

**CITY OF PITTSBURGH**



**CIVIL SERVICE  
COMMISSION**

**ANNUAL REPORT  
2015**

**Department of Personnel and Civil Service Commission**

**431 City-County Building, 414 Grant Street Pittsburgh, PA 15219**

# City of Pittsburgh



## Pennsylvania

DEPARTMENT OF PERSONNEL AND  
CIVIL SERVICE COMMISSION

4<sup>TH</sup> floor  
City-County Building  
Pittsburgh, PA 15219

Employment Development Division

February 24, 2016

The Honorable William Peduto  
Mayor, City of Pittsburgh  
Office of the Mayor  
Fifth Floor, City-County Building  
414 Grant Street  
Pittsburgh, Pennsylvania 15219

Dear Mayor Peduto,

The Civil Service Commission submits an Annual Report each calendar year as required in Section 6 of the General Civil Service Act (1907 May 23 P.L. As Amended). The following Annual Report covers the period January 1, 2015, through December 31, 2015 as generated by the Assistant Director, Secretary and Chief Examiner, Jenifer Matson.

Very truly yours,

Cynthia N. McCormick  
Civil Service Commission

Stephen Maelsaac  
Civil Service Commission

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# **CIVIL SERVICE COMMISSION - GENERAL INFORMATION**

## **ANNUAL REPORT**

As required by the General Civil Service Act (1907, May 23 P.L. As Amended) Section 6, the Civil Service Commission compiled and submitted its Annual Report for 2015 to the Mayor. This report contained highlights of the Commission's activities and proceedings during the calendar year 2015 such as statistical information on personnel transactions, types of examinations administered, application and bid intake, as well as actions taken by the Commission with respect to appeals, public hearings, position reclassifications and title changes. Copies of the Annual Report were also made available for public distribution.

## **APPLICATION PROCESSING**

Application processing is multifaceted. It begins with the posting of recruitment announcements for current and anticipated position openings and the intake of applications for those positions based on the General Civil Service Act (1907, May 23 P.L. As Amended), Section 10 and the corresponding Civil Service Rule I. Each year the Commission receives thousands of applications for positions through various recruitment efforts, including the Online Employment Center, radio, online recruitment website services, television and print media, as well as through City Jobline and other outreach reviewed and evaluated based on experience, education, residency, licensing and other requirements, to determine applicant eligibility for further processing.

## **EXAMINATION DEVELOPMENT AND ADMINISTRATION**

Another large responsibility of the Civil Service Commission as outlined in Civil Service Rules II and III is the development, coordination and administration of examinations to job applicants who meet the posted requirements for both entry level and promotional positions. The Commission develops job-related written, performance and oral examinations for its positions in order to ensure that only qualified applicants will be considered and subsequently hired to fill current and future vacancies. The type of examination which is developed and administered is dependent upon the Civil Service classification and the essential functions of the position.

In addition, the City administers medical examinations to candidates being considered for arduous, non-sedentary positions in accord with Civil Service Rule III, Sections 10 and 11. Medical examinations are also performed when the employees holding those positions return to work from an extended absence due to an accident and/or other medical reason(s) OR for fitness for duty purposes when requested by department heads and approved by the Civil Service Commission to determine employees' ability to perform the essential functions of their positions.

Lastly, pursuant to Civil Service Rule III, Section 12, psychological examinations are conducted for pre-employment purposes on certain applicant groups and on employees, when requested by department heads and approved by the Civil Service Commission, to determine employees' ability to perform the essential functions of their positions.

## EMPLOYEE RECORD MAINTENANCE

In accord with Civil Service Rule XVII, the Civil Service Commission is also responsible for the maintenance of employment records for each City of Pittsburgh employee. These records include such employment information as hire date, salary, and changes in employment such as transfers, promotions and/or demotions. Records are also maintained on inactive and/or terminated employees.

The Commission also compiles an Equal Employment Opportunity report on all City Departments. The Federal government requires that the City file this report. In relation to this report, the Commission continuously performs statistical analyses of employment data for EEO and Affirmative Action purposes.

