCE	Cashier	AF003	SD1	1.00	0.00	1.00	0.00	41711,41711	Recruitment Open (application intake)	
FINANCE	Cashier	AF003	SD1	1.00	0.00	1.00	0.00	41710,41710	Recruitment Open (application intake)	
FINANCE	Financial Analyst	AF033	UM2	1.00	0.00	1.00	0.00	24801,17376	Recruitment Plan in Progress	
FINANCE	Financial Analyst, Principal	AF041	UM2	1.00	0.00	1.00	0.00	42414,42414	Recruitment Plan in Progress	
FINANCE	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42440,42416	On Hold (Job spec revisions or FEHA Hold)	
FINANCE	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	42441,42441	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
FINANCE	Office Assistant II, PPT	SS154	SD1	0.80	0.00	0.80	0.00	42235,42235	On Hold (Job spec revisions or FEHA Hold)	
FINANCE	Parking Meter Collector	AF025	SD1	1.00	0.00	1.00	0.00	34603,18827	HR Assessment & Scoring	
FINANCE	Parking Meter Collector	AF025	SD1	1.00	0.00	1.00	0.00	34604,2925	HR Assessment & Scoring	
FINANCE	Public Service Rep, Sr	PP155	TW1	1.00	0.00	1.00	0.00	42410,42410	Dept Interview Process	
FINANCE	Revenue & Tax Admin, Asst	AF062	UM2	1.00	0.00	1.00	0.00	41572,41572	Recruitment Plan in Progress	
FINANCE	Revenue Analyst, Principal	AF059	UM2	1.00	0.00	1.00	0.00	34978,34978	Recruitment Plan in Progress	
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	1.00	0.00	42231,42231	HR Assessment & Scoring	
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	1.00	0.00	42229,42229	HR Assessment & Scoring	
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	1.00	0.00	42228,42228	HR Assessment & Scoring	
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	1.00	0.00	34843,34843	HR Assessment & Scoring	
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	1.00	0.00	34549,600	HR Assessment & Scoring	
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	1.00	0.00	42230,42230	HR Assessment & Scoring	
FINANCE Total				32.80	0.00	27.80	5.00			
POLICE	Account Clerk II	AF020	SD1	1.00	0.00	1.00	0.00	30705,30705	Recruitment Open (application intake)	
POLICE	Assistant to the Director	EM118	UM1	1.00	0.00	1.00	0.00	42380,42380	Eligible List Available	
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	1.00	0.00	41096,38511	Eligible List Available	
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	1.00	0.00	35356,3180	Eligible List Available	
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	1.00	0.00	37874,20703	Eligible List Available	
POLICE	Crime Analyst	AP446	TW1	1.00	0.00	1.00	0.00	40842,38350	Eligible List Available	
POLICE	Crime Analyst	AP446	TW1	1.00	0.00	1.00	0.00	41072,38351	Eligible List Available	
POLICE	Crime Analyst	AP446	TW1	1.00	0.00	1.00	0.00	41473,41473	Eligible List Available	
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	26909,26909	Recruitment Closed (HRM/Dept screening apps)	
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	34618,34618	Eligible List Available	
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	26911,26911	Eligible List Available	
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	34514,34514	Eligible List Available	
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	34617,34617	Eligible List Available	
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	34511,34511	Eligible List Available	

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
POLICE	Criminalist II	PS112	TW1	1.00	0.00	1.00	0.00	24459.21979	Eligible List Available	
POLICE	Criminalist III	PS113	UH1	1.00	0.00	1.00	0.00	692.692	Approved (pending HR assignment)	
POLICE	Crossing Guard, PPT	PS115	SC1	1.00	0.00	1.00	0.00	29603.708	Eligible List Available	
POLICE	Deputy Chief of Police (PERS)	EM135	UN2	1.00	0.00	1.00	0.00	38943.21992	Not under active recruitment	
POLICE	Intake Technician	AP434	TW1	1.00	0.00	1.00	0.00	34862.34862	Recruitment Plan in Progress	
POLICE	Latent Print Examiner II	PS187	TW1	1.00	0.00	1.00	0.00	28415.28415	Recruitment Closed (HRM/Dept screening apps)	
POLICE	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	38526.38526	Encumbered	frozen
POLICE	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	38525.38525	Encumbered	frozen
POLICE	Neighborhood Services Coordinator	SC190	TW1	1.00	0.00	1.00	0.00	39492.3947	Approved (pending HR assignment)	
POLICE	Office Assistant I	SS150	SD1	1.00	0.00	1.00	0.00	38940.38940	On Hold (by Dept)	Will delete and add courier position.
POLICE	Police Comm Dispatcher, Senior	PS203	UH1	1.00	0.00	1.00	0.00	42026.42026	Approved (pending HR assignment)	
POLICE	Police Comm Dispatcher, Senior	PS203	UH1	1.00	0.00	1.00	0.00	42027.42027	Approved (pending HR assignment)	
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	1.00	0.00	42257.42257	Eligible List Available	
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	1.00	0.00	2130.2130	Eligible List Available	
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	1.00	0.00	13916.13916	Eligible List Available	
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	1.00	0.00	2500.2500	Eligible List Available	
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	33652.33652	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	33653.33653	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	38518.38518	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	34916.34916	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	38513.38513	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	33651.33651	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Communications Operator	PS163	SC1	1.00	0.00	1.00	0.00	33649.33649	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Evidence Technician	PS165	SC1	1.00	0.00	1.00	0.00	40900.37503	Not under active recruitment	Converted to Police Communications Dispatchers F
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40897.5807	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37200.27665	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40898.3316	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	41143.19517	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	41112.37986	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	35047.5016	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	36908.563	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40847.6738	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	41113.37988	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37201.19024	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	36907.18889	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	36904.3297	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	42091.5013	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	38883.36044	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	29747.18896	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	41153.25915	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	29671.18898	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	41818.3228	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	41819.37981	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	42088.34348	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	41002.34731	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37178.34726	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	36953.18883	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	38019.38019	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	35224.10963	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40882.39067	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40881.39068	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40891.39069	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37898.10984	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	35292.15656	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	41121.25886	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	41550.39057	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	41538.39064	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	37155.35225	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37157.330	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	40486.3301	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	41023.1713	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	40437.34879	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	40492.34728	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37167.20766	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37198.34345	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	35464.1541	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	1.00	0.00	36935.14930	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	37893.25880	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40938.36057	Recruitment Open (application intake)	
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	1.00	0.00	40940.27671	Recruitment Open (application intake)	
POLICE	Police Performance Auditor	AP210	TW1	1.00	0.00	1.00	0.00	36719.36719	Approved (pending HR assignment)	
POLICE	Police Property Specialist	PS170	SC1	1.00	0.00	1.00	0.00	22783.192	Eligible List Available	
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	1.00	0.00	38394.38394	Eligible List Available	
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	1.00	0.00	36813.594	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	36850.34227	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	36851.34207	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	40581.34212	Approved (pending HR assignment)	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	30025.28225	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	40337.34228	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	29703.4943	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	40580.34221	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	36858.34205	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	38265.28069	Eligible List Available	

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	38257.22446	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	40576.34206	Eligible List Available	
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	1.00	0.00	36577.11026	Eligible List Available	
POLICE	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	40871.27641	Encumbered	Employee took LOA to fill an ELDE position
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	1.00	0.00	33932.33932	Eligible List Available	
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	1.00	0.00	40845.372	Eligible List Available	
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	1.00	0.00	40834.18035	Eligible List Available	
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	1.00	0.00	39853.15078	Eligible List Available	
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	1.00	0.00	29745.2176	Eligible List Available	
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	1.00	0.00	37895.3195	Eligible List Available	
POLICE	Sergeant of Police (PERS)	PS192	PP1	1.00	0.00	1.00	0.00	37349.674	Eligible List Available	
POLICE	Volunteer Program Specialist II	AP353	TW1	1.00	0.00	0.00	1.00	37649.35785	Encumbered	Employee took LOA to fill an ELDE position
POLICE Total				109.00	0.00	105.00	4.00			
FIRE	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	42287.42287	Approved (pending HR assignment)	
FIRE	Assistant Chief of Fire Department	EM113	UU1	1.00	0.00	1.00	0.00	42071.42071	Recruitment Plan in Progress	
FIRE	Assistant Chief of Fire Department	EM113	UU1	1.00	0.00	1.00	0.00	42070.42070	Recruitment Plan in Progress	
FIRE	Assistant to the Director	EM118	UM1	1.00	0.00	0.00	1.00	42284.42284	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	linked to ELDE
FIRE	Battalion Chief	PS102	FQ1	1.00	0.00	1.00	0.00	25223.12537	Dept Interview Process	10/15/2019
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	33929.33635	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	1376.1376	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	25153.1835	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	1767.1767	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	25111.156	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	5992.5992	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	1.00	0.00	14097.2764	Recruitment Closed (HRM/Dept screening apps)	
FIRE	Emer Serv Manager, Assistant	MA120	UM2	1.00	0.00	1.00	0.00	33596.26501	Recruitment Plan in Progress	
FIRE	Emergency Medical Svcs Instructor, F	AP386	TL1	0.00	0.00	0.00	0.00	19056.18476	Not under active recruitment	frozen
FIRE	Emergency Planning Coordinator	SC138	TW1	1.00	0.00	1.00	0.00	1479.1479	Approved (pending HR assignment)	
FIRE	Emergency Planning Coordinator, Sr	SC140	TW1	0.00	0.00	0.00	0.00	31344.30086	Not under active recruitment	frozen
FIRE	Emergency Planning Coordinator, Sr	SC140	TW1	0.00	0.00	0.00	0.00	31343.28480	Not under active recruitment	frozen
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	25242.973	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	14089.1838	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	25265.1743	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS119	FQ1	1.00	0.00	1.00	0.00	32344.17268	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	25361.5051	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	25199.5412	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	25182.5424	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	2657.2657	Recruitment Plan in Progress	
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	1.00	0.00	25220.12531	Recruitment Plan in Progress	
FIRE	Fire Communications Dispatcher	PS123	SC1	1.00	0.00	1.00	0.00	42359.42281	Requisition Pending Approval	
FIRE	Fire Equipment Technician	TC143	SB1	1.00	0.00	0.00	1.00	24993.528	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	ELDE
FIRE	Fire Prevent Bureau Inspect, Civil	PS142	SC1	1.00	0.00	1.00	0.00	38745.38745	Eligible List Referred to Dept	
FIRE	Fire Prevent Bureau Inspect, Civil	PS142	SC1	1.00	0.00	1.00	0.00	42279.42279	Eligible List Referred to Dept	
FIRE	Fire Protection Engineer	PS143	TW1	1.00	0.00	1.00	0.00	42271.42271	Eligible List Referred to Dept	
FIRE	Hazardous Materials Prg Supervisor	SC158	UH1	1.00	0.00	0.00	1.00	42292.42292	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	acting higher class pending approval of new Fire
FIRE	Hazardous Materials Prg Supervisor	SC158	UH1	1.00	0.00	0.00	1.00	42293.42293	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	acting higher class pending approval of new Fire
FIRE	Hazardous Materials Prg Supervisor	SC158	UH1	1.00	0.00	0.00	1.00	42274.42274	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	acting higher class pending approval of new Fire
FIRE	Hearing Officer	AP396	TW1	1.00	0.00	1.00	0.00	42290.42290	Not under active recruitment	RFP Process Required, funding to be moved
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	1.00	0.00	2211.2211	Dept Interview Process	
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	1.00	0.00	25225.12539	Dept Interview Process	
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	1.00	0.00	25365.1286	Dept Interview Process	
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	1.00	0.00	14095.1847	Dept Interview Process	
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	1.00	0.00	25257.1810	Dept Interview Process	
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	1.00	0.00	25148.1560	Dept Interview Process	
FIRE	Management Intern, PT	MA133	UG1	0.68	0.00	0.68	0.00	42476.30118	Not under active recruitment	
FIRE	Office Assistant I	SS150	SD1	1.00	0.00	1.00	0.00	42286.42286	Requisition Pending Approval	
FIRE	Office Assistant I, PPT	SS151	SD1	0.60	0.00	0.60	0.00	38746.38746	Requisition Pending Approval	
FIRE	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42288.42288	Requisition Pending Approval	
FIRE	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42289.42289	Requisition Pending Approval	
FIRE	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	34139.34139	Approved (pending HR assignment)	
FIRE	Process Coordinator II	AP290	SD1	1.00	0.00	1.00	0.00	42272.42272	Dept Interview Process	
FIRE	Process Coordinator II	AP290	SD1	1.00	0.00	1.00	0.00	42273.42273	Dept Interview Process	
FIRE	Temp Contract Svcs Employee, PT	AP341	CON	0.00	0.00	0.00	0.00	30604.30604	Not under active recruitment	frozen
FIRE Total				45.28	0.00	40.28	5.00			
PUBLIC WORKS	Accountant I	AF002	SD1	1.00	0.00	1.00	0.00	23915.10772	Recruitment Closed (HRM/Dept screening apps)	Exam Dates: 10/14 & 10/16
PUBLIC WORKS	Accountant II	AF021	SD1	1.00	0.00	1.00	0.00	32737.25485	Requisition Pending Approval	
PUBLIC WORKS	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	40539.40539	Approved (pending HR assignment)	
PUBLIC WORKS	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	33878.15671	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Administrative Assistant II	SS104	TW1	1.00	0.00	1.00	0.00	41286.38933	Not under active recruitment	
PUBLIC WORKS	Assist Director, Pub Wrks	EM110	U31	1.00	0.00	0.00	1.00	38932.38932	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24043.3592	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24099.5889	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	1.00	0.00	24111.2329	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Capital Improvement Project Coor	SC112	UM2	1.00	0.00	1.00	0.00	39961.15771	Dept Interview Process	
PUBLIC WORKS	Capital Improvement Project Coor	SC112	UM2	1.00	0.00	0.00	1.00	41337.41337	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Capital Improvement Project Coor	SC112	UM2	1.00	0.00	1.00	0.00	39514.1683	Dept Interview Process	
PUBLIC WORKS	Carpenter	TR112	SB1	1.00	0.00	1.00	0.00	41234.6044	Requisition Pending Approval	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	42263.42263	Requisition Pending Approval	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41294.10072	HR Assessment & Scoring	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41237.10268	HR Assessment & Scoring	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41236.6696	HR Assessment & Scoring	
PUBLIC WORKS	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39545.936	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Construction Inspector Sup (Field)	SC125	UH1	1.00	0.00	1.00	0.00	32048.32048	Recruitment Plan in Progress	Dept requesting new recruitment

**ORACLE POSITION CONTROL
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(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41288.1321	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41502.34353	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41181.2379	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41773.41773	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41774.41774	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41290.15136	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41291.15149	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41292.2106	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41491.31000	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	42265.42265	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PPT	TR121	SC1	1.00	0.00	1.00	0.00	41295.14515	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PPT	TR121	SC1	0.80	0.00	0.80	0.00	42268.42268	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PPT	TR121	SC1	0.80	0.00	0.80	0.00	42269.42269	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PT	TR122	SI1	2.00	0.00	2.00	0.00	42270.42270	Eligible List Referred to Dept	
PUBLIC WORKS	Drafting/Design Technician, Sr	ET109	SD1	1.00	0.00	1.00	0.00	42264.42264	Requisition Pending Approval	
PUBLIC WORKS	Electrical Engineer II	TR125	TF1	1.00	0.00	1.00	0.00	31156.31156	Not under active recruitment	
PUBLIC WORKS	Electrical Painter	TR127	SC1	1.00	0.00	1.00	0.00	23834.3567	Not under active recruitment	
PUBLIC WORKS	Electrical Painter	TR127	SC1	1.00	0.00	1.00	0.00	23758.1859	Not under active recruitment	
PUBLIC WORKS	Electrical Painter	TR127	SC1	1.00	0.00	1.00	0.00	23876.2209	Not under active recruitment	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	38080.38080	Requisition Pending Approval	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	36680.36680	Requisition Pending Approval	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	32414.32414	Dept Interview Process	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	31892.5088	Dept Interview Process	
PUBLIC WORKS	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	1.00	0.00	31768.27483	Recruitment Plan in Progress	
PUBLIC WORKS	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	1.00	0.00	31769.3436	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	1.00	0.00	36672.36672	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	1.00	0.00	31897.3431	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Engineer, Transportation Assistant	ET120	TF1	1.00	0.00	0.00	1.00	31774.3426	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Engineering Intern, PT	SS119	UG1	1.00	0.00	1.00	0.00	31799.14510	Not under active recruitment	
PUBLIC WORKS	Environment Enforcement Officer	PP158	SC1	1.00	0.00	0.00	1.00	42386.41351	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Environment Enforcement Officer	PP158	SC1	1.00	0.00	1.00	0.00	41876.41344	Dept Interview Process	
PUBLIC WORKS	Environmental Program Specialist	PP122	TF1	1.00	0.00	1.00	0.00	24179.2916	Recruitment Plan in Progress	
PUBLIC WORKS	Equipment Services Superintendent	MA121	UH1	1.00	0.00	1.00	0.00	24092.3585	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Facilities Complex Mgr, Asst	SC100	UH1	1.00	0.00	1.00	0.00	41740.40673	Requisition Pending Approval	
PUBLIC WORKS	Fleet Specialist	AP190	TW1	1.00	0.00	0.00	1.00	26005.26005	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Gardener Crew Leader	TR140	SC1	1.00	0.00	1.00	0.00	25497.25497	Requisition Pending Approval	
PUBLIC WORKS	Gardener Crew Leader	TR140	SC1	1.00	0.00	1.00	0.00	24401.18566	Approved (pending HR assignment)	
PUBLIC WORKS	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23808.2903	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Gardener II	TR142	SC1	1.00	0.00	1.00	0.00	23950.1660	On Hold (Job spec revisions or FEHA Hold)	
PUBLIC WORKS	Gardener II	TR142	SC1	1.00	0.00	1.00	0.00	37525.37525	On Hold (Job spec revisions or FEHA Hold)	
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24140.2015	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24108.2238	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24080.3599	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24158.13129	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	38810.38810	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	1.00	0.00	42260.42260	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	1.00	0.00	24174.5453	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	1.00	0.00	42261.42261	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	32303.32303	Dept Interview Process	
PUBLIC WORKS	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40651.40651	Dept Interview Process	
PUBLIC WORKS	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	1.00	0.00	24119.3603	Recruitment Plan in Progress	
PUBLIC WORKS	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	1.00	0.00	24134.2603	Recruitment Plan in Progress	
PUBLIC WORKS	Heavy Equipment Supervisor	SC162	UH1	1.00	0.00	1.00	0.00	24120.2423	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41298.34358	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41301.23672	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41239.3593	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41304.28252	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41240.3594	Recruitment Plan in Progress	
PUBLIC WORKS	Management Assistant	AP235	UM2	1.00	0.00	1.00	0.00	41335.41335	Approved (pending HR assignment)	
PUBLIC WORKS	Management Intern, PT	MA133	UG1	1.00	0.00	1.00	0.00	31542.31542	Requisition Pending Approval	
PUBLIC WORKS	Manager, Capital Improvement Pgrm	MA107	UM1	1.00	0.00	1.00	0.00	41612.41612	Not under active recruitment	
PUBLIC WORKS	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	24036.3882	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Painter	TR159	SB1	1.00	0.00	1.00	0.00	41302.2486	Approved (pending HR assignment)	
PUBLIC WORKS	Painter	TR159	SB1	1.00	0.00	1.00	0.00	41297.34352	Approved (pending HR assignment)	
PUBLIC WORKS	Painter	TR159	SB1	1.00	0.00	1.00	0.00	34484.34484	Not under active recruitment	
PUBLIC WORKS	Park Attendant, PPT	SS157	SC1	1.00	0.00	1.00	0.00	24324.22113	Not under active recruitment	
PUBLIC WORKS	Park Attendant, PT	TR161	SI1	0.50	0.00	0.50	0.00	37527.37527	Eligible List Referred to Dept	
PUBLIC WORKS	Park Attendant, PT	TR161	SI1	0.52	0.00	0.52	0.00	37700.14957	Eligible List Referred to Dept	
PUBLIC WORKS	Park Supervisor I	SC193	UH1	1.00	0.00	1.00	0.00	37867.37867	Approved (pending HR assignment)	
PUBLIC WORKS	Pool Technician	TR207	SC1	1.00	0.00	1.00	0.00	41206.34442	Requisition Pending Approval	
PUBLIC WORKS	Pool Technician	TR207	SC1	1.00	0.00	1.00	0.00	41205.34441	Requisition Pending Approval	
PUBLIC WORKS	Pool Technician, PPT	TR208	SC1	1.00	0.00	1.00	0.00	41204.34440	Not under active recruitment	
PUBLIC WORKS	Program Analyst I	AP292	TW1	1.00	0.00	1.00	0.00	37930.31657	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	42385.38078	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	35983.35983	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	39697.15215	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	31907.22261	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Project Manager	EM216	UM2	1.00	0.00	1.00	0.00	40653.40653	Requisition Pending Approval	
PUBLIC WORKS	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	42267.42267	Requisition Pending Approval	
PUBLIC WORKS	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	31292.5106	Requisition Pending Approval	
PUBLIC WORKS	Recycling Specialist	PP140	TW1	1.00	0.00	1.00	0.00	24013.59	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	1.00	0.00	24067.3521	Recruitment Plan in Progress	
PUBLIC WORKS	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	1.00	0.00	24152.3517	Recruitment Plan in Progress	

