



## CIVIL SERVICE BOARD MEETING AGENDA

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**Date: December 17, 2020**

**Open Session: 5:30 p.m.**

**Location: Via Zoom**

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**BOARD MEMBERS:** Chair, Andrea Gourdine; Vice Chair, Christopher Johnson; Lauren Baranco; Yvonne Hudson-Harmon; Brooke Levin; Carmen Martinez; Beverly A. Williams

**STAFF TO THE BOARD:** Ian Appleyard, HRM Director/Secretary to the Board  
Greg Preece, HR Manager/Staff to the Board  
Sally Nguyen, Counsel to the Board  
Jessica Rutland, Human Resource Technician

Pursuant to the Governor's Executive Order N-29-20, members of the Civil Service Board as well as the Director of Human Resources and the Counsel to the Board will join the meeting via phone/video conference and no teleconference locations are required.

### PUBLIC PARTICIPATION

The public may observe and/or participate in this meeting many ways.

#### OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/87006777818?pwd=SUR5dUsvRnKxajZ2OVJRS2s4UDFkUT09> at the noticed meeting time. Instructions on how to join a meeting by video conference is available at: <https://support.zoom.us/hc/en-us/articles/201362193> - Joining-a-Meeting  
**Webinar ID: 870 0677 7818 (Note: Password "COOCSB" may be required to connect.)**
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):  
US: +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or +1 929 205 6099  
or +1 301 715 8592 or +1 312 626 6799

**Webinar ID: 870 0677 7818 Passcode: 884441**

If asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663> - Joining-a-meeting-by-phone.

#### COMMENT:

DUE TO THE SUSPENSION OF THE SUNSHINE ORDINANCE AND COUNCIL'S RULES OF PROCEDURES, ALL PUBLIC COMMENT ON ACTION ITEMS WILL BE TAKEN AT THE BEGINNING OF THE MEETING UNDER ITEM 1. COMMENT FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN UNDER OPEN FORUM AT THE END OF THE MEETING.

There are two ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” is available at: <https://support.zoom.us/hc/en-us/articles/205566129> - Raise-Hand-In-Webinar.
- To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing “\*9” to request to speak when Public Comment is being taken on an eligible agenda Item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to make public comments. After the allotted time, you will then be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663> - Joining-a-meeting-by-phone.

If you have any questions, please email Greg Preece, Human Resources Manager at [GPreece@oaklandca.gov](mailto:GPreece@oaklandca.gov). – Human Resources Management Department.

## **OPEN SESSION AGENDA**

### **ROLL CALL**

#### **1) PUBLIC COMMENT:**

**COMMENT ON ALL ACTION ITEMS WILL BE TAKEN AT THIS TIME.  
COMMENTS FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN DURING  
OPEN FORUM.**

- |  |                    |
|--|--------------------|
| <b>2) APPROVAL OF THE DECEMBER 17, 2020 CIVIL SERVICE BOARD MEETING AGENDA</b> | <b>ACTION</b>      |
| <b>3) UPDATES, SECRETARY TO THE BOARD</b>                                      | <b>INFORMATION</b> |
| <b>4) CONSENT CALENDAR:</b>  | <b>ACTION</b>      |
| a) Approval of Provisional Appointments (0)                                    |                    |
| • There are no requests for provisional appointments.                          |                    |
| b) Approval of Employee Requests for Leave of Absence (2)                      |                    |
| • Oakland Police Department (2)  |                    |
| c) Approval of Revised Classification Specifications (1)                       |                    |
| • Human Resource Systems Analyst, Supervising                                  |                    |

**5) OLD BUSINESS:**

- |   |             |
|---|-------------|
| a) Approval of November 19, 2020 Special Civil Service Board Meeting Minutes  | ACTION      |
| b) Determination of Schedule of Outstanding Board Items   | INFORMATION |
| c) Informational Report on the Status of Temporary Assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs) Including a Report of the Names, Hire Dates, and Departments of all ELDE's and TCSEs in Accordance with the Memorandum of Understanding Between the City and Local 21 | INFORMATION |
| d) Update on Common Class Study   | INFORMATION |
| e) Deputy Director of Workplace and Employment Standards – Follow up discussion from the November 19, 2020 meeting  | INFORMATION |

**6) NEW BUSINESS:**

- |  |             |
|--|-------------|
| a) City Council Zero Tolerance Policy Legislation  | INFORMATION |
| b) Update Regarding Measure Q Hiring Efforts   | INFORMATION |
| c) Approval of New Classification Specification for Safety and Business Continuity Officer (Port of Oakland) | ACTION      |

**7) OPEN FORUM****8) ADJOURNMENT**

NOTE: The Civil Service Board meets on the 3rd Thursday of each month. The next meeting is scheduled to be held on Thursday, January 21, 2021. All materials related to agenda items must be submitted by Thursday, January 7, 2021. For any materials over 100 pages, please also submit an electronic copy of all materials.

Submit items via email or U.S. Mail to:

City of Oakland - Civil Service Board  
150 Frank H. Ogawa Plaza, 2<sup>nd</sup> floor  
Oakland, CA 94612  
[civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov)



Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov) or call (510) 238-3112 or (510) 238-3254 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico [civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov) o llame al (510) 238-3112 o al (510) 238-3254 Para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov)

或致電 (510) 238-3112 或 (510) 238-3254 TDD/TTY



DISTRIBUTION DATE: \_\_\_\_\_

## MEMORANDUM

**TO:** HONORABLE MAYOR &  
CITY COUNCIL

**FROM:** Ian Appleyard  
Director of Human Resources

**SUBJECT:** Semi-Annual Staffing Report  
Summary

**DATE:** November 24, 2020

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City Administrator  
Approval

Date:

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### INFORMATION

#### EXECUTIVE SUMMARY

This informational report provides an update on city-wide staffing as of October 7, 2020. There were a total of 4,589.43 Full-Time Equivalent (FTE) budgeted positions with 526.85 FTE positions vacant, resulting in a 11.48% vacancy rate as of October 7, 2020. This report analyzes the status of each vacancy by department (**Attachment A**), the status of the 91.00 FTE positions that were added in FY 2020-21 (**Attachment B**), and the status of vacant positions in the Oakland Public Works Department (OPW) and the Department of Transportation (DOT) (**Attachment C**).

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

#### ANALYSIS OF VACANCIES

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

As of October 7, 2020, there were 526.85 FTE positions vacant citywide with 27.60 FTE encumbered as described above. The citywide vacancy rate is 11.48%. If the encumbered vacancies were subtracted, there would be 499.25 FTE vacancies and the rate would be 10.88%. Note, there were 96.48 FTE positions frozen as of October 7, 2020 which are not included in the vacant totals as frozen positions are not able to be filled.

The May 2020 report had an all-vacancy rate of 12.46% and a non-encumbered vacancy rate of 10.95%.

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

**Status of Vacancies – City Wide**

**Table 1** below shows all vacant positions (encumbered and non-encumbered), which results in the current 11.48% vacancy rate. **Table 2** reflect non-encumbered positions, resulting in an 10.88% vacancy rate.

<i>Table 1: Citywide Vacancy Summary</i>			
<b>Type</b>	<b>All Positions</b>	<b>Vacant</b>	<b>% Vacant</b>
Total Sworn	1,429	78	5.46%
Total Miscellaneous	3,160.43	448.85	14.20%
<b>Total</b>	<b>4,589.43</b>	<b>526.85</b>	<b>11.48%</b>

<i>Table 2: Citywide Vacancy Summary (Non-Encumbered)</i>			
<b>Type</b>	<b>All Positions</b>	<b>Vacant</b>	<b>% Vacant</b>
Total Sworn	1,429	78	5.46%
Total Miscellaneous	3,160.43	421.25	13.33%
<b>Total</b>	<b>4,589.43</b>	<b>499.25</b>	<b>10.88%</b>

**Table 3** reflect historical vacancy rates for both all vacancies and non-encumbered vacancies since May 2012.

Report Date	# of budgeted positions	# non-encumbered vacancies	Non-encumbered % Vacant	All Vacancies	All Vacancies % Vacant
12/1/2020	4589.43	499.25	10.88%	526.85	11.48%
5/12/2020	4531.52	496.16	10.95%	564.56	12.46%
11/12/19	4,533.21	535.73	11.82%	595.83	13.14%
5/14/19	4,455.17	556.85	12.50%	645.66	14.49%
11/13/18	4,447.67	522.25	11.74%	742.37	16.69%
4/24/18	4,282.97	419.50	9.79%	652.60	15.24%
11/14/17	4,279.22	406.70	9.50%	621.30	14.52%
10/24/16	4,186.84	377.07	9.00%	554.45	13.24%
10/5/15	4,151.78	432.72	10.42%	502.53	12.10%
9/22/14	3,937.26	341.01	8.66%	489.40	12.43%
5/20/13	3,813.39	295.88	7.75%	427.82	11.22%
5/14/12	3,796.53	259.88	6.88%	366.40	9.65%

When Departments submit vacancy information standard descriptors are available to identify the status of the vacancy. **Table 4** is a summary of vacancy status throughout all departments.

FTE	Vacancy Status
111.35	Dept. Interview Process
73.60	Recruitment Plan in Progress
56.00	Recruitment Open (application intake)
51.00	Requisition Pending Approval
50.00	Eligible List Referred to Dept.
44.00	Eligible List Available
33.20	Not Under Active Recruitment
27.60	Encumbered (Interim, acting, provisional, TCSE/ELDE) *
25.00	HR Assessment & Scoring
18.00	Approved (pending HR assignment)
16.00	Recruitment Closed (HRM/Dept. screening apps)
13.60	On Hold (by Dept.)
7.50	On Hold (Job spec revisions or FEHA Hold) **
<b>526.85</b>	<b>TOTAL</b>

\* Temporary Contract Service Employee/Exempt Limited Duration Employee

\*\* Fair Employment and Housing Act

**Status of Vacancies – Departments**

**Table 5** shows the total vacancy rate by department, sorted by high to low percentage. As noted above, some vacancies are encumbered and do not necessarily reflect accurate vacant rates within each department. Frozen positions are included for reference, but as previously mentioned are not added into the vacant totals because they are not available to be filled.

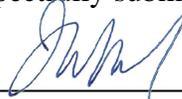
<i>Table 5 Rates by Department (Including Frozen Positions)</i>				
<b>City of Oakland Departments</b>	<b>No. of Authorized positions (FTE)</b>	<b>No. of Frozen Positions (FTE)</b>	<b>No. of vacant positions (FTE)</b>	<b>Vacancy Rate (Excludes Frozen)</b>
Race & Equity	4.00	0.00	1.00	25.00%
Police Commission	17.00	0.00	4.00	23.53%
Public Works	681.83	5.50	159.60	23.41%
Planning & Building	204.50	11.00	46.00	22.49%
Housing & Community Dev	74.50	2.00	12.00	16.11%
Dept. of Transportation	353.08	10.00	48.00	13.59%
Economic & Workforce Dev	50.20	3.00	6.60	13.15%
Information Technology	84.00	2.00	11.00	13.10%
Workplace and Employment Standards	18.00	2.00	2.00	11.11%
City Clerk	18.50	0.00	2.00	10.81%
Human Resources	49.00	1.00	5.00	10.20%
City Auditor	10.00	0.00	1.00	10.00%
Violence Prevention	20.80	1.00	2.00	9.62%
City Administrator	92.60	6.00	8.60	9.29%
Library	265.97	5.46	23.80	8.95%
Human Services	224.20	1.09	20.00	8.92%
Police	1239.50	16.00	99.00	7.99%
Parks, Recreation & Youth Dev	229.20	6.75	17.25	7.53%
City Attorney	82.00	2.00	6.00	7.32%
Fire	654.83	9.88	43.00	6.57%
Finance	166.80	11.80	9.00	5.40%
City Council	30.92	0.00	0.00	0.00%
Mayor	12.00	0.00	0.00	0.00%
Public Ethics Commission	6.00	0.00	0.00	0.00%
<b>Citywide Vacancy Rate</b>	<b>4,589.43</b>	<b>96.48</b>	<b>526.85</b>	<b>11.48%</b>

**Status of Executive Management Vacancies**

After the November 2019 staffing report presentation, members of the Finance and Management Committee asked HRM to include a status update on critical management vacancies within the organization. **Table 6** provides vacancy information for these positions.

DEPT	JOB CLASSIFICATION TITLE	FTE	STATUS OF VACANCY/REQ
CITY ADMIN	Deputy City Administrator	1.00	Frozen for FY2020-2021
CITY CLERK	City Clerk	1.00	Interim Appointment; Recruitment TBD
FINANCE	Director of Finance	1.00	Interim Appointment; Recruitment in Progress
FIRE	Chief of Fire	1.00	Interim Appointment; Recruitment in Progress
POLICE	Chief of Police	1.00	Interim Appointment; Recruitment in Progress
PUBLIC WORKS	Director of Public Works	1.00	Interim Appointment; Recruitment TBD

Respectfully submitted,



IAN APPLEYARD  
Director of Human Resources

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

Attachments:

*A – Citywide Vacancies by Department*

*B – New Vacancies Created in Adopted Policy Budget FY 2019-20*

*C – Vacancies in Oakland Public Works and the Department of Transportation*

**Attachment A Final**

DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
CITY ADMIN	02491 - C	1010	1000002	PS13	Animal Care Attendant	TR203	SC1	1.00	0.00	0.00	1.00	36750.36750		NO
CITY ADMIN	02491 - C	1010	1000002	PS13	Animal Care Attendant	TR203	SC1	1.00	0.00	0.00	1.00	36753.36753		NO
CITY ADMIN	02491 - C	1010	1000002	PS13	Animal Control Officer	PS100	SC1	1.00	0.00	0.00	1.00	36421.2682		NO
CITY ADMIN	02491 - C	1010	1000002	PS13	Animal Control Officer	PS100	SC1	1.00	0.00	0.00	1.00	36428.2434		NO
CITY ADMIN	02491 - C	1010	1000002	PS13	Animal Control Supervisor	SC103	UH1	1.00	1.00	0.00	0.00	36434.11705		YES
CITY ADMIN	02111 - C	1010	1000002	IP03	City Administrator Analyst	MA109	U31	1.00	1.00	0.00	0.00	35804.35804		YES
CITY ADMIN	02112 - C	1750	1000002	IP03	City Administrator Analyst	MA109	U31	1.00	0.00	1.00	0.00	41028.33028	42934.42934	NO
CITY ADMIN	02112 - C	1010	1000002	IP03	City Administrator Analyst	MA109	U31	1.00	1.00	0.00	0.00	42197.42197		YES
CITY ADMIN	02111 - C	1010	1000002	IP03	Deputy City Administrator	EM138	UK1	1.00	1.00	0.00	0.00	36550.32983		YES
CITY ADMIN	02611 - C	1010	1000002	IP70	Director of Contracting & Purchasing	EM239	UK1	1.00	1.00	0.00	0.00	36082.36082		YES
CITY ADMIN	02491 - C	1010	1000002	PS13	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	37510.37510		NO
CITY ADMIN	02611 - C	1010	1000002	IP70	Receptionist	SS170	SD1	1.00	1.00	0.00	0.00	32668.21869		YES
CITY ADMIN	02111 - C	1010	1000002	IP03	Receptionist, PPT	SS174	SD1	0.60	0.00	0.00	0.60	41465.41465		NO
CITY ADMIN	02491 - C	1010	1000002	PS13	Veterinary Technician	TC144	SD1	1.00	0.00	0.00	1.00	36439.25842	43151.43151	NO
CITY ADMIN	02491 - C	1010	1000002	PS13	Veterinary Technician	TC144	SD1	1.00	0.00	0.00	1.00	36440.25841		NO
<b>CITY ADMIN Total</b>								<b>14.60</b>	<b>6.00</b>	<b>1.00</b>	<b>7.60</b>			
CITY CLERK	03121 - C	1010	1000003	IP14	City Clerk	EM126	UK1	1.00	0.00	1.00	0.00	1663.1663		NO
CITY CLERK	03121 - C	1010	1000003	IP03	Receptionist to the City Clerk	SS172	TW1	1.00	0.00	1.00	0.00	42209.42209	43299.43299	NO
<b>CITY CLERK Total</b>								<b>2.00</b>	<b>0.00</b>	<b>2.00</b>	<b>0.00</b>			
CITY ATTORNEY	04211 - L	1010	1000004	IP17	Deputy City Attorney II	AL021	TM1	1.00	0.00	0.00	1.00	33062.27221		NO
CITY ATTORNEY	04311 - A	1010	1000004	IP18	Deputy City Attorney II	AL021	TM1	1.00	0.00	0.00	1.00	42082.30562		NO
CITY ATTORNEY	04311 - A	1010	1000004	IP17	Deputy City Attorney III	AL030	TM1	1.00	0.00	0.00	1.00	13276.13276		NO
CITY ATTORNEY	04311 - A	2415	1001024	IP18	Deputy City Attorney III	AL030	TM1	1.00	0.00	0.00	1.00	43152.43152		NO
CITY ATTORNEY	04511 - L	2413	1001110	IP18	Deputy City Attorney III	AL030	TM1	1.00	0.00	0.00	1.00	40278.36246		NO
CITY ATTORNEY	04111 - C	1010	1000004	IP19	Manager, Agency Administrative	EM171	UM1	1.00	1.00	0.00	0.00	24575.13816		YES
CITY ATTORNEY	04111 - C	2413	1000004	IP18	Paralegal	AP212	TW1	1.00	0.00	0.00	1.00	37537.37537		NO
CITY ATTORNEY	04111 - C	1010	1000004	IP18	Paralegal	AP212	TW1	1.00	1.00	0.00	0.00	42951.42206		YES
<b>CITY ATTORNEY Total</b>								<b>8.00</b>	<b>2.00</b>	<b>0.00</b>	<b>6.00</b>			
HRM	05311 - E	1010	1000005	IP61	Administrative Assistant II (CONF)	SS106	TA1	1.00	0.00	0.00	1.00	41884.41469		NO
HRM	05621 - F	1150	1000005	IP59	Benefits Technician	AP115	TW1	1.00	0.00	0.00	1.00	33417.30146		NO
HRM	05211 - F	1010	1000005	IP61	Human Resource Analyst (CONF)	AP204	TA1	1.00	0.00	0.00	1.00	34502.34503		NO
HRM	05211 - F	7760	1001288	IP61	Human Resource Analyst, Senior	AP206	UM2	1.00	0.00	0.00	1.00	41333.41333		NO
HRM	05211 - F	1010	1000005	IP61	Human Resource Analyst, Senior	AP206	UM2	1.00	0.00	0.00	1.00	41334.41334	42348.42348	NO
HRM	05211 - F	1010	1000005	IP61	Human Resource Clerk	SS129	TA1	1.00	1.00	0.00	0.00	34809.34809		YES
<b>HRM Total</b>								<b>6.00</b>	<b>1.00</b>	<b>0.00</b>	<b>5.00</b>			
CITY AUDITOR	07111 - C	1010	1000006	IP54	City Auditor, Assistant	EM115	UM1	1.00	0.00	1.00	0.00	938.938	41834.41834	NO
<b>CITY AUDITOR Total</b>								<b>1.00</b>	<b>0.00</b>	<b>1.00</b>	<b>0.00</b>			
FINANCE	08411 - F	1010	1000007	IP59	Account Clerk II	AF020	SD1	1.00	1.00	0.00	0.00	40147.40147		YES
FINANCE	08411 - F	2270	1000007	IP59	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	42233.42233		NO
FINANCE	08211 - A	1010	1000007	IP59	Accounting Supervisor	SC101	UH1	1.00	0.00	0.00	1.00	34147.34147	40591.40591	NO
FINANCE	08241 - F	1010	1000007	IP59	Accounting Technician	AF049	SD1	1.00	0.00	0.00	1.00	12156.6846		NO
FINANCE	08721 - F	1010	1000007	IP59	Business Analyst IV	AP433	UM2	1.00	1.00	0.00	0.00	42883.42883		YES
FINANCE	08111 - F	1010	1000007	IP59	Director of Finance	EM103	UK1	1.00	0.00	0.00	1.00	36695.36696	43301.43301	NO
FINANCE	08111 - F	1010	1000007	IP59	Executive Assistant to the Director	SS124	UM1	1.00	0.00	0.00	1.00	39322.39322		NO
FINANCE	08222 - C	1010	1000007	IP59	Financial Analyst	AF033	UM2	1.00	1.00	0.00	0.00	24801.17376		YES
FINANCE	08741 - T	1010	1000007	IP59	Human Resource Operations Supervisor	SC167	UH1	1.00	1.00	0.00	0.00	27986.23680		YES
FINANCE	08741 - T	1010	1000007	IP59	Human Resource Operations Technician	TC115	TW1	1.00	0.00	1.00	0.00	27097.14299	42458.42458	NO
FINANCE	08111 - F	1010	1000007	IP59	Manager, Finance	EM268	UK2	1.00	0.00	0.00	1.00	41571.41571		NO
FINANCE	08431 - F	1750	1000007	IP28	Office Assistant II	SS153	SD1	1.00	1.00	0.00	0.00	42440.42416		YES
FINANCE	08921 - F	1010	1000007	IP28	Office Assistant II	SS153	SD1	1.00	1.00	0.00	0.00	42441.42441		YES
FINANCE	08243 - F	4550	1000007	IP59	Office Assistant II, PPT	SS154	SD1	0.80	0.80	0.00	0.00	42235.42235		YES
FINANCE	08931 - F	1010	1000007	IP60	Parking Meter Collector	AF025	SD1	1.00	1.00	0.00	0.00	34601.1811		YES
FINANCE	08921 - F	1010	1000007	IP60	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	34585.1364		NO
FINANCE	08921 - F	1010	1000007	IP60	Public Service Representative, Senior	PP155	TW1	1.00	1.00	0.00	0.00	42410.42410		YES
FINANCE	08441 - F	1010	1000007	IP59	Revenue Assistant	AP321	SD1	1.00	1.00	0.00	0.00	42446.18877		YES

