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AGENDA REPORT

TO: JOHN A. FLORES
INTERIM CITY ADMINISTRATOR

FROM: Osborn K. Solitei

SUBJECT: FY 2014-15 Q3 R&E Report

DATE: May 8, 2015

City Administrator
Approval

Date

5/14/15

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that the Finance & Management Committee accept this informational report on the Fiscal Year (FY) 2014-15 Third Quarter Revenue and Expenditure Results For Four Selected Funds - General Purpose Fund (GPF, 1010), Landscape & Lighting Assessment District Fund (LLAD, 2310), Equipment Fund (4100) and Facilities Fund (4400); and Overtime Analysis for the General Purpose Fund (1010) and All Funds.

OUTCOME

This is an informational report related to the City's financial activities, the acceptance of which does not create any policy or compel any action. The information contained herein incorporates the first three quarters of FY 2014-15.

EXECUTIVE SUMMARY

Based on the results of the third quarter for FY 2014-15, the projected available fund balance at year-end is estimated to be **\$5.26 million** (*Table 6*). This amount is net of the 7.5% GPF Emergency Reserve, FY 2014-15 set-asides, and amounts allocated in the FY 2015-17 Proposed Policy Budget. The ongoing revenues are projected to grow approximately \$23.75 million over the FY 2014-15 Adjusted Budget estimations, of which approximately \$17 million has been allocated in the FY 2015-17 Proposed Budget (*Table 1*). If Council appropriates from the estimated available fund balance, the 7.5% GPF Emergency Reserve would have to increase in accordance with the Consolidated Fiscal Policy. Staff recommends waiting until the fourth quarter to determine the final available fund balance prior to appropriating any of these funds.

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Table 1: FY 2014-15 Amounts Allocated in FY 2015-17 Proposed Policy Budget:
(Page E-7 in the FY 2015-17 Proposed Policy Budget)

DESCRIPTION	FY 14-15 Q3
Projected Revenue Increase	\$23.75
Extension of SAFER Grant	\$3.08
Subtotal Projected Available	\$26.83
Use of projected available Fund Balance (FY 2014-15 Q2 projected)	(8.02)
Additional FY 2014-15 projected RETT	(1.40)
Additional FY 2014-15 projected RPTTF	(1.00)
Increase RPTTF from ROPS Reduction (DOF)	(1.90)
Extension of SAFER Grant	(3.08)
Library Contingency Set-Aside	(1.00)
Library Services Fee: Piedmont and Emeryville	(0.59)
Subtotal Use of Projected Available in FY 2015-17	(16.99)
Net Departmental Overspending (Attachment A-2)	(4.58)
Subtotal Ending Fund Balance	\$5.26
Fiscal Policy : Excess RETT	
Estimated Excess RETT	(3.68)
50% Excess RETT Categorized as One-Time	\$1.84
25% Excess RETT for OPEB (\$0.92)	
25% Excess RETT for Vital Services Stabilization Fund (\$0.92)	
Subtotal Excess RETT Set-Aside	(1.84)
Recommended Use of Fund Balance:	
Technology Contingency Set-Aside	(0.50)
City Share of Oakland/Alameda County Coliseum Authority <i>Includes use of one-time from Excess RETT \$1.84</i>	(2.50)
Estimated Ending Fund Balance	\$0.42

Highlights of this FY 2014-15 third quarter revenue and expenditure report include:

- The fiscal year-end GPF revenues are projected at **\$528.34 million**, which exceeds the Adjusted Budget by approximately \$23.75 million (*Attachment A-1*);
- The fiscal year-end GPF expenditures are projected at **\$529.06 million**, which exceeds the Adjusted Budget (net of savings associated with the extension of the SAFER grant of \$3.08 million) by approximately \$4.58 million, (*Attachment A-2*);

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- The GPF ending available fund balance is estimated to be **\$5.26 million** (excluding the 7.5% GPF Emergency Reserve, Council set-asides, and amounts allocated in the FY 2015-17 Proposed Policy Budget as shown in *Table 6*);
- Citywide overtime (OT) expenditures across all funds is \$59.36 million, exceeding the Adjusted Budget by \$35.33 million, of which \$32.56 is in the GPF, and is mostly absorbed by salary savings as shown in *Table 4*; overtime spending by department is listed in *Attachment B*; and,
- The total designated reserve balance (including the 7.5% GPF Emergency Reserve and other Council set-asides) is \$40.59 million, which is **8.10%** of the net FY 2014-15 Amended Midcycle Budget as shown below in *Table 2*.

Table 2: FY 2014-15 Reserves and Set-Asides

Description	FY 14-15	% of Total FY 14-15
7.5% GPF Emergency Reserve	\$37.57	
Library Contingency Set-Aside	\$1.00	
Subtotal GPF (1010)	\$38.57	
FY 14-15 Establishment of the Vital Services Stabilization Fund	\$2.02	
Subtotal Vital Services Stabilization Fund	\$2.02	
Total Reserves	\$40.59	8.10%

The year-end available fund balance is estimated to be **\$5.26 million** (*Table 6*)

It should be noted that this balance reflects the net difference between the revenue and expenditure projections, as well as, adjustments made for: (1) FY 2014-15 amounts funded by GPF fund balance as authorized in the FY 2014-15 Amended Midcycle Budget (2) items authorized by Council resolution after July 1, 2014 (*Table 7*), and (3) items allocated in the FY 2015-17 Proposed Policy Budget (*Table 1*).

Generally, the receipts of revenue in FY 2014-15 reflect continued growth in the local economy and recovery from the global recession and housing crisis. Notably, an improved local real-estate market has led to strong growth in real-estate related revenues, including property tax, real estate transfer tax, and transient occupancy tax. The City's assessed valuation increased \$2.6 billion (5.85%), \$2 billion of which is due to either re-appraisal of property upon transfer of ownership or recaptured value under Proposition 8. Details of projected revenues in comparison to the adjusted budget are listed in *Attachment A-1*.

The projected year-end expenditures for the GPF total \$529.06 million which is approximately \$4.58 million over the Adjusted Budget (*Table 8*) and is primarily attributed to an increase in sworn overtime associated with unanticipated protests (Ferguson and New York City Grand Jury verdicts, etc.). Expenditures by department are listed in *Attachment A-2*.

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The three other funds analyzed for this report have historically shown negative fund, or cash, balances; two are projected to end the fiscal year with improved, or positive, balances as a result

of projected salary savings associated with vacancies and scheduled repayments; while the LLAD fund is projected to overspend due to a delay in PG&E audits for the LED street lighting project and increasing utility rates as shown below (*Attachments C-1 to E-2*):

- LLAD (\$1.27) million
- Equipment Fund \$3.82 million
- Facilities Fund \$0.84 million

It is important to note that while the GPF available fund balance exceeds the Council-mandated 7.5% GPF Emergency Reserve funding level, and the two Internal Service Funds reflected in this report are improving, the City has several funds with negative balances and the City budget relies on one-time funds to fund on-going expenditures. In the event other non-GPF funds close the fiscal year in a deficit, the GPF estimated available fund balance may provide subsidies to those other funds.

BACKGROUND/LEGISLATIVE HISTORY

In June 2013, Council adopted the FY 2013-15 Policy Budget which restored some essential services, provided an allocation for increased employee compensation, as well as added graduates from three police academies to further strengthen the sworn staff.

On July 1, 2014, Council adopted the FY 2014-15 Amended Midcycle Budget of \$493.71 million, including a transfer of \$30.46 million from fund balance.

As presented in the FY 2013-14 Fourth Quarter Revenue & Expenditure Report on October 28, 2014, the unaudited available fund balance was estimated at \$11.25 million, the majority of which was allocated based on the following actions (*Table 7*):

- November 18, 2014, Resolution No. 85281 was adopted appropriating \$6.83 million, including a Library Reserve of \$114,845 for a number of critical funding needs, and increasing the 7.5% GPF Emergency Reserve by \$0.41 million;
- December 9, 2014, Resolution No. 85308 was adopted appropriating \$1.54 million for the COPs 2014 Grant matching funds; and,
- January 6, 2015, Resolution No. 85336 was adopted appropriating \$0.80 million for the Oakland Parks & Recreation Youth Program and \$0.39 million for the Oakland Public Library Reserve.

This report contains fiscal year-end projections for FY 2014-15, including items that were set-aside in the FY 2014-15 Amended Midcycle Budget, as well as the FY 2015-17 Proposed Policy Budget.

ANALYSIS**GENERAL PURPOSE FUND**

The FY 2014-15 adjusted General Purpose Fund revenue budget is **\$504.59 million**. Due to a continued growth in the economy, revenues are projected to end the fiscal year at **\$528.34 million**, which represents a net increase of **\$23.75 million**. This is mostly derived from on-going revenue sources, which are projected to continue through FY 2015-17.

Table 3: Summary of Projected GPF Revenue Variance:

Description	FY 2014-15 Revenue
FY 2014-15 Adjusted Budgeted Revenue	\$504.59
Projected Increases/(Decreases):	
Property Tax	\$11.73
Real Estate Transfer Tax	\$7.86
Business License Tax	\$4.38
Parking Tax	\$1.19
All other	(\$1.42)
FY 2014-15 Projected FYE Revenue	\$528.34
Net GPF Revenue Growth	\$23.75

The year-end expenditures are projected to be **\$529.06 million**, which is **\$4.58 million** over the Adjusted Budget. The overspending is primarily attributed to sworn overtime costs associated with unanticipated protests (Ferguson and New York City Grand Jury verdicts, etc.). While the GPF is projected to have a net surplus overall, it is important to note that overtime expenditures exceeded the overtime Adjusted Budget by \$32.56 million (*Attachment B*), which is primarily attributed to Public Safety. However, salary savings offsets some of these costs with the exception of the Oakland Police Department, again due to the high levels of unanticipated protests in the first two quarters of the fiscal year. Comparison of salary savings to overtime overspending is shown in *Table 4* on the following page.

Table 4: FY 2014-15 GPF Net Overtime (OT) Overspending and Salary Savings¹:

DEPT	Projected Year-End Salary Savings / (Overspending)	Projected Year-End OT Overspending	NET Savings / (Overspending)
City Administrator	\$810,794	(\$88,800)	\$721,994
City Clerk	(\$133,458)	(\$1,556)	(\$135,014)
Revenue	(\$84,155)	(\$6,548)	(\$90,703)
Information Technology	\$786,095	(\$91,303)	\$694,792
Police Department	\$6,829,142	(\$13,798,087)	(\$6,968,945)
Fire Department	\$20,405,669	(\$18,603,040)	\$1,802,629
Human Services	(\$118,398)	(\$3,772)	(\$122,170)
Economic & Workforce Development	\$107,718	(\$26,853)	\$80,865
Grand Total²	\$28,603,407	(\$32,619,959)	(\$4,016,552)

¹ Table reflects only departments overspending in OT; Refer to Attachment B for all departments; Attachment G lists all Citywide Vacancies by Department

² The Net Savings / Overspending will vary from Attachment A-2 due to O&M variances not captured above.

As mentioned above, the projected overtime (OT) overspending in the Police Department is due to costs associated with unanticipated protests and special enforcement as detailed in *Table 5* below.

Table 5: FY 2014-15 Projected GPF OT Expenditures by Category - Police Department:

DESCRIPTION	ACTUAL EXP Jul 1 - Mar 31	Projected FYE
Protests & Special Enforcement¹ :	\$7.03	\$9.37
<i>Ferguson Protest</i>	<i>\$1.32</i>	
<i>NYC Grand Jury Protest</i>	<i>\$0.86</i>	
<i>Anti-Police Protests</i>	<i>\$0.63</i>	
<i>Port Protests²</i>	<i>\$0.32</i>	
<i>Day of Anger: Millions March Oakland</i>	<i>\$0.20</i>	
<i>Sideshow Enforcement</i>	<i>\$0.12</i>	
<i>Urban Shield Protest</i>	<i>\$0.10</i>	
<i>Berkeley/Oakland Protest</i>	<i>\$0.06</i>	
<i>All Other</i>	<i>\$3.42</i>	
Reimbursable Events	\$1.85	\$2.47
Operational Overtime³	\$13.83	\$18.45
TOTAL	\$22.72	\$30.29

¹ The projection for protests assumes the same level of activity in the last three months of the fiscal year

² The City has billed the Port for reimbursement

³ Overtime related to backfilling beats, vacancies, extension of shift, etc.

The audited FY 2014-15 gross GPF beginning fund balance is **\$110.76 million** – a slight increase from the unaudited ending fund balance included in the FY 2013-14 Fourth Quarter Revenue and Expenditure Report. Importantly, this amount includes the City Council appropriated reserves discussed earlier in this report and the current year additional appropriations. The remainder reflects the total uncommitted ending fund balance, which is projected to be approximately **\$5.26 million**, net of estimated year end revenues and expenditures. The City’s General Purpose Fund reserves are set at \$38.57 million which includes City Council appropriated reserves, and 7.5% GPF Emergency Reserve (*Table 2*). Additionally, the Vital Services Stabilization Fund is set at \$2.02 million.