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DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
PUBLIC WORKS	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	1.00	0.00	24019.217	Recruitment Plan in Progress	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24196.1817	Eligible List Referred to Dept	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	23977.3534	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24115.5116	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24125.5115	Eligible List Referred to Dept	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	23996.1414	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24007.1977	Eligible List Referred to Dept	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	41289.3620	HR Assessment & Scoring	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	41293.3622	HR Assessment & Scoring	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	42262.42262	HR Assessment & Scoring	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	41168.11063	HR Assessment & Scoring	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	42266.42266	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	24333.383	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	24257.19194	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	31298.2896	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	34479.34479	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	23803.1790	Recruitment Plan in Progress	
PUBLIC WORKS	Street Sweeper Operator	TR181	SC1	1.00	0.00	1.00	0.00	23833.3559	Dept Interview Process	
PUBLIC WORKS	Student Trainee, PT	SS195	UG1	0.55	0.00	0.55	0.00	35919.35919	Requisition Pending Approval	
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	32797.1133	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	40022.40022	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	40021.40021	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	40019.40019	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Watershed Program Supervisor	SC243	UM2	1.00	0.00	1.00	0.00	31908.3399	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS Total				125.17	0.00	105.17	20.00			
DOT	Administrative Analyst I	AP103	TW1	1.00	0.00	1.00	0.00	40028.40028	Not under active recruitment	
DOT	Arboricultural Inspector	AP100	UH1	1.00	0.00	0.00	1.00	39548.32280	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Business Analyst II	AP117	TW1	1.00	0.00	1.00	0.00	40049.40049	Eligible List Referred to Dept	
DOT	Chief of Party	TR114	UH1	1.00	0.00	1.00	0.00	39526.832	On Hold (Job spec revisions or FEHA Hold)	
DOT	Concrete Finisher	TR116	SB1	1.00	0.00	1.00	0.00	42212.42212	Requisition Pending Approval	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	42221.42221	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39561.15668	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39562.15669	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39563.15670	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39883.15736	Dept Interview Process	
DOT	Drafting/Design Technician, Sr	ET109	SD1	1.00	0.00	0.00	1.00	39877.5783	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Electrical Const & Maint Planner	TR124	TF1	1.00	0.00	0.00	1.00	39603.2293	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Electrical Engineer III	TR126	TF1	1.00	0.00	1.00	0.00	39901.3573	Eligible List Referred to Dept	
DOT	Electrician	TR128	IE1	1.00	0.00	1.00	0.00	39614.181	Not under active recruitment	
DOT	Engineer, Assistant II (Field)	ET112	TF1	1.00	0.00	1.00	0.00	42213.42213	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	41356.41356	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	40036.40036	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	42387.23679	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	39885.2888	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	40077.40077	Dept Interview Process	
DOT	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	1.00	0.00	42214.42214	Not under active recruitment	
DOT	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	1.00	0.00	39593.32833	Not under active recruitment	
DOT	Engineer, Civil Supervising (Field)	ET118	TM2	1.00	0.00	1.00	0.00	42215.42215	Not under active recruitment	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	39896.38474	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	42222.42222	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	42389.38473	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	39588.26178	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	40073.40073	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	39897.6874	Requisition Pending Approval	
DOT	Engineer, Transportation Supv	ET121	TM2	1.00	0.00	1.00	0.00	40638.40638	Approved (pending HR assignment)	
DOT	Engineering Technician II (Office)	ET125	SD1	1.00	0.00	1.00	0.00	42216.42216	Not under active recruitment	
DOT	Engineering Technician II (Office)	ET125	SD1	1.00	0.00	1.00	0.00	39834.2282	Not under active recruitment	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	39927.2900	Eligible List Referred to Dept	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40053.40053	Eligible List Referred to Dept	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40054.40054	Eligible List Referred to Dept	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40052.40052	Eligible List Referred to Dept	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39790.4854	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39787.38678	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39793.4853	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39788.4855	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39784.38674	Recruitment Open (application intake)	
DOT	Parking Meter Repair Worker	TR168	SB1	1.00	0.00	1.00	0.00	39642.3481	Eligible List Available	
DOT	Payroll Personnel Clerk III	SS163	UH1	1.00	0.00	1.00	0.00	41776.41776	Eligible List Referred to Dept	
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	41245.38476	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	40044.40044	Not under active recruitment	
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	41358.41358	Not under active recruitment	
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	39578.38472	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	39596.36675	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	39599.6795	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	42210.42210	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	39510.34367	Requisition Pending Approval	
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	39930.22015	Eligible List Referred to Dept	

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DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	39691.3486	Eligible List Referred to Dept	
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	39692.3494	Eligible List Referred to Dept	
DOT	Public Works Operations Manager	MA137	UM1	1.00	0.00	1.00	0.00	41775.41775	On Hold (by Dept)	Pending request to add/delete
DOT	Sign Maintenance Worker	TR177	SC1	1.00	0.00	1.00	0.00	39631.554	HR Assessment & Scoring	
DOT	Sign Maintenance Worker	TR177	SC1	1.00	0.00	1.00	0.00	39630.3538	HR Assessment & Scoring	
DOT	Spatial Database Analyst III	AP325	TW1	1.00	0.00	1.00	0.00	41355.41355	Not under active recruitment	
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	39947.3540	Eligible List Available	
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	40070.40070	Eligible List Available	
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	39696.37520	Eligible List Available	
DOT	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	39539.24525	On Hold (by Dept)	Pending request to add/delete
DOT	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	41357.41357	On Hold (by Dept)	Pending request to add/delete
DOT	Surveying Technician, Sr (Field)	ET133	SC1	1.00	0.00	0.00	1.00	39875.3445	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Traffic Sign Maker	TR186	SC1	1.00	0.00	1.00	0.00	39905.21696	Dept Interview Process	
DOT	Transportation Planner III	AP455	TW1	1.00	0.00	1.00	0.00	42218.42218	Requisition Pending Approval	
DOT Total				64.25	0.00	60.25	4.00			
ITD	Administrative Analyst I	AP103	TW1	1.00	0.00	0.00	1.00	39702.38628	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
ITD	Application Developer III	AP336	TW1	1.00	0.00	1.00	0.00	42243.42243	Recruitment Plan in Progress	
ITD	Business Analyst IV	AP433	UM2	1.00	0.00	1.00	0.00	41361.41361	Not under active recruitment	
ITD	Information Systems Spec I	AP242	TW1	1.00	0.00	0.00	1.00	37574.37574	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
ITD	Information Systems Spec I	AP242	TW1	0.00	0.00	0.00	0.00	41795.41795	Not under active recruitment	
ITD	Information Systems Spec I	AP242	TW1	1.00	0.00	1.00	0.00	41248.38629	Dept Interview Process	
ITD	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	41796.41796	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
ITD	Project Manager II	EM211	UM2	1.00	0.00	0.00	1.00	39723.38946	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
ITD	Project Manager II	EM211	UM2	1.00	0.00	1.00	0.00	41362.41362	Not under active recruitment	
ITD	Project Manager III	EM212	UM1	1.00	0.00	1.00	0.00	39711.38492	Not under active recruitment	
ITD	Reprographic Offset Operator	SS182	SD1	1.00	0.00	1.00	0.00	15856.3576	Not under active recruitment	
ITD Total				10.00	0.00	6.00	4.00			
OPRYD	Administrative Services Manager I	MA103	UM2	1.00	0.00	1.00	0.00	40080.40080	Dept Interview Process	Department Interview in progress
OPRYD	Business Analyst II	AP117	TW1	1.00	0.00	1.00	0.00	42247.42247	Not under active recruitment	The position is funded as of Jan 1 2020
OPRYD	Facility Security Assistant	PS120	SC1	1.00	0.00	1.00	0.00	42357.42357	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Management Assistant	AP235	UM2	1.00	0.00	1.00	0.00	42246.42246	Eligible List Available	Department Interview pending
OPRYD	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	37978.37978	Not under active recruitment	Classification under review by DHRM
OPRYD	Public Service Representative	SS169	SD1	1.00	0.00	1.00	0.00	39006.39006	On Hold (by Dept)	Revenues not sufficient to cover costs of position
OPRYD	Recreation Center Director	PP131	SC1	1.00	0.00	1.00	0.00	34810.34810	Recruitment Open (application intake)	
OPRYD	Recreation Center Director	PP131	SC1	1.00	0.00	1.00	0.00	38750.449	Recruitment Open (application intake)	
OPRYD	Recreation Center Director	PP131	SC1	1.00	0.00	1.00	0.00	41629.41629	Recruitment Open (application intake)	
OPRYD	Recreation Center Director	PP131	SC1	1.00	0.00	1.00	0.00	34232.34232	Recruitment Open (application intake)	
OPRYD	Recreation Center Director	PP131	SC1	1.00	0.00	1.00	0.00	41627.41627	Recruitment Open (application intake)	
OPRYD	Recreation General Supervisor	MA139	UM2	1.00	0.00	1.00	0.00	40082.40082	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	39912.30345	Not under active recruitment	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	26541.26541	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	38751.33620	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	32866.32866	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	40086.40086	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	33953.33953	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	32870.32870	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	40089.40089	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	40088.40088	Dept Interview Process	
OPRYD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.75	0.00	32944.32869	Dept Interview Process	
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	32877.32204	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	42358.42358	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	41602.26430	Dept Interview Process	
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	42244.42244	Dept Interview Process	
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	27397.18762	Dept Interview Process	
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	32689.32193	Dept Interview Process	
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	42356.42356	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Recreation Program Director	PP135	SC1	1.00	0.00	1.00	0.00	42245.42245	Not under active recruitment	FTE value and revenues not sufficient to fill
OPRYD	Recreation Specialist I, PPT	PP136	SC1	0.48	0.00	0.48	0.00	27498.27498	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Recreation Supervisor	SC209	UH1	1.00	0.00	1.00	0.00	32290.32290	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD	Recreation Supervisor	SC209	UH1	1.00	0.00	1.00	0.00	30044.30044	Recruitment Plan in Progress	
OPRYD	Recreation Supervisor	SC209	UH1	1.00	0.00	1.00	0.00	28334.28334	Dept Interview Process	
OPRYD	Van Driver, PPT	TR211	SC1	0.75	0.00	0.75	0.00	40511.40511	Not under active recruitment	Revenues not sufficient to cover costs of position
OPRYD Total				31.73	0.00	31.73	0.00			
LIBRARY	Account Clerk III	AF030	UH1	1.00	0.00	1.00	0.00	33952.33952	Dept Interview Process	
LIBRARY	Archivist	SC256	TW1	1.00	0.00	1.00	0.00	33057.33057	Recruitment Plan in Progress	
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	1.00	0.00	22037.3753	Recruitment Open (application intake)	
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	1.00	0.00	31644.14451	Recruitment Open (application intake)	
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	1.00	0.00	30992.30992	Recruitment Open (application intake)	
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	1.00	0.00	42258.42258	Recruitment Open (application intake)	
LIBRARY	Librarian I, PPT	AP215	SD1	0.60	0.00	0.60	0.00	41391.41391	Recruitment Open (application intake)	
LIBRARY	Librarian I, PPT	AP215	SD1	0.60	0.00	0.60	0.00	41699.41388	Recruitment Open (application intake)	
LIBRARY	Librarian I, PPT	AP215	SD1	0.60	0.00	0.60	0.00	41427.41427	Recruitment Open (application intake)	
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	38280.38280	Recruitment Plan in Progress	
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	34687.801	Recruitment Plan in Progress	
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	38552.38552	Recruitment Plan in Progress	

