



DISTRIBUTION DATE: June 7, 2022

MEMORANDUM

TO: HONORABLE MAYOR &
CITY COUNCIL

FROM: Ian Appleyard
Human Resources Director

SUBJECT: Semi-Annual Staffing Report

DATE: May 31, 2022

City Administrator
Approval

Date:

Jun 7, 2022

INFORMATION

EXECUTIVE SUMMARY

This informational report provides an update on city-wide staffing as of May 2, 2022. There was a total of 4,727.80 Full-Time Equivalent (FTE) budgeted positions with 772.14 FTE positions vacant, resulting in a 16.33 percent vacancy rate. For the 2021-22 budget, 150.5 positions were added along with 86.34 positions unfrozen, totaling 236.84 positions added July 1, 2021.

This report analyzes the status of each full-time and permanent part-time vacancy by department (**Attachment A**) and a listing of positions that were frozen as of May 2, 2022 (**Attachment B**). For the purposes of this report, positions that are frozen are not counted in the vacancy rate as they cannot be filled. There is a total of 166.36 FTE frozen positions as of May 2, 2022. For reference, there were 236.14 FTE frozen in the May 2021 Staffing Report.

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

BACKGROUND / LEGISLATIVE HISTORY

The Human Resources Management Department provides this semi-annual report to the Finance and Management Committee. This report examines full-time and permanent part-time vacancy data, as provided by departments, as of May 2, 2022. Additionally, this report analyzes several key organizational staffing elements, including unemployment rates, retention rates and employee tenure.

ANALYSIS AND POLICY ALTERNATIVES

Vacancies

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 May 2, 2022, there were 772.14 FTE positions vacant citywide with 36.0 FTE encumbered as described above. Removing the encumbered positions reduces the vacancies to 736.14 FTE and a vacancy rate of 15.57 percent.

The “budgeted vacancy factor,” which is distinct from the “vacancy rate,” is a fixed budget ratio applied to the total personnel allocation for a given department. Historically, the budgeted vacancy factor has been 4%. In the Mayor’s 2021-23 Proposed Budget, the Citywide vacancy factor was set at 8% for the General Purpose Fund. In September 2021, the City Council approved an additional \$1.3 million from vacancies to increase the budgeted vacancy factor to 8.4% for the General Purpose Fund.

STATUS OF VACANCIES – CITYWIDE

Table 1 below shows all vacant positions (encumbered and non-encumbered), which results in the current 16.33 percent vacancy rate. **Table 2** shows only non-encumbered positions, resulting in a 15.57 percent vacancy rate.

Table 1: Citywide Vacancy Summary			
Type	All Positions	Vacant	% Vacant
Total Sworn	1965.58	256.60	13.05%
Total Miscellaneous	2762.22	515.54	18.66%
Total	4727.80	772.14	16.33%

Table 2: Citywide Vacancy Summary (Non-Encumbered)			
Type	All Positions	Vacant	% Vacant
Total Sworn	1965.58	223.60	11.38%
Total Miscellaneous	2762.22	512.54	18.55%
Total	4727.80	736.14	15.57%

Table 3 shows the historical vacancy rates, for both all vacancies and non-encumbered vacancies since May 2012.

Table 3: Historical Vacancy Rates					
Report Date	# of budgeted positions	# non-encumbered vacancies	Non-encumbered % Vacant	All Vacancies	All Vacancies % Vacant
5/2/2022	4,727.80	736.14	15.57%	772.14	16.33%
11/2/2021	4,704.43	566.05	12.03%	584.25	12.42%
5/4/2021	4,586.01	471.27	10.27%	542.92	11.83%
12/1/2020	4,589.43	584.02	12.72%	686.52	14.96%
5/12/2020	4,531.52	496.16	10.95%	564.56	12.46%
11/12/2019	4,533.21	535.73	11.82%	595.83	13.14%
5/14/2019	4,455.17	556.85	12.50%	645.66	14.49%
11/13/2018	4,447.67	522.25	11.74%	742.37	16.69%
4/24/2018	4,282.97	419.50	9.79%	652.60	15.24%
11/14/2017	4,279.22	406.70	9.50%	621.30	14.52%
10/24/2016	4,186.84	377.07	9.00%	554.45	13.24%
10/5/2015	4,151.78	432.72	10.42%	502.53	12.10%
9/22/2014	3,937.26	341.01	8.66%	489.40	12.43%
5/20/2013	3,813.39	295.88	7.75%	427.82	11.22%
5/14/2012	3,796.53	259.88	6.88%	366.40	9.65%

Table 4 shows the regional vacancy rates for similarly situated agencies. Oakland's vacancy tracks with most jurisdictions and is closely aligned with Berkeley and Richmond. If a cell has "NA," that means the information was not available.

Table 4: Regional Vacancy Rates									
	San Jose	San Fran	Berk	Concord	Hayward	Fremont	Richmond	Vallejo	Oakland
Overall Vacancy Rate	13.20%	NA	16.21%	13.69%	14.80%	11.49%	16.15%	28.48%	16.33%

When departments submit vacancy information, standard descriptors are available from which to choose that identify the status of the vacancy. **Table 5 below** is a summary of vacancy status throughout all departments.

Table 5: Summary of Vacancy Status	
FTE	Vacancy Status
233.94	Dept. Interview Process (Eligible List Available)
144.60	Recruitment Open (Application intake)
89.50	Requisition Pending Approval
85.80	Eligible List Available
71.00	Recruitment Plan in Progress
50.60	Recruitment Closed (HRM screening apps/ HRM Assessment & Scoring)
41.00	Encumbered (TCSE/ELDE)
33.60	Not Under Active Recruitment
7.10	Requisition To Be Submitted
7.00	On Hold (Job spec revisions)
4.00	On Hold (by Dept.)
3.00	Approved (pending HR assignment)
1.00	Pending Hire Approvals
772.14	Total

Table 6 shows the total vacancy rate by department sorted from high to low percentage. As noted above, some vacancies are encumbered and may not translate into service delivery impacts.

Table 6 Vacancy Rates by Department			
City of Oakland Departments	No. of Authorized positions (FTE)	No. of vacant positions (FTE)	VacancyRate
Workplace & Employment Standards	23.00	9.00	39.13%
Violence Prevention	35.80	10.00	27.93%
Housing & Community Dev	77.50	21.00	27.10%
Planning & Building	201.50	52.00	25.81%
Race & Equity	4.00	1.00	25.00%
Economic & Workforce Dev	57.70	14.10	24.44%
Police Commission	18.00	4.00	22.22%
Transportation	382.15	83.10	21.75%
Public Works	690.23	139.89	20.27%
Human Services	234.67	44.00	18.75%
Information Technology	88.00	16.00	18.18%
Library	265.11	43.40	16.37%
City Administrator	55.60	9.00	16.19%

Animal Services	36.00	5.00	13.89%
Parks, Recreation & Youth Dev	231.74	31.25	13.48%
Police	1269.50	168.00	13.23%
Fire	696.08	88.60	12.73%
Finance	150.80	18.80	12.47%
Human Resources Management	50.00	5.00	10.00%
City Attorney	84.00	7.00	8.33%
Mayor	12.00	1.00	8.33%
City Clerk	17.50	1.00	5.71%
City Council	30.92	0.00	0.00%
City Auditor	10.00	0.00	0.00%
Public Ethics Commission	6.00	0.00	0.00%
Citywide Vacancy Rate	4727.80	772.14	16.33%

HIRING EFFORTS

There were 379 full-time and permanent part-time hires during FY 2021-22 through May 2, 2022. Promoting existing City staff remained a significant goal and more than half of all vacancies – 53.6% – were filled with current City employees during the above timeframe. For comparison sake, in FY 2020-21, 405 full-time and part-time permanent hires of which 58% were hired from existing City staff. While hiring and promoting from within is a laudable goal, doing so means more than half of our hires replace one vacancy with another, which leaves our vacancy rate unchanged.

RECRUITMENT CONDITIONS AND SOLUTIONS

1. **National and Regional Market Conditions:** According to the latest Bureau of Labor Statistics report, the nation’s unemployment rate is 3.6% as of April 2022 and the Oakland-Hayward-Fremont regional unemployment rate is 3.3% as of March 2022. The California unemployment rate is 4.2% as of March 2022 according to the California Employment Development Department. While these rates have increased over the past year, the competitive labor market is a significant factor when recruiting qualified and diverse candidates and has a negative impact on the number of applications the City receives for job postings. During FY 21-22, as with many public-sector organizations, there was a decrease in the number of applications received per job posting. Many recruitment announcements have been extended or posted continuously to allow for more applicants. In some cases, newly created eligible lists have been exhausted before all vacancies in that classification could be filled.
2. **HR Staffing Update:** Human Resources is not immune to the impacts of the recent hiring freeze and the difficult job market. There are currently five (5) vacancies in the Recruitment Unit, which include two recent resignations of the Assistant Human Resources Director and a Human Resources Analyst. Efforts are currently underway

to fill these positions as soon as possible. Two of the vacancies are in the Technician and Analyst classifications, which has a direct impact on the number of recruitments being conducted. On the hiring side, one Human Resources Analyst, one Technician, and one retired annuitant were recently hired.

3. **Reduced Number of Applicants:** As reported in previous Staffing Reports, there has been a trend of decreased applicants for public-sector positions both regionally and nationally. In Oakland, HRM received 43% fewer applications in FY 20-21 than in FY 19-20. Projections for FY 21-22 are somewhat better; however, still 20% below FY 19-20. The impacts of fewer applicants include extended job announcement periods, delayed testing, and eligible lists with fewer candidates than the number of vacancies. Overall, this requires recruitments for certain classifications to occur more frequently. **Table 7** shows the number of applicants received by regional county governments. The clear trend is there are fewer applicants for public sector positions. This is further supported by the attached report “Top 10 Public Sector HR Trends for 2022” published by NeoGov (**Attachment C**), which states that “the number of applications per job has dropped 21% between 2015 and 2021.”

	2017	2018	2019	2020	2021
<i>County of Alameda</i>	21,709	25,579	22,502	15,132	10,800
<i>County of Contra Costa</i>			33,048	32,769	33,260
<i>County of Santa Clara</i>		112,923	101,232	97,000	86,164
<i>County of San Mateo</i>	17,025	19,538	18,117	13,510	13,198
<i>City of Oakland</i>			14,161	14,103	8,032
<i>County of Napa</i>	7,911	6,396	6,493	4,382	5,488

4. **Non-responsive candidates:** In addition to an overall reduced number of applicants, those that do apply are not responding to additional steps of the hiring process. There has been a notable increase in candidates not responding to examination invitations, not attending scheduled examinations, not responding to requests for hiring interviews or not attending interviews after confirming availability. This factor exacerbates the ability to produce robust eligible lists and fill vacancies.
5. **Difficult to Fill Classifications:** Some classifications remain difficult to fill despite combined efforts between Human Resources and the hiring department(s). Examples of these classifications and the number of current vacancies include Accountant III (8), Assistant Engineer II (17), Civil Engineer (9), Police Officer/Trainee, and Specialty Combination (Building) Inspector (12). Human Resources continues to coordinate with departments to increase the number of applicants for these important positions. HRM and the departments are exploring new recruitment approaches that shorten the hiring timeline and reduces any unnecessary barriers to employment.
6. **Strategies for filling positions:** The City’s recruitment consultant, CPS HR Consulting (CPS), a self-supporting public agency, has been instrumental in assisting departments with both recruitment and classification projects. Since the beginning of FY 20/21, CPS has assisted with approximately 17 recruitments. They are currently assigned several exams including the Contract Compliance Officer

series, Complaint Investigator II, Construction Inspector, Electrician Leader, Transportation Planner III, Concrete Finisher, Planner II, III and IV, and various Project Manager II recruitments.

7. **Recruitment & Selection Process Overview:** There are many steps involved in hiring new employees. Many are required by the Civil Service Rules, labor agreements, federal guidelines, and position/budget controls. To illustrate the processes, the following are attached: Recruitment Process Flowchart (**Attachment D**); Non-Sworn Civilian Recruitment Flowchart (**Attachment E**); Hiring Process Checklist (**Attachment F**); and Onboarding Process Flowchart (**Attachment G**).

Below is a summary of the steps that Human Resources Management conducts for full recruitment:

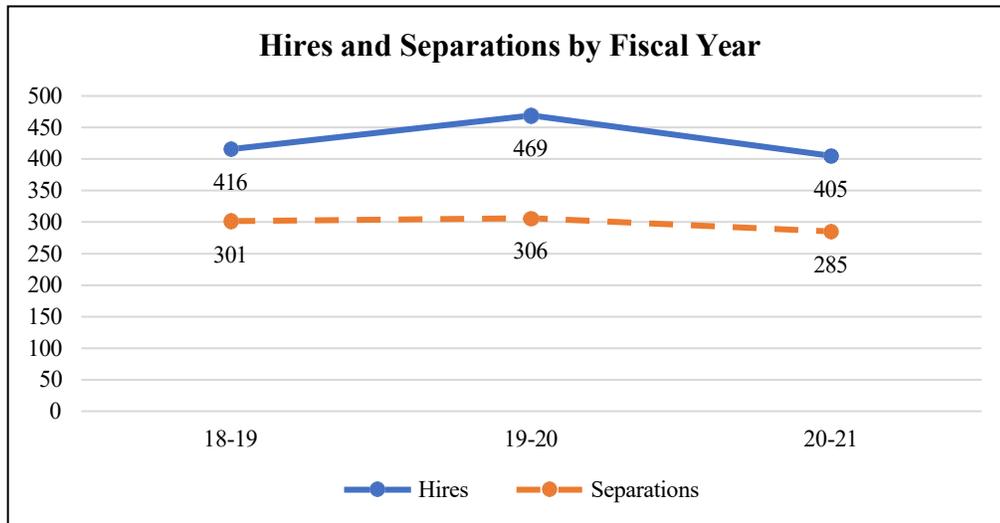
- Review of Job Specification
- Personnel Requisition
- Pre-Recruitment Checklist: Job Analysis
- Exam Plan Meeting & Exam Development
- Job Posting (Application Filing Period)
- Review Application for Minimum Qualifications
- Supplemental Questionnaire (SQ) Review or Exam
- Competitive Examination
- Preference Points
- Eligible List Established
- Notification to Candidates of Exam Results
- Referrals & Departmental Interviews Initiated

HRM continues to carefully analyze this process to seek improvements. In 2018, an evaluation process resulted in a reduction from 52 steps to 32 steps. As the new Human Resources Manager is hired, a top priority will be a new evaluation of the recruitment and hiring process to identify additional efficiencies.

WORKFORCE ANALYSIS

1. **Separations and Hires:** To reduce the overall vacancy rate, city hiring needs to outpace separations. As demonstrated in **Figure A** below, over the last three years, the number of hires has exceeded the number of separations. This trend is projected to continue in the current fiscal year.

