



Department of Employee Relations

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The Honorable
Finance and Personnel Committee
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DER Reclassifications, Market Studies and Special Rate Letters

This communication provides the list of job evaluation studies requested by City departments, current methods for completing the work, and a proposal for future pay studies and employee pay progression. City departments request that DER study jobs because the responsibility level of a job has changed and it has become a different job, and/or the department is experiencing difficulty retaining or recruiting employees for a job due to the pay level of the title.

Currently, DER has requests to study 514 titles that affect 3,122 positions. The full list of titles is attached to this communication.

Job studies are completed by the DER Classification Staff and then implemented in collaboration with both the DER Pay Services Staff and City department human resources/payroll staff. Special Rate letters are completed by DER Compensation and DER Pay Services. DER has produced the following job studies and special rate letters over the past three years. These numbers do not reflect recruitment flexibility, bilingual, task rate, or auto allowance designation requests.

Statistics by Year	2019	2020	2021
Number of Titles	114	115	220
Number of Positions Effected	344	3,130	1,665
New Positions Classified	26	40	14
Special Rate Letter Requests	49	54	139

Classification studies requested because of a change in a position's responsibilities, impact and accountability, relationship responsibility or working conditions require DER staff to make a comparative analysis with similar positions in city government. Currently, the bulk of requests for classification studies are requested because of low market rates of pay. This requires DER staff to consider the pay for comparable positions within southeastern Wisconsin. Some studies require both an analysis of changes to a positions' responsibility and an analysis of market rates of pay. For market studies, staff collect and analyze data from the following sources:

- Pay data from the Bureau of Labor Statistics (free online data)
- Pay data from the Economic Resources Institute (paid subscription)
- Salary data from other jurisdictions via a contact from DER staff
- Salary data from MRA (paid membership)
- Salary survey data purchased by City departments (DPW, ERS)

While DER does produce job study reports for single titles, whenever possible DER staff produce job study reports that cover groups of related titles. Due to the current volume of requests, DER staff has not had the capacity to ensure that comparable level titles across city departments are recommended for pay changes at the same time. The volume of requests has also impacted how quickly DER staff can complete market

studies to set the competitive pay rates needed to allow city departments to recruit employees. Further, while these market studies do increase the minimum rates, only employees paid below the new minimum rate actually receive an increase in pay. This impacts the morale of employees who do not receive higher pay.

For context, prior to Act 10, changes to pay for the majority of city titles were determined through collective bargaining process or across-the-board increases.

One approach to consider moving forward would be for DER staff to produce market rate pay studies for all titles on a regularly scheduled basis (bi-annually) combined with employee pay progression on an annual basis. This approach would be in lieu of the current process in which DER produces job studies in response to department requests.

Respectfully submitted,



Makda Fessahaye
Employee Relations Director

Pay Range	Title	Department	Request	No. of positions	Reason for Request	Part of a Larger Study?
1AX	BUILDING SERVICES SUPERVISOR II	Various	Market	3	Recruitment and retention issues	Service/Maintenance
1AX	CALL CENTER SUPERVISOR	ITMD	Market	2	Recruitment and retention issues	City-Wide Office Support
1AX	INVENTORY MANAGER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1AX	PARKING ENFORCEMENT SUPERVISOR	DPW	Market	4	Recruitment and retention issues	Transportation Fund
1AX	PERMIT DESK SUPERVISOR	DNS	Market	1	Recruitment and retention issues	City-Wide Office Support
1AX	POLICE OFFICE SUPERVISOR	MPD	Market	1	Recruitment and retention issues	City-Wide Office Support
1AX	SANITATION SUPERVISOR	DPW	Market	24	Recruitment and retention issues	Service/Maintenance
1AX	SELF-HELP YARD SUPERVISOR	DPW	Market	2	Recruitment and retention issues	Service/Maintenance
1AX	STREET REPAIR SUPERVISOR	DPW	Market	3	Recruitment and retention issues	Service/Maintenance
1AX	TOW LOT SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Transportation Fund
1BX	ADMINISTRATIVE SERVICES SUPERVISOR	Various	Market	5	Recruitment and retention issues	City-Wide Office Support
1BX	BRIDGE OPERATOR SUPERVISOR	DPW	Market	2	Recruitment and retention issues	Service/Maintenance
1BX	BUILDING MAINTENANCE SUPERVISOR II	MPD	Market	4	Recruitment and retention issues	Trades-HVAC
1BX	COURT SERVICES SUPERVISOR	MC	Market	1	Recruitment and retention issues	City-Wide Office Support
1BX	CUSTOMER SERVICE SPECIALIST	CT	Market	2	Recruitment and retention issues	City-Wide Office Support
1BX	FIELD OPERATIONS INSPECTION SPECIALIST	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1BX	MECHANICAL MAINTENANCE SUPERVISOR	DPW	Market	2	Recruitment and retention issues	Trades-HVAC
1BX	PRINTING, STORES, AND BUILDING SERVICES SUPERVISOR	MPD	Market	1	Recruitment and retention issues	Service/Maintenance
1BX	SEWER OPERATIONS SUPERVISOR	DPW	Reclass	1	Retitle/changes to duties and responsibilities	Service/Maintenance
1BX	STREET OPERATIONS SUPERVISOR	DPW	Market	4	Recruitment and retention issues	Service/Maintenance
1CX	EQUIPMENT INVENTORY MANAGER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1CX	HEALTH AND SAFETY OFFICER	MHD	Market	1	Recruitment and retention issues	City-Wide HR
1CX	INVENTORY SERVICES MANAGER	DPW	Market	2	Recruitment and retention issues	Service/Maintenance
1CX	LEAD PENSION SPECIALIST	ERS	Market	1	Recruitment and retention issues	City-Wide HR
1CX	PARKING ENFORCEMENT ASSISTANT MANAGER	DPW	Market	2	Recruitment and retention issues	Transportation Fund
1CX	POLICE PAYROLL SUPERVISOR	MPD	Market	1	Recruitment and retention issues	City-Wide HR
1CX	TOW LOT ASSISTANT MANAGER	DPW	Market	1	Recruitment and retention issues	Transportation Fund
1CX	WATER CUSTOMER SERVICE SUPERVISOR	MWW	Market	1	Recruitment and retention issues	City-Wide Office Support
1DX	CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR	MHD	Market	3	Recruitment and retention issues	Health Department
1DX	COURT BUSINESS MANAGER	MC	Market	1	Recruitment and retention issues	City-Wide Business Oper
1DX	CUSTOMER SERVICES MANAGER	CT	Market	1	Recruitment and retention issues	City-Wide Office Support
1DX	DNS PERSONNEL OFFICER	DNS	Market	1	Recruitment and retention issues	City-Wide HR
1DX	DOCUMENT SERVICES MANAGER	CC-CC	Market	1	Recruitment and retention issues	CCCC
1DX	FIRE PERSONNEL OFFICER	MFD	Market	1	Recruitment and retention issues	City-Wide HR
1DX	HUMAN RESOURCES SPECIALIST	MPD	Market	1	Recruitment and retention issues	City-Wide HR
1DX	PARKING SERVICES SUPERVISOR	DPW	Market	2	Recruitment and retention issues	Transportation Fund
1DX	PERSONNEL OFFICER	CA	Market	1	Recruitment and retention issues	City-Wide HR
1DX	PLANT AND EQUIPMENT REPAIR SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Trades
1DX	POLICE RECORDS MANAGER	MPD	Market	1	Recruitment and retention issues	Legal
1DX	REVENUE COLLECTION MANAGER	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
1DX	SAFETY SUPERVISOR	DPW	Market	1	Recruitment and retention issues	City-Wide HR
1EX	BENEFITS AND WELLNESS SUPERVISOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
1EX	BUSINESS OPERATIONS MANAGER	Various	Market/Reclass		Recruitment and retention issues	City-Wide Business Oper
1EX	COMMERCIAL CORRIDOR MANAGER	DNS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1EX	COMMERCIAL PROPERTY DISPOSITION MANAGER	DNS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1EX	DISTRICT CODE ENFORCEMENT SUPERVISOR	DNS	Reclassification	1	Recruitment and retention issues	Trades
1EX	DPW INVENTORY AND PURCHASING MANAGER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1EX	ERS BUSINESS OPERATIONS ANALYST	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper

1EX	FACILITIES MAINTENANCE SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Trades
1EX	MPD SAFETY DIVISION MANAGER	MPD	Market	1	Recruitment and retention issues	City-Wide HR
1EX	PAY SERVICES SUPERVISOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
1EX	PENSION ACCOUNTING MANAGER	ERS	Market/Reclass	3	Recruitment and retention issues	City-Wide Business Oper
1EX	POLICE FACILITIES ASSISTANT MANAGER	MPD	Market	1	Recruitment and retention issues	Trades
1EX	PORT FACILITIES SUPERVISOR	PORT	Market	1	Recruitment and retention issues	Trades
1EX	PROCUREMENT AND COMPLIANCE MANAGER	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
1EX	PROCUREMENT MANAGER	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1EX	PUBLIC HEALTH LABORATORY OPERATIONS MANAGER	MHD	Market	1	Recruitment and retention issues	Laboratories
1EX	PUBLIC HEALTH NURSE SUPERVISOR	MHD	Market	5	Recruitment and retention issues	Nursing
1EX	TAX COLLECTION AND ENFORCEMENT COORDINATOR	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
1EX	TELECOMMUNICATIONS SUPERVISOR	MPD	Market	1	Recruitment and retention issues	City-Wide IT
1EX	TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1EX	WATER CUSTOMER SERVICE MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide Business Oper
1EX	WATER DISTRIBUTION CONSTRUCTION MANAGER	MWW	Market	1	Recruitment and retention issues	Service/Maintenance
1EX	WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
1FX	BUSINESS FINANCE MANAGER	Various	Market		Recruitment and retention issues	City-Wide Business Oper
1FX	BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES	DNS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1FX	COUNCIL ADMINISTRATION MANAGER	CC-CC	Market	1	Recruitment and retention issues	City-Wide HR
1FX	COUNCIL RECORDS MANAGER	CC-CC	Market	1	Recruitment and retention issues	CCCC
1FX	HUMAN RESOURCES OFFICER	Various	Market	2	Recruitment and retention issues	City-Wide HR
1FX	IN REM PROPERTY DISPOSITION MANAGER	DNS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1FX	LIBRARY BUSINESS MANAGER	MPL	Market	1	Recruitment and retention issues	City-Wide Business Oper
1FX	PROPERTY MAINTENANCE AND COMPLIANCE MANAGER	DPW	GIC Footnote	1	Position participates in GIC	Service/Maintenance
1FX	SPECIAL ENFORCEMENT SUPERVISOR	DNS	Market	2	Recruitment and retention issues	Trades
1FX	STREET REPAIR DISTRICT MANAGER	DPW	Market	3	Recruitment and retention issues	Service/Maintenance
1FX	TOW LOT MANAGER	DPW	Market	1	Recruitment and retention issues	Transportation Fund
1FX	UCC OPERATIONS MANAGER	ITMD	Market	1	Recruitment and retention issues	City-Wide Office Support
1FX	WATER BILLING AND COLLECTIONS MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide Business Oper
1FX	WATER DISTRIBUTION SCHEDULING MANAGER	MWW	Market	1	Recruitment and retention issues	Service/Maintenance
1FX	WATER INFORMATION TECHNOLOGY SUPERVISOR	MWW	Market	2	Recruitment and retention issues	City-Wide IT
1FX	WATER PLANT AUTOMATION SUPERVISOR	MWW	Market	1	Recruitment and retention issues	City-Wide IT
1FX	WATER PLANT MAINTENANCE SUPERVISOR	MWW	Market	1	Recruitment and retention issues	Trades
1FX	WATER PLANT OPERATIONS SUPERVISOR	MWW	Market	3	Recruitment and retention issues	
1FX	WATER QUALITY OPERATIONS MANAGER	MWW	Market	1	Recruitment and retention issues	Laboratories
1GX	ACCOUNTING MANAGER – CITY DEVELOPMENT	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	ASSISTANT ACCOUNTING MANAGER	Various	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	ASSISTANT CITY PAYROLL MANAGER	Various	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	ASSISTANT GRANTS FISCAL MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	BUILDING CODES COURT ADMINISTRATOR	DNS	Market	1	Recruitment and retention issues	Trades
1GX	BUILDING CODES ENFORCEMENT MANAGER	DNS	Market	2	Recruitment and retention issues	Trades
1GX	BUILDING CONSTRUCTION INSPECTION SUPERVISOR	DNS	Market	2	Recruitment and retention issues	Trades
1GX	DATA SERVICES MANAGER	MPD	Market	1	Recruitment and retention issues	City-Wide IT
1GX	ELECTRICAL INSPECTION SUPERVISOR	DNS	Market	1	Recruitment and retention issues	Trades
1GX	FIRE PROTECTION ENGINEER SUPERVISOR	DNS	Market	1	Recruitment and retention issues	Trades
1GX	IT SUPPORT SERVICES SUPERVISOR	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
1GX	LIBRARY FACILITIES MAINTENANCE SUPERVISOR	MPL	Market	1	Recruitment and retention issues	Trades-HVAC
1GX	NETWORK MANAGER	Various	Market	3	Recruitment and retention issues	City-Wide IT
1GX	PARKING ENFORCEMENT MANAGER	DPW	Market	1	Recruitment and retention issues	Transportation Fund
1GX	PLUMBING INSPECTION SUPERVISOR	DNS	Market	2	Recruitment and retention issues	Trades