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DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	34894.6838	Recruitment Plan in Progress	
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	42259.42259	Recruitment Plan in Progress	
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	32739.17366	Recruitment Plan in Progress	
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	1.00	0.00	14959.1413	Recruitment Plan in Progress	
LIBRARY	Librarian, Senior	AP220	SD1	1.00	0.00	1.00	0.00	3768.3768	On Hold (Job spec revisions or FEHA Hold)	
LIBRARY	Librarian, Senior, PPT	AP228	SD1	0.60	0.00	0.60	0.00	41791.41791	Not under active recruitment	
LIBRARY	Librarian, Supervising	SC172	UH1	1.00	0.00	1.00	0.00	19515.19515	Recruitment Open (application intake)	
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	1.00	0.00	41669.30155	Recruitment Plan in Progress	
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	1.00	0.00	34692.3747	Recruitment Plan in Progress	
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	1.00	0.00	1161.1161	Recruitment Plan in Progress	
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	1.00	0.00	26257.26257	Recruitment Plan in Progress	
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	1.00	0.00	40284.25518	Recruitment Plan in Progress	
LIBRARY	Library Assistant, Senior, PPT	AP225	SD1	0.60	0.00	0.60	0.00	41416.41416	Not under active recruitment	
LIBRARY	Library Asst, PPT	AP227	SD1	0.60	0.00	0.60	0.00	41691.41376	Recruitment Plan in Progress	
LIBRARY	Library Asst, PPT	AP227	SD1	0.60	0.00	0.60	0.00	41402.41402	Recruitment Plan in Progress	
LIBRARY	Library Asst, PPT	AP227	SD1	0.60	0.00	0.60	0.00	41694.41380	Recruitment Plan in Progress	
LIBRARY	Library Asst, PPT	AP227	SD1	0.60	0.00	0.60	0.00	34935.26255	Recruitment Plan in Progress	
LIBRARY	Library Asst, PPT	AP227	SD1	0.60	0.00	0.60	0.00	41692.41377	Recruitment Plan in Progress	
LIBRARY	Museum Guard	PS155	SC1	1.00	0.00	1.00	0.00	32636.348	On Hold (Job spec revisions or FEHA Hold)	
LIBRARY Total				27.00	0.00	27.00	0.00			
POLICE COMM	Complaint Investigator II	AP146	TW1	1.00	0.00	1.00	0.00	42248.42248	Not under active recruitment	Position is part of an add/delete.
POLICE COMM	Executive Director CPRA	EM229	UK1	1.00	0.00	1.00	0.00	42249.42249	Recruitment Plan in Progress	Add/Delete for IG
POLICE COMM	Police Prgm & Perf Audit Sup	AP291	UM2	1.00	0.00	1.00	0.00	42250.42250	Not under active recruitment	
POLICE COMM Total				3.00	0.00	3.00	0.00			
VIOLENCE PA	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	40101.40101	Not under active recruitment	
VIOLENCE PA	Enforcement Chief, Public Ethics	EM262	U31	1.00	0.00	1.00	0.00	40102.40102	Not under active recruitment	
VIOLENCE PA Total				2.00	0.00	2.00	0.00			
HSD	Accountant II	AF021	SD1	1.00	0.00	1.00	0.00	37734.25428	Recruitment Open (application intake)	
HSD	Accountant II	AF021	SD1	1.00	0.00	1.00	0.00	37720.21259	Recruitment Open (application intake)	
HSD	Administrative Assistant I	SS102	SD1	1.00	0.00	1.00	0.00	41435.41435	Requisition Pending Approval	
HSD	Administrative Assistant II	SS104	TW1	1.00	0.00	1.00	0.00	21962.21962	Recruitment Plan in Progress	
HSD	Case Manager I	AP126	TW1	1.00	0.00	1.00	0.00	42242.42242	Requisition Pending Approval	
HSD	Case Manager I	AP126	TW1	1.00	0.00	1.00	0.00	28151.28151	Requisition Pending Approval	
HSD	Case Manager I	AP126	TW1	1.00	0.00	1.00	0.00	36099.35990	Dept Interview Process	
HSD	Case Manager I	AP126	TW1	1.00	0.00	1.00	0.00	42238.42238	On Hold (by Dept)	
HSD	Early Childhood Center Director	PP113	SD1	1.00	0.00	1.00	0.00	42240.42240	Recruitment Plan in Progress	
HSD	Family Advocate	PP123	SD1	1.00	0.00	1.00	0.00	5880.5880	Recruitment Plan in Progress	
HSD	Food Program Coordinator, PPT	SC152	SD1	0.50	0.00	0.00	0.50	2847.2847	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HSD	Headstart Program Coordinator	PP128	TW1	1.00	0.00	1.00	0.00	37715.5611	Dept Interview Process	
HSD	Health & Human Svcs Prgm Planner	AP196	UM2	1.00	0.00	1.00	0.00	41446.41446	Recruitment Plan in Progress	
HSD	Manager, Human Services	EM254	UM1	1.00	0.00	1.00	0.00	39334.39334	Recruitment Plan in Progress	
HSD	Office Assistant I, PPT	SS151	SD1	0.60	0.00	0.00	0.60	27271.27271	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HSD	Program Analyst I	AP292	TW1	1.00	0.00	1.00	0.00	37668.28607	On Hold (by Dept)	
HSD	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	32341.32341	Recruitment Plan in Progress	
HSD	Recreation Attendant I, PT	SS178	SI1	5.00	0.00	5.00	0.00	41440.41440	Recruitment Plan in Progress	
HSD	Recreation Attendant I, PT	SS178	SI1	5.00	0.00	5.00	0.00	41439.41439	Recruitment Plan in Progress	
HSD	Senior Services Prgm Assistant	PP144	TW1	1.00	0.00	1.00	0.00	37750.37750	Requisition Pending Approval	
HSD Total				27.60	0.00	26.50	1.10			
PBD	Account Clerk II	AF020	SD1	1.00	0.00	1.00	0.00	42391.36674	Recruitment Plan in Progress	
PBD	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	42324.42324	On Hold (Job spec revisions or FEHA Hold)	Class Spec Study sent to Class Spec Unit as of 8/1/19
PBD	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	42333.42333	On Hold (Job spec revisions or FEHA Hold)	Select Certification with HR Analyst as of 8/14/19
PBD	Business Analyst II	AP117	TW1	1.00	0.00	1.00	0.00	42319.42319	On Hold (Job spec revisions or FEHA Hold)	Select Certification with HR Analyst as of 8/30/19
PBD	Deputy Director/Building Official	EM143	UM1	1.00	0.00	1.00	0.00	33780.33640	Dept Interview Process	
PBD	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	42332.42332	Dept Interview Process	
PBD	Graphic Delineator	TC110	SD1	1.00	0.00	1.00	0.00	42320.42320	Requisition Pending Approval	
PBD	Management Intern, PT	MA133	UG1	0.50	0.00	0.50	0.00	42340.42340	Not under active recruitment	
PBD	Office Assistant I, PT	SS152	SI1	0.50	0.00	0.50	0.00	42341.42341	Not under active recruitment	
PBD	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42116.36664	On Hold (Job spec revisions or FEHA Hold)	
PBD	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42325.42325	On Hold (Job spec revisions or FEHA Hold)	
PBD	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	33264.5624	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PBD	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	41266.40120	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PBD	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	38396.38396	On Hold (Job spec revisions or FEHA Hold)	
PBD	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	36660.36660	On Hold (Job spec revisions or FEHA Hold)	
PBD	Permit Technician I	ET130	SD1	1.00	0.00	1.00	0.00	42312.42312	Dept Interview Process	
PBD	Permit Technician I	ET130	SD1	1.00	0.00	1.00	0.00	42313.42313	Dept Interview Process	
PBD	Permit Technician II	ET131	SD1	1.00	0.00	1.00	0.00	33198.3406	Approved (pending HR assignment)	Req. #18-02491 is "On Hold" for FEHA but per note
PBD	Permit Technician II	ET131	SD1	1.00	0.00	1.00	0.00	41449.41449	Approved (pending HR assignment)	Req. #18-02491 is "On Hold" for FEHA but per note
PBD	Planner II	AP272	TW1	1.00	0.00	1.00	0.00	42326.42326	Dept Interview Process	
PBD	Planner II	AP272	TW1	1.00	0.00	1.00	0.00	42329.42329	Dept Interview Process	
PBD	Planner II	AP272	TW1	1.00	0.00	1.00	0.00	42330.42330	Dept Interview Process	
PBD	Planner II	AP272	TW1	1.00	0.00	1.00	0.00	33175.26679	Dept Interview Process	
PBD	Planner II	AP272	TW1	1.00	0.00	1.00	0.00	42317.42317	Dept Interview Process	
PBD	Planner II, Design Review	AP273	TW1	1.00	0.00	1.00	0.00	33179.5623	Dept Interview Process	
PBD	Planner III	AP274	TW1	1.00	0.00	1.00	0.00	33100.13832	Recruitment Plan in Progress	Interviewed all candidates--need new recruitment
PBD	Planner III	AP274	TW1	1.00	0.00	1.00	0.00	33164.17827	Recruitment Plan in Progress	Interviewed all candidates--need new recruitment

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
PBD	Planner III	AP274	TW1	1.00	0.00	1.00	0.00	37707.36654	Recruitment Plan in Progress	Interviewed all candidates--need new recruitment
PBD	Planner III	AP274	TW1	1.00	0.00	1.00	0.00	33165.26671	Recruitment Plan in Progress	Interviewed all candidates--need new recruitment
PBD	Planner III	AP274	TW1	1.00	0.00	1.00	0.00	42318.42318	Recruitment Plan in Progress	Interviewed all candidates--need new recruitment
PBD	Planner III	AP274	TW1	1.00	0.00	1.00	0.00	33180.6165	Recruitment Plan in Progress	Interviewed all candidates--need new recruitment
PBD	Planner III, Historic Preservation	AP380	TW1	1.00	0.00	1.00	0.00	42390.37815	On Hold (Job spec revisions or FEHA Hold)	Class Spec Revision sent to Class Spec Unit on 5/2
PBD	Planner IV	AP277	TW1	1.00	0.00	1.00	0.00	42331.42331	Dept Interview Process	
PBD	Planner V	AP279	TW1	1.00	0.00	1.00	0.00	33190.31607	Requisition Pending Approval	
PBD	Planner V	AP279	TW1	1.00	0.00	1.00	0.00	41260.35803	Requisition Pending Approval	
PBD	Planning Investigator	AP282	SD1	1.00	0.00	1.00	0.00	42396.38290	On Hold (Job spec revisions or FEHA Hold)	Class Spec Revision sent to Class Spec Unit on 7/5
PBD	Principal Inspection Supv	IS122	UH1	1.00	0.00	1.00	0.00	42337.42337	On Hold (by Dept)	Pending Add Delete
PBD	Principal Inspection Supv	IS122	UH1	1.00	0.00	1.00	0.00	42334.42334	On Hold (by Dept)	Pending Add Delete
PBD	Process Coordinator II	AP290	SD1	1.00	0.00	1.00	0.00	42315.42315	On Hold (by Dept)	Will continue interviews upon hire of ASMII
PBD	Process Coordinator II	AP290	SD1	1.00	0.00	1.00	0.00	42392.36646	On Hold (by Dept)	Will continue interviews upon hire of ASMII
PBD	Process Coordinator III	SC202	TW1	1.00	0.00	1.00	0.00	42316.42316	On Hold (by Dept)	Will continue interviews upon hire of ASMII
PBD	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	42398.36229	On Hold (Job spec revisions or FEHA Hold)	Undergoing Add Delete process.
PBD	Project Manager II	EM211	UM2	1.00	0.00	1.00	0.00	42323.42323	On Hold (Job spec revisions or FEHA Hold)	Department will be submitting a Select Certification
PBD	Project Manager II	EM211	UM2	1.00	0.00	1.00	0.00	42394.40124	On Hold (by Dept)	
PBD	Public Service Representative	SS169	SD1	1.00	0.00	1.00	0.00	42310.42310	Dept Interview Process	
PBD	Public Service Representative	SS169	SD1	1.00	0.00	1.00	0.00	42114.40118	On Hold (Job spec revisions or FEHA Hold)	Class Spec Study discussion with Class Spec Unit
PBD	Spatial Data Analyst III	AP327	TW1	1.00	0.00	1.00	0.00	42321.42321	On Hold (by Dept)	With Budget Office.
PBD	Specialty Combination Insp, Senior	IS120	SC1	1.00	0.00	1.00	0.00	41785.41785	HR Assessment & Scoring	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42314.42314	Dept Interview Process	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42309.42309	On Hold (Job spec revisions or FEHA Hold)	Class Spec Study Conversation with Class Spec Unit
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42308.42308	On Hold (Job spec revisions or FEHA Hold)	Class Spec Study Conversation with Class Spec Unit
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42151.41453	Dept Interview Process	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42147.1973	Dept Interview Process	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	33801.2285	Dept Interview Process	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	40127.40127	On Hold (Job spec revisions or FEHA Hold)	Class Spec Study Conversation with Class Spec Unit
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	41456.41456	On Hold (Job spec revisions or FEHA Hold)	Class Spec Study Conversation with Class Spec Unit
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42397.5628	Dept Interview Process	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42335.42335	Dept Interview Process	
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	1.00	0.00	42336.42336	Dept Interview Process	
PBD	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	42339.42339	Not under active recruitment	
PBD Total				58.50	0.00	56.50	2.00			
EWD	Accountant II	AF021	SD1	1.00	0.00	1.00	0.00	40589.40589	Recruitment Closed (HRM/Dept screening apps)	
EWD	Management Assistant	AP235	UM2	1.00	0.00	1.00	0.00	39310.30591	Dept Interview Process	
EWD	Manager, Real Property Asset	EM201	UM1	1.00	0.00	1.00	0.00	35751.33647	Dept Interview Process	
EWD	Program Analyst II, PPT	AP358	TW1	0.50	0.00	0.50	0.00	41991.36615	Requisition Pending Approval	
EWD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42226.42226	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
EWD	Project Manager III	EM212	UM1	1.00	0.00	0.00	1.00	35764.32091	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
EWD	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	36241.36241	On Hold (by Dept)	
EWD	Urban Economic Analyst II	AP346	TW1	1.00	0.00	1.00	0.00	35740.34149	Recruitment Plan in Progress	
EWD	Urban Economic Analyst II	AP346	TW1	1.00	0.00	1.00	0.00	41457.41457	Requisition Pending Approval	
EWD	Urban Economic Analyst III	AP348	TW1	1.00	0.00	1.00	0.00	42227.42227	Requisition Pending Approval	
EWD	Urban Economic Coordinator	SC231	UM2	1.00	0.00	0.00	1.00	35745.22459	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
EWD Total				10.00	0.00	7.00	3.00			
HCD	Account Clerk II	AF020	SD1	1.00	0.00	1.00	0.00	42299.42299	Approved (pending HR assignment)	
HCD	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	33350.21521	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HCD	Administrative Assistant II	SS104	TW1	1.00	0.00	1.00	0.00	42304.42304	Recruitment Plan in Progress	
HCD	Community Dev Prgm Coordinator	SC121	TW1	1.00	0.00	1.00	0.00	33084.24902	Recruitment Plan in Progress	
HCD	Home Management Specialist II	AP197	TW1	1.00	0.00	0.00	1.00	42294.42294	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HCD	Home Management Specialist II	AP197	TW1	1.00	0.00	1.00	0.00	42295.42295	Requisition Pending Approval	
HCD	Housing Development Coord I	AP449	TW1	1.00	0.00	1.00	0.00	38447.38447	Requisition Pending Approval	
HCD	Housing Development Coord II	AP450	TW1	1.00	0.00	1.00	0.00	40135.40135	Requisition Pending Approval	
HCD	Housing Development Coordinator III	AP199	TW1	1.00	0.00	1.00	0.00	42302.42302	Recruitment Plan in Progress	
HCD	Housing Development Coordinator IV	AP200	TW1	1.00	0.00	1.00	0.00	33324.3786	Recruitment Plan in Progress	
HCD	Loan Servicing Administrator	SC176	TW1	1.00	0.00	1.00	0.00	41458.41458	Recruitment Closed (HRM/Dept screening apps)	
HCD	Manager, Housing Development	EM185	UM1	1.00	0.00	1.00	0.00	42439.42439	Recruitment Open (application intake)	
HCD	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	40563.40563	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HCD	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	42301.42301	Requisition Pending Approval	
HCD	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	40560.40560	On Hold (by Dept)	
HCD	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	41461.41461	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HCD	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	42298.42298	Approved (pending HR assignment)	
HCD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42305.42305	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
HCD	Rehabilitation Advisor I	AP312	TW1	1.00	0.00	1.00	0.00	40559.40559	Not under active recruitment	
HCD	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	33390.32370	Not under active recruitment	
HCD Total				19.50	0.00	14.50	5.00			
Grand Total				595.83	0.00	535.73	60.10			

DEPT	JOB CLASS TITLE	FTE	PC#	STATUS OF VACANCY/REQ
CAO	Administrative Analyst II	1.00	42199	Eligible List Referred to Dept
CAO	Administrative Assistant II (CONF)	1.00	42198	Requisition Pending Approval
CAO	City Administrator Analyst	1.00	42197	Recruitment Open (application intake)
CAO	Contract Compliance Officer	1.00	42201	Encumbered
CAO	Office Assistant II	1.00	42200	Requisition Pending Approval
CAO Total		5.00		
City Clerk	Account Clerk III	1.00	42208	Eligible List Available
City Clerk	Receptionist to the City Clerk	1.00	42209	Not under active recruitment
City Clerk Total		2.00		
City Attorney	Deputy City Attorney III	1.00	42204	Recruitment Open (application intake)
City Attorney	Deputy City Attorney III	1.00	42202	Recruitment Open (application intake)
City Attorney	Paralegal	1.00	42206	Dept Interview Process
City Attorney	Paralegal	1.00	42207	Dept Interview Process
City Attorney	Special Counsel	1.00	42203	Recruitment Open (application intake)
City Attorney Total		5.00		
HRM	Benefits Technician	1.00	42236	HR Assessment & Scoring
HRM Total		1.00		
Finance	Account Clerk II	1.00	42233	Recruitment Open (application intake)
Finance	Business Analyst II	1.00	42234	On Hold (by Dept)
Finance	Financial Analyst	1.00	42232	Encumbered
Finance	Office Assistant II, PPT	0.80	42235	On Hold (Job spec revisions or FEHA Hold)
Finance	Tax Auditor II	1.00	42228	HR Assessment & Scoring
Finance	Tax Auditor II	1.00	42229	HR Assessment & Scoring
Finance	Tax Auditor II	1.00	42230	HR Assessment & Scoring
Finance	Tax Auditor II	1.00	42231	HR Assessment & Scoring
Finance Total		7.80		
Police	Police Communications Dispatcher	1.00	42251	Filled
Police	Police Communications Dispatcher	1.00	42252	Filled
Police	Police Communications Dispatcher	1.00	42253	Filled
Police	Police Communications Dispatcher	1.00	42254	Filled
Police	Police Communications Dispatcher	1.00	42255	Filled
Police	Police Communications Dispatcher	1.00	42256	Filled
Police	Police Communications Dispatcher	1.00	42257	Eligible List Available
Police Total		7.00		
Fire	Administrative Analyst II	1.00	42287	Approved (pending HR assignment)
Fire	Administrative Assistant II	1.00	42291	Filled
Fire	Assistant to the Director	1.00	42284	Encumbered
Fire	Fire Communications Dispatcher	1.00	42281	Requisition Pending Approval
Fire	Fire Fighter	1.00	42285	Encumbered
Fire	Fire Fighter Paramedic Trainee	8.00	42283	Filled (Continuous)
Fire	Fire Fighter Trainee	22.00	42280	Filled (Continuous)
Fire	Fire Prevent Bureau Inspect, Civil	1.00	42275	Encumbered
Fire	Fire Prevent Bureau Inspect, Civil	1.00	42276	Encumbered
Fire	Fire Prevent Bureau Inspect, Civil	1.00	42277	Encumbered
Fire	Fire Prevent Bureau Inspect, Civil	1.00	42278	Encumbered

DEPT	JOB CLASS TITLE	FTE	PC#	STATUS OF VACANCY/REQ
Fire	Fire Prevent Bureau Inspect, Civil	1.00	42279	Encumbered
Fire	Fire Protection Engineer	1.00	42271	Eligible List Referred to Dept
Fire	Hazardous Materials Prg Supervisor	1.00	42292	Encumbered
Fire	Hazardous Materials Prg Supervisor	1.00	42293	Encumbered
Fire	Hazardous Materials Prg Supervisor	1.00	42274	Encumbered
Fire	Hearing Officer	1.00	42290	Not under active recruitment
Fire	Office Assistant I	1.00	42286	Requisition Pending Approval
Fire	Office Assistant II	1.00	42288	Requisition Pending Approval
Fire	Office Assistant II	1.00	42289	Requisition Pending Approval
Fire	Payroll Personnel Clerk III	1.00	42282	Dept Interview Process
Fire	Process Coordinator II	1.00	42272	Dept Interview Process
Fire	Process Coordinator II	1.00	42273	Dept Interview Process
Fire Total		51.00		
OPW	Construction & Maintenance Mechanic	1.00	42263	Requisition Pending Approval
OPW	Custodian	1.00	42265	Requisition Pending Approval
OPW	Custodian, PPT	0.80	42268	Requisition Pending Approval
OPW	Custodian, PPT	0.80	42269	Requisition Pending Approval
OPW	Custodian, PT	2.00	42270	Eligible List Referred to Dept
OPW	Drafting/Design Technician, Sr	1.00	42264	Requisition Pending Approval
OPW	Heavy Equipment Mechanic	1.00	42260	Recruitment Plan in Progress
OPW	Heavy Equipment Mechanic	1.00	42261	Recruitment Plan in Progress
OPW	Public Works Maintenance Worker	1.00	42267	Requisition Pending Approval
OPW	Stationary Engineer	1.00	42262	HR Assessment & Scoring
OPW	Street Maintenance Leader	1.00	42266	Recruitment Plan in Progress
OPW Total		11.60		
DOT	Account Clerk III	1.00	42224	Filled
DOT	Administrative Analyst II	1.00	42225	Filled
DOT	Concrete Finisher	1.00	42212	Requisition Pending Approval
DOT	Construction Inspector (Field)	1.00	42221	Dept Interview Process
DOT	Engineer, Assistant II (Field)	1.00	42213	Dept Interview Process
DOT	Engineer, Civil (Field)	1.00	42214	Not under active recruitment
DOT	Engineer, Civil Supervising (Field)	1.00	42215	Not under active recruitment
DOT	Engineer, Transportation	1.00	42222	Requisition Pending Approval
DOT	Engineering Technician II (Office)	1.00	42216	Not under active recruitment
DOT	Parking Control Technician	1.00	42211	Filled
DOT	Program Analyst III	1.00	42210	On Hold (by Dept)
DOT	Transportation Planner II	1.00	42220	Filled
DOT	Transportation Planner II	1.00	42217	Filled
DOT	Transportation Planner II	1.00	42223	Filled
DOT	Transportation Planner II	1.00	42219	Filled
DOT	Transportation Planner III	1.00	42218	Requisition Pending Approval
DOT Total		16.00		
ITD	Application Developer III	1.00	42243	Recruitment Plan in Progress
ITD Total		1.00		
OPR&YD	Business Analyst II	1.00	42247	Not under active recruitment