Figure A: Separations and Hires by Fiscal Year



2. **Tenure of Separations:** According to the Bureau of Labor Statistics, the national rate of tenure with a public-sector employer is 6.5 years (the private sector is 3.7 years), which includes all separations; these figures are from 2020, and the next update to the national tenure statistics is expected to be published in September 2022. Over the last three years, all separated full-time City of Oakland employees averages 12.28 years of service, far surpassing the national average. See **Figure B** below:

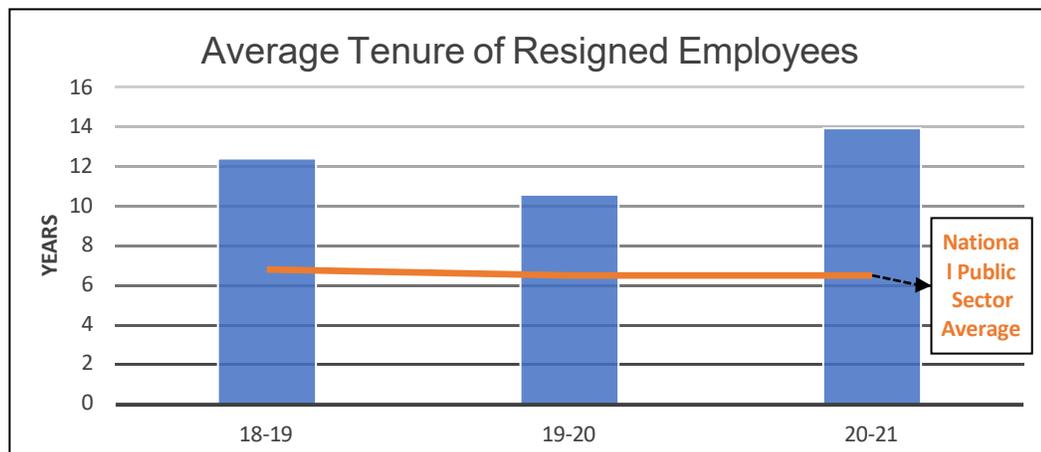


Figure B: Separations and Hires by Fiscal Year

3. **Separations by Department:** While the tenure of separating employees is above the national average and overall hires exceed the number of separations, rates of separation vary by department. **Table 8** shows the number of separations, including retirements and resignations, in six of the largest city departments. Of note, among sworn Police personnel, there were 92 resignations in FY 2021-22 (as of May 2, 2022) and 66 in FY 2020-21, with FY21-22 separation rates being higher than those of the prior year.

Table 8: Largest Department Separations, Retirements, and Resignations				
Department	Total Department FTE FY 21-22	FY 21-22 (Data through 5/2/22)		
		Total Separations	Retirements	Resignations
Police	1269.5	121 (9.5%)	15 (1.1%)	92 (7.2%)
Public Works	690.23	35 (2.7%)	12 (0.9%)	19 (1.4%)
Fire	696.08	38 (2.9%)	21 (1.6%)	14 (1.1%)
Transportation	382.15	21 (1.6%)	10 (0.7%)	9 (0.7%)
Library	265.11	24 (1.8%)	8 (0.6%)	15 (1.1%)
Human Services	234.67	5 (0.3%)	1 (0.0%)	3 (0.2%)
Planning & Building	201.5	10 (0.7%)	3 (0.2%)	6 (0.4%)

Status of Executive Management Vacancies

Table 9 provides an update on critical management vacancies.

Table 9 Critical Management Vacancies			
DEPT	JOB CLASSIFICATION TITLE	FTE	STATUS OF VACANCY/REQ
Workplace Standards and Enforcement	Director	1.00	Interviews in Progress
Human Resources Management	Human Resources Manager	1.00	Interviews in Progress
Transportation	Director	1.00	Interviews in Progress
Human Services	Director	1.00	Interim appointment
Public Ethics Commission	Executive Director	1.00	
Parks, Recreation and Youth Development	Director	1.00	Interim appointment
Planning and Building Department	Assistant Director, Planning & Building	1.00	Executive Recruiter

FISCAL IMPACT

This report 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, 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.

Race & Equity:

There are no race & equity impacts associated with this informational report.

Respectfully submitted,



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For questions, please contact IAN APPLEYARD, DIRECTOR OF HUMAN RESOURCES, at 510-238-6450.

Attachments (7)

- A. Citywide Vacancies by Department
- B. Frozen Vacancies by Department
- C. NeoGov 10 Trends 2022
- D. Recruitment Process Flowchart
- E. Non-Sworn Civilian Recruitment Flowchart
- F. Hiring Process Checklist
- G. Onboarding Process Flowchart

FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
ANIMAL SERVS	Animal Care Attendant	TR203	SC1	1.00	0.00	0.00	1.00	44007.36751	Requisition Pending Approval
ANIMAL SERVS	Animal Care Attendant	TR203	SC1	1.00	0.00	0.00	1.00	44152.36749	Requisition Pending Approval
ANIMAL SERVS	Animal Control Officer	PS100	SC1	1.00	0.00	0.00	1.00	43993.1332	Dept Interview Process
ANIMAL SERVS	Animal Control Supervisor	SC103	UH1	1.00	0.00	0.00	1.00	43997.11705	Requisition Pending Approval
ANIMAL SERVS	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	44000.3751	Eligible List Available
CITY ADMIN	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	44268.44268	Dept Interview Process
CITY ADMIN	Exec Asst to Asst City Administrator	SS121	U31	1.00	0.00	0.00	1.00	13009.13009	Dept Interview Process
CITY ADMIN	Neighborhood Services Coordinator	SC190	TW1	1.00	0.00	0.00	1.00	43972.19572	Eligible List Available
CITY ADMIN	Neighborhood Services Coordinator	SC190	TW1	1.00	0.00	0.00	1.00	43980.5658	Eligible List Available
CITY ADMIN	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	44207.44207	Eligible List Available
CITY ADMIN	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	43982.27641	Recruitment Plan in Progress
CITY ADMIN	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	43981.26677	Recruitment Plan in Progress
CITY ADMIN	Public Information Officer II	AP299	TW1	1.00	0.00	0.00	1.00	41029.38952	Dept Interview Process
CITY ADMIN	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	43971.3898	Dept Interview Process
CITY ATTORNEY	Deputy City Attorney III	AL030	TM1	1.00	0.00	0.00	1.00	43947.13276	Pending hire approvals
CITY ATTORNEY	Deputy City Attorney V	EM136	U41	1.00	0.00	0.00	1.00	45022.45022	Recruitment Open (application intake)
CITY ATTORNEY	Deputy City Attorney V	EM136	U41	1.00	0.00	0.00	1.00	45023.45023	Recruitment Open (application intake)
CITY ATTORNEY	Deputy City Attorney V	EM136	U41	1.00	0.00	0.00	1.00	45024.45024	Recruitment Open (application intake)
CITY ATTORNEY	Office Assistant I	SS150	SD1	1.00	0.00	0.00	1.00	35789.35789	Not under active recruitment
CITY ATTORNEY	Paralegal	AP212	TW1	1.00	0.00	0.00	1.00	39461.34489	Dept Interview Process
CITY ATTORNEY	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	10371.10371	Dept Interview Process
CITY CLERK	Administrative Analyst I	AP103	TW1	1.00	0.00	0.00	1.00	44284.44284	Eligible List Available
DOT	Administrative Services Manager II	EM100	UM2	1.00	0.00	0.00	1.00	44912.44912	Eligible List Available
DOT	Arboricultural Inspector	AP100	UH1	1.00	0.00	0.00	1.00	39548.3228	Dept Interview Process
DOT	Cashier	AF003	SD1	1.00	0.00	0.00	1.00	44835.4171	Eligible List Available
DOT	Chief of Party	TR114	UH1	1.00	0.00	0.00	1.00	39526.832	Not under active recruitment
DOT	Concrete Finisher	TR116	SB1	1.00	0.00	0.00	1.00	39685.908	Dept Interview Process
DOT	Concrete Finisher	TR116	SB1	1.00	0.00	0.00	1.00	39684.5814	Dept Interview Process
DOT	Concrete Finisher	TR116	SB1	1.00	0.00	0.00	1.00	44311.44311	Dept Interview Process
DOT	Concrete Finisher	TR116	SB1	1.00	0.00	0.00	1.00	44310.4431	Dept Interview Process
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39563.1567	Recruitment Plan in Progress
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39566.2061	Recruitment Plan in Progress
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	44312.44312	Recruitment Plan in Progress
DOT	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39883.15736	Recruitment Plan in Progress
DOT	Crossing Guard, PPT	PS115	SC1	1.00	0.00	0.00	1.00	43330.708	Not under active recruitment
DOT	Electrician	TR128	IE1	1.00	0.00	0.00	1.00	39837.323	Dept Interview Process
DOT	Electrician	TR128	IE1	1.00	0.00	0.00	1.00	39838.5655	Dept Interview Process
DOT	Electrician	TR128	IE1	1.00	0.00	0.00	1.00	39614.181	Dept Interview Process
DOT	Electrician	TR128	IE1	1.00	0.00	0.00	1.00	39615.5083	Dept Interview Process
DOT	Electrician Leader	TR130	IE1	1.00	0.00	0.00	1.00	39619.357	Recruitment Plan in Progress
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	42388.23677	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44112.43221	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44115.40072	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	40077.40077	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43218.43218	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44111.23684	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44109.40036	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	40047.40047	Recruitment Open (application intake)
DOT	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44108.40034	Recruitment Open (application intake)
DOT	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	42214.42214	Recruitment Open (application intake)
DOT	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	43894.895	Recruitment Open (application intake)

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
DOT	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	44330.4433	Recruitment Open (application intake)
DOT	Engineer, Civil Supervising (Office)	ET119	TM2	1.00	0.00	0.00	1.00	43239.43239	Pending HR Assignment
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	39897.6874	Recruitment Open (application intake)
DOT	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	42222.42222	Recruitment Open (application intake)
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	0.00	1.00	39929.526	Recruitment Open (application intake)
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	0.00	1.00	39928.3479	Recruitment Open (application intake)
DOT	Heavy Equipment Operator	TR146	SB1	1.00	0.00	0.00	1.00	39927.29	Recruitment Open (application intake)
DOT	Manager, Support Services	MA140	UM1	1.00	0.00	0.00	1.00	44911.44911	Dept Interview Process
DOT	Manager, Transportation	MA164	UM1	1.00	0.00	0.00	1.00	44410.4441	Recruitment Open (application intake)
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39822.2133	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39821.341	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39814.3415	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39819.244	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	44700.447	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	44701.44701	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	44702.44702	Not under active recruitment
DOT	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	44703.44703	Not under active recruitment
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.00	0.85	39786.38677	Requisition to be Submitted
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.00	0.85	39792.4851	Requisition to be Submitted
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.00	0.85	39791.4852	Requisition to be Submitted
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.00	0.85	39795.13687	Requisition to be Submitted
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.00	0.85	39783.38529	Requisition to be Submitted
DOT	Parking Control Technician, PPT	TC134	SC1	0.85	0.00	0.00	0.85	39789.1138	Requisition to be Submitted
DOT	Parking Meter Collector	AF025	SD1	1.00	0.00	0.00	1.00	44838.2925	Eligible List Available
DOT	Parking Meter Collector	AF025	SD1	1.00	0.00	0.00	1.00	44844.123	Eligible List Available
DOT	Parking Meter Repair Worker	TR168	SB1	1.00	0.00	0.00	1.00	39640.2462	Spec Revision in Process
DOT	Parking Meter Repair Worker	TR168	SB1	1.00	0.00	0.00	1.00	39642.3481	Spec Revision in Process
DOT	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	44699.44699	Eligible List Available
DOT	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	40044.40044	Eligible List Available
DOT	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	39510.34367	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39689.34477	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39691.3486	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39693.3514	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	40055.40055	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	44253.44253	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	44251.44251	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	44252.44252	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39940.37522	Recruitment Plan in Progress
DOT	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39933.3487	Recruitment Plan in Progress
DOT	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	39926.34867	Dept Interview Process
DOT	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	39682.3469	Dept Interview Process
DOT	Public Works Supervisor II	SC207	UH1	1.00	0.00	0.00	1.00	40066.40066	Dept Interview Process
DOT	Public Works Supervisor II	SC207	UH1	1.00	0.00	0.00	1.00	39621.3473	Dept Interview Process
DOT	Revenue Operations Supervisor	SC213	UH1	1.00	0.00	0.00	1.00	44843.33855	Not under active recruitment
DOT	Sign Maintenance Worker	TR177	SC1	1.00	0.00	0.00	1.00	39626.2313	Eligible List Available
DOT	Sign Shop Coordinator	TR213	SC1	1.00	0.00	0.00	1.00	43021.2675	Not under active recruitment
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	39952.864	Requisition Pending Approval
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	39943.1961	Requisition Pending Approval
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	39950.5111	Requisition Pending Approval
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	40071.40071	Requisition Pending Approval
DOT	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	44238.44238	Requisition Pending Approval