## MEETINGS AND HEARINGS

Pursuant to the General Civil Service Act (1907 May 23 P.L. As Amended) Section 6, the Civil Service Commission held regularly scheduled meetings each Thursday, except holidays, during the year 2015. On numerous occasions, the Commission met with employees, applicants for employment, department heads, union officials and others. These meetings included appeals from the actions of the various department heads, appeals regarding applicants; eligibility and conferences during which matters relating to work of the Civil Service Commission were discussed.

## MINUTES

Minutes are taken at all Civil Service Commission meetings and Public Hearings by the Secretary to the Commission as per Civil Service Rule XXII, Section 5. The minutes are typed and submitted to the Commission for review and approval. They are filed and are available for public inspection upon request.

## AMENDMENTS TO CIVIL SERVICE RULES

In compliance with the General Civil Service Act (1907 May 23 P.L. As Amended) Section 6 and the corresponding Civil Service Rule XX – Amending A Rule, the Commission approved the amended language for the following Civil Service Rules for 2015.

- 1. Rule XIX**  
Section 2- A notification concerning any application, examination, appearance, hearing, or other matter, forwarded by the Civil Service Commission via the United States Mails or electronically via email, is for the convenience and information of the person addressed; and no failure or delay in the delivery or receipt thereof shall be deemed a basis for an appeal to the Commission in any matter conditioned by such failure or delay.
- 2. Rule III**  
Section 4- This section addresses the Civil Service Examinations employment and notice of score. There is an addition to include official notice of score can be sent electronically to the last email address of record.
- 3. Rule XIV** To amend tables of Exempt position titles for 2015.

#### **4. RECRUITMENT INITIATIVE STATISTICS**

For 2015, the following are statistical reports from the Department of Personnel & Civil Service Commission records regarding recruitment initiatives.

<b>RECRUITMENT EVENT TYPE</b>	<b>NUMBER OF EVENTS ATTENDED</b>	<b>COST</b>	<b>NUMBER OF INTERESTED ATTENDEES (BASED ON SIGN-IN LOG)</b>
<b>JOB FAIRS</b>	32	\$4548.50	3,647
<b>INFORMATIONAL SESSIONS</b>	6	0	74
<b>OTHER OUTREACH EVENTS</b>	11	\$100.00	2,470
<b>TOTALS</b>	<b>49</b>	<b>\$4648.50</b>	<b>6,191</b>

## 5. SOCIAL MEDIA OUTREACH

### FACEBOOK

<b>Connections</b>	<b>Definition</b>	<b>JoinPGHPolice</b> February 23, 2015	<b>PghCareers</b> March 19, 2015	<b>Total</b>
<b>Total Likes</b>	The number of people who have enjoyed your post without leaving a comment.	671	212	<b>883</b>
<b>Daily Page Engaged Users</b>	The number of people who engaged with your page. Engagement includes any click or story created.	3,627	523	<b>4,150</b>
<b>Daily Total Outreach</b>	The number of people who have seen any content associated with your page.	38,275	6,901	<b>45,176</b>
<b>Daily Reach of Page Posts</b>	The number of people who saw any of your posts.	30,909	4,389	<b>35,298</b>

### TWITTER

<b>Connections</b>	<b>Definition</b>	<b>JoinPGHPolice</b> February 23, 2015	<b>PghCityCareers</b> March 19, 2015	<b>Total</b>
<b>Total Followers</b>	The number of people who have followed you to receive your Tweets in their Home stream.	203	71	<b>274</b>
<b>Tweet Impression</b>	The number of times a user is served a tweet in timeline or search result.	64,161	104,828	<b>168,989</b>
<b>Profile Visits</b>	The number of times users visited your profile page.	3,148	1,456	<b>4,604</b>

## STATISTICAL REPORTS

Following are 2015 statistical reports from the Civil Service Commission records regarding application intake, bid intake, internships, request for Interest Cards filed, personnel transactions, and medical & fitness for duty examinations administered.

