

2010 NOV -4 PM 1:05

CITY OF OAKLAND

AGENDA REPORT

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Department of Human Resources Management
DATE: November 16, 2010

RE: **Quarterly Report on Citywide Vacancies; Appointments to Positions in the General Purpose Fund (GPF) Exempted From the Hiring Freeze; and a Status Update on Positions Vacated Under the 2009 CalPERS Two Years Additional Service Credit Retirement Incentive Program ("Golden Handshake")**

SUMMARY

This is an informational report that provides an update on vacant positions throughout the City organization, the status of General Purpose Fund vacancies that were exempted from the hiring freeze by Council Resolution No. 82532 C.M.S. on February 16, 2010, and an update on the positions vacated through the 2009 CalPERS Retirement Incentive Program ("Golden Handshake").

- **Vacancies: Attachment A** provides a list of the vacancies citywide, broken out by department or agency.
- **Exempted from Hiring Freeze: Attachment B** provides a list of the positions that were exempted by Council Resolution No. 82532 C.M.S. and provides the criteria under which each position was exempted. Of the 77.25 Full Time Equivalent (FTE) exemptions, 41.0 FTE have been filled, recruitments are in process for 33.25 FTE positions, and three positions have been deleted through subsequent budget reductions.
- **Golden Handshake:** Page 3 of this report provides a chart detailing the positions vacated through the 2009 CalPERS Retirement Incentive Program. Of the 105 positions vacated, 38 were in the General Fund; of those, 9 have been filled and one has a recruitment pending.

FISCAL IMPACT

Leaving positions vacant and freezing certain positions provides some support of departmental budget assumptions for the vacancy rate. However, because so many vacancies have been eliminated as part of budget reductions, some departments may not achieve adequate savings to offset the budgeted vacancy rate assumption. For those departments, the lack of vacancies may result in over-expenditures in personnel expense. The Golden Handshake program has met the savings projection budgeted for the program.

Item: _____
Finance and Management Committee
November 16, 2010

BACKGROUND

Both the hiring freeze and the CalPERS Retirement Incentive Program were implemented to reduce spending in the City's General Purpose Fund. Exemptions to the hiring freeze were authorized in recognition that certain positions are required to maintain a minimum level of service in particular areas. Some of the positions vacated through the CalPERS Retirement Incentive Program were also filled due to operational necessity. The Department of Human Resources Management has processed recruitments and hiring only for positions that were properly authorized to be filled.

When Council adopted Resolution No. 82532 C.M.S. on February 16, 2010, which authorized hiring for specifically exempted positions, staff was directed to provide quarterly updates on the hiring activity related to positions within the General Purpose Fund. On June 30, 2009 the City Council adopted Resolution No. 82104 C.M.S., authorizing the California Employees' Retirement System (CalPERS) Two Years Additional Service Credit Retirement Incentive Program. The program was open to miscellaneous employees in 489 positions across 161 classifications City-wide. Eligible employees were offered the opportunity to participate in the program between July 1 and September 30, 2009. Staff has also been directed to provide quarterly updates on the activities of the retirement incentive program.

KEY IMPACTS

A. Citywide Vacancies

The list of vacancies provided in *Attachment A* captures "true" vacancies citywide. A "true" vacancy is one in which the funding for the position is not being used to fund a temporary or provisional appointment, commonly referred to as a "linked" position. In September 2009, there were 446.10 FTE vacant positions; as of October 27, 2010, there were 152.62 FTE positions vacant citywide. The dramatic reduction in vacancies is due primarily to the elimination of vacant positions for budget balancing.

B. Appointments to Positions in the General Purpose Fund (GPF)

Resolution No. 82532 C.M.S., adopted on February 16, 2010, required that positions exempted from the hiring freeze meet one of four criteria:

- 1) the position is required to meet federal, state, or local mandates;
- 2) the position is already budgeted and is necessary to ensure provision of critical City services or operations;
- 3) the position is part of a program or activity that is revenue-generating and fully cost-covering; or
- 4) the position is necessary to carry out programs supported by the American Reinvestment & Recovery Act (ARRA or Stimulus Program) or other grants.

Attachment B provides a list of all the positions that were exempted, their current status, and the criteria under which they were exempted. The total number of positions exempted from the hiring freeze was 77.25 FTE (full time equivalent), which were in several different departments

and agencies. Of the total exemptions 41 FTE are currently filled and recruitments are in process for 33.25 FTE positions. Three (3) positions have since been eliminated through budget balancing.