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
DOT	Surveying Technician (Field)	ET132	SC1	1.00	0.00	0.00	1.00	39528.35917	Dept Interview Process
DOT	Traffic Painter	TR185	SB1	1.00	0.00	0.00	1.00	44240.4424	Recruitment Plan in Progress
DOT	Traffic Painter	TR185	SB1	1.00	0.00	0.00	1.00	44241.44241	Recruitment Plan in Progress
DOT	Transportation Planner II	AP454	TW1	1.00	0.00	0.00	1.00	42936.42936	Eligible List Available
DWES	Administrative Services Manager I	MA103	UM2	1.00	0.00	0.00	1.00	43022.10238	Not under active recruitment
DWES	Contract Compliance Officer	AP153	TW1	1.00	0.00	0.00	1.00	44315.44315	Recruitment Closed (HRM/Dept screening apps)
DWES	Contract Compliance Officer	AP153	TW1	1.00	0.00	0.00	1.00	44314.44314	Recruitment Closed (HRM/Dept screening apps)
DWES	Contract Compliance Officer	AP153	TW1	1.00	0.00	0.00	1.00	44313.44313	Recruitment Closed (HRM/Dept screening apps)
DWES	Contract Compliance Officer, Assistant	AP152	TW1	1.00	0.00	0.00	1.00	43314.27717	Recruitment Plan in Progress
DWES	Contract Compliance Officer, Sr.	AP369	TW1	1.00	0.00	0.00	1.00	44412.44412	Recruitment Closed (HRM/Dept screening apps)
DWES	Deputy Director Workplace & Empl Stds	EM275	UK2	1.00	0.00	0.00	1.00	44521.43244	Requisition Pending Approval
DWES	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	43308.422	Eligible List Available
DWES	Receptionist	SS170	SD1	1.00	0.00	0.00	1.00	44015.21869	Eligible List Available
EWD	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	41755.41755	Eligible List Available
EWD	Accountant II	AF021	SD1	1.00	0.00	0.00	1.00	42924.40589	Recruitment Closed (HRM/Dept screening apps)
EWD	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	44468.44468	Recruitment Plan in Progress
EWD	Municipal Code Enforcement Officer	AF060	SD1	1.00	0.00	0.00	1.00	44411.44411	Spec Revision in Process
EWD	Permit Technician I	ET130	SD1	1.00	0.00	0.00	1.00	44388.44388	Eligible List Available
EWD	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	35762.33785	Dept Interview Process
EWD	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	35760.19926	Eligible List Available
EWD	Program Analyst II, PPT	AP358	TW1	0.50	0.00	0.00	0.50	41991.36615	Dept Interview Process
EWD	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	35763.33784	Dept Interview Process
EWD	Real Estate Agent, Supervising	AP309	UM2	1.00	0.00	0.00	1.00	44943.44943	Requisition Pending Approval
EWD	Urban Economic Analyst I	AP345	TW1	1.00	0.00	0.00	1.00	36367.36367	Requisition Pending Approval
EWD	Urban Economic Analyst II	AP346	TW1	1.00	0.00	0.00	1.00	35737.32708	Requisition Pending Approval
EWD	Urban Economic Analyst II	AP346	TW1	1.00	0.00	0.00	1.00	41532.30051	Requisition Pending Approval
EWD	Urban Economic Analyst IV, Projects	AP350	TW1	1.00	0.00	0.00	1.00	35772.11872	Recruitment Open (application intake)
EWD	Urban Economic Analyst IV, Projects PPT	AP452	TW1	0.60	0.00	0.00	0.60	42196.38638	Recruitment Open (application intake)
FINANCE	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	42445.41471	Dept Interview Process
FINANCE	Accountant II	AF021	SD1	1.00	0.00	0.00	1.00	44511.44431	Recruitment Closed (HRM/Dept screening apps)
FINANCE	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	27724.27724	Recruitment Closed (HRM/Dept screening apps)
FINANCE	Budget & Management Analyst	AF063	U31	1.00	0.00	0.00	1.00	41757.33656	Eligible List Available
FINANCE	Budget & Management Analyst, Senior	AF064	U31	1.00	0.00	0.00	1.00	44457.44457	Dept Interview Process
FINANCE	Buyer	SS193	TW1	1.00	0.00	0.00	1.00	36614.36614	Requisition Pending Approval
FINANCE	Cashier	AF003	SD1	1.00	0.00	0.00	1.00	41713.41713	Dept Interview Process
FINANCE	Collections Officer	AF032	SD1	1.00	0.00	0.00	1.00	44309.44309	Recruitment Plan in Progress
FINANCE	Financial Analyst	AF033	UM2	1.00	0.00	0.00	1.00	24801.17376	Not under active recruitment
FINANCE	Financial Analyst, Principal	AF041	UM2	1.00	0.00	0.00	1.00	44500.2647	Eligible List Available
FINANCE	Human Resource Operations Supervisor	SC167	UH1	1.00	0.00	0.00	1.00	44499.2368	Recruitment Open (application intake)
FINANCE	Human Resource Operations Tech, Senior	TC114	TW1	1.00	0.00	0.00	1.00	44502.26472	Dept Interview Process
FINANCE	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	42440.42416	Eligible List Available
FINANCE	Office Assistant II, PPT	SS154	SD1	0.80	0.00	0.00	0.80	42235.42235	Dept Interview Process
FINANCE	Retirement Systems Accountant	AP384	UM2	1.00	0.00	0.00	1.00	44504.31347	Not under active recruitment
FINANCE	Revenue & Tax Administrator	EM204	UK2	1.00	0.00	0.00	1.00	34532.2113	Recruitment Plan in Progress
FINANCE	Revenue Assistant	AP321	SD1	1.00	0.00	0.00	1.00	42446.18877	Dept Interview Process
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	0.00	1.00	42229.42229	Dept Interview Process
FINANCE	Tax Auditor II	AF022	SD1	1.00	0.00	0.00	1.00	34843.34843	Dept Interview Process
FIRE	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	44522.44522	Dept Interview Process
FIRE	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	44103.28456	Recruitment Closed (HRM/Dept screening apps)
FIRE	Administrative Analyst I	AP103	TW1	1.00	0.00	0.00	1.00	44871.44871	Dept Interview Process
FIRE	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	1691.1691	Dept Interview Process

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
FIRE	Battalion Chief	PS180	FQ1	1.00	0.00	0.00	1.00	44276.44276	Recruitment Plan in Progress
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	0.00	1.00	25192.5068	Recruitment Closed (HRM/Dept screening apps)
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	0.00	1.00	28097.10933	Recruitment Closed (HRM/Dept screening apps)
FIRE	Captain of Fire Department	PS103	FQ1	1.00	0.00	0.00	1.00	16848.1647	Recruitment Closed (HRM/Dept screening apps)
FIRE	Captain of Fire Department	PS104	FQ1	1.00	0.00	0.00	1.00	32343.2133	Recruitment Closed (HRM/Dept screening apps)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44666.44666	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44667.44667	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44668.44668	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44669.44669	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44670.4467	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44671.44671	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44672.44672	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44673.44673	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44674.44674	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44659.44659	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44660.4466	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44661.44661	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44663.44663	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44664.44664	Encumbered (TCSE/ELDE)
FIRE	Community Intervention Specialist MACRO	PP186	SC1	1.00	0.00	1.00	0.00	44665.44665	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44650.4465	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44651.44651	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44652.44652	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44653.44653	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44654.44654	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44655.44655	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44656.44656	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44657.44657	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44658.44658	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44649.44649	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44648.44648	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44647.44647	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44646.44646	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44644.44644	Encumbered (TCSE/ELDE)
FIRE	Emergency Medical Technician (MACRO)	PP187	SC1	1.00	0.00	1.00	0.00	44645.44645	Encumbered (TCSE/ELDE)
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	0.00	1.00	25270.1635	Dept Interview Process
FIRE	Engineer of Fire Department	PS118	FQ1	1.00	0.00	0.00	1.00	515.515	Dept Interview Process
FIRE	Fire Communications Dispatcher	PS123	SC1	1.00	0.00	0.00	1.00	43164.43164	Dept Interview Process
FIRE	Fire Communications Dispatcher	PS123	SC1	1.00	0.00	0.00	1.00	947.947	Dept Interview Process
FIRE	Fire Communications Supervisor	SC148	UH1	1.00	0.00	0.00	1.00	39076.1807	Eligible List Available
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	25135.1476	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	20635.2813	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	26841.262	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	16961.5776	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	16985.2568	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	30555.2506	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	26842.1302	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	16823.1454	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	16941.5076	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	26840.1815	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	26843.1928	Dept Interview Process

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	26839.1969	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	42285.42285	Dept Interview Process
FIRE	Fire Fighter	PS125	FQ1	1.00	0.00	0.00	1.00	19448.821	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	44581.44581	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	44583.44583	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	44578.44578	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	19358.1524	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	19347.158	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25300.14122	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25304.10552	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	22345.811	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	22068.813	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25299.1142	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	21304.21304	Dept Interview Process
FIRE	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	21305.21305	Dept Interview Process
FIRE	Fire Inspector (Civilian)	PS142	SC1	1.00	0.00	0.00	1.00	40011.40011	Dept Interview Process
FIRE	Fire Inspector (Civilian)	PS142	SC1	1.00	0.00	0.00	1.00	28094.21523	Dept Interview Process
FIRE	Fire Inspector (Civilian)	PS142	SC1	1.00	0.00	0.00	1.00	1614.1614	Dept Interview Process
FIRE	Fire Inspector (Civilian)	PS142	SC1	1.00	0.00	0.00	1.00	41482.41482	Dept Interview Process
FIRE	Fire Inspector (Civilian)	PS142	SC1	1.00	0.00	0.00	1.00	38745.38745	Dept Interview Process
FIRE	Fire Marshal (Sworn)	EM168	UU1	1.00	0.00	0.00	1.00	41934.41934	Requisition Pending Approval
FIRE	Fire Marshal, Assistant (Non-Sworn)	MA148	UM2	1.00	0.00	0.00	1.00	38742.26039	Dept Interview Process
FIRE	Hazardous Materials Inspector II	IS115	SD1	1.00	0.00	0.00	1.00	40780.341	Spec Revision in Process
FIRE	Hearing Officer	AP396	TW1	1.00	0.00	0.00	1.00	42543.4229	Eligible List Available
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	5970.597	Requisition Pending Approval
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	25259.5803	Requisition Pending Approval
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	25162.2502	Requisition Pending Approval
FIRE	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	25356.22089	Requisition Pending Approval
FIRE	Office Assistant I	SS150	SD1	1.00	0.00	0.00	1.00	42286.42286	Not under active recruitment
FIRE	Office Assistant I, PPT	SS151	SD1	0.60	0.00	0.00	0.60	38746.38746	Not under active recruitment
FIRE	Process Coordinator II	AP290	SD1	1.00	0.00	0.00	1.00	42273.42273	Eligible List Available
FIRE	Process Coordinator II	AP290	SD1	1.00	0.00	0.00	1.00	42272.42272	Eligible List Available
FIRE	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	38743.34792	Eligible List Available
FIRE	Public Information Officer I	AP298	TW1	1.00	0.00	1.00	0.00	44675.44675	Encumbered (TCSE/ELDE)
HCD	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	44282.44282	Recruitment Closed (HRM/Dept screening apps)
HCD	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	36683.36683	Dept Interview Process
HCD	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	41273.10061	Dept Interview Process
HCD	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	33340.19953	Eligible List Available
HCD	Assistant to the Director	EM118	UM1	1.00	0.00	0.00	1.00	42629.42629	Dept Interview Process
HCD	Community Development Program Coord	SC121	TW1	1.00	0.00	0.00	1.00	40133.40133	Eligible List Available
HCD	Development/Redevelop. Program Manager	EM233	UM2	1.00	0.00	0.00	1.00	33607.2687	Not under active recruitment
HCD	Hearing Officer	AP396	TW1	1.00	0.00	0.00	1.00	41464.41464	Dept Interview Process
HCD	Hearing Officer	AP396	TW1	1.00	0.00	0.00	1.00	33349.22513	Dept Interview Process
HCD	Housing Development Coordinator III	AP199	TW1	1.00	0.00	0.00	1.00	40136.40136	Requisition Pending Approval
HCD	Housing Development Coordinator III	AP199	TW1	1.00	0.00	0.00	1.00	41459.41459	Requisition Pending Approval
HCD	Loan Servicing Specialist	AP234	TW1	1.00	0.00	0.00	1.00	41271.3801	Eligible List Available
HCD	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	41269.17516	Eligible List Available
HCD	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	40138.40138	Eligible List Available
HCD	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	40560.4056	Dept Interview Process
HCD	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	33296.31613	Requisition Pending Approval
HCD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	44215.44215	Requisition Pending Approval

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
HCD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	44214.44214	Requisition Pending Approval
HCD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	44213.44213	Requisition Pending Approval
HCD	Rehabilitation Advisor I	AP312	TW1	1.00	0.00	0.00	1.00	40559.40559	Not under active recruitment
HCD	Senior Hearing Officer	SC248	UH1	1.00	0.00	0.00	1.00	34838.34838	Dept Interview Process
HRM	Benefits Technician	AP115	TW1	1.00	0.00	0.00	1.00	33417.30146	Not under active recruitment
HRM	Human Resource Analyst (CONF)	AP204	TA1	1.00	0.00	0.00	1.00	34502.34503	Dept Interview Process
HRM	Human Resource Analyst, Senior	AP206	UM2	1.00	0.00	0.00	1.00	41333.41333	Dept Interview Process
HRM	Human Resource Clerk	SS129	TA1	1.00	0.00	0.00	1.00	34809.34809	Dept Interview Process
HRM	Human Resource Technician	TC117	TW1	1.00	0.00	0.00	1.00	34136.2635	Dept Interview Process
HSD	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	44279.44279	Recruitment Plan in Progress
HSD	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	37738.27539	Recruitment Closed (HRM/Dept screening apps)
HSD	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	37660.3861	Dept Interview Process
HSD	Administrative Services Manager I	MA103	UM2	1.00	0.00	0.00	1.00	44271.44271	Not under active recruitment
HSD	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44303.44303	Dept Interview Process
HSD	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44302.44302	Dept Interview Process
HSD	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44301.44301	Dept Interview Process
HSD	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44297.44297	Dept Interview Process
HSD	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44300.443	Dept Interview Process
HSD	Early Head Start Instructor	PP174	SD1	1.00	0.00	0.00	1.00	40184.6117	Recruitment Open (application intake)
HSD	Early Head Start Instructor	PP174	SD1	1.00	0.00	0.00	1.00	39261.529	Recruitment Open (application intake)
HSD	Early Head Start Instructor	PP174	SD1	1.00	0.00	0.00	1.00	40185.14186	Recruitment Open (application intake)
HSD	Food Service Worker	TR137	SD1	1.00	0.00	0.00	1.00	1387.1387	Eligible List Available
HSD	Head Start/EHS Assistant Instructor	PP188	SD1	1.00	0.00	0.00	1.00	44736.44736	Recruitment Plan in Progress
HSD	Head Start/EHS Assistant Instructor	PP188	SD1	1.00	0.00	0.00	1.00	44735.44735	Recruitment Plan in Progress
HSD	Head Start/EHS Assistant Instructor	PP188	SD1	1.00	0.00	0.00	1.00	44734.44734	Recruitment Plan in Progress
HSD	Head Start/EHS Assistant Instructor	PP188	SD1	1.00	0.00	0.00	1.00	44733.44733	Recruitment Plan in Progress
HSD	Head Start/EHS Assistant Instructor	PP188	SD1	1.00	0.00	0.00	1.00	44732.44732	Recruitment Plan in Progress
HSD	Head Start/EHS Assistant Instructor	PP188	SD1	1.00	0.00	0.00	1.00	44731.44731	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44369.44369	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44367.44367	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44366.44366	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44365.44365	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44364.44364	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44354.44354	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44360.4436	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44361.44361	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44344.44344	Recruitment Plan in Progress
HSD	Head Start/EHS Substitute Instructor	PP175	SD1	1.00	0.00	0.00	1.00	44345.44345	Recruitment Plan in Progress
HSD	Health & Human Services Program Planner	AP196	UM2	1.00	0.00	0.00	1.00	44372.44372	Eligible List Available
HSD	Health & Human Services Program Planner	AP196	UM2	1.00	0.00	0.00	1.00	44373.44373	Eligible List Available
HSD	Manager, Human Services	EM254	UM1	1.00	0.00	0.00	1.00	34673.34673	Dept Interview Process
HSD	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	38465.38465	Dept Interview Process
HSD	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	44210.4421	Dept Interview Process
HSD	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	44643.44643	Eligible List Available
HSD	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	42552.25018	Eligible List Available
HSD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	39308.39308	Not under active recruitment
HSD	Refuge Naturalist	TR196	SC1	1.00	0.00	0.00	1.00	44222.44222	Encumbered (TCSE/ELDE)
HSD	Refuge Naturalist	TR196	SC1	1.00	0.00	0.00	1.00	44224.44224	Encumbered (TCSE/ELDE)
HSD	Refuge Naturalist	TR196	SC1	1.00	0.00	0.00	1.00	44227.44227	Encumbered (TCSE/ELDE)
HSD	Refuge Naturalist	TR196	SC1	1.00	0.00	0.00	1.00	44221.44221	Encumbered (TCSE/ELDE)
HSD	Refuge Naturalist	TR196	SC1	1.00	0.00	0.00	1.00	44228.44228	Encumbered (TCSE/ELDE)