Classifications	Number of Applicants	Race/Gender Counts A=Asian, B=Black, H=Hispanic, I=Indian, U=Unidentified, W=White F=Female M=Male																	
		AF	AM	AU	BF	BM	BU	HF	HM	HU	IF	IM	IU	UF	UM	UU	WF	WM	WU
<b>GENERAL APPLICATION INTAKE</b>																			
Competitive Full-Time	1503	2	16	1	71	182	1	11	35	0	0	8	0	5	22	9	170	965	5
Exempt Non-Career Full-Time	419	3	7	0	69	39	0	3	2	0	0	0	0	3	5	4	147	136	1
Labor Full-Time	834	0	1	0	50	356	5	1	6	0	0	0	0	4	32	15	31	333	0
Non-Competitive Full-Time	3,518	27	39	0	505	464	2	42	41	0	1	3	0	54	67	55	886	1,326	6
Unclassified Full-Time	57	0	0	0	7	12	0	0	0	0	0	0	0	2	2	0	15	19	0
Part-Time Seasonal & Temp. Positions	545	2	1	0	130	95	1	7	8	0	0	1	0	21	12	11	146	109	1
<b>Sub Total</b>	<b>6,876</b>	<b>34</b>	<b>64</b>	<b>1</b>	<b>832</b>	<b>1148</b>	<b>9</b>	<b>64</b>	<b>92</b>	<b>0</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>89</b>	<b>140</b>	<b>94</b>	<b>1395</b>	<b>2888</b>	<b>13</b>

Classifications	Number of Applicants	AF	AM	AU	BF	BM	BU	HF	HM	HU	IF	IM	IU	UF	UM	UU	WF	WM	WU
<b><u>UNION BID APPLICATION INTAKE</u></b>																			
Employee Bids	246	0	1	0	60	53	0	13	3	0	0	1	0	4	6	1	42	62	0
<b><u>INTERNSHIP APPLICATION INTAKE</u></b>																			
Internships	606	40	28	1	45	40	0	13	8	1	1	0	0	10	13	17	178	205	6
<b>OVERALL TOTALS</b>	NUMBER OF APPLICANTS	AF	AM	AU	BF	BM	BU	HF	HB	HU	IF	IM	IU	UF	UM	UU	WF	WM	WU
	<b>7,728</b>	<b>74</b>	<b>93</b>	<b>2</b>	<b>937</b>	<b>1241</b>	<b>9</b>	<b>90</b>	<b>103</b>	<b>1</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>103</b>	<b>159</b>	<b>112</b>	<b>1615</b>	<b>3155</b>	<b>19</b>

**NOTE: Of this Overall Total of applications: 7,728 were submitted online, zero (0) were submitted hardcopy.**

**REQUEST FOR JOB INTEREST CARD SERVICE**

Under Commission regulations, application forms are not distributed to the public until the recruitment for a specific examination or position opening has been announced. Individuals may at any time, however, request to be notified when the next recruitment is scheduled for those positions in which they are interested. A separate Request For Interest Card is completed online by and/or for the individual for each position. As each recruitment is scheduled, all interested persons are informed that formal applications are available.

During 2015, the following number of persons filed Interest Cards requesting notification of various examinations or position openings. The types of requests were as follows:

<b><u>Type</u></b>	<b><u>Number of Requests</u></b>
Firefighter	588
Police Officer	951
Other	2,341
<b>Total Number of Job Interest Cards*</b>	<b>3,880</b>

*\* Of those available*

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**PERSONNEL TRANSACTIONS**

During 2015, the following number Personnel Transactions were received in the Department of Personnel and Civil Service Commission. The types of transactions were as follows:

**APPOINTMENTS (NEW HIRES)**

Full Time	308
Part Time	45
Temporary & Summer	381
Subtotal	<b>734</b>

**PROMOTIONS** **166**

**TRANSFERS** (Changes/Transfers/Salary Adjustments) **506**

**TERMINATIONS** **629**

**Total Number of Personnel Transactions** **2,035**

# CIVIL SERVICE EXAMINATIONS ADMINISTERED

## **I. MEDICAL EXAMINATIONS**

### **Appointments (Pre-employment)**

Firefighter	97
Police Officer	64
Police Bomb Squad Re-Certification	1
EMT/Paramedic Trainees & Paramedics	11
Co-Drivers & CDL Drivers	40
Laborers	47
Lifeguard	151
School Crossing Guard	13
Other (Non-Uniform)	44
Recreation Assistants (PT/Seasonal)	64
	<hr/>
Subtotal	<b>532</b>

### **Return To Duty**

Fire	78
Police	52
EMS (Paramedic)	40
Co-Drivers & CDL Drivers	48
Laborers	0
School Crossing Guard	88
Other (Non-Uniform)	61
	<hr/>
Subtotal	<b>367</b>

**Promotional** **92**

**Reinstatement** **48**

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**OVERALL TOTAL NUMBER OF MEDICALS:**

**II. FITNESS FOR DUTY (FFD) EXAMS**

<u>Fitness For Duty</u>	<u>Medical, Psychological, or Psychiatric Evaluation</u>	<u>Follow Up Evaluation</u>
Fire	0	0
Police	2	4
Paramedic	0	0
Other (Non-Uniform)	0	0
<b>OVERALL TOTAL NUMBER OF FFD's:</b>	<u>2</u>	<u>4</u>

**TOTAL NUMBER OF MEDICAL & FFD EXAMINATIONS ADMINISTERED: 1045**

**TOTAL MEDICAL & FFD COSTS \$280,593.00**

### **III. WRITTEN, PERFORMANCE, ORAL AND/OR PSYCHOLOGICAL EXAMINATIONS**

During the year **2015** the Civil Service Commission administered written, performance, oral and/or psychological examinations to **3,085** candidates in order to secure qualified personnel for positions within the Civil Service of the City of Pittsburgh. Below is a breakdown of the various types of written, performance, oral and/or psychological examinations which were administered.

CIVIL SERVICE CLASS	WRITTEN EXAMINATIONS		PERFORMANCE EXAMINATIONS		ORAL EXAMINATIONS		PSYCHOLOGICAL EXAMINATIONS	
	NUMBER OF EXAMS	NUMBER OF CANDIDATES	NUMBER OF EXAMS	NUMBER OF CANDIDATES	NUMBER OF EXAMS	NUMBER OF CANDIDATES	NUMBER OF EXAMS	NUMBER OF CANDIDATES
NON-COMPETITIVE	10	512	10	479	2	2	1	6
COMPETITIVE	2	1420	-	-	1	1399	2	60
LABOR	-	-	4	192	-	-	-	-
EXEMPT	-	-	-	-	-	-	-	-
<b>TOTALS</b>	<b>12</b>	<b>1932</b>	<b>14</b>	<b>671</b>	<b>3</b>	<b>1401</b>	<b>3</b>	<b>66*</b>
	EXAMS	CANDIDATES	EXAMS	CANDIDATES	EXAMS	CANDIDATES	EXAMS	CANDIDATES

**Grand Totals: 32 Exams  
4,070 Candidates**

\* = Indicates the Number of Candidates, Not the Number of Psychological Interviews Conducted

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**Total Cost of Psychological Assessments was \$35,370.00**

This cost consisted of:

- 66 - First Interviews
- 26 - Second Interviews
- 13 (x 3) - Panel Interview (A Panel Interview consists of three Psychologists)

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131 (x \$270.00 cost of per each Psychologist)

## **ELIGIBILITY LISTS**

During the year 2015 the Civil Service Commission posted the following Eligibility Lists.

