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OFFICE OF THE CITY CLERK
OAKLAND

2017 APR 13 PM 2:59

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Ian Appleyard
Director, HRM

SUBJECT: Semi-Annual Vacancy Report

DATE: April 3, 2017

City Administrator Approval

Date:

4/12/17

RECOMMENDATION

Staff Recommends Acceptance Of This Semi-Annual Informational Report On Budgeted Vacant Positions Through March 13, 2017.

EXECUTIVE SUMMARY

This is an informational report that provides an update on vacant positions as of March 13, 2017. **Table 1** on the second page of this report provides a citywide summary by fund categories and position type, illustrating that 8.24 percent of positions citywide are vacant. **Attachment A** provides a list of the vacancies citywide, broken out by department or agency, including the primary fund associated with the position. **Attachment B** provides a list of positions that were added in the fiscal year (FY) 15/17 Adopted Policy Budget or later Council action and indicates the status of filling each position.

BACKGROUND / LEGISLATIVE HISTORY

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

ANALYSIS AND POLICY ALTERNATIVES

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

In the last report presented in October 2016, there were 377.07 Full Time Equivalent (FTE) positions vacant citywide; as of March 13, 2017, there were 348.37 FTE positions vacant citywide, which represents 8.24 percent of positions. In general, six percent to eight percent of positions are vacant at any one time. The percentage of vacant positions supports the budgeted "vacancy factor" of zero to six percent, depending on the department. The budgeted vacancy

Item: _____
Finance & Management Committee
April 25, 2017

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

The vacancy rate is currently within the range that is considered the general average. Human Resources Management has recruitments for eighty-eight (88) positions in various stages of planning or completion.

Table 1: Citywide Vacancy Summary

FUND	TYPE	VACANT	ALL POSITIONS	% VACANT
GPF (1010)	Sworn (Fire)	36.00	507.00	7.10%
	Sworn (Police)	18.00	819.00	2.19%
	Civilian	108.14	1091.83	9.90%
Total GPF (1010)		162.14	2417.83	6.70%
Non-GPF	Sworn (Fire)	0.00	2.00	0.00%
	Sworn (Police)	0.00	73.00	0.00%
	Civilian	186.23	1734.50	10.73%
Total Non-GPF		186.23	1809.50	10.29%
All Funds	Sworn (OPD & OFD)	54.00	1401.00	3.85%
	Civilian	294.37	2826.33	10.41%
Citywide Total		348.37	4227.33	8.24%

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 informational 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 Controller's 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 this semi-annual informational report on budgeted vacant positions through March 13, 2017.

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

Respectfully submitted,



IAN APPEYARD
Director, Human Resources Management

Reviewed by:
Kip Walsh, Human Resource Manager
Recruitment and Classification Division

Prepared by:
Lisa Wright, HR Operations Supervisor
Recruitment and Classification Division

Attachment:

A – *Citywide Vacancies by Department*

Item: _____
Finance & Management Committee
April 25, 2017

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	REV FTE	POS#	STATUS OF VACANCY/REQ
MAYOR	01111	- 1010	Special Assistant to the Mayor I	1.00	34932.34932	Recruitment Open (application intake)
MAYOR Total				1.00		
CITY ADMIN	02491	- 1010	Animal Control & Shelter Manager	1.00	36419.36337	Hire Authorization in Progress
CITY ADMIN	02491	- 1010	Animal Control Officer	1.00	36420.11870	On Hold
CITY ADMIN	02491	- 1010	Animal Control Supervisor	1.00	36434.11705	Pre-Recruitment (planning w/HR)
CITY ADMIN	02811	- 1010	Assist to the City Administrator	1.00	32849.32849	Inactive (no immediate plans to fill)
CITY ADMIN	02331	- 1010	Emp & Labor Relations Analyst, Senior	1.00	37479.37516	On Hold
CITY ADMIN	02331	- 1010	Emp & Labor Relations Analyst, Senior	1.00	37478.37517	On Hold
CITY ADMIN	02331	- 1010	Employee Relations Analyst Prin	1.00	39094.39094	Pre-Recruitment (planning w/HR)
CITY ADMIN	02111	- 2415	Exec Asst to Asst City Administrator	1.00	33850.33850	On Hold
CITY ADMIN	02211	- 1010	Intake Technician	1.00	37514.37514	REQ in Progress (approvals pending)
CITY ADMIN	02111	- 1610	Manager, Agency Administrative	0.75	33364.18241	On Hold
CITY ADMIN	02491	- 1010	Veterinary Technician	1.00	36439.25842	Pre-Recruitment (planning w/HR)
CAO Total				10.75		
CITY CLERK	03121	- 1010	City Clerk, Assistant	1.00	31975.31975	Pre-Recruitment (planning w/HR)
CLERK Total				1.00		
CITY ATTORNEY	04311	- 1100	Deputy City Attorney IV	1.00	34488.34488	Recruitment Open (application intake)
CITY ATTORNEY	04211	- 1100	Deputy City Attorney V	1.00	7161.4915	Recruitment Open (application intake)
CITY ATTORNEY	04111	- 1010	Legal Admin Assistant, Supervising	1.00	17250.17250	Recruitment Open (application intake)
ATTORNEY Total				3.00		
HRM	05211	- 1010	Human Resource Technician	1.00	26347.26347	Examination Scheduled
HRM	05211	- 1010	Human Resource Technician	1.00	19408.19408	Examination Scheduled
HRM	05211	- 1010	Human Resource Analyst (CONF)	1.00	28243.15688	Dept. Interviews Scheduled
HRM	05211	- 1010	Human Resource Analyst (CONF)	1.00	25445.25445	Dept. Interviews Scheduled
HRM	05611	- 7130	Benefits Technician	1.00	36245.36245	
HRM Total				5.00		
CITY AUDITOR	07111	- 1010	Exec Asst to the City Auditor	1.00	10269.10269	Offer Extended
CITY AUDITOR	07111	- 1010	Performance Audit Manager	1.00	19700.4920	Referral of Eligible (pending)
CITY AUDITOR	07111	- 1010	Performance Auditor	1.00	21565.21565	Dept. Interviews Scheduled
AUDITOR Total				3.00		
FINANCE	08261	- 1010	Budget & Operations Analyst III	1.00	32679.4929	REQ in Progress (approvals pending)
FINANCE	08441	- 2413	Cashier	1.00	36295.32375	
FINANCE	08441	- 1010	Collections Officer	1.00	34536.17343	Pre-Recruitment (planning w/HR)
FINANCE	08411	- 2413	Management Assistant	1.00	39050.39050	Request to Fill (REQ) authorized
FINANCE	08931	- 1010	Parking Meter Collector Supervisor	1.00	34597.2662	On Hold
FINANCE	08931	- 1010	Public Service Rep, Sr	1.00	39049.39049	Pre-Recruitment (planning w/HR)
FINANCE	08411	- 1010	Revenue Analyst, Principal	1.00	34425.34387	On Hold
FINANCE	08431	- 1700	Revenue Assistant	1.00	38783.18579	Requestion in Progress
FINANCE	08441	- 1700	Revenue Assistant	1.00	38777.1112	Requestion in Progress
FINANCE	08421	- 1010	Tax Auditor II	1.00	34548.32490	Pre-Recruitment (planning w/HR)
FINANCE	08431	- 1010	Tax Enforcement Officer II	1.00	36141.32920	Requestion in Progress
FINANCE Total				11.00		
POLICE	106510	1010	Accountant II	1.00	26168.6776	On Hold
POLICE	106610	1010	Administrative Analyst II	1.00	39023.39023	Dept. Interviews Scheduled
POLICE	106410	4200	Business Analyst II	1.00	38630.38630	Dept. Interviews Scheduled
POLICE	107410	1010	Captain of Police (PERS)	1.00	37173.25865	Dept. Interviews Scheduled
POLICE	108110	1010	Captain of Police (PERS)	1.00	38198.24906	Dept. Interviews Scheduled
POLICE	102310	1010	Crime Analyst	1.00	38351.38351	Pre-Recruitment (planning w/HR)
POLICE	102310	1010	Crime Analyst	1.00	39234.39234	Pre-Recruitment (planning w/HR)
POLICE	107510	2416	Crossing Guard, PPT	1.00	29603.708	Pre-Recruitment (planning w/HR)
POLICE	108010	1010	Deputy Chief of Police (PERS)	1.00	38944.11040	Dept. Interviews Scheduled
POLICE	101110	1010	Exec Asst to the Director	1.00	23594.425	Pre-Recruitment (planning w/HR)
POLICE	101120	1010	Intake Technician	1.00	34862.34862	On Hold-FEHA
POLICE	102610	1010	Latent Print Examiner II	1.00	28415.28415	Pre-Recruitment (planning w/HR)
POLICE	108110	1010	Lieutenant of Police (PERS)	1.00	38213.29993	Dept. Interviews Scheduled
POLICE	108110	1010	Lieutenant of Police (PERS)	1.00	37233.10042	Dept. Interviews Scheduled
POLICE	103310	1010	Management Assistant	1.00	38525.38525	Place Holder-New Spec Pending
POLICE	103310	1010	Management Assistant	1.00	38528.38528	Place Holder-New Spec Pending
POLICE	103310	1010	Management Assistant	1.00	38526.38526	Place Holder-New Spec Pending
POLICE	103310	1010	Management Assistant	1.00	38527.38527	Place Holder-New Spec Pending
POLICE	102610	1010	Manager, Crime Laboratory	1.00	1032.1032	Recruitment Open (application intake)
POLICE	107410	1010	Neighborhood Services Coordinator	1.00	29913.3106	Offer Extended
POLICE	107410	1010	Neighborhood Services Coordinator	1.00	29972.2435	Offer Extended