C. Status of Positions Vacated through the 2009 Retirement Incentive Program

The following table provides the status of vacancies created through the CalPERS Retirement Incentive Program implemented in July 2009.

Of the 105 positions vacated by retirements under the CalPERS Retirement Incentive Program, 31 have been filled with 9 of those being positions in the General Fund. Of the remaining vacancies, 36 have been frozen, one has a recruitments pending, 8 are vacant with no action pending, and 29 have since been deleted as part of budget reductions.

POSITIONS VACATED BY THE 2009 RETIREMENT INCENTIVE PROGRAM

	DEPT	STATUS					TOTAL RETIRED
		FILLED	FROZEN	PENDING	VACANT	DELETED	
GENERAL FUND	CITY ATTORNEY		1				1
	CITY ADMINISTRATOR	1					1
	CONTRACTING & PURCHASING	1					1
	DEPT OF HUMAN RESOURCES			1		1	2
	DEPT OF HUMAN SERVICES	1					1
	DEPT OF INFO TECHNOLOGY		3		1	2	6
	FINANCE & MANAGEMENT	6	2			3	11
	MAYOR		1				1
	MUSEUM					1	1
	FIRE					1	1
	POLICE		8		3		11
	PARKS & RECREATION		1				1
GPF - FUND 1010 Total		9	16	1	4	8	38
OTHER FUNDS	CITY ATTORNEY	1				1	2
	CEDA	6	1			8	15
	CONTRACTING & PURCHASING	1					1
	DEPT OF HUMAN SERVICES	1				1	2
	DEPT OF INFO TECHNOLOGY	1					1
	FINANCE & MANAGEMENT	1	2			1	4
	LIBRARY	1	10				11
	POLICE					1	1
	PARKS & RECREATION		2			1	3
	PUBLIC WORKS	10	5		4	8	27
OTHER FUNDS Total		22	20	0	4	21	67
GRAND TOTALS		31	36	1	8	29	105

SUSTAINABLE OPPORTUNITIES

No economic, environmental, or social equity opportunities have been identified in connection with the subject of this report.

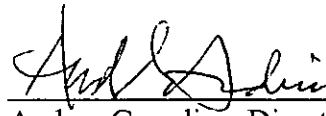
DISABILITY AND SENIOR CITIZEN ACCESS

There are no direct disability or senior citizen access issues associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that City Council accept this informational report.

Respectfully submitted,

 10/28/10

Andrea Gourdine, Director
Department of Human Resources Management

Prepared by:
Kip Walsh, Interim Human Resources Manager
Recruitment and Classification

ATTACHMENT A – Vacancies by Department

ATTACHMENT B – Status of Positions Exempted from the Hiring Freeze

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:


Office of the City Administrator

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DEPT	ORG#	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	REV FTE
CITY ADMIN	'63221	7780	Cable TV Production Assistant, PPT	AP122	SC1	0.95
CITY ADMIN	'02811	1010	Financial Analyst, Principal	AF041	U31	1.00
CITY ADMIN Total						1.95
CITY CLERK	'03121	1010	Legislative Recorder	AP213	TA1	1.00
CITY CLERK	'03121	1010	Legislative Recorder	AP213	TA1	1.00
CITY CLERK Total						2.00
CITY AUDITOR	'07111	1010	Performance Auditor, Sr.	AP392	TW1	1.00
CITY AUDITOR Total						1.00
FMA	'08511	1150	Benefits Technician	AP115	TW1	1.00
FMA	'08511	1150	Benefits Technician	AP115	TW1	1.00
FMA	'08731	1010	Cashier	AF003	SD1	1.00
FMA	'08441	1700	Collections Officer	AF032	SD1	1.00
FMA	'08222	7780	Financial Analyst	AF033	UM2	1.00
FMA	'08941	1010	Parking Control Technician	TR164	SC1	1.00
FMA	'08941	1010	Parking Enforcement Supervisor I	TR165	UH1	1.00
FMA	'08211	1010	Principal, Financial Analyst	AF041	UM1	1.00
FMA	'08921	1010	Public Service Representative	SS169	SD1	1.00
FMA	'08431	1010	Revenue Assistant	AP321	SD1	1.00
FMA	'08421	1010	Tax Auditor II	AF022	SD1	1.00
FMA Total						11.00
POLICE	'106510	2411	Account Clerk II	AF020	SD1	0.80
POLICE	'106510	1010	Account Clerk III	AF030	UH1	0.80
POLICE	'101120	1010	Administrative Analyst II	AP106	TW1	0.80
POLICE	'107710	1010	Administrative Analyst II	AP106	TW1	0.80
POLICE	'103130	1010	Animal Control Officer, PPT	PS195	SC1	0.50
POLICE	'103130	1010	Animal Control Supervisor	SC103	UH1	0.75
POLICE	'102610	1010	Criminalist II	PS112	TW1	1.00
POLICE	'102610	1010	Criminalist II	PS112	TW1	1.00
POLICE	'107510	2416	Crossing Guard, PPT	PS115	SC1	1.00
POLICE	'107510	2416	Crossing Guard, PPT	PS115	SC1	1.00
POLICE	'107510	2416	Crossing Guard, PPT	PS115	SC1	1.00
POLICE	'107510	2416	Crossing Guard, PPT	PS115	SC1	1.00
POLICE	'106510	2112	Grants Coordinator	AP405	UM2	1.00
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	0.50
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	1.00
POLICE	'103310	1010	Police Communications Dispatcher	PS162	SC1	1.00
POLICE	'107110	1010	Police Evidence Technician	PS165	SC1	0.50
POLICE	'107210	1010	Police Evidence Technician	PS165	SC1	0.50
POLICE	'107310	1010	Police Evidence Technician	PS165	SC1	0.50
POLICE	'107310	1010	Police Officer (PERS)	PS190	PP1	1.00
POLICE	'107310	1010	Police Officer (PERS)	PS190	PP1	1.00
POLICE	'107310	1010	Police Officer (PERS)	PS190	PP1	1.00
POLICE	'101120	1010	Police Records Specialist	SS165	SD1	0.75
POLICE	'107510	1010	Police Records Specialist	SS165	SD1	0.75
POLICE	'102130	1010	Police Services Technician II	PS173	SC1	0.75
POLICE	'102130	1010	Police Services Technician II	PS173	SC1	0.75
POLICE Total						24.95
FIRE	'20411	1010	Battalion Chief	PS102	FQ1	1.00
FIRE	'20711	1010	Emergency Planning Coordinator, PPT	SC139	TW1	0.60
FIRE	'20711	2123	Emergency Planning Coordinator, Sr	SC140	TW1	1.00
FIRE	'20411	1010	Engineer of Fire Department	PS118	FQ1	1.00
FIRE	'20411	1010	Engineer of Fire Department	PS118	FQ1	1.00