Attachment A Final

DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
FINANCE	08421 -	1010	1000007	IP03	Tax Auditor II	AF022	SD1	1.00	1.00	0.00	0.00	34843.34843		YES
FINANCE	08421 -	1010	1000007	IP59	Tax Auditor II	AF022	SD1	1.00	1.00	0.00	0.00	42228.42228		YES
FINANCE	08441 -	2413	1000007	IP59	Tax Enforcement Officer II	AF050	SD1	1.00	0.00	0.00	1.00	39960.14206		NO
<b>FINANCE Total</b>								<b>20.80</b>	<b>11.80</b>	<b>1.00</b>	<b>8.00</b>			
POLICE	106510 -	1010	1000008	PS01	Account Clerk I	AF001	SD1	1.00	1.00	0.00	0.00	35909.35909		YES
POLICE	106510 -	2411	1000783	PS01	Account Clerk II	AF020	SD1	1.00	1.00	0.00	0.00	30705.30705		YES
POLICE	106510 -	1010	1000008	PS01	Account Clerk II	AF020	SD1	1.00	1.00	0.00	0.00	32097.32097		YES
POLICE	106510 -	1010	1000008	PS01	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	31144.31144		NO
POLICE	106510 -	1010	1000008	PS01	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	34314.34314		NO
POLICE	106610 -	1010	1000008	PS01	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	39023.39023		NO
POLICE	108630 -	1010	1000008	PS01	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	42429.18096		NO
POLICE	102321 -	1010	1000008	PS03	Administrative Assistant I	SS102	SD1	1.00	1.00	0.00	0.00	39782.3862		YES
POLICE	101110 -	1010	1000008	PS01	Assistant to the Director	EM118	UM1	1.00	0.00	0.00	1.00	42380.42380	42587.42587	NO
POLICE	101120 -	1010	1000008	PS02	Complaint Investigator II	AP146	TW1	1.00	0.00	0.00	1.00	43154.43154		NO
POLICE	101120 -	1010	1000008	PS02	Complaint Investigator II	AP146	TW1	1.00	0.00	0.00	1.00	43155.43155		NO
POLICE	101120 -	1010	1000008	PS02	Complaint Investigator II	AP146	TW1	1.00	0.00	0.00	1.00	43156.43156		NO
POLICE	101120 -	1010	1000008	PS02	Complaint Investigator II	AP146	TW1	1.00	0.00	0.00	1.00	43157.43157		NO
POLICE	101120 -	1010	1000008	PS02	Complaint Investigator III	AP144	TW1	1.00	0.00	0.00	1.00	43158.43158		NO
POLICE	102280 -	1010	1001178	PS03	Crime Analyst	AP446	TW1	1.00	0.00	0.00	1.00	40842.38350		NO
POLICE	102280 -	1010	1001178	PS03	Crime Analyst	AP446	TW1	1.00	0.00	0.00	1.00	41072.38351		NO
POLICE	102280 -	1010	1001178	PS03	Crime Analyst	AP446	TW1	1.00	0.00	0.00	1.00	41473.41473		NO
POLICE	102610 -	1010	1000008	PS03	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	24459.21979		NO
POLICE	102610 -	1010	1000008	PS05	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	26909.26909	40818.40818	NO
POLICE	102610 -	1010	1000008	PS05	Criminalist II	PS112	TW1	1.00	0.00	0.00	1.00	34514.34514		NO
POLICE	102610 -	1010	1000008	PS05	Criminalist III	PS113	UH1	1.00	0.00	0.00	1.00	692.692		NO
POLICE	106410 -	1010	1000008	PS09	Fleet Compliance Coordinator	SC257	UM2	1.00	0.00	0.00	1.00	43163.43163		NO
POLICE	101120 -	1010	1000008	PS02	Intake Technician	AP434	TW1	1.00	0.00	0.00	1.00	43159.43159		NO
POLICE	101120 -	1010	1000008	PS02	Intake Technician	AP434	TW1	1.00	0.00	0.00	1.00	43160.43160		NO
POLICE	101120 -	1010	1000008	PS02	Intake Technician	AP434	TW1	1.00	0.00	0.00	1.00	43161.43161		NO
POLICE	101120 -	1010	1000008	PS02	Intake Technician	AP434	TW1	1.00	0.00	0.00	1.00	43162.43162		NO
POLICE	102610 -	1010	1000008	PS05	Latent Print Examiner II	PS187	TW1	1.00	0.00	0.00	1.00	28415.28415		NO
POLICE	103310 -	1010	1000008	PS08	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	38525.38525		NO
POLICE	103310 -	1010	1000008	PS08	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	38526.38526		NO
POLICE	108820 -	1010	1000008	PS13	Neighborhood Services Coordinator	SC190	TW1	1.00	1.00	0.00	0.00	39496.2435		YES
POLICE	106210 -	1010	1000008	PS01	Payroll Personnel Clerk III	SS163	UH1	1.00	1.00	0.00	0.00	34315.34315		YES
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	1124.1124		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2130.2130		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2158.2158		NO
POLICE	103310 -	1010	1000008	PS13	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2223.2223		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2500.2500		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	2822.2822		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	5769.5769		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	34510.34510		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher	PS162	SC1	1.00	0.00	0.00	1.00	42255.42255		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher, Senior	PS203	UH1	1.00	0.00	0.00	1.00	42026.42026		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Dispatcher, Senior	PS203	UH1	1.00	0.00	0.00	1.00	42027.42027		NO
POLICE	103310 -	1010	1000008	PS08	Police Communications Operator	PS163	SC1	1.00	0.00	0.00	1.00	34915.34915		NO
POLICE	102310 -	1010	1000008	PS03	Police Evidence Technician	PS165	SC1	1.00	1.00	0.00	0.00	40900.37503		YES
POLICE	101130 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35029.2801		NO
POLICE	102130 -	2252	1001323	PS03	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40897.5807		NO
POLICE	102140 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37200.27665		NO
POLICE	102320 -	1010	1000008	PS03	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35049.18891		NO
POLICE	102321 -	1010	1000008	PS12	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36904.3297		NO
POLICE	102321 -	1010	1000008	PS12	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36908.563	38832.38832	NO
POLICE	102321 -	2411	1000783	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37293.2826		NO

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DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
POLICE	102321 -	1010	1000008	PS09	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40847.6738		NO
POLICE	102321 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40957.3349		NO
POLICE	102330 -	1010	1000008	PS03	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	42091.5013		NO
POLICE	102341 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40835.25872		NO
POLICE	102341 -	1010	1000008	PS03	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40851.27664		NO
POLICE	103430 -	1010	1000008	PS09	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	35142.25897		NO
POLICE	103430 -	1010	1000008	PS01	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36544.355		NO
POLICE	103430 -	1010	1000008	PS09	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	38884.18925		NO
POLICE	103430 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40872.12071		NO
POLICE	106610 -	1010	1000008	PS03	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36911.1875		NO
POLICE	107410 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41153.25915		NO
POLICE	107510 -	1010	1000008	PS14	Police Officer (PERS)	PS168	PP1	1.00	1.00	0.00	0.00	40910.38015		YES
POLICE	107510 -	1010	1000008	PS14	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40981.2414		NO
POLICE	107510 -	1010	1000008	PS14	Police Officer (PERS)	PS168	PP1	1.00	1.00	0.00	0.00	41119.38011		YES
POLICE	107510 -	1010	1000008	PS14	Police Officer (PERS)	PS168	PP1	1.00	1.00	0.00	0.00	41120.38020		YES
POLICE	107510 -	1010	1000008	PS14	Police Officer (PERS)	PS168	PP1	1.00	1.00	0.00	0.00	41145.34319		YES
POLICE	107510 -	1010	1000008	PS14	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42646.18898		NO
POLICE	107710 -	1010	1000008	PS13	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	29949.3108	43316.43316	NO
POLICE	107710 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41001.34739	39226.39226	NO
POLICE	107710 -	1010	1000008	PS03	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41083.567		NO
POLICE	108110 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	38010.38010		NO
POLICE	108110 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42644.36051		NO
POLICE	108130 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40963.21097		NO
POLICE	108130 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	42643.38097	43315.43315	NO
POLICE	108140 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	36988.18911	43317.43317	NO
POLICE	108140 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	37268.150		NO
POLICE	108140 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40833.5014		NO
POLICE	108140 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40968.258		NO
POLICE	108140 -	1010	1000008	PS11	Police Officer (PERS)	PS190	PP1	1.00	0.00	0.00	1.00	41327.38087		NO
POLICE	108150 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41010.36045	38831.38831	NO
POLICE	108150 -	1010	1000008	PS11	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	41012.4989		NO
POLICE	108630 -	1010	1000008	PS03	Police Officer (PERS)	PS168	PP1	1.00	0.00	0.00	1.00	40943.27452		NO
POLICE	102120 -	1010	1000008	PS01	Police Property Specialist	PS170	SC1	1.00	0.00	0.00	1.00	42480.42480		NO
POLICE	101120 -	1010	1000008	PS03	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	36807.19530		NO
POLICE	102310 -	1010	1001178	PS03	Police Records Specialist	SS165	SD1	1.00	1.00	0.00	0.00	38394.38394		YES
POLICE	103242 -	1010	1000008	PS07	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	8328.475		NO
POLICE	103242 -	1010	1000008	PS03	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	8470.2605		NO
POLICE	103242 -	1010	1000008	PS07	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	9499.2370		NO
POLICE	103242 -	1010	1000008	PS03	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	36813.594		NO
POLICE	103310 -	1010	1000008	PS08	Police Records Specialist	SS165	SD1	1.00	0.00	0.00	1.00	36806.2845		NO
POLICE	102130 -	1010	1000008	PS03	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	38261.11778		NO
POLICE	102130 -	1010	1000008	PS03	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	40574.1971		NO
POLICE	108120 -	1010	1000008	PS11	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	36868.34220		NO
POLICE	108120 -	1010	1000008	PS11	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	40580.34221	40766.40766	NO
POLICE	108130 -	1010	1000008	PS11	Police Services Technician II	PS173	SC1	1.00	1.00	0.00	0.00	36858.34205		YES
POLICE	108140 -	1010	1000008	PS11	Police Services Technician II	PS173	SC1	1.00	1.00	0.00	0.00	38265.28069		YES
POLICE	108140 -	1010	1000008	PS11	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	38267.28228		NO
POLICE	108150 -	1010	1000008	PS11	Police Services Technician II	PS173	SC1	1.00	1.00	0.00	0.00	36577.11026		YES
POLICE	108150 -	1010	1000008	PS01	Police Services Technician II	PS173	SC1	1.00	0.00	0.00	1.00	40576.34206		NO
POLICE	108820 -	1010	1000008	PS13	Program Analyst III	SC204	UM2	1.00	1.00	0.00	0.00	40871.27641		YES
POLICE	101112 -	1010	1000008	PS11	Public Information Officer I	AP298	TW1	1.00	0.00	0.00	1.00	43153.43153		NO
POLICE	102120 -	1010	1000008	PS03	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	41807.32220		NO
POLICE	102320 -	1010	1000008	PS03	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	35005.19597		NO
POLICE	102321 -	1010	1000008	PS03	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	40834.18035		NO
POLICE	102321 -	1010	1000008	PS03	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	40848.1296		NO

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POLICE	108110 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	37439.6342		NO
POLICE	108110 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	40352.2483	34658.34658	NO
POLICE	108110 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	42675.15647		NO
POLICE	108120 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	42711.19575		NO
POLICE	108130 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	42663.32914		NO
POLICE	108140 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	37161.20961		NO
POLICE	108150 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	37092.5804	42977.42977	NO
POLICE	108150 -	1010	1000008	PS11	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	40994.20962	42985.42985	NO
POLICE	108630 -	1010	1000008	PS03	Sergeant of Police (PERS)	PS179	PP1	1.00	0.00	0.00	1.00	38156.3204		NO
<b>POLICE Total</b>								<b>115.00</b>	<b>16.00</b>	<b>0.00</b>	<b>99.00</b>			
FIRE	20521 -	1010	1000009	PS16	Accountant II	AF021	SD1	1.00	0.00	0.00	1.00	38799.26502	43311.43311	NO
FIRE	20311 -	1010	1000009	PS23	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	42287.42287		NO
FIRE	20311 -	1010	1000009	PS23	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	3867.3867	43353.42938	NO
FIRE	20331 -	1010	1000009	PS23	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	40154.40154		NO
FIRE	20611 -	1010	1000009	PS26	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	16651.5078		NO
FIRE	20411 -	1010	1000009	PS17	Battalion Chief	PS102	FQ1	1.00	0.00	0.00	1.00	14136.5067		NO
FIRE	20411 -	1010	1000009	PS17	Battalion Chief	PS102	FQ1	1.00	0.00	0.00	1.00	25211.1601		NO
FIRE	20411 -	1010	1000009	PS17	Battalion Chief	PS102	FQ1	1.00	0.00	0.00	1.00	25213.2777		NO
FIRE	20411 -	1010	1000009	PS17	Battalion Chief	PS102	FQ1	1.00	0.00	0.00	1.00	25223.12537		NO
FIRE	20912 -	M 2250	1000009	PS19	Emergency Medical Svcs Instructor, PT	AP386	TL1	0.60	0.60	0.00	0.00	19056.18476		YES
FIRE	20711 -	2123	1004661	PS21	Emergency Planning Coordinator, Sr	SC140	TW1	1.00	0.00	0.00	1.00	31343.28480		NO
FIRE	20711 -	2123	1004661	PS21	Emergency Planning Coordinator, Sr	SC140	TW1	1.00	0.00	0.00	1.00	31344.30086		NO
FIRE	20251 -	2412	1000009	PS20	Fire Communications Dispatcher	PS123	SC1	1.00	0.00	0.00	1.00	401.401		NO
FIRE	20251 -	2412	1000009	PS20	Fire Communications Dispatcher	PS123	SC1	1.00	0.00	0.00	1.00	947.947		NO
FIRE	20251 -	1010	1000009	PS20	Fire Communications Dispatcher	PS123	SC1	1.00	0.00	0.00	1.00	43164.43164		NO
FIRE	20241 -	1010	1000009	PS20	Fire Communications Supervisor	SC148	UH1	1.00	0.00	1.00	0.00	39075.291	42979.42979	NO
FIRE	20511 -	1010	1000009	PS16	Fire Division Manager	EM225	UM1	1.00	1.00	0.00	0.00	41048.24870		YES
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	19361.14789		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	19362.14130		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	22063.21606		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	22333.21545		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	22342.21555		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	22347.3150		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25282.10553		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25284.1218		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25286.834		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25299.1142		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25302.2699		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25307.14125		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25309.14124		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25351.21313		NO
FIRE	20411 -	1010	1000009	PS17	Fire Fighter Paramedic	PS184	FQ1	1.00	0.00	0.00	1.00	25355.21309		NO
FIRE	20331 -	1010	1000009	PS23	Fire Inspection Supervisor	SC262	UH1	1.00	0.00	0.00	1.00	42843.42292		NO
FIRE	20331 -	1010	1000009	PS23	Fire Inspection Supervisor	SC262	UH1	1.00	0.00	0.00	1.00	42844.42293		NO
FIRE	20331 -	1010	1000009	PS23	Fire Inspection Supervisor	SC262	UH1	1.00	0.00	0.00	1.00	42846.42274		NO
FIRE	20331 -	1010	1000009	PS23	Fire Inspector (Civilian)	PS142	SC1	1.00	0.00	0.00	1.00	19491.5031		NO
FIRE	20331 -	1010	1000105	PS23	Fire Inspector (Civilian)	PS142	SC1	1.00	1.00	0.00	0.00	38745.38745		YES
FIRE	20331 -	1010	1000009	PS23	Fire Marshal, Assistant (Non-Sworn)	MA148	UM2	1.00	0.00	0.00	1.00	38742.26039		NO
FIRE	20351 -	1010	1000009	IP51	Fire Protection Engineer	PS143	TW1	1.00	1.00	0.00	0.00	42271.42271		YES
FIRE	20110 -	1010	1000009	PS15	Hearing Officer	AP396	TW1	1.00	1.00	0.00	0.00	42543.42290		YES
FIRE	20411 -	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	1399.1399		NO
FIRE	20411 -	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	1795.1795		NO
FIRE	20411 -	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	2278.2278		NO
FIRE	20411 -	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	5037.5037		NO
FIRE	20411 -	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	25113.910		NO

**Attachment A Final**

DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
FIRE	20411 - F	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	25125.613		NO
FIRE	20411 - F	1010	1000009	PS17	Lieutenant of Fire Department	PS150	FQ1	1.00	0.00	0.00	1.00	25260.12541		NO
FIRE	20711 - F	2160	1004681	PS21	Management Intern, PT	MA133	UG1	0.68	0.68	0.00	0.00	42476.30118	42787.42787	YES
FIRE	20311 - F	1010	1000009	IP51	Office Assistant I	SS150	SD1	1.00	1.00	0.00	0.00	42286.42286		YES
FIRE	20331 - F	1010	1000105	PS23	Office Assistant I, PPT	SS151	SD1	0.60	0.60	0.00	0.00	38746.38746		YES
FIRE	20311 - F	1010	1000009	PS23	Office Assistant II	SS153	SD1	1.00	1.00	0.00	0.00	42289.42289	42838.42838	YES
FIRE	20351 - F	1010	1000009	IP51	Process Coordinator II	AP290	SD1	1.00	1.00	0.00	0.00	42272.42272		YES
FIRE	20351 - F	1010	1000009	IP51	Process Coordinator II	AP290	SD1	1.00	1.00	0.00	0.00	42273.42273		YES
FIRE	20913 - E	2160	1001312	PS19	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	27574.27574		NO
<b>FIRE Total</b>								<b>52.88</b>	<b>9.88</b>	<b>1.00</b>	<b>42.00</b>			
OPW	30121 - F	7760	1001288	AD01	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	23797.2597		NO
OPW	30112 - H	3100	1000010	IN13	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	43349.43349		NO
OPW	30112 - H	7760	1001288	AD01	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	33878.15671		NO
OPW	30112 - H	2310	1000010	NB09	Administrative Assistant I	SS102	SD1	1.00	0.00	1.00	0.00	43043.26413		NO
OPW	30654 - F	2244	1005343	AD01	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	43209.43209		NO
OPW	30611 - F	7760	1001288	AD01	Assistant Director, Public Works Agency	EM110	U31	1.00	0.00	1.00	0.00	24375.22508		NO
OPW	30541 - E	4100	1000010	IN01	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24167.15347		NO
OPW	30541 - E	4100	1000010	IN01	Auto Equipment Service Worker	TR102	SC1	1.00	0.00	0.00	1.00	24143.3588		NO
OPW	30211 - F	7760	1001288	AD01	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	39961.15771		NO
OPW	30234 - F	7760	1001411	IN06	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	31812.20103		NO
OPW	30234 - F	7760	1001411	IN06	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	31813.27485		NO
OPW	30234 - F	7760	1001411	AD01	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	41338.41338		NO
OPW	30557 - F	4400	1000010	IN02	Carpenter	TR112	SB1	1.00	0.00	0.00	1.00	41230.1587		NO
OPW	30557 - F	4400	1000010	IN02	Carpenter	TR112	SB1	1.00	0.00	0.00	1.00	41234.6044		NO
OPW	30532 - S	3100	1000010	IN14	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	42263.42263		NO
OPW	30554 - F	4400	1000010	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	41294.10072		NO
OPW	30556 - F	2244	1005343	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	43169.43169		NO
OPW	30556 - F	2244	1005343	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	43170.43170		NO
OPW	30557 - F	4400	1000010	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	41236.6696		NO
OPW	30557 - F	4400	1000010	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41237.10268	42037.41759	NO
OPW	30244 - S	2415	1003210	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39543.10808		NO
OPW	30244 - S	2415	1003210	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	41340.41340		NO
OPW	30232 - C	3100	1000010	IN06	Construction Inspector Sup (Field)	SC125	UH1	1.00	0.00	0.00	1.00	32048.32048		NO
OPW	30552 - F	4400	1000010	IN02	Custodial Services Supervisor I	SC130	UH1	1.00	0.00	0.00	1.00	41055.10827		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41181.2379		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41185.812		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41288.1321	40519.40519	NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41502.34353		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41773.41773		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41774.41774		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41171.14517		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41290.15136		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41291.15149		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41292.2106		NO
OPW	30555 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41491.31000		NO
OPW	30555 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	42265.42265	43295.43295	NO
OPW	30556 - F	2244	1005343	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	43171.43171		NO
OPW	30556 - F	2244	1005343	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	43172.43172		NO
OPW	30554 - F	4400	1000010	IN02	Custodian, PPT	TR121	SC1	1.00	0.00	0.00	1.00	41295.14515		NO
OPW	30559 - F	2243	1000010	IN02	Custodian, PPT	TR121	SC1	0.80	0.00	0.00	0.80	42268.42268		NO
OPW	30559 - F	2243	1000010	IN02	Custodian, PPT	TR121	SC1	0.80	0.00	0.00	0.80	42269.42269		NO
OPW	30241 - E	7760	1001411	IN05	Drafting/Design Technician, Sr	ET109	SD1	1.00	0.00	0.00	1.00	42264.42264		NO
OPW	30689 - E	7760	1001411	SC26	Electrical Engineer II	TR125	TF1	1.00	0.00	0.00	1.00	31156.31156		NO
OPW	30673 - C	1720	1000010	NB35	Electrical Painter	TR127	SC1	1.00	1.00	0.00	0.00	23834.3567		YES
OPW	30245 - V	2244	1005343	IN14	Engineer, Assistant I (Office)	ET111	TF1	1.00	0.00	0.00	1.00	43168.43168		NO