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	REV FTE	POS#	STATUS OF VACANCY/REQ
POLICE	106210	1010	Office Assistant I	1.00	38940.38940	Pre-Recruitment (planning w/HR)
POLICE	107511	1010	Parking Control Technician	1.00	34183.21657	Dept. Interviews Scheduled
POLICE	107511	1010	Parking Control Technician	1.00	38689.38689	Dept. Interviews Scheduled
POLICE	107511	1010	Parking Control Technician, PPT	0.85	34167.4852	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	34507.34507	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	406.406	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	13919.13919	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	2130.2130	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	2223.2223	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	1579.1579	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	2636.2636	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	2500.2500	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Dispatcher	1.00	4963.4963	Dept. Interviews Scheduled
POLICE	103310	1010	Police Communications Operator	1.00	38517.38517	Offer Extended
POLICE	103310	1010	Police Communications Operator	1.00	38518.38518	Offer Extended
POLICE	103310	1010	Police Communications Operator	1.00	38519.38519	Offer Extended
POLICE	106810	1010	Police Pgrm & Performance Auditor	1.00	38232.1028	Pre-Recruitment (planning w/HR)
POLICE	102120	1010	Police Property Specialist	1.00	22783.192	Pre-Recruitment (planning w/HR)
POLICE	101120	1010	Police Records Specialist	1.00	30206.30206	Post Exam (waiting for eligible list)
POLICE	103242	1010	Police Records Specialist	1.00	8328.475	Offer Extended
POLICE	103242	1010	Police Records Specialist	1.00	36817.1516	Post Exam (waiting for eligible list)
POLICE	103242	1010	Police Records Specialist	1.00	6314.6314	Post Exam (waiting for eligible list)
POLICE	108010	1010	Police Records Specialist	1.00	35821.9167	Offer Extended
POLICE	103242	1010	Police Records Supervisor	1.00	14992.1431	Recruitment Open (application intake)
POLICE	103242	1010	Police Records Supervisor	1.00	8568.2454	Recruitment Open (application intake)
POLICE	103242	1010	Police Records Supervisor	1.00	16784.1155	Recruitment Open (application intake)
POLICE	107511	1010	Public Service Representative	1.00	33128.3898	Pre-Recruitment (planning w/HR)
POLICE	102320	1010	Sergeant of Police (PERS)	1.00	38115.15959	Referral of Eligible (pending)
POLICE	102330	1010	Sergeant of Police (PERS)	1.00	35062.26357	Referral of Eligible (pending)
POLICE	102350	1010	Sergeant of Police (PERS)	1.00	37332.15632	Referral of Eligible (pending)
POLICE	102350	1010	Sergeant of Police (PERS)	1.00	35124.1464	Referral of Eligible (pending)
POLICE	103310	1010	Sergeant of Police (PERS)	1.00	37317.15078	Referral of Eligible (pending)
POLICE	107710	1010	Sergeant of Police (PERS)	1.00	35160.6336	Referral of Eligible (pending)
POLICE	108010	1010	Sergeant of Police (PERS)	1.00	38160.20908	Referral of Eligible (pending)
POLICE	108110	1010	Sergeant of Police (PERS)	1.00	37875.466	Referral of Eligible (pending)
POLICE	108110	1010	Sergeant of Police (PERS)	1.00	37099.6086	Referral of Eligible (pending)
POLICE	108110	1010	Sergeant of Police (PERS)	1.00	38373.6037	Referral of Eligible (pending)
POLICE	108110	1010	Sergeant of Police (PERS)	1.00	36608.36608	Referral of Eligible (pending)
POLICE	108120	1010	Sergeant of Police (PERS)	1.00	37151.17521	Referral of Eligible (pending)
POLICE	108130	1010	Sergeant of Police (PERS)	1.00	37084.20962	Referral of Eligible (pending)
POLICE Total				60.85		
FIRE	20411	1010	Battalion Chief	1.00	25212.1311	Encumbered- OT Local 55 Agreement
FIRE	20411	1010	Captain of Fire Department	1.00	32343.21330	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	25139.1594	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	25171.2802	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	25332.21546	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	30552.21331	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	1376.1376	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	5044.5044	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	14101.1086	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	14097.2764	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	14099.5073	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	31166.30709	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	33929.33635	Recruitment Open (application intake)
FIRE	20411	1010	Captain of Fire Department	1.00	32342.10539	Recruitment Open (application intake)
FIRE	20814	1010	Captain of Fire Department	1.00	16812.1390	Recruitment Open (application intake)
FIRE	20814	1010	Captain of Fire Department	1.00	16662.183	Recruitment Open (application intake)
FIRE	20912	2412	Emer Medical Svcs Coordinator	1.00	28636.28636	Dept. Interviews Scheduled
FIRE	20411	1010	Engineer of Fire Department	1.00	25279.18309	Encumbered-OT Local 55 Agreement
FIRE	20411	1010	Engineer of Fire Department	1.00	25337.21552	Encumbered-OT Local 55 Agreement
FIRE	20411	1010	Engineer of Fire Department	1.00	2657.2657	Encumbered-OT Local 55 Agreement
FIRE	20631	1010	Engineer of Fire Department	1.00	38499.38499	Encumbered-OT Local 55 Agreement
FIRE	20251	2412	Fire Communications Dispatcher	1.00	12013.12013	On Hold

