

## Recruitment Challenges 2012-2017

Title	Number of Selection Processes 2012- Present	Outside Recruitment Yielded 7 or Fewer Qualified Candidates	Year of Recruitment(s) that Yielded 7 or Fewer Qualified Candidates	Original Group
<b>ACCOUNTING/FINANCE</b>				
Accountant - Lead	1	X	2016	Group B
Accounting Specialist	3			Group B
Auditing Manager	1	X	2016	Group B
<b>Auditor</b>	<b>3</b>	<b>X</b>	<b>2015</b>	<b>Group B</b>
Auditor Lead	1	X	2015	Group B
Grant and Budget Specialist	1	X	2015	Group B
Pension Accounting Specialist	1	X	2015	Group B
Water Accounting Manager	1	X	2017	Group B
<b>ARCHITECTURE/ASSESSMENT/PLANNING/REAL ESTATE</b>				
Architect III	1	X	2016	Group B
Assessment Division Manager	2	X	2016	Group B
<b>Property Appraiser</b>	<b>4</b>	<b>x</b>	<b>2012</b>	<b>Career Ladder</b>
Senior Planner	3			Group B
<b>AUTOMOTIVE AND FLEET</b>				
Automotive Electrician	1	x	2012	Career Ladder
Fleet Systems Manager	1	X	2016	Group B
<b>Vehicle Services Technician I</b>	<b>5</b>	<b>x</b>	<b>2015</b>	<b>Career Ladder</b>
<b>ENGINEERING</b>				
Chief Traffic and Lighting Engineer	1	X	2015	Group B
<b>Civil Engineer I/II</b>	<b>6</b>	<b>X</b>	<b>2012, 2013</b>	<b>Group B</b>
Civil Engineer III	2	X	2015	Group B
Electrical Engineer II	1	X	2015	Group B
Electrical Engineer III	1	X	2016	Group B
<b>Engineering Drafting Technician II</b>	<b>2</b>	<b>X</b>	<b>2016, 2017</b>	<b>Group A</b>
<b>Engineering Drafting Technician I</b>	<b>7</b>	<b>X</b>	<b>2015, 2016, 2017</b>	<b>Group A</b>
<b>Engineering Technician I</b>	<b>6</b>	<b>X</b>	<b>2015, 2016, 2017</b>	<b>Group A</b>
<b>Engineering Technician IV</b>	<b>4</b>	<b>X</b>	<b>2015, 2016</b>	<b>Group A</b>

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Land Surveyor	2	X	2015, 2016	Group B
Public Works Inspector I	5			Group A
Traffic Control Engineer II	1	X	2015	Group B
Traffic Control Engineer III	1	X	2016	Group B
<b>HUMAN RESOURCES AND SAFETY</b>				
Health and Safety Officer	1	X	2016	Group B
Health and Safety Specialist	1	X	2015	Group B
<b>INFORMATION TECHNOLOGY</b>				
Automated Systems Specialist	1	X	2016	Group B
Communications Systems Manager	1	X	2015	Group B
Database Associate	1	X	<b>2017</b>	<b>Group B</b>
<b>Database Analyst</b>	<b>3</b>	<b>X</b>	<b>2016</b>	<b>Group B</b>
Data Communications Specialist	1	X	2015	Group B
Enterprise Resource Planning Manager	1	X	2017	Group B
ERS Functional Applications Manager	1	X	2012	Group B
ERS Systems Administrator	1	X	2012	Group B
Functional Applications Manager	1	X	2014	Group B
GIS Developer Sr.	1	X	2017	Group B
Information Services Manager	1	X	2016	Group B
Information Systems Auditor	1	X	2013	Group B
<b>IT Support Specialist –Sr.</b>	<b>4</b>	<b>X</b>	<b>2016</b>	<b>Group B</b>
Laboratory Data Specialist	1	X	2017	Group B
Network Administrator	2	X	2016	Group B
Network Coordinator Associate	2	X	2015, 2016	Group B
Network Manager	2	X	2014	Group B
<b>Programmer Analyst</b>	<b>3</b>	<b>X</b>	<b>2013, 2015</b>	<b>Group B</b>
Systems Analyst-Sr.	1	X	2013	Group B
Systems Integration Manager	1	X	2015	Group B
Telecommunications Analyst-Sr.	1	X	2014	Group B