Table 6: FY 2014-15 Projected Year-End Available GPF Fund Balance

Gross Audited Fund Balance	\$110.76
FY 14-15 Projected FYE Revenues	528.34
FY 14-15 Projected FYE Expenditures	(529.06)
Project Carryforwards	(12.51)
FY 14-15 Use of Fund Balance:	
FY 2014-15 MidCycle Adopted Budget	(30.46)
FY 2014-15 MidCycle Adopted Budget (transfers to fund balance)	3.05
FY 2014-15 Council Adopted Resolutions ¹	(10.30)
Allocated in FY 15-17 Proposed Budget:	
Q2 Projected Fund Balance	(8.02)
Other One-Time ³	(8.97)
Subtotal Available Fund Balance	\$42.85
7.5% GPF Emergency Reserve (based on FY 14-15 adopted expenditures)	(37.57)
Estimated Ending Available Fund Balance ²	\$5.26

¹ Detail shown in Table 5

² If Council appropriates any of the available fund balance, the reserve policy requires that the 7.5% GPF Emergency Reserve must increase

³ Detail shown in Table 1

Table 7: FY 2014-15 Detailed Use of Available GPF Fund Balance

DESCRIPTION	Council Resolution	DATE	AMT
Accelerate 172nd Academy to April 2015	85281	11/18/2014	\$0.98
Disparity Study	85281	11/18/2014	\$0.50
EBRCSA Transition (<i>consultant</i>)	85281	11/18/2014	\$0.20
Election Costs	85281	11/18/2014	\$1.00
Fund 173rd Academy recruitment & background expenses	85281	11/18/2014	\$0.40
Internal Personnel Assessment System Phase 2 (IPAS)	85281	11/18/2014	\$0.89
Oracle Release 12 Upgrade	85281	11/18/2014	\$1.30
Self Insurance Liability Fund (pay down neg fund balance)	85281	11/18/2014	\$1.19
Establish Funds for Legal Protection of Unaccompanied Children (unaccompanied minors)	85281	11/18/2014	\$0.20
Vegetation Inspector (1.0 FTE for 6 months)	85281	11/18/2014	\$0.05
Subtotal Resolution Number 85281			\$6.72
Establish Funds for Legal Protection of Unaccompanied Children (unaccompanied minors)	85218	10/21/2014	\$0.38
2014 COPs Grant Matching Funds	85308	12/9/2014	\$1.54
Two Lateral Police Academies	85420	2/17/2015	\$0.81
Foreign Trade Zone Project Revenue	85364	1/20/2015	\$0.04
Mayor's Hunger Program	85085	7/1/2015	\$0.04
OPR Youth Program	85435	3/3/2015	\$0.74
UASI 2014 CSO Subsidy	85426	7/16/2013	\$0.04
TOTAL			\$10.30

Table 8: Summary of FY 2014-15 Projected Year-End Available Fund Balance (Budgetary Basis)

\$ Increases / (Decreases) in millions

GENERAL PURPOSE FUND (1010)	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 Projected FYE	Year-End Over / Under Budget
Beginning Fund Balance - Audited	\$110.76	\$110.76	
Revenue	\$504.59	\$528.34	\$23.75
Expenditures ¹	(\$527.56)	(\$529.06)	(\$1.50)
Estimated Current Year Surplus/(Shortfall)	(\$22.97)	(\$0.71)	
Subtotal Fund Balance	\$87.79	\$110.04	
Budgeted Amounts Carried Forward (CF) to FY 14-15:			
AFFORDABLE HOUSING PROGRAM	(\$1.81)	(\$1.81)	
PENDING LITIGATION EXPENSES & SETTLEMENT	(\$3.85)	(\$3.85)	
EMPLOYEE COLA FY 2013-15	(\$1.80)	(\$1.80)	
Other FY 2013-14 CF Items ²	(\$5.05)	(\$5.05)	
Subtotal CF	(\$12.51)	(\$12.51)	
FY 14-15 Use of Fund Balance:			
FY 2014-15 Amended MidCycle Budget <i>(Resolution No. 85085 C.M.S. Exhibit 1)</i>	(\$30.46)	(\$30.46)	
FY 2014-15 Amended MidCycle Budget & Reserve Set-Aside <i>Transfers to Fund Balance</i>	\$3.05	\$3.05	
FY 2014-15 Council Adopted Resolutions ³	(\$10.30)	(\$10.30)	
FY 15-17 Proposed Use of Fund Balance:			
FY 2015-17 Proposed Policy Budget ⁴	\$0.00	(\$16.99)	
Designated / Mandated Reserves:			
7.5% GPF Emergency Reserve	(\$37.57)	(\$37.57)	
Estimated Ending Available Fund Balance	\$0.00	\$5.26	

¹ Over budget of \$150 million is net of \$3.08 savings from the SAFER grant as shown in Attachment A-2

² Detailed carryforward balances for FY 2014-15 are listed in Attachment F

³ Details shown in Table 7

⁴ Details shown in Table 1

GENERAL PURPOSE FUND
(Attachments A-1 and A-2)

REVENUE HIGHLIGHTS

The FY 2014-15 adjusted General Purpose Fund revenue budget is **\$504.59 million**. Third Quarter year-end projections total **\$528.34 million**, which represents a net increase of **\$23.75 million**, of that only \$2.27 million is considered non-recurring revenue due to large commercial sales.

Attachment A-1 provides details of third quarter revenue collection and year-end projections in comparison to the Adjusted Budget.

Property Tax: +\$11.73 million

Property Tax revenue received through the third quarter totaled \$92.34 million and is projected to end the fiscal year at \$160.58 million. Based upon third quarter data, this is a projected 7.88% increase over the adjusted budget; and a projected 12.43% growth in property tax revenues when compared to FY 2013-14 revenues. \$17.26 million of this revenue growth is considered to be on-going revenues. Of note, starting in FY 2011-12, the City receives a portion of the Residual Property Tax Trust Fund (“RPTTF”) as the result of the dissolution of the Redevelopment Agency. The RPTTF is the portion of property tax increment, less wind-down funding obligations, that would have gone to redevelopment agencies if they had not been dissolved.

Historical Property Tax Revenue: FY 2011-12 through FY 2014-15

Category	FY 2011-12	FY 2012-13	FY 2013-14	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 Projected FYE
Property Tax	\$125.77	\$129.27	\$133.12	\$135.41	\$142.54
Property Tax- RPTTF	\$13.03	\$24.88	\$9.71	\$13.44	\$18.04
Total Property Tax	\$138.80	\$154.14	\$142.82	\$148.85	\$160.58

The projected increase in Property Tax net of RPTTF is due to an improved real estate market resulting in improved assessed property values. According to the City’s Property Tax consultants, HDL, “There was \$913 million in Proposition 8 values restored to the assessment roll. This accounted for 42% of the overall GPF growth experienced by the City in FY 2014-15.” The projected increase in RPTTF is based on two factors: 1) Savings from the Recognized Obligation Payment Obligation Schedule (“ROPS”) prior period actual spending; and 2) the disallowance by the Department of Finance of requested RPTTF amounts from the review of ROPS 15-16A, which resulted in an increase of RPTTF funds to the City.

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Sales Tax: +1.95 million

Sales Tax revenue received through the third quarter totaled \$30.46 million, and is projected to end the fiscal year at \$52.31 million. Based upon third quarter data, this is a projected 3.87% increase from the FY 2014-15 adjusted budget; and an anticipated 5.12% growth when compared to FY 2013-14 actual revenues. All of the City's major business groups, except for business and industry, posted gains, including the City's three largest business groups, which posted double digit increases. Strong new car sales aided by two newer car dealerships, and a recently opened used car dealer produced the gain in autos and transportation. A large piece of the growth was offset by the relocation, out of the City, of a large electrical supply company.

Business License Tax: +4.38 million

Business License Tax revenue received through the third quarter totaled \$56.25 million and is projected to end the fiscal year at \$65.00 million, a projected 7.23% increase over the FY 2014-15 adjusted budget; and a projected 3.33% growth when compared to FY 2013-14 actual revenues.

Real Estate Transfer Tax: +7.86

Real Estate Transfer Tax ("RETT") received through the third quarter totaled \$39.92 million and is projected to end the fiscal year at \$60.86 million. This is a projected 14.84% increase over the adjusted budget. Overall, total real estate transactions have increased 5.89% from the previous year. Of this increase, the City experienced a 4.58% increase in residential transactions and a 20.31% increase in commercial transactions.

FY 2014-15 Large Property Sales

Sale Quarter	Property	Date of Knowledge	RETT (mil)
Quarter 2	1111 Broadway	12/18/2014	\$3.18
Quarter 2	180 Grand Ave.	1/28/2015	\$0.92
Quarter 3	The Uptown	3/23/2015	\$1.35
Quarter 3	Eastmont Mall	4/29/2015	\$0.81
Total			\$6.26

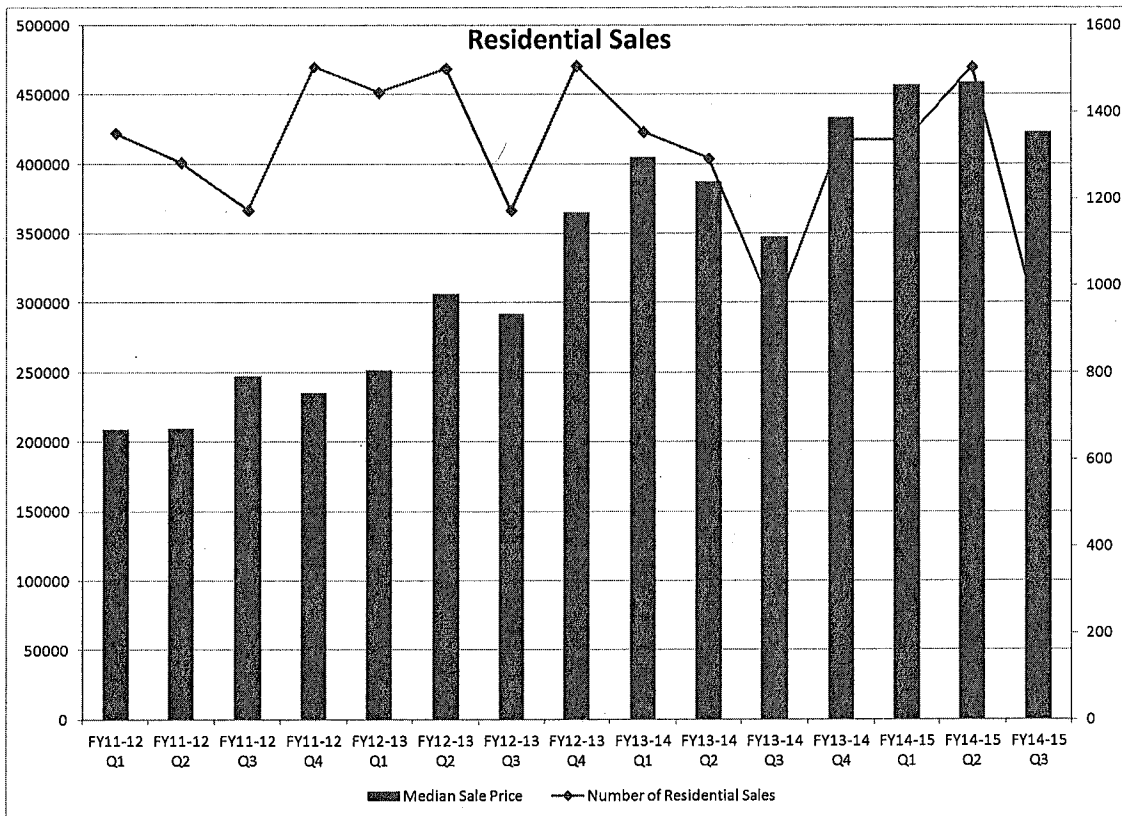
Of the projected RETT increase, \$2.26 million is considered nonrecurring revenues derived from the sale of large commercial properties listed below, since \$4 million of large transactions was anticipated during FY 2014-15 as commercial real estate remains an attractive investment. Historically, the City experiences an average of \$2 million in large commercial transactions on an annual basis.

Historical Residential & Commercial Property Sales: FY 2011-12 through FY 2014-15

Property Sales: Residential								
	FY 11-12		FY 12-13		FY 13-14		FY 14-15	
Quarter	Volume	Median \$	Volume	Median \$	Volume	Median \$	Volume	Median \$
Q1	1,351	\$ 208,883	1,445	\$ 251,332	1,354	\$ 405,333	1,336	\$ 457,008
Q2	1,284	\$ 209,833	1,501	\$ 306,667	1,292	\$ 387,033	1,504	\$ 459,000
Q3	1,174	\$ 247,459	1,173	\$ 291,833	935	\$ 347,500	905	\$ 422,750
Q4	1,504	\$ 235,667	1,507	\$ 365,167	1,337	\$ 433,583		

Property Sales: Commercial								
	FY 11-12		FY 12-13		FY 13-14		FY 14-15	
Quarter	Volume	Median \$	Volume	Median \$	Volume	Median \$	Volume	Median \$
Q1	59	\$ 665,833	95	\$ 526,727	120	\$ 431,578	107	\$ 677,047
Q2	68	\$ 557,885	94	\$ 436,400	97	\$ 756,479	165	\$ 637,546
Q3	37	\$ 645,795	91	\$ 222,500	108	\$ 602,468	119	\$ 493,180
Q4	72	\$ 59,714	149	\$ 460,370	140	\$ 505,343		

Residential Property Sales: Median Sales Price and Volume FY 2011-12 through FY 2014-15



As noted during the FY 2014-15 Q2 R&E report, “staff was monitoring several possible commercial real estate transactions that could generate additional RETT above current adjusted budget projections. Adjustments, if necessary, to the RETT, will be addressed in the Third Quarter update when staff has more information.” Real Estate Transfer Tax is highly volatile and revenues can increase and decrease rapidly with changing market conditions or as a result of the sale of high value properties. When certain high value commercial properties are sold they can result in anomalously high revenue. Furthermore, depending upon how the property is transferred and/or what type of entity is purchasing the property, the application of the City’s RETT may not apply. At the time of the FY 2014-15 Q2 R&E report, staff was still researching the structure of the transfer of 1111 Broadway, which was purchased by the University of California via a newly incorporated LLC, due to the fact that University of California is considered a subdivision of State of California and therefore might have been exempt from the RETT under the O.M.C. section 4.20.050- Exemptions. Furthermore, staff continues to monitor real estate transactions that could generate additional RETT above the budget projections during the fourth quarter.