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	REV FTE	POS#	STATUS OF VACANCY/REQ
FIRE	20241 -	1010	Fire Communications Supervisor	1.00	1843.1843	Dept. Interviews Scheduled
FIRE	20814 -	1010	Fire Fighter	1.00	26782.5075	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	26839.1969	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	26841.262	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	26842.1302	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	26840.1815	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	19448.821	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	16941.5076	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	16985.2568	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	16961.5776	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	20635.2813	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	26843.1928	Encumbered-OT Airport
FIRE	20814 -	1010	Fire Fighter	1.00	30555.2506	Encumbered-OT Airport
FIRE	20411 -	1010	Fire Fighter Paramedic	1.00	25351.21313	Encumbered-OT Local 55 Agreement
FIRE	20411 -	1010	Fire Fighter Paramedic	1.00	21304.21304	Encumbered-OT Local 55 Agreement
FIRE	20411 -	1010	Fire Fighter Paramedic	1.00	22066.21609	Encumbered-OT Local 55 Agreement
FIRE	20371 -	1010	Fire Marshall, Assistant	1.00	34939.24876	Encumbered-Acting
FIRE	20331 -	1010	Fire Prevent Bureau Inspect, Civil	1.00	28087.28087	On Hold
FIRE	20331 -	1010	Fire Prevent Bureau Inspect, Civil	1.00	5990.5990	Dept. Interviews Scheduled
FIRE	20331 -	1010	Fire Prevent Bureau Inspect, Civil	1.00	38745.38745	On Hold
FIRE	20815 -	2124	Heavy Equipment Operator	1.00	39255.39255	Pre-Recruitment (planning w/HR)
FIRE	20331 -	1010	Office Assistant I, PPT	0.60	38746.38746	On Hold
FIRE	20241 -	2250	Police Communications Manager	1.00	38948.38948	Encumbered-Linked
FIRE Total				44.60		
PUBLIC WORKS	30541 -	4100	Administrative Analyst II	1.00	38934.38934	Dept. Interviews Scheduled
PUBLIC WORKS	30244 -	3100	Administrative Assistant II	1.00	38933.38933	Inactive (no immediate plans to fill)
PUBLIC WORKS	30541 -	4100	Auto Equipment Mechanic	1.00	24043.3592	Encumbered-Linked
PUBLIC WORKS	30541 -	4100	Auto Equipment Mechanic	1.00	24099.5889	On Hold
PUBLIC WORKS	30261 -	2216	Business Analyst III	1.00	39097.39097	REQ in Progress (approvals pending)
PUBLIC WORKS	30243 -	3100	Construction Inspector (Field)	1.00	37761.35985	Inactive (no immediate plans to fill)
PUBLIC WORKS	30243 -	2415	Construction Inspector (Field)	1.00	31876.15736	Inactive (no immediate plans to fill)
PUBLIC WORKS	30243 -	2415	Construction Inspector (Field)	1.00	31870.10820	Inactive (no immediate plans to fill)
PUBLIC WORKS	30232 -	7760	Construction Inspector Sup (Field)	1.00	31789.28655	REQ in Progress (approvals pending)
PUBLIC WORKS	30243 -	2415	Construction Inspector, Sr (Field)	1.00	38026.38026	REQ in Progress (approvals pending)
PUBLIC WORKS	30632 -	4400	Custodial Services Supervisor I	1.00	24060.10827	On Hold
PUBLIC WORKS	30635 -	2310	Custodian	1.00	23910.1277	Request to Fill (REQ) authorized
PUBLIC WORKS	30635 -	4400	Custodian	1.00	24226.18712	REQ in Progress (approvals pending)
PUBLIC WORKS	30634 -	4400	Custodian, PPT	1.00	25534.14515	Dept. Interviews Scheduled
PUBLIC WORKS	30111 -	7760	Director of Public Works	1.00	2332.2332	Recruitment Open (application intake)
PUBLIC WORKS	30214 -	7760	Disability Access Coordinator	1.00	38945.38945	REQ in Progress (approvals pending)
PUBLIC WORKS	30242 -	7760	Drafting/Design Technician, Sr	1.00	31827.5783	Inactive (no immediate plans to fill)
PUBLIC WORKS	30533 -	3100	Electrical Const & Maint Planner	1.00	32302.32302	Inactive (no immediate plans to fill)
PUBLIC WORKS	30689 -	7760	Electrical Engineer II	1.00	31156.31156	Inactive (no immediate plans to fill)
PUBLIC WORKS	30522 -	2215	Electrical Engineer III	1.00	31728.2615	Inactive (no immediate plans to fill)
PUBLIC WORKS	30689 -	4400	Energy Engineer III	1.00	28575.1406	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30232 -	7760	Engineer, Assistant II (Office)	1.00	38080.38080	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30242 -	7760	Engineer, Assistant II (Office)	1.00	31829.6039	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30244 -	7760	Engineer, Assistant II (Office)	1.00	31892.5088	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30244 -	7760	Engineer, Assistant II (Office)	1.00	31891.2344	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30244 -	7760	Engineer, Assistant II (Office)	1.00	32725.2888	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30244 -	7760	Engineer, Assistant II (Office)	1.00	36677.36677	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30244 -	7760	Engineer, Assistant II (Office)	1.00	36680.36680	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30264 -	2211	Engineer, Assistant II (Office)	1.00	31931.23677	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30264 -	7760	Engineer, Assistant II (Office)	1.00	38469.23684	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30232 -	7760	Engineer, Civil (Field)	1.00	31769.3436	Inactive (no immediate plans to fill)
PUBLIC WORKS	30232 -	7760	Engineer, Civil (Office)	1.00	31771.30582	Inactive (no immediate plans to fill)
PUBLIC WORKS	30231 -	7760	Engineer, Civil Principal	1.00	31751.10571	REQ in Progress (approvals pending)
PUBLIC WORKS	30241 -	7760	Engineer, Civil Principal	1.00	31822.10910	Inactive (no immediate plans to fill)
PUBLIC WORKS	30244 -	3100	Engineer, Civil Principal	1.00	38931.38931	Request to Fill (REQ) authorized
PUBLIC WORKS	30242 -	7760	Engineer, Civil Supv (Office)	1.00	32808.28562	Dept. Interviews Scheduled
PUBLIC WORKS	30264 -	2216	Engineer, Transportation	1.00	38473.38473	Recruitment Closed (screening apps)
PUBLIC WORKS	30264 -	2216	Engineer, Transportation	1.00	38474.38474	Recruitment Closed (screening apps)
PUBLIC WORKS	30264 -	2211	Engineer, Transportation	1.00	31938.26179	Recruitment Closed (screening apps)