1GX	RETIREMENT PLAN MANAGER	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	SAFETY MANAGER	DPW	Market	1	Recruitment and retention issues	City-Wide HR
1GX	WATER ACCOUNTING MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	WATER BUSINESS OPERATIONS MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide Business Oper
1GX	WATER DISTRIBUTION OPERATIONS MANAGER	MWW	Market	2	Recruitment and retention issues	Service/Maintenance
1GX	WATER PLANT MAINTENANCE MANAGER	MWW	Market	2	Recruitment and retention issues	Trades
1HX	ADMINISTRATIVE SERVICES MANAGER	DPW	Market	1	Recruitment and retention issues	City-Wide Office Support
1HX	ASSOCIATE DIRECTOR	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1HX	BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL	DNS	Market	1	Recruitment and retention issues	Trades
1HX	BUSINESS SYSTEMS MANAGER	ASSR	Reclass	1	Recruitment and retention issues	City-Wide Business Oper
1HX	DATABASE ADMINISTRATOR	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
1HX	FACILITIES MANAGER	Various	Market	2	Recruitment and retention issues	Trades-HVAC
1HX	FIRE AND POLICE COMMISSION CHIEF OF STAFF	FPC	Market	1	Recruitment and retention issues	City-Wide HR
1HX	FIRE INFORMATION SYSTEMS MANAGER	MFD	Market	1	Recruitment and retention issues	City-Wide IT
1HX	GIS DEVELOPER – PROJECT LEADER	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
1HX	HEALTH BUDGET AND ADMINISTRATION MANAGER	MHD	Market	1	Recruitment and retention issues	City-Wide Business Oper
1HX	HUMAN RESOURCES ADMINISTRATOR	MPD	Market	1	Recruitment and retention issues	City-Wide HR
1HX	IT PROJECT MANAGER	ITMD	Market	2	Recruitment and retention issues	City-Wide IT
1HX	LEGISLATIVE REFERENCE BUREAU MANAGER	CC-CC	Market	1	Recruitment and retention issues	City-Wide Business Oper
1HX	LIBRARY FACILITIES MANAGER	MPL	Market	1	Recruitment and retention issues	Trades-HVAC
1HX	POLICE BUDGET AND ADMINISTRATION MANAGER	MPD	Market	1	Recruitment and retention issues	City-Wide Business Oper
1HX	REAL ESTATE DEVELOPMENT SERVICES MANAGER	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
1HX	TAX BILLING AND COLLECTION MANAGER	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
1HX	WATER PLANT AUTOMATION MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide IT
1IX	ACCOUNTING MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	AUDIT MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	BRIDGE MAINTENANCE MANAGER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1IX	BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER	DNS	Market	1	Recruitment and retention issues	Trades
1IX	CITY PAYROLL MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	CONSUMER ENVIRONMENTAL HEALTH DIRECTOR	MHD	Market	1	Recruitment and retention issues	Health Department
1IX	COURT IT MANAGER	MC	Market	1	Recruitment and retention issues	City-Wide IT
1IX	ERS APPLICATIONS DEVELOPMENT MANAGER	ERS	Market	1	Recruitment and retention issues	City-Wide IT
1IX	ERS CHIEF FINANCIAL OFFICER	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	ERS SYSTEMS MANAGER	ERS	Market	1	Recruitment and retention issues	City-Wide IT
1IX	FINANCE AND ADMINISTRATION MANAGER	Various	Market	2	Recruitment and retention issues	City-Wide Business Oper
1IX	FIRE AND POLICE COMMISSION AUDIT MANAGER	FPC	Market	1	Recruitment and retention issues	City-Wide HR
1IX	FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER	FPC	Market	1	Recruitment and retention issues	City-Wide HR
1IX	FIRE INFORMATION TECHNOLOGY MANAGER	MFD	Market	1	Recruitment and retention issues	City-Wide IT
1IX	FUNCTIONAL APPLICATIONS MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide IT
1IX	GRANTS FISCAL MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	HUMAN RESOURCES MANAGER	DER	Market	2	Recruitment and retention issues	City-Wide HR
1IX	INFORMATION SERVICES MANAGER	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
1IX	INFORMATION SERVICES MANAGER-MPD	MPD	Market	1	Recruitment and retention issues	City-Wide IT
1IX	NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER	DCD	Market	1	Recruitment and retention issues	Trades
1IX	REVENUE AND FINANCIAL SERVICES MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	SPECIAL ENFORCEMENT MANAGER	DNS	Market	1	Recruitment and retention issues	Trades
1IX	TELECOMMUNICATIONS MANAGER	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
1IX	WATER DISTRIBUTION MANAGER	MWW	Market	1	Recruitment and retention issues	Service/Maintenance
1IX	WATER FINANCIAL MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide Business Oper
1IX	WATER INFORMATION TECHNOLOGY MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide IT

1IX	WORKER'S COMPENSATION AND SAFETY MANAGER	DER	Market	1	Recruitment and retention issues	City-Wide HR
1JX	DEPUTY CITY CLERK	CC-CC	Market	1	Recruitment and retention issues	CCCC
1JX	PARKING SERVICES MANAGER	DPW	Market	1	Recruitment and retention issues	Transportation Fund
1JX	PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR	MHD	Market	2	Recruitment and retention issues	Laboratories
1JX	SANITATION SERVICES MANAGER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1JX	STREET SERVICES MANAGER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
1KX	ACCOUNTS DIRECTOR	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1KX	EMPLOYEE BENEFITS DIRECTOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
1KX	FINANCIAL SERVICES DIRECTOR	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1KX	INVESTMENTS AND FINANCIAL SERVICES DIRECTOR	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
1KX	LABOR NEGOTIATOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
1KX	WATER PLANTS MANAGER	MWW	Market	1	Recruitment and retention issues	Trades
1KX	WATER QUALITY MANAGER	MWW	Market	1	Recruitment and retention issues	Laboratories
1LX	BLOCK GRANT DIRECTOR	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	BUDGET AND FISCAL POLICY OPERATIONS MANAGER	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	CITY CLERK	CC-CC	Market	1	Changes in duties and responsibilities	CCCC
1LX	CITY PURCHASING DIRECTOR	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	DEPUTY CHIEF INVESTMENT OFFICER	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	DEPUTY CITY TREASURER	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	DEPUTY COMPTROLLER	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1LX	NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR	DNS	Market	1	Recruitment and retention issues	Trades
1LX	PUBLIC HEALTH LABORATORIES DIRECTOR	MHD	Market	1	Recruitment and retention issues	Laboratories
1MX	EMPLOYEES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER	ERS	Market	1	Recruitment and retention issues	City-Wide IT
1MX	POLICE INFORMATION SYSTEMS DIRECTOR	MPD	Market	1	Recruitment and retention issues	City-Wide IT
1NX	CHIEF INFORMATION OFFICER	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
1NX	CHIEF INVESTMENT OFFICER	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper
1NX	FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR	FPC	Market	1	Recruitment and retention issues	City-Wide HR
1NX	LEGISLATIVE LIAISON DIRECTOR	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1NX	SPECIAL DEPUTY CITY ATTORNEY	CA	Market	1	Recruitment and retention issues	Legal
1OX	ADMINISTRATION DIRECTOR	DOA	Market	1	Recruitment and retention issues	City-Wide Business Oper
1OX	COMMISSIONER OF ASSESSMENTS	ASSR	Market	1	Recruitment and retention issues	City-Wide Business Oper
1OX	DEPUTY CITY ATTORNEY	CA	Market	5	Recruitment and retention issues	Legal
1OX	EMPLOYEE RELATIONS DIRECTOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
1OX	OPERATIONS DIVISION DIRECTOR	DPW	Market	1	Recruitment and retention issues	Trades
2AN	RENT ASSISTANCE SPECIALIST I	DCD	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2BN	ADMINISTRATIVE SERVICES SPECIALIST	ERS	Market	1	Recruitment and retention issues	City-Wide Office Support
2BN	EXECUTIVE ADMINISTRATIVE ASSISTANT I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
2BN	OFFICE SUPERVISOR I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
2BN	PENSION SPECIALIST	ERS	Market	Underfill	Recruitment and retention issues	City-Wide HR
2BN	REAL ESTATE COORDINATOR I	DCD	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2CN	ACCOUNTANT I	Various	Market	3	Recruitment and retention issues	City-Wide Business Oper
2CN	ADMINISTRATIVE SPECIALIST	DOA	Market	2	Recruitment and retention issues	City-Wide Office Support
2CN	BUILDING SERVICES SUPERVISOR	Various	Market	Underfill	Recruitment and retention issues	Service/Maintenance
2CN	BUSINESS ANALYST	Various	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2CN	DISABILITY SPECIALIST	ERS	Market	Underfill	Recruitment and retention issues	City-Wide HR
2CN	DOCUMENT SERVICES SUPERVISOR	CC-CC	Market	2	Recruitment and retention issues	CCCC
2CN	EXECUTIVE ADMINISTRATIVE ASSISTANT II	Various	Market	2	Recruitment and retention issues	City-Wide Office Support
2CN	HEALTH INFORMATION SPECIALIST	MHD	Market	1	Recruitment and retention issues	City-Wide IT
2CN	NETWORK COORDINATOR – ASSISTANT	Various	Market		Recruitment and retention issues	City-Wide IT