<b>Civil Service Classification</b>	<b>Police Bureau Lists</b>	<b>Fire Bureau Lists</b>	<b>Laborer/ Refuse Lists</b>	<b>Other Department Lists</b>	<b>Totals in Classification Type</b>
<b>Competitive Classification</b>	1	1	-	-	2
<b>Non-Competitive Classification</b>	-	-	-	88	88
<b>Labor Classification</b>	-	-	6	-	6
<b>Exempt Classification</b>	-	-	-	5	5
<b>Unclassified</b>	-	-	-	2	2
<b>TOTAL LISTS POSTED</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>95</b>	<b>103</b>

## **CIVIL SERVICE PUBLIC HEARINGS**

In 2015 the following public hearings were held with the Civil Service Commission based on candidate appeals.

<b>Type</b>	<b>Number</b>	<b>Granted</b>	<b>Denied</b>	<b>Did Not Appear</b>	<b>Various Outcomes</b>
<b>Disqualification (Police Candidates)</b>	11	3	7	-	1
<b>Ineligible for Positions</b>	5	2	1	-	2
<b>Fire (Examination)</b>	4	2	-	-	2
<b>Fire Passed Over For Just Cause</b>	31	2	25	3	1
<b>Fire Trial Board Hearing</b>	5	-	-	-	5
<b>Reclassification</b>	12	12	-	-	n/a
<b>Rule Amendments</b>	1	1	-	-	n/a
<b>Terminations</b>	2	-	-	-	2
<b>Total Number of Appeals</b>	<b>71</b>	<b>22</b>	<b>33</b>	<b>3</b>	<b>13</b>

## **POSITION RECLASSIFICATIONS**

Following is a summary of the positions with the City of Pittsburgh which were reclassified during 2015. In each instance a properly advertised public hearing was held or waived in accordance with Civil Service Rule XX at the request of a department head. Following a hearing, an appropriate Resolution was drawn and forwarded to the Mayor. Upon the Mayor's approval, the Resolution was included and became a part of the minutes of the public hearing.

The following positions were placed in the **Exempt, Non-Career Classification**.

### **DEPARTMENT**

### **TITLE**

Innovation & Performance	I&P Fellow
Permits, Licenses, & Inspections	Data Solutions Architect
Permits, Licenses, & Inspections	Business Process Administrator
Mayor's Office	Deputy Chief, Development Officer
Mayor's Office	Manager of Equity & Inclusion
Office of Management & Budget	Assistant Budget Director/Procurement Manager
Office of Management & Budget	Assistant Director, Capital, Asset Management and Infrastructure Finance
Office of Management & Budget	Manager, Asset Management
Office of Management & Budget	Manager, Finance Transformation, Enterprise Cost Management
Office of Management & Budget	Assistant Director, Government Operations and Finance Transformation
Office of Management & Budget	Senior Budget Analyst- Capital
Office of Management & Budget	Senior Grants Officer
	Senior Procurement Analyst
Public Safety	Assistant Director, Personnel & Finance
Public Safety	Assistant Public Information Officer
Public Safety	Community Affairs Manager
Public Safety	Computer Operations Supervisor
Public Safety	Nighttime Economy Coordinator

## **RECLASSIFICATIONS (continued)**

The following positions were placed in the **Non-Competitive Classification** because the positions are supervisory, technical or administrative in nature and/or have duties and responsibilities which cannot adequately be measured by the competitive examination. In addition, some positions are included under labor agreements which provide for promotions based upon factors including seniority which are not measurable by competitive examinations.