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	REV FTE	POS#	STATUS OF VACANCY/REQ
PUBLIC WORKS	30264 -	2216	Engineer, Transportation	1.00	31939.683	Recruitment Closed (screening apps)
PUBLIC WORKS	30265 -	2216	Engineering Technician II (Office)	1.00	31952.1111	REQ in Progress (approvals pending)
PUBLIC WORKS	30245 -	3100	Environmental Program Specialist	1.00	31903.9978	Inactive (no immediate plans to fill)
PUBLIC WORKS	30683 -	7760	Environmental Program Specialist	1.00	24179.2916	Inactive (no immediate plans to fill)
PUBLIC WORKS	30541 -	4100	Equipment Parts Technician	1.00	24264.19047	Post Exam (waiting for eligible list)
PUBLIC WORKS	30541 -	4100	Equipment Parts Technician	1.00	38811.38811	Dept. Interviews Scheduled
PUBLIC WORKS	30261 -	2216	Exec Asst to the Director	1.00	38929.38929	REQ in Progress (approvals pending)
PUBLIC WORKS	30541 -	4100	Fleet Specialist	1.00	26005.26005	Recruitment Open (application intake)
PUBLIC WORKS	30652 -	1720	Gardener Crew Leader	1.00	24400.18561	On Hold
PUBLIC WORKS	30652 -	1720	Gardener Crew Leader	1.00	24390.1434	On Hold
PUBLIC WORKS	30652 -	1720	Gardener Crew Leader	1.00	23782.3667	On Hold
PUBLIC WORKS	30652 -	2310	Gardener Crew Leader	1.00	24401.18566	On Hold
PUBLIC WORKS	30652 -	1720	Gardener II	1.00	32665.17986	Inactive (no immediate plans to fill)
PUBLIC WORKS	30652 -	1720	Gardener II	1.00	24403.18568	On Hold
PUBLIC WORKS	30652 -	1720	Gardener II	1.00	38514.38514	On Hold
PUBLIC WORKS	30652 -	1720	Gardener II	1.00	23950.1660	On Hold
PUBLIC WORKS	30541 -	4100	Heavy Equipment Mechanic	1.00	38810.38810	Inactive (no immediate plans to fill)
PUBLIC WORKS	30541 -	4100	Heavy Equipment Mechanic	1.00	24174.5453	Inactive (no immediate plans to fill)
PUBLIC WORKS	30541 -	4100	Heavy Equipment Service Worker	1.00	24119.3603	REQ in Progress (approvals pending)
PUBLIC WORKS	30541 -	4100	Heavy Equipment Supervisor	1.00	24120.2423	Inactive (no immediate plans to fill)
PUBLIC WORKS	30635 -	4400	Maintenance Mechanic	1.00	34358.34358	Inactive (no immediate plans to fill)
PUBLIC WORKS	30655 -	4400	Maintenance Mechanic	1.00	32772.23672	Inactive (no immediate plans to fill)
PUBLIC WORKS	30658 -	4400	Maintenance Mechanic	1.00	24192.10483	Inactive (no immediate plans to fill)
PUBLIC WORKS	30658 -	4400	Maintenance Mechanic	1.00	32790.5981	Inactive (no immediate plans to fill)
PUBLIC WORKS	30261 -	2216	Manager, Agency Administrative	1.00	38928.38928	Dept. Interviews Scheduled
PUBLIC WORKS	30233 -	7760	Manager, Capital Improvement Pgrm	1.00	36137.36137	Inactive (no immediate plans to fill)
PUBLIC WORKS	30261 -	2216	Manager, Support Services	1.00	39095.39095	REQ in Progress (approvals pending)
PUBLIC WORKS	30652 -	2310	Park Attendant, PPT	0.71	37617.18779	REQ in Progress (approvals pending)
PUBLIC WORKS	30652 -	1720	Park Attendant, PPT	1.00	38512.38512	Dept. Interviews Scheduled
PUBLIC WORKS	30652 -	1720	Park Attendant, PPT	1.00	24324.22113	Inactive (no immediate plans to fill)
PUBLIC WORKS	30652 -	2310	Park Supervisor I	1.00	23974.3699	On Hold
PUBLIC WORKS	30261 -	2216	Payroll Personnel Clerk III	1.00	39096.39096	REQ in Progress (approvals pending)