Transient Occupancy Tax: +\$1.44 million

Transient Occupancy Tax (TOT) revenue received through the third quarter totaled \$11.45 million and is projected to end the fiscal year at \$16.32 million. Based upon third quarter data, this is a projected 9.68% increase over the adjusted budget; and a revenue growth of 14% over Fiscal Year 2013-14. The increase in TOT is being felt across the Bay Area as the demand for hotel lodging increases due to the improved business climate and an influx of foreign travelers, which also increases room rates based upon simple supply and demand.

Parking Tax: +\$1.19 million

Parking Tax revenue received through the third quarter totaled \$4.72 million, and is projected to end the fiscal year at \$9.37 million. Based upon third quarter data, this is a projected 14.55% increase from the adjusted budget; and a 10.99% growth over the previous fiscal year’s revenues. This increase largely due to strong growth of parking tax revenues generated at the airport, as well as growth due to the new management of several of the City’s garages by Oakland Parking Partners.

Miscellaneous: -\$2.48 million

Miscellaneous revenue is a category that includes, amongst other items, revenue derived from settlements, land sales, and bond sales. Generally, many items in this category are not budgeted unless staff is certain that the revenue will be received during the fiscal year. For example, if the City is issuing bonds, the anticipated revenue can be budgeted. However, revenues received from settlements are not normally budgeted due to the inconsistency of remittance. In the adjusted budget there is \$4 million that was budgeted to be received in FY 2014-15 but based upon updated information will not be realized until FY2015-16.

EXPENDITURE HIGHLIGHTS

As outlined in *Attachment A-2*, the FY 2014-15 Q3 Adjusted Budget is \$527.56 million. The fiscal year-end General Purpose Fund (GPF) projected expenditures based on data through March 31, 2015 are estimated to be \$529.06 million, resulting in an over-spending of \$4.58 million primarily due to an increase in sworn overtime during recent protests. Additionally, this attachment also summarizes department-level spending. The breakdown of projected fiscal year-end overtime spending for the General Purpose Fund and All Funds is provided in *Attachment B*. Provided below is a discussion of each departments projected savings or overspending in the GPF at year-end as compared to the Adjusted Budget, net of unspent carryforward amounts.

Mayor's Office

The Mayor's Office is projected to stay within the Adjusted Budget.

City Administrator

The City Administrator's Office is projected to have savings associated with vacancies in Administration and Animal Services. The FY 2015-17 Proposed Policy Budget recommends eliminating 3.00 vacant positions in Administration.

City Council

The City Council is projected to stay within the Adjusted Budget.

City Attorney

The City Attorney's Office is projected to stay within the Adjusted Budget.

City Auditor

The City Auditor is projected to exceed the Adjusted Budget by \$0.04 million due to unrealized budget reductions.

City Clerk

The Office of the City Clerk is projected to spend \$3.47 million compared to the Adjusted Budget of \$3.35 million, a difference of \$0.12 million. The projected overspending is due to full staffing; therefore the vacancy rate cannot be met. The FY 2015-17 Proposed Policy Budget, if adopted, will adjust the vacancy rate.

Finance Department

Finance's (Administration, Treasury, Controller, and Revenue Management) fiscal year-end expenditures are projected to be \$22.91 million compared to the net Adjusted Budget of \$23.42 million. The projected under-spending of \$0.50 million is due to lower than anticipated

personnel costs in the Controller's Bureau resulting from vacancies which are currently under recruitment or have been recently filled (*Attachment G*).

Information Technology Department (ITD)

ITD is projected to spend \$11.38 million of their \$12.24 million Adjusted Budget. The projected savings of \$0.85 million, attributed to vacancies, may not be fully realized at year end as positions are filled.

Human Resources Department (HRD)

Human Resources is projected to have a surplus of \$0.10 million from salary savings as a result of vacancies; as positions are filled the projected savings may not be fully realized at year end.

Oakland Police Department (OPD)

OPD is projected to spend \$219.26 million compared to its Adjusted Budget of \$209.36 million. The projected overspending of \$9.90 million is primarily due to overtime (OT) costs associated with unanticipated protests (Ferguson and New York City Grand Jury verdicts, etc.), and vehicle repairs. OPD spent approximately \$22.72 million in OT as of March 31, 2015, as compared to their annual budget of \$16.49 million, of which \$7.03 million is associated with the recent protests. The projected fiscal year-end OT expenditures are approximately \$30.29 million as shown in *Attachment B*. This projection assumes that the level of protests and un-reimbursed special enforcement continues at the same rate as the first three quarters of the fiscal year (refer to *Table 5*). The projected over expenditure of approximately \$13.80 million in overtime is partially offset by one-time salary savings associated with vacancies (*Table 4*).

Oakland Fire Department (OFD)

The Fire Department is projected to end FY 2014-15 with savings of \$3.34 as compared to their Adjusted Budget of \$115.68 million primarily due to the extension of the SAFER grant. Savings of \$3.08 million have been allocated in the FY 2015-17 Proposed Policy Budget. Overtime spending in OFD is projected to end the fiscal year at \$18.92 million. The projected over-expenditure of approximately \$18.60 million in overtime is a result of backfilling the estimated 87 vacant positions (*Attachment G*), all of which will be off-set by salary savings as shown in *Table 4*. The savings from vacant positions are used to fund the overtime for mandated staff levels and for Fire Academy recruitment and training.

Oakland Public Library (OPL)

OPL is projected to end the year with a surplus of \$0.32 million associated with savings in operations and maintenance and personnel savings; as positions are filled the projected savings may not be fully realized at year end.

Oakland Parks & Recreation (OPR)

OPR is projected to stay within the Adjusted Budget.

Human Services Department (HSD)

Human Services is projected to stay within the Adjusted Budget.

Economic Workforce & Development (EWD)

EWD is projected to end the fiscal year with net under-spending of \$0.08 million from salary savings as a result of vacancies; as positions are filled the projected savings may not be fully realized at year end.

Planning & Building

Planning is projected to stay within the Adjusted Budget.

Oakland Public Works (OPW)

OPW is projected to stay within the Adjusted Budget.

Non-Departmental / Citywide COLA

Non-Departmental shows a surplus due to the reduced cost of issuance for the Tax and Revenue Anticipation Note (TRAN). As noted in the FY 2013-14 Third Quarter Revenue & Expenditure Report, the impact of the 2% COLA on the non-GPF funds was reviewed at year-end. Those funds that were able to absorb the increased personnel costs did not require a GPF subsidy. As a result of net operating savings, the majority of non-GPF funds did not require a subsidy from the GPF in FY 2013-14. Funds are continuing to be monitored throughout FY 2014-15 until the full impact of the COLA (2% in FY 13-14 and 1% in FY 14-15) is known and adjustments will be made at year end if necessary which will be covered by the remaining Employee COLA FY13-15 set-aside of \$1.80 million (*Table 8*).

OTHER FUNDS
(Attachments C-1 through E-2)

Landscaping and Lighting Assessment District Fund (LLAD)

In the LLAD Fund (2310), projected year-end revenue and expenditure results show a deficit of \$2.32 million (*Attachments C-1 & C2*), reducing the estimated ending fund balance to a negative \$1.27 million. This is primarily attributed to the delay in PG&E audits for the LED street lighting project. Once the audits are completed, PG&E will adjust the rates charged to the City and LLAD will realize the cost savings for the new energy efficient street lights. The LLAD has steadily improved its negative fund balance from approximately \$6 million in FY 2008-09, however rapidly increasing utility rates for both electricity and water has prevented the City from reaching its goal of maintaining the positive fund balance. Public Works will continue to carefully manage personnel and O&M expenses with this goal in sight. Unfortunately, without an alternative funding source for Park and Tree maintenance, service levels will continue to decline since the assessment rate cannot be adjusted without voter approval.

\$ Increases / (Decreases) in millions

LANDSCAPING & LIGHTING ASSESSMENT DISTRICT FUND (2310)	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 Projected FYE	Year-End Over / Under Budget
Gross Beginning Fund Balance	\$1.56	\$1.56	
Revenue	\$20.74	\$19.45	(\$1.30)
Expenditures	(\$22.10)	(\$21.77)	\$0.33
Estimated Current Year Surplus/(Shortfall)	(\$1.35)	(\$2.32)	
Use of Fund Balance FY 2014-15	(\$0.13)	(\$0.13)	
Subtotal Fund Balance	\$0.08	(\$0.89)	
Less Net Bond Proceeds		(\$0.39)	
Ending Fund Balance (est.)	\$0.08	(\$1.27)	

Equipment Fund

The Equipment Fund (4100) is reported on a cash basis (excluding the value of the equipment). Revenues are projected to end the fiscal year at approximately \$21.29 million which is \$1.37 million higher than the Adjusted Budget. Additionally, expenditures are projected to be slightly less (\$0.51 million) than the Adjusted Budget of \$25.25 million (*Attachments D-1 & D-2*). It is important to note that the repayment amount specified in the FY 2014-15 Amended Midcycle Budget will effectively be increased from \$1.39 million to \$1.88 million based on these results, thus eliminating the negative cash balance (*excluding the lease proceeds*). Beginning in FY

2015-16 the Equipment Fund will no longer be on a repayment plan. The revenue reflects actual charges to departments for equipment maintenance, as well as the reduction in aging fleet through auction sales.

\$ Increases / (Decreases) in millions

EQUIPMENT FUND (4100)	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 Projected FYE	Year-End Over / Under Budget
Gross Beginning Cash Balance ¹	\$5.49	\$5.49	
Revenue	\$19.92	\$21.29	\$1.37
Expenditures ¹	(\$25.25)	(\$24.74)	\$0.51
Budgeted Fund Balance Repayment	\$1.39	\$1.39	
Estimated Current Year Surplus/(Shortfall)	(\$3.94)	(\$2.06)	
Subtotal Cash Balance	\$1.54	\$3.42	
Ending Cash Balance (est.)	\$1.54	\$3.42	

¹ Cash balance includes lease proceeds; budgeted and actual expenditures include use of lease proceeds

Facilities Fund

This fund is also reported on a cash basis. Projected results for the Facilities Fund (4400) indicate that revenues will exceed expenditures by \$0.84 million (*Attachments E-1 & E-2*). The surplus is due to the scheduled repayment to Fund Balance (\$1.68 million). It is important to note that the repayment amount specified in the FY 2014-15 Amended Midcycle Budget will effectively be decreased from \$1.68 million to \$0.84 million based on these results. The value of the cash balance is projected to improve from negative \$18.32 million to negative \$17.48 million. The Facilities Fund, on a repayment plan through 2019, has steadily improved its fund balance from approximately negative \$31 million in FY 2008-09 to its projected year-end negative of \$17.48 million. The Facilities Fund continues on the ten-year repayment plan for the negative fund balance and is on track to eliminate the negative balance on, or before, FY 2018-19. The FY 2015-17 Proposed Policy Budget allocates additional repayment to the negative Fund Balance of \$4.0 million which reduces the on-going repayment while still meeting the scheduled elimination of the negative balance.

\$ Increases / (Decreases) in millions

FACILITIES FUND (4400)	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 Projected FYE	Year-End Over / Under Budget
Gross Beginning Cash Balance	(\$18.32)	(\$18.32)	
Revenue	\$27.99	\$28.17	\$0.18
Expenditures ¹	(\$29.31)	(\$29.01)	\$0.30
Budgeted Fund Balance Repayment	\$1.68	\$1.68	
Estimated Current Year Surplus/(Shortfall)	\$0.36	\$0.84	
Subtotal Cash Balance	(\$17.96)	(\$17.48)	
Ending Cash Balance (est.)	(\$17.96)	(\$17.48)	

¹ Includes project carryforward of \$1.69 million for Facilities Minor CIP

It is important to note that the City continues to make progress in FY 2014-15 on its funds that have negative fund balances. Over the past decade, many Non-GPF funds have been depleted creating financial pressures on the GPF. They are largely attributable to historical overspending and/or under-recovery and transfers to the GPF for budget balancing measures. It is important that the City continues to plan for this contingency and cautiously approach the actual GPF fund balance presented in this report, especially in light of large unfunded liabilities, negative fund balances, unanticipated expenditures, and other risks that may impact the fund balance this year.