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
HSD	Senior Center Director	PP143	UH1	1.00	0.00	0.00	1.00	320.32	Eligible List Available
HSD	Senior Services Program Assistant	PP144	TW1	1.00	0.00	1.00	0.00	37750.3775	Encumbered (TCSE/ELDE)
ITD	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	42637.42637	Recruitment Closed (HRM/Dept screening apps)
ITD	Application Developer III	AP336	TW1	1.00	0.00	0.00	1.00	42243.42243	Eligible List Available
ITD	Assistant to the Director	EM118	UM1	1.00	0.00	0.00	1.00	38456.38456	Recruitment Open (application intake)
ITD	Executive Assistant to the Director	SS124	UM1	1.00	0.00	0.00	1.00	35941.35941	Recruitment Plan in Progress
ITD	Help Desk Specialist	AP265	SD1	1.00	0.00	0.00	1.00	34846.34846	Requisition Pending Approval
ITD	Information System Administrator	MA128	UM2	1.00	0.00	0.00	1.00	42658.42658	Dept Interview Process
ITD	Information Systems Specialist II	AP243	TW1	1.00	0.00	0.00	1.00	43241.43241	Dept Interview Process
ITD	Information Systems Specialist II	AP243	TW1	1.00	0.00	0.00	1.00	39704.21433	Dept Interview Process
ITD	Information Systems Specialist II	AP243	TW1	1.00	0.00	0.00	1.00	28205.17422	Dept Interview Process
ITD	Information Systems Specialist II	AP243	TW1	1.00	0.00	0.00	1.00	44377.44377	Dept Interview Process
ITD	Information Systems Specialist II	AP243	TW1	1.00	0.00	0.00	1.00	44376.44376	Dept Interview Process
ITD	Information Systems Specialist III	AP241	TW1	1.00	0.00	0.00	1.00	39720.37578	Dept Interview Process
ITD	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	41796.41796	Recruitment Plan in Progress
ITD	Project Manager III	EM212	UM1	1.00	0.00	0.00	1.00	44217.44217	Dept Interview Process
ITD	Reprographic Offset Operator	SS182	SD1	1.00	0.00	0.00	1.00	15857.5892	Recruitment Plan in Progress
ITD	Spatial Data Analyst III	AP327	TW1	1.00	0.00	0.00	1.00	31235.17208	Dept Interview Process
LIBRARY	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	22578.22578	Recruitment Plan in Progress
LIBRARY	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	33952.33952	Dept Interview Process
LIBRARY	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	44946.44946	Dept Interview Process
LIBRARY	Graphic Design Specialist	AP191	TW1	1.00	0.00	0.00	1.00	44334.44334	Recruitment Plan in Progress
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	32338.32338	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	43147.1586	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	28417.23627	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	22037.3753	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	41792.41792	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	43052.4137	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	40170.15878	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	43061.14451	Eligible List Available
LIBRARY	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	43062.30992	Eligible List Available
LIBRARY	Librarian I, PPT	AP215	SD1	0.60	0.00	0.00	0.60	41708.41409	Eligible List Available
LIBRARY	Librarian I, PPT	AP215	SD1	0.60	0.00	0.00	0.60	41699.41388	Eligible List Available
LIBRARY	Librarian I, PPT	AP215	SD1	0.60	0.00	0.00	0.60	41687.41372	Eligible List Available
LIBRARY	Librarian II	AP217	SD1	1.00	0.00	0.00	1.00	28306.5247	Dept Interview Process
LIBRARY	Librarian, Senior	AP220	SD1	1.00	0.00	0.00	1.00	44945.44945	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Librarian, Senior	AP220	SD1	1.00	0.00	0.00	1.00	3122.3122	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Librarian, Senior	AP220	SD1	1.00	0.00	0.00	1.00	30997.30997	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41413.41413	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41697.41385	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	15450.1545	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	43059.41395	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41368.41368	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	34896.34896	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	43056.41383	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	32818.15436	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41392.41392	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41394.41394	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	43057.41382	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	28009.20325	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41707.41432	Recruitment Closed (HRM/Dept screening apps)

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	14835.6093	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	15441.15441	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.80	0.00	0.00	0.80	30156.30156	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Aide, PPT	AP222	SD1	0.80	0.00	0.00	0.80	38539.38539	Recruitment Closed (HRM/Dept screening apps)
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	0.00	1.00	22172.5262	Dept Interview Process
LIBRARY	Library Assistant	AP223	SD1	1.00	0.00	0.00	1.00	43086.41397	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	43649.4138	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	31011.31011	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	41402.41402	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	41691.41376	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	28418.5244	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	41672.38533	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	43370.41377	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	41624.41379	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	44551.44551	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.80	0.00	0.00	0.80	41681.36618	Dept Interview Process
LIBRARY	Library Assistant, PPT	AP227	SD1	0.80	0.00	0.00	0.80	41682.38541	Dept Interview Process
LIBRARY	Literacy Assistant, Senior	SS141	SD1	1.00	0.00	0.00	1.00	17729.14184	Not under active recruitment
LIBRARY	Museum Guard	PS155	SC1	1.00	0.00	0.00	1.00	32636.348	Spec Revision in Process
LIBRARY	Museum Guard	PS155	SC1	1.00	0.00	0.00	1.00	32638.516	Spec Revision in Process
LIBRARY	Office Assistant I	SS150	SD1	1.00	0.00	0.00	1.00	28492.28492	Not under active recruitment
LIBRARY	Public Information Officer II	AP299	TW1	1.00	0.00	0.00	1.00	40282.40282	Not under active recruitment
MAYOR	Special Assistant to the Mayor II	EM215	UM1	1.00	0.00	0.00	1.00	34386.34386	Not under active recruitment
OPR&YD	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	17408.17408	Recruitment Closed (HRM/Dept screening apps)
OPR&YD	Aquatics Program Coordinator	SC104	TW1	1.00	0.00	0.00	1.00	44985.44985	Requisition to be Submitted
OPR&YD	Facility Manager	MA142	UM2	1.00	0.00	0.00	1.00	38393.2196	Spec Revision in Process
OPR&YD	Facility Security Assistant	PS120	SC1	1.00	0.00	0.00	1.00	41607.32189	Requisition Pending Approval
OPR&YD	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	42246.42246	Recruitment Plan in Progress
OPR&YD	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	37978.37978	Dept Interview Process
OPR&YD	Public Information Officer I	AP298	TW1	1.00	0.00	0.00	1.00	44950.4495	Requisition to be Submitted
OPR&YD	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	43225.43225	Dept Interview Process
OPR&YD	Public Service Representative, PPT	SS196	SD1	1.00	0.00	0.00	1.00	27471.27471	Dept Interview Process
OPR&YD	Recreation Center Director	PP131	SC1	1.00	0.00	0.00	1.00	44255.44255	Dept Interview Process
OPR&YD	Recreation Center Director	PP131	SC1	1.00	0.00	0.00	1.00	44254.44254	Dept Interview Process
OPR&YD	Recreation Center Director	PP131	SC1	1.00	0.00	0.00	1.00	44987.44987	Dept Interview Process
OPR&YD	Recreation Center Director	PP131	SC1	1.00	0.00	0.00	1.00	44986.44986	Dept Interview Process
OPR&YD	Recreation Center Director	PP131	SC1	1.00	0.00	0.00	1.00	36370.27567	Dept Interview Process
OPR&YD	Recreation Center Director	PP131	SC1	1.00	0.00	0.00	1.00	14592.5498	Dept Interview Process
OPR&YD	Recreation General Supervisor	MA139	UM2	1.00	0.00	0.00	1.00	40082.40082	Requisition Pending Approval
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	39913.34135	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	32875.32875	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	32944.32869	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	40088.40088	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	41309.31089	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	36096.31087	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	36027.36027	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	30517.30517	Dept Interview Process
OPR&YD	Recreation Leader II, PPT	PP133	SC1	1.00	0.00	0.00	1.00	27140.2714	Dept Interview Process
OPR&YD	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	42358.42358	Dept Interview Process
OPR&YD	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	41602.2643	Dept Interview Process
OPR&YD	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	32689.32193	Dept Interview Process

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
OPR&YD	Recreation Specialist II, PPT	PP138	SC1	0.75	0.00	0.00	0.75	38807.38807	Requisition Pending Approval
OPR&YD	Recreation Specialist II, PPT	PP138	SC1	0.75	0.00	0.00	0.75	34665.34497	Requisition Pending Approval
OPR&YD	Recreation Specialist III, PPT	PP161	SC1	1.00	0.00	0.00	1.00	44949.44949	Requisition Pending Approval
OPR&YD	Recreation Supervisor	SC209	UH1	1.00	0.00	0.00	1.00	44948.44948	Requisition Pending Approval
OPR&YD	Recreation Supervisor	SC209	UH1	1.00	0.00	0.00	1.00	32861.28335	Requisition Pending Approval
OPR&YD	Van Driver, PPT	TR211	SC1	0.75	0.00	0.00	0.75	44120.40511	Dept Interview Process
OPW	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	42879.42879	Recruitment Plan in Progress
OPW	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	32732.32732	Recruitment Plan in Progress
OPW	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	32734.14974	Eligible List Available
OPW	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	32736.22301	Recruitment Closed (HRM/Dept screening apps)
OPW	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	38934.38934	Eligible List Available
OPW	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	42853.5437	Eligible List Available
OPW	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	43043.26413	Eligible List Available
OPW	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	41286.38933	Eligible List Available
OPW	Assistant Director, Public Works Agency	EM110	U31	1.00	0.00	0.00	1.00	38932.38932	Dept Interview Process
OPW	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24028.359	Requisition Pending Approval
OPW	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24166.15346	Requisition Pending Approval
OPW	Budget & Operations Analyst III	AF047	UM2	1.00	0.00	0.00	1.00	27696.27696	Not under active recruitment
OPW	Business Analyst III	AP118	TW1	1.00	0.00	0.00	1.00	39886.39097	Eligible List Available
OPW	Carpenter	TR112	SB1	1.00	0.00	0.00	1.00	41234.6044	Requisition Pending Approval
OPW	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	43169.43169	Dept Interview Process
OPW	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	42263.42263	Dept Interview Process
OPW	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39543.10808	Recruitment Plan in Progress
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	44323.44323	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	44324.44324	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	44325.44325	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41195.18717	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	42265.42265	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41185.812	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41165.49	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41060.23685	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41056.1256	Dept Interview Process
OPW	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41171.14517	Dept Interview Process
OPW	Custodian, PPT	TR121	SC1	0.89	0.00	0.00	0.89	41061.25934	Dept Interview Process
OPW	Custodian, PPT	TR121	SC1	1.00	0.00	0.00	1.00	41494.4856	Dept Interview Process
OPW	Drafting Technician, Intermediate	ET110	SD1	1.00	0.00	0.00	1.00	31890.5089	Recruitment Open (application intake)
OPW	Engineer, Assistant I (Office)	ET111	TF1	1.00	0.00	0.00	1.00	43168.43168	Recruitment Open (application intake)
OPW	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	32881.32296	Recruitment Open (application intake)
OPW	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43167.43167	Recruitment Open (application intake)
OPW	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	37683.32329	Recruitment Open (application intake)
OPW	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	38079.38079	Recruitment Open (application intake)
OPW	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	31769.3436	Recruitment Open (application intake)
OPW	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	36672.36672	Recruitment Open (application intake)
OPW	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	31895.1373	Recruitment Open (application intake)
OPW	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	32294.32294	Recruitment Open (application intake)
OPW	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	31771.30582	Recruitment Open (application intake)
OPW	Engineer, Transportation Assistant	ET120	TF1	1.00	0.00	0.00	1.00	31774.3426	Not under active recruitment
OPW	Equipment Body Repair Worker	TR134	SB1	1.00	0.00	0.00	1.00	24116.3596	Requisition Pending Approval
OPW	Equipment Supervisor	SC146	UH1	1.00	0.00	0.00	1.00	23983.3605	Dept Interview Process
OPW	Executive Assistant to the Director	SS124	UM1	1.00	0.00	0.00	1.00	12793.12793	Dept Interview Process
OPW	Facilities Complex Manager, Assistant	SC100	UH1	1.00	0.00	0.00	1.00	41740.40673	Requisition Pending Approval