2CN	OFFICE SUPERVISOR II	Various	Market	2	Recruitment and retention issues	City-Wide Office Support
2CN	RENT ASSISTANCE INSPECTOR	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
2CN	RENT ASSISTANCE SPECIALIST II	DCD	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2DN	ACCOUNTANT II	Various	Market	6	Recruitment and retention issues	City-Wide Business Oper
2DN	ADMINISTRATIVE SUPPORT SPECIALIST	Various	Market	3	Recruitment and retention issues	City-Wide Office Support
2DN	ANTI-GRAFFITI PROGRAM COORDINATOR	DNS	Reclassification	1	Changes in duties and responsibilities	
2DN	BUSINESS SERVICES SPECIALIST	Various	Market	5	Recruitment and retention issues	City-Wide Business Oper
2DN	CITY PAYROLL SPECIALIST	COMP	Market	3	Recruitment and retention issues	City-Wide Business Oper
2DN	GEOGRAPHIC INFORMATION SPECIALIST	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide IT
2DN	HEALTH AND SAFETY SPECIALIST	MPD	Market	1	Recruitment and retention issues	City-Wide HR
2DN	HUMAN RESOURCES ANALYST	Various	Market	Underfill	Recruitment and retention issues	City-Wide HR
2DN	INVENTORY SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
2DN	LABOR RELATIONS ANALYST	DER				City-Wide HR
2DN	NUTRITIONIST	MHD	Market	5	Recruitment and retention issues	Health Department
2DN	PENSION SPECIALIST – SENIOR	ERS	Market	3	Recruitment and retention issues	City-Wide HR
2DN	PERSONNEL ANALYST	Various	Market	Underfill	Recruitment and retention issues	City-Wide HR
2DN	PROPERTY APPRAISER 1	ASSR	Market	Underfill	Recruitment and retention issues	Assessors Report
2DN	PROPERTY APPRAISER 2	ASSR	Market	Underfill	Recruitment and retention issues	Assessors Report
2DN	PROPERTY APPRAISER 3	ASSR	Market	Underfill	Recruitment and retention issues	Assessors Report
2DN	PROPERTY APPRAISER 4	ASSR	Market	Underfill	Recruitment and retention issues	Assessors Report
2DN	PUBLIC HEALTH NURSE 1	MHD	Market	Underfill	Recruitment and retention issues	Nursing
2DN	PURCHASING AGENT	DCD	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2DN	REAL ESTATE COORDINATOR II	DCD	Market	2	Recruitment and retention issues	City-Wide Business Oper
2DN	RENT ASSISTANCE SPECIALIST III	DCD	Market	2	Recruitment and retention issues	City-Wide Business Oper
2DN	SAFETY SPECIALIST	Various	Market	Underfill	Recruitment and retention issues	City-Wide HR
2DN	TEST ADMINISTRATION COORDINATOR	FPC	Market	1	Recruitment and retention issues	City-Wide HR
2EN	ATHLETIC TRAINER	MFD	Market	1	Recruitment and retention issues	City-Wide HR
2EN	FIRE PROTECTION ENGINEER I	DNS	Market	Underfill	Recruitment and retention issues	Trades
2EN	INVESTIGATOR/ADJUSTER	CA	Market	2	Recruitment and retention issues	City-Wide Business Oper
2EN	IT SUPPORT SPECIALIST	Various	Market	11	Recruitment and retention issues	City-Wide IT
2EN	LABORATORY DATA SPECIALIST	MHD	Market	1	Recruitment and retention issues	Laboratories
2EN	PUBLIC HEALTH NURSE 2	MHD	Market	Underfill	Recruitment and retention issues	Nursing
2EN	WATER CHEMIST	MWW	Market	9	Recruitment and retention issues	Laboratories
2EX	ADMINISTRATIVE SPECIALIST – SENIOR	Various	Market	8	Recruitment and retention issues	City-Wide Office Support
2EX	BUSINESS ANALYST – SENIOR	DOA	Market	2	Recruitment and retention issues	City-Wide Business Oper
2EX	CLAIMS ADJUSTER – SENIOR	DER				City-Wide Business Oper
2EX	DEFERRED COMPENSATION PLAN COORDINATOR	D COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
2EX	DISABILITY SPECIALIST – SENIOR	ERS	Market	2	Recruitment and retention issues	City-Wide HR
2EX	EQUAL RIGHTS SPECIALIST	DOA	Market	1	Recruitment and retention issues	
2EX	HRIS ANALYST	DER	Market	1	Recruitment and retention issues	City-Wide HR
2EX	LEGISLATIVE FISCAL ANALYST – ASSOCIATE	CC-CC	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2EX	MANAGEMENT ACCOUNTANT – SENIOR	ERS	Market/Reclass	5	Recruitment and retention issues	City-Wide Business Oper
2EX	MANAGEMENT TRAINEE	DER	Market	6	Recruitment and retention issues	City-Wide HR
2EX	NETWORK COORDINATOR ASSOCIATE	MWW	Market	1	Recruitment and retention issues	City-Wide IT
2EX	SYSTEMS ANALYST – ASSISTANT	MFD	Market	2	Recruitment and retention issues	City-Wide IT
2EX	TELECOMMUNICATIONS ANALYST – ASSISTANT	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide IT
2FN	CHEMIST	MHD	Market	5	Recruitment and retention issues	Laboratories
2FN	ENVIRONMENTAL HEALTH COORDINATOR	MHD	Market	5	Recruitment and retention issues	Health Department
2FN	MICROBIOLOGIST	MHD	Market	9	Recruitment and retention issues	Laboratories
2FN	PUBLIC HEALTH NURSE 3	MHD	Market	30	Recruitment and retention issues	Nursing