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OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	32881.32296		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	34614.34614	43011.41942	NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	38080.38080		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43167.43167		NO
OPW	30244 - S	7760	1001411	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	31892.5088		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	31768.27483		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	31769.3436		NO
OPW	30232 - C	7760	1001411	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	32294.32294		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	35918.35918		NO
OPW	30244 - S	7760	1001411	IN06	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	31897.3431		NO
OPW	30244 - S	7760	1001411	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	36672.36672		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Transportation Assistant	ET120	TF1	1.00	0.00	0.00	1.00	31774.3426	41588.41588	NO
OPW	30676 - L	1720	1000010	NB35	Environmental Enforcement Officer	PP158	SC1	1.00	0.00	0.00	1.00	41874.41342		NO
OPW	30683 - E	3100	1000010	SC26	Environmental Program Specialist	PP122	TF1	1.00	0.00	0.00	1.00	24179.2916		NO
OPW	30541 - E	4100	1000010	IN01	Equipment Body Repair Worker	TR134	SB1	1.00	0.00	0.00	1.00	24116.3596		NO
OPW	30551 - F	4400	1000010	IN02	Facilities Complex Manager, Assistant	SC100	UH1	1.00	0.00	1.00	0.00	41740.40673	42884.42884	NO
OPW	30541 - E	4100	1000010	IN01	Fleet Specialist	AP190	TW1	1.00	0.00	1.00	0.00	26005.26005	41582.41582	NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	23872.2089		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24385.3665		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24400.18561		NO
OPW	30652 - L	2310	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24401.18566		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	25497.25497		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	32664.5154		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43175.43175		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43176.43176		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43177.43177		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43178.43178		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43179.43179		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43180.43180		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43181.43181		NO
OPW	30652 - L	2244	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23733.5149		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23808.2903		NO
OPW	30652 - L	2244	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23950.1660		NO
OPW	30652 - L	2244	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	37525.37525		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43182.43182		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43183.43183		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43184.43184		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43185.43185		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43186.43186		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43187.43187		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43188.43188		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43189.43189		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43190.43190		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43191.43191		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43192.43192		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43193.43193		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43194.43194		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43195.43195		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43196.43196		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43197.43197		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43198.43198		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43199.43199		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43200.43200		NO

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OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43201.43201		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43202.43202		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43203.43203		NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24079.1405		NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24140.2015	40521.40521	NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Mechanic	TR148	SB1	1.00	1.00	0.00	0.00	42261.42261		YES
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24047.803		NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	1.00	0.00	24048.3601	42464.42464	NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24189.6262		NO
OPW	30557 - F	4400	1000010	IN02	Maintenance Mechanic, PT	TR157	SI1	0.50	0.50	0.00	0.00	42960.32354		YES
OPW	30533 - S	3100	1000010	IN13	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	39644.34276		NO
OPW	30556 - F	4400	1000010	IN02	Painter	TR159	SB1	1.00	1.00	0.00	0.00	41297.34352		YES
OPW	30556 - F	4400	1000010	IN02	Painter	TR159	SB1	1.00	1.00	0.00	0.00	41302.2486		YES
OPW	30556 - F	2244	1005343	IN02	Painter	TR159	SB1	1.00	0.00	0.00	1.00	43173.43173		NO
OPW	30556 - F	2244	1005343	IN02	Painter	TR159	SB1	1.00	0.00	0.00	1.00	43174.43174		NO
OPW	30673 - C	1720	1000010	NB35	Painter	TR159	SB1	1.00	1.00	0.00	0.00	34484.34484		YES
OPW	30652 - L	2310	1000010	NB07	Park Attendant, PPT	SS157	SC1	1.00	0.00	0.00	1.00	24324.22113		NO
OPW	30652 - L	2244	1005343	NB07	Park Equipment Operator	TR162	SC1	1.00	0.00	0.00	1.00	43204.43204		NO
OPW	30652 - L	2244	1005343	NB07	Park Equipment Operator	TR162	SC1	1.00	0.00	0.00	1.00	43205.43205		NO
OPW	30652 - L	2244	1005343	NB07	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	43206.43206		NO
OPW	30652 - L	2244	1005343	NB07	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	43207.43207		NO
OPW	30652 - L	2244	1005343	NB07	Park Supervisor II	SC194	UH1	1.00	0.00	0.00	1.00	43208.43208		NO
OPW	30556 - F	4400	1000010	IN02	Plumber	TR172	SB1	1.00	0.00	0.00	1.00	41222.5447		NO
OPW	30556 - F	4400	1000010	IN02	Pool Technician	TR207	SC1	1.00	0.00	0.00	1.00	41205.34441		NO
OPW	30556 - F	4400	1000010	IN02	Pool Technician	TR207	SC1	1.00	0.00	0.00	1.00	41206.34442		NO
OPW	30556 - F	4400	1000010	IN02	Pool Technician, PPT	TR208	SC1	1.00	0.00	0.00	1.00	41204.34440		NO
OPW	30689 - E	4400	1000010	SC26	Program Analyst I	AP292	TW1	1.00	0.00	1.00	0.00	42628.42628	43289.43289	NO
OPW	30689 - E	4400	1000010	SC26	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	42627.42627		NO
OPW	30111 - I	7760	1001288	AD01	Project Manager II	EM211	UM2	1.00	0.00	1.00	0.00	43165.43165	43297.43297	NO
OPW	30532 - S	3100	1000010	IN14	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	42267.42267		NO
OPW	30673 - C	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	37630.2489		NO
OPW	30673 - C	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	37654.3499		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	23800.2816		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	24169.17584		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	26107.17757		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	31292.5106		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	31293.5949		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	34483.34483		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	40025.40025		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43212.43212		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43213.43213		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43214.43214		NO
OPW	30532 - S	3100	1000010	IN14	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	24129.5460		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	43215.43215		NO
OPW	30682 - E	1710	1000985	SC17	Recycling Specialist	PP140	TW1	1.00	0.00	0.00	1.00	24013.59		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23977.3534		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23987.9993		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23996.1414		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24087.1673		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24115.5116		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24185.9994		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24200.3535		NO

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DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
OPW	30533	S 3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	32322.32322		NO
OPW	30553	F 4400	1000010	IN02	Stationary Engineer	TR178	SB1	1.00	0.00	0.00	1.00	41293.3622		NO
OPW	30554	F 4400	1000010	IN02	Stationary Engineer	TR178	SB1	1.00	0.00	0.00	1.00	41168.11063		NO
OPW	30532	S 3100	1000010	IN14	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	24258.19195		NO
OPW	30674	IL 2270	1000010	NB35	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	43216.43216		NO
OPW	30672	S 1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23818.1599		NO
OPW	30672	S 1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23833.3559		NO
OPW	30672	S 1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23843.3558		NO
OPW	30672	S 1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23922.12877		NO
OPW	30672	S 1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	24372.22118		NO
OPW	30672	S 1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	24373.22119		NO
OPW	30112	H 3100	1001411	AD01	Training & Public Services Administrator	AP343	UM2	1.00	0.00	1.00	0.00	42481.42481		NO
OPW	30654	- 2310	1000010	NB09	Tree High Climber	TR188	SC1	1.00	0.00	0.00	1.00	32789.2860		NO
OPW	30654	- 2310	1000010	NB09	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	32801.5844		NO
OPW	30654	- 2244	1005343	NB07	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	43210.43210		NO
OPW	30654	- 2244	1005343	NB07	Tree Worker Driver	TR190	SC1	1.00	0.00	0.00	1.00	43211.43211		NO
<b>OPW Total</b>								<b>165.10</b>	<b>5.50</b>	<b>11.00</b>	<b>148.60</b>			
DOT	35121	- 7760	1003336	AD01	Account Clerk III	AF030	UH1	1.00	0.00	1.00	0.00	42224.42224	43325.43325	NO
DOT	35211	- 5332	1004411	IN05	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	40031.40031		NO
DOT	35311	- 2211	1003469	AD01	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	42101.5440		NO
DOT	35213	- 2415	1000652	IN04	Arboricultural Inspector	AP100	UH1	1.00	1.00	0.00	0.00	39548.32280		YES
DOT	35212	- 7760	1003340	IN05	Architectural Associate (Field)	ET104	TF1	1.00	0.00	1.00	0.00	39530.26415	43036.42859	NO
DOT	35218	- 7760	1003340	IN05	Chief of Party	TR114	UH1	1.00	0.00	0.00	1.00	39526.832		NO
DOT	35224	- 2218	1003469	NB33	Concrete Finisher	TR116	SB1	1.00	0.00	0.00	1.00	39684.5814		NO
DOT	35224	- 2211	1003469	IN04	Concrete Finisher	TR116	SB1	1.00	0.00	1.00	0.00	42212.42212	42858.42858	NO
DOT	35224	- 2232	1003469	IN04	Concrete Finisher	TR116	SB1	1.00	0.00	1.00	0.00	42789.42789	42860.42860	NO
DOT	35217	- 2415	1000652	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39562.15669		NO
DOT	35217	- 2415	1000652	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39563.15670		NO
DOT	35217	- 2415	1000652	IN05	Construction Inspector (Field)	IS106	SC1	1.00	1.00	0.00	0.00	39883.15736		YES
DOT	35243	- 2219	1003469	NB33	Crossing Guard, PPT	PS115	SC1	1.00	0.00	0.00	1.00	43330.708		NO
DOT	35212	- 7760	1003340	IN05	Drafting/Design Technician, Sr	ET109	SD1	1.00	1.00	0.00	0.00	39877.5783		YES
DOT	35232	- 2211	1003469	IN07	Electrical Engineer III	TR126	TF1	1.00	1.00	0.00	0.00	39901.3573		YES
DOT	35246	- 2215	1003469	IN07	Electrician	TR128	IE1	1.00	0.00	1.00	0.00	39614.181	41760.41760	NO
DOT	35244	- 7760	1003340	IN05	Engineer, Assistant II (Field)	ET112	TF1	1.00	0.00	0.00	1.00	39584.38317		NO
DOT	35212	- 7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	42388.23677		NO
DOT	35213	- 7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	39549.32291		NO
DOT	35213	- 7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43217.43217		NO
DOT	35213	- 7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43218.43218		NO
DOT	35217	- 7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	42098.23684		NO
DOT	35246	- 2211	1003469	NB33	Engineer, Assistant II (Office)	ET113	TF1	1.00	1.00	0.00	0.00	40077.40077		YES
DOT	35219	- 7760	1003340	IN05	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	42214.42214		NO
DOT	35212	- 7760	1003340	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	39535.15486		NO
DOT	35212	- 2211	1003469	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	39593.32833		NO
DOT	35217	- 2415	1001170	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	39558.364		NO
DOT	35216	- 2218	1003469	NB33	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	39896.38474		NO
DOT	35216	- 2211	1003469	NB33	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	40160.26179		NO
DOT	35217	- 2415	1001170	IN05	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	42222.42222		NO
DOT	35244	- 7760	1003340	IN05	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	39588.26178		NO
DOT	35246	- 7760	1003340	IN06	Engineer, Transportation	ET122	TF1	1.00	1.00	0.00	0.00	39897.6874		YES
DOT	35244	- 2415	1003469	NB33	Engineering Technician II (Office)	ET125	SD1	1.00	0.00	0.00	1.00	39834.2282		NO
DOT	35111	- 7760	1003336	AD01	Executive Assistant to the Director	SS124	UM1	1.00	0.00	1.00	0.00	39888.38929	43337.43337	NO
DOT	35224	- 2232	1003469	IN04	Heavy Equipment Operator	TR146	SB1	1.00	1.00	0.00	0.00	40053.40053	43318.41862	YES
DOT	35331	- 1010	1003469	NB33	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39803.18272		NO
DOT	35331	- 1010	1003469	NB33	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39818.3412		NO

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DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
DOT	35331 - F	1010	1003469	NB33	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	41306.38689		NO
DOT	35331 - F	1010	1003469	NB33	Parking Enforcement Supervisor I	TR165	UH1	1.00	0.00	0.00	1.00	39826.25787		NO
DOT	35321 - F	1010	1003469	IP60	Parking Meter Repair Worker	TR168	SB1	1.00	1.00	0.00	0.00	39642.3481		YES
DOT	35331 - F	1010	1003469	NB33	Parking Supervisor	SC196	UM2	1.00	0.00	0.00	1.00	43223.43223		NO
DOT	35251 - A	7760	1003336	AD01	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	39508.38812		NO
DOT	35214 - C	7760	1003340	IN05	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	40044.40044		NO
DOT	35224 - C	2232	1003469	IN04	Program Analyst II	AP293	TW1	1.00	1.00	0.00	0.00	41358.41358		YES
DOT	35245 - E	7760	1003340	IN05	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	39989.15565		NO
DOT	35251 - A	1750	1003469	YS10	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	39510.34367		NO
DOT	35247 - M	1750	1003469	NB33	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42553.42553		NO
DOT	35223 - C	2218	1003469	IN04	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39908.37521		NO
DOT	35223 - C	2218	1003469	NB33	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39933.3487		NO
DOT	35223 - C	7760	1003340	IN05	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39938.3501		NO
DOT	35223 - C	7760	1003340	IN05	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39965.37523		NO
DOT	35224 - C	2232	1003469	IN04	Public Works Maintenance Worker	TR174	SC1	1.00	1.00	0.00	0.00	40056.40056		YES
DOT	35218 - S	7760	1003340	IN05	Surveying Technician (Field)	ET132	SC1	1.00	0.00	0.00	1.00	39528.35917		NO
DOT	35218 - S	2211	1003469	IN06	Surveying Technician, Sr (Field)	ET133	SC1	1.00	0.00	0.00	1.00	39875.3445		NO
DOT	35213 - C	7760	1003340	IN05	Transportation Planner II	AP454	TW1	1.00	0.00	0.00	1.00	43237.43237		NO
DOT	35214 - C	2415	1003469	IN04	Transportation Planner II	AP454	TW1	1.00	0.00	0.00	1.00	42223.42223		NO
DOT	35245 - E	2230	1003469	IN06	Transportation Planner III	AP455	TW1	1.00	0.00	0.00	1.00	42492.42492		NO
DOT	35247 - M	1750	1004832	IN17	Transportation Planner III	AP455	TW1	1.00	0.00	0.00	1.00	43240.43240		NO
<b>DOT Total</b>								<b>58.00</b>	<b>10.00</b>	<b>6.00</b>	<b>42.00</b>			
ITD	46521 - F	4200	1000011	IP62	Administrative Analyst I	AP103	TW1	1.00	0.00	0.00	1.00	39702.38628		NO
ITD	46341 - A	1010	1000011	IP62	Application Developer II	AP335	TW1	1.00	0.00	0.00	1.00	31350.23616		NO
ITD	46111 - A	4200	1000011	IP63	Application Developer III	AP336	TW1	1.00	0.00	0.00	1.00	42636.42636		NO
ITD	46341 - A	2415	1003971	IP62	Application Developer III	AP336	TW1	1.00	0.00	0.00	1.00	42243.42243		NO
ITD	46211 - I	1010	1000011	IP62	Help Desk Specialist	AP265	SD1	1.00	0.00	0.00	1.00	26048.26048		NO
ITD	46531 - F	1010	1000011	IP62	Information System Administrator	MA128	UM2	1.00	0.00	0.00	1.00	42658.42658		NO
ITD	46111 - A	1010	1000011	IP65	Information Systems Manager I	SC169	UM2	1.00	0.00	0.00	1.00	42638.42638		NO
ITD	46531 - F	1010	1000011	IP62	Information Systems Manager II	EM187	UM1	1.00	0.00	0.00	1.00	43346.43346		NO
ITD	46251 - D	1010	1000011	IP62	Information Systems Specialist I	AP242	TW1	1.00	1.00	0.00	0.00	41795.41795		YES
ITD	46111 - A	1010	1000011	IP62	Information Systems Specialist II	AP243	TW1	1.00	0.00	0.00	1.00	43241.43241		NO
ITD	46111 - A	1010	1000011	IP62	Information Systems Specialist III	AP241	TW1	1.00	0.00	0.00	1.00	43242.43242		NO
ITD	46111 - A	1010	1000011	IP62	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	41796.41796		NO
ITD	46111 - A	1010	1000011	IP63	Project Manager III	EM212	UM1	1.00	1.00	0.00	0.00	36452.36452		YES
<b>ITD Total</b>								<b>13.00</b>	<b>2.00</b>	<b>0.00</b>	<b>11.00</b>			
OPRYD	501110 -	7760	1001411	IN06	Capital Imp Proj Coord, Asst	AP448	TW1	1.00	0.00	0.00	1.00	43224.43224		NO
OPRYD	501240 -	1820	1000012	IP57	Facility Security Assistant	PS120	SC1	1.00	1.00	0.00	0.00	42357.42357		YES
OPRYD	501110 -	1030	1000012	NB01	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	42246.42246		NO
OPRYD	501120 -	1010	1000012	NB01	Office Assistant II	SS153	SD1	1.00	1.00	0.00	0.00	37978.37978		YES
OPRYD	501240 -	1820	1000012	IP57	Public Service Representative	SS169	SD1	1.00	0.00	0.00	1.00	43225.43225		NO
OPRYD	501240 -	1820	1000012	IP57	Public Service Representative, PPT	SS196	SD1	1.00	1.00	0.00	0.00	27471.27471		YES
OPRYD	502110 -	1820	1000012	NB01	Recreation General Supervisor	MA139	UM2	1.00	1.00	0.00	0.00	40082.40082		YES
OPRYD	502234 -	1820	1000012	NB03	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	39912.30345		NO
OPRYD	502236 -	1010	1000012	NB03	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	26541.26541		NO
OPRYD	502340 -	1030	1000012	NB04	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	36096.31087		NO
OPRYD	503230 -	1010	1000012	NB03	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	40086.40086	42819.42819	NO
OPRYD	509230 -	1010	1000012	NB03	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	40088.40088		NO
OPRYD	509230 -	1010	1000012	NB03	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	40089.40089	42350.42350	NO
OPRYD	509234 -	1010	1000012	NB03	Recreation Leader II, PPT	PP133	SC1	0.75	0.00	0.00	0.75	32875.32875		NO
OPRYD	501270 -	1820	1000012	IP57	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	32877.32204	39051.39051	NO
OPRYD	502234 -	1820	1000012	NB03	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	42358.42358		NO
OPRYD	502260 -	1010	1000012	NB03	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	41602.26430		NO
OPRYD	502310 -	1030	1000012	YS03	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	42244.42244		NO
OPRYD	502331 -	1010	1000012	YS16	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	27397.18762		NO