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	34485.34485	Dept Interview Process
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43181.43181	Dept Interview Process
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43180.4318	Dept Interview Process
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43176.43176	Dept Interview Process
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24400.18561	Dept Interview Process
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24391.5501	Dept Interview Process
OPW	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	23811.5217	Dept Interview Process
OPW	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	38515.38515	Dept Interview Process
OPW	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43183.43183	Dept Interview Process
OPW	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43186.43186	Dept Interview Process
OPW	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23733.5149	Dept Interview Process
OPW	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23950.166	Dept Interview Process
OPW	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	37525.37525	Dept Interview Process
OPW	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24158.13129	Requisition Pending Approval
OPW	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	42261.42261	Requisition Pending Approval
OPW	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24174.5453	Requisition Pending Approval
OPW	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24126.589	Requisition Pending Approval
OPW	Heavy Equipment Operator	TR146	SB1	1.00	0.00	0.00	1.00	31524.3516	Recruitment Open (application intake)
OPW	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24047.803	Recruitment Closed (HRM/Dept screening apps)
OPW	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24048.3601	Recruitment Closed (HRM/Dept screening apps)
OPW	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24189.6262	Recruitment Closed (HRM/Dept screening apps)
OPW	Maintenance Mechanic	TR156	SB1	1.00	0.00	0.00	1.00	41169.451	Eligible List Available
OPW	Maintenance Mechanic	TR156	SB1	1.00	0.00	0.00	1.00	41239.3593	Eligible List Available
OPW	Maintenance Mechanic	TR156	SB1	1.00	0.00	0.00	1.00	41304.28252	Eligible List Available
OPW	Maintenance Mechanic	TR156	SB1	1.00	0.00	0.00	1.00	41240.3594	Eligible List Available
OPW	Maintenance Mechanic	TR156	SB1	1.00	0.00	0.00	1.00	41301.23672	Eligible List Available
OPW	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	39644.34276	Recruitment Plan in Progress
OPW	Painter	TR159	SB1	1.00	0.00	0.00	1.00	41302.2486	Dept Interview Process
OPW	Painter	TR159	SB1	1.00	0.00	0.00	1.00	41297.34352	Dept Interview Process
OPW	Park Attendant, PPT	SS157	SC1	1.00	0.00	0.00	1.00	24324.22113	Not under active recruitment
OPW	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	43206.43206	Dept Interview Process
OPW	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	43207.43207	Dept Interview Process
OPW	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	34822.34822	Dept Interview Process
OPW	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	23974.3699	Dept Interview Process
OPW	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	24486.10278	Dept Interview Process
OPW	Park Supervisor II	SC194	UH1	1.00	0.00	0.00	1.00	43208.43208	Requisition Pending Approval
OPW	Plumber	TR172	SB1	1.00	0.00	0.00	1.00	41222.5447	Recruitment Plan in Progress
OPW	Pool Technician	TR207	SC1	1.00	0.00	0.00	1.00	41206.34442	Eligible List Available
OPW	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	31405.31405	Eligible List Available
OPW	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	34835.34835	Eligible List Available
OPW	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	42896.42896	Eligible List Available
OPW	Program Analyst II	AP293	TW1	1.00	0.00	1.00	0.00	39697.15215	Encumbered (TCSE/ELDE)
OPW	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	31904.27706	Dept Interview Process
OPW	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42487.42487	Requisition Pending Approval
OPW	Project Manager II	EM211	UM2	1.00	0.00	0.00	1.00	43165.43165	Eligible List Available
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	44248.44248	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	44250.4425	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	24253.177	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	24255.511	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	24299.19829	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	42267.42267	Dept Interview Process

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	34482.34482	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	34483.34483	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	31294.5987	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	23690.3505	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	40023.40023	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	40025.40025	Dept Interview Process
OPW	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43212.43212	Dept Interview Process
OPW	Public Works Operations Manager	MA137	UM1	1.00	0.00	1.00	0.00	24830.24828	Encumbered (TCSE/ELDE)
OPW	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	23865.525	Dept Interview Process
OPW	Public Works Supervisor II	SC207	UH1	1.00	0.00	0.00	1.00	39651.19454	Eligible List Available
OPW	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	0.00	1.00	24112.2378	On Hold (by Dept.)
OPW	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	0.00	1.00	24109.2322	On Hold (by Dept.)
OPW	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	0.00	1.00	24093.5113	On Hold (by Dept.)
OPW	Sewer Maintenance Leader	TR175	SC1	1.00	0.00	0.00	1.00	32307.32307	On Hold (by Dept.)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23987.9993	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24185.9994	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24115.5116	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24200.3535	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23977.3534	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24183.3532	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23996.1414	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	32322.32322	Recruitment Closed (HRM/Dept screening apps)
OPW	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24087.1673	Recruitment Closed (HRM/Dept screening apps)
OPW	Stationary Engineer	TR178	SB1	1.00	0.00	0.00	1.00	42262.42262	Eligible List Available
OPW	Stationary Engineer	TR178	SB1	1.00	0.00	0.00	1.00	41168.11063	Eligible List Available
OPW	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	37615.19957	Requisition Pending Approval
OPW	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	23754.5107	Requisition Pending Approval
OPW	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	24142.5816	Requisition Pending Approval
OPW	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	24257.19194	Requisition Pending Approval
OPW	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	24258.19195	Requisition Pending Approval
OPW	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23818.1599	Requisition Pending Approval
OPW	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23859.1808	Requisition Pending Approval
OPW	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23922.12877	Requisition Pending Approval
OPW	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23824.3553	Requisition Pending Approval
OPW	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23794.3554	Requisition Pending Approval
OPW	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	24372.22118	Requisition Pending Approval
OPW	Tree High Climber	TR188	SC1	1.00	0.00	0.00	1.00	32799.2154	Not under active recruitment
OPW	Tree High Climber	TR188	SC1	1.00	0.00	0.00	1.00	32789.286	Not under active recruitment
OPW	Tree Supervisor I	SC229	UH1	1.00	0.00	0.00	1.00	40018.40018	Recruitment Open (application intake)
OPW	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	40020.4002	Requisition Pending Approval
OPW	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	40021.40021	Requisition Pending Approval
OPW	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	43210.4321	Requisition Pending Approval
OPW	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	40019.40019	Requisition Pending Approval
OPW	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	32802.2289	Requisition Pending Approval
PBD	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	42391.36674	Requisition Pending Approval
PBD	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	42324.42324	Dept Interview Process
PBD	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	44600.446	Dept Interview Process
PBD	Administrative Assistant I, PPT	SS103	SD1	1.00	0.00	0.00	1.00	44601.44601	Recruitment Plan in Progress
PBD	Administrative Services Manager II	EM100	UM2	1.00	0.00	0.00	1.00	42322.42322	Eligible List Available
PBD	Assistant to the Director	EM118	UM1	1.00	0.00	0.00	1.00	44602.44602	Recruitment Plan in Progress
PBD	Business Analyst II	AP117	TW1	1.00	0.00	0.00	1.00	44285.44285	Requisition Pending Approval

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DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
PBD	Deputy Director/Building Official	EM143	UM1	1.00	0.00	0.00	1.00	33780.3364	Dept Interview Process
PBD	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44424.44424	Recruitment Open (application intake)
PBD	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	42332.42332	Recruitment Open (application intake)
PBD	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	44425.44425	Recruitment Open (application intake)
PBD	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	39917.38289	Recruitment Open (application intake)
PBD	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	33208.5301	Recruitment Open (application intake)
PBD	Engineer, Civil Supervising (Office)	ET119	TM2	1.00	0.00	0.00	1.00	39745.17477	Pending HR Assignment
PBD	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	39055.39055	Recruitment Plan in Progress
PBD	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	36661.36661	Pending HR Assignment
PBD	Office Manager	SS156	UM2	1.00	0.00	0.00	1.00	33267.5313	Requisition Pending Approval
PBD	Permit Technician I	ET130	SD1	1.00	0.00	0.00	1.00	40121.40121	Dept Interview Process
PBD	Planner I	AP269	TW1	1.00	0.00	0.00	1.00	33172.25431	Dept Interview Process
PBD	Planner I	AP269	TW1	1.00	0.00	0.00	1.00	40111.40111	Dept Interview Process
PBD	Planner II	AP272	TW1	1.00	0.00	0.00	1.00	33175.26679	Dept Interview Process
PBD	Planner II	AP272	TW1	1.00	0.00	0.00	1.00	40115.40115	Dept Interview Process
PBD	Planner II	AP272	TW1	1.00	0.00	0.00	1.00	42329.42329	Dept Interview Process
PBD	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	33184.7072	Recruitment Open (application intake)
PBD	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	33165.26671	Recruitment Open (application intake)
PBD	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	40112.40112	Recruitment Open (application intake)
PBD	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	44422.44422	Recruitment Open (application intake)
PBD	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	33183.31555	Recruitment Open (application intake)
PBD	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	34636.22521	Recruitment Open (application intake)
PBD	Planner IV	AP277	TW1	1.00	0.00	0.00	1.00	44473.44473	Recruitment Open (application intake)
PBD	Planner IV	AP277	TW1	1.00	0.00	0.00	1.00	44421.44421	Recruitment Open (application intake)
PBD	Planner IV	AP277	TW1	1.00	0.00	0.00	1.00	42328.42328	Recruitment Open (application intake)
PBD	Planner IV	AP277	TW1	1.00	0.00	0.00	1.00	40675.32007	Recruitment Open (application intake)
PBD	Planning Investigator	AP282	SD1	1.00	0.00	0.00	1.00	42396.3829	Requisition Pending Approval
PBD	Process Coordinator II	AP290	SD1	1.00	0.00	0.00	1.00	42392.36646	Recruitment Closed (HRM/Dept screening apps)
PBD	Process Coordinator II	AP290	SD1	1.00	0.00	0.00	1.00	42188.1527	Recruitment Closed (HRM/Dept screening apps)
PBD	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	43235.43235	Requisition Pending Approval
PBD	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42521.36671	Not under active recruitment
PBD	Public Service Representative, Senior	PP155	TW1	1.00	0.00	0.00	1.00	44963.44963	Dept Interview Process
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	44131.5627	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	40126.40126	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42190.39053	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	41450.4145	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42126.39052	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42134.1264	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42146.2327	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	43906.42314	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	34683.34683	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	41456.41456	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	39762.5309	Recruitment Plan in Progress
PBD	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42397.5628	Recruitment Plan in Progress
PBD	Specialty Combination Inspector, Senior	IS120	SC1	1.00	0.00	0.00	1.00	33258.629	Eligible List Available
POLICE	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	44280.4428	Dept Interview Process
POLICE	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	44281.44281	Dept Interview Process
POLICE	Accountant II	AF021	SD1	1.00	0.00	0.00	1.00	30706.30706	Recruitment Closed (HRM/Dept screening apps)
POLICE	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	34314.34314	Recruitment Closed (HRM/Dept screening apps)
POLICE	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	39481.1128	Dept Interview Process
POLICE	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	43839.37983	Dept Interview Process

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
POLICE	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	34093.2739	Dept Interview Process
POLICE	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	44685.2058	Dept Interview Process
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	0.00	1.00	36886.3182	Recruitment Closed (HRM/Dept screening apps)
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	0.00	1.00	40863.10431	Recruitment Closed (HRM/Dept screening apps)
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	0.00	1.00	40365.15617	Recruitment Closed (HRM/Dept screening apps)
POLICE	Captain of Police (PERS)	PS107	UN2	1.00	0.00	0.00	1.00	45046.38511	Recruitment Closed (HRM/Dept screening apps)
POLICE	Crime Analyst	AP446	TW1	1.00	0.00	0.00	1.00	44319.44319	Requisition Pending Approval
POLICE	Crime Analyst	AP446	TW1	1.00	0.00	0.00	1.00	41072.38351	Requisition Pending Approval
POLICE	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	26910.2691	Dept Interview Process
POLICE	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	44320.4432	Dept Interview Process
POLICE	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	44321.44321	Dept Interview Process
POLICE	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	2701.2701	Dept Interview Process
POLICE	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	15095.15095	Dept Interview Process
POLICE	Criminalist III	PS113	UH1	1.00	0.00	0.00	1.00	44322.44322	Dept Interview Process
POLICE	Criminalist III	PS113	UH1	1.00	0.00	0.00	1.00	34513.34513	Dept Interview Process
POLICE	Fleet Compliance Coordinator	SC257	UM2	1.00	0.00	0.00	1.00	43163.43163	Requisition Pending Approval
POLICE	Latent Print Examiner II	PS187	TW1	1.00	0.00	0.00	1.00	44378.44378	Requisition Pending Approval
POLICE	Lieutenant of Police (PERS)	PS152	PP1	1.00	0.00	0.00	1.00	45044.14171	Requisition Pending Approval
POLICE	Lieutenant of Police (PERS)	PS152	PP1	1.00	0.00	0.00	1.00	45045.26354	Requisition Pending Approval
POLICE	Lieutenant of Police (PERS)	PS194	PP1	1.00	0.00	0.00	1.00	37147.1684	Requisition Pending Approval
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2223.2223	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	34509.34509	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2389.34308	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	10360.1036	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	13739.13739	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	13920.1392	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	4958.4958	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	4962.4962	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	4964.4964	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	44391.44391	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	44392.44392	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	44393.44393	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	44394.44394	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	44395.44395	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	44396.44396	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2882.2882	Dept Interview Process
POLICE	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	1120.112	Dept Interview Process
POLICE	Police Communications Dispatcher, Senior	PS203	UH1	1.00	0.00	0.00	1.00	44408.44408	Not under active recruitment
POLICE	Police Evidence Technician	PS165	SC1	1.00	0.00	0.00	1.00	41013.722	Requisition Pending Approval
POLICE	Police Evidence Technician	PS165	SC1	1.00	0.00	0.00	1.00	40978.10045	Requisition Pending Approval
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35036.19226	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40898.3316	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43848.1566	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43856.3606	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43874.21124	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43868.195	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43851.37979	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43613.27665	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37174.3298	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36905.21131	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36902.219	Recruitment Open (application intake)

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43499.6738	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43495.1559	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43588.5019	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	29747.18896	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41080.2535	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43627.567	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41131.25894	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41000.25922	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41819.37981	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45047.37994	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45048.37996	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45049.37999	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45050.38003	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45051.38005	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45052.21133	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45053.44188	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45054.44189	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45055.39065	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45056.39067	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45057.4419	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45058.44191	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45059.20738	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	45060.21043	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40937.38016	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37887.2127	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40401.32971	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42656.2299	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41088.6744	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35351.20876	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36929.2587	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43577.25883	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37034.2509	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41314.13874	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40449.1744	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43596.36046	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37136.36049	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43602.3605	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42668.3607	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41090.26006	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43612.1482	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43529.13887	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36982.18886	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37139.18901	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35523.1096	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43609.5957	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37179.18897	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37885.2112	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42705.32972	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41008.3432	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37198.34345	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37239.5385	Recruitment Open (application intake)

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DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42688.3304	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40414.33045	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37226.3321	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37077.33411	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42715.3251	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35423.34733	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43584.34734	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40457.35568	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35424.34743	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40893.3906	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	43506.34722	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36993.34729	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	45010.4501	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	45011.45011	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	37221.6017	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	41313.15507	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	41121.25886	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	37262.34754	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	41550.39057	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	43544.39064	Recruitment Open (application intake)
POLICE	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	35443.975	Recruitment Open (application intake)
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	22766.2275	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	41809.2768	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	25948.1514	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	8597.6021	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	8542.1319	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	9630.356	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	36795.4938	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	9661.4952	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	8328.475	Dept Interview Process
POLICE	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	27869.27869	Dept Interview Process
POLICE	Police Services Manager I	MA152	UM1	1.00	0.00	1.00	0.00	36794.35907	Encumbered (TCSE/ELDE)
POLICE	Police Services Manager I	MA152	UM1	1.00	0.00	1.00	0.00	34968.34968	Encumbered (TCSE/ELDE)
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	43951.28219	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	36867.34213	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	36852.362	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	29707.2227	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	29718.6698	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	29708.2371	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	36851.34207	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	45001.34215	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	45002.19297	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	45003.34206	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	45004.34224	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	36868.3422	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	40580.34221	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	43950.28066	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	43949.27802	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	43836.34212	Requisition Pending Approval
POLICE	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	36850.34227	Requisition Pending Approval
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	42697.2729	Eligible List Available