2FN	VIROLOGIST	MHD	Market	1	Recruitment and retention issues	Laboratories
2FN	WATER MICROBIOLOGIST	MWW	Market	1	Recruitment and retention issues	Laboratories
2FX	ASSOCIATE AUDITOR	COMP	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2FX	BUSINESS OPERATIONS ASSOCIATE	DER	Market	1	Recruitment and retention issues	City-Wide Business Oper
2FX	CERTIFICATION AND COMMUNICATIONS COORDINATOR	DNS	Market	1	Recruitment and retention issues	City-Wide HR
2FX	DIVERSITY RECRUITER	DER	Market	1	Recruitment and retention issues	City-Wide HR
2FX	DPW OPERATIONS BUSINESS ANALYST	DPW	Market	1	Recruitment and retention issues	City-Wide Business Oper
2FX	FINANCE SPECIALIST	PORT	Market	1	Recruitment and retention issues	City-Wide Business Oper
2FX	FIRE AND POLICE COMMISSION AUDITOR	FPC	Market	2	Recruitment and retention issues	City-Wide HR
2FX	HUMAN RESOURCES ANALYST – SENIOR	Various	Market	7	Recruitment and retention issues	City-Wide HR
2FX	LABOR RELATIONS ANALYST – SENIOR	DER				City-Wide HR
2FX	PERSONNEL ANALYST – SENIOR	Various	Market	2	Recruitment and retention issues	City-Wide HR
2FX	PURCHASING AGENT - SENIOR	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
2FX	RECRUITER	FPC	Market	1	Recruitment and retention issues	City-Wide HR
2FX	RESEARCH AND POLICY ANALYST	Various	Market/Reclass	3	Recruitment and retention issues	City-Wide HR
2FX	SAFETY SPECIALIST – SENIOR	Various	Market/Reclass	5	Changes in duties and responsibilities	City-Wide HR
2FX	WATER CLAIMS SPECIALIST	MWW	Market	1	Recruitment and retention issues	City-Wide Business Oper
2FX	WORKER'S COMPENSATION ANALYST	DER	Market	1	Recruitment and retention issues	City-Wide HR
2FX	WORKFORCE GRANT SPECIALIST	CC-CC	Market	1	Recruitment and retention issues	City-Wide HR
2FX	WORKFORCE OUTREACH SPECIALIST	CC-CC	Market	1	Recruitment and retention issues	City-Wide HR
2GN	FIRE PROTECTION ENGINEER II	DNS	Market	Underfill	Recruitment and retention issues	Trades
2GN	GIS ANALYST	ITMD	Market	2	Recruitment and retention issues	City-Wide IT
2GN	IT SUPPORT SPECIALIST – SENIOR	Various	Market	18	Recruitment and retention issues	City-Wide IT
2GN	LEAD WATER CHEMIST	MWW	Market	4	Recruitment and retention issues	Laboratories
2GN	NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR	DNS	Market	10	Recruitment and retention issues	Trades
2GN	PROGRAMMER ANALYST	Various	Market	7	Recruitment and retention issues	City-Wide IT
2GN	PUBLIC HEALTH NURSE COORDINATOR	MHD	Market		Recruitment and retention issues	Nursing
2GN	SPECIAL ENFORCEMENT INSPECTOR	DNS	Market	14	Recruitment and retention issues	Trades
2GN	WATER QUALITY ANALYST	MWW	Market	1	Recruitment and retention issues	Laboratories
2GX	ACCOUNTANT III	Various	Market	6	Recruitment and retention issues	City-Wide Business Oper
2GX	ACCOUNTING SPECIALIST	COMP	Market	11	Recruitment and retention issues	City-Wide Business Oper
2GX	ASSOCIATE IT AUDITOR	COMP	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2GX	AUDITOR	COMP	Market	3	Recruitment and retention issues	City-Wide Business Oper
2GX	BENEFITS SYSTEMS ANALYST	DER	Market	1	Recruitment and retention issues	City-Wide HR
2GX	BUSINESS OPERATIONS SPECIALIST	DER	Market	1	Recruitment and retention issues	City-Wide Business Oper
2GX	CONTRACT COMPLIANCE OFFICER	Various	Market	2	Recruitment and retention issues	City-Wide Business Oper
2GX	DATABASE ASSOCIATE	Various	Market	2	Recruitment and retention issues	City-Wide IT
2GX	FINANCIAL SYSTEMS ANALYST	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
2GX	GIS DEVELOPER	ITMD	Market		Recruitment and retention issues	City-Wide IT
2GX	GRANT MONITOR	DOA	Market	11	Recruitment and retention issues	City-Wide Business Oper
2GX	INTERNET SERVICES COORDINATOR	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
2GX	INVESTMENTS AND FINANCIAL SERVICES SPECIALIST	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
2GX	IT PROJECT COORDINATOR	Various	Market	3	Recruitment and retention issues	City-Wide IT
2GX	LEGISLATIVE FISCAL ANALYST – SENIOR	CC-CC	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2GX	MANAGEMENT AND ACCOUNTING OFFICER	DPW	Market	2	Recruitment and retention issues	City-Wide Business Oper
2GX	NETWORK COORDINATOR – SENIOR	MWW	Market	2	Recruitment and retention issues	City-Wide IT
2GX	PARKING CITATION REVIEW MANAGER	DPW	Market	1	Recruitment and retention issues	Transportation Fund
2GX	PENSION ACCOUNTING SPECIALIST	ERS	Market	2	Recruitment and retention issues	City-Wide Business Oper
2GX	PROCUREMENT SPECIALIST	DOA	Market	5	Recruitment and retention issues	City-Wide Business Oper
2GX	REAL ESTATE SPECIALIST	DCD	Market	3	Recruitment and retention issues	City-Wide Business Oper