DEPT	JOB CLASS TITLE	FTE	PC#	STATUS OF VACANCY/REQ
OPR&YD	Facility Security Assistant	1.00	42357	Not under active recruitment
OPR&YD	Management Assistant	1.00	42246	Eligible List Available
OPR&YD	Recreation Program Director	1.00	42358	Not under active recruitment
OPR&YD	Recreation Program Director	1.00	42244	Dept Interview Process
OPR&YD	Recreation Program Director	1.00	42356	Not under active recruitment
OPR&YD	Recreation Program Director	1.00	42245	Not under active recruitment
OPR&YD Total		7.00		
Library	Librarian I	1.00	42258	Recruitment Open (application intake)
Library	Librarian II	1.00	42259	Recruitment Plan in Progress
Library Total		2.00		
Police Comm	Complaint Investigator II	1.00	42248	Not under active recruitment
Police Comm	Executive Director CPRA	1.00	42249	Recruitment Plan in Progress
Police Comm	Police Pgrm & Perf Audit Sup	1.00	42250	Not under active recruitment
Police Comm Total		3.00		
HSD	Case Manager I	1.00	42242	Requisition Pending Approval
HSD	Case Manager I	1.00	42238	On Hold (by Dept)
HSD	Early Childhood Center Director	1.00	42240	Recruitment Plan in Progress
HSD	Early Childhood Center Director	1.00	42241	Filled
HSD	Head Start Instructor	1.00	42239	Dept Interview Process
HSD	Program Analyst II	1.00	42237	Filled
HSD Total		6.00		
PBD	Administrative Analyst II	1.00	42324	On Hold (Job spec revisions or FEHA Hold)
PBD	Administrative Analyst II	1.00	42333	On Hold (Job spec revisions or FEHA Hold)
PBD	Administrative Services Manager II	1.00	42322	Dept Interview Process
PBD	Assistant Director, Plan & Bldg	1.00	42306	Filled
PBD	Business Analyst II	1.00	42319	On Hold (Job spec revisions or FEHA Hold)
PBD	Engineer, Assistant II (Office)	1.00	42332	Dept Interview Process
PBD	Graphic Delineator	1.00	42320	Requisition Pending Approval
PBD	Management Intern, PT	0.50	42340	Not under active recruitment
PBD	Management Intern, PT	1.00	42342	Encumbered
PBD	Management Intern, PT	1.00	42343	Requisition Pending Approval
PBD	Office Assistant I, PT	0.50	42341	Not under active recruitment
PBD	Office Assistant I, PT	1.00	42338	Filled
PBD	Office Assistant II	1.00	42325	On Hold (Job spec revisions or FEHA Hold)
PBD	Permit Technician I	1.00	42312	Dept Interview Process
PBD	Permit Technician I	1.00	42313	Dept Interview Process
PBD	Planner II	1.00	42326	Dept Interview Process
PBD	Planner II	1.00	42317	Dept Interview Process
PBD	Planner II	1.00	42329	Dept Interview Process
PBD	Planner II	1.00	42330	Dept Interview Process
PBD	Planner III	1.00	42318	Recruitment Plan in Progress
PBD	Planner IV	1.00	42307	Filled
PBD	Planner IV	1.00	42327	Filled
PBD	Planner IV	1.00	42328	Filled
PBD	Planner IV	1.00	42331	Dept Interview Process

DEPT	JOB CLASS TITLE	FTE	PC#	STATUS OF VACANCY/REQ
PBD	Principal Inspection Supv	1.00	42337	On Hold (by Dept)
PBD	Principal Inspection Supv	1.00	42334	On Hold (by Dept)
PBD	Process Coordinator II	1.00	42315	On Hold (by Dept)
PBD	Process Coordinator III	1.00	42316	On Hold (by Dept)
PBD	Project Manager II	1.00	42323	On Hold (Job spec revisions or FEHA Hold)
PBD	Public Service Rep, Sr	1.00	42311	Filled
PBD	Public Service Representative	1.00	42310	Dept Interview Process
PBD	Spatial Data Analyst III	1.00	42321	On Hold (by Dept)
PBD	Specialty Combination Inspector	1.00	42314	Dept Interview Process
PBD	Specialty Combination Inspector	1.00	42308	On Hold (Job spec revisions or FEHA Hold)
PBD	Specialty Combination Inspector	1.00	42309	On Hold (Job spec revisions or FEHA Hold)
PBD	Specialty Combination Inspector	1.00	42335	Dept Interview Process
PBD	Specialty Combination Inspector	1.00	42336	Dept Interview Process
PBD	Student Trainee, PT	0.50	42339	Not under active recruitment
PBD Total		36.50		
EWD	Project Manager	1.00	42226	Encumbered
EWD	Urban Economic Analyst III	1.00	42227	Requisition Pending Approval
EWD Total		2.00		
HCD	Account Clerk II	1.00	42299	Approved (pending HR assignment)
HCD	Administrative Analyst I	1.00	42296	Filled
HCD	Administrative Analyst I	1.00	42297	Filled
HCD	Administrative Assistant I	1.00	42303	Filled
HCD	Administrative Assistant II	1.00	42304	Recruitment Plan in Progress
HCD	Home Management Specialist II	1.00	42294	Encumbered
HCD	Home Management Specialist II	1.00	42295	Requisition Pending Approval
HCD	Housing Development Coordinator III	1.00	42300	Filled
HCD	Housing Development Coordinator III	1.00	42302	Recruitment Plan in Progress
HCD	Program Analyst III	1.00	42301	Requisition Pending Approval
HCD	Program Analyst III	1.00	42298	Approved (pending HR assignment)
HCD	Project Manager	1.00	42305	Encumbered
HCD Total		12.00		
Grand Total		175.90		56 FTE Filled

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
PUBLIC WORKS	Accountant I	AF002	SD1	1.00	0.00	1.00	0.00	23915.10772	Recruitment Closed (HRM/Dept screening apps)	Exam Dates: 10/14 & 10/16
PUBLIC WORKS	Accountant II	AF021	SD1	1.00	0.00	1.00	0.00	32737.25485	Requisition Pending Approval	
PUBLIC WORKS	Administrative Analyst II	AP106	TW1	1.00	0.00	1.00	0.00	40539.40539	Approved (pending HR assignment)	
PUBLIC WORKS	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	33878.15671	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Administrative Assistant II	SS104	TW1	1.00	0.00	1.00	0.00	41286.38933	Not under active recruitment	
PUBLIC WORKS	Assist Director, Pub Works	EM110	U31	1.00	0.00	0.00	1.00	38932.38932	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24043.3592	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24099.5889	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	1.00	0.00	24111.2329	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Capital Improvement Project Coor	SC112	UM2	1.00	0.00	1.00	0.00	39961.15771	Dept Interview Process	
PUBLIC WORKS	Capital Improvement Project Coor	SC112	UM2	1.00	0.00	0.00	1.00	41337.41337	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Capital Improvement Project Coor	SC112	UM2	1.00	0.00	1.00	0.00	39514.1683	Dept Interview Process	
PUBLIC WORKS	Carpenter	TR112	SB1	1.00	0.00	1.00	0.00	41234.6044	Requisition Pending Approval	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	42263.42263	Requisition Pending Approval	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41294.10072	HR Assessment & Scoring	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41237.10268	HR Assessment & Scoring	
PUBLIC WORKS	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41236.6696	HR Assessment & Scoring	
PUBLIC WORKS	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39545.936	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Construction Inspector Sup (Field)	SC125	UH1	1.00	0.00	1.00	0.00	32048.32048	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	1.00	41288.1321	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41502.34353	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41181.2379	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41773.41773	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41774.41774	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41290.15136	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41291.15149	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41292.2106	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41491.31000	Requisition Pending Approval	
PUBLIC WORKS	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	42265.42265	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PPT	TR121	SC1	1.00	0.00	1.00	0.00	41295.14515	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PPT	TR121	SC1	0.80	0.00	0.80	0.00	42268.42268	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PPT	TR121	SC1	0.80	0.00	0.80	0.00	42269.42269	Requisition Pending Approval	
PUBLIC WORKS	Custodian, PT	TR122	SI1	2.00	0.00	2.00	0.00	42270.42270	Eligible List Referred to Dept	
PUBLIC WORKS	Drafting/Design Technician, Sr	ET109	SD1	1.00	0.00	1.00	0.00	42264.42264	Requisition Pending Approval	
PUBLIC WORKS	Electrical Engineer II	TR125	TF1	1.00	0.00	1.00	0.00	31156.31156	Not under active recruitment	
PUBLIC WORKS	Electrical Painter	TR127	SC1	1.00	0.00	1.00	0.00	23834.3567	Not under active recruitment	
PUBLIC WORKS	Electrical Painter	TR127	SC1	1.00	0.00	1.00	0.00	23758.1859	Not under active recruitment	
PUBLIC WORKS	Electrical Painter	TR127	SC1	1.00	0.00	1.00	0.00	23876.2209	Not under active recruitment	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	38080.38080	Requisition Pending Approval	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	36680.36680	Requisition Pending Approval	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	32414.32414	Dept Interview Process	
PUBLIC WORKS	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	31892.5088	Dept Interview Process	
PUBLIC WORKS	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	1.00	0.00	31768.27483	Recruitment Plan in Progress	
PUBLIC WORKS	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	1.00	0.00	31769.3436	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	1.00	0.00	36672.36672	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	1.00	0.00	31897.3431	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Engineer, Transportation Assistant	ET120	TF1	1.00	0.00	0.00	1.00	31774.3426	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Engineering Intern, PT	SS119	UG1	1.00	0.00	1.00	0.00	31799.14510	Not under active recruitment	
PUBLIC WORKS	Environment Enforcement Officer	PP158	SC1	1.00	0.00	0.00	1.00	42386.41351	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Environment Enforcement Officer	PP158	SC1	1.00	0.00	1.00	0.00	41876.41344	Dept Interview Process	
PUBLIC WORKS	Environmental Program Specialist	PP122	TF1	1.00	0.00	1.00	0.00	24179.2916	Recruitment Plan in Progress	
PUBLIC WORKS	Equipment Services Superintendent	MA121	UH1	1.00	0.00	1.00	0.00	24092.3585	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Facilities Complex Mgr, Asst	SC100	UH1	1.00	0.00	1.00	0.00	41740.40673	Requisition Pending Approval	
PUBLIC WORKS	Fleet Specialist	AP190	TW1	1.00	0.00	0.00	1.00	26005.26005	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Gardener Crew Leader	TR140	SC1	1.00	0.00	1.00	0.00	25497.25497	Requisition Pending Approval	
PUBLIC WORKS	Gardener Crew Leader	TR140	SC1	1.00	0.00	1.00	0.00	24401.18566	Approved (pending HR assignment)	
PUBLIC WORKS	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23808.2903	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Gardener II	TR142	SC1	1.00	0.00	1.00	0.00	23950.1660	On Hold (Job spec revisions or FEHA Hold)	
PUBLIC WORKS	Gardener II	TR142	SC1	1.00	0.00	1.00	0.00	37525.37525	On Hold (Job spec revisions or FEHA Hold)	
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24140.2015	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24108.2238	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24080.3599	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24158.13129	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	38810.38810	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	1.00	0.00	42260.42260	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	1.00	0.00	24174.5453	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	1.00	0.00	42261.42261	Recruitment Plan in Progress	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	32303.32303	Dept Interview Process	Dept requesting new recruitment
PUBLIC WORKS	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40651.40651	Dept Interview Process	
PUBLIC WORKS	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	1.00	0.00	24119.3603	Recruitment Plan in Progress	
PUBLIC WORKS	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	1.00	0.00	24134.2603	Recruitment Plan in Progress	
PUBLIC WORKS	Heavy Equipment Supervisor	SC162	UH1	1.00	0.00	1.00	0.00	24120.2423	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41298.34358	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41301.23672	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41239.3593	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41304.28252	Recruitment Plan in Progress	
PUBLIC WORKS	Maintenance Mechanic	TR156	SB1	1.00	0.00	1.00	0.00	41240.3594	Recruitment Plan in Progress	
PUBLIC WORKS	Management Assistant	AP235	UM2	1.00	0.00	1.00	0.00	41335.41335	Approved (pending HR assignment)	
PUBLIC WORKS	Management Intern, PT	MA133	UG1	1.00	0.00	1.00	0.00	31542.31542	Requisition Pending Approval	
PUBLIC WORKS	Manager, Capital Improvement Pgrm	MA107	UM1	1.00	0.00	1.00	0.00	41612.41612	Not under active recruitment	
PUBLIC WORKS	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	24036.3882	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Painter	TR159	SB1	1.00	0.00	1.00	0.00	41302.2486	Approved (pending HR assignment)	
PUBLIC WORKS	Painter	TR159	SB1	1.00	0.00	1.00	0.00	41297.34352	Approved (pending HR assignment)	

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
PUBLIC WORKS	Painter	TR159	SB1	1.00	0.00	1.00	0.00	34484.34484	Not under active recruitment	
PUBLIC WORKS	Park Attendant, PPT	SS157	SC1	1.00	0.00	1.00	0.00	24324.22113	Not under active recruitment	
PUBLIC WORKS	Park Attendant, PT	TR161	SI1	0.50	0.00	0.50	0.00	37527.37527	Eligible List Referred to Dept	
PUBLIC WORKS	Park Attendant, PT	TR161	SI1	0.52	0.00	0.52	0.00	37700.14957	Eligible List Referred to Dept	
PUBLIC WORKS	Park Supervisor I	SC193	UH1	1.00	0.00	1.00	0.00	37867.37867	Approved (pending HR assignment)	
PUBLIC WORKS	Pool Technician	TR207	SC1	1.00	0.00	1.00	0.00	41206.34442	Requisition Pending Approval	
PUBLIC WORKS	Pool Technician	TR207	SC1	1.00	0.00	1.00	0.00	41205.34441	Requisition Pending Approval	
PUBLIC WORKS	Pool Technician, PPT	TR208	SC1	1.00	0.00	1.00	0.00	41204.34440	Not under active recruitment	
PUBLIC WORKS	Program Analyst I	AP292	TW1	1.00	0.00	1.00	0.00	37930.31657	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	42385.38078	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	35983.35983	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	39697.15215	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	31907.22261	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
PUBLIC WORKS	Project Manager	EM216	UM2	1.00	0.00	1.00	0.00	40653.40653	Requisition Pending Approval	
PUBLIC WORKS	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	42267.42267	Requisition Pending Approval	
PUBLIC WORKS	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	31292.5106	Requisition Pending Approval	
PUBLIC WORKS	Recycling Specialist	PP140	TW1	1.00	0.00	1.00	0.00	24013.59	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	1.00	0.00	24067.3521	Recruitment Plan in Progress	
PUBLIC WORKS	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	1.00	0.00	24152.3517	Recruitment Plan in Progress	
PUBLIC WORKS	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	1.00	0.00	24019.217	Recruitment Plan in Progress	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24196.1817	Eligible List Referred to Dept	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	23977.3534	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24115.5116	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24125.5115	Eligible List Referred to Dept	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	23996.1414	Requisition Pending Approval	
PUBLIC WORKS	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	1.00	0.00	24007.1977	Eligible List Referred to Dept	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	41289.3620	HR Assessment & Scoring	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	41293.3622	HR Assessment & Scoring	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	42262.42262	HR Assessment & Scoring	
PUBLIC WORKS	Stationary Engineer	TR178	SB1	1.00	0.00	1.00	0.00	41168.11063	HR Assessment & Scoring	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	42266.42266	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	24333.383	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	24257.19194	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	31298.2896	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	34479.34479	Recruitment Plan in Progress	
PUBLIC WORKS	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	23803.1790	Recruitment Plan in Progress	
PUBLIC WORKS	Street Sweeper Operator	TR181	SC1	1.00	0.00	1.00	0.00	23833.3559	Dept Interview Process	
PUBLIC WORKS	Student Trainee, PT	SS195	UG1	0.55	0.00	0.55	0.00	35919.35919	Requisition Pending Approval	
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	32797.1133	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	40022.40022	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	40021.40021	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Tree Trimmer	TR189	SC1	1.00	0.00	1.00	0.00	40019.40019	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS	Watershed Program Supervisor	SC243	UM2	1.00	0.00	1.00	0.00	31908.3399	Requisition Pending Approval	Dept requesting new recruitment
PUBLIC WORKS Total				125.17	0.00	105.17	20.00			
DOT	Administrative Analyst I	AP103	TW1	1.00	0.00	1.00	0.00	40028.40028	Not under active recruitment	
DOT	Arboricultural Inspector	AP100	UH1	1.00	0.00	0.00	1.00	39548.32280	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Business Analyst II	AP117	TW1	1.00	0.00	1.00	0.00	40049.40049	Eligible List Referred to Dept	
DOT	Chief of Party	TR114	UH1	1.00	0.00	1.00	0.00	39526.832	On Hold (Job spec revisions or FEHA Hold)	
DOT	Concrete Finisher	TR116	SB1	1.00	0.00	1.00	0.00	42212.42212	Requisition Pending Approval	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	42221.42221	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39561.15668	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39562.15669	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39563.15670	Dept Interview Process	
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	1.00	0.00	39883.15736	Dept Interview Process	
DOT	Drafting/Design Technician, Sr	ET109	SD1	1.00	0.00	0.00	1.00	39877.5783	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Electrical Const & Maint Planner	TR124	TF1	1.00	0.00	0.00	1.00	39603.2293	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Electrical Engineer III	TR126	TF1	1.00	0.00	1.00	0.00	39901.3573	Eligible List Referred to Dept	
DOT	Electrician	TR128	IE1	1.00	0.00	1.00	0.00	39614.181	Not under active recruitment	
DOT	Engineer, Assistant II (Field)	ET112	TF1	1.00	0.00	1.00	0.00	42213.42213	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	41356.41356	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	40036.40036	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	42387.23679	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	39885.2888	Dept Interview Process	
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	1.00	0.00	40077.40077	Dept Interview Process	
DOT	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	1.00	0.00	42214.42214	Not under active recruitment	
DOT	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	1.00	0.00	39593.32833	Not under active recruitment	
DOT	Engineer, Civil Supervising (Field)	ET118	TM2	1.00	0.00	1.00	0.00	42215.42215	Not under active recruitment	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	39896.38474	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	42222.42222	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	42389.38473	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	39588.26178	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	40073.40073	Requisition Pending Approval	
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	1.00	0.00	39897.6874	Requisition Pending Approval	
DOT	Engineer, Transportation Supv	ET121	TM2	1.00	0.00	1.00	0.00	40638.40638	Approved (pending HR assignment)	
DOT	Engineering Technician II (Office)	ET125	SD1	1.00	0.00	1.00	0.00	42216.42216	Not under active recruitment	
DOT	Engineering Technician II (Office)	ET125	SD1	1.00	0.00	1.00	0.00	39834.2282	Not under active recruitment	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	39927.2900	Eligible List Referred to Dept	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40053.40053	Eligible List Referred to Dept	
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40054.40054	Eligible List Referred to Dept	