Attachment A - FT PPT Vacancies as of 05.02.2022

DEPT	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	STATUS OF VACANCY/REQ
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	43619.3661	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	37087.19324	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	40344.1506	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	37334.2636	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	37335.18906	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	42726.36608	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS192	PP1	1.00	0.00	0.00	1.00	37349.674	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	43872.15063	Eligible List Available
POLICE	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	22903.15635	Eligible List Available
POLICE COMM	Complaint Investigator II	AP146	TW1	1.00	0.00	0.00	1.00	39436.10027	Requisition Pending Approval
POLICE COMM	CPRA Attorney	MA165	TM1	1.00	0.00	0.00	1.00	44872.44872	Requisition Pending Approval
POLICE COMM	Police Program & Performance Audit Sup	AP291	UM2	1.00	0.00	0.00	1.00	44205.44205	Eligible List Available
POLICE COMM	Project Manager II	EM211	UM2	1.00	0.00	0.00	1.00	44216.44216	Eligible List Available
RACE & EQUITY	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	43229.43229	Recruitment Plan in Progress
VIOLENCE PREV	Assistant to the Director	EM118	UM1	1.00	0.00	0.00	1.00	44952.44952	Recruitment Open (application intake)
VIOLENCE PREV	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44481.44481	Recruitment Open (application intake)
VIOLENCE PREV	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	43323.3599	Recruitment Open (application intake)
VIOLENCE PREV	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44484.44484	Recruitment Open (application intake)
VIOLENCE PREV	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44483.44483	Recruitment Open (application intake)
VIOLENCE PREV	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	44482.44482	Recruitment Open (application intake)
VIOLENCE PREV	Health & Human Services Program Planner	AP196	UM2	1.00	0.00	0.00	1.00	44594.44594	Eligible List Available
VIOLENCE PREV	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	43292.25436	Eligible List Available
VIOLENCE PREV	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	43094.42518	Eligible List Available
VIOLENCE PREV	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	44489.44489	Eligible List Available
				772.14	0	36	736.14		

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

Attachment B

DEPT	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	POS#	FROZ
ANIMAL SERVS	1010	Administrative Assistant I	SS102	SD1	1.00	44163.98	YES
ANIMAL SERVS	1010	Animal Control Officer	PS100	SC1	1.00	44158.2682	YES
ANIMAL SERVS	2999	Volunteer Program Specialist	AP351	TW1	1.00	44169.40737	YES
CITY ADMIN	1010	Assistant to the City Administrator	EM117	U31	1.00	40140.4014	YES
CITY ADMIN	1010	City Administrator Analyst	MA109	U31	1.00	42197.42197	YES
CITY ADMIN	1010	City Administrator Analyst	MA109	U31	1.00	35804.35804	YES
CITY ADMIN	1010	Police Services Technician II	PS173	SC1	1.00	43078.10008	YES
CITY ADMIN	1010	Police Services Technician II	PS173	SC1	1.00	43070.34524	YES
CITY ADMIN	1010	Receptionist, PPT	SS174	SD1	0.60	41465.41465	YES
CITY ATTORNEY	1010	Deputy City Attorney II	AL021	TM1	1.00	42081.3056	YES
CITY ATTORNEY	1010	Legal Administrative Assistant	SS133	TW1	1.00	2570.257	YES
CITY ATTORNEY	1010	Manager, Agency Administrative	EM171	UM1	1.00	24575.13816	YES
DOT	2211	Administrative Assistant II	SS104	TW1	1.00	42101.544	YES
DOT	2232	Heavy Equipment Operator	TR146	SB1	1.00	40053.40053	YES
DOT	1010	Office Assistant II	SS153	SD1	1.00	44839.42441	YES
DOT	1010	Parking Meter Collector	AF025	SD1	1.00	44840.1811	YES
DOT	2232	Program Analyst II	AP293	TW1	1.00	41358.41358	YES
DOT	1010	Public Service Representative	SS169	SD1	1.00	44841.1364	YES
DOT	1010	Public Service Representative, Senior	PP155	TW1	1.00	44842.4241	YES
DOT	2232	Public Works Maintenance Worker	TR174	SC1	1.00	40056.40056	YES
DOT	2230	Transportation Planner III	AP455	TW1	1.00	42492.42492	YES
EWD	1010	Urban Economic Analyst IV, Projects PPT	AP452	TW1	0.60	41738.41738	YES
FINANCE	1010	Accounting Technician	AF049	SD1	1.00	40657.40657	YES
FINANCE	1010	Tax Auditor II	AF022	SD1	1.00	42228.42228	YES
FINANCE	1010	Tax Enforcement Officer II	AF050	SD1	1.00	39774.37508	YES
FINANCE	1010	Tax Enforcement Officer II	AF050	SD1	1.00	42084.33856	YES
FINANCE	1010	Tax Enforcement Officer II	AF050	SD1	1.00	42085.14209	YES
FINANCE	1010	Treasury Analyst III	AF035	UH1	1.00	39353.32963	YES
FIRE	1010	Captain of Fire Department	PS103	FQ1	1.00	25167.2552	YES
FIRE	1010	Captain of Fire Department	PS103	FQ1	1.00	14100.5074	YES
FIRE	1010	Captain of Fire Department	PS103	FQ1	1.00	25128.983	YES
FIRE	1010	Captain of Fire Department	PS103	FQ1	1.00	25149.1636	YES
FIRE	1010	Captain of Fire Department	PS103	FQ1	1.00	5992.5992	YES
FIRE	1010	Captain of Fire Department	PS103	FQ1	1.00	5044.5044	YES
FIRE	1010	Engineer of Fire Department	PS118	FQ1	1.00	25199.5412	YES
FIRE	1010	Engineer of Fire Department	PS118	FQ1	1.00	2657.2657	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	26637.5737	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	26611.841	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	25175.292	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	22626.22416	YES

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

Attachment C - Frozen FT PPT Positions by Department (05.02.2022)

DEPT	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	POS#	FROZ
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	26645.3163	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	24791.24791	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	20629.2484	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	25123.599	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	26614.5049	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	26584.2549	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	25331.1435	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	26568.1418	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	25327.3152	YES
FIRE	1010	Fire Fighter	PS125	FQ1	1.00	25317.3157	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	1399.1399	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	2278.2278	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	25125.613	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	5037.5037	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	25260.12541	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	25113.91	YES
FIRE	1010	Lieutenant of Fire Department	PS150	FQ1	1.00	1795.1795	YES
HCD	2413	Program Analyst II	AP293	TW1	1.00	38942.38942	YES
ITD	1010	Information Systems Manager I	SC169	UM2	1.00	42638.42638	YES
ITD	1010	Information Systems Specialist I	AP242	TW1	1.00	41795.41795	YES
LIBRARY	2243	Library Aide, PPT	AP222	SD1	0.60	41417.41417	YES
LIBRARY	2243	Library Aide, PPT	AP222	SD1	0.60	41418.41418	YES
LIBRARY	2243	Library Aide, PPT	AP222	SD1	0.60	41688.41373	YES
LIBRARY	2243	Library Aide, PPT	AP222	SD1	0.80	38536.38536	YES
LIBRARY	2243	Library Aide, PPT	AP222	SD1	0.60	41689.41374	YES
LIBRARY	2241	Museum Guard, PPT	PS157	SC1	0.60	42499.42499	YES
OPW	4400	Carpenter	TR112	SB1	1.00	41230.1587	YES
OPW	4400	Custodian, PPT	TR121	SC1	1.00	41295.14515	YES
OPW	1720	Painter	TR159	SB1	1.00	34484.34484	YES
OPW	4400	Pool Technician	TR207	SC1	1.00	41205.34441	YES
OPW	4400	Pool Technician, PPT	TR208	SC1	1.00	41204.3444	YES
POLICE	1010	Account Clerk I	AF001	SD1	1.00	35909.35909	YES
POLICE	1010	Account Clerk II	AF020	SD1	1.00	32097.32097	YES
POLICE	2411	Account Clerk II	AF020	SD1	1.00	30705.30705	YES
POLICE	1010	Account Clerk II	AF020	SD1	1.00	30703.30703	YES
POLICE	1010	Account Clerk II	AF020	SD1	1.00	30704.30704	YES
POLICE	1010	Administrative Assistant I	SS102	SD1	1.00	39782.3862	YES
POLICE	1010	Complaint Investigator II	AP146	TW1	1.00	43154.43154	YES
POLICE	1010	Complaint Investigator II	AP146	TW1	1.00	43155.43155	YES
POLICE	1010	Complaint Investigator II	AP146	TW1	1.00	43156.43156	YES

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

Attachment C - Frozen FT PPT Positions by Department (05.02.2022)

DEPT	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	POS#	FROZ
POLICE	1010	Complaint Investigator II	AP146	TW1	1.00	43157.43157	YES
POLICE	1010	Complaint Investigator III	AP144	TW1	1.00	43158.43158	YES
POLICE	1010	Crime Analyst	AP446	TW1	1.00	39487.38347	YES
POLICE	1010	Criminalist II	PS112	TW1	1.00	24459.21979	YES
POLICE	1010	Criminalist II	PS112	TW1	1.00	34514.34514	YES
POLICE	1010	Criminalist III	PS113	UH1	1.00	692.692	YES
POLICE	1010	Latent Print Examiner II	PS187	TW1	1.00	28415.28415	YES
POLICE	1010	Payroll Personnel Clerk III	SS163	UH1	1.00	34836.34836	YES
POLICE	1010	Payroll Personnel Clerk III	SS163	UH1	1.00	34315.34315	YES
POLICE	1010	Police Evidence Technician	PS165	SC1	1.00	40900.37503	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37011.2821	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	35018.3361	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	29635.702	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40981.2414	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42648.11204	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37252.32857	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41119.38011	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40910.38015	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41120.3802	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41145.34319	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41116.36058	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41115.3227	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	29670.199	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37228.1978	YES
POLICE	2252	Police Officer (PERS)	PS168	PP1	1.00	35250.25876	YES
POLICE	2252	Police Officer (PERS)	PS168	PP1	1.00	42654.674	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43608.13885	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42653.36059	YES
POLICE	2252	Police Officer (PERS)	PS168	PP1	1.00	35518.25902	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42682.13878	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42712.25927	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43527.3434	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43598.258	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43599.27693	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40892.39063	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42740.3243	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40434.38	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40833.5014	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	35369.3322	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43603.15	YES

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

Attachment C - Frozen FT PPT Positions by Department (05.02.2022)

DEPT	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	POS#	FROZ
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	36988.18911	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41100.38107	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37185.5005	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	35196.5742	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43536.36052	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37119.36063	YES
POLICE	2252	Police Officer (PERS)	PS168	PP1	1.00	43533.36056	YES
POLICE	2252	Police Officer (PERS)	PS168	PP1	1.00	42642.21123	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37184.1781	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	38018.38018	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43554.38021	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42689.21119	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	35212.3223	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37209.1916	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43590.37987	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37120.36065	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37121.36067	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37214.3256	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43534.38017	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37383.21046	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37122.36053	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	37123.36062	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40459.19085	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	42701.34738	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	35427.34751	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40417.3371	YES
POLICE	2252	Police Officer (PERS)	PS168	PP1	1.00	36999.35549	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43550.1228	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43618.4989	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	40416.35556	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	35426.34745	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	41009.34877	YES
POLICE	1010	Police Officer (PERS)	PS168	PP1	1.00	43511.34752	YES
POLICE	1010	Police Officer (PERS)	PS190	PP1	1.00	41327.38087	YES
POLICE	2252	Police Officer (PERS)	PS190	PP1	1.00	40492.34728	YES
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	37161.20961	YES
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	37058.27686	YES
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	43537.4934	YES
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	37092.5804	YES
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	29606.1665	YES

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

Attachment C - Frozen FT PPT Positions by Department (05.02.2022)

DEPT	FUND	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	POS#	FROZ
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	35160.6336	YES
POLICE	1010	Sergeant of Police (PERS)	PS179	PP1	1.00	43628.2176	YES
POLICE COMM	1010	CPRB Policy Analyst	AP400	UM2	1.00	43417.25987	YES

NEOGOV

TOP 10

PUBLIC SECTOR HR
TRENDS FOR 2022

MUCH LIKE 2020 BEFORE IT, 2021 HAS BEEN A WAKE UP CALL FOR HR LEADERS AT PUBLIC SECTOR AGENCIES

From the continued impact of COVID-19 and calls for social justice, as well as a new job market that favors job seekers looking for career change and more flexibility, **government HR must evolve with the times to ensure that agencies that serve the people continue to be able to serve them despite rapidly changing times.**

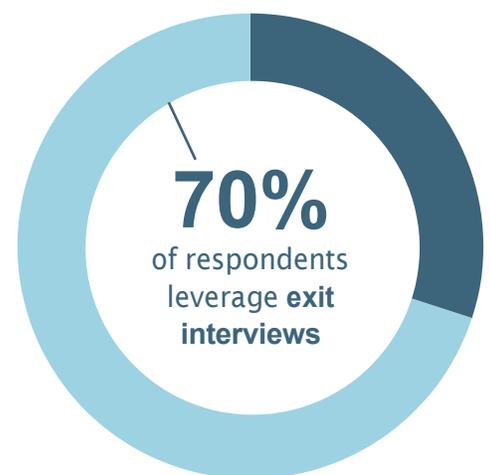
To identify the biggest trends influencing government HR professionals in 2022 and beyond, NEOGOV surveyed over 800 HR professionals in the public sector to get a feel for what's top of mind for them. **Here are the top 10 takeaways:**

1 BRACING FOR THE FALLOUT OF THE GREAT RESIGNATION

The so-called "Great Resignation" has sent shockwaves through the entire U.S. workforce, and the public sector is no different. In an industry that already suffers from a workforce that is disproportionately older, the Great Resignation presents potentially dire circumstances. Between retirements (both planned and early) and employees seeking a change after the impacts of COVID-19, vacancies are increasing rapidly.

Taking proactive steps to determine the primary reasons causing employees to vacate positions and addressing them will be critical in 2022 and beyond.

86% of government HR professionals reported a moderate or significant increase in vacant roles compared to last year.



2

2

FEWER APPLICANTS PER JOB

In addition to the loss of existing talent, government agencies are also noticing an alarming drop in applicants per job.

