

Group B General City 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
ACCOUNTING/FINANCE			
Accountant - Lead	1	X	2016
Accounting Specialist	3		
Auditing Manager	1	X	2016
Auditor	3	X	2015
Auditor Lead	1	X	2015
Grant and Budget Specialist	1	X	2015
Pension Accounting Specialist	1	X	2015
Water Accounting Manager	1	X	2017
ARCHITECTURE/ASSESSMENT/ PLANNING/REAL ESTATE			
Architect III	1	X	2016
Assessment Division Manager	2	X	2016
Senior Planner	3		
AUTOMOTIVE AND FLEET			
Fleet Systems Manager	1	X	2016
ENGINEERING			
Chief Traffic and Lighting Engineer	1	X	2015
Civil Engineer I/II	6	X	2012, 2013
Civil Engineer III	2	X	2015
Electrical Engineer II	1	X	2015
Electrical Engineer III	1	X	2016
Land Surveyor	2	X	2015, 2016
Traffic Control Engineer II	1	X	2015
Traffic Control Engineer III	1	X	2016
HUMAN RESOURCES AND SAFETY			
Health and Safety Officer	1	X	2016
Health and Safety Specialist	1	X	2015

INFORMATION TECHNOLOGY			
Automated Systems Specialist	1	X	2016
Communications Systems Manager	1	X	2015
Database Associate	1	X	2017
Database Analyst	3	X	2016
Data Communications Specialist	1	X	2015
Enterprise Resource Planning Manager	1	X	2017
ERS Functional Applications Manager	1	X	2012
ERS Systems Administrator	1	X	2012
Functional Applications Manager	1	X	2014
GIS Developer Sr.	1	X	2017
Information Services Manager	1	X	2016
Information Systems Auditor	1	X	2013
IT Support Specialist –Sr.	4	X	2016
Laboratory Data Specialist	1	X	2017
Network Administrator	2	X	2016
Network Coordinator Associate	2	X	2015, 2016
Network Manager	2	X	2014
Programmer Analyst	3	X	2013, 2015
Systems Analyst-Sr.	1	X	2013
Systems Integration Manager	1	X	2015
Telecommunications Analyst-Sr.	1	X	2014
INSPECTION			
Building Construction Inspection Supervisor	1	X	2016
LEGAL/STATISTICAL			
Claims Adjuster – Sr.	2	X	2013
LIBRARY SERVICES			
Library Branch Manager	3	X	2016
Management Librarian	2	X	2017
MAINTENANCE/MECHANICAL/INVENTORY			
Building Maintenance Supervisor II	2	X	2016
Building Services Supervisor II	2	X	2016
Electronic Technical Supervisor	1	X	2013

Property Control Manager	1	X	2015
MEDIA			
Media Producer	1	X	2013
PUBLIC HEALTH			
Consumer Environmental Health Division Director	1	X	2016
Consumer Environmental Health Supervisor	1	X	2014
Disease Intervention Specialist	3	X	2012
Epidemiologist	2	X	2013
Health Laboratory Operations Manager	1	X	2017
Health Project Coordinator	2	X	2015
Public Health Deputy Laboratories Director	1	X	2017
Public Health Nurse Supervisor	3	X	2014, 2015, 2016
Public Health Social Worker	3	X	2014, 2016
Virologist III	1	X	2015
URBAN FORESTRY			
Urban Forestry Manager	4	X	2014, 2016
WATERWORKS			
Water Quality Manager	2	X	2016

Year	Number of Recruitments that Yielded 7 or fewer candidates
2012	4
2013	8
2014	7
2015	17
2016	24
2017 (to date)	8

Total Number of Recruitment Challenge Titles: 10