<b><u>DEPARTMENT</u></b>	<b><u>TITLE</u></b>
City Planning	Historic Preservation Specialist
City Planning	Planner 2 (Site Plan Review)
City Planning	Planner 2 (Transportation)
City Planning	Principal Planner
City Planning	Research & Communication Specialist
City Planning	Senior Planner (Environmental)
Finance	Finance Data Analyst
Finance	Revenue Manager
Finance	Business Intelligence Analyst Supervisor
Finance	Collection Manager
Finance	Pension Administrator
Finance	Tax Collection/Compliance Officer
Innovation & Performance	Editor/Videographer
Innovation & Performance	Resilience Analyst
Innovation & Performance	Senior Resilience Coordinator
Parks & Recreation	Park Keeper
Parks & Recreation	Special Events Administrator
Parks & Recreation	Special Events Program Manager
Permits, Licenses, & Inspections	Data Solutions Architect
Permits, Licenses, & Inspections	Government and Public Relations Liaison
Personnel & Civil Service Commission	Diversity Employment Coordinator
Public Safety	Accountant/Grants Coordinator
Public Safety	Assistant Public Information Officer
Public Safety	Community Affairs Manager
Public Safety	Crime Analysis Coordinator
Public Safety	Crime Analyst
Public Safety	Nighttime Economy Coordinator
Public Works	Superintendent Engineering

## **2015 NON-COMPETITIVE POSITIONS LISTING**

Section 18 of the General Civil Service Statue requires that the Commission include in its annual report the number of persons who are in the Non-Competitive Class and the character of their services. Below is an account of Non-Competitive positions and the number of persons occupying these positions with the City of Pittsburgh for 2015.

During 2015, **916** City of Pittsburgh employees were in the Non-Competitive Class. The job titles were as follows:

<b><u>TITLE OF POSITIONS</u></b>	<b><u>NO. OF PERSONS</u></b>
U-Architectural Assistant 2-SH	3
Administrative Aide-FP	1
Account Clerk-Controller	3
U-Account Clerk-SH	5
U-Account Clerk-PP	7
U-Account Clerk-FP	3
U-Account Clerk-FA	5
U-Account Clerk-BI	1
U-Account Clerk-Other	1
Animal Care/Control Supv	1
Administrator 2-SS	1
ADA Coordinator	1
Assistant Investment Officer	1
Anti-Litter Coordinator	1
Ass't Management Auditor	1
U-Aquatics Foreman	1
Aquatics Supervisor	1
Asst R/E Sales Coord	1
Admin/Regulation Mgr	1
Accounts Receivable Supv	1
Accounting Supervisor-CD	1
U-Accountant 1-PP	1
U-Accountant 2-SH	2
Accountant 2-City Controller	1
Ass't Tax Supvr-Automation	1
U-Auditor	5
U-Bricklayer-SH	2
Benefits Manager	1
Bldg Plan Examining Engineer	5
Benefits Supervisor	1
Business Tech Analyst	1
U-Cashier 1-PP	1
U-Cashier 1-FA	2
U-Cashier 1-BI	2
U-Cashier 2	1
U-Client App Developer 1	2
Claims Administrator	1

Chief Clerk 1-SH	1
Chief Clerk 1-FA	1
Chief Clerk 1-CD	1
Clerk 2-Controllers 2	1
Chief Clerk 2-FA	2
Clerk 2-Controller	3
Controller's Clerk	2
U-Communication Clerk	1
Chief Clerk 2-PW	1
CDBG Fisc & Cont Supr	1
CD Program Supervisor	1
Construction Foreman	1
U-Cement Finisher	3
Construction Foreman-NU	1
City Forester	1
U-Clerk-Stenographer 1-FA	1
Administrative Specialist-PP	5
Administrative Specialist-CD	2
Administrative Specialist-FP	1
U-Clerk 1-FA	1
U-Clerk 2-SH	1
Clerk 2-City Clerk	1
U-Clerk 2-PP	3
U-Clerk 2-PR	1
U-Clerk 2-FA	2
U-Clerk 2-SS	1
U-Clerk 2-Other	1
Case Manager	6
Commander	10
Computer Operator 2	1
U-Code Inspector 2	1
U-Code Inspector 3	2
U-Combined Operations Inspec	3
U-Code Inspector	5
Communications Tech Mgr-I&P	1
U-Carpentry Foreman	1
U-Carpenter-Other	5
U-Carpenter-SH	1
U-Commission Rep 2	4
U-CIT Review Intake Coord	1
U-CIT Review Investigator	3
U-Contract Review Specialist	1
U-Clerical Specialist 1-PP	31
U-Clerical Specialist 1-PR	1
Clerical Specialist 1	2
U-Clerical Specialist 1-FA	10
U-Clerical Specialist 1-SS	1
U-Clerical Specialist 1-Other	1
Clerical Specialist 2	6