PUBLIC WORKS	30261 -	2116	Program Analyst I	1.00	38471.38471	On Hold
PUBLIC WORKS	30261 -	2216	Program Analyst II	1.00	38930.38930	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30275 -	2216	Program Analyst II	1.00	38475.38475	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30275 -	2166	Program Analyst II	1.00	38476.38476	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30112 -	7760	Public Information Officer II	1.00	39118.39118	REQ in Progress (approvals pending)
PUBLIC WORKS	30261 -	2216	Public Information Officer III	1.00	39098.39098	REQ in Progress (approvals pending)
PUBLIC WORKS	30534 -	1720	Public Works Maintenance Worker	1.00	34478.34478	Offer Extended
PUBLIC WORKS	30534 -	2216	Public Works Maintenance Worker	1.00	37521.37521	Offer Extended
PUBLIC WORKS	30534 -	2230	Public Works Maintenance Worker	1.00	23887.3488	Offer Extended
PUBLIC WORKS	30534 -	2230	Public Works Maintenance Worker	1.00	24170.17585	Offer Extended
PUBLIC WORKS	30673 -	1720	Public Works Maintenance Worker	1.00	37627.1829	Offer Extended
PUBLIC WORKS	30673 -	1720	Public Works Maintenance Worker	1.00	37692.1669	Inactive (no immediate plans to fill)
PUBLIC WORKS	30674 -	1720	Public Works Maintenance Worker	1.00	23815.5109	Offer Extended
PUBLIC WORKS	30674 -	1720	Public Works Maintenance Worker	1.00	24275.19054	Dept. Interviews Scheduled
PUBLIC WORKS	30674 -	1720	Public Works Maintenance Worker	1.00	32061.1618	Offer Extended
PUBLIC WORKS	30531 -	3100	Public Works Operations Manager	1.00	24831.24827	Encumbered-Acting
PUBLIC WORKS	30534 -	2230	Public Works Supervisor I	1.00	24367.3464	Hire Authorization in Progress
PUBLIC WORKS	30533 -	3100	Sewer Maintenance Worker	1.00	24141.3530	Dept. Interviews Scheduled
PUBLIC WORKS	30533 -	3100	Sewer Maintenance Worker	1.00	24125.5115	Inactive (no immediate plans to fill)
PUBLIC WORKS	30634 -	4400	Stationary Engineer	1.00	24051.3621	Inactive (no immediate plans to fill)
PUBLIC WORKS	30534 -	2231	Street Maintenance Leader	1.00	32326.32326	Inactive (no immediate plans to fill)
PUBLIC WORKS	30674 -	1720	Street Maintenance Leader	1.00	31296.2654	Dept. Interviews Scheduled
PUBLIC WORKS	30674 -	1720	Street Maintenance Leader	1.00	31299.1134	Dept. Interviews Scheduled
PUBLIC WORKS	30112 -	7760	Support Services Supervisor	1.00	32832.32832	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30235 -	7760	Surveying Technician, Sr (Field)	1.00	31964.3445	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30264 -	2216	Traffic Engineering Tech, Senior (O)	1.00	31942.17114	Pre-Recruitment (planning w/HR)
PUBLIC WORKS	30523 -	2230	Traffic Painter	1.00	32762.3562	REQ in Progress (approvals pending)
PUBLIC WORKS	30523 -	2230	Traffic Painter	1.00	32327.32327	REQ in Progress (approvals pending)
PUBLIC WORKS	30523 -	2230	Traffic Sign Maker	1.00	32760.21696	REQ in Progress (approvals pending)
PUBLIC WORKS	30112 -	7760	Training & Public Svcs Admin	1.00	7420.3389	Inactive (no immediate plans to fill)
PUBLIC WORKS	30654 -	2310	Tree Trimmer	1.00	32831.25490	Inactive (no immediate plans to fill)