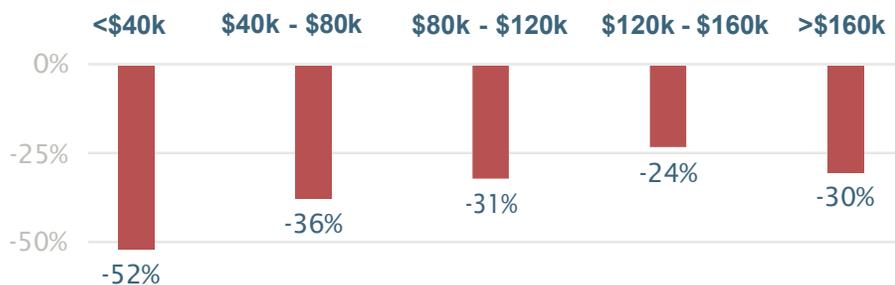
The number of applications per job has dropped 21% between 2015 and 2021.

Source: NEOGOV 2021 Job Seeker Report

As the gap between job openings and job applications continues to grow, government HR must consider how this could affect the overall quality of the services their agencies provide to citizens and communities.

Figure 1

Difference in % Applications per Job by Salary Range, 2015 vs 2021



The above data taken from NEOGOV’s 2021 Job Seeker Report shows that the decline in job applications per job over the last six years is being felt across all job types and salary levels. The hardest hit are jobs that pay below \$40,000/year, which are frequently the jobs that interface with the public and community members the most. This may unfortunately lead to a decrease in the quality of services that agencies are able to provide due to being short staffed.

Taking a crucial look at things like how to better write the job requisitions and otherwise improve the attractiveness of jobs within the public sector will be important to try to close this gap. In addition, actively trying to reduce the already long public sector time-to-hire will be a priority in order to better compete with other government agencies, not to mention the private sector (where the average time-to-hire is just over a month, compared to 121 days in the public sector).



3

EXPANDING ACCESS TO REMOTE WORK & FLEXIBILITY

One way public sector agencies are attempting to stop the bleeding from the Great Resignation and increase interest in vacancies is through becoming more flexible around remote and hybrid work.

45% of government agencies will offer some employees the opportunity to work remotely permanently.

Additionally, 29% are considering enabling remote employment. Only about a quarter (26%) are unwilling to offer any remote employment moving forward.

61% of those surveyed said they felt that offering flexibility and remote work improved their candidate pool for open roles.

4

VIDEO INTERVIEWING IS HERE TO STAY

Interacting with employees and candidates via video conference became a necessity in 2020, but many agencies have discovered that leveraging video interviewing in recruiting has benefits that will lead to its continued use in the future.

Some logistical concerns that video interviewing can solve for agencies and candidates alike include eliminating scheduling conflicts by using one-way interviews with preset questions that a candidate can answer at their convenience, and a more consistent interview process across the board to ensure equitable hiring practices.



During the recruitment phase 72% use video interviews, while only 11% definitively stated that they would no longer continue to do so post-pandemic.

5

ANALYZING DATA TO INFORM & GUIDE DECISIONS

Leaning on data to make more informed decisions is a key focus for the public sector.

TIME-TO-HIRE

68% of agencies surveyed are tracking time to hire, and 55% of them believe they should be doing a better job of keeping an eye on it. 14% plan to start tracking it, leaving less than 20% that are not concerned with monitoring how long it takes candidates to go from being applicants to hires.

EQUITABLE RECRUITING

60% are tracking how diverse candidates progress through each phase of the recruitment process, and 19% plan to start monitoring it to help ensure equitable practices are being followed. Only 21% have not identified it as a need in their organizations.

BENCHMARKING

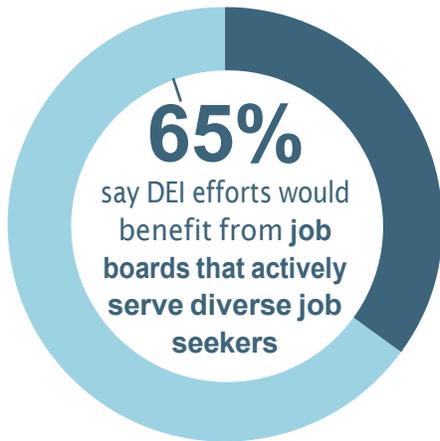
35% of agencies are consistently comparing themselves to other public sector organizations to see how they're doing. 25% plan to start benchmarking in the near future.



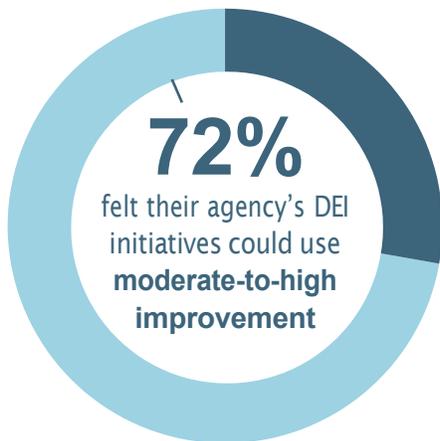
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DRIVING DEI INITIATIVES

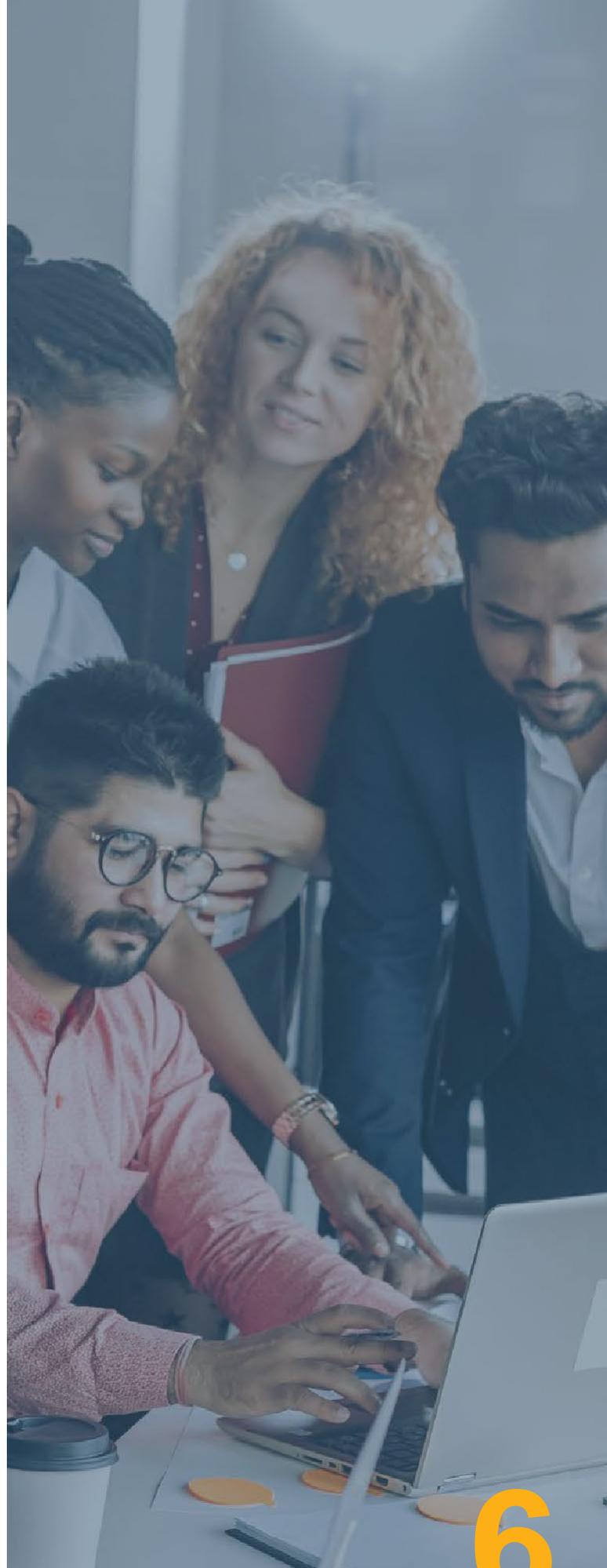
2020 and 2021 provided swift momentum for emphasizing diversity, equity, and inclusion efforts within the public sector, and that will continue into the future, according to survey respondents. **32% said that actively monitoring candidate pools for adequate diversity was a top priority.**



Additionally, **over two thirds of respondents stated that their organization is offering DEI training on topics like unconscious bias to managers in hopes that it will improve diversity.**



In addition to targeting diversity job boards, **establishing or refining the DEI section of the careers site and highlighting current diverse talent's stories** more prominently were cited as key concepts for DEI improvement by 50% and 54%, respectively.



7

INVESTING IN EXISTING TALENT

Providing existing employees with the ability to learn and upskill on the job is a priority for 2022 that will benefit employees and agencies alike.

61% use learning management systems to assign and track training, while 59% leverage performance management software to provide coaching and evaluation to improve career growth and increases retention.

These efforts serve a dual purpose -- providing employees with valuable career expansion and development, while also benefiting the agency with more talented and engaged employees who are less likely to leave for greener pastures.

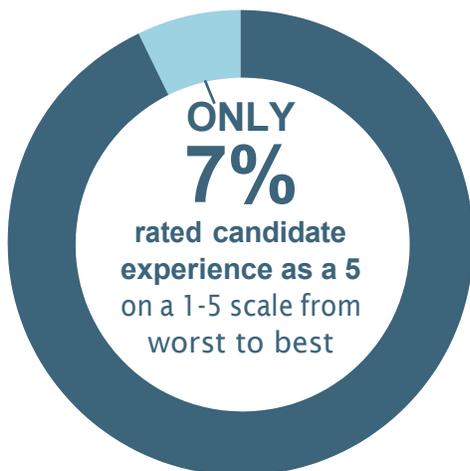


8

REVAMPING THE CANDIDATE EXPERIENCE

Improving the experience a candidate has when exploring job opportunities with an agency is another trend for the new year. While 63% of those surveyed said that HR has efficiently mapped out what the candidate experience is like - from visibility of the careers site to ease of applying to jobs - **less than 1 in 10 rated their candidate experience as exceptional.**

Respondents agreed that two things in particular could elevate the candidate experience: improving communication throughout each stage of the recruitment funnel (53%) and making careers sites and job listings more mobile friendly (52%). Additionally, improving job descriptions with better and more concise copy as well as multimedia like photos and videos were cited as ways to better entice quality applicants.



47% of respondents agreed that the application process is too long and may be hindering recruitment efforts.



9

BUILDING A CANDIDATE POOL FOR FUTURE ROLES

While not every applicant for a given job is a good fit, the candidate may still be a great match for the agency in other roles or for future recruitment.

Although agencies clearly recognize the value of keeping in touch with candidates, **only 17% currently have a candidate relationship management system.**

Building up a pool of qualified candidates for future roles can eliminate many of the roadblocks that recruiters experience in trying to fill vacancies, and agencies are likely.

10

GREATER FOCUS ON DEFINING THE EMPLOYER BRAND

An agency's employer brand - or what it means to work at their agency from a cultural perspective - is a crucial part of not only recruitment, but also defining the agency's overall goals and values.

30% of agencies believe they need to develop or refine their employer brand.

While more than half (61%) said their agency had a solid employer brand, over half of them (57%) acknowledged they could do a better job of advertising the brand. Only 9% said their agency had not put any thought into it.

In a job seekers' market, it is imperative that employers make abundantly clear the pros of working for an organization. HR leaders in the public sector will be spending time collecting information about what makes their agency an employer of choice to improve recruitment, hiring, and retention efforts.