The last three Adopted Policy Budgets (FY 2009-2015) included repayment plans for the City to repay itself for the use of pooled cash for both Program Funds and Internal Service Funds (ISFs). The Repayment Plan has been monitored closely by staff, and staff has also instituted more frequent draw-downs of grant funds, as well as increased oversight and management of expenditures for funds with negative balances. Since FY 2009-10, **over \$39 million has been repaid**, reducing the negative balances and mitigating the accumulation of negative interest (Table 9). The FY 2015-17 Proposed Policy Budget allocates additional repayment to the Facilities Fund negative balance of \$4.0 million, \$1.76 million to the Kaiser Convention Center Fund (1730), and \$1.21 million to the Contract Administration Fee Fund (1791) which reduces the on-going repayments from the GPF while still meeting the scheduled elimination of the negative balances. Negative balances continue to draw resources from other funds, and ultimately become the responsibility of the GPF. Continued commitment to repayment is strongly encouraged to ensure the necessary financial progress as a commitment to external auditors

Table 9: Negative Fund Balance Summary FY 2009-10 Through FY 2013-14

Negative Fund Category	Fund Balance FY 2009-10	Fund Balance FY 2010-11	Fund Balance FY 2011-12	Fund Balance FY 2012-13	Fund Balance FY 2013-14
1 Negative Funds with Repayment Plan	(98,175,474)	(94,379,909)	(78,072,482)	(67,926,367)	(62,278,619)
2 Reimbursable Negative Funds ¹	(22,448,746)	(13,525,732)	(18,629,957)	(30,450,879)	(22,871,116)
3 Non-Reimbursable Negative Funds without Repayment Plan	(17,542,656)	(13,441,408)	(14,091,416)	(13,447,067)	(13,519,597)
Total Negative Funds	(138,166,876)	(121,347,049)	(110,793,855)	(111,824,313)	(98,669,332)
FY 2010-11 through FY 2013-14 repayment amount	39,497,544				

¹ As of June 30, 2013, the City has spend approximately \$4.1 million of former Redevelopment 3rd Party Contracts that the State Department of Finance (DOF) has disallowed. On July 29, 2013 the Oversight Board approved the Bond Expenditure Agreement between the City and Oakland Redevelopment Successor Agency (ORSA) to reimburse these funds. These amounts are excluded from the above totals in FY 2012-13, and included the totals in FY 2013-14.

PUBLIC OUTREACH/INTEREST

Not applicable.

COORDINATION

This report was prepared in coordination between the City Administrator’s Budget Office, the Controller’s Bureau, the City Attorney’s Office and various departments.

COST SUMMARY/IMPLICATIONS

This report presents the projected year-end results for the General Purpose Fund and three key City funds for the 2014-15 fiscal year beginning July 1, 2014 and ending June 30, 2015.

SUSTAINABLE OPPORTUNITIES

Economic: No direct economic opportunities have been identified.

Environmental: No direct environmental impacts have been identified.

Social Equity: No social equity opportunities have been identified.

Item: _____
 Finance and Management Committee
 May 26, 2015

For questions regarding this report, please contact Osborn K. Solitei, Director of Finance/
Controller, at 238-3809.

Respectfully submitted,



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Attachments:

- A-1: *General Purpose Fund Revenues*
- A-2: *General Purpose Fund Expenditures*
- B: *Overtime Analysis*
- C-1: *Landscape and Lighting Assessment District Fund Revenues*
- C-2: *Landscape and Lighting Assessment District Fund Expenditures*
- D-1: *Equipment Fund Revenues*
- D-2: *Equipment Fund Expenditures*
- E- 1: *Facilities Fund Revenues*
- E- 2: *Facilities Fund Expenditures*
- F: *Detail List of Project & Encumbrance Carryforward*
- G: *Semi-Annual Vacancy Report (April 28, 2015 Finance & Management Committee)*

Item: _____
Finance and Management Committee
May 26, 2015

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
GENERAL PURPOSE FUND REVENUES (\$ in millions)

Revenue Category	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent to Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ Over / (Under) Adj. Bud.	Explanation of Over / (Under) Collection
PROPERTY TAX	148.85	92.34	62.0%	160.58	11.73	The projected increase in Property Tax net of RPTTF is due to an improved real estate market resulting in improved assessed property values
SALES TAX	50.36	30.46	60.5%	52.31	1.95	Strong new car sales aided by two newer car dealerships, and a recently opened used car dealer produced the gain in autos and transportation
BUSINESS LICENSE TAX	60.62	56.25	92.8%	65.00	4.38	
UTILITY CONSUMPTION TAX	50.00	34.18	68.4%	50.00	0.00	
REAL ESTATE TRANSFER TAX	53.00	39.92	75.3%	60.86	7.86	This projected increase is due to strong increases in sale prices as the residential real estate market stabilizes and the sale of commercial real estate maintains moderate growth
TRANSIENT OCCUPANCY TAX	14.88	11.45	76.9%	16.32	1.44	Increased demand for hotel lodging due to the improved business climate and an influx of foreign travelers, which also increases room rates based upon simple supply and demand
PARKING TAX	8.18	4.72	57.7%	9.37	1.19	This increase largely due to strong growth of parking tax revenues generated at the airport, as well as growth due to the new management of several of the City's garages by Oakland Parking Partners
LICENSES & PERMITS	1.94	0.94	48.7%	1.67	(0.27)	
FINES & PENALTIES	23.27	14.76	63.4%	23.27	(0.00)	
INTEREST INCOME	0.74	0.31	41.2%	0.74	0.00	
SERVICE CHARGES	47.01	26.87	57.2%	45.35	(1.66)	
GRANTS & SUBSIDIES	0.52	0.56	106.9%	0.12	(0.40)	
MISCELLANEOUS	4.35	1.71	39.3%	1.87	(2.48)	This revenue is anticipated to be realized in FY 2015-17
INTER-FUND TRANSFERS	0.00	0.00	0.0%	0.00	0.00	
Sub-Total Revenue	\$463.71	\$314.46	67.8%	\$487.46	\$23.75	
TRANSFERS FROM FUND BALANCE	40.88	0.00	0.0%	40.88	0.00	
Total Revenue	\$504.59	\$314.46	67.8%	\$528.34	\$23.75	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
GENERAL PURPOSE FUND EXPENDITURES (\$ in millions)

Agency / Department	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent To Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Elimination for Use in FY 15-17	FY 2014-15 REVISED Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Year-End (Over) / Under as % of Adjusted Budget	Explanation of Overspending / Savings
MAYOR	2.00	1.48	73.7%	2.00	0.00		0.00	0.0%	
CITY COUNCIL	3.85	2.79	72.5%	3.85	0.00		0.00	0.0%	
CITY ADMINISTRATOR	18.27	9.52	52.1%	16.12	2.14		2.14	11.7%	Position vacancies in Admin and Animal Services. The FY 2015-17 Proposed Policy Budget recommends eliminating 3.00 vacant positions.
CITY ATTORNEY	5.23	3.98	76.0%	5.23	0.00		0.00	0.0%	
CITY AUDITOR	1.57	1.18	75.2%	1.61	(0.04)		(0.04)	(2.3%)	Overspending due to higher than anticipated personnel costs / unrealized adopted reductions
CITY CLERK	3.35	1.86	55.5%	3.47	(0.12)		(0.12)	(3.5%)	Overspending due to full staffing; FY 2015-17 Proposed Policy Budget recommends adjusting vacancy rate
FINANCE DEPARTMENT									
ADMINISTRATION	0.86	0.59	68.8%	0.86	0.00		0.00	0.0%	
CONTROLLER	4.15	2.43	58.5%	3.70	0.45		0.45	10.8%	Under spending due to vacancies; as positions are filled the projected savings may not be fully realized at year end
REVENUE MANAGEMENT	15.26	8.90	58.3%	15.20	0.05		0.05	0.4%	
TREASURY	3.15	1.79	57.0%	3.15	0.00		0.00	0.0%	
INFORMATION TECHNOLOGY	12.24	6.82	55.7%	11.38	0.85		0.85	7.0%	Under spending due to vacancies; as positions are filled the projected savings may not be fully realized at year end
HUMAN RESOURCES	4.77	3.07	64.4%	4.67	0.10		0.10	2.1%	Under spending due to vacancies; as positions are filled the projected savings may not be fully realized at year end
POLICE DEPARTMENT	209.36	156.27	74.6%	219.26	(9.90)		(9.90)	(4.7%)	projected to exceed its authorized FY 2014-15 budget by approximately \$9.34 million primarily due to costs associated with the response to recent and unanticipated protests and special enforcement activities
FIRE DEPARTMENT	115.68	83.86	72.5%	112.34	3.34	(3.08)	0.26	2.9%	Under spending due to vacancies; elimination of savings due to extension of SAFER grant used in FY 15-17
LIBRARY	9.65	6.70	69.4%	9.33	0.32		0.32	3.3%	Under spending due to vacancies; as positions are filled the projected savings may not be fully realized at year end
PARKS & RECREATION	14.68	10.31	70.2%	14.68	0.00		0.00	0.0%	
HUMAN SERVICES	6.73	4.41	65.5%	6.73	0.00		0.00	0.0%	
ECONOMIC WORKFORCE & DEVELOPMENT	3.85	2.17	56.3%	3.76	0.08		0.08	2.1%	Under spending due to vacancies; as positions are filled the projected savings may not be fully realized at year end
PLANNING & BUILDING	1.01	0.38	38.2%	1.01	0.00		0.00	0.0%	
PUBLIC WORKS	6.04	2.36	39.0%	6.04	0.00		0.00	0.0%	
NON-DEPARTMENTAL	81.01	66.77	82.4%	79.78	1.23		1.23	1.5%	Savings a result of the reduced cost of issuance for the TRAN
SUBTOTAL	522.70	377.64	72.2%	524.20	(1.50)	(3.08)	(4.58)	0.0%	
CAPITAL IMPROVEMENT PROGRAM	4.86	0.80	16.5%	4.86	0.00		0.00	0.0%	
Total Expenditures*	\$527.56	\$378.44	71.7%	\$529.06	(\$1.50)	(\$3.08)	(\$4.58)		

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
OVERTIME ANALYSIS (in Dollars)**GENERAL PURPOSE FUND**

Agency / Department	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Overtime Actuals	FY 2014-15 Percent To Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Year-End (Over) / Under as % of Adjusted Budget	Explanation of Over / (Under) Collection
MAYOR	8,960	0	0.0%	0	8,960	100.0%	
CITY COUNCIL	0	0	0.0%	0	0	0.0%	
CITY ADMINISTRATOR	86,981	131,835	151.6%	175,780	(88,800)	(102.1%)	
CITY ATTORNEY	0	310	0.0%	413	(413)	0.0%	
CITY AUDITOR	0	140	0.0%	187	(187)	0.0%	
CITY CLERK	11,570	9,844	85.1%	13,126	(1,556)	(13.4%)	
FINANCE DEPARTMENT	0	0	0.0%	0	0	0.0%	
ADMINISTRATION	550	0	0.0%	0	550	100.0%	
CONTROLLER	37,411	2,629	7.0%	3,505	33,906	90.6%	
REVENUE MANAGEMENT	15,560	16,581	106.6%	22,108	(6,548)	(42.1%)	
TREASURY	0	2,618	0.0%	3,491	(3,491)	0.0%	
INFORMATION TECHNOLOGY	2,040	70,008	3431.7%	93,343	(91,303)	(4475.7%)	
HUMAN RESOURCES	26,390	13,990	53.0%	18,653	7,737	29.3%	
POLICE DEPARTMENT	16,491,334	22,717,065	137.8%	30,289,421	(13,798,087)	(83.7%)	
FIRE DEPARTMENT	315,059	14,188,574	4503.5%	18,918,098	(18,603,040)	(5904.6%)	
LIBRARY	6,260	1,639	26.2%	2,186	4,074	65.1%	
PARKS & RECREATION	0	6,371	0.0%	8,495	(8,495)	0.0%	
HUMAN SERVICES	0	2,829	0.0%	3,772	(3,772)	0.0%	
ECONOMIC WORKFORCE & DEVELOPMENT	0	20,140	0.0%	26,853	(26,853)	0.0%	
HOUSING & COMMUNITY DEVELOPMENT	0	0	0.0%	0	0	0.0%	
PLANNING & BUILDING	0	1,036	0.0%	1,381	(1,381)	0.0%	
PUBLIC WORKS	184,550	124,391	67.4%	165,855	18,695	10.1%	
NON-DEPARTMENTAL	0	0	0.0%	0	0	0.0%	
CAPITAL IMPROVEMENT PROGRAM	0	0	0.0%	0	0	0.0%	
TOTAL	\$17,186,664	\$37,310,002	217.1%	\$49,746,669	(\$32,560,005)	(189.4%)	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)

OVERTIME ANALYSIS (in Dollars)

ALL FUNDS

Agency / Department	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Overtime Actuals	FY 2014-15 Percent To Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Year-End (Over) / Under as % of Adjusted Budget	Explanation of Over / (Under) Collection
MAYOR	8,960	0	0.0%	0	8,960	100.0%	
CITY COUNCIL	0	0	0.0%	0	0	0.0%	
CITY ADMINISTRATOR	86,981	145,686	167.5%	194,249	(107,268)	(123.3%)	
CITY ATTORNEY	0	928	0.0%	1,238	(1,238)	0.0%	
CITY AUDITOR	0	140	0.0%	187	(187)	0.0%	
CITY CLERK	11,570	10,946	94.6%	14,595	(3,025)	(26.1%)	
FINANCE DEPARTMENT	0	0	0.0%	0	0	0.0%	
ADMINISTRATION	550	0	0.0%	0	550	100.0%	
CONTROLLER	40,581	5,594	13.8%	7,459	33,122	81.6%	
REVENUE MANAGEMENT	15,560	18,711	120.2%	24,948	(9,388)	(60.3%)	
TREASURY	0	2,618	0.0%	3,491	(3,491)	0.0%	
INFORMATION TECHNOLOGY	10,710	113,094	1056.0%	150,792	(140,082)	(1308.0%)	
HUMAN RESOURCES	26,390	14,048	53.2%	18,731	7,659	29.0%	
POLICE DEPARTMENT	17,025,864	24,183,226	142.0%	32,244,302	(15,218,438)	(89.4%)	
FIRE DEPARTMENT	4,673,068	17,511,466	374.7%	23,348,622	(18,675,554)	(399.6%)	
LIBRARY	6,260	3,939	62.9%	5,252	1,008	16.1%	
PARKS & RECREATION	0	11,591	0.0%	15,454	(15,454)	0.0%	
HUMAN SERVICES	0	4,528	0.0%	6,038	(6,038)	0.0%	
ECONOMIC WORKFORCE & DEVELOPMENT	83	64,127	77028.9%	85,502	(85,419)	(102605.2%)	
HOUSING & COMMUNITY DEVELOPMENT	0	32,846	0.0%	43,795	(43,795)	0.0%	
PLANNING & BUILDING	307,520	507,065	164.9%	676,087	(368,567)	(119.9%)	
PUBLIC WORKS	1,816,821	1,893,166	104.2%	2,524,221	(707,400)	(38.9%)	
TOTAL	\$24,030,918	\$44,523,719	185.3%	\$59,364,959	(\$35,334,042)	-147.0%	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
LANDSCAPE AND LIGHTING ASSESSMENT DISTRICT FUND REVENUES (\$ in millions)