2GX	SYSTEMS ANALYST – ASSOCIATE	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide IT
2GX	TELECOMMUNICATIONS ANALYST – ASSOCIATE	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide IT
2GX	TEST ADMINISTRATION SPECIALIST	DER	Market	1	Recruitment and retention issues	City-Wide HR
2GX	WORKFORCE DEVELOPMENT COORDINATOR	CC-CC	Market	1	Recruitment and retention issues	City-Wide HR
2HN	BOILER INSPECTOR	DNS	Market	2	Recruitment and retention issues	Trades
2HN	BUILDING CONSTRUCTION INSPECTOR	DNS	Market	16	Recruitment and retention issues	Trades
2HN	CHEMIST – SENIOR	MHD	Market	1	Recruitment and retention issues	Laboratories
2HN	ELECTRICAL INSPECTOR	DNS	Market	9	Recruitment and retention issues	Trades
2HN	ELEVATOR INSPECTOR	DNS	Market	5	Recruitment and retention issues	Trades
2HN	IT SUPPORT SPECIALIST – LEAD	ITMD	Market	3	Recruitment and retention issues	City-Wide IT
2HN	LABORATORY INFORMATION SYSTEMS SPECIALIST	MHD	Market	1	Recruitment and retention issues	Laboratories
2HN	LABORATORY QUALITY ASSURANCE SPECIALIST	MHD	Market	1	Recruitment and retention issues	Laboratories
2HN	MICROBIOLOGIST – SENIOR	MHD	Market	2	Recruitment and retention issues	Laboratories
2HN	NETWORK ANALYST – SENIOR	MPL	Market	1	Recruitment and retention issues	City-Wide IT
2HN	PLUMBING INSPECTOR	DNS	Market	20	Recruitment and retention issues	Trades
2HN	SENIOR PROPERTY APPRAISER 1	ASSR	Market	Underfill	Recruitment and retention issues	Nursing
2HN	SENIOR PROPERTY APPRAISER 2	ASSR	Market	Underfill	Recruitment and retention issues	Nursing
2HN	SENIOR PROPERTY APPRAISER 3	ASSR	Market	Underfill	Recruitment and retention issues	Nursing
2HN	SENIOR PROPERTY APPRAISER 4	ASSR	Market	25	Recruitment and retention issues	Nursing
2HN	SPRINKLER CONSTRUCTION INSPECTOR	DNS	Market	4	Recruitment and retention issues	Trades
2HN	VIROLOGIST – SENIOR	MHD	Market	1	Recruitment and retention issues	Laboratories
2HN	WATER CHEMIST PROJECT LEADER	MWW	Market	1	Recruitment and retention issues	Laboratories
2HN	WATER MICROBIOLOGIST – SENIOR	MWW	Market	1	Recruitment and retention issues	Laboratories
2HN	WATER QUALITY ASSURANCE SPECIALIST	MWW	Market	1	Recruitment and retention issues	Laboratories
2HX	ACCOUNTANT LEAD	COMP	Market	3	Recruitment and retention issues	City-Wide Business Oper
2HX	ACCOUNTING AND GRANT SPECIALIST	Various	Market	4	Recruitment and retention issues	City-Wide Business Oper
2HX	ACCOUNTING SUPERVISOR	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
2HX	AUDITOR LEAD	COMP	Market	2	Recruitment and retention issues	City-Wide Business Oper
2HX	BUSINESS FINANCE OFFICER	Various	Market	2	Recruitment and retention issues	City-Wide Business Oper
2HX	DATA COMMUNICATIONS SPECIALIST	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
2HX	FUNCTIONAL APPLICATIONS ANALYST	Various	Market	Underfill	Recruitment and retention issues	City-Wide IT
2HX	HUMAN RESOURCES REPRESENTATIVE	Various	Market	10	Recruitment and retention issues	City-Wide HR
2HX	INFRASTRUCTURE SERVICES PERSONNEL OFFICER	DPW	Market	1	Recruitment and retention issues	City-Wide HR
2HX	IT AUDITOR	COMP	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
2HX	LABOR RELATIONS REPRESENTATIVE	DER				City-Wide HR
2HX	LEAVE ADMINISTRATION COORDINATOR	DER	Market	1	Recruitment and retention issues	City-Wide HR
2HX	LEGISLATIVE FISCAL ANALYST – LEAD	CC-CC	Market	5	Recruitment and retention issues	City-Wide Business Oper
2HX	MANAGEMENT SERVICES ANALYST	ERS	Market	1	Recruitment and retention issues	City-Wide Business Oper
2HX	OPERATIONS PERSONNEL OFFICER	DPW	Market	1	Recruitment and retention issues	City-Wide HR
2HX	SENIOR AUDITOR	COMP	Market	2	Recruitment and retention issues	City-Wide Business Oper
2HX	SYSTEMS COORDINATOR	Various	Market	Underfill	Recruitment and retention issues	City-Wide IT
2HX	WATER SECURITY MANAGER	MWW	Market	1	Recruitment and retention issues	City-Wide IT
2HX	WATER WORKS PERSONNEL OFFICER	MWW	Market	1	Recruitment and retention issues	City-Wide HR
2HX	WORKER’S COMPENSATION SPECIALIST	DER	Market	1	Recruitment and retention issues	City-Wide HR
2IN	WATER PLANT AUTOMATION CONTROLS ENGINEER	MWW	Market	4	Recruitment and retention issues	City-Wide IT
2IX	ADA COORDINATOR	DOA	Market	1	Recruitment and retention issues	City-Wide HR
2IX	ASSISTANT CITY ATTORNEY I	CA	Market	Underfill	Recruitment and retention issues	Legal
2IX	BUSINESS SYSTEMS COORDINATOR	Various	Market	2	Recruitment and retention issues	City-Wide Business Oper
2IX	COMPTROLLER NETWORK ADMINISTRATOR	COMP	Market	1	Recruitment and retention issues	City-Wide IT
2IX	EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR	DER	Market	1	Recruitment and retention issues	City-Wide HR