**ORACLE POSITION CONTROL
FILLED/VACANCY REPORT
(AUTHORIZED)**

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	JOB FILL	REV FTE	ENCUMBERED	POS#	STATUS OF VACANCY/REQ	OTHER COMMENTS
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	1.00	0.00	40052.40052	Eligible List Referred to Dept	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39790.4854	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39787.38678	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39793.4853	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39788.4855	Recruitment Open (application intake)	
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.85	0.00	39784.38674	Recruitment Open (application intake)	
DOT	Parking Meter Repair Worker	TR168	SB1	1.00	0.00	1.00	0.00	39642.3481	Eligible List Available	
DOT	Payroll Personnel Clerk III	SS163	UH1	1.00	0.00	1.00	0.00	41776.41776	Eligible List Referred to Dept	
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	41245.38476	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	40044.40044	Not under active recruitment	
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	41358.41358	Not under active recruitment	
DOT	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	39578.38472	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	39596.36675	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	39599.6795	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	42210.42210	On Hold (by Dept)	Pending request to add/delete
DOT	Program Analyst III	SC204	UM2	1.00	0.00	1.00	0.00	39510.34367	Requisition Pending Approval	
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	39930.22015	Eligible List Referred to Dept	
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	39691.3486	Eligible List Referred to Dept	
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	1.00	0.00	39692.3494	Eligible List Referred to Dept	
DOT	Public Works Operations Manager	MA137	UM1	1.00	0.00	1.00	0.00	41775.41775	On Hold (by Dept)	Pending request to add/delete
DOT	Sign Maintenance Worker	TR177	SC1	1.00	0.00	1.00	0.00	39631.554	HR Assessment & Scoring	
DOT	Sign Maintenance Worker	TR177	SC1	1.00	0.00	1.00	0.00	39630.3538	HR Assessment & Scoring	
DOT	Spatial Database Analyst III	AP325	TW1	1.00	0.00	1.00	0.00	41355.41355	Not under active recruitment	
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	39947.3540	Eligible List Available	
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	40070.40070	Eligible List Available	
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	1.00	0.00	39696.37520	Eligible List Available	
DOT	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	39539.24525	On Hold (by Dept)	Pending request to add/delete
DOT	Student Trainee, PT	SS195	UG1	0.50	0.00	0.50	0.00	41357.41357	On Hold (by Dept)	Pending request to add/delete
DOT	Surveying Technician, Sr (Field)	ET133	SC1	1.00	0.00	0.00	1.00	39875.3445	Encumbered (Interim, acting, provisional, underfill, part-time, linked to TCSE/ELDE)	
DOT	Traffic Sign Maker	TR186	SC1	1.00	0.00	1.00	0.00	39905.21696	Dept Interview Process	
DOT	Transportation Planner III	AP455	TW1	1.00	0.00	1.00	0.00	42218.42218	Requisition Pending Approval	
DOT Total				64.25	0.00	60.25	4.00			

<u>Date Filled</u>	<u>Department</u>	<u>Job Title</u>	<u>Current City Employee?</u>	<u>Job Type</u>
7/2/2018	City Administrator's Office	Administrative Assistant I	Yes	Permanent Full-Time
8/25/2018	City Administrator's Office	Animal Care Attendant	No	Permanent Full-Time
11/3/2018	City Administrator's Office	Animal Care Attendant	No	Permanent Full-Time
7/28/2018	City Administrator's Office	Animal Control Officer	Yes	Permanent Full-Time
9/8/2018	City Administrator's Office	Animal Control Officer	No	Permanent Full-Time
9/8/2018	City Administrator's Office	Animal Control Officer	No	Permanent Full-Time
4/6/2019	City Administrator's Office	Animal Control Officer, Ppt	No	Permanent Part-Time
8/27/2018	City Administrator's Office	Assistant To The City Administrator	No	Permanent Full-Time
1/4/2019	City Administrator's Office	Assistant To The City Administrator	Yes	Permanent Full-Time
5/20/2019	City Administrator's Office	City Administrator Analyst	Yes	Permanent Full-Time
7/16/2018	City Administrator's Office	City Administrator Analyst - Cannabis	Yes	Permanent Full-Time
7/16/2018	City Administrator's Office	Public Service Representative	Yes	Limited Duration
8/27/2018	City Administrator's Office	Public Service Representative	Yes	Permanent Full-Time
1/28/2019	City Administrator's Office	Receptionist, Ppt	Yes	Permanent Part-Time
12/15/2018	City Administrator's Office	Veterinarian	Yes	Permanent Full-Time
9/8/2018	City Administrator's Office	Volunteer Program Specialist	Yes	Permanent Full-Time
6/29/2019	Economic & Workforce Development Department	Account Clerk Iii	No	Permanent Full-Time
9/20/2018	Economic & Workforce Development Department	Deputy Director, Economic & Workforce Development	No	Permanent Full-Time
11/17/2018	Economic & Workforce Development Department	Program Analyst I	No	Permanent Full-Time
6/15/2019	Economic & Workforce Development Department	Real Estate Agent	No	Permanent Full-Time
3/23/2019	Economic & Workforce Development Department	Urban Economic Analyst Iv, Projects Ppt	Yes	Permanent Part-Time
6/29/2019	Finance Department	Accountant Iii	No	Permanent Full-Time
12/29/2018	Finance Department	Accounting Technician	Yes	Permanent Full-Time
4/20/2019	Finance Department	Budget & Management Analyst	No	Permanent Full-Time
12/1/2018	Finance Department	Budget & Management Analyst, Assistant	Yes	Permanent Full-Time
6/15/2019	Finance Department	Business Analyst II	No	Permanent Full-Time
1/14/2019	Finance Department	Buyer	No	Permanent Full-Time
6/17/2019	Finance Department	Buyer	No	Permanent Full-Time
9/24/2018	Finance Department	Controller, Assistant	No	Permanent Full-Time
6/3/2019	Finance Department	Human Resource Operations Technician, Senior	No	Permanent Full-Time
6/15/2019	Finance Department	Human Resource Operations Technician, Senior	Yes	Permanent Full-Time
10/8/2018	Finance Department	Parking Meter Collector Supervisor	No	Permanent Full-Time
3/23/2019	Finance Department	Parking Meter Collector Supervisor	Yes	Permanent Full-Time
9/15/2018	Finance Department	Project Manager II	No	Permanent Full-Time
11/5/2018	Finance Department	Revenue And Tax Administrator, Assistant	No	Permanent Full-Time
1/7/2019	Finance Department	Revenue Assistant	No	Permanent Full-Time
1/12/2019	Finance Department	Revenue Assistant	Yes	Permanent Full-Time
6/29/2019	Finance Department	Revenue Assistant	No	Permanent Full-Time
8/27/2018	Finance Department	Tax Auditor II	No	Permanent Full-Time
12/17/2018	Finance Department	Tax Enforcement Officer II	Yes	Permanent Full-Time
12/17/2018	Finance Department	Tax Enforcement Officer II	Yes	Permanent Full-Time
1/12/2019	Finance Department	Tax Enforcement Officer II	Yes	Permanent Full-Time
4/22/2019	Housing & Community Development Department	Administrative Assistant I	No	Permanent Full-Time
9/11/2018	Housing & Community Development Department	Administrative Assistant II	No	Permanent Full-Time
9/11/2018	Housing & Community Development Department	Deputy Director, Housing	Yes	Permanent Full-Time
4/8/2019	Housing & Community Development Department	Hearing Officer	No	Limited Duration
3/11/2019	Housing & Community Development Department	Home Management Specialist Iii	Yes	Permanent Full-Time
1/28/2019	Housing & Community Development Department	Housing Development Coordinator Iii	Yes	Permanent Full-Time
3/11/2019	Housing & Community Development Department	Housing Development Coordinator Iii	Yes	Permanent Full-Time
12/1/2018	Housing & Community Development Department	Housing Development Coordinator Iv	Yes	Permanent Full-Time
10/8/2018	Housing & Community Development Department	Manager, Rent Adjustment Program	No	Permanent Full-Time
4/22/2019	Housing & Community Development Department	Program Analyst I	Yes	Permanent Full-Time
4/8/2019	Housing & Community Development Department	Rehabilitation Advisor I	Yes	Permanent Full-Time
2/4/2019	Housing & Community Development Department	Rehabilitation Advisor Iii	Yes	Permanent Full-Time
2/25/2019	Housing & Community Development Department	Rehabilitation Advisor Iii	No	Permanent Full-Time
11/3/2018	Human Resources Management Department	Employee Relations Analyst, Principal	Yes	Permanent Full-Time
9/24/2018	Human Resources Management Department	Human Resource Analyst, Principal	Yes	Permanent Full-Time
3/23/2019	Human Resources Management Department	Human Resource Analyst, Principal	No	Permanent Full-Time
2/25/2019	Human Resources Management Department	Program Analyst I	Yes	Permanent Full-Time
12/15/2018	Human Resources Management Department	Senior Human Resource Technician	Yes	Permanent Full-Time
5/18/2019	Human Services Department	Accountant Iii	Yes	Permanent Full-Time
3/11/2019	Human Services Department	Administrative Analyst II	Yes	Permanent Full-Time
11/5/2018	Human Services Department	Administrative Assistant II	Yes	Permanent Full-Time
11/5/2018	Human Services Department	Administrative Assistant II	Yes	Permanent Full-Time
4/8/2019	Human Services Department	Administrative Assistant II (Ssb/Samhsa)	No	Permanent Full-Time
6/15/2019	Human Services Department	Assistant To The Director	Yes	Permanent Full-Time
1/28/2019	Human Services Department	Case Manager, Supervising	Yes	Permanent Full-Time
2/9/2019	Human Services Department	Early Childhood Center Director	Yes	Permanent Full-Time
7/31/2018	Human Services Department	Early Head Start Instructor	Yes	Permanent Full-Time
9/11/2018	Human Services Department	Early Head Start Instructor	Yes	Permanent Full-Time
9/11/2018	Human Services Department	Early Head Start Instructor	Yes	Permanent Full-Time
9/24/2018	Human Services Department	Early Head Start Instructor	No	Permanent Full-Time
9/24/2018	Human Services Department	Early Head Start Instructor	Yes	Permanent Full-Time
12/1/2018	Human Services Department	Early Head Start Instructor	No	Permanent Full-Time
12/3/2018	Human Services Department	Early Head Start Instructor	No	Permanent Full-Time
12/8/2018	Human Services Department	Early Head Start Instructor	No	Permanent Full-Time
12/15/2018	Human Services Department	Early Head Start Instructor	No	Permanent Full-Time
3/18/2019	Human Services Department	Early Head Start Instructor	No	Permanent Full-Time
6/1/2019	Human Services Department	Food Service Worker	Yes	Permanent Full-Time
6/29/2019	Human Services Department	Head Start Ersea And Data Program Coordinator	Yes	Permanent Full-Time

<u>Date Filled</u>	<u>Department</u>	<u>Job Title</u>	<u>Current City Employee?</u>	<u>Job Type</u>
6/29/2019	Human Services Department	Head Start Facilities Coordinator	Yes	Permanent Full-Time
11/19/2018	Human Services Department	Head Start Instructor	No	Permanent Full-Time
11/5/2018	Human Services Department	Health & Human Services Program Planner	Yes	Permanent Full-Time
11/5/2018	Human Services Department	Health & Human Services Program Planner	Yes	Permanent Full-Time
2/11/2019	Human Services Department	Program Analyst I	Yes	Permanent Full-Time
4/8/2019	Human Services Department	Program Analyst I	No	Permanent Full-Time
5/6/2019	Human Services Department	Program Analyst I	No	Permanent Full-Time
12/29/2018	Human Services Department	Program Analyst II - Homelessness	No	Permanent Full-Time
8/27/2018	Human Services Department	Project Manager	Yes	Limited Duration
1/12/2019	Human Services Department	Senior Center Director	Yes	Permanent Full-Time
2/9/2019	Human Services Department	Senior Center Director	No	Permanent Full-Time
7/16/2018	Human Services Department	Senior Services Program Assistant	No	Permanent Full-Time
3/25/2019	Human Services Department	Senior Services Program Assistant (Oped)	No	Permanent Full-Time
11/19/2018	Human Services Department	Supervising Cook	Yes	Permanent Full-Time
6/25/2019	Information Technology Department	Accounting Technician	Yes	Permanent Full-Time
4/8/2019	Information Technology Department	Administrative Analyst I	No	Permanent Full-Time
6/18/2019	Information Technology Department	Business Analyst Iii	No	Permanent Full-Time
9/24/2018	Information Technology Department	Executive Assistant To The Director	Yes	Permanent Full-Time
12/17/2018	Information Technology Department	Information Systems Manager I (Client Services Manager)	Yes	Permanent Full-Time
3/23/2019	Information Technology Department	Information Systems Manager II	Yes	Permanent Full-Time
5/20/2019	Information Technology Department	Information Systems Specialist II	Yes	Permanent Full-Time
6/15/2019	Information Technology Department	Information Systems Specialist Iii	Yes	Permanent Full-Time
1/14/2019	Information Technology Department	Project Manager Iii	Yes	Permanent Full-Time
12/17/2018	Information Technology Department	Reprographic Shop Supervisor	Yes	Permanent Full-Time
2/11/2019	Oakland Department of Transportation (OakDOT)	Assistant To The Director	Yes	Permanent Full-Time
2/11/2019	Oakland Department of Transportation (OakDOT)	Assistant To The Director	No	Permanent Full-Time
9/24/2018	Oakland Department of Transportation (OakDOT)	City Land Surveyor	Yes	Permanent Full-Time
7/2/2018	Oakland Department of Transportation (OakDOT)	Engineering Technician II (Office)	No	Permanent Full-Time
12/3/2018	Oakland Department of Transportation (OakDOT)	Engineering Technician II (Office)	No	Permanent Full-Time
7/30/2018	Oakland Department of Transportation (OakDOT)	Heavy Equipment Operator	Yes	Permanent Full-Time
7/30/2018	Oakland Department of Transportation (OakDOT)	Heavy Equipment Operator	Yes	Permanent Full-Time
10/8/2018	Oakland Department of Transportation (OakDOT)	Parking Control Technician, Ppt	Yes	Permanent Part-Time
10/8/2018	Oakland Department of Transportation (OakDOT)	Parking Control Technician, Ppt	Yes	Permanent Part-Time
10/8/2018	Oakland Department of Transportation (OakDOT)	Parking Control Technician, Ppt	Yes	Permanent Part-Time
10/8/2018	Oakland Department of Transportation (OakDOT)	Parking Control Technician, Ppt	Yes	Permanent Part-Time
10/8/2018	Oakland Department of Transportation (OakDOT)	Parking Control Technician, Ppt	Yes	Permanent Part-Time
9/9/2018	Oakland Department of Transportation (OakDOT)	Parking Meter Repair Worker	Yes	Permanent Full-Time
1/14/2019	Oakland Department of Transportation (OakDOT)	Program Analyst Iii (Sc - Transportation Planning)	Yes	Permanent Full-Time
1/2/2019	Oakland Department of Transportation (OakDOT)	Project Manager	Yes	Permanent Full-Time
12/3/2018	Oakland Department of Transportation (OakDOT)	Project Manager II	Yes	Permanent Full-Time
7/2/2018	Oakland Department of Transportation (OakDOT)	Public Service Representative	No	Permanent Full-Time
3/1/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	Yes	Provisional
3/5/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	Yes	Provisional
3/5/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	Yes	Provisional
3/5/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	Yes	Provisional
3/13/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	No	Provisional
3/14/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	No	Provisional
3/18/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	No	Provisional
3/18/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	No	Provisional
3/19/2019	Oakland Department of Transportation (OakDOT)	Public Works Maintenance Worker	No	Provisional
7/30/2018	Oakland Department of Transportation (OakDOT)	Public Works Supervisor I	Yes	Permanent Full-Time
9/22/2018	Oakland Department of Transportation (OakDOT)	Public Works Supervisor I	Yes	Permanent Full-Time
1/31/2019	Oakland Department of Transportation (OakDOT)	Public Works Supervisor II	Yes	Permanent Full-Time
1/31/2019	Oakland Department of Transportation (OakDOT)	Public Works Supervisor II	Yes	Permanent Full-Time
10/8/2018	Oakland Fire Department	Administrative Assistant I, Ppt	No	Permanent Part-Time
7/16/2018	Oakland Fire Department	Administrative Assistant II	No	Permanent Full-Time
11/19/2018	Oakland Fire Department	Administrative Services Manager I	Yes	Permanent Full-Time
8/11/2018	Oakland Fire Department	Battalion Chief	Yes	Permanent Full-Time
8/11/2018	Oakland Fire Department	Battalion Chief	Yes	Permanent Full-Time
11/17/2018	Oakland Fire Department	Battalion Chief	Yes	Permanent Full-Time
12/1/2018	Oakland Fire Department	Battalion Chief - Lda	Yes	Limited Duration
12/1/2018	Oakland Fire Department	Battalion Chief - Lda	Yes	Limited Duration
10/8/2018	Oakland Fire Department	Budget And Grants Administrator	Yes	Permanent Full-Time
8/11/2018	Oakland Fire Department	Captain Of Fire	Yes	Permanent Full-Time
8/11/2018	Oakland Fire Department	Captain Of Fire	Yes	Permanent Full-Time
4/6/2019	Oakland Fire Department	Captain Of Fire Department	Yes	Permanent Full-Time
4/6/2019	Oakland Fire Department	Captain Of Fire Department	Yes	Permanent Full-Time
12/17/2018	Oakland Fire Department	Emergency Planning Coordinator, Senior	No	Permanent Full-Time
6/29/2019	Oakland Fire Department	Engineer Of Fire Department	Yes	Permanent Full-Time
6/29/2019	Oakland Fire Department	Engineer Of Fire Department	Yes	Permanent Full-Time
6/29/2019	Oakland Fire Department	Engineer Of Fire Department	Yes	Permanent Full-Time
6/29/2019	Oakland Fire Department	Engineer Of Fire Department	Yes	Permanent Full-Time
6/29/2019	Oakland Fire Department	Engineer Of Fire Department	Yes	Permanent Full-Time
7/16/2018	Oakland Fire Department	Fire Communications Dispatcher	No	Permanent Full-Time
10/20/2018	Oakland Fire Department	Fire Communications Dispatcher	Yes	Permanent Full-Time
12/31/2018	Oakland Fire Department	Fire Communications Dispatcher	Yes	Permanent Full-Time
4/6/2019	Oakland Fire Department	Fire Communications Dispatcher	No	Permanent Full-Time
6/15/2019	Oakland Fire Department	Fire Marshal, Assistant (Sworn)	Yes	Permanent Full-Time
11/19/2018	Oakland Fire Department	Fire Prevention Bureau Inspector, Civilian	Yes	Permanent Full-Time