DEPT	ORG#	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	REV FTE
FIRE	'20411	1010	Engineer of Fire Department	PS118	FQ1	1.00
FIRE	'20411	1010	Fire Fighter	PS125	FQ1	1.00
FIRE	'20411	1010	Fire Fighter	PS125	FQ1	1.00
FIRE	'20411	1010	Fire Fighter	PS125	FQ1	1.00
FIRE	'20814	1010	Fire Fighter	PS125	FQ1	1.00
FIRE	'20411	1010	Fire Fighter Paramedic	PS184	FQ1	1.00
FIRE	'20411	1010	Fire Fighter Paramedic	PS184	FQ1	1.00
FIRE	'20321	1740	Hazardous Materials Inspect, Senior	IS113	SD1	1.00
FIRE	'20371	1720	Heavy Equipment Operator	TR146	SB1	1.00
FIRE	'20411	1010	Lieutenant of Fire Department	PS150	FQ1	1.00
FIRE	'20411	1010	Lieutenant of Fire Department	PS150	FQ1	1.00
FIRE	'20411	1010	Lieutenant of Fire Department	PS150	FQ1	1.00
FIRE	'20411	1010	Lieutenant of Fire Department	PS150	FQ1	1.00
FIRE	'20411	1010	Lieutenant of Fire Department	PS150	FQ1	1.00
FIRE	'20411	1010	Lieutenant of Fire Department	PS150	FQ1	1.00
FIRE Total						19.60
PUBLIC WORKS	'30541	4100	Auto Equipment Service Worker	TR102	SC1	1.00
PUBLIC WORKS	'30234	5510	Capital Improvement Project Coor	SC112	UM2	1.00
PUBLIC WORKS	'30235	3100	Chief of Party	TR114	UH1	1.00
PUBLIC WORKS	'30232	3100	Construction Coordinator	SC251	TF1	1.00
PUBLIC WORKS	'30232	3100	Construction Coordinator	SC251	TF1	1.00
PUBLIC WORKS	'30232	3100	Construction Coordinator	SC251	TF1	1.00
PUBLIC WORKS	'30232	3100	Construction Coordinator	SC251	TF1	1.00
PUBLIC WORKS	'30232	3100	Construction Coordinator	SC251	TF1	1.00
PUBLIC WORKS	'30232	3100	Construction Coordinator	SC251	TF1	1.00
PUBLIC WORKS	'30232	3100	Construction Inspector Sup (Field)	SC125	UH1	1.00
PUBLIC WORKS	'30243	3100	Construction Inspector, Sr (Field)	IS107	SC1	1.00
PUBLIC WORKS	'30633	4400	Custodian	TR120	SC1	1.00
PUBLIC WORKS	'30635	2310	Custodian	TR120	SC1	1.00
PUBLIC WORKS	'30635	4400	Custodian	TR120	SC1	1.00
PUBLIC WORKS	'30632	4400	Custodian, PPT	TR121	SC1	0.89
PUBLIC WORKS	'30632	4400	Custodian, PPT	TR121	SC1	1.00
PUBLIC WORKS	'30244	3100	Drafting Technician, Int (Office)	ET110	SD1	1.00
PUBLIC WORKS	'30244	3100	Drafting/Design Technician, Sr	ET109	SD1	1.00
PUBLIC WORKS	'30689	4450	Electrical Engineer II	TR125	TF1	1.00
PUBLIC WORKS	'30232	3100	Engineer, Assistant II (Field)	ET112	TF1	1.00
PUBLIC WORKS	'30243	3100	Engineer, Assistant II (Field)	ET112	TF1	1.00
PUBLIC WORKS	'30244	3100	Engineer, Assistant II (Office)	ET113	TF1	1.00
PUBLIC WORKS	'30265	2416	Engineer, Assistant II (Office)	ET113	TF1	1.00
PUBLIC WORKS	'30244	3100	Engineer, Civil (Office)	ET116	TF1	1.00
PUBLIC WORKS	'30248	2211	Engineer, Civil (Office)	ET116	TF1	1.00
PUBLIC WORKS	'30262	2211	Engineer, Transportation	ET122	TF1	1.00
PUBLIC WORKS	'30264	1750	Engineer, Transportation	ET122	TF1	1.00
PUBLIC WORKS	'30244	3100	Engineer, Transportation Assistant	ET120	TF1	1.00
PUBLIC WORKS	'30265	1750	Engineering Technician II (Office)	ET125	SD1	1.00
PUBLIC WORKS	'30541	4100	Fleet Specialist	AP190	TW1	1.00
PUBLIC WORKS	'30652	1720	Gardener Crew Leader	TR140	SC1	1.00
PUBLIC WORKS	'30652	1720	Gardener Crew Leader	TR140	SC1	1.00
PUBLIC WORKS	'30541	4100	Heavy Equipment Mechanic	TR148	SB1	1.00
PUBLIC WORKS	'30541	4100	Heavy Equipment Mechanic	TR148	SB1	1.00
PUBLIC WORKS	'30532	3100	Heavy Equipment Operator	TR146	SB1	1.00
PUBLIC WORKS	'30534	3100	Heavy Equipment Operator	TR146	SB1	1.00
PUBLIC WORKS	'30541	4100	Heavy Equipment Service Worker	TR147	SC1	1.00
PUBLIC WORKS	'30541	4100	Heavy Equipment Service Worker	TR147	SC1	1.00
PUBLIC WORKS	'30676	1720	Litter/Nuisance Enforcement Officer	PP158	SC1	1.00
PUBLIC WORKS	'30658	4400	Maintenance Mechanic	TR156	SB1	1.00
PUBLIC WORKS	'30634	4400	Maintenance Mechanic, PPT	TR204	SB1	0.50
PUBLIC WORKS	'30211	7760	Management Intern	SS142	TA1	1.00
PUBLIC WORKS	'30234	5510	Manager, Capital Improvement Pgrm	MA107	UM1	1.00