Revenue Category	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent To Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ Over / (Under) Adj. Bud.	Explanation of Over / (Under) Collection
TAX LEVY	18.97	12.20	64.3%	18.97	0.00	
LICENSES & PERMITS	0.01	0.04	292.4%	0.05	0.04	
INTEREST INCOME	0.00	(0.01)	0.0%	(0.01)	(0.01)	
SERVICE CHARGES	0.17	0.04	24.2%	0.06	(0.12)	
MISCELLANEOUS	1.46	0.19	12.9%	0.25	(1.21)	
Sub-Total Revenue	\$20.62	\$12.46	60.4%	\$19.32	(1.30)	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS

Through Second Quarter (July 1, 2014 - December 31, 2014)

LANDSCAPE AND LIGHTING ASSESSMENT DISTRICT FUND EXPENDITURES (\$ in millions)

Agency / Department	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent To Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Year-End (Over) / Under as % of Adjusted Budget	Explanation of (Overspending) / Savings
CITY ADMINISTRATOR	0.06	0.01	11.8%	0.06	0.00	0.00%	
FINANCE DEPARTMENT							
CONTROLLER	0.01	0.00	0.0%	0.01	0.00	0.00%	
REVENUE MANAGEMENT	0.03	0.02	77.3%	0.03	0.00	0.00%	
PARKS & RECREATION	4.33	3.22	74.2%	4.29	0.04	0.96%	
PUBLIC WORKS	17.65	10.95	62.0%	17.36	0.29	1.65%	
NON-DEPARTMENTAL	0.02	0.00	0.0%	0.02	0.00	0.00%	
Total Expenditures	\$22.10	\$14.19	64.2%	\$21.77	\$0.33	1.51%	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
EQUIPMENT FUND REVENUES (\$ in millions)

Revenue Category	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent to Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ Over / (Under) Adj. Bud.	Explanation of Over / (Under) Collection
LICENSES & PERMITS	0.08	0.02	28.3%	0.05	(0.04)	
INTEREST INCOME	(0.10)	(0.00)	2.5%	(0.00)	0.10	
INTERNAL SERVICE	19.94	10.62	53.3%	21.25	1.31	
MISCELLANEOUS	15.73	0.06	0.4%	15.73	0.00	
Sub-Total Revenue	\$35.65	\$10.70	30.0%	\$37.02	\$1.37	
Less:						
Lease Proceeds	(15.73)	0.00	0.0%	(15.73)	0.00	
Total Revenue	\$19.92	\$10.70	30.0%	\$21.29	\$1.37	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
EQUIPMENT FUND EXPENDITURES (\$ in millions)

Agency / Department	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent to Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Year-End (Over) / Under as % of Adjusted Budget	Explanation of (Overspending) / Savings
HUMAN RESOURCES	0.02	0.02	107.2%	0.02	0.00	0.00%	
PUBLIC WORKS	39.57	34.45	87.1%	38.98	0.60	1.51%	
NON-DEPARTMENTAL	1.39	0.00	0.0%	1.39	0.00	0.00%	
CAPITAL IMPROVEMENT PROGRAM	0.00	0.09	0.0%	0.09	(0.09)	0.00%	
Total Expenditures	\$40.98	\$34.56	84.3%	\$40.47	\$0.51	1.24%	
Less:							
Lease Proceeds	(15.73)	(15.73)	100.0%	(15.73)	0.00	0.00%	
NET EXPENDITURE	\$25.25	\$18.83	74.6%	\$24.74	\$0.51	2.01%	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
FACILITIES FUND REVENUES (\$ in millions)

Revenue Category	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent to Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ Over / (Under) Adj. Bud.	Explanation of Over / (Under) Collection
INTEREST INCOME	(0.08)	(0.04)	56.2%	(0.08)	0.00	
SERVICE CHARGES	0.11	0.37	331.8%	0.75	0.63	
INTERNAL SERVICE	27.29	20.34	74.5%	27.29	0.00	
GRANTS & SUBSIDIES	0.12	0.00	0.0%	0.00	(0.12)	
MISCELLANEOUS	0.54	0.16	28.8%	0.21	(0.33)	
Total Revenue	\$27.99	\$20.82	74.4%	\$28.17	\$0.18	

FY 2014-15 REVENUE AND EXPENDITURE ANALYSIS
Through Second Quarter (July 1, 2014 - December 31, 2014)
FACILITIES FUND EXPENDITURES (\$ in millions)

Agency / Department	FY 2014-15 Adjusted Budget	FY 2014-15 Q3 YTD Actuals	FY 2014-15 Percent to Date	FY 2014-15 Year-End Estimate	FY 2014-15 Year-End \$ (Over) / Under Adjusted Budget	FY 2014-15 Year-End (Over) / Under as % of Adjusted Budget	Explanation of (Overspending) / Savings
PUBLIC WORKS	26.62	18.73	70.4%	26.32	0.30	1.12%	
NON-DEPARTMENTAL	1.68	0.00	0.0%	1.68	0.00	0.00%	
CAPITAL IMPROVEMENT PROGRAM	1.01	0.20	19.5%	1.01	0.00	0.10%	
Total Expenditures	\$29.31	\$18.93	64.6%	\$29.01	\$0.30	1.02%	

FY 2014-15 Q3 Revenue and Expenditure Report
General Purpose Fund (GPF)

ATTACHMENT F

PROJECT CARRYFORWARD BALANCES

PROJECT NAME	AMT
166th Oak Police Acd	\$ 234,604
170TH POLICE ACADEMY	\$ 400,000
911 COMM CTRS	\$ 54,266
ADA Auxil Aides & Se	\$ 13,062
ADA REASONABLE ACCOM	\$ 8,325
AFG WELLNESS MATCH	\$ 25,390
AGENDA MANAGEMENT	\$ 67,000
ANIMAL POPULATI-P035	\$ 236
APL COMM FACIL	\$ 10,837
Arroyo Viejo	\$ 52,251
BALLOT MEASRE CRDNTR	\$ 27,934
BEACON ECONOMICS	\$ 5,000
BUDGET BOOK PRINTING	\$ 2,007
BUSINESS IMPROV DIST	\$ 7,794
Cannabis Cooperative	\$ 124,112
CAO CONTINGNCY FNDS	\$ 63,595
CAO-ECONOMIC DEVELOP	\$ 75,001
CHILDCARE CENTE-P421	\$ 39,068
CITY-WIDE TRAINING	\$ 153,938
COMM BASED CRIME PRE	\$ 59,288
COMP DIR COMP RAP	\$ 5,671
Cultural Arts Fundin	\$ 42,252
Dist 3 Council Prior	\$ 37,500
Dist2 Ccil Priority	\$ 25,790
Dist4 Council Priori	\$ 327
Dist5 Council Priori	\$ 1,149
Dist6 Council Priori	\$ 1,156
Dist7 Council Priori	\$ 2,084
DISTRICT ONE PA-B005	\$ 2,705
Election Project	\$ 266,377
ENHANCED PRK MAINT	\$ 165,746
Fund 1010 Pay-Go Dis	\$ 2,542
Fund 1010 Pay-Go Dis	\$ 267
Fund 1010 Pay-Go Dis	\$ 7,581
Fund 1010 Pay-Go Dis	\$ 4,340
Fund 1010 Pay-Go Dis	\$ 286
Fund 1010 Pay-Go Dis	\$ 850
Fund 1010-Pay-Go Dis	\$ 7,407
Fund-1010 Pay-Go-At	\$ 102
GOLDMAN SACHS DEBAR	\$ 154,618
GRAFFITI ENFRMNT EQ	\$ 74,412

PROJECT CARRYFORWARD BALANCES

PROJECT NAME	AMT
GWIN COMM FAC UPGRAD	\$ 500,000
HDL CNTRCT-BDGT OFF	\$ 6,000
IMPOUND SPAY & -P814	\$ 18,371
Leona Quarry Develop	\$ 275,490
MDT SET ASIDE	\$ 105,577
MEASURE Y RENEWAL	\$ 300,000
NEIGH LAW CORP	\$ 51,855
NLC GRAFFITI ABTMNT	\$ 32,755
OPD WELLNESS UNIT	\$ 200,000
RAIDERS SURCHARGE	\$ 148,468
REV COLL SYS BACKLOG	\$ 190,551
SAFETY SVCS MEAS	\$ 400,000
SENECA COMM FAC	\$ 500,000
SISTER CITIES-P443	\$ 45,558
SOBRANTE PARK	\$ 134
STATE LOBBYIST-P493	\$ 15,708
WILDFIRE DIST FORM	\$ 31,015
TOTAL	\$ 5,048,352



FILED
OFFICE OF THE CITY CLERK
OAKLAND

CITY OF OAKLAND 2015 APR 16 AM 1:51

AGENDA REPORT

TO: JOHN A. FLORES
INTERIM CITY ADMINISTRATOR

FROM: Anil Comelo

SUBJECT: Semi-Annual Vacancy Report

DATE: April 6, 2015

City Administrator
Approval

Date

4/15/15

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends acceptance of this semi-annual informational report on budgeted vacant positions and hiring for the period of August 19, 2014, through March 16, 2015.

OUTCOME

There are no specific outcomes associated with acceptance of this informational report.

EXECUTIVE SUMMARY

This is an informational report that provides an update on vacant positions and hiring from August 19, 2014, through March 16, 2015. *Table 1* on the second page of this report provides a citywide summary and *Attachment A* provides a list of the vacancies citywide, broken out by department or agency, including the primary fund associated with the position. *Attachment B* provides a list of positions that were added in the fiscal year (FY) 13/15 Adopted Policy Budget or later Council action and indicates the status of filling each position.

BACKGROUND/LEGISLATIVE HISTORY

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

ANALYSIS

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

In the last report presented in October 2014, there were 341.01 Full Time Equivalent (FTE) positions vacant citywide; as of March 16, 2015, there were 345.97 FTE positions vacant citywide. In general, six percent to eight percent of positions are vacant at any one time. The percentage of vacant positions supports the budgeted “vacancy factor” – which is a percentage of

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Finance & Management Committee
April 28, 2015

a department's overall budgeted personnel cost – but the budgeted value of the vacancies may or may not be sufficient to cover the budgeted vacancy factor. The vacancy factor would not be met if, for example, all of a department's vacancies are in positions with the lowest value.

Additionally, this report regarding vacant positions always reflects a snapshot in time. The number of vacant positions and which positions are vacant changes constantly. The budgeted vacancy factor is a fixed ratio applied to the total personnel allocation for a given department – the number of vacant positions and the percentage of vacant positions does not correlate directly to the budgeted vacancy factor.

FUND	TYPE	VACANT	ALL POSITIONS	% VACANT
GPF (1010)	Sworn (Fire)	73.00	501.00	14.57%
	Sworn (Police)	25.00	656.00	3.81%
	Civilian	77.80	1136.09	6.84%
Total GPF (1010)		175.80	2293.09	7.66%
Non-GPF	Sworn (Fire)	2.00	3.00	66.66%
	Sworn (Police)	4.00	55.00	7.27%
	Civilian	164.17	1686.06	9.73%
Total Non-GPF		170.17	1744.06	9.75%
All Funds	Sworn (OPD & OFD)	104.00	1215.00	8.55%
	Civilian	241.97	2822.15	8.57%
Citywide Total		345.97	4037.15	8.56%

Table 1: Citywide Vacancy Summary

PUBLIC OUTREACH/INTEREST

No public outreach is required other than the required posting on the City's website.

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 Budget Office, and the Office of the City Attorney.

COST SUMMARY/IMPLICATIONS

All positions reflected in this report are budgeted positions. Leaving positions vacant and freezing certain positions provides some support of the budgeted assumptions for the vacancy rate in departments.

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SUSTAINABLE OPPORTUNITIES

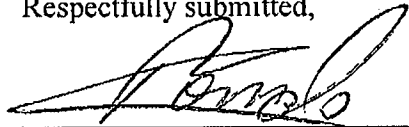
Economic: There are no economic impacts associated with this informational report.