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DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ	
OPRYD	502332	- 1030	1000012	NB04	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	32689.32193		NO	
OPRYD	502332	- 1820	1000012	NB04	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	42356.42356		NO	
OPRYD	503230	- 1010	1000012	NB03	Recreation Program Director	PP135	SC1	1.00	0.00	0.00	1.00	42245.42245		NO	
OPRYD	501270	- 1820	1000012	IP57	Recreation Supervisor	SC209	UH1	1.00	1.00	0.00	0.00	32290.32290		YES	
OPRYD	502310	- 1030	1000012	NB05	Recreation Supervisor	SC209	UH1	1.00	0.00	0.00	1.00	30044.30044		NO	
OPRYD	502350	- 1010	1000012	IN11	Recreation Supervisor	SC209	UH1	1.00	1.00	0.00	0.00	32861.28335		YES	
OPRYD	509330	- 1820	1000012	NB03	Van Driver, PPT	TR211	SC1	0.75	0.75	0.00	0.00	40511.40511		YES	
<b>OPRYD Total</b>								<b>24.00</b>	<b>6.75</b>	<b>0.00</b>	<b>17.25</b>				
LIBRARY	61121	- 2241	1000013	NB37	Account Clerk II	AF020	SD1	1.00	0.00	0.00	1.00	22578.22578		NO	
LIBRARY	61121	- 2243	1000013	NB37	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	43227.43227		NO	
LIBRARY	61511	- 2241	1000013	NB18	Archivist	SC256	TW1	1.00	0.00	0.00	1.00	33057.33057		NO	
LIBRARY	61235	- 2243	1000013	NB16	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	32338.32338		NO	
LIBRARY	61236	- 2243	1000013	NB16	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	32824.22585		NO	
LIBRARY	61237	- 2243	1000013	NB16	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	5573.5573		NO	
LIBRARY	61337	- 2243	1000013	NB17	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	40096.40096		NO	
LIBRARY	61337	- 2243	1000013	NB17	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	41792.41792		NO	
LIBRARY	61341	- 2243	1000013	NB17	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	32827.23626		NO	
LIBRARY	61344	- 2243	1000013	NB17	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	31587.5245		NO	
LIBRARY	61347	- 2243	1000013	NB17	Librarian I	AP214	SD1	1.00	0.00	0.00	1.00	648.648		NO	
LIBRARY	61321	- 2241	1000013	NB37	Librarian II	AP217	SD1	1.00	0.00	0.00	1.00	27997.22582		NO	
LIBRARY	61339	- 2241	1000013	NB37	Librarian II	AP217	SD1	1.00	0.00	0.00	1.00	32014.32014		NO	
LIBRARY	61347	- 2243	1000013	NB17	Librarian II	AP217	SD1	1.00	0.00	0.00	1.00	2397.2397		NO	
LIBRARY	61313	- 2243	1000013	NB37	Library Aide	AP221	SD1	1.00	0.00	0.00	1.00	41396.41396		NO	
LIBRARY	61331	- 2243	1000013	NB17	Library Aide	AP221	SD1	1.00	0.00	0.00	1.00	41705.41426		NO	
LIBRARY	61342	- 2243	1000013	NB17	Library Aide	AP221	SD1	1.00	0.00	0.00	1.00	43228.43228		NO	
LIBRARY	61231	- 2241	1000013	NB16	Library Aide, PPT	AP222	SD1	0.80	0.00	0.00	0.80	30156.30156		NO	
LIBRARY	61237	- 2243	1000013	NB16	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41393.41393		NO	
LIBRARY	61339	- 2243	1000013	NB17	Library Aide, PPT	AP222	SD1	0.80	0.00	0.00	0.80	38542.38542		NO	
LIBRARY	61344	- 2243	1000013	NB17	Library Aide, PPT	AP222	SD1	0.80	0.00	0.00	0.80	38536.38536		NO	
LIBRARY	61347	- 2243	1000013	NB17	Library Aide, PPT	AP222	SD1	0.60	0.00	0.00	0.60	41688.41373		NO	
LIBRARY	61237	- 2241	1000013	NB16	Library Aide, PT	SS138	SI1	0.37	0.37	0.00	0.00	22588.22588		YES	
LIBRARY	61331	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	0.40	0.40	0.00	0.00	25521.25521		YES	
LIBRARY	61333	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	0.36	0.36	0.00	0.00	13513.13513		YES	
LIBRARY	61335	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	0.40	0.40	0.00	0.00	213.213		YES	
LIBRARY	61337	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	0.70	0.70	0.00	0.00	22629.22629		YES	
LIBRARY	61338	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	0.40	0.40	0.00	0.00	34895.27489		YES	
LIBRARY	61339	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	1.00	1.00	0.00	0.00	30980.30980		YES	
LIBRARY	61343	- 2241	1000013	NB17	Library Aide, PT	SS138	SI1	0.50	0.50	0.00	0.00	38558.38558		YES	
LIBRARY	61347	- 2243	1000013	NB17	Library Assistant, PPT	AP227	SD1	0.60	0.00	0.00	0.60	41703.41406		NO	
LIBRARY	61135	- 2241	1000013	NB37	Library Assistant, PT	SS139	SI1	0.53	0.53	0.00	0.00	28039.2185		YES	
LIBRARY	61338	- 2241	1000013	NB17	Library Assistant, PT	SS139	SI1	0.20	0.20	0.00	0.00	24492.24492		YES	
LIBRARY	61339	- 2243	1000013	NB17	Library Assistant, Senior, PPT	AP225	SD1	0.60	0.00	0.00	0.60	41416.41416		NO	
LIBRARY	61121	- 2241	1000013	NB16	Museum Guard	PS155	SC1	1.00	0.00	0.00	1.00	32636.348		NO	
LIBRARY	61121	- 2241	1000013	NB16	Museum Guard	PS155	SC1	1.00	0.00	0.00	1.00	32638.516		NO	
LIBRARY	61121	- 2241	1000013	NB16	Museum Guard, PPT	PS157	SC1	0.60	0.60	0.00	0.00	42499.42499	42923.42923	YES	
<b>LIBRARY Total</b>								<b>29.26</b>	<b>5.46</b>	<b>0.00</b>	<b>23.80</b>				
RACE & EQUITY	64111	- F	1010	1000014	IP76	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	43229.43229		NO
<b>RACE &amp; EQUITY Total</b>								<b>1.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1.00</b>				
POLICE COMM	66211	- C	1010	1003737	IP06	Complaint Investigator III	AP144	TW1	1.00	0.00	0.00	1.00	42878.42878		NO
POLICE COMM	66311	- I	1010	1000002	IP06	Executive Director CPRA	EM229	UK1	1.00	0.00	0.00	1.00	42249.42249		NO
POLICE COMM	66211	- C	1010	1003737	IP06	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	39445.35964		NO
POLICE COMM	66311	- I	1010	1000002	IP06	Police Program & Performance Audit Sup	AP291	UM2	1.00	0.00	0.00	1.00	42250.42250		NO
<b>POLICE COMM Total</b>								<b>4.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4.00</b>				
DWES	67311	- C	7760	1001288	IP28	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	43309.42199		NO
DWES	67411	- C	1010	1005377	IP10	Contract Compliance Officer, Assistant	AP152	TW1	1.00	1.00	0.00	0.00	43314.27717		YES

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DWES	67211 - V	1010	1005377	IP10	Enforcement Chief, Public Ethics Comm	EM262	U31	1.00	0.00	0.00	1.00	43244.43244		NO
DWES	67111 - A	1010	1000123	IP70	Office Assistant II	SS153	SD1	1.00	1.00	0.00	0.00	43308.42200		YES
<b>DWES Total</b>								<b>4.00</b>	<b>2.00</b>	<b>0.00</b>	<b>2.00</b>			
VIOLENCE PREV	70111 - V	1010	1003738	SC22	Administrative Services Manager I	MA103	UM2	1.00	0.00	0.00	1.00	43230.43230		NO
VIOLENCE PREV	70211 - C	2252	1004462	PS37	Case Manager I	AP126	TW1	1.00	1.00	0.00	0.00	43323.35990		YES
VIOLENCE PREV	70211 - C	2252	1004485	PS37	Health & Human Services Program Planner	AP196	UM2	1.00	0.00	0.00	1.00	43322.3818		NO
<b>VIOLENCE PREV Total</b>								<b>3.00</b>	<b>1.00</b>	<b>0.00</b>	<b>2.00</b>			
HSD	78199 - D	2244	1000017	SC22	Budget & Grants Administrator	AF040	TW1	1.00	0.00	0.00	1.00	43231.43231		NO
HSD	75231 - F	2128	1004531	YS14	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	28151.28151		NO
HSD	75231 - F	2128	1004531	YS14	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	42242.42242	42997.42997	NO
HSD	78411 - C	2244	1000017	SC22	Case Manager I	AP126	TW1	1.00	0.00	0.00	1.00	43233.43233		NO
HSD	78231 - H	2128	1004514	YS13	Early Childhood Center Director	PP113	SD1	1.00	0.00	0.00	1.00	3720.3720		NO
HSD	78231 - H	2128	1004514	YS13	Early Childhood Center Director	PP113	SD1	1.00	0.00	0.00	1.00	42241.42241		NO
HSD	78231 - H	2128	1004514	YS13	Early Head Start Instructor	PP174	SD1	1.00	0.00	0.00	1.00	39237.31485		NO
HSD	78231 - H	2128	1004514	YS13	Early Head Start Instructor	PP174	SD1	1.00	0.00	0.00	1.00	40185.14186		NO
HSD	78231 - H	2128	1004508	YS13	Family Advocate	PP123	SD1	1.00	0.00	1.00	0.00	5880.5880	43253.43253	NO
HSD	78232 - H	2128	1004508	YS13	Head Start Coach Coordinator	PP181	TW1	1.00	0.00	0.00	1.00	41543.41543		NO
HSD	78232 - H	2128	1004508	YS13	Head Start Health & Nutrition Coord	SC159	TW1	1.00	0.00	0.00	1.00	37744.3819		NO
HSD	78231 - H	2128	1004508	YS13	Head Start Instructor	PP114	SD1	1.00	0.00	0.00	1.00	3704.3704		NO
HSD	78231 - H	2128	1004508	YS13	Head Start Instructor	PP114	SD1	1.00	0.00	0.00	1.00	6307.6307	43336.43336	NO
HSD	78231 - H	2128	1004508	YS13	Head Start Instructor	PP114	SD1	1.00	0.00	0.00	1.00	10937.10937		NO
HSD	78231 - H	2128	1004508	YS13	Head Start Instructor	PP114	SD1	1.00	0.00	0.00	1.00	42239.42239		NO
HSD	78232 - H	2128	1004508	YS13	Head Start Program Coordinator	PP128	TW1	1.00	0.00	0.00	1.00	37729.33398		NO
HSD	78235 - H	2128	1004508	YS13	Head Start Supervisor	SC160	UH1	1.00	0.00	0.00	1.00	37717.20608	43305.43305	NO
HSD	78411 - C	2270	1000017	SC22	Health & Human Services Program Planner	AP196	UM2	1.00	0.00	0.00	1.00	43246.43246		NO
HSD	78231 - H	2128	1004508	YS13	Maintenance Mechanic, PPT	TR204	SB1	1.00	0.00	0.00	1.00	33876.33876		NO
HSD	75621 - C	2213	1004533	YS14	Office Assistant I, PT	SS152	SI1	1.09	1.09	0.00	0.00	41437.41437	42886.42886	YES
HSD	75631 - S	1010	1000017	YS14	Senior Center Director	PP143	UH1	1.00	0.00	0.00	1.00	3813.3813	42837.42837	NO
<b>HSD Total</b>								<b>21.09</b>	<b>1.09</b>	<b>1.00</b>	<b>19.00</b>			
PBD	84111 - A	2415	1000018	IP49	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	43234.43234		NO
PBD	84412 - A	2415	1000018	PS31	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	42333.42333		NO
PBD	84229 - Z	2415	1000018	SC10	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	33186.1496		NO
PBD	84111 - A	2415	1000018	IP49	Administrative Services Manager II	EM100	UM2	1.00	0.00	0.00	1.00	42555.42555		NO
PBD	84431 - E	2415	1000018	PS30	Engineer, Assistant II (Office)	ET113	TF1	1.00	1.00	0.00	0.00	42332.42332		YES
PBD	84431 - E	2415	1000018	PS30	Engineer, Civil Principal	ET117	UM1	1.00	0.00	0.00	1.00	41267.17456		NO
PBD	84111 - A	2415	1000018	IP49	Graphic Delineator	TC110	SD1	1.00	0.00	0.00	1.00	42320.42320		NO
PBD	84111 - A	2415	1003971	IP49	Management Intern, PT	MA133	UG1	0.50	0.50	0.00	0.00	42340.42340		YES
PBD	84111 - A	2415	1003971	IP49	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	42116.36664		NO
PBD	84111 - A	2415	1003971	IP49	Office Assistant II	SS153	SD1	1.00	0.00	1.00	0.00	42325.42325	42836.42836	NO
PBD	84412 - A	2415	1000018	PS31	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	33264.5624		NO
PBD	84412 - A	2415	1003971	IP49	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	36660.36660		NO
PBD	84412 - A	2415	1000018	NB31	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	38396.38396		NO
PBD	84412 - A	2415	1000018	PS31	Office Assistant II	SS153	SD1	1.00	0.00	0.00	1.00	41266.40120		NO
PBD	84421 - E	2415	1000018	PS30	Permit Technician I	ET130	SD1	1.00	0.00	0.00	1.00	36233.36233		NO
PBD	84421 - E	2415	1000018	PS30	Permit Technician I	ET130	SD1	1.00	1.00	0.00	0.00	37816.37816		YES
PBD	84421 - E	2415	1000018	PS30	Permit Technician I	ET130	SD1	1.00	0.00	0.00	1.00	42312.42312		NO
PBD	84421 - E	2415	1000018	PS30	Permit Technician II	ET131	SD1	1.00	0.00	0.00	1.00	33198.3406		NO
PBD	84421 - E	2415	1000018	PS30	Permit Technician II	ET131	SD1	1.00	0.00	0.00	1.00	41449.41449		NO
PBD	84211 - F	2415	1001475	SC09	Planner I	AP269	TW1	1.00	0.00	0.00	1.00	40111.40111		NO
PBD	84229 - Z	2415	1000018	SC10	Planner I	AP269	TW1	1.00	0.00	0.00	1.00	40114.40114		NO
PBD	84211 - F	2415	1001475	SC09	Planner II	AP272	TW1	1.00	0.00	0.00	1.00	42326.42326		NO
PBD	84229 - Z	2415	1000018	SC10	Planner II	AP272	TW1	1.00	0.00	0.00	1.00	39736.26672	42029.42029	NO
PBD	84229 - Z	2415	1000018	SC10	Planner II	AP272	TW1	1.00	0.00	0.00	1.00	42329.42329		NO
PBD	84229 - Z	2415	1000018	SC10	Planner II	AP272	TW1	1.00	1.00	0.00	0.00	42330.42330		YES
PBD	84229 - Z	2415	1000018	SC10	Planner II, Design Review	AP273	TW1	1.00	1.00	0.00	0.00	33179.5623		YES

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PBD	84211 - F	2415	1001475	SC09	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	33100.13832		NO
PBD	84211 - F	2415	1001475	SC09	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	33165.26671		NO
PBD	84211 - F	2415	1001475	SC09	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	37707.36654		NO
PBD	84229 - Z	2415	1000018	SC10	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	33180.6165		NO
PBD	84229 - Z	2415	1000018	SC10	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	42106.17428		NO
PBD	84229 - Z	2415	1000018	SC10	Planner III	AP274	TW1	1.00	0.00	0.00	1.00	42318.42318		NO
PBD	84229 - Z	2415	1000018	IN08	Planner III, Historic Preservation	AP380	TW1	1.00	0.00	0.00	1.00	42390.37815		NO
PBD	84211 - F	2415	1001475	SC09	Planner V	AP279	TW1	1.00	0.00	0.00	1.00	33190.31607		NO
PBD	84229 - Z	2415	1000018	SC10	Planner V	AP279	TW1	1.00	0.00	0.00	1.00	41260.35803		NO
PBD	84454 - I	2415	1000018	PS30	Planning Investigator	AP282	SD1	1.00	1.00	0.00	0.00	42396.38290		YES
PBD	84454 - I	2415	1000018	NB31	Principal Inspection Supv	IS122	UH1	1.00	0.00	0.00	1.00	42334.42334		NO
PBD	84432 - E	2415	1000018	PS30	Process Coordinator II	AP290	SD1	1.00	0.00	0.00	1.00	42188.1527		NO
PBD	84432 - E	2415	1000018	PS30	Process Coordinator II	AP290	SD1	1.00	0.00	0.00	1.00	42392.36646		NO
PBD	84432 - E	2415	1000018	PS30	Process Coordinator III	SC202	TW1	1.00	1.00	0.00	0.00	42316.42316		YES
PBD	84111 - A	2415	1000018	IP49	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	42489.42489		NO
PBD	84454 - I	2415	1004913	NB31	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	43235.43235		NO
PBD	84111 - A	2415	1003971	IP49	Project Manager II	EM211	UM2	1.00	0.00	0.00	1.00	42323.42323		NO
PBD	84432 - E	2415	1000018	PS30	Project Manager II	EM211	UM2	1.00	1.00	0.00	0.00	42394.40124		YES
PBD	84111 - A	2415	1003971	IP49	Public Service Representative, Senior	PP155	TW1	1.00	0.00	0.00	1.00	42118.38726		NO
PBD	84431 - E	2415	1000018	PS30	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42308.42308		NO
PBD	84431 - E	2415	1000018	PS30	Specialty Combination Inspector	IS119	SC1	1.00	1.00	0.00	0.00	42309.42309		YES
PBD	84451 - I	2415	1000018	PS31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	39978.5627		NO
PBD	84451 - I	2415	1000018	PS31	Specialty Combination Inspector	IS119	SC1	1.00	1.00	0.00	0.00	41450.41450		YES
PBD	84451 - I	2415	1000018	PS31	Specialty Combination Inspector	IS119	SC1	1.00	1.00	0.00	0.00	42134.1264		YES
PBD	84452 - I	2415	1000018	PS31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	39768.5306		NO
PBD	84454 - I	2415	1000018	NB31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	39751.242		NO
PBD	84454 - I	2415	1000018	NB31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	39761.2980		NO
PBD	84454 - I	2415	1000018	NB31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	41456.41456		NO
PBD	84454 - I	2415	1000018	NB31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42189.2714		NO
PBD	84454 - I	2415	1000018	NB31	Specialty Combination Inspector	IS119	SC1	1.00	0.00	0.00	1.00	42397.5628		NO
PBD	84451 - I	2415	1000018	PS31	Specialty Combination Inspector, Senior	IS120	SC1	1.00	0.00	0.00	1.00	41785.41785		NO
PBD	84111 - A	2415	1003971	IP49	Student Trainee, PT	SS195	UG1	0.50	0.50	0.00	0.00	42339.42339		YES
<b>PBD Total</b>								<b>57.00</b>	<b>11.00</b>	<b>1.00</b>	<b>45.00</b>			
EWD	85111 - A	1610	1000117	SC27	Accountant II	AF021	SD1	1.00	1.00	0.00	0.00	42924.40589		YES
EWD	85221 - F	5613	1000019	SC27	Office Assistant II	SS153	SD1	1.00	1.00	0.00	0.00	35731.1393		YES
EWD	85311 - V	1010	1000019	SC03	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	35761.14754		NO
EWD	85311 - V	1010	1000187	SC03	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	35763.33784		NO
EWD	85244 - C	5671	1001542	SC07	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42226.42226		NO
EWD	85221 - F	1610	1000117	SC27	Student Trainee, PT	SS195	UG1	0.50	0.50	0.00	0.00	36241.36241		YES
EWD	85411 - E	1010	1000019	SC11	Student Trainee, PT	SS195	UG1	0.50	0.50	0.00	0.00	36737.36737		YES
EWD	85221 - F	5656	1005179	SC27	Urban Economic Analyst I	AP345	TW1	1.00	0.00	0.00	1.00	36367.36367		NO
EWD	85411 - E	1010	1000019	SC11	Urban Economic Analyst III	AP348	TW1	1.00	0.00	0.00	1.00	42227.42227		NO
EWD	85221 - F	5614	1005179	SC27	Urban Economic Analyst IV, Projects	AP350	TW1	1.00	0.00	0.00	1.00	35744.124		NO
EWD	85221 - F	1610	1000117	SC27	Urban Economic Analyst IV, Projects PPT	AP452	TW1	0.60	0.00	0.60	0.00	42196.38638	42538.42538	NO
<b>EWD Total</b>								<b>9.60</b>	<b>3.00</b>	<b>0.60</b>	<b>6.00</b>			
HCD	89939 - M	2108	1000886	NB32	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	33340.19953		NO
HCD	89969 - F	2413	1001110	SC15	Administrative Assistant II	SS104	TW1	1.00	1.00	0.00	0.00	42304.42304	42462.42462	YES
HCD	89919 - A	2108	1000886	NB32	Administrative Services Manager II	EM100	UM2	1.00	0.00	0.00	1.00	43303.43303		NO
HCD	89969 - F	2413	1001110	SC15	Hearing Officer	AP396	TW1	1.00	0.00	1.00	0.00	33348.22512		NO

DEPT	JOB CLASSIFICATION TITLE	FTE	POS#	STATUS OF VACANCY/REQ
CITY ATTORNEY	Deputy City Attorney III	1.00	43152.	Recruitment Open
<b>CITY ATTORNEY Total</b>		<b>1.00</b>		
POLICE	Complaint Investigator II	1.00	43154.	Eligible List Available
POLICE	Complaint Investigator II	1.00	43155.	Eligible List Available
POLICE	Complaint Investigator II	1.00	43156.	Eligible List Available
POLICE	Complaint Investigator II	1.00	43157.	Eligible List Available
POLICE	Complaint Investigator III	1.00	43158.	Eligible List Available
POLICE	Fleet Compliance Coordinator	1.00	43163.	Not under active recruitment
POLICE	Intake Technician	1.00	43159.	Eligible List Available
POLICE	Intake Technician	1.00	43160.	Eligible List Available
POLICE	Intake Technician	1.00	43161.	Eligible List Available
POLICE	Intake Technician	1.00	43162.	Eligible List Available
POLICE	Public Information Officer I	1.00	43153.	Eligible List Referred to Dept
<b>POLICE Total</b>		<b>11.00</b>		
FIRE	Fire Communications Dispatcher	1.00	43164.	Approved (pending HR assignment)
<b>FIRE Total</b>		<b>1.00</b>		
OPW	Administrative Assistant II	1.00	43209.	Dept Interview Process
OPW	Business Analyst II	1.00	43166.	Job Offer Extended
OPW	Construction & Maintenance Mechanic	1.00	43169.	Recruitment Plan in Progress
OPW	Construction & Maintenance Mechanic	1.00	43170.	Recruitment Plan in Progress
OPW	Custodian	1.00	43171.	Recruitment Plan in Progress
OPW	Custodian	1.00	43172.	Recruitment Plan in Progress
OPW	Engineer, Assistant I (Office)	1.00	43168.	Recruitment Plan in Progress
OPW	Engineer, Assistant II (Office)	1.00	43167.	Recruitment Plan in Progress
OPW	Gardener Crew Leader	1.00	43175.	Dept Interview Process
OPW	Gardener Crew Leader	1.00	43176.	Dept Interview Process
OPW	Gardener Crew Leader	1.00	43177.	Dept Interview Process
OPW	Gardener Crew Leader	1.00	43178.	Dept Interview Process
OPW	Gardener Crew Leader	1.00	43179.	Dept Interview Process
OPW	Gardener Crew Leader	1.00	43180.	Dept Interview Process
OPW	Gardener Crew Leader	1.00	43181.	Dept Interview Process
OPW	Gardener II	1.00	43182.	Dept Interview Process
OPW	Gardener II	1.00	43183.	Dept Interview Process
OPW	Gardener II	1.00	43184.	Dept Interview Process
OPW	Gardener II	1.00	43185.	Dept Interview Process
OPW	Gardener II	1.00	43186.	Dept Interview Process
OPW	Gardener II	1.00	43187.	Dept Interview Process
OPW	Gardener II	1.00	43188.	Dept Interview Process
OPW	Gardener II	1.00	43189.	Dept Interview Process
OPW	Gardener II	1.00	43190.	Dept Interview Process
OPW	Gardener II	1.00	43191.	Dept Interview Process
OPW	Gardener II	1.00	43192.	Dept Interview Process
OPW	Gardener II	1.00	43193.	Dept Interview Process
OPW	Gardener II	1.00	43194.	Dept Interview Process
OPW	Gardener II	1.00	43195.	Dept Interview Process
OPW	Gardener II	1.00	43196.	Dept Interview Process