DEPT	ORG#	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	REV FTE
PUBLIC WORKS	'30652	1720	Park Attendant, PPT	SS157	SC1	1.00
PUBLIC WORKS	'30232	5320	Project Manager II	EM211	UM1	1.00
PUBLIC WORKS	'30671	1720	Public Service Representative	SS169	SD1	1.00
PUBLIC WORKS	'30534	2141	Public Works Maintenance Worker	TR174	SC1	1.00
PUBLIC WORKS	'30674	1720	Public Works Maintenance Worker	TR174	SC1	1.00
PUBLIC WORKS	'30674	1720	Public Works Maintenance Worker	TR174	SC1	1.00
PUBLIC WORKS	'30674	1720	Public Works Maintenance Worker	TR174	SC1	1.00
PUBLIC WORKS	'30531	3100	Public Works Operations Manager	MA137	UM1	1.00
PUBLIC WORKS	'30533	3100	Sewer Maintenance Leader	TR175	SC1	1.00
PUBLIC WORKS	'30533	3100	Sewer Maintenance Worker	TR176	SC1	1.00
PUBLIC WORKS	'30633	4400	Stationary Engineer, Chief	SC223	UH1	1.00
PUBLIC WORKS	'30674	7780	Street Maintenance Leader	TR180	SC1	1.00
PUBLIC WORKS	'30672	1720	Street Sweeper Operator	TR181	SC1	1.00
PUBLIC WORKS	'30672	1720	Street Sweeper Operator	TR181	SC1	1.00
PUBLIC WORKS	'30235	3100	Surveying Technician, Sr (Field)	ET133	SC1	1.00
PUBLIC WORKS	'30673	7780	Traffic Painter	TR185	SB1	1.00
PUBLIC WORKS	'30535	2310	Tree Supervisor I	SC229	UH1	1.00
PUBLIC WORKS Total						59.39
DCP	'41311	1710	Buyer	SS193	TW1	1.00
DCP	'41311	4550	Buyer	SS193	TW1	0.50
DCP	'41411	1010	Office Assistant II, PPT	SS154	SD1	0.50
DCP Total						2.00
DIT	'46341	1010	City Administrator Analyst	MA109	U31	1.00
DIT	'46111	4200	Director of Info Technology	EM238	UK1	1.00
DIT	'46121	4300	Reproduction Offset Supervisor	SS181	TW1	1.00
DIT Total						3.00
PARKS & REC	'501110	1010	Executive Assistant	SS127	UM1	1.00
PARKS & REC	'502331	1010	Recreation Program Director	PP135	SC1	0.50
PARKS & REC	'502350	1010	Recreation Program Director	PP135	SC1	1.00
PARKS & REC	'504410	1010	Recreation Program Director	PP135	SC1	1.00
PARKS & REC	'505810	1010	Recreation Program Director	PP135	SC1	1.00
PARKS & REC Total						4.50
LIBRARY	'61235	2240	Librarian I, PPT	AP215	SD1	0.02
LIBRARY	'61231	2240	Librarian II, PPT	AP218	SD1	0.30
LIBRARY	'61339	1010	Librarian, Senior	AP220	SD1	1.00
LIBRARY	'61321	2240	Librarian, Supervising	SC172	UH1	1.00
LIBRARY	'61231	1760	Library Aide, PPT	AP222	SD1	0.40
LIBRARY	'61237	2240	Library Aide, PPT	AP222	SD1	0.30
LIBRARY	'61331	2240	Library Aide, PPT	AP222	SD1	0.14
LIBRARY	'61332	2240	Library Aide, PPT	AP222	SD1	0.14
LIBRARY	'61135	2240	Library Assistant	AP223	SD1	0.23
LIBRARY	'61337	2240	Library Assistant	AP223	SD1	0.50
LIBRARY	'61338	1010	Library Assistant	AP223	SD1	0.50
LIBRARY	'61345	2240	Library Asst, PPT	AP227	SD1	0.38
LIBRARY	'61213	1010	Office Assistant I	SS150	SD1	0.50
LIBRARY Total						5.41
MUSEUM	'62711	1010	Museum Interp Spec, Nat Sc	AP258	TW1	0.63
MUSEUM	'62411	1010	Preparator	AP287	SD1	1.00
MUSEUM Total						1.63
DHS	'78231	2128	Early Childhood Center Director	PP113	SD1	0.80
DHS	'78231	2128	Early Childhood Instructor	PP114	SD1	0.80
DHS	'78231	2128	Early Childhood Instructor	PP114	SD1	0.80
DHS	'78231	2128	Early Childhood Instructor	PP114	SD1	0.90
DHS	'78241	2102	Food Program Coordinator, PPT	SC152	SD1	1.00
DHS	'78231	2128	Food Service Worker	TR137	SD1	0.89
DHS	'78231	2128	Headstart Program Coordinator	PP128	TW1	1.00
DHS	'78231	2605	Headstart Program Coordinator	PP128	TW1	1.00
DHS	'78251	1780	Health & Human Svcs Prgm Planner	AP196	UM2	1.00
DHS Total						8.19