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	REV FTE	POS#	STATUS OF VACANCY/REQ
PUBLIC WORKS	30654	2310	Tree Trimmer	1.00	32775.18780	Inactive (no immediate plans to fill)
OPW Total				102.71		
ITD	46111	1010	Administrative Analyst I	1.00	36447.36447	Pre-Recruitment (planning w/HR)
ITD	46111	4200	Administrative Analyst II	1.00	38947.38947	Pre-Recruitment (planning w/HR)
ITD	46321	1010	Application Developer III	1.00	31243.25474	Offer Extended
ITD	46321	1010	Information Systems Manager I	1.00	39117.39117	Recruitment Open (application intake)
ITD Total				4.00		
PARKS & REC	502332	1820	Facility Security Assistant	1.00	32934.32189	Encumbered-PT staff
PARKS & REC	509234	1010	Program Analyst II	1.00	7399.120	Encumbered-PT staff
PARKS & REC	501240	1820	Public Service Rep, Sr	1.00	36635.36635	Encumbered-PT staff
PARKS & REC	501120	1010	Recreation Leader II, PPT	0.75	36095.28410	Request to Fill (REQ) authorized
PARKS & REC	502230	1010	Recreation Leader II, PPT	3.75	31067.31067	Request to Fill (REQ) authorized
PARKS & REC	502231	1010	Recreation Leader II, PPT	0.75	28298.28298	Request to Fill (REQ) authorized
PARKS & REC	502234	1010	Recreation Leader II, PPT	0.80	38482.38482	Encumbered-PT staff
PARKS & REC	502330	1010	Recreation Leader II, PPT	0.75	28340.28340	Request to Fill (REQ) authorized
PARKS & REC	502331	1010	Recreation Leader II, PPT	0.75	32866.32866	Request to Fill (REQ) authorized
PARKS & REC	504330	1010	Recreation Leader II, PPT	0.75	32870.32870	Request to Fill (REQ) authorized
PARKS & REC	504410	1820	Recreation Leader II, PPT	0.75	31041.30345	Request to Fill (REQ) authorized
PARKS & REC	509237	1010	Recreation Leader II, PPT	0.75	30517.30517	Request to Fill (REQ) authorized
PARKS & REC	509239	1010	Recreation Leader II, PPT	0.75	38730.34135	Request to Fill (REQ) authorized
PARKS & REC	501270	1820	Recreation Program Director	1.00	32877.32204	Encumbered-PT staff
PARKS & REC	502236	1010	Recreation Program Director	1.00	38729.26116	Encumbered-PT staff
PARKS & REC	502331	1010	Recreation Program Director	1.00	27397.18762	Encumbered-PT staff
PARKS & REC	503238	1010	Recreation Program Director	1.00	38752.26220	Encumbered-PT staff
PARKS & REC	503232	1820	Recreation Specialist I, PPT	0.48	27498.27498	Encumbered-PT staff
PARKS & REC	504320	1820	Recreation Specialist I, PPT	0.75	37645.24523	Encumbered-PT staff
PARKS & REC	502235	1820	Recreation Specialist II, PPT	1.00	30732.30732	Encumbered-PT staff
PARKS & REC	502332	1820	Recreation Specialist II, PPT	1.00	32940.4868	Encumbered-PT staff
PARKS & REC	502370	3200	Recreation Specialist II, PPT	0.75	38807.38807	Encumbered-PT staff
PARKS & REC	503238	1010	Recreation Specialist II, PPT	0.75	37687.36242	Encumbered-PT staff
PARKS & REC	509239	1010	Recreation Specialist II, PPT	0.20	34667.34499	Encumbered-PT staff
PARKS & REC	509330	1820	Recreation Supervisor	1.00	28411.28411	Encumbered-PT staff
PARKS & REC	502330	1010	Sports Program Coordinator	1.00	25996.10921	Encumbered-PT staff
OPR Total				24.48		
LIBRARY	61121	1010	Account Clerk II	1.00	32406.32406	Inactive (no immediate plans to fill)
LIBRARY	61236	1010	Librarian I	1.00	32823.15878	On Hold
LIBRARY	61321	2241	Librarian I	1.00	28453.22457	Pre-Recruitment (planning w/HR)
LIBRARY	61334	1010	Librarian I	1.00	6768.6768	On Hold
LIBRARY	61343	1010	Librarian I	1.00	28623.28623	Pre-Recruitment (planning w/HR)
LIBRARY	61235	2241	Librarian I, PPT	0.04	30309.30309	Encumbered-PT staff
LIBRARY	61131	2241	Librarian II	1.00	38280.38280	Inactive (no immediate plans to fill)
LIBRARY	61337	1010	Librarian II	1.00	13275.13275	On Hold
LIBRARY	61347	1010	Librarian II	1.00	2397.2397	On Hold
LIBRARY	61121	2241	Library Aide, PPT	0.60	34896.34896	Pre-Recruitment (planning w/HR)
LIBRARY	61132	1010	Library Assistant	1.00	28011.25518	Encumbered-PT staff
LIBRARY	61135	2241	Library Assistant	1.00	28012.26557	Encumbered-PT staff
LIBRARY	61243	2241	Library Assistant	1.00	3080.3080	Encumbered-PT staff
LIBRARY	61342	1010	Library Assistant	1.00	38532.38532	Inactive (no immediate plans to fill)
LIBRARY	61342	1010	Library Asst, PPT	0.60	38534.38534	Inactive (no immediate plans to fill)
LIBRARY	61342	1010	Library Asst, PPT	0.60	38533.38533	Inactive (no immediate plans to fill)
LIBRARY	61121	2241	Museum Guard	1.00	32636.348	Encumbered-PT staff
LIBRARY Total				14.84		
RACE & EQUITY	64111	1010	Program Analyst III	1.00	39056.39056	Examination Scheduled
R & E Total				1.00		
HSD	78251	1010	Case Manager II	1.00	37529.37529	Encumbered
HSD	78411	2108	Community Housing Services Manager	1.00	33582.26043	Recruitment Open (application intake)
HSD	78241	2102	Food Program Coordinator, PPT	1.00	2847.2847	Inactive (no immediate plans to fill)
HSD	78231	2128	Head Start Instructor	1.00	22384.22384	Recruitment Open (application intake)
HSD	78231	2128	Head Start Instructor	1.00	13998.13998	Recruitment Open (application intake)
HSD	78231	2128	Head Start Instructor	1.00	14015.14015	Recruitment Open (application intake)
HSD	78231	2128	Head Start Instructor	1.00	14186.14186	Recruitment Open (application intake)
HSD	78231	2128	Head Start Instructor	1.00	5285.5285	Recruitment Open (application intake)
HSD	78231	2128	Head Start Instructor	1.00	3710.3710	Recruitment Open (application intake)