DEPT	JOB CLASSIFICATION TITLE	FTE	POS#	STATUS OF VACANCY/REQ
OPW	Gardener II	1.00	43197.	Dept Interview Process
OPW	Gardener II	1.00	43198.	Dept Interview Process
OPW	Gardener II	1.00	43199.	Dept Interview Process
OPW	Gardener II	1.00	43200.	Dept Interview Process
OPW	Gardener II	1.00	43201.	Dept Interview Process
OPW	Gardener II	1.00	43202.	Dept Interview Process
OPW	Gardener II	1.00	43203.	Dept Interview Process
OPW	Painter	1.00	43173.	Recruitment Plan in Progress
OPW	Painter	1.00	43174.	Recruitment Plan in Progress
OPW	Park Equipment Operator	1.00	43204.	Requisition Pending Approval
OPW	Park Equipment Operator	1.00	43205.	Requisition Pending Approval
OPW	Park Supervisor I	1.00	43206.	Requisition Pending Approval
OPW	Park Supervisor I	1.00	43207.	Requisition Pending Approval
OPW	Park Supervisor II	1.00	43208.	Requisition Pending Approval
OPW	Project Manager II	1.00	43165.	Encumbered
OPW	Public Works Maintenance Worker	1.00	43212.	Dept Interview Process
OPW	Public Works Maintenance Worker	1.00	43213.	Dept Interview Process
OPW	Public Works Maintenance Worker	1.00	43214.	Dept Interview Process
OPW	Public Works Supervisor I	1.00	43215.	Requisition Pending Approval
OPW	Street Maintenance Leader	1.00	43216.	Eligible List Referred to Dept
OPW	Tree Trimmer	1.00	43210.	Recruitment Plan in Progress
OPW	Tree Worker Driver	1.00	43211.	Recruitment Plan in Progress
<b>OPW Total</b>		<b>52.00</b>		
DOT	Engineer, Assistant II (Office)	1.00	43217.	Recruitment Plan in Progress
DOT	Engineer, Assistant II (Office)	1.00	43218.	Recruitment Plan in Progress
DOT	Engineer, Assistant II (Office)	1.00	43221.	Encumbered
DOT	Engineer, Civil Supervising (Office)	1.00	43239.	Recruitment Plan in Progress
DOT	Parking Supervisor	1.00	43223.	Requisition Pending Approval
DOT	Transportation Planner II	1.00	43237.	Dept Interview Process
DOT	Transportation Planner III	1.00	43238.	Dept Interview Process
DOT	Transportation Planner III	1.00	43240.	Dept Interview Process
<b>DOT Total</b>		<b>8.00</b>		
ITD	Information Systems Specialist II	1.00	43241.	Dept Interview Process
ITD	Information Systems Specialist III	1.00	43242.	Dept Interview Process
<b>ITD Total</b>		<b>2.00</b>		
OPRYD	Capital Imp Proj Coord, Asst	1.00	43224.	Requisition Pending Approval
OPRYD	Public Service Representative	1.00	43225.	Recruitment Plan in Progress
OPRYD	Recreation Program Director	1.00	43226.	Requisition Pending Approval
<b>OPRYD Total</b>		<b>3.00</b>		
LIBRARY	Account Clerk III	1.00	43227.	Not under active recruitment
LIBRARY	Library Aide	1.00	43228.	Dept Interview Process
<b>LIBRARY Total</b>		<b>2.00</b>		
RACE & EQUITY	Program Analyst III	1.00	43229.	Eligible List Referred to Dept
<b>RACE &amp; EQUITY Total</b>		<b>1.00</b>		
DWES	Director of Contracting & Purchasing	1.00	43243.	Encumbered
DWES	Enforcement Chief, Public Ethics Comm	1.00	43244.	Recruitment Open

DEPT	JOB CLASSIFICATION TITLE	FTE	POS#	STATUS OF VACANCY/REQ
<b>DWES Total</b>		<b>2.00</b>		
VIOLENCE PREV	Administrative Services Manager I	1.00	43230.	Dept Interview Process
<b>VIOLENCE PREV Total</b>		<b>1.00</b>		
HSD	Administrative Assistant II	1.00	43232.	Dept Interview Process
HSD	Budget & Grants Administrator	1.00	43231.	Recruitment Plan in Progress
HSD	Case Manager I	1.00	43233.	Dept Interview Process
HSD	Health & Human Services Program Planner	1.00	43245.	Job Filled
HSD	Health & Human Services Program Planner	1.00	43246.	Requisition Pending Approval
<b>HSD Total</b>		<b>5.00</b>		
PBD	Account Clerk III	1.00	43234.	Dept Interview Process
PBD	Program Analyst III	1.00	43235.	On Hold (by Dept)
<b>PBD Total</b>		<b>2.00</b>		

**Grand Total**

**91.00**

**Attachment C Final**

DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
OPW	30121 - F	7760	1001288	AD01	Account Clerk III	AF030	UH1	1.00	0.00	0.00	1.00	23797.2597		NO
OPW	30112 - H	3100	1000010	IN13	Administrative Analyst II	AP106	TW1	1.00	0.00	0.00	1.00	43349.43349		NO
OPW	30112 - H	7760	1001288	AD01	Administrative Assistant I	SS102	SD1	1.00	0.00	0.00	1.00	33878.15671		NO
OPW	30112 - H	2310	1000010	NB09	Administrative Assistant I	SS102	SD1	1.00	0.00	1.00	0.00	43043.26413		NO
OPW	30654 - F	2244	1005343	AD01	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	43209.43209		NO
OPW	30611 - F	7760	1001288	AD01	Assistant Director, Public Works Agency	EM110	U31	1.00	0.00	1.00	0.00	24375.22508		NO
OPW	30541 - E	4100	1000010	IN01	Auto Equipment Mechanic	TR100	SB1	1.00	0.00	0.00	1.00	24167.15347		NO
OPW	30541 - E	4100	1000010	IN01	Auto Equipment Service Worker	TR102	SC1	1.00	0.00	0.00	1.00	24143.3588		NO
OPW	30211 - F	7760	1001288	AD01	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	39961.15771		NO
OPW	30234 - F	7760	1001411	IN06	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	31812.20103		NO
OPW	30234 - F	7760	1001411	IN06	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	31813.27485		NO
OPW	30234 - F	7760	1001411	AD01	Capital Improvement Project Coordinator	SC112	UM2	1.00	0.00	0.00	1.00	41338.41338		NO
OPW	30557 - F	4400	1000010	IN02	Carpenter	TR112	SB1	1.00	0.00	0.00	1.00	41230.1587		NO
OPW	30557 - F	4400	1000010	IN02	Carpenter	TR112	SB1	1.00	0.00	0.00	1.00	41234.6044		NO
OPW	30532 - S	3100	1000010	IN14	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	42263.42263		NO
OPW	30554 - F	4400	1000010	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	41294.10072		NO
OPW	30556 - F	2244	1005343	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	43169.43169		NO
OPW	30556 - F	2244	1005343	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	43170.43170		NO
OPW	30557 - F	4400	1000010	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	0.00	1.00	41236.6696		NO
OPW	30557 - F	4400	1000010	IN02	Construction & Maintenance Mechanic	TR118	SB1	1.00	0.00	1.00	0.00	41237.10268	42037.41759	NO
OPW	30244 - S	2415	1003210	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39543.10808		NO
OPW	30244 - S	2415	1003210	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	41340.41340		NO
OPW	30232 - C	3100	1000010	IN06	Construction Inspector Sup (Field)	SC125	UH1	1.00	0.00	0.00	0.00	32048.32048		NO
OPW	30552 - F	4400	1000010	IN02	Custodial Services Supervisor I	SC130	UH1	1.00	0.00	0.00	1.00	41055.10827		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41181.2379		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41185.812		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	41288.1321	40519.40519	NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41502.34353		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41773.41773		NO
OPW	30552 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41774.41774		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41171.14517		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41290.15136		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41291.15149		NO
OPW	30553 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41292.2106		NO
OPW	30555 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	41491.31000		NO
OPW	30555 - F	4400	1000010	IN02	Custodian	TR120	SC1	1.00	0.00	1.00	0.00	42265.42265	43295.43295	NO
OPW	30556 - F	2244	1005343	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	43171.43171		NO
OPW	30556 - F	2244	1005343	IN02	Custodian	TR120	SC1	1.00	0.00	0.00	1.00	43172.43172		NO
OPW	30554 - F	4400	1000010	IN02	Custodian, PPT	TR121	SC1	1.00	0.00	0.00	1.00	41295.14515		NO
OPW	30559 - F	2243	1000010	IN02	Custodian, PPT	TR121	SC1	0.80	0.00	0.00	0.80	42268.42268		NO
OPW	30559 - F	2243	1000010	IN02	Custodian, PPT	TR121	SC1	0.80	0.00	0.00	0.80	42269.42269		NO
OPW	30241 - E	7760	1001411	IN05	Drafting/Design Technician, Sr	ET109	SD1	1.00	0.00	0.00	1.00	42264.42264		NO
OPW	30689 - E	7760	1001411	SC26	Electrical Engineer II	TR125	TF1	1.00	0.00	0.00	1.00	31156.31156		NO
OPW	30673 - C	1720	1000010	NB35	Electrical Painter	TR127	SC1	1.00	1.00	0.00	0.00	23834.3567		YES
OPW	30245 - V	2244	1005343	IN14	Engineer, Assistant I (Office)	ET111	TF1	1.00	0.00	0.00	1.00	43168.43168		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	32881.32296		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	34614.34614	43011.41942	NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	38080.38080		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43167.43167		NO
OPW	30244 - S	7760	1001411	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	31892.5088		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	31768.27483		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	31769.3436		NO
OPW	30232 - C	7760	1001411	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	32294.32294		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	35918.35918		NO
OPW	30244 - S	7760	1001411	IN06	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	31897.3431		NO

**Attachment C Final**

DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
OPW	30244 - S	7760	1001411	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	36672.36672		NO
OPW	30232 - C	7760	1001411	IN06	Engineer, Transportation Assistant	ET120	TF1	1.00	0.00	0.00	1.00	31774.3426	41588.41588	NO
OPW	30676 - L	1720	1000010	NB35	Environmental Enforcement Officer	PP158	SC1	1.00	0.00	0.00	1.00	41874.41342		NO
OPW	30683 - E	3100	1000010	SC26	Environmental Program Specialist	PP122	TF1	1.00	0.00	0.00	1.00	24179.2916		NO
OPW	30541 - E	4100	1000010	IN01	Equipment Body Repair Worker	TR134	SB1	1.00	0.00	0.00	1.00	24116.3596		NO
OPW	30551 - F	4400	1000010	IN02	Facilities Complex Manager, Assistant	SC100	UH1	1.00	0.00	1.00	0.00	41740.40673	42884.42884	NO
OPW	30541 - E	4100	1000010	IN01	Fleet Specialist	AP190	TW1	1.00	0.00	1.00	0.00	26005.26005	41582.41582	NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	23872.2089		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24385.3665		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24400.18561		NO
OPW	30652 - L	2310	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	24401.18566		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	25497.25497		NO
OPW	30652 - L	2244	1000010	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	32664.5154		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43175.43175		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43176.43176		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43177.43177		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43178.43178		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43179.43179		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43180.43180		NO
OPW	30652 - L	2244	1005343	NB07	Gardener Crew Leader	TR140	SC1	1.00	0.00	0.00	1.00	43181.43181		NO
OPW	30652 - L	2244	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23733.5149		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23808.2903		NO
OPW	30652 - L	2244	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	23950.1660		NO
OPW	30652 - L	2244	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	37525.37525		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43182.43182		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43183.43183		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43184.43184		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43185.43185		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43186.43186		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43187.43187		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43188.43188		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43189.43189		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43190.43190		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43191.43191		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43192.43192		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43193.43193		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43194.43194		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43195.43195		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43196.43196		NO
OPW	30652 - L	2244	1005343	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43197.43197		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43198.43198		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43199.43199		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43200.43200		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43201.43201		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43202.43202		NO
OPW	30652 - L	2310	1000010	NB07	Gardener II	TR142	SC1	1.00	0.00	0.00	1.00	43203.43203		NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24079.1405		NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Mechanic	TR148	SB1	1.00	0.00	0.00	1.00	24140.2015	40521.40521	NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Mechanic	TR148	SB1	1.00	1.00	0.00	0.00	42261.42261		YES
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24047.803		NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	1.00	0.00	24048.3601	42464.42464	NO
OPW	30541 - E	4100	1000010	IN01	Heavy Equipment Service Worker	TR147	SC1	1.00	0.00	0.00	1.00	24189.6262		NO

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DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
OPW	30557 - F	4400	1000010	IN02	Maintenance Mechanic, PT	TR157	SI1	0.50	0.50	0.00	0.00	42960.32354		YES
OPW	30533 - S	3100	1000010	IN13	Management Assistant	AP235	UM2	1.00	0.00	0.00	1.00	39644.34276		NO
OPW	30556 - F	4400	1000010	IN02	Painter	TR159	SB1	1.00	1.00	0.00	0.00	41297.34352		YES
OPW	30556 - F	4400	1000010	IN02	Painter	TR159	SB1	1.00	1.00	0.00	0.00	41302.2486		YES
OPW	30556 - F	2244	1005343	IN02	Painter	TR159	SB1	1.00	0.00	0.00	1.00	43173.43173		NO
OPW	30556 - F	2244	1005343	IN02	Painter	TR159	SB1	1.00	0.00	0.00	1.00	43174.43174		NO
OPW	30673 - C	1720	1000010	NB35	Painter	TR159	SB1	1.00	1.00	0.00	0.00	34484.34484		YES
OPW	30652 - L	2310	1000010	NB07	Park Attendant, PPT	SS157	SC1	1.00	0.00	0.00	1.00	24324.22113		NO
OPW	30652 - L	2244	1005343	NB07	Park Equipment Operator	TR162	SC1	1.00	0.00	0.00	1.00	43204.43204		NO
OPW	30652 - L	2244	1005343	NB07	Park Equipment Operator	TR162	SC1	1.00	0.00	0.00	1.00	43205.43205		NO
OPW	30652 - L	2244	1005343	NB07	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	43206.43206		NO
OPW	30652 - L	2244	1005343	NB07	Park Supervisor I	SC193	UH1	1.00	0.00	0.00	1.00	43207.43207		NO
OPW	30652 - L	2244	1005343	NB07	Park Supervisor II	SC194	UH1	1.00	0.00	0.00	1.00	43208.43208		NO
OPW	30556 - F	4400	1000010	IN02	Plumber	TR172	SB1	1.00	0.00	0.00	1.00	41222.5447		NO
OPW	30556 - F	4400	1000010	IN02	Pool Technician	TR207	SC1	1.00	0.00	0.00	1.00	41205.34441		NO
OPW	30556 - F	4400	1000010	IN02	Pool Technician	TR207	SC1	1.00	0.00	0.00	1.00	41206.34442		NO
OPW	30556 - F	4400	1000010	IN02	Pool Technician, PPT	TR208	SC1	1.00	0.00	0.00	1.00	41204.34440		NO
OPW	30689 - E	4400	1000010	SC26	Program Analyst I	AP292	TW1	1.00	0.00	1.00	0.00	42628.42628	43289.43289	NO
OPW	30689 - E	4400	1000010	SC26	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	42627.42627		NO
OPW	30111 - I	7760	1001288	AD01	Project Manager II	EM211	UM2	1.00	0.00	1.00	0.00	43165.43165	43297.43297	NO
OPW	30532 - S	3100	1000010	IN14	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	42267.42267		NO
OPW	30673 - C	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	37630.2489		NO
OPW	30673 - C	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	37654.3499		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	23800.2816		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	24169.17584		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	26107.17757		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	31292.5106		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	31293.5949		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	34483.34483		NO
OPW	30674 - II	1720	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	40025.40025		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43212.43212		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43213.43213		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	43214.43214		NO
OPW	30532 - S	3100	1000010	IN14	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	24129.5460		NO
OPW	30674 - II	2270	1000010	NB35	Public Works Supervisor I	SC206	UH1	1.00	0.00	0.00	1.00	43215.43215		NO
OPW	30682 - E	1710	1000985	SC17	Recycling Specialist	PP140	TW1	1.00	0.00	0.00	1.00	24013.59		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23977.3534		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23987.9993		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	23996.1414		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24087.1673		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24115.5116		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24185.9994		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	24200.3535		NO
OPW	30533 - S	3100	1000010	IN13	Sewer Maintenance Worker	TR176	SC1	1.00	0.00	0.00	1.00	32322.32322		NO
OPW	30553 - F	4400	1000010	IN02	Stationary Engineer	TR178	SB1	1.00	0.00	0.00	1.00	41293.3622		NO
OPW	30554 - F	4400	1000010	IN02	Stationary Engineer	TR178	SB1	1.00	0.00	0.00	1.00	41168.11063		NO
OPW	30532 - S	3100	1000010	IN14	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	24258.19195		NO
OPW	30674 - II	2270	1000010	NB35	Street Maintenance Leader	TR180	SC1	1.00	0.00	0.00	1.00	43216.43216		NO
OPW	30672 - S	1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23818.1599		NO
OPW	30672 - S	1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23833.3559		NO
OPW	30672 - S	1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23843.3558		NO
OPW	30672 - S	1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	23922.12877		NO
OPW	30672 - S	1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	24372.22118		NO

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DEPT	NUMBER	FUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
OPW	30672 - S	1720	1000010	NB35	Street Sweeper Operator	TR181	SC1	1.00	0.00	0.00	1.00	24373.22119		NO
OPW	30112 - H	3100	1001411	AD01	Training & Public Services Administrator	AP343	UM2	1.00	0.00	1.00	0.00	42481.42481		NO
OPW	30654 - T	2310	1000010	NB09	Tree High Climber	TR188	SC1	1.00	0.00	0.00	1.00	32789.2860		NO
OPW	30654 - T	2310	1000010	NB09	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	32801.5844		NO
OPW	30654 - T	2244	1005343	NB07	Tree Trimmer	TR189	SC1	1.00	0.00	0.00	1.00	43210.43210		NO
OPW	30654 - T	2244	1005343	NB07	Tree Worker Driver	TR190	SC1	1.00	0.00	0.00	1.00	43211.43211		NO
<b>OPW Total</b>								<b>165.10</b>	<b>5.50</b>	<b>11.00</b>	<b>148.60</b>			
DOT	35121 - D	7760	1003336	AD01	Account Clerk III	AF030	UH1	1.00	0.00	1.00	0.00	42224.42224	43325.43325	NO
DOT	35211 - C	5332	1004411	IN05	Accountant III	AF031	UH1	1.00	0.00	0.00	1.00	40031.40031		NO
DOT	35311 - F	2211	1003469	AD01	Administrative Assistant II	SS104	TW1	1.00	0.00	0.00	1.00	42101.5440		NO
DOT	35213 - C	2415	1000652	IN04	Arboricultural Inspector	AP100	UH1	1.00	1.00	0.00	0.00	39548.32280		YES
DOT	35212 - C	7760	1003340	IN05	Architectural Associate (Field)	ET104	TF1	1.00	0.00	1.00	0.00	39530.26415	43036.42859	NO
DOT	35218 - S	7760	1003340	IN05	Chief of Party	TR114	UH1	1.00	0.00	0.00	1.00	39526.832		NO
DOT	35224 - C	2218	1003469	NB33	Concrete Finisher	TR116	SB1	1.00	0.00	0.00	1.00	39684.5814		NO
DOT	35224 - C	2211	1003469	IN04	Concrete Finisher	TR116	SB1	1.00	0.00	1.00	0.00	42212.42212	42858.42858	NO
DOT	35224 - C	2232	1003469	IN04	Concrete Finisher	TR116	SB1	1.00	0.00	1.00	0.00	42789.42789	42860.42860	NO
DOT	35217 - F	2415	1000652	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39562.15669		NO
DOT	35217 - F	2415	1000652	IN05	Construction Inspector (Field)	IS106	SC1	1.00	0.00	0.00	1.00	39563.15670		NO
DOT	35217 - F	2415	1000652	IN05	Construction Inspector (Field)	IS106	SC1	1.00	1.00	0.00	0.00	39883.15736		YES
DOT	35243 - C	2219	1003469	NB33	Crossing Guard, PPT	PS115	SC1	1.00	0.00	0.00	1.00	43330.708		NO
DOT	35212 - C	7760	1003340	IN05	Drafting/Design Technician, Sr	ET109	SD1	1.00	1.00	0.00	0.00	39877.5783		YES
DOT	35232 - S	2211	1003469	IN07	Electrical Engineer III	TR126	TF1	1.00	1.00	0.00	0.00	39901.3573		YES
DOT	35246 - M	2215	1003469	IN07	Electrician	TR128	IE1	1.00	0.00	1.00	0.00	39614.181	41760.41760	NO
DOT	35244 - N	7760	1003340	IN05	Engineer, Assistant II (Field)	ET112	TF1	1.00	0.00	0.00	1.00	39584.38317		NO
DOT	35212 - C	7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	42388.23677		NO
DOT	35213 - C	7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	39549.32291		NO
DOT	35213 - C	7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43217.43217		NO
DOT	35213 - C	7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	43218.43218		NO
DOT	35217 - F	7760	1003340	IN05	Engineer, Assistant II (Office)	ET113	TF1	1.00	0.00	0.00	1.00	42098.23684		NO
DOT	35246 - M	2211	1003469	NB33	Engineer, Assistant II (Office)	ET113	TF1	1.00	1.00	0.00	0.00	40077.40077		YES
DOT	35219 - S	7760	1003340	IN05	Engineer, Civil (Field)	ET115	TF1	1.00	0.00	0.00	1.00	42214.42214		NO
DOT	35212 - C	7760	1003340	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	39535.15486		NO
DOT	35212 - C	2211	1003469	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	39593.32833		NO
DOT	35217 - F	2415	1001170	IN05	Engineer, Civil (Office)	ET116	TF1	1.00	0.00	0.00	1.00	39558.364		NO
DOT	35216 - T	2218	1003469	NB33	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	39896.38474		NO
DOT	35216 - T	2211	1003469	NB33	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	40160.26179		NO
DOT	35217 - F	2415	1001170	IN05	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	42222.42222		NO
DOT	35244 - N	7760	1003340	IN05	Engineer, Transportation	ET122	TF1	1.00	0.00	0.00	1.00	39588.26178		NO
DOT	35246 - M	7760	1003340	IN06	Engineer, Transportation	ET122	TF1	1.00	1.00	0.00	0.00	39897.6874		YES
DOT	35244 - N	2415	1003469	NB33	Engineering Technician II (Office)	ET125	SD1	1.00	0.00	0.00	0.00	39834.2282		NO
DOT	35111 - D	7760	1003336	AD01	Executive Assistant to the Director	SS124	UM1	1.00	0.00	1.00	0.00	39888.38929	43337.43337	NO
DOT	35224 - C	2232	1003469	IN04	Heavy Equipment Operator	TR146	SB1	1.00	1.00	0.00	0.00	40053.40053	43318.41862	YES
DOT	35331 - F	1010	1003469	NB33	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39803.18272		NO
DOT	35331 - F	1010	1003469	NB33	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	39818.3412		NO
DOT	35331 - F	1010	1003469	NB33	Parking Control Technician	TR164	SC1	1.00	0.00	0.00	1.00	41306.38689		NO
DOT	35331 - F	1010	1003469	NB33	Parking Enforcement Supervisor I	TR165	UH1	1.00	0.00	0.00	1.00	39826.25787		NO
DOT	35321 - F	1010	1003469	IP60	Parking Meter Repair Worker	TR168	SB1	1.00	1.00	0.00	0.00	39642.3481		YES
DOT	35331 - F	1010	1003469	NB33	Parking Supervisor	SC196	UM2	1.00	0.00	0.00	1.00	43223.43223		NO
DOT	35251 - A	7760	1003336	AD01	Program Analyst I	AP292	TW1	1.00	0.00	0.00	1.00	39508.38812		NO
DOT	35214 - C	7760	1003340	IN05	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	40044.40044		NO
DOT	35224 - C	2232	1003469	IN04	Program Analyst II	AP293	TW1	1.00	1.00	0.00	0.00	41358.41358		YES
DOT	35245 - E	7760	1003340	IN05	Program Analyst II	AP293	TW1	1.00	0.00	0.00	1.00	39989.15565		NO
DOT	35251 - A	1750	1003469	YS10	Program Analyst III	SC204	UM2	1.00	0.00	0.00	1.00	39510.34367		NO
DOT	35247 - M	1750	1003469	NB33	Project Manager	EM216	UM2	1.00	0.00	0.00	1.00	42553.42553		NO