2IX	FINANCIAL ANALYST	various	Market		Recruitment and retention issues	City-Wide Business Oper
2IX	FIRE HEALTH AND SAFETY MANAGER	MFD	Market	1	Recruitment and retention issues	City-Wide HR
2IX	FISCAL PLANNING SPECIALIST	CC-CC	Market	2	Recruitment and retention issues	City-Wide Business Oper
2IX	GIS DEVELOPER – SENIOR	Various	Market	3	Recruitment and retention issues	City-Wide IT
2IX	INVESTMENTS AND FINANCIAL SERVICES COORDINATOR	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
2IX	IT SECURITY AND AUDIT COMPLIANCE ANALYST	DOA	Market	2	Recruitment and retention issues	City-Wide IT
2IX	NETWORK ADMINISTRATOR	Various	Market	3	Recruitment and retention issues	City-Wide IT
2IX	POLICE OPEN RECORDS LEGAL ADVISOR	MPD	Market	1	Recruitment and retention issues	Legal
2IX	PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
2IX	SYSTEMS ANALYST – SENIOR	Various	Market	3	Recruitment and retention issues	City-Wide IT
2IX	SYSTEMS SECURITY ADMINISTRATOR	MPD	Market	1	Recruitment and retention issues	City-Wide IT
2IX	TELECOMMUNICATIONS ANALYST – SENIOR	ITMD	Market	2	Recruitment and retention issues	City-Wide IT
2IX	WATER SYSTEMS ANALYST – SENIOR	MWW	Market	1	Recruitment and retention issues	City-Wide IT
2IX	YOUTH DEVELOPMENT COORDINATOR	DCD	Market	underfill	Recruitment and retention issues	City-Wide HR
2JN	BIOINFORMATICIAN	MHD	Market	1	Recruitment and retention issues	Laboratories
2JN	FIRE PROTECTION ENGINEER III	DNS	Market	1	Recruitment and retention issues	Trades
2JN	MICROBIOLOGIST – LEAD	MHD	Market	1	Recruitment and retention issues	Laboratories
2JX	BUSINESS SYSTEMS ADMINISTRATOR	ASSR	Market	1	Recruitment and retention issues	City-Wide Business Oper
2JX	DATABASE ANALYST	MPD	Market	1	Recruitment and retention issues	City-Wide IT
2JX	ECONOMIC DEVELOPMENT SPECIALIST – LEAD	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
2JX	FUNCTIONAL APPLICATIONS ANALYST – SENIOR	Various	Market	2	Recruitment and retention issues	City-Wide IT
2JX	GRANT COMPLIANCE MANAGER	Various	Market	4	Recruitment and retention issues	City-Wide Business Oper
2JX	HUMAN RESOURCES COMPLIANCE OFFICER	Various	Market	1	Recruitment and retention issues	City-Wide HR
2JX	LABOR RELATIONS OFFICER	DER				City-Wide HR
2JX	RISK MANAGEMENT AND SAFETY OFFICER	DER	Market	1	Recruitment and retention issues	City-Wide HR
2JX	SENIOR FINANCIAL ANALYST	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
2JX	SYSTEMS ANALYST – LEAD	Various	Market	underfill	Recruitment and retention issues	City-Wide IT
2JX	TRANSPORTATION FINANCIAL ANALYST	DPW	Market	1	Recruitment and retention issues	City-Wide Business Oper
2KX	ASSISTANT CITY ATTORNEY II	CA	Market	Underfill	Recruitment and retention issues	Legal
2KX	DCD ACCOUNTANT LEAD	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
2KX	GRANT BUDGET SPECIALIST	DCD	Market	1	Recruitment and retention issues	City-Wide Business Oper
2KX	PENSION INVESTMENT ANALYST ASSOCIATE	ERS	Market	underfill	Recruitment and retention issues	City-Wide Business Oper
2KX	SENIOR IT AUDITOR	COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper
2KX	TELECOMMUNICATIONS ENGINEER	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
2LX	ERS DATABASE ADMINISTRATOR	ERS	Market	1	Recruitment and retention issues	City-Wide IT
2LX	ERS SERVER ADMINISTRATOR	ERS	Market	1	Recruitment and retention issues	City-Wide IT
2LX	ERS SOFTWARE DEVELOPER	ERS	Market	1	Recruitment and retention issues	City-Wide IT
2LX	ERS NETWORK SECURITY ADMINISTRATOR	ERS	Market	1	Recruitment and retention issues	City-Wide IT
2LX	FMIS PROJECT MANAGER	COMP	Market	1	Recruitment and retention issues	City-Wide IT
2LX	LEGISLATIVE FISCAL MANAGER	CC-CC				City-Wide Business Oper
2LX	POLICY AND ADMINISTRATION MANAGER	Various	Market	2	Recruitment and retention issues	City-Wide Business Oper
2LX	PORT FINANCE AND ADMINISTRATION OFFICER	PORT	Market	1	Recruitment and retention issues	City-Wide Business Oper
2LX	PUBLIC SAFETY SYSTEMS ADMINISTRATOR	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
2LX	SYSTEMS ANALYST – PROJECT LEADER	Various	Market	3	Recruitment and retention issues	City-Wide IT
2LX	TELECOMMUNICATIONS ANALYST PROJECT LEADER	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
2MX	ASSISTANT CITY ATTORNEY III	CA	Market	Underfill	Recruitment and retention issues	Legal
2MX	PENSION INVESTMENT ANALYST	ERS	Market	underfill	Recruitment and retention issues	City-Wide Business Oper
2MX	RISK MANAGER	CA	Market	1	Recruitment and retention issues	City-Wide HR
2OX	ASSISTANT CITY ATTORNEY IV	CA	Market	Underfill	Recruitment and retention issues	Legal
2OX	EXECUTIVE DIRECTOR – DEFERRED COMPENSATION BOARD	D COMP	Market	1	Recruitment and retention issues	City-Wide Business Oper

20X	PENSION INVESTMENT ANALYST SENIOR	ERS	Market	2	Recruitment and retention issues	City-Wide Business Oper
2QX	ASSISTANT CITY ATTORNEY V	CA	Market	35	Recruitment and retention issues	Legal
2QX	POLICE RISK MANAGER	MPD	Market	1	Recruitment and retention issues	City-Wide HR
2QX	REAL ESTATE COMPLIANCE LIAISON OFFICER	DCD	Market	1	Recruitment and retention issues	Legal
3AN	CODE ENFORCEMENT INTERN	DNS	Market/Reclass	Underfill	Recruitment and retention issues	Interns
3BN	GEOGRAPHIC INFORMATION TECHNICIAN I	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide IT
3BN	SANITATION INSPECTOR	DPW	Market	8	Recruitment and retention issues	Service/Maintenance
3CN	DOCUMENT TECHNICIAN	CC-CC	Market/Reclass	5	Changes to Duties and Responsibilities/Recrui	CCCC
3DN	MEDICAL LABORATORY TECHNICIAN	MHD	Market	6	Recruitment and retention issues	Laboratories
3DN	PARKING METER TECHNICIAN	DPW	Market	3	Recruitment and retention issues	Transportation Fund
3EN	PROGRAMMER I	Various	Market	Underfill	Recruitment and retention issues	City-Wide IT
3FN	GEOGRAPHIC INFORMATION TECHNICIAN II	ITMD	Market	2	Recruitment and retention issues	City-Wide IT
3FN	HELPDESK SPECIALIST I	MPD	Market	Underfill	Recruitment and retention issues	City-Wide IT
3GN	INFORMATION TECHNOLOGY SPECIALIST	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
3GN	PARKING METER TECHNICIAN – LEAD	DPW	Market	1	Recruitment and retention issues	Transportation Fund
3IN	HELPDESK SPECIALIST II	MPD	Market	10	Recruitment and retention issues	City-Wide IT
3LN	COMMERCIAL CODE ENFORCEMENT INSPECTOR	DNS	Market	14	Recruitment and retention issues	Trades
3LN	DRIVER TRAINING INSTRUCTOR	DPW	Market	footnote	Recruitment and retention issues	Service/Maintenance
3LN	ENVIRONMENTAL HEALTH SPECIALIST	MHD	Market/Reclass	17	Recruitment and retention issues	Health Department
3LN	RESIDENTIAL CODE ENFORCEMENT INSPECTOR	DNS	Market	43	Recruitment and retention issues	Trades
3MN	LEAD RISK ASSESSOR II	MHD	Reclassification	23	Recruitment and retention issues	Health Department
3MN	WATER PLANT AUTOMATION TECHNICIAN	MWW	Market	3	Recruitment and retention issues	City-Wide IT
3NN	PROGRAMMER II	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
3SN	COMMUNICATIONS FACILITIES COORDINATOR	Various	Market	4	Recruitment and retention issues	City-Wide IT
5AN	PUBLIC HEALTH AIDE	MHD	Market/Reclass		Recruitment and retention issues	City-Wide Office Support
5BN	CLINIC ASSISTANT	MHD	Market/Reclass		Recruitment and retention issues	Health Department
5BN	COMMUNITY EDUCATION ASSISTANT	MHD	Market/Reclass	1	Recruitment and retention issues	Health Department
5CN	DIETETIC TECHNICIAN	MHD	Market	5	Recruitment and retention issues	Health Department
5CN	MEDICAL ASSISTANT	MHD	Market	13	Recruitment and retention issues	Health Department
5CN	PARKING ENFORCEMENT OFFICER	DPW	Market	62	Recruitment and retention issues	Transportation Fund
5DN	INTERNET ANALYST	ITMD	Market		Recruitment and retention issues	City-Wide IT
5DN	POLICE RECORDS SPECIALIST II	MPD	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
5DN	WATER LABORATORY TECHNICIAN	MWW	Market	3	Recruitment and retention issues	Laboratories
5EN	ACCOUNTING ASSISTANT III	Various	Market	8	Recruitment and retention issues	City-Wide Business Oper
5EN	LEAD PARKING ENFORCEMENT OFFICER	DPW	Market	4	Recruitment and retention issues	Transportation Fund
5EN	LICENSE SPECIALIST II	CC-CC	Market	5	Recruitment and retention issues	
5EN	OFFICE COORDINATOR	MFD	Market	1	Recruitment and retention issues	City-Wide Office Support
5EN	OFFICE COORDINATOR II	MFD	Market	1	Recruitment and retention issues	City-Wide Office Support
5EN	PERSONNEL PAYROLL ASSISTANT III	Various	Market	14	Recruitment and retention issues	City-Wide Business Oper
5EN	POLICE RECORDS SPECIALIST III	MPD	Market	18	Recruitment and retention issues	City-Wide Office Support
5EN	PROGRAM ASSISTANT I	Various	Market	25	Recruitment and retention issues	City-Wide Office Support
5EN	TOW LOT ASSISTANT IV	DPW	Market	2	Recruitment and retention issues	Transportation Fund
5FN	ADMINISTRATIVE ASSISTANT III	Various	Market	13	Recruitment and retention issues	City-Wide Office Support
5FN	CLAIMS REPRESENTATIVE	DER				City-Wide Business Oper
5FN	CUSTOMER SERVICES REPRESENTATIVE – LEAD	Various	Market		Recruitment and retention issues	City-Wide Office Support
5FN	HEALTH PROJECT ASSISTANT	MHD	Reclassification	1	Recruitment and retention issues	City-Wide Office Support
5FN	INTERNET ANALYST – SENIOR	ITMD	Market	1	Recruitment and retention issues	City-Wide IT
5FN	PROGRAM ASSISTANT II	Various	Market	25	Recruitment and retention issues	City-Wide Office Support
5GN	ACCOUNTING PROGRAM ASSISTANT III	Various	Market	7	Recruitment and retention issues	City-Wide Business Oper
5GN	DATABASE SPECIALIST	DCD	Market	1	Recruitment and retention issues	City-Wide IT