<u>Date Filled</u>	<u>Department</u>	<u>Job Title</u>	<u>Current City Employee?</u>	<u>Job Type</u>
4/20/2019	Oakland Public Library	Library Assistant, Ppt	Yes	Permanent Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
11/17/2018	Oakland Public Library	Library Assistant, Pt	Yes	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Library	Library Assistant, Pt	No	Temporary Part-Time
6/29/2019	Oakland Public Library	Library Assistant, Pt	No	Permanent Part-Time
6/29/2019	Oakland Public Library	Library Assistant, Pt	No	Permanent Part-Time
6/29/2019	Oakland Public Library	Library Assistant, Pt	No	Permanent Part-Time
6/29/2019	Oakland Public Library	Library Assistant, Pt	No	Permanent Part-Time
6/29/2019	Oakland Public Library	Library Assistant, Pt	No	Permanent Part-Time
4/6/2019	Oakland Public Library	Library Assistant, Senior	Yes	Permanent Full-Time
4/20/2019	Oakland Public Library	Project Manager (Sc - Facilities & Capital Projects)	Yes	Permanent Full-Time
7/14/2018	Oakland Public Library	Senior Librarian (Adult Reference Services, Main Library)	Yes	Permanent Full-Time
1/12/2019	Oakland Public Library	Senior Library Assistant (Rockridge, 81st)	Yes	Permanent Full-Time
1/12/2019	Oakland Public Library	Senior Library Assistant (Rockridge, 81st)	Yes	Permanent Full-Time
1/12/2019	Oakland Public Library	Senior Library Assistant, Ppt (Circulation, 81st)	Yes	Permanent Full-Time
7/14/2018	Oakland Public Library	Senior Literacy Assistant (Second Start Adult Literacy)	Yes	Permanent Full-Time
7/28/2018	Oakland Public Works Department	Account Clerk Ii	No	Permanent Full-Time
5/18/2019	Oakland Public Works Department	Account Clerk Ii	No	Permanent Full-Time
6/1/2019	Oakland Public Works Department	Accountant Iii	Yes	Permanent Full-Time
6/1/2019	Oakland Public Works Department	Accountant Iii	Yes	Permanent Full-Time
7/28/2018	Oakland Public Works Department	Administrative Analyst Ii	No	Permanent Full-Time
3/23/2019	Oakland Public Works Department	Administrative Analyst Ii	No	Permanent Full-Time
10/8/2018	Oakland Public Works Department	Administrative Assistant Ii	No	Permanent Full-Time
9/22/2018	Oakland Public Works Department	Administrative Services Manager I	Yes	Permanent Full-Time
12/29/2018	Oakland Public Works Department	Assistant Director, Public Works	Yes	Permanent Full-Time
12/29/2018	Oakland Public Works Department	Assistant Director, Public Works Agency	Yes	Permanent Full-Time
10/20/2018	Oakland Public Works Department	Assistant To The Director	Yes	Permanent Full-Time
11/3/2018	Oakland Public Works Department	Construction And Maintenance Supervisor I	Yes	Permanent Full-Time
12/17/2018	Oakland Public Works Department	Construction And Maintenance Supervisor I	Yes	Permanent Full-Time
12/17/2018	Oakland Public Works Department	Construction And Maintenance Supervisor I	Yes	Permanent Full-Time
7/2/2018	Oakland Public Works Department	Engineer, Assistant Ii (Office)	No	Permanent Full-Time
8/11/2018	Oakland Public Works Department	Engineer, Civil (Office)	No	Permanent Full-Time
2/9/2019	Oakland Public Works Department	Engineer, Civil (Office)	No	Permanent Full-Time
7/2/2018	Oakland Public Works Department	Engineering Technician Ii (Office)	No	Permanent Full-Time
11/3/2018	Oakland Public Works Department	Heavy Equipment Operator	Yes	Permanent Full-Time
7/15/2018	Oakland Public Works Department	Irrigation Repair Specialist	No	Permanent Full-Time
2/4/2019	Oakland Public Works Department	Litter/Nuisance Enforcement Officer	Yes	Permanent Full-Time
2/4/2019	Oakland Public Works Department	Litter/Nuisance Enforcement Officer	Yes	Permanent Full-Time
2/23/2019	Oakland Public Works Department	Litter/Nuisance Enforcement Officer	Yes	Permanent Full-Time
2/23/2019	Oakland Public Works Department	Litter/Nuisance Enforcement Officer	Yes	Permanent Full-Time
3/15/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/15/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/15/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/15/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
3/22/2019	Oakland Public Works Department	Park Attendant, Pt	No	Temporary Part-Time
12/1/2018	Oakland Public Works Department	Park Supervisor I	No	Permanent Full-Time
6/1/2019	Oakland Public Works Department	Project Manager Ii	Yes	Permanent Full-Time
10/20/2018	Oakland Public Works Department	Public Service Representative, Sr.	Yes	Permanent Full-Time
9/8/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time

<u>Date Filled</u>	<u>Department</u>	<u>Job Title</u>	<u>Current City Employee?</u>	<u>Job Type</u>
9/8/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
9/8/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
9/22/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
9/22/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
9/22/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
9/22/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
11/5/2018	Oakland Public Works Department	Public Works Maintenance Worker	No	Permanent Full-Time
2/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/9/2019	Oakland Public Works Department	Public Works Maintenance Worker	Yes	Provisional
3/29/2019	Oakland Public Works Department	Public Works Maintenance Worker	No	Provisional
3/29/2019	Oakland Public Works Department	Public Works Maintenance Worker	No	Provisional
3/29/2019	Oakland Public Works Department	Public Works Maintenance Worker	No	Provisional
2/23/2019	Oakland Public Works Department	Public Works Supervisor ii	Yes	Permanent Full-Time
2/23/2019	Oakland Public Works Department	Public Works Supervisor ii	No	Permanent Full-Time
10/6/2018	Oakland Public Works Department	Sewer Maintenance Leader	Yes	Permanent Full-Time
10/6/2018	Oakland Public Works Department	Sewer Maintenance Worker	Yes	Permanent Full-Time
10/6/2018	Oakland Public Works Department	Sewer Maintenance Worker	Yes	Permanent Full-Time
10/6/2018	Oakland Public Works Department	Street Maintenance Leader	Yes	Permanent Full-Time
11/3/2018	Oakland Public Works Department	Street Maintenance Leader	Yes	Permanent Full-Time
2/9/2019	Oakland Public Works Department	Street Sweeper Operator	No	Permanent Full-Time
1/26/2019	Oakland Public Works Department	Support Services Supervisor	No	Permanent Full-Time
9/8/2018	Oakland Public Works Department	Traffic Engineering Technician, Senior	No	Permanent Full-Time
12/15/2018	Oakland Public Works Department	Tree Supervisor I	No	Permanent Full-Time
5/4/2019	Oakland Public Works Department	Tree Trimmer	No	Permanent Full-Time
11/5/2018	Office of the City Attorney	Legal Administrative Assistant	No	Permanent Full-Time
8/13/2018	Office of the City Attorney	Open Government Coordinator	Yes	Permanent Full-Time
6/3/2019	Office of the City Auditor	Performance Audit Manager	No	Permanent Full-Time
7/16/2018	Office of the City Auditor	Performance Auditor	No	Permanent Full-Time
2/25/2019	Planning & Building Department	Account Clerk iii	No	Permanent Full-Time
2/11/2019	Planning & Building Department	Engineer, Civil (Office)	Yes	Permanent Full-Time
12/17/2018	Planning & Building Department	Engineer, Civil Supervising (Office)	Yes	Permanent Full-Time
12/17/2018	Planning & Building Department	Manager, Zoning	Yes	Permanent Full-Time
12/3/2018	Planning & Building Department	Office Assistant II	No	Permanent Full-Time
6/17/2019	Planning & Building Department	Permit Technician I	No	Permanent Full-Time
6/17/2019	Planning & Building Department	Permit Technician I	No	Permanent Full-Time
10/22/2018	Planning & Building Department	Planner I	No	Permanent Full-Time
10/22/2018	Planning & Building Department	Planner I	No	Permanent Full-Time
5/20/2019	Planning & Building Department	Planner I	No	Permanent Full-Time
8/27/2018	Planning & Building Department	Planner II	No	Permanent Full-Time
11/19/2018	Planning & Building Department	Planner II	No	Permanent Full-Time
6/17/2019	Planning & Building Department	Planner III	Yes	Permanent Part-Time
11/5/2018	Planning & Building Department	Planner IV	Yes	Permanent Full-Time
2/11/2019	Planning & Building Department	Process Coordinator II	Yes	Permanent Full-Time
2/11/2019	Planning & Building Department	Process Coordinator II	Yes	Permanent Full-Time
2/11/2019	Planning & Building Department	Process Coordinator III	Yes	Permanent Full-Time
9/24/2018	Planning & Building Department	Project Manager	No	Permanent Full-Time
6/17/2019	Planning & Building Department	Public Service Representative	Yes	Permanent Full-Time
10/22/2018	Planning & Building Department	Specialty Combination Inspector	Yes	Permanent Full-Time
11/5/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
11/5/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
11/5/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
11/5/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
11/5/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
11/19/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
12/3/2018	Planning & Building Department	Specialty Combination Inspector	No	Permanent Full-Time
9/28/2018	Planning & Building Department	Specialty Combination Inspector, Senior	No	Permanent Full-Time
10/22/2018	Planning & Building Department	Specialty Combination Inspector, Senior	No	Permanent Full-Time
11/19/2018	Police Commission Department	Administrative Analyst II	No	Permanent Full-Time
9/24/2018	Police Commission Department	Complaint Investigator III	Yes	Permanent Full-Time
2/28/2019	Public Ethics Commission	Deputy Director, Public Ethics Commission	No	Permanent Full-Time
2/11/2019	Race & Equity Department	Executive Assistant To The Director	Yes	Permanent Full-Time

A photograph of a man with a grey beard and mustache, wearing a light blue button-down shirt, smiling broadly as he shakes hands with another person whose hands are visible in the foreground. The background is a blurred office setting with a wooden desk and some greenery.

NEOGOV

HIRING TRENDS REPORT

2019

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OVERVIEW

NEOGOV strives to be a leader in providing up-to-date and accurate data to support the public sector. We recently released our 2019 Job Seeker Report, the first in a series of reports, that revealed the current hiring challenges agencies like yours are facing and provided actions for recruiting qualified candidates. We also released a report with the National Association of State Chief Administrators (NASCA) and Accenture, entitled Job One: Reimagine Today's State Government, to understand the workforce challenges facing state agencies.

The 2019 Job Seeker Report called attention to the alarming gap between job openings and applicants in the public sector. In this second report in the series, NEOGOV's 2019 Hiring Trends Report, we seek to understand why this gap is occurring and how to approach the problem. While the Job Seeker Report strove to understand the motivations of candidates, this report takes a deeper dive into the data and sets out to investigate the state of hiring in the public sector.

The data in this report is based on an analysis of 783 agencies, over 38 million applicants, and 550,000 hires since 2003.

TODAY'S CHALLENGE:

APPLICANT SHORTAGE

As we saw in the first report of this series, NEOGOV's 2019 Job Seeker Report, the public sector is becoming less appealing to job seekers. Public sector jobs are being vacated at a much higher rate than they are being filled. The result? A concerning 37% gap between jobs and applications.

Why is this happening? The public sector is going through two significant shifts that are creating real challenges to staffing government with highly qualified employees.

The first shift is increased turnover primarily driven by an aging population of employees. A recent Pew Charitable Trusts study indicated that between 30 to 40% of the public workforce are eligible to retire. As this portion of the workforce retires, agencies are scrambling to fill these newly open positions. NEOGOV data indicates a concerning 29% increase in job openings since 2013.

The second shift is that the public sector is less attractive to job seekers. As a result, NEOGOV data reflects an 8% decrease in the number of applicants looking for public sector jobs since 2013. When combined with the increase of job openings, there is a 37% differential between open positions and job applicants.

DATA FROM THE 2019 JOB SEEKER REPORT

Download at neogov.com



Public Sector Applicants vs Jobs
Figure 1

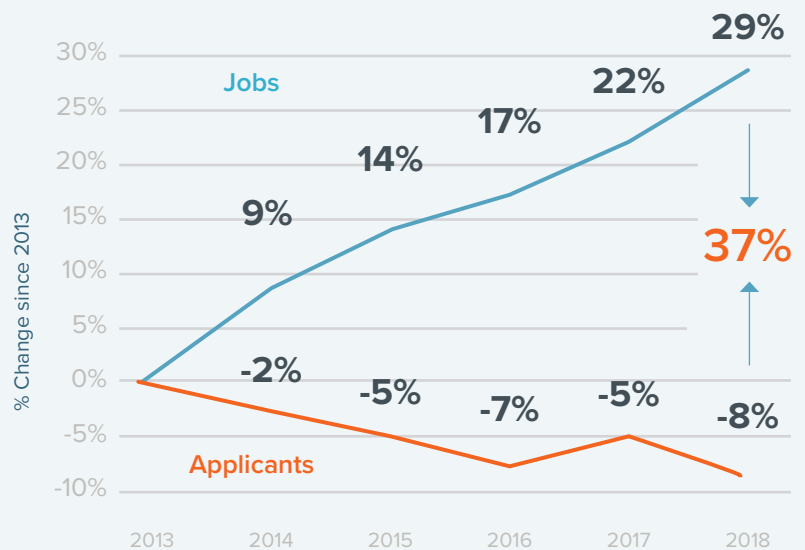


Figure 1 depicts the gap that has emerged since 2013 between the percentage increase in job openings and the percentage decrease in number of applicants.

The public sector is going through a seismic shift.

If government agencies cannot staff open positions with qualified candidates or leave positions vacant, the quality of service to citizens will be impacted.

ERODING VALUE PROPOSITIONS: RETIREMENT BENEFITS

According to The Washington Post, 10,000 Baby Boomers are retiring per day, which equates to 11% of the population retiring per year.²

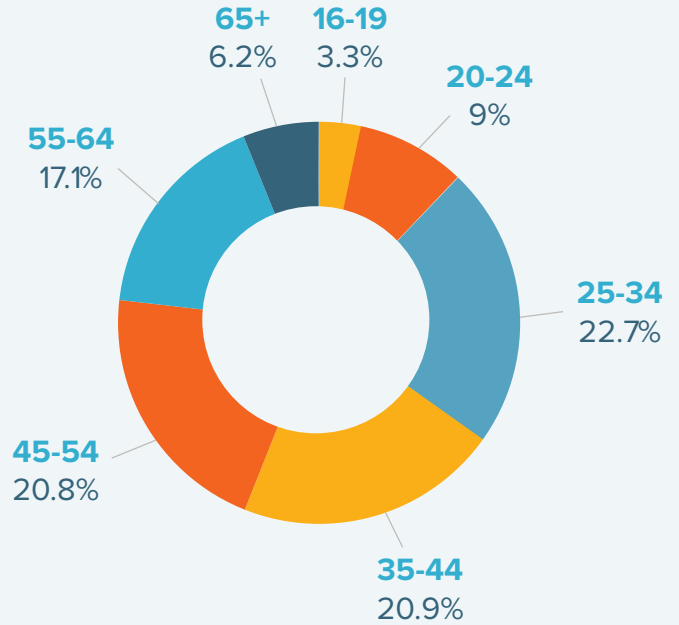
With tens of thousands of workers approaching retirement age in the next few years, there is a reported discrepancy between the benefits that have been promised and the benefits that are available to be paid out. PEW Trusts reports that as of 2016, of the \$4 trillion in promised pensions, government agencies were only able to pay out \$2.8 trillion. As a result, 57% of pension funds have been frozen to new employees (See Figure 3).