**Attachment C Final**

DEPT	NUMBER	PFUND	PROJ	PROG	JOB CLASSIFICATION TITLE	CLASS#	REP	FTE	FROZEN FTE	ENCUMBERED FTE	NON-ENCUMBERED FTE	POS#	EMPLOYEE NAME	FROZ
DOT	35223 - C	2218	1003469	IN04	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39908.37521		NO
DOT	35223 - C	2218	1003469	NB33	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39933.3487		NO
DOT	35223 - C	7760	1003340	IN05	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39938.3501		NO
DOT	35223 - C	7760	1003340	IN05	Public Works Maintenance Worker	TR174	SC1	1.00	0.00	0.00	1.00	39965.37523		NO
DOT	35224 - C	2232	1003469	IN04	Public Works Maintenance Worker	TR174	SC1	1.00	1.00	0.00	0.00	40056.40056		YES
DOT	35218 - S	7760	1003340	IN05	Surveying Technician (Field)	ET132	SC1	1.00	0.00	0.00	1.00	39528.35917		NO
DOT	35218 - S	2211	1003469	IN06	Surveying Technician, Sr (Field)	ET133	SC1	1.00	0.00	0.00	1.00	39875.3445		NO
DOT	35213 - C	7760	1003340	IN05	Transportation Planner II	AP454	TW1	1.00	0.00	0.00	1.00	43237.43237		NO
DOT	35214 - C	2415	1003469	IN04	Transportation Planner II	AP454	TW1	1.00	0.00	0.00	1.00	42223.42223		NO
DOT	35245 - E	2230	1003469	IN06	Transportation Planner III	AP455	TW1	1.00	0.00	0.00	1.00	42492.42492		NO
DOT	35247 - M	1750	1004832	IN17	Transportation Planner III	AP455	TW1	1.00	0.00	0.00	1.00	43240.43240		NO
<b>DOT Total</b>								<b>58.00</b>	<b>10.00</b>	<b>6.00</b>	<b>42.00</b>			



# MEMORANDUM

---

**DATE:** December 17, 2020

**TO:** The Honorable Civil Service Board

**FROM:** Greg Preece, HRM Manager / Staff to the Board

**THROUGH:** Ian Appleyard, HRM Director / Secretary to the Board

**SUBJECT:** Request Authorization for Employee Requests for Leave of Absence

---

HRM is in receipt of four (2) Unpaid Leave of Absence requests pursuant to Personnel Manual Section 8.07 Miscellaneous Leaves of Absence.

<b>Employee Name</b>	<b>Classification</b>	<b>Department</b>	<b>Leave Duration</b>	<b>Category</b>
Borrero, Antionette	Police Communications Dispatcher	Oakland Police Department	December 22, 2020- April 26, 2021	CSR 8.07 (c)
Moore, Irma	Police Communications Dispatcher	Oakland Police Department	January 03, 2021- April 24, 2021	CSR 8.07 (c)

**RECOMMENDATION:**

Staff recommends that the Civil Service Board approve the requested Leave of Absence forms.

---

Print Form



# Unpaid Leave of Absence

### Leave Type:

- FCL - Family Care Extended
- FDN - Family Death (no pay)
- MNP - Military Leave (no pay)
- SLV - Sick Leave (no pay)
- ANP - Miscellaneous (no pay)
- Maternity Leave (no pay)

Employee's Name Antoinette Borrero Employee's ID 15507 Today's Date 04 Nov 20

Department/Division Oakland Police Communications Employee Job Title Police Communications Dispatcher

Request: Days  Hours From 22 Dec 20 To 26 Apr 21

Unpaid Leave Taken This Year?  Yes  No If yes, what type of leave FCL  
(Write appropriate code)

Comparison of Different Leave Types					
Leave Type	Maximum Duration	Keep Accrued Seniority?	Accrue Seniority?	Keep Health Benefits?	Other
FCL	4 mos*	Yes	No	Depends*	Comb. of paid & unpaid leave
FDN	5 days	Yes	No	Yes	Family death leave (paid) exhausted
MNP	1 year	Yes	Yes	For 5 mos*	For military training and service
SLV	1 year	Yes	No	No*	Sick leave (paid) exhausted
ANP	1 year	Yes	No	No*	Miscellaneous leave (no pay)
P	1 year	No	No	No*	Maternity Leave

### \* Additional Information

Employees on ANP, MNP, SLV or Maternity leave may continue to participate in a City group health plan under COBRA at their own cost.

Family Care-Extended Leave allows employees to use a combination of paid and unpaid leave. Employees using paid leave keep their health benefits, while employees on unpaid leave for this category are entitled to extend their coverage under COBRA at their own cost. If the leave is unpaid maternity, an employee may take up to a maximum of 5 months leave.

[Signature]  
Employee's Signature Date 04 Nov 20

\_\_\_\_\_  
Civil Service Board Approval Date

[Signature]  
Department Head Approval Date 04 Dec 20

\_\_\_\_\_  
City Manager Approval Date

Note: Civil Service Board approval is required for leave of 5 days or more for classified employees. City Manager approval is required for leave of 5 days or more for exempt employees.



# Unpaid Leave of Absence

Leave Type:

- FCL - Family Care Extended
- FDN - Family Death (no pay)
- MNP - Military Leave (no pay)
- SLV - Sick Leave (no pay)
- ANP - Miscellaneous (no pay)
- Parental Leave (no pay)

Employee's Name Irma Moore

Employee's ID 20819

Today's Date 01DEC20

Department/Division Communications

Employee Job Title Police CommunicationsDispatch



Request: 16 weeks

No. of Days or Hours



Days



Hours

Select Days or Hours

From 03JAN21

To 24APR21

Unpaid Leave Taken This Year?



Yes



No

If yes, what type of leave

(Write appropriate code)

Leave Type	Duration	Employed	Terminated	Benefits	Comments
FCL	16 weeks	Yes	No	None	Send on paid during leave
FDN	16 weeks	Yes	No	Yes	Family death - will be in bank
MNP	16 weeks	Yes	No	Yes	Contributor in the retirement
SLV	16 weeks	Yes	No	No	Not applicable - Military
ANP	16 weeks	Yes	No	No	Miscellaneous leave (no pay)
PNP	16 weeks	No	No	No	Parental leave (no pay)

### \* Additional Information

Employees on ANP, MNP, SLV or PNP may continue to participate in a City group health plan under COBRA at their own cost.

Family Care Extended Leave allows employees to use a combination of paid and unpaid leave. Employees using paid leave keep their health benefits, while employees on unpaid leave for this category are entitled to extend their coverage under COBRA at their own cost. If the leave is unpaid parental, an employee may take up to a maximum of 5 months leave.

Employee's Signature

01DEC20

Date

Civil Service Board Approval

Date

Department Head Approval

04 DEC 20

Date

City Manager Approval

Date

Note: Civil Service Board approval is required for leave of 5 days or more for classified employees. City Manager approval is required for leave of 5 days or more for exempt employees.



# MEMORANDUM

---

**DATE:** December 17, 2020

**TO:** The Honorable Civil Service Board      **FROM:** Jaime Pritchett  
Principal Human Resource Analyst

**THROUGH:** Greg Preece, Human Resources Manager, Recruitment & Classification

**THROUGH:** Ian Appleyard, Director of Human Resources Management  
Secretary to the Board

**SUBJECT:** Approval of Revised Classification Specification for Human Resource Systems Analyst, Supervising

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Based upon a classification review at the request of the Finance Department, staff has proposed revisions to the **Human Resource Systems Analyst, Supervising** classification specification. It was approved in February 1997 but has not been revised since that time. The proposed revisions are related to on-going maintenance of the City's Classification Plan to modernize older classifications.

A variety of revisions are proposed that include:

- Update language and formatting to be consistent with the current classification specification template.
- Ensure that appropriate references to Human Resources Information Systems (HRIS) are added where applicable throughout the description.
- In the Definition section, specify that supervisory duties are required. Supervisory language appears in other sections on the description but should also be contained in the Definition as a clear snapshot of the duties.
- In the Distinguishing Characteristics, correct the reporting chain since the position is now in the Finance Department instead of the Human Resources Management Department.
- Update the Examples of Duties to reflect the increased technical components and highlight the importance of the duties related to performing customized reporting efforts and technical/systems support.
- Amend the Knowledge and Abilities section to properly reflect all necessary skillsets to effectively perform the assigned work.
- Refine the Experience section; add human capital management systems in addition to existing payroll and financial management systems as qualifying experience.

Further, we are pursuing a title correction to eliminate the discrepancy between the name listed on the classification specification that was approved by the Civil Service Board compared to the Salary Schedule that was approved by City Council: "Human Resource Systems Analyst Supervisor" versus "Human Resource Systems Analyst, Supervising," respectively. To conform with the approved title in the Salary Schedule, the title on the classification specification will be corrected through the Civil Service Board.

**CIVIL SERVICE BOARD**

Subject: Human Resource Systems Analyst, Supervising Classification Specification

Date: December 17, 2020

Page 2

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There is only one budgeted position, which is currently filled. The revised classification specification will be used for future recruitment processes as vacancies occur.

The Confidential Management Employees Association (CMEA) was notified of the proposed classification specification revisions. In an email dated December 1, 2020, the union confirmed that there are no objections to the proposed revisions.

Additionally, this classification was not compared as part of the "Common Class" Project. The Port does not have a classification that performs work in this same manner.

Staff recommends that the Civil Service Board approve the proposed revisions to the **Human Resource Systems Analyst, Supervising** classification specification.

**Attachments:** Revised draft Human Resource Systems Analyst, Supervising classification specification.



# HUMAN RESOURCE SYSTEMS ANALYST, SUPERVISOR

DRAFT

Class Code: SC166 FTE

Civil Service Classified

## DEFINITION

Under general direction in the Finance Department's Treasury Bureau, ~~To~~ plans, directs, coordinates, and supervises the support and development of complex automated human resources information systems (HRIS) and payroll/personnel systems, including the development of new procedures, modifications, and enhancements; ~~to~~ coordinates the training of system users; ~~to~~ supervises the development and publication of a wide range of general and technical materials and manuals; ~~to~~ supervises the administration of the City's ~~employee benefit~~ human resources, payroll, compensation, and benefits systems program; trains, evaluates, and supervises staff; and performs related duties as assigned.

## DISTINGUISHING CHARACTERISTICS

This is the first line supervisory level in the Human Resource Systems Analyst series. This position has major responsibility for planning, coordinating, and executing a broad range of complex assignments and projects. This classification is distinguished from the lower level sSenior Human Resource Systems Analyst level, which has no ~~program or~~ supervisory responsibility.

## SUPERVISION RECEIVED AND EXERCISED

The incumbent rReceives direction from the ~~Human Resource Manager-Treasury Administrator or and the Director, Office of Personnel Resource Management~~ of Finance and . ~~E~~exercises general supervision over ~~professional~~ Human Resource Systems Analyst and Senior Human Resource Systems Analyst, ~~paraprofessional technical, and clerical-administrative~~ staff.

## EXAMPLES OF DUTIES - *Duties may include, but are not limited to, the following:*

Plan, direct, supervise, and coordinate systems analysis, development of specifications, system testing, implementation, and maintenance.

Plan, direct, supervise, and coordinate the development of general and technical manuals and related documentation.

Plan, direct, supervise, coordinate, and provide custom reporting on human resources/payroll data.

Plan, direct, supervise, and coordinate ~~Direct, supervise and coordinate~~ technical and systems support on HRIS and payroll processing ~~of employee benefits; assign, direct and evaluate employees.~~

~~Operate a motor vehicle in the performance of assigned duties.~~

Maintain and monitor detailed work plans for ~~Human Resource Information Systems, HRIS~~ documentation and ~~benefits-payroll~~ units.

Develop and implement program goals, performance plans, policies, and procedures.

Analyze user requirements and problems, and identify solutions.

2020-11-18 Final to CMEA

Analyze and assess new programs and policies; and determine the feasibility of implementation.  
Review and edit technical documentation, manuals, and training materials.

Provide technical advice to management ~~and executive personnel and other staff in the Treasury Bureau Office of Personnel Resource Management~~ and City-wide applicable City departments.

Serve as a techno-functional liaison to the Information Technology Department on human capital management systems development, interface, database, and related projects.

Develop and manage quality assurance procedures.

Operate a vehicle in the performance of assigned duties.

~~Perform related duties as required.~~

### QUALIFICATIONS KNOWLEDGE AND ABILITIES

Knowledge of:

- Principles and practices of public administration.
- Principles and practices of training and supervision.
- Computer systems and software applications.
- Laws, regulations, policies, and procedures governing HRIS, payroll, personnel and employee benefits and compensation programs.
- Systems analysis and design.
- Automated HRIS/payroll/personnel systems.
- Computer systems and software applications.

Ability to:

- Plan, organize, and administer the work of ~~multiple personnel units assigned staff.~~
- Prepare and present clear, concise, and accurate reports.
- Interpret and apply rules, policies, procedures, and regulations.
- Communicate effectively orally and in written form.
- Analyze complex and difficult systems problems; and generate appropriate solutions.
- Consult with representatives from other departments about system capabilities and limitations in implementing City policies and procedures.
- Supervise, train, Assign, direct and evaluate assigned staff.
- ~~Supervise and d~~irect and oversee systems analysis and design.
- Utilize computer systems and software applications including automated HRIS/personnel/payroll systems.
- Establish and maintain effective working relationships with those contacted in the performance of required duties.

### EXPERIENCE AND EDUCATION MINIMUM QUALIFICATIONS

~~Any combination of experience and education that would demonstrate possession of the required knowledge and abilities. A typical way to obtain the knowledge and abilities would be:~~Any combination of education and experience that is equivalent to the following minimum qualifications may be acceptable:

**Education:**

Bachelor's degree in computer science, public or business administration or a closely related field.

**Experience:**

Five (5) years of progressively responsible experience in systems development, of which —At least two (2) years of experience should involve automated HRIS/payroll/personnel or other financial or human capital management systems and —At least three (3) years of experience should include direct supervision or providing lead worker direction assignments.

**LICENSE OR CERTIFICATE**

Successful incumbents in this position are expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation may not be a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver’s License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

**OTHER REQUIREMENTS**

None required.

<b>DEPT. OF HUMAN RESOURCES MANAGEMENT USE ONLY</b>			
Established:	02/27/1997	CSB Resolution #:	44365
Exempted:	Y <input type="checkbox"/> N <input type="checkbox"/>	Salary Ordinance #:	
		Exemption Resolution #:	
Revision Date:	/ /	CSB Resolution #:	
Re-titled Date:	/ /	CSB Resolution #:	Salary Ordinance #:
(Previous title(s): <del>Human Resource Systems Analyst Supervisor</del> )			



## CIVIL SERVICE BOARD MEETING MINUTES (DRAFT)

**Date: November 19, 2020**

**Open Session: 5:30 p.m.**

**Location: Via Zoom**

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**BOARD MEMBERS:** Chair, Andrea Gourdine; Vice Chair, Christopher Johnson; Lauren Baranco; Yvonne Hudson-Harmon; Brooke Levin; Carmen Martinez; Beverly A. Williams

**STAFF TO THE BOARD:** Ian Appleyard, HRM Director/Secretary to the Board  
Greg Preece, HR Manager/Staff to the Board  
Sally Nguyen, Counsel to the Board  
Jessica Rutland, Human Resource Technician

Pursuant to the Governor's Executive Order N-29-20, members of the Civil Service Board as well as the Director of Human Resources and the Counsel to the Board will join the meeting via phone/video conference and no teleconference locations are required.

### PUBLIC PARTICIPATION

The public may observe and/or participate in this meeting many ways.

#### OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/87655376640?pwd=N1BGdGpuTWdZZG9pZkVmRUcwQjVuQT09> at the noticed meeting time. Instructions on how to join a meeting by video conference is available at: <https://support.zoom.us/hc/en-us/articles/201362193> - Joining-a-Meeting  
**Webinar ID: 876 5537 6640 (Note: Password "COOCSB" may be required to connect.)**

- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or +1 929 205 6099

or +1 301 715 8592 or +1 312 626 6799

**Webinar ID: 876 5537 6640 Passcode: 760049**

If asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663> - Joining-a-meeting-by-phone.

#### COMMENT:

DUE TO THE SUSPENSION OF THE SUNSHINE ORDINANCE AND COUNCIL'S RULES OF PROCEDURES, ALL PUBLIC COMMENT ON ACTION ITEMS WILL BE TAKEN AT THE BEGINNING OF THE MEETING UNDER ITEM 1. COMMENT FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN UNDER OPEN FORUM AT THE END OF THE MEETING.

There are two ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” is available at: <https://support.zoom.us/hc/en-us/articles/205566129> - Raise-Hand-In-Webinar.
- To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing “\*9” to request to speak when Public Comment is being taken on an eligible agenda Item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to make public comments. After the allotted time, you will then be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663> - Joining-a-meeting-by-phone.

If you have any questions, please email Greg Preece, Human Resources Manager at [GPreece@oaklandca.gov](mailto:GPreece@oaklandca.gov). – Human Resources Management Department.

## OPEN SESSION AGENDA

### ROLL CALL

#### 1) PUBLIC COMMENT:

**COMMENT ON ALL ACTION ITEMS WILL BE TAKEN AT THIS TIME.  
COMMENTS FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN DURING  
OPEN FORUM.**

#### 2) APPROVAL OF THE NOVEMBER 19, 2020 CIVIL SERVICE BOARD MEETING AGENDA ACTION

**45018 A motion was made by Board Member Williams and seconded by Vice-Chair Johnson to pull Item 6c from the agenda and to approve the remaining November 19, 2020 Civil Service Board Meeting Agenda as presented. The motion passed.**

**Votes:** Board Member Ayes: 7 – Gourdine, Johnson, Williams, Levin, Baranco, Martinez, Hudson-Harmon

Board Member Noes: None  
Board Member Abstentions: None  
Board Members Absent: None

#### 3) UPDATES, SECRETARY TO THE BOARD INFORMATION

**4) CONSENT CALENDAR:**

ACTION

- a) Approval of Provisional Appointments (0)
  - There are no requests for provisional appointments.
- b) Approval of Employee Requests for Leave of Absence (4)
  - Human Services Department (1)
  - Oakland Public Library (1)
  - Oakland Public Works Department (1)
  - Oakland Police Department (1)
- c) Approval of Revised Classification Specifications (0)
  - There are no requests for revised specifications.