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	REV FTE	POS#	STATUS OF VACANCY/REQ
HSD	78231 -	2128	Head Start Instructor	1.00	10935.10935	Recruitment Open (application intake)
HSD	78231 -	2128	Head Start Instructor	1.00	13475.13475	Recruitment Open (application intake)
HSD	78231 -	2128	Head Start Instructor	1.00	6117.6117	Recruitment Open (application intake)
HSD	78231 -	2128	Head Start Instructor	1.00	1532.1532	Recruitment Open (application intake)
HSD	78232 -	2128	Head Start Nutrition Coordinator	1.00	37744.3819	Recruitment Open (application intake)
HSD	78232 -	2128	Head Start Nutrition Coordinator	1.00	37732.33851	Recruitment Open (application intake)
HSD	78231 -	2128	Headstart Program Coordinator	1.00	6260.6260	Recruitment Open (application intake)
HSD	78411 -	2108	Manager, Human Services	1.00	39079.39079	Dept. Interviews Scheduled
HSD	75651 -	2195	Outreach Developer	1.00	38053.38053	On Hold
HSD	78311 -	2152	Program Analyst I	1.00	36166.36166	Recruitment Open (application intake)
HSD	75631 -	1010	Senior Center Director	1.00	17605.5272	REQ in Progress (approvals pending)
HSD	75651 -	1010	Senior Services Prgm Assistant, PPT	0.74	38054.38054	On Hold
HSD Total				20.74		
PBD	84111 -	2415	Administrative Analyst II	1.00	33289.30082	Referral of Eligible (pending)
PBD	84411 -	2415	Deputy Director/Building Official	1.00	33780.33640	Encumbered-Acting
PBD	84111 -	2415	Director of Planning & Building	1.00	33157.30052	Recruitment Open (application intake)
PBD	84431 -	2415	Engineer, Civil (Office)	1.00	33204.1285	Referral of Eligible (pending)
PBD	84111 -	2415	Management Assistant	1.00	39055.39055	Request to Fill (REQ) authorized
PBD	84421 -	2415	Permit Technician I	1.00	38949.38949	Referral of Eligible (pending)
PBD	84211 -	2415	Planner II	1.00	33160.18480	Request to Fill (REQ) authorized
PBD	84211 -	2415	Planner III	1.00	33166.17428	Request to Fill (REQ) authorized
PBD	84229 -	2415	Planner III	1.00	34636.22521	Request to Fill (REQ) authorized
PBD	84451 -	2415	Principal Inspection Supv	1.00	38950.38950	Request to Fill (REQ) authorized
PBD	84421 -	2415	Process Coordinator II	1.00	33194.1527	Request to Fill (REQ) authorized
PBD	84111 -	2415	Public Information Officer II	1.00	38952.38952	Request to Fill (REQ) authorized
PBD	84421 -	2415	Public Service Rep, Sr	1.00	37677.35534	On Hold
PBD	84111 -	2415	Public Service Representative	1.00	39054.39054	Request to Fill (REQ) authorized
PBD	84421 -	2415	Public Service Representative	1.00	36676.36676	Request to Fill (REQ) authorized
PBD	84452 -	2415	Specialty Combination Insp, Senior	1.00	33389.32359	Request to Fill (REQ) authorized
PBD	84454 -	2415	Specialty Combination Insp, Senior	1.00	33258.629	Request to Fill (REQ) authorized
PBD	84421 -	2415	Specialty Combination Inspector	1.00	33799.1293	Request to Fill (REQ) authorized
PBD	84421 -	2415	Specialty Combination Inspector	1.00	34642.2613	Request to Fill (REQ) authorized
PBD	84431 -	1010	Specialty Combination Inspector	1.00	39052.39052	Request to Fill (REQ) authorized
PBD	84451 -	2415	Specialty Combination Inspector	1.00	38951.38951	Request to Fill (REQ) authorized
PBD	84451 -	2415	Specialty Combination Inspector	1.00	33824.949	Request to Fill (REQ) authorized
PBD	84452 -	2415	Specialty Combination Inspector	1.00	39053.39053	Request to Fill (REQ) authorized
PBD Total				23.00		
EWD	85111 -	1610	Account Clerk III	1.00	38753.444	REQ in Progress (approvals pending)
EWD	85221 -	1610	Development/Redevelopment Prgm MGR	1.00	35730.25037	Recruitment Open (application intake)
EWD	85511 -	1010	Graphic Design Specialist	1.00	35775.49	Inactive (no immediate plans to fill)
EWD	85511 -	1010	Manager, Marketing Pgm	1.00	36417.14300	Proposed FY17-19 Action
EWD	85311 -	7999	Program Analyst II	1.00	39140.39140	REQ in Progress (approvals pending)
EWD	85111 -	1010	Project Manager III	1.00	39142.35971	Inactive (no immediate plans to fill)
EWD	85221 -	1610	Urban Economic Analyst II	1.00	35740.34149	Pre-Recruitment (planning w/HR)
EWD	85221 -	5643	Urban Economic Analyst III (PPT)	0.80	39143.39143	Recruitment Open (application intake)
EWD	85221 -	1610	Urban Economic Analyst IV, Projects	0.60	38638.38638	Pre-Recruitment (planning w/HR)
EWD	85411 -	1010	Urban Economic Analyst IV, Projects	1.00	35771.33642	Proposed FY17-19 Action
EWD Total				9.40		
HCD	89949 -	2108	Administrative Assistant II	1.00	33345.17586	Proposed FY17-19 Action
HCD	89919 -	2108	Employment Services Supervisor	1.00	39139.39139	REQ in Progress (approvals pending)
HCD	89929 -	1610	Housing Development Coord I	1.00	38561.38561	Proposed FY17-19 Action
HCD	89939 -	1610	Loan Servicing Administrator	1.00	33337.10060	Proposed FY17-19 Action
HCD	89979 -	2105	Loan Servicing Specialist	1.00	33872.845	Proposed FY17-19 Action
HCD	89969 -	2413	Program Analyst II	1.00	38942.38942	Dept. Interviews Scheduled
HCD	89939 -	2108	Rehabilitation Advisor I	1.00	38564.38564	Recruitment Closed (screening apps)
HCD	89939 -	2108	Rehabilitation Advisor III	1.00	33335.2663	Proposed FY17-19 Action
HCD Total				8.00		

Grand Total

348.37