The National Public Pension Coalition reports that “two-thirds of public employees rate their retirement benefits as a very valuable aspect of their job.” However, as government agencies struggle to pay out the retirement benefits promised to baby boomer workers, some organizations are adjusting retirement benefits for future workers.

The Center for State and Local Government Excellence (SLGE) reports that “most governments have had to increase employee and employer contributions, reduce benefits for new hires, and increase the retirement age or years required to vest in a plan.” This could lead to younger employees avoiding the public sector in search of higher salaries and more reliable retirement benefits, contributing to an even greater gap between applicants and open jobs.

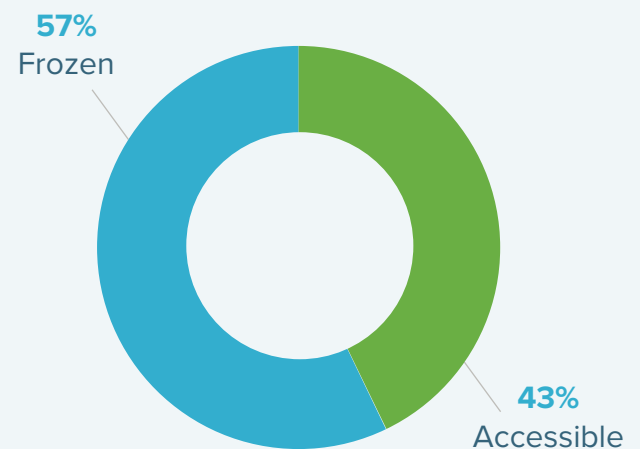
So, while retirement benefits have historically been one of the most appealing aspects of public sector employment, this staple value proposition for public sector candidates is eroding as agencies potentially fail to deliver on previous benefit packages.

Workforce Population Breakdown by Age
Figure 2



Over 23% of the US workforce is likely to retire in the next 10 years.

Frozen Retirement Funds
Figure 3



The Bureau of Labor Statistics reports that while 75% of government workers participate in defined benefit plans, only 43% of these plans are accessible.

ERODING VALUE PROPOSITIONS:

JOB SECURITY

The other traditional value proposition that has historically attracted candidates to the public sector is job security. According to the 2019 State Budget Overview from NASBO (National Association of State Budget Offices), the decade following the country's last major recession saw a reduction of the state workforce by 5.7%. More specifically, between August 2008 to October 2018, the states reduced their workforce by 162,000 people. As a result, many job seekers no longer see security in public positions.

AUG 2008 - OCT 2018

▼ -5.7%

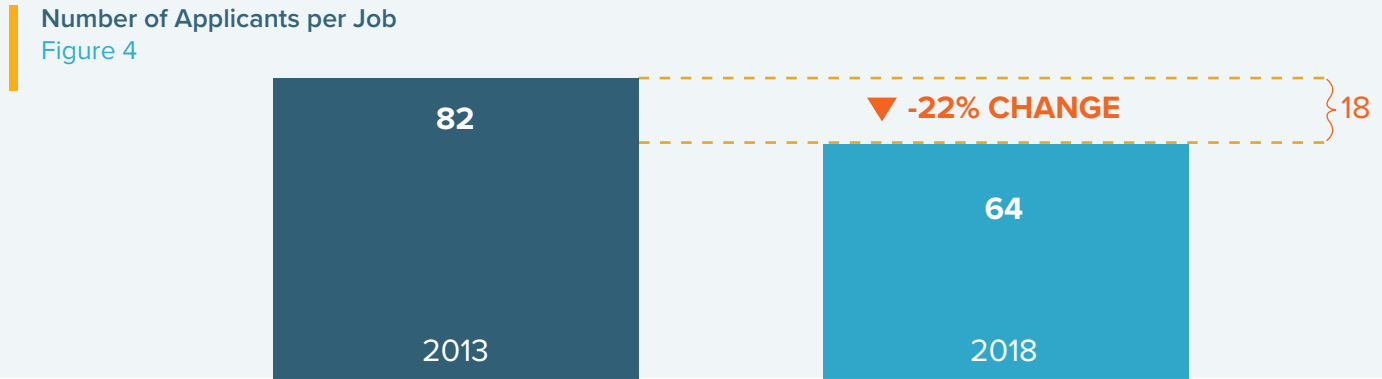
-161,500 EMPLOYEES

Similarly, the 2018/2019 government shutdown – the longest shutdown in US history – may have harmed the perception of job security. Spanning 35 days between December 2018 and January 2019, the shutdown affected hundreds of thousands of public sector employees. According to the Washington Post, 800,000 federal workers did not receive pay for the duration of the shutdown. Although government employees were retroactively paid after the shutdown ended, this could have been a warning bell that has deterred potential candidates from applying to public positions.

DECLINE IN APPLICANTS PER JOB

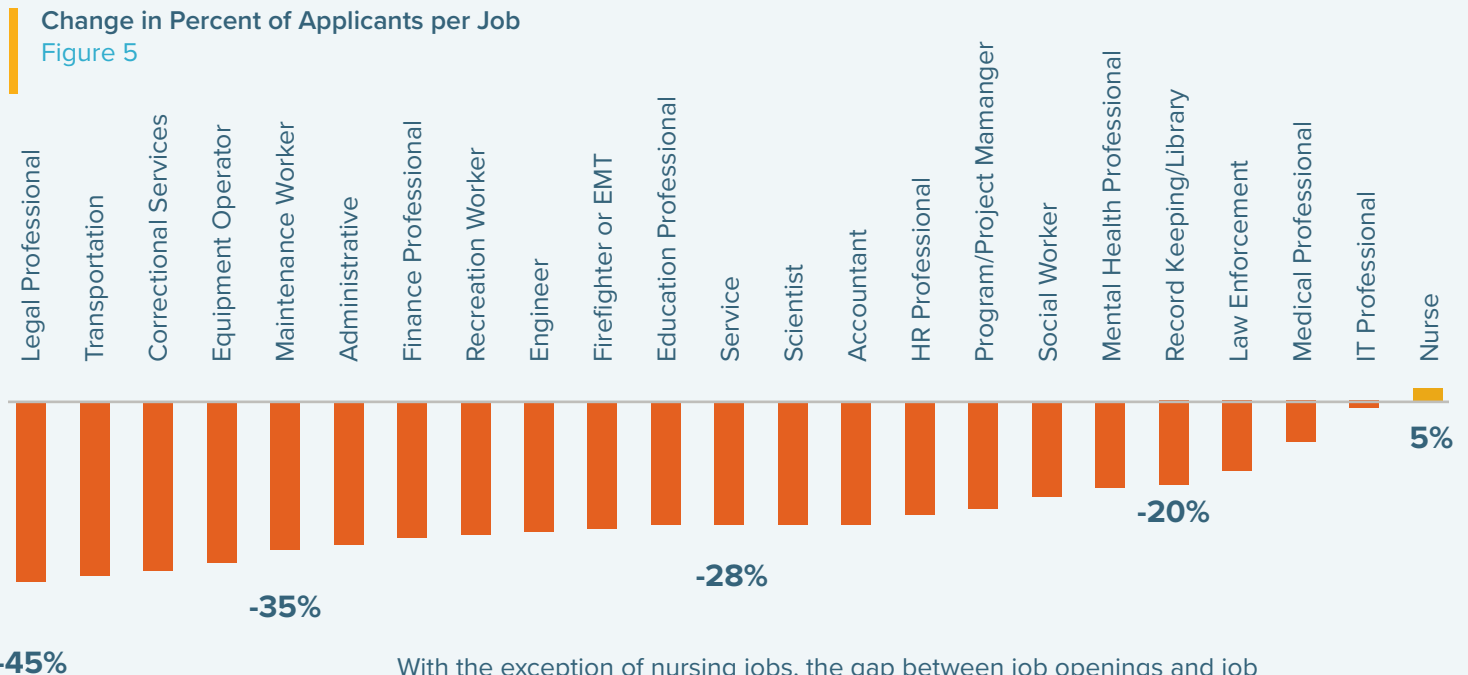
When looking at the average job posting there was a 22% reduction in applicants from 2013 to 2018 (See Figure 4). That equates to 18 fewer applicants per job over the last 5 years.

Unless there are significant macro trend changes, such as increasing unemployment or a slowing of hiring in the private sector, the gap between jobs and applicants in the public sector is expected to grow.



Across all job categories in the public sector, with the exception of nursing, there has been a decline in the number of applicants per available position (See Figure 5). Among those hardest hit between 2013 and 2018 are legal, correctional services, transportation, engineering, and equipment operation.

Legal has suffered the biggest impact in applicants per job, with a 64% decline in applications. Legal jobs saw, on average, 33 fewer applicants per available job in 2018 compared to 2013 (See Figure 5).



LEAST AND MOST AFFECTED JOBS

Least Impacted

Outside of nursing, the least impacted job categories -- IT, medical, law enforcement, and record keeping/library professionals -- have seen either a stagnation or decline in applicants. Each of these categories has experienced a reduction of between 0 and 22 applicants per available job since 2013.

Most Impacted

It is also important to look at these jobs that have been affected the most over the last five years. Although correctional services jobs have an average of 58 applicants per job in 2018, this is a massive decrease from five years prior. In 2013, legal professional roles received an average of 88 applicants per open position, an alarming difference of 39 from 2018.

Percent Decrease in Applicants, 2013 - 2017
Figure 6

BEST PERFORMING JOBS		2013	2018
Nurse	5%	34	36
IT	0%	46	46
Medical Professional	-9%	56	51
Law Enforcement	-17%	156	129
Record Keeping/Library	-20%	87	69

Nursing has been affected the least since 2013.

HIGHEST PERCENT DECREASE		2013	2018
Maintenance Worker	-35%	55	36
Equipment Operator	-39%	51	31
Correctional Services	-41%	99	58
Transportation	-43%	89	51
Legal Professional	-45%	88	49

Legal has experience the greatest decrease.

WHERE DO WE GO FROM HERE?

All of this data points to a concerning predicament -- despite a wide variety of job openings, the public sector is failing to attract job seekers. As the gap increases, it could threaten the quality of service that government agencies provide to citizens. In order to combat this gap, it is vital for public sector organizations to reconsider how they're recruiting candidates and take action.

Here are **five recommendations** for overcoming the public sector's current hiring crisis:

- 1 BECOME MORE ATTRACTIVE TO CANDIDATES**
- 2 USE DATA IN YOUR RECRUITING STRATEGY**
- 3 EXPAND CANDIDATE REACH**
- 4 INSTILL CONFIDENCE IN PUBLIC SECTOR CAREER GROWTH**
- 5 IMPLEMENT RETENTION STRATEGIES**

BECOME MORE ATTRACTIVE

Showcase Public Sector Appeal

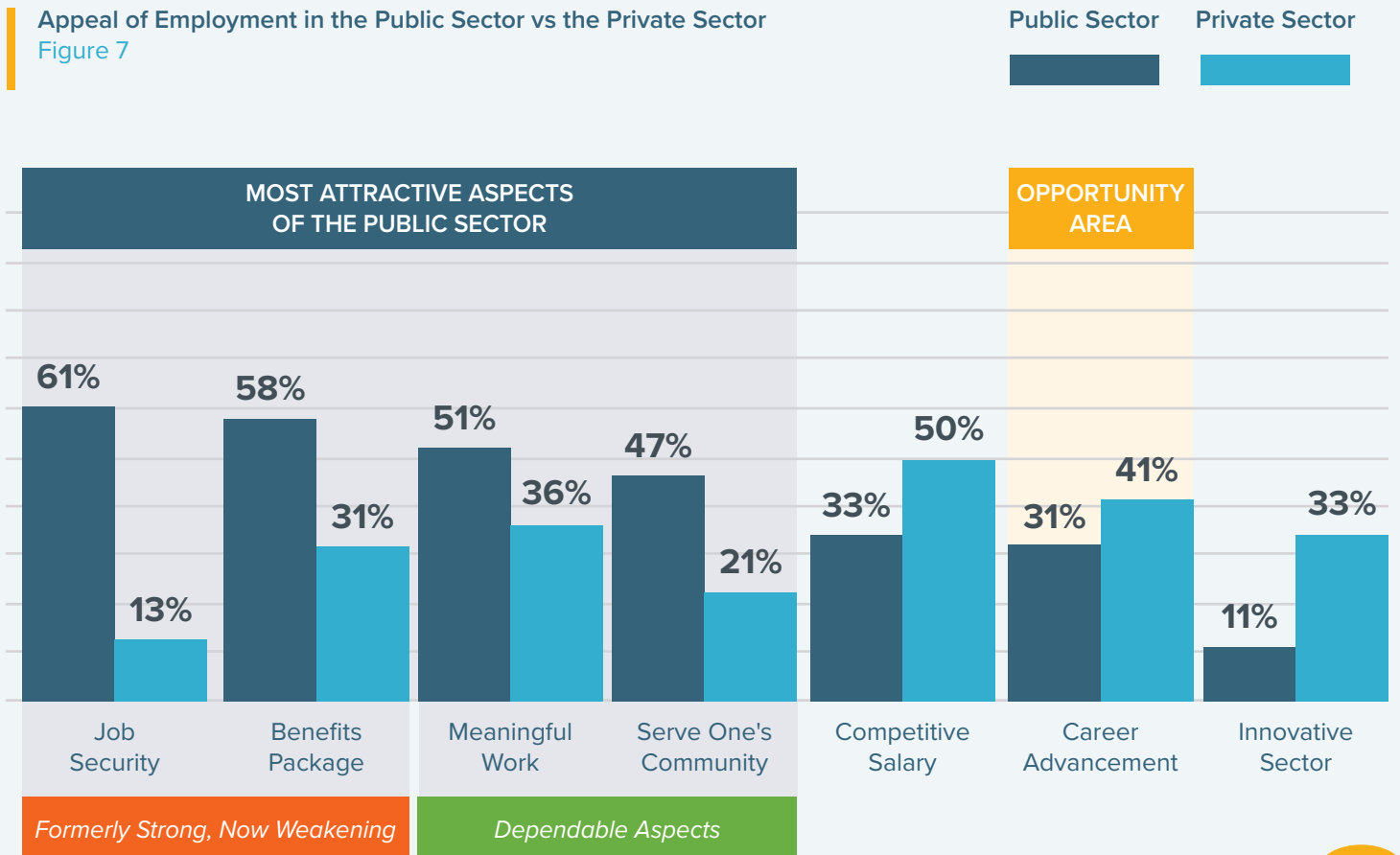
As depicted in Figure 7, the top three attractions of employment in the public sector are job security, an attractive benefits package, and the opportunity to do meaningful work.

To amplify recruitment and retention, public sector employers need to understand what job seekers want and build job promotions that highlight those attributes.

Figure 7 indicates that 61% of workers pinpointed job security as one of the most appealing attributes of working in the public sector, while 58% cited benefits packages. However, both of these traditional attractions of public jobs are gradually weakening as the workforce decreases and benefits erode.

Other desirable features of public sector employment that remain strong are doing meaningful work and serving the community, each winning out over the private sector by at least 15%. **With so many job openings in the public sector, career advancement is a popular attraction for both the public and private sector, leaving an area of opportunity for public agencies.**

In contrast, private sector jobs hold the appeal of competitive salary and innovation, both areas where the public sector has difficulty competing.



Rewrite Job Descriptions

Increasing applicant submissions starts with compelling job postings that showcase the appeals of the public sector.

As seen in the example job descriptions to the right, the first description, which is an actual posting from a public sector agency and mirrors many others, was written from the perspective of the employer. Besides leaving out every value proposition that public sector job seekers are interested in, it implies that employees will work in a highly supervised rigid environment and be micromanaged, far from desirable traits in a job market where candidates are in the driver's seat.

When rewritten to include public sector value propositions and highlight key attractions, the second description becomes job seeker-focused and more likely to attract experienced candidates.

On average, candidates that view a job posting only apply between 3% and 6% of the time. Meaning, if 100 Job Seekers see the promotions, 3-6 people actually apply. One of the fastest ways to increase applicants is by increasing conversion by rewriting job promotions to call out what candidates find appealing.

Agency Focused Job Description

Nurse Practitioner I
Department of Mental Health, State Agency

JOB RESPONSIBILITIES

The department of Mental Health is a **drug-free workplace**. All candidates will be required to pass a mandatory pre-employment drug test.

JOB PURPOSE

Under clinical supervision of the Medical Director, provides direct patient care and evaluations (PMA's, etc.) within the scope of Nurse Practitioner authority, coordinate care, supervise treatment team, and provide direct supervision where applicable.



Written from the perspective of the employer, with no mention of value proposition for the job seeker.

Job Seeker Focused Job Description

Nurse Practitioner I
Department of Mental Health, State Agency

JOB DESCRIPTION

Want to do **meaningful work** that has a **real impact on the community**? Please come join the **very tenured** Nurses at the Department of Mental Health. Our mission is to **service those who aren't being served**, which not only **benefits the community** greatly, but also delivers **great benefit** packages to you! It's a win-win for everyone. Our Nurses' average **tenure is over 10 years**, which allows for consistent service to those in need. Under the supervision of talented professionals, you will provide direct patient care and evaluations, coordinate critical care, and provide supervision of treatment and team members. We would be honored to have you join the team.



Written from the perspective of the job seeker, highlights the highest priority motivators for the position.