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

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

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

Respectfully submitted,



Anil Comelo, Director
Human Resources Management Department

Prepared by:
Kip Walsh, HR Manager of Recruitment & Classification

Attachments: *A – Citywide Vacancies by Department*
B – New Vacancies Created in Adopted Policy Budget FY13/15

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF VACANCY/REQUISITION
MAYOR	01111	1010	Special Assistant to the Mayor II	1.00	32257 32257	12-MAY-2013	On Hold
MAYOR Total				1.00			
CAO	02111	1010	Administrative Analyst I	1.00	28672 28672	07-DEC-2014	Request to fill (requisition) authorized
CAO	02491	1010	Animal Control & Shelter Manager	1.00	36419 36337		Dept Interviews Scheduled
CAO	02491	1010	Animal Control Officer	1.00	36428 2865	13-FEB-2015	On Hold
CAO	02111	1010	Assistant City Administrator	1.00	32842 32842	16-JAN-2015	On Hold
CAO	02111	1010	Assistant City Administrator	1.00	34259 34259		On Hold
CAO	02111	1010	City Administrator Analyst	1.00	35804 05804	06-JAN-2015	On Hold
CAO	02211	1010	Complaint Investigator II	1.00	35962 35962		Dept Interviews Scheduled
CAO	02211	1010	Complaint Investigator II	1.00	35963 35963		Dept Interviews Scheduled
CAO	02111	1010	Deputy City Administrator	1.00	36550 32983		On Hold
CAO	02111	2415	Exec Asst to Asst City Administrator	1.00	33850 33850	09-MAR-2014	On Hold
CAO	02211	1010	Office Assistant II	1.00	35964 35964		Dept Interviews Scheduled
CAO	02491	1010	Police Records Specialist	1.00	36436 1983	13-MAR-2015	On Hold
CAO Total				12.00			
CITY ATTORNEY	04211	1010	Claims Investigator III	1.00	35721 34681	03-NOV-2014	Post Exam (waiting for eligible list)
CITY ATTORNEY	04311	1610	Deputy City Attorney IV	1.00	15366 15366	30-JAN-2015	Post Exam (waiting for eligible list)
CITY ATTORNEY	04211	1100	Deputy City Attorney V	1.00	7161 4915	01-MAR-2015	Post Exam (waiting for eligible list)
CITY ATTORNEY	04311	1100	Deputy City Attorney IV	1.00	34488 34488	24-MAR-2015	Post Exam (waiting for eligible list)
CITY ATTORNEY	04111	2410	Paralegal	1.00	4911 4911	08-MAR-2015	Pro-Recruitment (recruitment planning w/HR)
OCA Total				5.00			
HRM	05211	1010	Human Resource Clerk	1.00	36365 36365		On Hold
HRM	05621	1150	Management Assistant	1.00	34858 34858		
HRM Total				2.00			
CITY AUDITOR	07111	1010	City Auditor, Assistant	1.00	938 938	28-SEP-2014	Dept Interviews scheduled
CITY AUDITOR	07111	1010	Performance Audit Manager	1.00	19090 4919	13-MAR-2012	Request to fill (requisition) authorized
AUDITOR Total				2.00			
FINANCE	08222	1610	Accountant III	1.00	24836 2132	23-NOV-2014	Request to fill (requisition) authorized
FINANCE	08222	7160	Accountant III	1.00	35353 35353	20-JUN-2014	Dept Interviews Scheduled
FINANCE	08741	1010	Accountant III	1.00	31347 31347	28-SEP-2014	Pro-Recruitment (recruitment planning w/HR)
FINANCE	08243	4550	Buyer	1.00	34321 34321		Request to fill (requisition) authorized
FINANCE	08243	4550	Office Assistant II	1.00	32874 28184	07-NOV-2014	Dept Interviews Scheduled
FINANCE	08931	1010	Parking Meter Collector	1.00	36333 36333		Request to fill (requisition) authorized
FINANCE	08921	1010	Public Service Representative	1.00	34592 21651	05-DEC-2014	Dept Interviews Scheduled
FINANCE	08441	1010	Revenue Operations Supervisor	1.00	34713 11352	30-JAN-2015	Request to fill (requisition) authorized
FINANCE Total				8.00			
POLICE	106510	1010	Accountant II	1.00	26168 6776	05-DEC-2014	
POLICE	102610	1010	Criminalist II	1.00	26907 26907	05-DEC-2014	Post Exam
POLICE	102610	1010	Criminalist II	1.00	34514 34514		Post Exam
POLICE	102610	1010	Criminalist II	1.00	34511 34511		Pre-Recruitment
POLICE	101120	1010	Intake Technician	1.00	34866 34866	10-OCT-2014	Dept Interview Scheduled
POLICE	102610	1010	Latent Print Examiner II	1.00	35365 35365		Post Exam
POLICE	108140	1010	Lieutenant of Police (PERS)	1.00	35155 4988	19-DEC-2014	
POLICE	107511	1010	Parking Control Technician, PPT	0.85	34164 4855	13-FEB-2015	Dept Interview Scheduled
POLICE	103810	1010	Police Communications Dispatcher	1.00	34913 34508		Post Exam
POLICE	103310	1010	Police Communications Dispatcher	1.00	34507 34507	05-DEC-2014	Post Exam
POLICE	103810	1010	Police Communications Dispatcher	1.00	10232 10232	30-DEC-2014	Post Exam
POLICE	103810	1010	Police Communications Dispatcher	1.00	406 406	20-NOV-2014	Post Exam
POLICE	103310	1010	Police Communications Dispatcher	1.00	2312 2312	03-JAN-2015	Post Exam
POLICE	103810	1010	Police Communications Dispatcher	1.00	4962 4962	03-JAN-2015	Post Exam
POLICE	103810	1010	Police Communications Dispatcher	1.00	2158 2158	21-FEB-2015	Post Exam
POLICE	103310	1010	Police Communications Dispatcher	1.00	34506 34506		Post Exam
POLICE	103810	1010	Police Communications Dispatcher	1.00	1848 1848	10-AUG-2013	Post Exam
POLICE	103810	1010	Police Communications Dispatcher	1.00	13922 13922	20-DEC-2014	Post Exam
POLICE	103310	1010	Police Communications Operator	1.00	34916 34916		Post Exam
POLICE	108120	1010	Police Officer (PERS)	1.00	35242 21043	10-MAY-2014	
POLICE	108120	1010	Police Officer (PERS)	1.00	35270 3364	05-DEC-2014	
POLICE	108120	1010	Police Officer (PERS)	1.00	35277 13876	05-DEC-2014	
POLICE	108120	1010	Police Officer (PERS)	1.00	35503 1451	18-JUL-2014	
POLICE	108120	2607	Police Officer (PERS)	1.00	35506 32975	18-MAY-2014	
POLICE	108120	2607	Police Officer (PERS)	1.00	35500 32976	18-MAY-2014	
POLICE	108120	2607	Police Officer (PERS)	1.00	35501 32980	22-OCT-2014	
POLICE	108130	1010	Police Officer (PERS)	1.00	35302 12087	03-DEC-2014	
POLICE	108130	2607	Police Officer (PERS)	1.00	35519 33040	02-AUG-2014	
POLICE	108130	1010	Police Officer (PERS)	1.00	35328 4989	29-AUG-2014	
POLICE	108130	1010	Police Officer (PERS)	1.00	35333 14774	28-FEB-2015	
POLICE	108130	1010	Police Officer (PERS)	1.00	36156 921	22-AUG-2014	
POLICE	108140	1010	Police Officer (PERS)	1.00	35411 20784		
POLICE	108140	1010	Police Officer (PERS)	1.00	36297 1978	21-NOV-2014	
POLICE	108140	1010	Police Officer (PERS)	1.00	35384 5383	13-NOV-2014	

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF VACANCY/REQUISITION
POLICE	108140	1010	Police Officer (PERS)	1 00	35405 20755	20-DEC-2014	
POLICE	108140	1010	Police Officer (PERS)	1 00	35406 21270	05-DEC-2014	
POLICE	108150	1010	Police Officer (PERS)	1 00	35465 3301	13-FEB-2015	
POLICE	108150	1010	Police Officer (PERS)	1 00	35419 5753	09-MAY-2014	
POLICE	108150	1010	Police Officer (PERS)	1 00	35424 34743		
POLICE	108150	1010	Police Officer (PERS)	1 00	35425 34744		
POLICE	108150	1010	Police Officer (PERS)	1 00	35426 34745		
POLICE	108150	1010	Police Officer (PERS)	1 00	35431 34749		
POLICE	108150	1010	Police Officer (PERS)	1 00	35448 10985	06-APR-2014	
POLICE	108150	1010	Police Officer (PERS)	1 00	35529 32857		
POLICE	108150	1010	Police Officer (PERS)	1 00	36349 3209	19-DEC-2014	
POLICE	108150	1010	Police Officer (PERS)	1 00	35469 18921	09-MAY-2014	
POLICE	102110	1010	Police Records Specialist	1 00	35815 35815		Pending Background
POLICE	102330	1010	Sergeant of Police (PERS)	1 00	20854 18035	20-JAN-2012	
POLICE Total				47.85			
FIRE	20521	1010	Accountant III	1 00	28456 28456	27-FEB-2015	Dept Interviews Scheduled
FIRE	20711	2123	Administrative Services Manager II	1 00	30811 30811	03-APR-2009	On Hold
FIRE	20411	1010	Battalion Chief	1 00	25211 1601	30-MAY-2010	On Hold
FIRE	20411	1010	Battalion Chief	1 00	2874 2874	17-FEB-2015	On Hold
FIRE	20811	1010	Captain of Fire Department	1 00	30842 10539		On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	1376 1376	17-APR-2013	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	14097 2764	15-FEB-2015	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	25139 1594	09-JAN-2014	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	25171 3802	26-APR-2013	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	25192 5068	21-JUL-2012	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	25219 12523	07-JUN-2012	On hold
FIRE	20411	1010	Captain of Fire Department	1 00	25256 170	28-MAR-2014	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	25332 21546	30-JAN-2015	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	28097 10933	01-MAY-2014	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	25164 2633	16-FEB-2015	On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	31166 30709		On Hold
FIRE	20411	1010	Captain of Fire Department	1 00	33929 33635		On Hold
FIRE	20912	2250	Emer Medical Svcs Coordinator	1 00	28090 28090	22-AUG-2014	Request to fill (requisition) authorized
FIRE	20711	2123	Emergency Planning Coordinator	1 00	33334 33034	01-NOV-2013	On Hold
FIRE	20711	2123	Emergency Planning Coordinator, Sr	1 00	34297 34297		On Hold
FIRE	20411	1010	Engineer of Fire Department	1 00	36333 21568	15-AUG-2014	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25141 1705	29-JUN-2009	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25245 5419	06-FEB-2009	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25269 2182	14-DEC-2008	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25208 6106	17-OCT-2010	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	32344 17268		Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	877 877	11-JUL-2013	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	28334 21549	11-MAY-2012	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25265 1743	22-MAR-2013	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25263 12536	16-JUL-2013	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25195 5417	15-AUG-2014	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25199 5412	15-AUG-2014	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25207 6013	22-OCT-2012	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25274 1157	18-FEB-2011	Post Exam (waiting for eligible list)
FIRE	20411	1010	Engineer of Fire Department	1 00	25278 18310	16-OCT-2012	Post Exam (waiting for eligible list)
FIRE	20251	1010	Fire Communications Dispatcher	1 00	12014 12014	12-SEP-2014	Pre-Recruitment (recruitment planning w/HR)
FIRE	20241	1010	Fire Communications Dispatcher, Sr	1 00	2742 2742	13-FEB-2015	Pre-Recruitment (recruitment planning w/HR)
FIRE	20411	1010	Fire Fighter	1 00	25201 5745	13-MAR-2015	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26643 3172	01-AUG-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26572 5427	17-APR-2009	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26577 3166	03-NOV-2009	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26678 1380	26-DEC-2008	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26579 1306	04-MAY-2008	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26684 2349	04-AUG-2008	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter	1 00	26605 5755	26-DEC-2008	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	16985 2568	25-AUG-2014	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	19448 821	23-DEC-2012	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	26782 5025	03-JAN-2014	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	26841 262	20-DEC-2011	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	26842 1302	06-APR-2012	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	26840 1815	01-DEC-2010	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	20635 2813	16-AUG-2007	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	26843 1928	16-AUG-2007	Request to fill (requisition) authorized
FIRE	20814	1010	Fire Fighter	1 00	30555 2506		Request to fill (requisition) authorized
FIRE	20815	2123	Fire Fighter	1 00	28089 28089		On Hold