DEPT	ORG#	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	REV FTE
CEDA	'88549	2195	Administrative Assistant I	SS102	SD1	1.00
CEDA	'88949	2108	Administrative Assistant II	SS104	TW1	1.00
CEDA	'88559	7780	Development/Redevelopment Pgrm MGR	EM233	UM1	1.00
CEDA	'88949	2108	Development/Redevelopment Pgrm MGR	EM233	UM1	1.00
CEDA	'88431	2415	Engineer, Civil (Office)	ET116	TF1	1.00
CEDA	'88451	2415	Paralegal	AP212	TW1	1.00
CEDA	'88549	2195	Project Manager III	EM212	UM1	1.00
CEDA	'88559	7780	Urban Economic Coordinator	SC231	UM2	1.00
CEDA Total						8.00

Grand Total of Citywide True Vacancies

152.62

STATUS OF POSITIONS EXEMPTED FROM HIRING FREEZE

ATTACHMENT B

Dept	Title	FTE	Filled	Pending Action ⁽¹⁾	Federal, State, Local Mandate	Critical to Services & Operations	Revenue	Support Stimulus or Grant Program
CEDA	Rent Adjustment Manager (Project Manager II)	1		1		X	X	
City Administrator	Budget & Ops Specialist Analyst III ⁽²⁾	1	1			X		
City Administrator	City Administrator Analyst	1	1		X	X		
City Administrator	Complaint Investigator II ⁽³⁾	1		0	X	X		
City Administrator	Deputy City Administrator	1	1		X	X		
City Attorney	Neighborhood Law Corps Attorney	1	1			X	X	
City Clerk	Citywide Records Manager	1	1		X	X		
Dept. of Human Services	Program Analyst I	1		1		X		
FMA	Parking Meter Collector	1	1			X	X	
FMA	Public Service Rep (Cantonese, Mandarin)	1	1		X	X	X	
FMA	Public Service Rep (Spanish)	1	1		X	X	X	
FMA	HR Systems Analyst, Sr. ⁽²⁾	1	1			X		
Library	Librarian I - Elmhurst	1	1		X	X		
Library	Librarian I - Montclair	1	1		X	X		
Library	Administrative Librarian	1		1	X	X		
Library	Supervising Librarian	1		1	X	X		
Library	Librarian I - Teen Services	1	1		X	X		
Library	Librarian I - Golden Gate Branch	1	1		X	X		
Library	Library Assistant - 81st Ave	1	1		X	X		
Library	Librarian I - 81st Ave	1	1		X	X		
Library	Senior Librarian	1		1	X	X		
Library	Librarian II - 81st Ave	1	1		X	X		
Library	Custodian - 81st Ave	1	1		X	X		
Library	Library Assistant, PPT	0.6	0.6		X	X		
Library	Librarian I - 81st	1	1		X	X		
Museum	Assistant Complex Manager	1	1			X		
Parks & Rec	Data Entry Operator ⁽⁴⁾	1		0		X		
Parks & Rec	Lifeguard, PT	3	3			X	X	
Parks & Rec	Park Attendant, PT	0.4	0.4			X	X	
Parks & Rec	Pool Manager	0.4	0.4			X	X	
Parks & Rec	Recreation Aide, PT	1	1			X	X	
Parks & Rec	Recreation General Supervisor ⁽³⁾	1		0		X		
Parks & Rec	Recreation Leader I, PT	2.5	2.5			X	X	
Parks & Rec	Recreation Leader II, PPT	23.25		23.25		X	X	
Parks & Rec	Recreation Leader II, PT	0.4	0.4			X	X	
Parks & Rec	Recreation Specialist I, PT	0.3	0.3			X	X	X
Parks & Rec	Recreation Specialist II, PT	0.1	0.1			X	X	X
Parks & Rec	Sports Official, PT	1.1	1.1			X	X	
Parks & Rec	Water Safety Instructor, PT	1.2	1.2			X	X	
Parks & Rec	Executive Assistant	1		1		X		
Parks & Rec	Recreation Program Director	1	1			X	X	
Parks & Rec	Park Attendant, PT	9	9			X		
Parks & Rec	Recreation Supervisor	1	1			X	X	
Police	Admin Analyst II	2		2				X
Police	Animal Control Supervisor	1		1	X	X		
Police	Veterinary Technician	1		1	X	X		
	Totals	77.25	41	33.25				

⁽¹⁾ Pending = recruitment has been initiated but appointment not yet made.

⁽²⁾ CalPERS Retirement Incentive ("Golden Handshake") position.

⁽³⁾ Position has since been deleted as part of budget balancing.