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6,000+

Public Sector Agencies

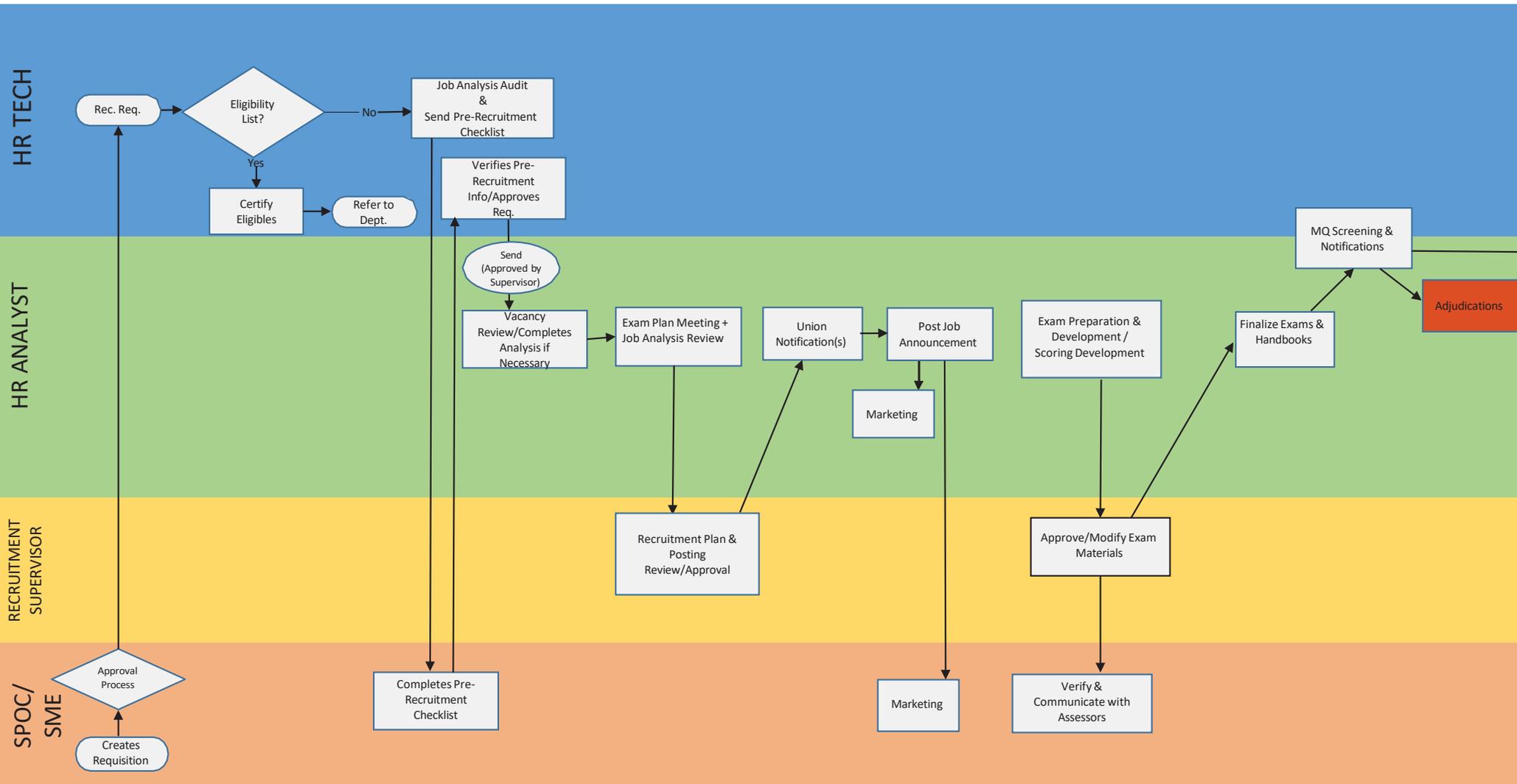
250,000+

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20

Years of Experience

RECRUITMENT PROCESS



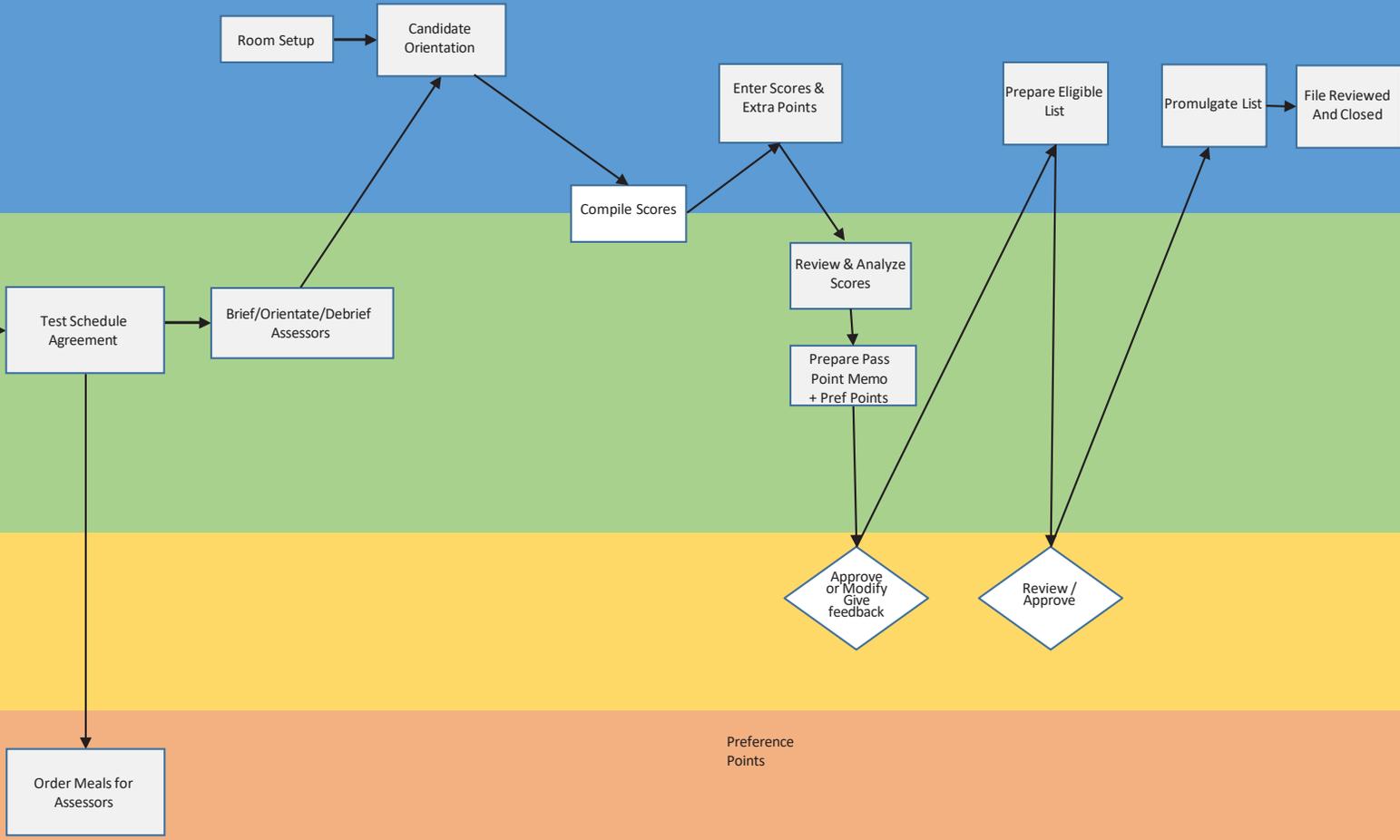
RECRUITMENT PROCESS

HR TECH

HR ANALYST

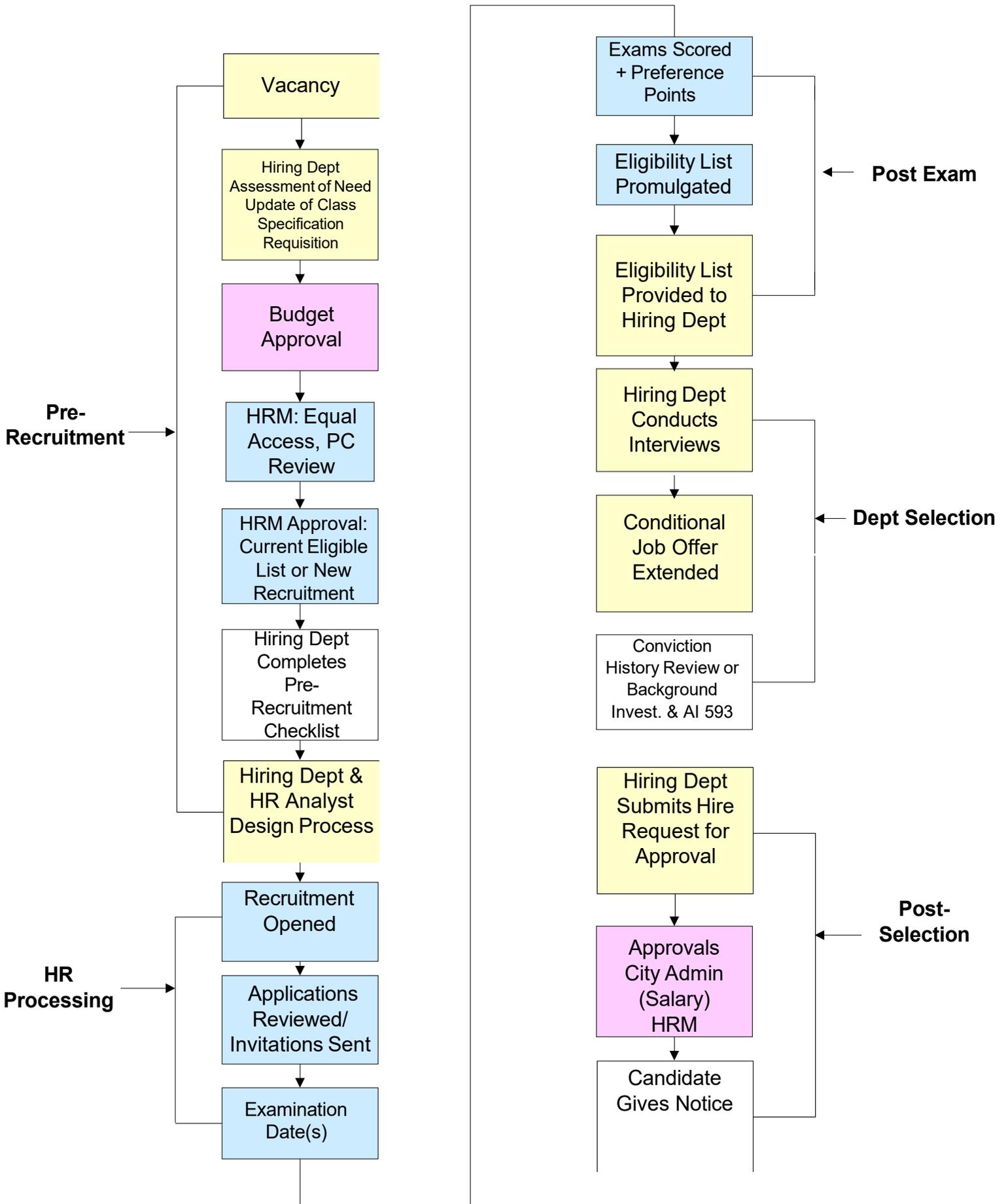
RECRUITMENT SUPERVISOR

SPOC/ SIME



Preference Points

Non Sworn Civilian Recruitment Flowchart



Hiring Process Checklist

(for budgeted positions – ALL funding sources)

Action	Responsible Party	Timeline
A. PLANNING		
1. Initiates a request to hire per internal departmental process or policy	Hiring Manager or Department Director	Depending on complexity, allow one day (routine fill) to four weeks for planning. The more thorough the planning at this stage, the faster the recruitment/fill process can proceed.
2. Determines whether available budgeted position and classification meet the department's needs: <ul style="list-style-type: none"> • If yes, initiates requisition; if recruitment will be required (HRM Analyst has confirmed that no reinstatement or eligible list), initiates recruitment planning discussion with HRM Analyst. • If no, initiates discussion with assigned HRM Analyst to determine best approach to filling vacancy (Add/Delete; temporary assignment ELDE or TCSE; underfill with a lower class; provisional appointment; selective certification, etc.) 	Department/Agency Single Point of Contact (SPOC)	
3. Determines appropriate options and course of action and makes recommendation to department - offers preliminary recruitment strategies or alternative hiring options with estimated timelines.	HRM Analyst	
4. Obtains departmental authorization for chosen option and works with HRM Analyst to initiate next steps.	Department/Agency Single Point of Contact (SPOC)	
B. REQUISITION		
1. Conducts internal verification of existing vacancy and available funding. Determines whether position may be filled in accordance with current policies (e.g. hiring freeze, etc.) Prepares Personnel Requisition Form ("Requisition") and routes (in NeoGov) for approvals: <ul style="list-style-type: none"> • Pre-Approval: Assistant Director* • Department Director • Budget • Equal Access • HR Technician • Recruitment Supervisor • HR Technician 	Department/Agency Single Point of Contact (SPOC) * Note: some departments require Pre-Approval by Assistant Director	
2. Verifies funding availability and source; authorizes requisition or works with initiating department to verify or obtain more info.	Budget Office	Errors cause delays
3. Determines whether vacancy is a Public Contact Position; determines language requirement (if any); authorizes requisition or works with initiating department to verify or obtain more info.	Equal Access Office	
4. Verifies unencumbered vacancy and all other elements of requisition. If incorrect, sends back to initiating department for additional documents/info. If correct, checks for eligible list. If current eligible list is available, approves. If no eligible list is available, sends Pre-Recruitment Checklist (PRC) to hiring department SPOC for distribution to SMEs. Approves requisition upon completion of PRC. (Delays	HRM Position Control (HR Technician) Department Subject Matter Expert (SME) or SPOC	

Attachment F: Hiring Process Checklist

(for budgeted positions – ALL funding sources)

Action	Responsible Party	Timeline
experienced with hiring departments returning PRC.)		
5. Reviews all elements of requisition for accuracy. If incorrect, sends back to HR Tech. If correct, and current eligible list is available, approves. If no eligible list is available, indicates assignment to HR Analyst based on hiring department priorities communicated to HRM by SPOC.	HRM Recruitment Supervisor	
6. If current eligible list, refers ranks. If new recruitment, assigns to HR Analyst per Recruitment Supervisor.	HRM Technician	

C. RECRUITMENT (when required)

1. Reviews completed PRC. Compiles and analyzes job analysis results. Determines best type of exam based on job analysis results. Contacts department to schedule exam plan meeting.	HRM Analyst	
2. Confers with HRM Analyst to finalize exam plan: determine regular announcement date, advertising plan, testing approach, position requirements, determine department needs.	Department Subject Matter Expert (SME) or SPOC	
3. Prepares Job Announcement, Union Notification (if required)	HRM Analyst	
4. Reviews and approves job announcement, supplemental questions (if any), ads, and ad placements, confirms opening and closing dates.	Department SPOC	Note: agreements under current MOUs may require additional time for postings or consultation.
5. Posts announcement: <ul style="list-style-type: none"> • Standard posting timeline for Civil Service positions is 10 business days. (CSR 4.07) • Post in accordance with applicable MOU Provides department with updates regarding responses; monitors recruitment before closing and makes recommendation to continue or close. Prepares exam materials and reviews with department. Screens applications for Minimum Qualifications. Administers and scores examination. Contacts Department SPOCs regarding Seniority Points. Awards Preference Points and determines final scores.	HRM Analyst Department SPOC HRM Analyst	
6. For classified positions: uses examination results to rank candidates and establish eligible list. Certifies the top four (4) ranks on the eligible list for the vacancy, with an additional two (2) ranks for each additional vacancy (Civil Service Rule 5.02). For exempt positions: provides department with candidate applications and supplemental question responses. Typically no HRM screening.	HRM	Depending on complexity of the exam and the number of applicants, process from job posting to establishment of eligible/candidate list will take one to three months.

Attachment F: Hiring Process Checklist

(for budgeted positions – ALL funding sources)

Action	Responsible Party	Timeline
D. HIRING		
1. Upon receipt of certified eligible list (Civil Service) or qualified candidates (exempt), initiates and conducts departmental interviews	Hiring manager	
2. Once chosen candidate is identified, marks certified list <u>OR</u> (for exempt positions) creates a document to list the candidates considered. Verifies candidate selection, prepares conditional offer letter, and obtains Department/Agency Director signatures. For routing, attaches Requisition Form, Certified List, Candidate application, and conditional offer letter. Forwards documents to HRM Position Control and notifies HRM Analyst. <i>NOTE: start date <u>must</u> be the beginning of a pay period AND must allow time for processing once signatures are obtained. If Public Contact Position, requires verification of language skills prior to start.</i>	Department SPOC	Depending on scheduling and availability, interview process will take two to four weeks.
3. Confirms hiring selection as conforming to Civil Service Rules, MOUs, and City policy. Obtains HRM Director authorization to hire and returns paperwork to department.	HRM Position Control	
4. Obtains candidate acceptance of offer, schedules candidate meeting with department Payroll Representative, attaches required documents to Requisition, and routes to department Payroll Representative.	SPOC	
5. Meets with selected candidate to obtain required information for New Employee Entry Record (NEER) or Personnel Action Record (PAR), W-4 form, dependent information, identity verification, and enrollment data for benefits programs. Forwards completed paperwork to central Payroll department (Finance Department).	Department Payroll Representative	
6. Finalizes appointment: <ul style="list-style-type: none"> • Enter new appointee data into Oracle system Forward copy of stamped NEER/PAR to HRM Benefits	FINANCE Payroll	Allow up to four weeks for finalization of paperwork and candidate start date (to align with pay period start date).
7. Notifies applicants who were interviewed of their status by sending “regrets” notifications.	SPOC	Within one to two weeks of candidate selection and confirmation.

Onboarding Process Flowchart