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF VACANCY/REQUISITION
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25290 6047	12-OCT-2013	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25300 14122	03-JAN-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25301 1252	03-JAN-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25310 11045	15-AUG-2014	Request to fill (requisition) authorized
FIRE	30411	1010	Fire Fighter Paramedic	1.00	25314 10557	01-APR-2011	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25315 2673	10-DEC-2010	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19343 1986	24-AUG-2013	Request to fill (requisition) authorized
FIRE	20411	2410	Fire Fighter Paramedic	1.00	25288 10824	29-NOV-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25316 3143	07-OCT-2005	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25351 21313	21-NOV-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22332 21544	03-JAN-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22060 21603	01-AUG-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22058 21601	06-DEC-2013	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	22338 3058	01-AUG-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19352 10551	15-AUG-2014	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19350 1440	20-DEC-2013	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	19358 1524	18-JAN-2013	Request to fill (requisition) authorized
FIRE	20411	1010	Fire Fighter Paramedic	1.00	25355 21309	28-FEB-2014	Request to fill (requisition) authorized
FIRE	20331	1010	Fire Prevent Bureau Inspect, Civil	0.00	25094 21523	20-JAN-2013	Inactive (vacant with no immediate plans to fill)
FIRE	20331	1010	Fire Prevent Bureau Inspect, Civil	1.00	19494 5031	02-JUN-2014	Request to fill (requisition) authorized
FIRE	20321	3100	Hazardous Materials Inspector II	1.00	25857 341	17-OCT-2014	On Hold
FIRE	20411	1010	Lieutenant of Fire Department	1.00	5970 5970	28-SEP-2014	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	30556 7012	03-JAN-2015	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	2545 2545	18-OCT-2014	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	25288 10543	27-FEB-2015	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	25113 910	13-FEB-2015	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	25155 2122	18-JUL-2014	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	25144 1816	13-FEB-2015	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	5037 5037	21-SEP-2006	Post Exam (waiting for eligible list)
FIRE	20411	1010	Lieutenant of Fire Department	1.00	5041 5041	22-JAN-2010	Post Exam (waiting for eligible list)
FIRE	20711	1010	Manager, Emergency Services	1.00	27718 27718	28-DEC-2014	Pre-Recruitment (recruitment planning w/HR)
FIRE	30913	2124	Program Analyst I	1.00	27574 27574	06-SEP-2007	Request to fill (requisition) authorized
FIRE	20311	2321	Program Analyst II	1.00	34792 34792		Request to fill (requisition) authorized
FIRE Total				87.00			
PUBLIC WORKS	30121	7700	Account Clerk III	1.00	32734 14974	31-DEC-2014	Dept Interviews Scheduled
PUBLIC WORKS	30121	7760	Accountant II	1.00	32737 25485	21-JUN-2014	On Hold
PUBLIC WORKS	30533	3100	Administrative Assistant I	1.00	35982 35982		
PUBLIC WORKS	30112	7700	Administrative Assistant II	1.00	23755 3842	09-MAY-2014	On Hold
PUBLIC WORKS	30654	2310	Arboricultural Inspector	1.00	35799 35799		On Hold
PUBLIC WORKS	30232	3100	Architectural Associate (Field)	1.00	31781 3424	16-MAY-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30541	4100	Antn Equipment Mechanic	1.00	31377 2788	18-JAN-2015	Pre-Recruitment (recruitment planning w/HR)
PUBLIC WORKS	30541	4100	Auto Equipment Mechanic	1.00	23994 1144	18-JAN-2015	Pre-Recruitment (recruitment planning w/HR)
PUBLIC WORKS	30233	5510	Capital Improvement Project Coor	1.00	31884 2292	13-SEP-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30242	2211	Capital Improvement Project Coor	1.00	31839 3430	07-DEC-2013	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30655	4400	Construction & Maintenance Mechan	1.00	32774 3609	10-OCT-2014	On Hold
PUBLIC WORKS	30655	4400	Construction & Maintenance Mechan	1.00	32778 30885	28-DEC-2014	On Hold
PUBLIC WORKS	30658	4400	Construction & Maintenance Mechan	1.00	35816 35816		On Hold
PUBLIC WORKS	30232	3100	Construction Coordinator	1.00	31796 3456	18-OCT-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30244	3100	Construction Inspector (Office)	1.00	35985 35985		On Hold
PUBLIC WORKS	30244	3100	Construction Inspector, Sr (Office)	1.00	35984 35984		On Hold
PUBLIC WORKS	30632	4400	Custodian	1.00	24041 5093	23-MAY-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30633	4400	Custodian	1.00	25532 15149	21-JUN-2014	Pre-Recruitment (recruitment planning w/HR)
PUBLIC WORKS	30633	4400	Custodian	1.00	24066 15136	30-JAN-2015	Pre-Recruitment (recruitment planning w/HR)
PUBLIC WORKS	30635	2310	Custodian	1.00	23958 14901	17-AUG-2014	Pre-Recruitment (recruitment planning w/HR)
PUBLIC WORKS	30244	3100	Drafting Technician, Int (Office)	1.00	31890 5089		Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30242	2211	Drafting/Design Technician, Sr	1.00	31827 5783	11-DEC-2010	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30689	4450	Electrical Engineer II	1.00	31156 31156	16-JUL-2010	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30522	2231	Electrical Engineer III	1.00	31728 2615	05-DEC-2014	Dept Interviews Scheduled
PUBLIC WORKS	30232	2231	Electrical Engineer III	1.00	32755 3573	07-NOV-2014	Dept Interviews Scheduled
PUBLIC WORKS	30533	3100	Electrician	1.00	35980 35980		
PUBLIC WORKS	30541	4100	Employee Fleet & Safety Coordinato	1.00	31606 28231	17-AUG-2012	Dept Interviews Scheduled
PUBLIC WORKS	30242	2211	Engineer, Assistant II (Office)	1.00	31830 10997	09-NOV-2014	Dept Interviews Scheduled
PUBLIC WORKS	30232	3100	Engineer, Civil (Field)	1.00	31768 27483	02-AUG-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30232	2700	Engineer, Civil (Office)	1.00	35918 35918		Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30232	2760	Engineer, Civil (Office)	1.00	32294 32394	02-JUN-2012	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30232	7760	Engineer, Civil Supv (Office)	1.00	32723 19905	07-DEC-2014	Dept Interviews Scheduled
PUBLIC WORKS	30544	3100	Engineer, Civil Supv (Office)	1.00	31898 13068	02-SEP-2013	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30265	1750	Engineering Technician, II (Office)	1.00	31953 11047	14-SEP-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30683	5510	Environmental Program Specialist	1.00	24078 3402	14-NOV-2014	Request to fill (requisition) authorized

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF VACANCY/REQUISITION
PUBLIC WORKS	30683 -	6510	Environmental Program Specialist	1.00	24179 2916	22-JUN-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30683 -	4400	Environmental Program Specialist	1.00	24104 2050	15-AUG-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30652 -	2310	Gardener Crew Leader	1.00	23872 2006	01-FEB-2014	Dept Interviews Scheduled
PUBLIC WORKS	30652 -	1720	Gardener Crew Leader	1.00	23921 5976	29-MAR-2014	Dept Interviews Scheduled
PUBLIC WORKS	30582 -	2310	Gardener Crew Leader	1.00	24391 5501	02-AUG-2013	Dept Interviews Scheduled
PUBLIC WORKS	30652 -	1720	Gardener Crew Leader	1.00	23962 15468	05-DEC-2014	Dept Interviews Scheduled
PUBLIC WORKS	30541 -	4100	Heavy Equipment Mechanic	1.00	24020 205	16-JAN-2015	Request to fill (requisition) authorized
PUBLIC WORKS	30524 -	3100	Heavy Equipment Operator	1.00	32887 526	20-JAN-2014	Post Exam (waiting for eligible list)
PUBLIC WORKS	30652 -	2310	Irrigation Repair Specialist	1.00	23770 422	30-DEC-2014	Dept Interviews Scheduled
PUBLIC WORKS	30683 -	1720	Management Intern	1.00	33657 33657	22-JUN-2014	Pre-Recruitment (recruitment planning w/HR)
PUBLIC WORKS	30582 -	1720	Park Attendant, PPT	1.00	24324 22113		Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30682 -	1710	Program Analyst I	1.00	34835 34835		Request to fill (requisition) authorized
PUBLIC WORKS	30684 -	3100	Program Analyst II	1.00	33674 33674	07-SEP-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30545 -	5321	Program Analyst III	1.00	31906 27705	12-DEC-2011	On Hold
PUBLIC WORKS	30644 -	3100	Project Manager	1.00	35986 35986		On Hold
PUBLIC WORKS	30534 -	2231	Public Works Maintenance Worker	1.00	23700 3511	17-AUG-2014	Dept Interviews Scheduled
PUBLIC WORKS	30574 -	1710	Public Works Maintenance Worker	1.00	26103 1669	07-DEC-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30674 -	1720	Public Works Maintenance Worker	1.00	26105 1268	10-JAN-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30674 -	1720	Public Works Maintenance Worker	1.00	31295 6619	24-OCT-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30532 -	2410	Public Works Supervisor I	1.00	32768 3463	09-NOV-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30633 -	3100	Sewer Maintenance Leader	1.00	32312 32312	03-MAY-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30533 -	3100	Sewer Maintenance Worker	1.00	24144 3528	31-DEC-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30582 -	1710	Solid Waste/Recycling Prog Sup	1.00	33601 21698	07-NOV-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30232 -	7760	Spatial Data Analyst III	1.00	32840 32295		Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30634 -	4400	Stationary Engineer	1.00	24075 1379	20-MAY-2014	Request to fill (requisition) authorized
PUBLIC WORKS	30574 -	1720	Street Maintenance Leader	1.00	23822 3541	14-SEP-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30235 -	7760	Surveying Technician (Field)	1.00	35917 35917		Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30264 -	1750	Traffic Engineering Tech, Senior (O)	1.00	31942 17114	13-MAY-2014	Inactive (vacant with no immediate plans to fill)
PUBLIC WORKS	30521 -	2230	Traffic Sign Maker	1.00	32760 21696	05-DEC-2014	On Hold
PUBLIC WORKS	30245 -	5321	Watershed Program Supervisor	1.00	31908 3399	14-FEB-2014	Inactive (vacant with no immediate plans to fill)
OPW Total				65.00			
ITD	40521 -	1010	Administrative Analyst I	1.00	36447 36447		Request to fill (requisition) authorized
ITD	40521 -	1010	Database Administrator	1.00	15906 71	01-AUG-2014	Post Exam (waiting for eligible list)
ITD	46321 -	1010	Database Administrator	1.00	35937 35937		Post Exam (waiting for eligible list)
ITD	40521 -	4200	Electronics Technician	1.00	31207 1078	05-AUG-2012	Request to fill (requisition) authorized
ITD	40271 -	1010	Microcomputer Systems Spec III	1.00	34845 34845		Dept Interviews Scheduled
ITD	46471 -	1010	Microcomputer Systems Spec III	1.00	35942 35942		Dept Interviews Scheduled
ITD	40521 -	1010	Microcomputer Systems Spec III	1.00	31219 3632	31-DEC-2013	Dept Interviews Scheduled
ITD	46211 -	1010	Operations Support Specialist	1.00	34846 34846	20-FEB-2015	On Hold
ITD	46111 -	1010	Project Manager II	1.00	36449 36449		Pre-Recruitment (recruitment planning w/HR)
ITD	40521 -	1200	Project Manager II	1.00	66451 36451		Pre-Recruitment (recruitment planning w/HR)
ITD	46111 -	1010	Project Manager II	1.00	36450 36450		Pre-Recruitment (recruitment planning w/HR)
ITD	46111 -	1010	Project Manager III	1.00	36452 36452		Post Exam (waiting for eligible list)
ITD	40521 -	1700	Systems Programmer II	1.00	31360 23616	23-NOV-2014	Request to fill (requisition) authorized
ITD	46321 -	4200	Telecommunication Systems Engine	1.00	32956 32956	15-FEB-2013	Request to fill (requisition) authorized
ITD Total				14.00			
PARKS & RECS	30124L-	1820	Facility Security Assistant, PPT	0.75	26434 26434	06-JUL-2009	Dept Interviews Scheduled
PARKS & RECS	302290	2310	Gardener Crew Leader	1.00	23324 15462	12-AUG-2014	Inactive (vacant with no immediate plans to fill)
PARKS & REC	509290	2310	Park Attendant	1.00	36369 25994		Inactive (vacant with no immediate plans to fill)
PARKS & REC	509290	2310	Park Attendant	1.00	36368 18759		Inactive (vacant with no immediate plans to fill)
PARKS & REC	501250	1010	Recreation Leader II, PPT	0.75	34135 34135	23-JAN-2015	Dept Interviews Scheduled
PARKS & REC	502230	1010	Recreation Leader II, PPT	11.25	31067 31067	10-OCT-2014	Inactive (vacant with no immediate plans to fill)
PARKS & REC	502236	1010	Recreation Leader II, PPT	0.75	26541 26541	06-FEB-2015	Dept Interviews Scheduled
PARKS & REC	502350	1010	Recreation Leader II, PPT	0.75	32867 32867	20-FEB-2015	Dept Interviews Scheduled
PARKS & REC	504330	1010	Recreation Leader II, PPT	0.75	32870 32870	01-OCT-2014	Dept Interviews Scheduled
PARKS & REC	504410	1010	Recreation Leader II, PPT	0.75	31041 30345	10-OCT-2014	Dept Interviews Scheduled
PARKS & REC	509231	1010	Recreation Leader II, PPT	0.75	32944 32869	18-JUL-2014	Dept Interviews Scheduled
PARKS & REC	509235	1010	Recreation Leader II, PPT	1.00	30653 28343	07-OCT-2014	Dept Interviews Scheduled
PARKS & REC	509330	1010	Recreation Leader II, PPT	0.75	36123 33620	10-OCT-2014	Dept Interviews Scheduled
PARKS & REC	501270	1820	Recreation Program Director	1.00	32977 32204		Inactive (vacant with no immediate plans to fill)
PARKS & REC	502331	1010	Recreation Program Director	0.50	27397 18762	14-DEC-2008	Inactive (vacant with no immediate plans to fill)
PARKS & REC	502332	1820	Recreation Program Director	1.00	32691 32563	03-SEP-2014	Pre-Recruitment (recruitment planning w/HR)
PARKS & REC	509237	1010	Recreation Program Director	1.00	32863 26220	21-JUN-2013	Dept Interviews Scheduled
PARKS & REC	503232	1820	Recreation Specialist I, PPT	0.48	27498 27498	12-APR-2013	Inactive (vacant with no immediate plans to fill)
PARKS & REC	504330	1820	Recreation Specialist I, PPT	0.75	36091 24523		Inactive (vacant with no immediate plans to fill)
PARKS & REC	502332	1820	Recreation Specialist II, PPT	1.00	32940 4868	21-DEC-2012	Inactive (vacant with no immediate plans to fill)
PARKS & REC	509239	1010	Recreation Specialist II, PPT	0.20	34667 34499		
PARKS & REC	509239	1010	Recreation Specialist II, PPT	0.75	34666 34498	10-OCT-2014	Inactive (vacant with no immediate plans to fill)
PARKS & REC	502310	1010	Recreation Supervisor	1.00	30044 30044	25-APR-2014	Post Exam (waiting for eligible list)
OPR Total				28.93			