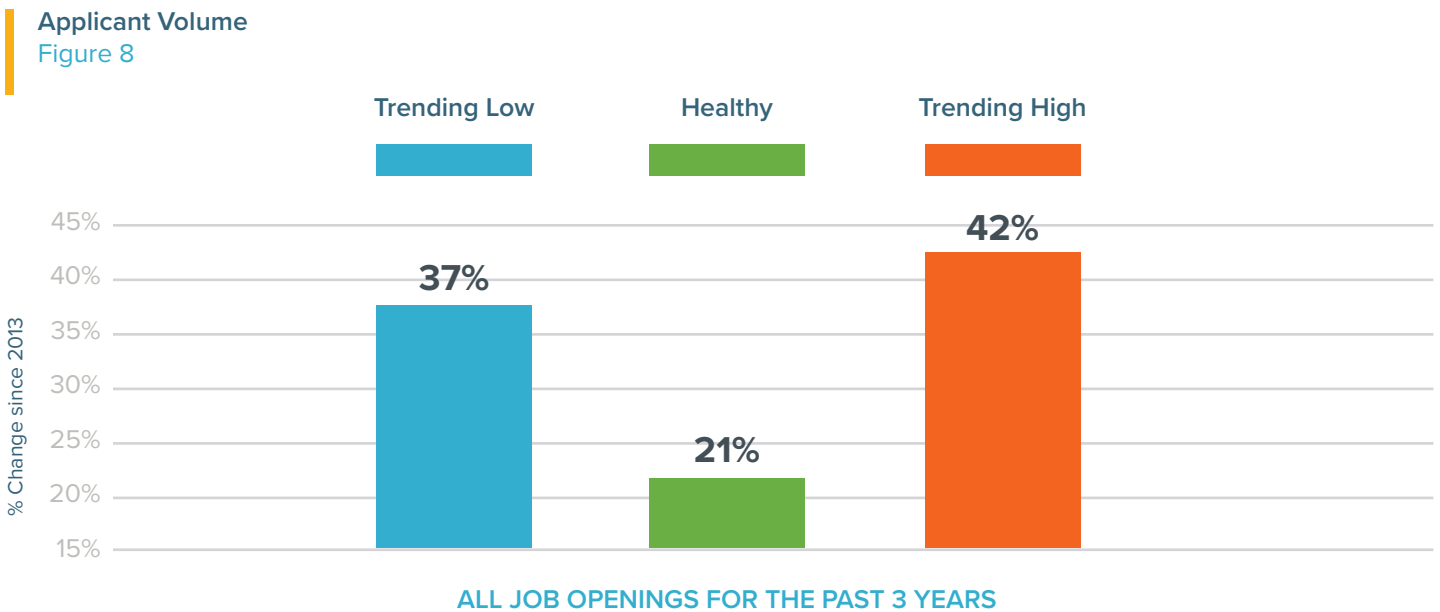
#2

USE DATA IN YOUR RECRUITING STRATEGY

Identify the Number of Applicants Needed to Land a Qualified Hire

One reliable way to ensure you land a qualified and hireable candidate is to determine how many applicants you need to get a healthy candidate pool, and measure the submissions against that number. Too few candidates may not yield a quality candidate for the role; too many candidates can ultimately slow down the hiring process, which can result in high quality candidates self-selecting out of the job.

While on average the public sector has seen a reduction in total applicants per job, not all new job postings result in low applicant pools. Based on historical applicant levels, on average, there are more than enough applicants to generate a qualified candidate 63% of the time. However, that leaves 37% of the time where applicant pools are below healthy levels. Figure 8 represents data from a three year analysis, spanning 160,000 public sector job hires.¹



37% of the time, agencies did not have sufficient applicant volume to land a qualified candidate.

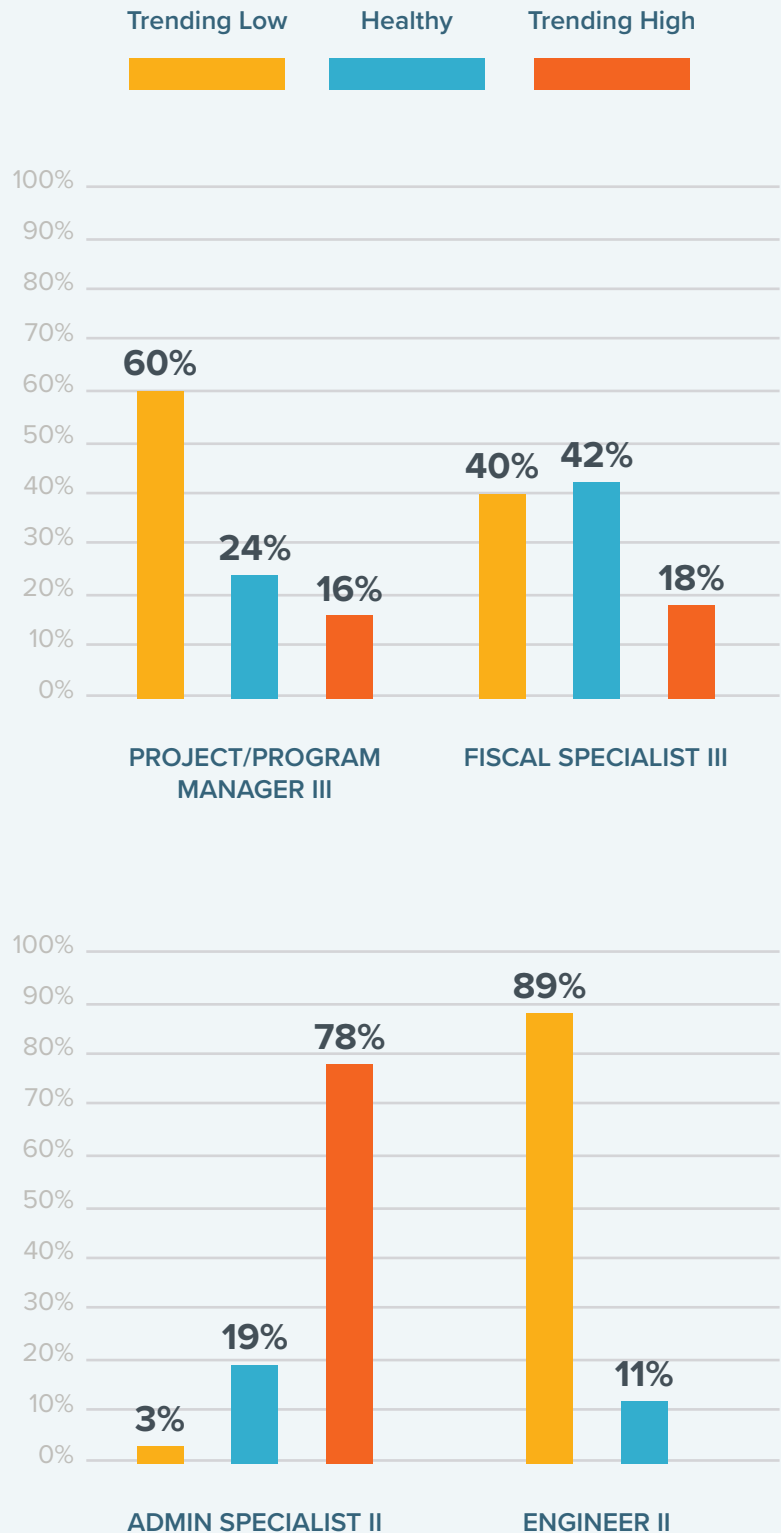
Evaluating Applicant Pool Health

It's important to monitor how your applicant pool is tracking for every open position, so you can allocate additional promotion where needed. Each job type, and each individual job posting, will perform differently, so in order to understand the health of a job posting, accessing real-time trending is essential.

Real-time trending can help to ensure the candidate pool has sufficient quality candidates. In Figure 9, the data from five positions was extracted and compared from NEOGOV's Job Health Portal. The results showed variations across major job postings.

Real-time trending can help to ensure the candidate pool has sufficient quality candidates.

Applicant Volume Trends
Figure 9



#3

EXPAND CANDIDATE REACH

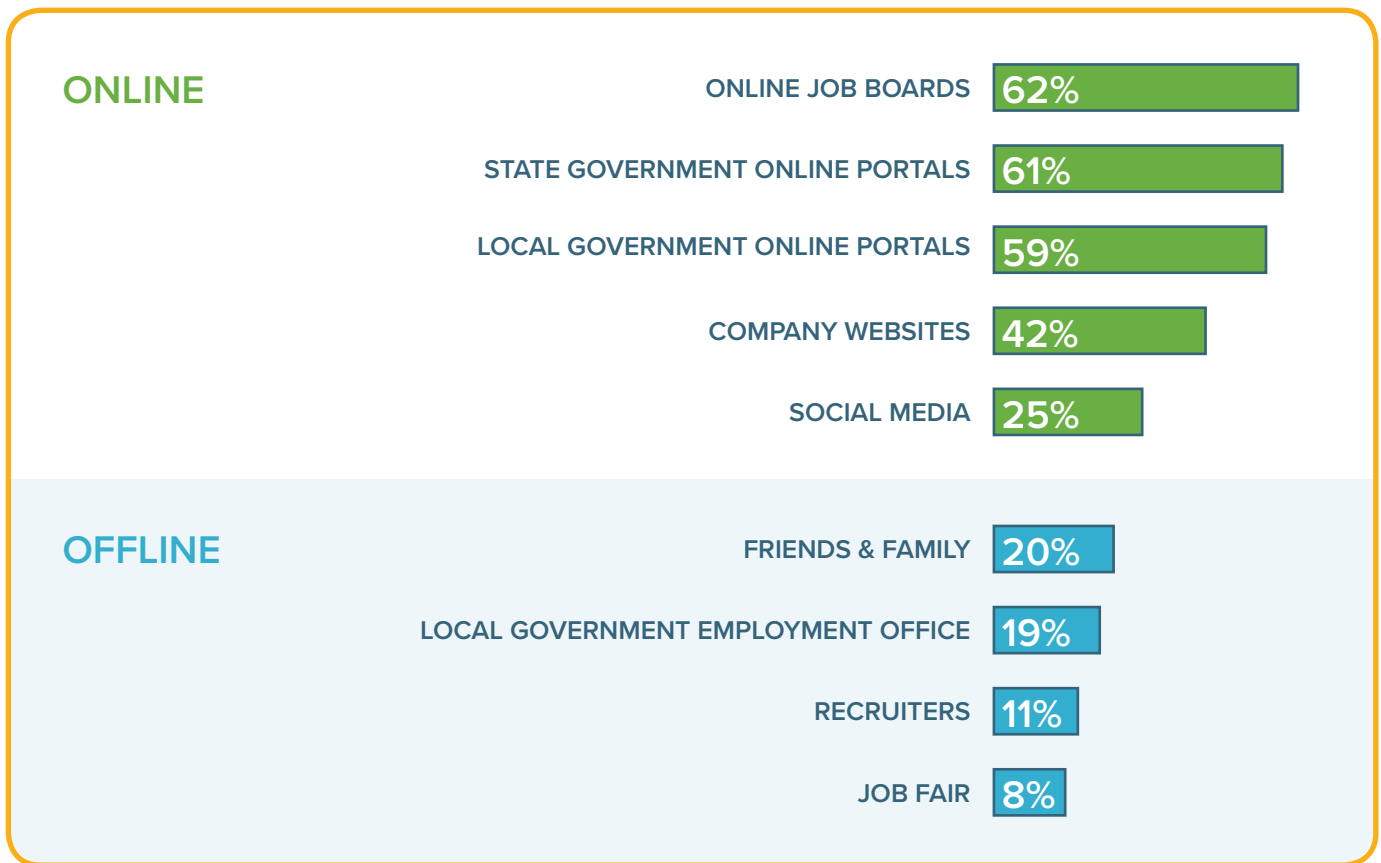
Promote Positions Where Qualified Candidates are Looking

To find job seekers, it is imperative to look where they are already searching for jobs. Figure 10 depicts the avenues job seekers are using to find jobs. The data shows that most are searching for roles online, not offline.

NEOGOV's study found that 62% of public sector job seekers are using online job boards to find roles, with approximately 60% searching state and local government-specific online portals. Job fairs, a traditional channel still used by many public sector organizations, are almost obsolete in the minds of today's job seekers.

Utilizing online job boards and portals, agency websites, and social media should absolutely be part of a modern public sector recruiting strategy.

Where Public Sector Job Seekers Search for Open Positions
Figure 10



Top Places. Respondents select all that apply.
n=2959

Leverage NEOGOV Tools

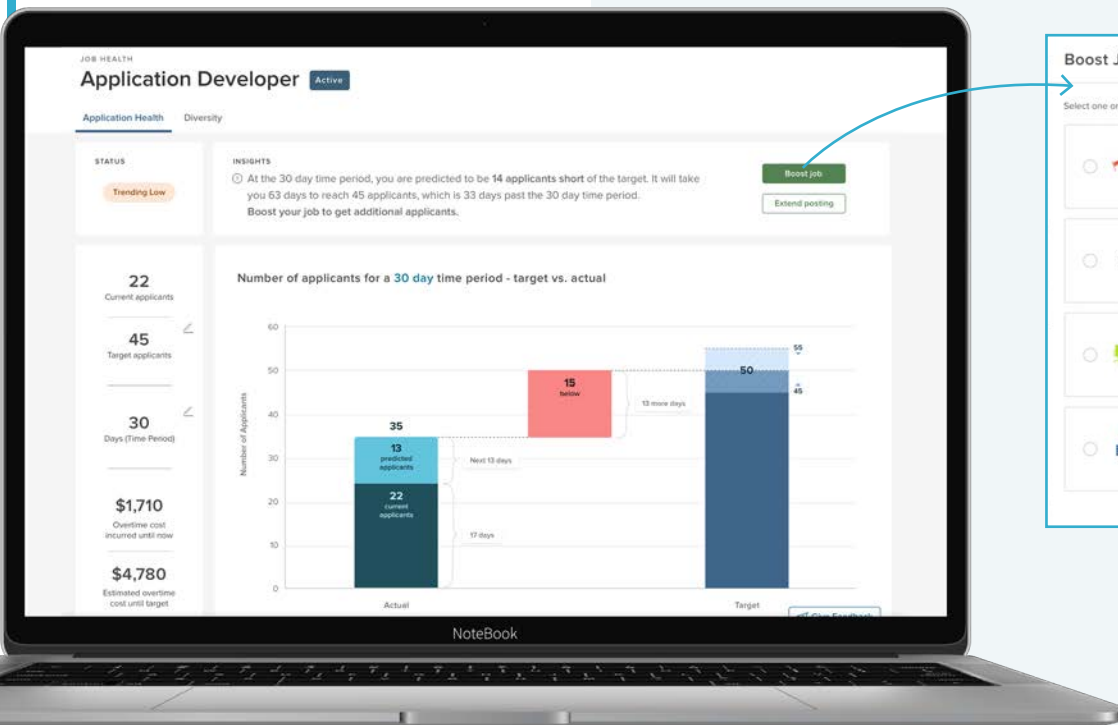
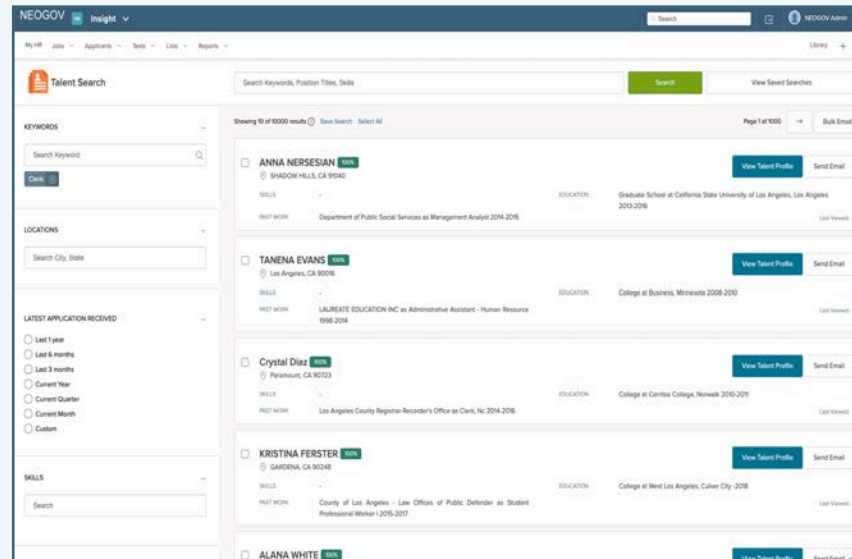
If you are a NEOGOV customer, there are two ways to increase your reach that are already built into our product. Make sure you are taking advantage of the Talent Search and Job Health features that are available to you.

Job Boost Figure 12

Sometimes a job needs a little Boost. NEOGOV helps to identify these jobs and allows for easy advertisement of those positions.

Talent Search Figure 11

Talent Search allows agencies to search for candidates that previously applied for that role or similar jobs and allows the agency to email notify them of the new opportunity.



#4

INSTILL CONFIDENCE IN PUBLIC SECTOR CAREER GROWTH

Promote Career Advancement

To compete with the private sector for candidates, public sector agencies must promote the potential for career growth. As job seekers shy away from jobs they deem to be stagnant or “dead end jobs,” the public sector needs to offer opportunities for learning, developing new skill sets, and paths to leadership.

During candidate interviews, the average tenure of employees and examples of promotions from within should be highlighted. Additionally, agencies should invest in learning management systems and conduct regular performance evaluations to direct and nurture employee growth.

59% OF MILLENNIALS

say opportunities to learn and grow are extremely important to them when applying for a job.

Source: Gallup

87% of Millennials and

69% OF NON-MILLENNIALS


rate "professional or career growth and development opportunities" as important to them in a job.

Source: Gallup

IMPLEMENT RETENTION STRATEGIES

Train and Nurture Your Existing Employees

As the data shows, public sector hiring is becoming increasingly difficult. One way to combat this is to retain existing employees and groom them to fill the roles being vacated by retiring baby boomers. Through structured performance evaluations, agencies can identify rising stars within the agency and gradually transfer institutional knowledge to them as part of a succession planning initiative.



OVER 70%
of “high-retention-risk”
employees want to leave
because they see no future
advancement in the current job.

Source: Willis Towers Watson

Engaged employees are
59% LESS LIKELY
to seek out a new job or career
in the next 12 months.

Source: Gallup

Additionally, agencies should look to develop average employees, in addition to high-performing ones. What separates many average employees from stellar ones is often a sense of direction or a gap in skills training. Identifying employee strengths and weaknesses, and assigning educational activities to improve soft or hard skills can help increase personal drive, reignite engagement, and in some cases turn a B-player into a future leader.

APPROACH

NEOGOV's data in this report is based on an analysis of 783 agencies, over 38 million applicants, and 550,000 hires since 2003.

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- 2** Kessler, G. (2014, July 24). Do 10,000 Baby Boomers Retire Every Day?. Retrieved from www.washingtonpost.com/news/fact-checker/wp/2014/07/24/do-10000-baby-boomer...?utm_term=.50bed3f1380a
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NEOGOV customers report increased employee productivity and engagement, time and cost savings, improved regulatory requirement compliance, and reduced paper processes, with a net result of better services for citizens.

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Public Sector Agencies

250,000+
People Use NEOGOV

19+
Years of Experience

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