INSPECTION				
Building Construction Inspection Supervisor	1	X	2016	Group B
Building Construction Inspector	3			Career Ladder
Electrical Inspector	1	x	2014	Career Ladder
<b>Elevator Inspector</b>	<b>5</b>	<b>x</b>	<b>2015, 2016, 2017</b>	<b>Career Ladder</b>
Plumbing Inspector	2			Career Ladder
Residential Code Enforcement Inspector	3			Career Ladder
LABORER/DRIVER				
City Laborer	3			Group A
Operations Driver Worker	2			Group A
LEGAL/STATISTICAL				
Claims Adjuster – Sr.	2	X	2013	Group B
<b>Paralegal</b>	<b>3</b>	<b>X</b>	<b>2017</b>	<b>Group A</b>
LIBRARY SERVICES				
<b>Library Branch Manager</b>	<b>3</b>	<b>X</b>	<b>2016</b>	<b>Group B</b>
Library Circulation Assistant I	3			Group A
Management Librarian	2	X	2017	Group B
MAINTENANCE/MECHANICAL/INVENTORY				
Building Maintenance Supervisor II	2	X	2016	Group B
Building Services Supervisor II	2	X	2016	Group B
Electronic Technical Supervisor	1	X	2013	Group B
Equipment Mechanic III	2	X	2015	Career Ladder
<b>Machinery Technician</b>	<b>3</b>	<b>X</b>	<b>2016</b>	<b>Group A</b>
<b>Maintenance Technician II</b>	<b>4</b>	<b>X</b>	<b>2014, 2015, 2016, 2017</b>	<b>Group A</b>
Property Control Manager	1	X	2015	Group B

<b>MEDIA</b>				
Media Producer	1	X	2013	Group B
<b>PUBLIC HEALTH</b>				
Consumer Environmental Health Division Director	1	X	2016	Group B
Consumer Environmental Health Supervisor	1	X	2014	Group B
<b>Disease Intervention Specialist</b>	<b>3</b>	<b>X</b>	<b>2012</b>	<b>Group B</b>
Environmental Health Specialist	3			Career Ladder
Epidemiologist	2	X	2013	Group B
Health Laboratory Operations Manager	1	X	2017	Group B
<b>Health Project Assistant</b>	<b>4</b>	<b>X</b>	<b>2016</b>	<b>Group A</b>
Health Project Coordinator	2	X	2015	Group B
Lead Risk Assessor	3			Group A
Public Health Deputy Laboratories Director	1	X	2017	Group B
<b>Public Health Nurse</b>	<b>14</b>	<b>X</b>	<b>2012, 2015, 2016, 2017</b>	<b>Career Ladder</b>
<b>Public Health Nurse Supervisor</b>	<b>3</b>	<b>X</b>	<b>2014, 2015, 2016</b>	<b>Group B</b>
<b>Public Health Social Worker</b>	<b>3</b>	<b>X</b>	<b>2014, 2016</b>	<b>Group B</b>
Virologist III	1	X	2015	Group B
<b>TRADES</b>				
<b>Municipal Services Electrician</b>	<b>6</b>	<b>X</b>	<b>2016, 2017</b>	<b>Group A</b>
<b>URBAN FORESTRY</b>				
<b>Urban Forestry Manager</b>	<b>4</b>	<b>X</b>	<b>2014, 2016</b>	<b>Group B</b>
<b>WATERWORKS</b>				
Senior Water Treatment Plant Operator	3			Group A
<b>Water Distribution Repair Worker I</b>	<b>3</b>	<b>X</b>	<b>2017</b>	<b>Group A</b>
Water Meter Technician	4			Group A
<b>Water Repair Worker</b>	<b>5</b>	<b>X</b>	<b>2016</b>	<b>Group A</b>
Water Quality Manager	2	X	2016	Group B
Water Treatment Plant Operator	2	X	2017	Group A

<b>Year</b>	<b>Number of Recruitments that Yielded 7 or fewer candidates</b>
2012	7
2013	8
2014	9
2015	27
2016	35
2017 (to date)	18

Total Number of Recruitment Challenge Titles (both three or more recruitments since 2012 **and** eligible lists that yield seven or fewer candidates): 25