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF VACANCY/REQUISITION
LIBRARY	61121	1010	Account Clerk II	1.00	32406 32406	23-NOV-2012	Request to fill (requisition) authorized
LIBRARY	61121	2241	Library Aide	1.00	30802 26554	03-MAR-2015	Dept Interviews Scheduled
LIBRARY	61213	2241	Office Assistant I	1.00	30715 30715		On Hold
LIBRARY Total				3.00			
HSD	78281	2188	Accountant I	1.00	25479 25479	30-JUL-2006	Inactive (vacant with no immediate plans to fill)
HSD	78231	2128	Administrative Assistant II	1.00	31543 31543		Pre-Recruitment (recruitment planning w/HR)
HSD	78231	2128	Administrative Assistant II	1.00	24689 3861	23-NOV-2014	Request to fill (requisition) authorized
HSD	78291	1780	Administrative Assistant II	1.00	21962 21962	01-MAR-2015	Request to fill (requisition) authorized
HSD	78231	2128	Early Childhood Center Director	1.00	5877 5877	01-JUN-2013	Pre-Recruitment (recruitment planning w/HR)
HSD	78231	2128	Early Childhood Center Director	1.00	3721 3721	27-DEC-2014	Pre-Recruitment (recruitment planning w/HR)
HSD	78231	2128	Early Childhood Center Director	0.80	5284 5284	31-DEC-2008	Pre-Recruitment (recruitment planning w/HR)
HSD	78231	2128	Early Childhood Instructor	1.00	3120 3120	19-MAY-2014	Pre-Recruitment (recruitment planning w/HR)
HSD	78231	2128	Early Childhood Instructor	1.00	32207 32207	17-FEB-2014	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	31491 31491	19-FEB-2015	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	32209 32209	29-NOV-2013	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	0.90	3703 3703	01-JUN-2011	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	378 375	30-JUN-2014	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	5286 5286	16-AUG-2013	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	57 57	20-JAN-2014	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	6118 6118	11-AUG-2013	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	13476 13476	25-JAN-2015	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	13490 13490	29-JUN-2013	Post Exam (waiting for eligible list)
HSD	78231	2128	Early Childhood Instructor	1.00	17765 11806	06-MAR-2015	Post Exam (waiting for eligible list)
HSD	78241	2102	Food Program Coordinator, PPT	1.00	2847 2847	08-MAR-2004	Inactive (vacant with no immediate plans to fill)
HSD	78231	2128	Food Service Worker	1.00	3728 3728	26-SEP-2014	Dept Interviews Scheduled
HSD	78231	2128	Food Service Worker	0.80	33867 2491		Dept Interviews Scheduled
HSD	78231	2128	Head Start Driver Courier	1.00	3817 3817	03-NOV-2014	Post Exam (waiting for eligible list)
HSD	78231	2128	Headstart Program Coordinator	1.00	18189 18189	14-DEC-2008	Dept Interviews Scheduled
HSD	78231	2128	Headstart Program Coordinator	1.00	3788 3780	31-DEC-2014	Dept Interviews Scheduled
HSD	78231	2128	Health & Human Svcs Prgm Planner	1.00	31502 31502		Inactive (vacant with no immediate plans to fill)
HSD	78111	2128	Program Analyst I	1.00	32521 32521	26-SEP-2014	Dept Interviews Scheduled
HSD	75631	1010	Program Analyst II, PPT	1.00	39053 33953	09-DEC-2014	Inactive (vacant with no immediate plans to fill)
HSD	78311	2251	Program Analyst III, PPT	0.60	33431 24645	06-SEP-2012	Inactive (vacant with no immediate plans to fill)
HSD	75651	2114	Senior Aide, PT	1.00	11416 11416	04-FEB-2008	Inactive (vacant with no immediate plans to fill)
HSD Total				29.19			
PBD	84412	2415	Account Clerk II	1.00	33704 17463	20-FEB-2015	Request to fill (requisition) authorized
PBD	84454	2415	Administrative Analyst I	1.00	36300 35950		Encumbered
PBD	84111	2415	Business Analyst II	1.00	35589 35589		Pre-Recruitment (recruitment planning w/HR)
PBD	84111	2415	Business Analyst II	1.00	35595 35595		Pre-Recruitment (recruitment planning w/HR)
PBD	84431	2415	Engineer, Civil (Office)	1.00	33207 3432	28-DEC-2012	On Hold - Frozen
PBD	84421	2415	Engineer, Civil Supv (Office)	1.00	33386 17477		On Hold - Frozen
PBD	84454	2415	Manager, Building Services	1.00	34151 34151		Pre-Recruitment (recruitment planning w/HR)
PBD	84421	2415	Permit Technician I	1.00	36232 36232		Request to fill (requisition) authorized
PBD	84421	2415	Permit Technician I	1.00	36233 36233		Request to fill (requisition) authorized
PBD	84211	2415	Planner II	1.00	33160 18480	20-JAN-2013	Request to fill (requisition) authorized
PBD	84211	2415	Planner II	1.00	33161 26672	04-JAN-2015	Request to fill (requisition) authorized
PBD	84229	2415	Planner II	1.00	33178 2324	09-NOV-2014	Request to fill (requisition) authorized
PBD	84229	2415	Planner II	1.00	33175 26679	04-JAN-2015	Request to fill (requisition) authorized
PBD	84454	2415	Principal Inspection Supv	1.00	33259 286	26-FEB-2015	Pre-Recruitment (recruitment planning w/HR)
PBD	84454	2415	Program Analyst I	1.00	34088 34088	16-JAN-2015	Encumbered
PBD	84111	2415	Public Service Rep, Sr	1.00	35534 35534		Encumbered (acting assignment)
PBD	84412	2415	Public Service Representative	1.00	33268 3392	24-JAN-2014	Encumbered (acting assignment)
PBD	84421	2415	Public Service Representative	1.00	33203 28053	19-DEC-2013	Encumbered (acting assignment)
PBD	84452	2415	Specialty Combination Insp., Senior	1.00	33389 32359		On Hold - Frozen
PBD	84421	2415	Specialty Combination Inspector	1.00	33799 1293	30-DEC-2014	Request to fill (requisition) authorized
PBD	84452	2415	Specialty Combination Inspector	1.00	33808 6008	20-JUL-2014	Request to fill (requisition) authorized
PBD	84452	2415	Specialty Combination Inspector	1.00	33806 5309	08-AUG-2012	On Hold - Frozen
PBD	84454	2415	Specialty Combination Inspector	1.00	33256 2327	22-JUN-2012	On Hold - Frozen
PBD Total				23.00			
EWD	85311	2196	Administrative Analyst II	1.00	35758 34660		Inactive (vacant with no immediate plans to fill)
EWD	85511	1010	Manager, Marketing Pgm	1.00	36417 14300		Request to fill (requisition) authorized
EWD	85221	1610	Urban Economic Analyst I	1.00	36524 36524		Inactive (vacant with no immediate plans to fill)
EWD	85221	1610	Urban Economic Analyst I	1.00	36367 36367		Inactive (vacant with no immediate plans to fill)
EWD	85221	1610	Urban Economic Analyst II	1.00	35740 34149	04-AUG-2014	Inactive (vacant with no immediate plans to fill)
EWD	75244	5671	Urban Economic Analyst III	1.00	35754 33446	05-DEC-2014	Inactive (vacant with no immediate plans to fill)
EWD	85221	1610	Urban Economic Coordinator	1.00	35746 3827		Inactive (vacant with no immediate plans to fill)
EWD Total				7.00			
HCD	89919	1610	Administrative Analyst I	1.00	33311 28070	07-DEC-2014	On Hold
HCD	89939	2196	Administrative Assistant II	1.00	33340 19953	30-DEC-2014	Dept Interviews Scheduled
HCD	89949	2108	Budget & Grants Administrator	1.00	35957 35957		On Hold

DEPT	ORG	FUND	JOB CLASSIFICATION TITLE	FTE	POS#	VACANT DATE	STATUS OF VACANCY/REQUISITION
HCD	89919 -	2159	Community Dev Prgm Coordinator	1.00	35951 35951		On Hold
HCD	89949 -	2108	Development/Redevelopment Prgm	1.00	33604 31538	30-JAN-2015	On Hold
HCD	89929 -	1610	Housing Development Coordinator IV	1.00	33324 3786	28-FEB-2014	Encumbered
HCD	89949 -	2108	Loan Servicing Administrator	1.00	36299 36299		Pre-Recruitment (recruitment planning w/HR)
HCD	89939 -	2108	Loan Servicing Specialist	1.00	35955 35955		On Hold
HCD	89919 -	2159	Program Analyst III	1.00	36078 36078	18-NOV-2014	Pre-Recruitment (recruitment planning w/HR)
HCD	89919 -	1610	Project Manager II	1.00	33315 25964	28-SEP-2012	On Hold
HCD	89939 -	2108	Rehabilitation Advisor III	1.00	33335 2663	15-FEB-2015	Pre-Recruitment (recruitment planning w/HR)
HCD Total				11.00			

Grand Total

345.97

STATUS OF NEW POSITIONS ADDED OR LATER COUNCIL ACTION

ATTACHMENT B

DEPARTMENT	TITLE	FTE	STATUS
CAO	Administrative Analyst II	1	Filled*
CAO	Assistant to the City Administrator	1	Filled
CAO	City Administrator Analyst	1	Filled
CAO	City Administrator Analyst	1	Filled
CAO	CPRB Executive Director	1	Filled
CAO	Employee Relations Analyst, Principal	1	Filled
CAO	Employee Relations Analyst, Principal	1	Filled
CAO	Program Analyst I (Public Ethics)	1	Filled
City Attorney	Deputy City Attorney IV	1	Filled
City Attorney	Legal Administrative Assistant	1	Filled
City Attorney	Special Counsel	1	Filled
Finance	Administrative Assistant II	1	Filled
Finance	Assist to the City Administrator	1	Filled
Finance	Buyer	1	Department Selection
Finance	City Administrator Analyst	1	Filled
Finance	Investment Officer	1	Filled
Finance	Tax Auditor II	1	Filled*
Fire	Emergency Planning Coordinator	1	Filled
Fire	Emergency Planning Coordinator, Sr	1	Filled
Fire	Fire Protection Engineer	1	Filled
Fire	Program Analyst III	1	Pre-Recruitment
HCD	Community Development Program/Coordinator	1	Filled
HRM	Human Resource Analyst (CONF)	1	Filled
HRM	Human Resource Clerk	1	Filled
HSD	Outreach Developer	1	Filled
ITD	Microcomputer Systems Specialist II	1	Filled*
OPR	Recreation Center Director	1	Filled
OPR	Recreation Leader I, PT	0.5	Filled
OPR	Recreation Leader I, PT	0.5	Filled
OPR	Recreation Leader I, PT	0.5	Filled
OPR	Recreation Leader II, PPT	1	Filled
OPR	Recreation Leader II, PPT	1	Eliminated
OPR	Recreation Leader II, PT	0.5	Filled
OPR	Recreation Leader II, PT	0.5	Filled
OPR	Recreation Specialist II, PPT	1.7	HR Processing
OPR	Recreations Center Director	1	Eliminated
OPW	Custodian	2	Filled
OPW	Gardener Crew Leader	1	Filled
OPW	Maintenance Mechanic	4	Filled*
OPW	Painter	4	(3) Filled; (1) On Hold
OPW	Park Attendant, PT	2.5	Filled
OPW	Pool Technician	2	Filled
OPW	Pool Technician, PPT	1	Filled
OPW	Pool Technician, PPT	1	Filled
OPW	Pool Technician, PPT	1	Filled
OPW	Program Analyst III	2	Filled
OPW	Project Manager II	1	Filled
OPW	Public Works Maintenance Worker	6	Filled
OPW	Street Maintenance Leader	2	Filled
OPW	Support Services Manager	1	Filled
PBD	Business Analyst III	1	Eliminated

*Indicates that status changed in the time since the previous report.

STATUS OF NEW POSITIONS ADDED OR LATER COUNCIL ACTION

ATTACHMENT B

DEPARTMENT	TITLE	FTE	STATUS
PBD	Management Assistant	1	Filled
PBD	Public Service Representative	1	Filled
PBD	Specialty Combination Inspector	4	Filled
Police	Accountant III	1	Filled
Police	Administrative Analyst II	.1	Filled
Police	Animal Care Attendant, PT	4	Filled
Police	Criminalist I	1	Filled
Police	Criminalist II	3	(1) Filled; (2) Post Exam
Police	Criminalist III	2	Filled*
Police	Foresenic Technician	1	Filled
Police	Intake Technician .	1	Filled
Police	Intake Technician	1	Filled
Police	Intake Technician	1	Filled
Police	Intake Technician,	1	Dep Interviews Scheduled*
Police	Intake Technician	1	Filled
Police	Latent Print Examiner II	1	Filled
Police	Neighborhood Services Coordinator	1	Post Exam
Police	Payroll Personnel Clerk III	1	Filled
Police	Police Communications Dispatcher	5	Post Exam*
Police	Police Evidence Technician	4	Filled
Police	Police Records Specialist	1	Background Pending*
Police	Police Services Manager II	1	Eliminated per A/D
Police	Project Manager II (IT Manager)	1	Filled
Police	Vol Program Specialist II	1	Filled

Grand Total

111

*Indicates that status changed in the time since the previous report.