U-Clerical Specialist 2-SS	1
Administrative Specialist-JTPA	1
Client Support Analyst 3	1
U-Computer Supp Analyst-FA	1
Construction Supervisor	2
Clerical Assistant 1-City Clk	1
U-Clerical Assistant 1-PP	3
U-Clerical Assistant 1-FA	2
U-Clerical Assistant 2-SH	3
U-Clerical Assistant 2-FP	1
U-Clerical Assistant 2-PR	1
Clerical Assistant 2	2
U-Clerical Assistant 2-FA	1
U-Clerical Assistant 2-CD	1
U-Clerical Assistant 2-SS	2
U-Clerical Assistant 2-Other	1
U-Clerical Assistant 2-BI	6
U-Clerical Assistant 2-EMS	2
U-Crew Chief	52
U-Custodial Work Supv	1
Data Base Administrator	1
District Chief	11
U-Delivery Driver-FP	1
U-Data Intake Specialist	1
Demolition Manager	1
Design Review Sepcialist	1
Division Chief	2
U-Drafting Technician 2	1
Data Specialist	1
U-Editor/Videographer	3
U-Engineer 2	2
U-Electrician-Public Works	5
Employee Lves Prog Coord	1
Emergency Management Coord	1
U-Electrical Foreman	1
EMS Office Manager	1
Emergency Mgt Planner	1
U-Equip Repair Spec-FP	2
U-Equipment Repair Spec	2
Engineering Technician 3	5
U-Elect Wiring Inspector 1	1
U-Elect Wiring Inspector 2	3
Exchange Administrator	1
Fiscal Auditor	3
Finance Administrator	2
Finance Administrator-EMS	1
Facilities Maintenance Supv	1
Fleet Contract Admin	1
Fiscal & Contract Coord.	1

Fiscal & Fixed Assets Mgr	1
U-Fire Inspector 2	3
Fiscal Supervisor-SH	1
Fiscal Supervisor-FA	1
Fiscal Supervisor-PR	1
Fleet Contract Manager	1
U-Foreman-SH	20
U-Foreman, Environ Serv	10
U-Foreman, Pub Works-Oper	7
Financial Systems Analyst-FA	2
Financial Systems Manager-CIS	2
Fiscal Officer-FP	1
Fiscal And Contracting Supv	1
Group Benefits Coordinator	2
U-GIS Analyst-CD	1
GIS Coordinator	1
GIS Manager	1
Grants Officer	2
U-Grant Accountant-PR	1
U-Heavy Equipment Oper	12
U-Heavy Equip Repair Spec	4
U-HVAC Foreman	1
U-HVAC Technician	6
Internal Accounts Monitor	1
U-Inspector 1	3
U-Inspector 2	2
Inspector 3	2
Inspector 4	1
Internal Auditor	1
Investment Officer	1
Inspections Supervisor-PLI	1
U-Inventory Specialist	1
U-Investigator	7
U-Imaging Specialist	1
Info. Systems Programmer	2
U-Lot Coordinator	1
U-Lead Auditor	1
Lan Network Administrator	1
Legal Secretary-Law	1
Legal Secretary	3
U-Land Survey Rod Specialist	1
Master Code Professional	1
Materials Inspector 2	1
Mayor's 311 Resp Line AS	1
Manager of Logistics	1
Manager of Operations	1
Mgr, Personnel & Finance-SH	1
Mgr, Personnel & Finance-NU	1
U-Mayor's 311 Resp Line Rep	5