**45019 A motion was made by Board Member Hudson-Harmon and seconded by Board Member Williams to approve the November 19, 2020 Civil Service Board Meeting Consent Calendar as presented. The motion passed.**

**Votes:** Board Member Ayes: 7 – Gourdine, Johnson, Williams, Levin, Baranco, Martinez, Hudson-Harmon

Board Member Noes: None  
Board Member Abstentions: None  
Board Members Absent: None

**5) OLD BUSINESS:**

- a) Approval of October 15, 2020 Special Civil Service Board Meeting Minutes

ACTION

**45020 A motion was made by Board Member Williams and seconded by Board Member Levin to approve the October 15, 2020 Civil Service Board Meeting Agenda. The motion passed.**

**Votes:** Board Member Ayes: 6 – Gourdine, Johnson, Williams, Levin, Martinez, Hudson-Harmon

Board Member Noes: None  
Board Member Abstentions: Baranco  
Board Members Absent: None

- |   |             |
|---|-------------|
| b) Determination of Schedule of Outstanding Board Items   | INFORMATION |
| c) Informational Report on the Status of Temporary Assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs) Including a Report of the Names, Hire Dates, and Departments of all ELDE's and TCSEs in Accordance with the Memorandum of Understanding Between the City and Local 21 | INFORMATION |
| d) Update on Common Class Study   | INFORMATION |

## 6) NEW BUSINESS:

- |   |                   |
|---|-------------------|
| a) City Council Zero Tolerance Policy Legislation   | INFORMATION       |
| b) Update Regarding Measure Q Hiring Efforts  | INFORMATION       |
| <del>e) Approval of New Classification Specification for Safety and Business Continuity Officer (Port of Oakland)</del> | <del>ACTION</del> |

### **\*Item 6c moved to December 17, 2020 Civil Service Board Meeting Agenda**

- |   |        |
|---|--------|
| d) Approval of New Classification Specification for Deputy Director of Workplace and Employment Standards and Approval of the Exemption of the Classification from the Provisions of Civil Service Pursuant to Charter Section 902(f) | ACTION |
|---|--------|

**45021 A motion was made by Board Member Williams and seconded by Board Member Martinez to approve the New Classification Specification for Deputy Director of Workplace & Employment Standards. The motion passed.**

**Votes:** Board Member Ayes: 7 – Gourdine, Johnson, Williams, Levin, Baranco, Martinez, Hudson-Harmon

Board Member Noes: None  
Board Member Abstentions: None  
Board Members Absent: None

**45022 A motion was made by Vice Chair Johnson and seconded by Board Member Williams to approve the Exemption of the New Classification of Deputy Director of Workplace & Employment Standards from the Provisions of Civil Service Pursuant to Charter Section 902(f). The motion passed.**

**Votes:** Board Member Ayes: 7 – Gourdine, Johnson, Williams, Levin, Baranco, Martinez, Hudson-Harmon

Board Member Noes: None  
Board Member Abstentions: None  
Board Members Absent: None

**7) OPEN FORUM**

**8) ADJOURNMENT**

**45023 A motion was made by the Board to adjourn the meeting. The motion passed via voice vote and the meeting was adjourned at 6:40pm.**

**Votes:** Board Member Ayes: 7 – Gourdine, Johnson, Williams, Levin, Baranco, Martinez, Hudson-Harmon

Board Member Noes: None  
Board Member Abstentions: None  
Board Members Absent: None

NOTE: The Civil Service Board meets on the 3rd Thursday of each month. The next meeting is scheduled to be held on Thursday, December 17, 2020. All materials related to agenda items must be submitted by Thursday, December 3, 2020. For any materials over 100 pages, please also submit an electronic copy of all materials.

Submit items via email or U.S. Mail to:

City of Oakland - Civil Service Board  
150 Frank H. Ogawa Plaza, 2<sup>nd</sup> floor  
Oakland, CA 94612  
[civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov)



Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov) or call (510) 238-3112 or (510) 238-3254 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico [civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov) o llame al (510) 238-3112 o al (510) 238-3254 Para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [civilservice@oaklandca.gov](mailto:civilservice@oaklandca.gov)

或致電 (510) 238-3112 或 (510) 238-3254 TDD/TTY



**CIVIL SERVICE BOARD  
 APPEALS & HEARINGS CALENDAR  
 PENDING LIST – DECEMBER 17, 2020**

**1. OPEN**

Case Number	Classification	Dept.	Action Pending	Hearing Date	Notes/Next Steps
OPD-2020-AP01	Police Officer	Oakland Police Department	10.03 – Appeal of Disciplinary Action	TBD	Appellant has requested an outside hearing officer.

**2. OTHER PENDING ITEMS**

Date Requested	Subject	Report From	Date Due

**3. CLOSED**

Case Number	Classification	Dept.	Action Pending	Date Received	Notes

**4. UNDER REVIEW**

Case Number	Classification	Dept.	Action Pending	Action Date	Notes



CITY OF OAKLAND

# STAFF REPORT

**DATE:** December 17, 2020

**TO:** THE HONORABLE CIVIL SERVICE BOARD

**FROM:** Greg Preece, Human Resources Manager & Staff to the Board

**THROUGH:** Ian Appleyard, Human Resources Director & Secretary to the Board

**SUBJECT:** TEMPORARY EMPLOYEES – Informational Report on the Status of Temporary Assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs) Including a Report of the Names, Hire Dates, and Departments of All ELDEs and TCSEs in Accordance with the Memorandum of Understanding Between the City and Local 21

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## SUMMARY

Staff has prepared this report to provide the Civil Service Board with an update on compliance with the Civil Service Rules related to temporary employees since the last report at the November 19, 2020 meeting. This report focuses on temporary employees in the categories of Exempt Limited Duration Employees (ELDEs) and Temporary Contract Service Employees (TCSEs), who are currently employed in the City of Oakland.

A total of sixty-five (65) employees were in the TCSE (19), TCSE/Annuitant (29), and ELDE (17) categories as of pay period ending November 27, 2020. Of the those, three (3) assignments are reported as non-compliant with Rule 5.06.

Reports showing all the temporary assignments discussed in this report are included in a list (*Attachment A*) and a chart of trends (*Attachment B*) attached to this narrative report to provide a snapshot of the overall changes month to month.

## BACKGROUND

The use of temporary employees is allowed under Civil Service Rule 5 (Certification and Appointment) in recognition that standard Civil Service employment practices can be cumbersome when a time-sensitive assignment arises or existing resources do not fit a specific need. Pursuant to the Civil Service Rules, Section 5.06 governing temporary assignments, ELDE assignments may not exceed one year and TCSE assignments may not be “ongoing or repetitive.”

## STATUS OF NON-COMPLIANT ASSIGNMENTS

Of the sixty-five (65) temporary assignments, we are reporting three (3) in this period as out of compliance with Rule 5.06.

**HONORABLE CIVIL SERVICE BOARD**

Subject: Temporary Employees

Date: December 17, 2020

Page 2

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**RECOMMENDATION**

Staff recommends that the Civil Service Board accept the monthly report on temporary assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs).

For questions regarding this report, please contact Human Resources Manager Greg Preece at (510) 238-7334.

Attachments:

- A. TCSE/ELDE Report: For Payroll Period Ending November 27, 2020
- B. TCSE/ELDE Compliance Trend Chart.

**CIVIL SERVICE BOARD  
DECEMBER 2020 MONTHLY REPORT OF TCSE/ELDE ASSIGNMENTS**

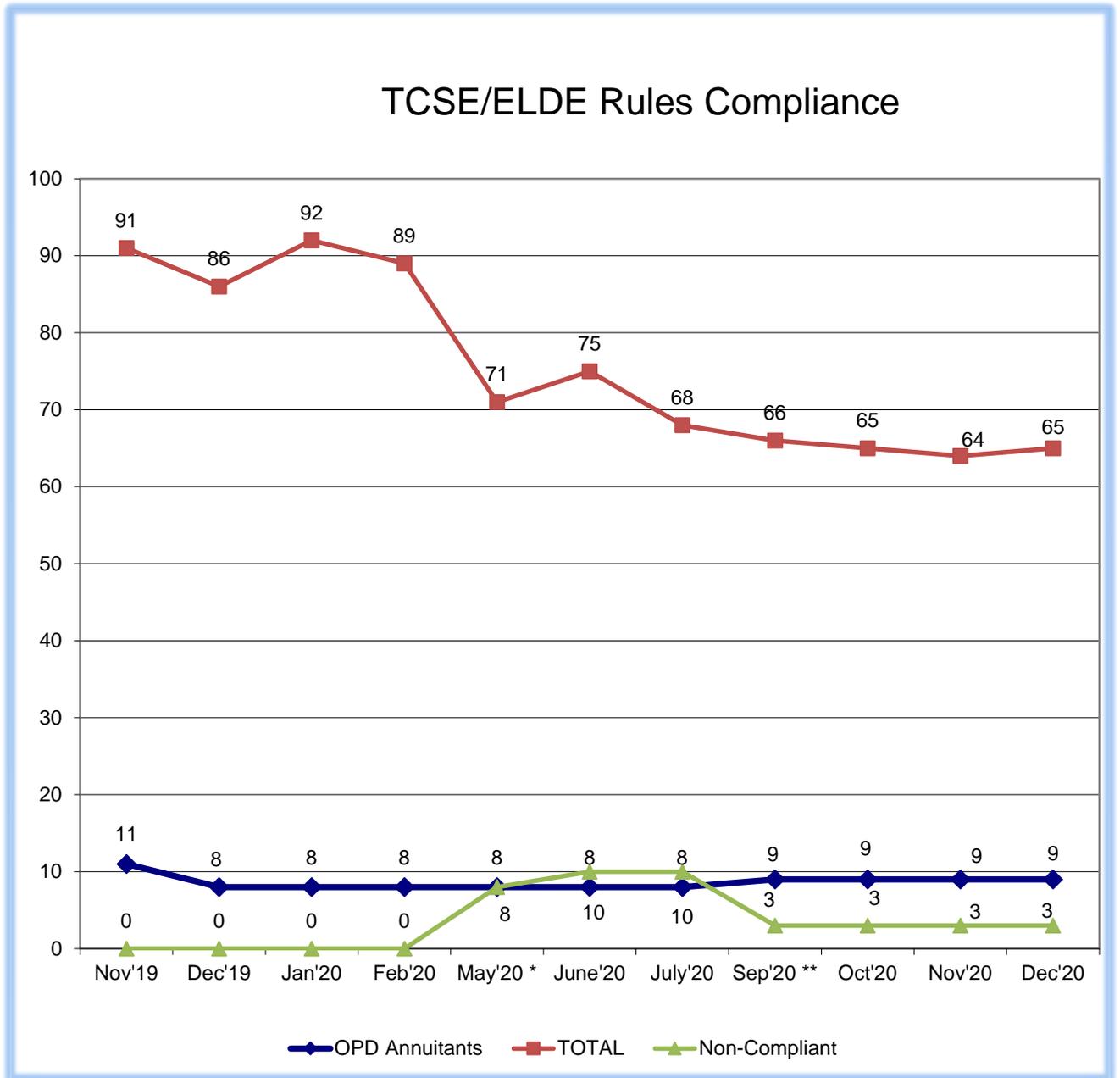
DEPT	LAST_NAME	FIRST_NAME	ORG	JOB_DATE	TYPE	HOURS	NOTES	STATUS
<b>CLOSED THIS PERIOD (2)</b>								
HUMAN SERVICES	Trist	Sarah	78232 - Head Start - Central Office Program	12/7/2019	ELDE		Temporary Assistance in Head Start Administration	COMPLIANT
POLICE	Chambers	Paul	101110 - Office of Chief - Administration	11/30/2019	ELDE		Temporary Project Assistance in Chief/Admin Division	COMPLIANT
<b>NEW THIS PERIOD (3)</b>								
HUMAN SERVICES	Taylor	Shelley	78235 - HS Central Office Administration	11/28/2020	ELDE		Manage Head Start Hiring processes and ensuring all staff are in compliance with HS regs	COMPLIANT
INFORMATION TECHNOLOGY	Huff	VaShone	46321 - Systems & Database Administration	11/16/2020	TCSE		Support Oak WiFi and Cares Act Funding	COMPLIANT
PUBLIC ETHICS	Ma	Vickie	65111 - Public Ethics Commission	11/30/2020	TCSE		Temporary Office Assistance with complaint handling.	COMPLIANT
<b>COMPLIANT (59)</b>								
CITY ADMINISTRATOR	Mufarreh	Chris	02491- Oakland Animal Services	8/8/2020	TCSE/ Annuitant	272.5	Temporary on-call Manager	COMPLIANT
CITY ADMINISTRATOR	Neditch	Nicole	02112 - Communications & Media	3/21/2020	ELDE		Support in Citywide Communications Unit	COMPLIANT
CITY ADMINISTRATOR	Park	Lauren	02491- Oakland Animal Services	7/25/2020	TCSE	339	Additional Veterinarian Assistance	COMPLIANT
CITY ADMINISTRATOR	Silverman	Eva	02112 - Communications and Media	3/18/2019	TCSE	237.5	Temporary assistance in the development and improvement of the City Website, external communications and community outreach	COMPLIANT
CITY ADMINISTRATOR	Umapathy	Kiran	02112 - Communications & Media	6/26/2019	TCSE	0	Temporary project to assist in the development of the City's website and community outreach, etc.	COMPLIANT
CITY AUDITOR	Edmonds	Michael	07111 - City Auditor Unit	1/12/2019	TCSE/ Annuitant	683.5	Assistant City Auditor; temporary assistance in peer review preparation and training staff	COMPLIANT
CITY ATTORNEY	Ericsson	Kristin	04111 - City Attorney Administration	1/14/2019	TCSE/ Annuitant	0	Temporary Support for Legal Administrative Assistant out on leave	COMPLIANT
CITY ATTORNEY	Hugo	Scott	04111 - City Attorney Administration	12/9/2019	ELDE		Legal Support in City Attorney Admin Unit	COMPLIANT
CITY ATTORNEY	Rossi	Daniel	04311 - Advisory Unit	9/9/2020	TCSE/ Annuitant	93	Providing advising support for real estate loan projects	COMPLIANT
CITY CLERK	Mekki	Ihsan	03121 - City Clerk Unit	8/10/2020	TCSE	537	Temporary Reception Coverage/Assistance	COMPLIANT
CITY COUNCIL	Lopes	Joyce	00011 - Council Administration Unit	10/4/2016	TCSE/ Annuitant	0	Filling in for Council staff out on leave	COMPLIANT
CPRA	Caro	Frida	662111 - Community Police Review Agency	9/8/2020	TCSE	412.5	Short-term staffing relief for assignments	COMPLIANT
CPRA	Carroll	Diane	66211 - Community Police Review Agency	10/3/2020	TCSE	277.5	Temporary assistance to cover while employees are on approved leave	COMPLIANT
CPRA	Wechter	Jason	66211 - Community Police Review Agency	9/19/2020	TCSE	303	Assistance in unit with increase in workload.	COMPLIANT
DEPT. OF TRANSPORTATION	Calabrese	Christine	35232 - Street Lighting Engineer	2/9/2019	TCSE/ Annuitant	354	Temporary assistance to complete AC Transit Bus Rapid Transit project.	COMPLIANT
DEPT. OF TRANSPORTATION	De La Torre	Juan	35224 - Great Streets Maintenance	2/22/2020	ELDE		Project Assistance in Street Maintenance Unit	COMPLIANT
DEPT. OF TRANSPORTATION	Jacob	Elisa	35121 - DOT Fiscal Services	8/22/2020	TCSE	112.5	Temporary Fiscal Assistance	COMPLIANT
DEPT. OF TRANSPORTATION	Martinez	Victorino	35224 - Great Streets Maintenance	2/22/2020	ELDE		Project Assistance in Street Maintenance Unit	COMPLIANT
DEPT. OF TRANSPORTATION	Mount	Doug	35247 - Mobility Management	2/5/2020	TCSE	806	Temporary Assistance in the Off-Street Parking Program	COMPLIANT
DEPT. OF TRANSPORTATION	Neary	Michael	35211 - Department of Transportation	5/21/2018	TCSE/ Annuitant	139	Temporary assistance to develop, manage and implement the GoPort Program (transportation improvement)	COMPLIANT
ECONOMIC & WORKFORCE DEVELOPMENT	Lane	Patrick	85221 - Project Implementation: Staffing	11/2/2019	TCSE/ Annuitant	301.5	Assist with EWD Project Implementation	COMPLIANT

**CIVIL SERVICE BOARD  
DECEMBER 2020 MONTHLY REPORT OF TCSE/ELDE ASSIGNMENTS**

DEPT	LAST_NAME	FIRST_NAME	ORG	JOB_DATE	TYPE	HOURS	NOTES	STATUS
FINANCE	Bhatnagar	Amit	08211 - Accounting Administration Unit	1/8/2018	TCSE	533	Temporary project to develop Oracle Business Intelligence Enterprise Edition and Oracle Business Intelligence Applications.	COMPLIANT
FINANCE	Hatcher, Jr.	Lucius	08222 - General Ledger	12/14/2019	TCSE/ Annuitant	52.5	Temporary assistance with special projects and essential functions in Finance Department.	COMPLIANT
FINANCE	Treglown	Donna	08111 - Finance/Controller	6/18/2018	TCSE/ Annuitant	490	Temporary assistance to complete Capital projects and end of year fiscal reconciliations.	COMPLIANT
FINANCE	Woodard	Phyllis	08741 - Treasury/Payroll Unit	9/6/2019	TCSE/ Annuitant	580	Temporary project to help train new Senior HR Operations Technicians and assist with advanced level projects	COMPLIANT
FIRE	Crowe	Olga	20711 - Emergency Services Program Unit	5/16/2020	ELDE		Critical Assistance in the Fire Emergency Operations Center and Planning Unit	COMPLIANT
FIRE	Gloria	Myra Eya	20110 - Fire Chief Unit	8/24/2020	ELDE		Temporary Assistance to cover for employee vacancy	COMPLIANT
FIRE	Hellige	Scott	20813 - Fire Boat	8/12/2019	TCSE/ Annuitant	101	Temporary project to train current staff and possible expand the limited use of the Sea Wolf fire vessel to respond to emergency situations	COMPLIANT
FIRE	Fairley Summers	Helen	20241 - Fire Communications Unit	5/2/2020	TCSE/ Annuitant	152	Temporary assistance in the Fire Communications Center	COMPLIANT
HOUSING & COMMUNITY DEV.	Fa-Kaji	Marguerita	89969 - Residential Rent Arbitration	12/14/2019	ELDE		Temporary Assistance as a Hearing Officer in the Rent Control Board	COMPLIANT
HOUSING & COMMUNITY DEV.	Perez-Pacheco	Guadalupe	89939 - Municipal Lending	1/11/2020	ELDE		Assistance in the Housing Resource Center	COMPLIANT
HUMAN SERVICES	Decuir	Roslynn	78241 - Year Round Lunch Program Unit	5/23/2016	TCSE	0	PT Food Program Coordinator; intermittent, pending creation of PT class; HRM staff preparing salary ordinance amendment to add part time equivalent in Feb/Mar 2018	COMPLIANT
HUMAN SERVICES	Ho	Kathy	78231 - HS Classroom & Seasonal	1/13/2018	TCSE/ Annuitant	0	Temporary Assistance as Head Start Substitute Teacher	COMPLIANT
HUMAN SERVICES	Miller	Tamika	78411 - Community Housing Services	3/7/2020	ELDE		Temporary project planning - Homelessness	COMPLIANT
HUMAN SERVICES	Nguyen	Hang Thi Ngol	75231 - Multipurpose Sr. Svc. Program Unit	5/16/2020	TCSE	246	Temporary Assistance in the Senior Services Unit	COMPLIANT
HUMAN SERVICES	Poston	Dorothy	75631 - Senior Center Unit	2/8/2020	TCSE/ Annuitant	776	Project Assistance in the Senior Services Section	COMPLIANT
HUMAN SERVICES	Shelton	Susan	78411 - Community Housing Services	9/11/2017	TCSE/ Annuitant	0	Temporary project: plan, facilitate and update Oakland Homeless Strategy	COMPLIANT
HUMAN SERVICES	Williams	Patanisha	78311 - Policy & Planning	4/6/2020	TCSE	434.5	Temporary Assistance to cover for employee on approved leave.	COMPLIANT
HUMAN SERVICES	Zarate	Laura	78231 - HS Classroom & Seasonal	7/11/2020	ELDE		Temporary Assistance in Head Start Program	COMPLIANT
INFORMATION TECHNOLOGY	Fong	Kevin	46531 - Public Safety Applications	10/31/2020	TCSE	127.5	Temporary assistance supervising public safety and GIS applications.	COMPLIANT
PLANNING & BUILDING	Chan	Mei	84111 - Admin: Planning & Building	2/8/2020	ELDE		Project Planning Assistance in the PBD Admin Unit	COMPLIANT
PLANNING & BUILDING	Moriarty	William	84454 - Inspections: Neighborhood Preservatic	12/28/2019	TCSE/ Annuitant	0	Temporary assistance in the Inspection Division	COMPLIANT
PLANNING & BUILDING	Palmer	Ken	84451 - Inspections: Commercial Building	3/23/2019	TCSE/ Annuitant	0	Temporary assistance with back-log of inspections.	COMPLIANT
POLICE	Birch	Tim	103110 - Bureau of Services - Admin Unit	10/31/2020	ELDE		Working with external vendors to bring OPD policies up to date.	COMPLIANT
POLICE	Covington	Donald	106610 - Background & Recruiting	4/23/2018	TCSE/ Annuitant	30	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
POLICE	Gray	Steve	106610 - Background & Recruiting	7/17/2017	TCSE/ Annuitant	0	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
POLICE	Hicks	Mark	106610 - Background & Recruiting	9/23/2013	TCSE/ Annuitant	96	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT

**CIVIL SERVICE BOARD  
DECEMBER 2020 MONTHLY REPORT OF TCSE/ELDE ASSIGNMENTS**

DEPT	LAST_NAME	FIRST_NAME	ORG	JOB_DATE	TYPE	HOURS	NOTES	STATUS
POLICE	Johnson	Carmen	106610 - Background & Recruiting	1/18/2014	TCSE/ Annuitant	263	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
POLICE	Lighten	Ronald	106610 - Background & Recruiting	9/23/2013	TCSE/ Annuitant	378	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
POLICE	Manheimer	Susan	101110 - Office of Chief - Administration	4/4/2020	TCSE/ Annuitant	840	Interim Police Chief placement while recruitment is underway	COMPLIANT
POLICE	Mestas	Alfred	100610 - Background & Recruiting	1/27/2018	TCSE/ Annuitant	0	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
POLICE	Pressnell	Edward	100610 - Background & Recruiting	9/23/2013	TCSE/ Annuitant	278.5	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
POLICE	Quintero	Joseph	106610 - Background & Recruiting	10/12/2013	TCSE/ Annuitant	0	Per MOU Agreement; TCSE/ Annuitant supporting OPD backgrounding.	COMPLIANT
PUBLIC WORKS	Makous	Danielle	30689 - Env Svcs Energy Group	8/22/2020	ELDE		Assistance in the Climate Group	COMPLIANT
PUBLIC WORKS	Pierce	Brittany	30551 - Facilities Administration	10/5/2019	TCSE	0	Temporary appointment to assist with backlogged, complex clerical and admin support duties	COMPLIANT
PUBLIC WORKS	Sanchez Roto	Victor	30551 - Facilities Administration	3/7/2020	ELDE		Temporary Assistance in Facilities Administration	COMPLIANT
PUBLIC WORKS	Vargas	Abel	30542 - Equipment Services	7/1/2019	TCSE/ Annuitant	490.5	Temporary assistance to repair essential vehicles utilized for emergency services by the Police, Fire and Public Works depts.	COMPLIANT
PUBLIC WORKS	Weed	Jonelyn	30111 - Director & Human Resources Unit	12/16/2017	TCSE/ Annuitant	300	Temporary support to help develop and facilitate Department Strategic Action Plan	COMPLIANT
WORKPLACE & EMP SVCS	Sikes II	Spencer	67111 - Administrative Support	10/3/2020	TCSE	300	Assistance in the implementation of the Workers' Right to Recall Ordinance	COMPLIANT
<b>NON-COMPLIANT (3)</b>								
CITY ADMINISTRATOR	Kennedy	Christopher	02112 - Communications and Media	3/25/2019	ELDE		Sole employee managing the back-end of the city's website and maintaining website functionality. This remains a critical role since so many services are now being delivered online while employees are working remotely. Traffic to the website has increased significantly (32%) since the SIP Order in March.	NON-COMPLIANT
PUBLIC WORKS	Lai	Jimmy	30541 - Equipment Services	7/25/2020	TCSE	1248.5	Temporary assistance to repair essential vehicles utilized for emergency services by the Police, Fire and Public Works depts.	NON-COMPLIANT
PUBLIC WORKS	Pschirrer	Kelly	30533 - Sewer System Maintenance	3/9/2019	ELDE		Special project in the planning and execution of the "Public Works University" - duties not yet fully defined.	NON-COMPLIANT



\* The March 2020 and April 2020 meetings were canceled due to COVID-19 shelter orders and no report was prepared.

\*\*There was also no report at the August 2020 meeting.



# DEPUTY DIRECTOR OF WORKPLACE AND EMPLOYMENT STANDARDS

DRAFT  
2020-10-5

**Class Code: EMXXX FTE**

**Exempt**

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## DEFINITION

Under administrative direction of the Director of the Workplace and Employment Standards, oversees, plans, and directs the daily operations of the Department of Workplace and Employment Standards (DWES) with responsibility for enforcing City of Oakland labor ordinances, resolutions, programs, and policies, including but not limited to the Minimum Wage and Sick Leave Ordinance (Oakland Municipal Code Chapter 5.92) and the Hotel Minimum Wage and Working Conditions Ordinance (Oakland Municipal Code Chapter 5.93); assists with utilizing a strategic enforcement model for coordinating community outreach efforts to educate workers and employers, providing advocacy and assistance to workers, receiving and processing complaints, investigating compliance, and enforcing remedies of violations related to workplace and employment standards; ensures participation among the local business community and compliance with applicable standards and regulations; assists the Director of Workforce and Employment Standards in directing the work of staff in contract administration, contract compliance and administration, ensuring compliance with all relevant policies and procedures; trains, evaluates, and supervises assigned staff; and performs related duties as assigned.

## DISTINGUISHING CHARACTERISTICS

This is a division head classification with responsibility for daily oversight of Workplace and Employment Standards operations and staff. Pursuant to the Oakland City Charter Article IX, Section 902(f), this position is at-will and exempt from the regulations of the Civil Service Board. This classification is distinguished from the Director of Workplace and Employment Standards, which is responsible for overseeing the entire DWES.

The incumbent receives supervision from the Director of Workplace and Employment Standards and exercises supervision over assigned professional, technical, and administrative staff.

## EXAMPLES OF DUTIES – *Duties may include, but are not limited to, the following:*

Assist with planning, organizing, managing, and directing the City's workplace and employment standards operations, contract administration, contract compliance, and administration through subordinate staff; ensure compliance of operations with relevant labor ordinances, resolutions, programs, and policies.

Assist with overseeing the coordination of community outreach efforts to educate workers and employers and provide advocacy and assistance to workers; ensure participation among the local business community.

Assist with overseeing the receipt and processing of complaints, investigations related to compliance, and enforcement of remedies of violations related to workplace and employment standards.

Assist with developing and directing the implementation of goals, objectives, policies, procedures, and work standards for the department.

Serve as a liaison to public officials, employers and their employees, the business community,

members of policy and advisory boards, and community groups to coordinate and collaborate on the enforcement and implementation of policies, procedures, and objectives in meetings and during other discussions.

Monitor developments related to workplace and employment standards, contract and compliance administration, and remain current with emerging issues and industry trends; evaluate the potential impacts on City operations.

Act as an advisor to the Director of DWES and other City departments to provide recommendations and implement policy and procedure improvements.

Direct the preparation of a variety of complex reports and analyses relating to compliance activities including complaints, investigations, violations, and remedies; oversee studies and program evaluation data.

Attend and participate in meetings with the City Council and its committees.

Assist with the development and administration of the division's budget.

Select, supervise, train, and mentor staff; provide for staff development.

## **KNOWLEDGE AND ABILITIES**

Knowledge of:

- Federal, state, and local laws, regulations, and codes pertaining to labor, contract and employment law, employment standards and practices, purchasing, and compliance and enforcement.
- Laws, codes, charter provisions, rules, and regulations governing City operations and departmental activities.
- Management and supervisory principles and practices including selection, motivation, training, evaluation, and discipline.
- Development and implementation of goals, objectives, policies, procedures, and work standards including long and short-range planning.
- Public contact and community relations concepts including negotiation techniques and presentation skills.
- Investigative procedures and complaint resolution.
- Budget development and administration.
- Computer systems and software applications.

Ability to:

- Enforce relevant regulations and ensure compliance.
- Work effectively with a diverse community including public officials, employers and their employees, the business community, members of policy and advisory boards, and community groups.
- Identify challenges; analyze complex technical and administrative problems; evaluate alternative solutions; recommend or adopt effective courses of action.
- Develop and implement goals, objectives, policies, procedures, and work standards.
- Oversee investigations and complaint resolution.
- Prepare and administer a division's budget.
- Work in a collaborative and cooperative team environment; negotiate solutions, achieve

consensus, and contribute to compromise.

- Exercise sound independent judgment within general policy guidelines.
- Communicate clearly, concisely, and persuasively in both oral and written formats; speak effectively in large and small group settings; conduct staff meetings.
- Prepare comprehensive and complex reports and make presentations.
- Supervise, train, motivate, and evaluate assigned staff.
- Establish and maintain effective working relationships with those contacted in the performance of required duties.

**MINIMUM QUALIFICATIONS**

*The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.*

**Education:**

A Bachelor’s degree in business or public administration, finance, accounting, economics, sociology, social justice, construction or a related field. A Master’s degree is highly desirable.

**Experience:**

Four (4) years of progressively responsible managerial experience including the oversight of compliance with and enforcement of workplace and employment standards/laws, working conditions, contract administration, contract compliance, contracting law, and involvement with social justice initiatives and advocacy work including at least two (2) years of supervisory experience. Public sector experience is highly desirable.

**LICENSE OR CERTIFICATE**

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

**OTHER REQUIREMENTS**

None required.

<b>DEPT. OF HUMAN RESOURCES MANAGEMENT USE ONLY</b>			
Established:	/ /	CSB Resolution #:	Salary Ordinance #:
Exempted:	Y <input type="checkbox"/> N <input type="checkbox"/>	Exemption Resolution #:	
Revision Date:	/ /	CSB Resolution #:	
Re-titled Date:	/ /	CSB Resolution #:	Salary Ordinance #:
(Previous title(s):	)		

Measure Q Hiring Progress Tracker  
 December 17, 2020 Civil Service Board Meeting

DEPT	CLASSIFICATION	FTE POSITIONS	FILLED	DETAILS
HSD	Budget & Grants Administrator	1	0	Recruitment Closes 12/14/20
HSD	Administrative Assistant II	1	1	Filled
HSD	Case Manager I	1	1	Filled
OPW	Custodian	2	0	Full-time recruitment pending. OPW has hired several TPTs to assist.
OPW	Assistant Engineer I	1	0	Requisition Pending Spec Revision
OPW	Administrative Assistant II	1	1	Filled
OPW	Construction & Maintenance Mechanic	2	0	Interviews Scheduled
OPW	Business Analyst II	1	1	Filled
OPW	Gardener Crew Leader	7	0	Recruitment Needed
OPW	Gardener II	15	0	Recruitment Needed
OPW	Painter	2	0	Recruitment Planning in-progress
OPW	Park Equipment Operator	2	0	Recruitment Planning in-progress
OPW	Park Supervisor I	2	0	Requisition is Pending
OPW	Park Supervisor II	1	0	Recruitment Open
OPW	Tree Worker Driver	1	0	Recruitment Needed
OPW	Tree Trimmer	1	0	Interviews in progress, may need new recruitment.



## PORT OF OAKLAND

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# MEMO

**To:** City of Oakland Civil Service Board

**From:** Michael Mitchell, Director of Human Resources, Port of Oakland

**Date:** November 6, 2020

**Subject:** Approval of New Classification Specifications:  
**Safety and Business Continuity Officer**

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The Port of Oakland (Port) conducts periodic assessments of its organizational structure to ensure each division is adequately positioned to meet strategic objectives as well as compliance obligations from federal, state and local regulatory agencies. As the owner and operator of the Oakland International Airport (OAK), the Oakland seaport and the commercial real estate along the Oakland Waterfront, the Port must be positioned to ensure the safety and security of the general public and its tenants and assets. As a highly regulated entity, federal agencies such as Federal Aviation Administration (FAA), Transportation Security Administration (TSA), and Department of Transportation (DOT) have very specific emergency operations requirements that the Port must adhere to. Critical to the Port's emergency operations requirements are the protection of assets and restoration of operations.

Wildfires in Butte, Napa and Sonoma Counties and the corresponding Pacific, Gas & Electric (PG&E) Public Safety Power Shutoffs (PSPS) strained airport and seaport operations as those business lines rely heavily on electrical infrastructure shared with PG&E. Most recently, federal and state agencies relied heavily on the Port's airport and seaport for the disembarking and transit of cruise ship passengers at the onset of the COVID-19 pandemic. Although the Port has sufficiently met the needs of its federal and state regulatory partners, after assessing lessons learned from these events, the organization realized an organizational gap existed related to business continuity and emergency operations. Therefore, the creation of the Safety and Business Continuity Officer job classification is critical to bridge this gap and meet the Port's evolving emergency operations requirements.

As proposed, the Safety and Business Continuity Officer will establish, design and manage a comprehensive program for Port safety, emergency preparedness, and business continuity. This new classification will integrate airport, seaport and utilities operations to protect the Port's human and capital assets and to facilitate the restoration of operations, business functions, and service levels in response to an emergency, disaster, or hazard. Moreover, this classification will have oversight of people-related health and safety monitoring in compliance with federal, state, local safety, health and environmental regulations throughout the Port's commercial assets.

This new job classification will be in the bargaining unit represented by the Western Council of Engineers ("WCE"). The Port notified WCE about the proposed new classification specification, and WCE did not have any objections.



**PORT OF OAKLAND**

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**MEMO**

The Port recommends that the Civil Service Board approve and establish the creation of the **Safety and Business Continuity Officer** classification. Port staff will be available at the next Civil Service Board meeting to answer any questions or provide additional information as needed.

**Attachment:** Proposed **Safety and Business Continuity Officer** classification specification

## **SAFETY AND BUSINESS CONTINUITY OFFICER**

### **A. CLASS DEFINITION**

Under general direction, the incumbent plans, implements, manages and leads emergency preparedness, business continuity, and safety programs across the organization, including the Airport, Seaport, Port Utilities, and all other Divisions at the Port. The Safety and Business Continuity Officer is responsible for developing and implementing plans, strategies, and processes to ensure effective protection of the Port's human and capital assets, restoration of operations, business functions, and service levels in response to an emergency, disaster, or hazard. The incumbent serves as the leader and facilitator for emergencies; oversees the accident prevention, health and safety monitoring programs to ensure compliance with federal, state, local safety, health and environmental regulations, and performs related duties as assigned.

### **DISTINGUISHING CHARACTERISTICS**

The Safety and Business Continuity Officer is a single incumbent position reporting primarily to the Chief Operating Officer and or designated department head. The incumbent provides program management for emergency planning, business continuity, and safety programs Port wide. The incumbent may assign and oversee work of the Port Environmental Health & Safety Specialist and or other Port staff. The incumbent may also provide direction to vendors and contractors as related to emergency planning and health and safety programs. This position is distinguished from the Chief Operating Officer in that the latter has direct oversight and responsibility of all aspects of Port operations and long-range strategic plans in support of the Executive Director.

### **B. TYPICAL TASKS/DUTIES (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed. Incumbent may perform other related duties at the equivalent level.)**

1. Develops, maintains, and implements emergency preparedness and business continuity plans and initiatives to mitigate impact of emergencies, disasters, or hazardous events across the Port, including the Airport, Seaport, Port Utilities, and other Divisions at the Port.
2. Conducts risk vulnerability analyses to identify potential gaps in emergency preparedness plans and business continuity response.
3. Coordinates with departments and divisions to design and continuously evaluate emergency and recovery plans, identifying crucial business functions, recovery schedules, interdependencies, and metrics for restoration of services levels.
4. Participates and leads in disaster events and following the events; conducts post-disaster evaluations and produces and compiles after action reports and recommendations to improve readiness and response strategies.

5. Oversees the administration and operation of the Emergency Operations Center (EOC) by ensuring plans, checklists, guides, manuals, equipment, supplies, notifications systems, and assets are maintained and capable of supporting operations during disaster and emergency response; including the procurement of specialized equipment or service contracts as necessary.
6. Provides emergency preparedness training to staff by conducting classes, regular training, drills, and exercises to create awareness and test effectiveness of emergency plans, procedures and recovery processes.
7. Represents the Port with outside agencies and regulatory entities; serves as the emergency preparedness liaison in coordinating program activities; participates on organization wide and interagency emergency planning and health and safety committees and teams.
8. Researches, evaluates, and recommends emerging technologies, standards and best practices in business continuity planning both for suitability and effectiveness in addressing the Port's emergency preparedness needs.
9. Ensures compliance with federal, state, and local codes, standards and regulations pertaining to environmental safety; oversees the coordination and response to environmental hazards and exposure.
10. Administers workplace health and safety, illness and injury prevention, and industrial hygiene programs by overseeing monitoring activities and through training to enhance and encourage employee awareness of occupational safety issues in the workplace, prevent and reduce employee injury, and limit liability exposure.
11. Conducts and or oversees on-site inspections, identifies and recommends corrective actions to improve safety culture at the Port.
12. Collaborates with Human Resources on workplace injuries, modified work programs, health and wellness initiatives, and the development of safe work practices and policies.
13. Compiles workplace health and safety regulatory compliance reporting and maintains all safety records, including but not limited to accident reports, statistical summaries, inspection and audit reports.
14. Supervises and oversees staff assigned to emergency preparedness, business continuity, environmental safety, or health and safety programs.
15. Performs other related duties as assigned.

**C. KNOWLEDGE, SKILLS AND ABILITIES**

To perform the typical tasks and duties of the position successfully, the knowledge, skills and/or abilities listed below are required.

Knowledge of:

- Principles of comprehensive emergency preparedness and business continuity management in a Port operational setting, including Aviation, Maritime, and Utilities Administration.
- Incident Command Systems (ICS), Standardized Emergency Management Systems (SEMS), and National Incident Management System (NIMS)
- Federal and state disaster assistance, such as Federal Emergency Management Agency (FEMA) requirements and post-disaster mitigation protocols.
- Practices and methods of developing and administering a comprehensive safety program.
- Applicable federal, state, and local laws, regulatory codes, ordinances and procedures governing industrial safety, environmental compliance, hazardous materials, occupational health, and accident prevention for industrial and office environments.
- Principles and practices for conducting accident and workplace safety audits and investigations.
- Supervisory theory and practice, and employee evaluation techniques.

Ability to:

- Respond, analyze and quickly react to emergency situations while maintaining composure and professionalism.
- Develop, maintain, lead, and promote comprehensive emergency preparedness and business continuity plans initiatives and safety programs.
- Coordinate emergency preparedness and business continuity activities in a cooperative relationship with Port Divisions, governmental agencies, and community groups.
- Analyze complex data and problems, identify alternative solutions, and the potential consequences of proposed actions.
- Understand, explain, interpret and apply complex federal, state, local laws and requirements relating to emergency management, workplace health and safety, and environmental compliance.
- Conduct assessments and inspections to identify violations and potential problematic areas in health and environmental hazards.
- Develop, coordinate, facilitate, and conduct effective employee training programs, exercise, and drills.

- Prepare clear, concise and complete reports, presentations, correspondence and other related documents.
- Negotiate and administer contracts.
- Utilize standard office software and adapt to and use new software programs, as applicable.
- Handle sensitive issues professionally and tactfully.
- Work under deadlines and coordinate several concurrent assignments.
- Work independently within established guidelines.
- Exercise sound judgement within general policy guidelines.
- Provide effective leadership through the ability to motivate others through presence of authority and responsibility.
- Communicate effectively both verbally and in writing.
- Supervise and direct assigned subordinate staff.

**D. PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform this job.

While performing the duties pertaining to this position, the incumbent is regularly required to make use of close vision to read reports, summaries, digests, and other documents. At meetings, the incumbent employs eye contact and voice modulation and projection to convey or underscore points of information. The incumbent must have eye, hand and foot coordination to operate a vehicle in conformance with Port policies and the State Vehicle Code.

**E. WORK ENVIRONMENT**

The work environment described here is representative of those an employee encounters while performing this job.

The incumbent typically works about half time in-doors in an air-conditioned office, with a mixture of natural, incandescent and fluorescent light. Typical noise levels are muted by acoustic ceilings, carpet and sound-deadening wall panels.

The incumbent may be required to respond to emergencies and work outdoors in a variety of weather and site conditions. This will require work to inspect and evaluate incidents in high, precarious places and/or confined spaces which may contain fumes and allow for limited visibility; work around moving equipment; work under wet and slippery conditions

with potential risk of electrical shock and burns from fire or chemicals and exposure to dust, dirt and other conditions associated with different sites; work in high noise levels.

**F. EDUCATION AND EXPERIENCE**

This position requires a combination of education and experience reflecting possession of the required knowledge, skills, and abilities.

A typical combination would include graduation from an accredited college or university with a bachelor's degree emergency management, public health, environmental health, safety, industrial hygiene, industrial engineering or a related field **AND** five years of emergency management or related experience which must also include two years of supervisory experience. A master's degree in any of the above areas may be substituted for one year of the required experience. An equivalent combination of education and experience may be considered.

Certification as a Certified Emergency Manager (CEM) is desirable.

Certification or eligibility to obtain Certified Safety Professional (CSP) or Certified Industrial Hygienist (CIH) desirable.

**G. OTHER CHARACTERISTICS**

- Must possess a valid California Class C driver license at the time and for the duration of appointment.
- Available for on call duty as required by emergency situations or as required for uninterrupted Port operations.
- Must successfully complete Transportation Security Administration (TSA) background check, which includes a fingerprint-based Criminal History Records Check (CHRC) and a Security Threat Assessment (STA), prior to being considered for this position. This status must be maintained for the duration of employment at the Port.
- Must complete and pass a U.S. Customs Airport Security Program Check (19CFR122.182). This status must be maintained for the duration of employment at the Airport.
- Be capable of obtaining an Airport badge and TWIC card.

**CLASS CODE:**

**STANDARD HOURS-  
DAY/WEEK:**

7.5/day – 37.5/week

**CS STATUS/UNIT:**

Classified/C

**FLSA:**

Exempt

**Classification Created:**