Mailroom Supervisor	1
Manager of Support Services	1
Material Testing Supervisor	1
U-Network Analyst 1-SH	1
U-Network Analyst 1-PP	1
U-Network Analyst 1-FA	2
U-Network Analyst 2	1
Network Analyst 3	4
Network Engineer	1
Nighttime Econ Mgr	1
U-Office Auditor	1
U-Outreach & Market Analysis	1
O.M.I. Administrator	1
O.M.I. Investigator	5
Operations Manager-NU	1
Operations Manager-SH	1
Open Space Specialist	1
Payroll Coordinator	1
U-Purchasing Agent	1
Paralegal	1
Project Architect	1
Performance Auditor	6
Payroll Analyst	1
Payroll Manager	1
U-Program Coordinator 2	6
Program Coordinator 3	4
Patient Care Coord	1
Personnel Analyst	4
U-Permit Tech	2
Personnel & Finance Analyst	1
Project Chief	1
Project Engineer	2
Project Manager	1
U-Planner 2	4
U-Plumber-Other	4
U-Paramedic 1st Year	7
U-Paramedic 2nd Year	10
U-Paramedic 3rd Year	5
U-Paramedic 4th Year	10
U-Paramedic 5th Year	72
Project Manager-NU	2
Pers Mgr-Sec'y & Chief Exam	1
PP Account Specialist	1
Program Administrator	2
Procurement Coordinator	1
Principal Planner	1
Paving Supervisor	1
Program Supervisor-PW	1
U-Parts Specialist-SH	1

PS Development Manager	1
Program Supervisor	1
U-Paint. Foreman 2nd Command	1
U-Painting Foreman	1
U-Printing Technician	1
U-Painter-Other	2
U-Painter-SH	1
U-Recycling Assistant	1
Recreation Supervisor	1
U-Community Rec Center	9
Refuse Collection Suprv	2
U-Radio Dispatcher	4
Real Estate Sales Coord	1
U-Real Estate Tech	3
U-Referral Specialist	1
U-Recreation Leader 1	28
U-Roofer	1
Recycling Supervisor	1
RESET Program Supervisor	1
Senior Accountant	1
Supv Applications & Records	1
U-SCBA Repair Specialist-FP	2
U-Sr Community Center Dir	12
School Crossing Guard Suprv	1
U-Stores Clerk-SH	1
Supervisory Clerk-FA	1
U-Sign Painter	2
U-Senior Inspector 1	1
U-Senior Inspector 2	15
U-Structural Iron Worker-SH	1
Safety Manager	1
U-Skating Rink/Markets Leader	1
Streets Maint Supervisor	6
Skating/Markets Supv	1
Supervisor Of Cashier	1
Survey Party Chief	1
U-Support Clerk	2
U-Senior Planner	8
Supervisor-Property Mgt.	1
Senior Program Manager	1
U-Sign & Paint Maint Spec	2
Spec Proj Oper Mgr	1
Sr Systems Analyst 1	1
Sr Systems Analyst 3	2
Sr Systems Analyst 4	1
Special Events Coordinator	2
Stores Manager-Other	2
Support Services Shift Supv	1
U-Staff Engineer	2

U-Stationary Engineer-Other	1
U-Stationary Engineer-SH	1
Sustainability Coordinator	1
U-Sweeper Operator	8
Tax Appl & Auto Analyst	1
Technical Assistant Coord	1
Telecommunications Analyst	1
U-Traffic Cont Electrician 1	1
U-Traffic Cont Electrician 2	6
U-Traffic Cont Foreman 2nd	1
U-Traffic Cont Foreman	1
U-Truck Driver-Other	1
U-Truck Driver-SH	54
U-Truck Driver Spec Oper	9
Traffic Engineer	1
U-Tree Pruner	6
U-Tractor Operator	16
Traffic Supervisor	1
U-Utility/Survey Spec	3
Webmaster	3
Youth Program Supervisor	1
U-Zoning Code Admin Officer	1
U-Zoning Case Review Spec	1
U-Zoning Specialist	2
<b>TOTAL NUMBER OF EMPLOYEES</b>	<b>916</b>