5GN	HEALTH ACCOUNTING ASSISTANT	MHD	Market	2	Recruitment and retention issues	City-Wide Business Oper
5GN	IT SUPPORT ASSOCIATE	ITMD	Market	3	Recruitment and retention issues	City-Wide IT
5HN	CERTIFICATION SERVICES SPECIALIST	DER	Market	Underfill	Recruitment and retention issues	City-Wide HR
5HN	WATER BILLING SPECIALIST	MWW	Market	4	Recruitment and retention issues	City-Wide Business Oper
5IN	ADMINISTRATIVE ASSISTANT IV	Various	Market	6	Recruitment and retention issues	City-Wide Office Support
5IN	BENEFITS SERVICES SPECIALIST	DER	Market	1	Recruitment and retention issues	City-Wide HR
5IN	HUMAN RESOURCES ASSISTANT	Various	Market	7	Recruitment and retention issues	City-Wide HR
5IN	PROGRAM ASSISTANT III	Various	Market	18	Recruitment and retention issues	City-Wide Office Support
5IN	REVENUE COLLECTION SPECIALIST	CT	Market	1	Recruitment and retention issues	City-Wide Business Oper
5IN	WATER PLANT MAINTENANCE ASSISTANT	MWW	Market	2	Recruitment and retention issues	City-Wide Office Support
5JN	ADMINISTRATIVE SERVICES COORDINATOR	Various	Market	7	Recruitment and retention issues	City-Wide Office Support
5JN	PARALEGAL	Various	Market	7	Recruitment and retention issues	Legal
6BN	FIRE CADET	MFD	Market	52	Recruitment and retention issues	
6BN	POLICE AIDE	MPD	Market	67	Recruitment and retention issues	
6CN	COURT SERVICES ASSISTANT I	MC	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6CN	OFFICE ASSISTANT I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6CN	RECORDS TECHNICIAN I	ERS	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6EN	COURT SERVICES ASSISTANT II	MC	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6EN	HEALTH SERVICES ASSISTANT I	MHD	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6EN	OFFICE ASSISTANT II	Various	Market	62	Recruitment and retention issues	City-Wide Office Support
6EN	OFFICE CLERK II	Various	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6EN	RECORDS TECHNICIAN II	ERS	Market	2	Recruitment and retention issues	City-Wide Office Support
6FN	COMMUNICATIONS ASSISTANT I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6FN	COURT SERVICES ASSISTANT III	MC	Market	5	Recruitment and retention issues	City-Wide Office Support
6FN	CUSTOMER SERVICE REPRESENTATIVE I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6FN	DUPLICATING EQUIPMENT OPERATOR I	Police	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6FN	HEALTH SERVICES ASSISTANT II	MHD	Market		Recruitment and retention issues	City-Wide Office Support
6FN	MAIL PROCESSOR	MPD	Market	2	Recruitment and retention issues	City-Wide Office Support
6FN	OFFICE ASSISTANT III	Various	Market	62	Recruitment and retention issues	City-Wide Office Support
6FN	POLICE RECORDS SPECIALIST I	MPD	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6FN	TOW LOT ASSISTANT I	DPW	Market	Underfill	Recruitment and retention issues	Transportation Fund
6FN	UCC CUSTOMER SERVICE REPRESENTATIVE I	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6GN	ACCOUNTING ASSISTANT I	Various	Market	2	Recruitment and retention issues	City-Wide Business Oper
6GN	ADMINISTRATIVE ASSISTANT I	Various	Market	2	Recruitment and retention issues	City-Wide Office Support
6GN	CLAIMS PROCESSOR I	DER				City-Wide Business Oper
6GN	COMMUNICATIONS ASSISTANT II	Various	Market	1	Recruitment and retention issues	City-Wide Office Support
6GN	CUSTOMER SERVICE REPRESENTATIVE II	Various	Market	3	Recruitment and retention issues	City-Wide Office Support
6GN	DUPLICATING EQUIPMENT OPERATOR II	Police	Market		Recruitment and retention issues	City-Wide Office Support
6GN	INVENTORY ASSISTANT I	DPW	Market	Underfill	Recruitment and retention issues	Service/Maintenance
6GN	INVENTORY CONTROL ASSISTANT I	Various	Market	Underfill	Recruitment and retention issues	Service/Maintenance
6GN	PERSONNEL PAYROLL ASSISTANT I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
6GN	TOW LOT ASSISTANT II	DPW	Market	Underfill	Recruitment and retention issues	Transportation Fund
6GN	UCC CUSTOMER SERVICE REPRESENTATIVE II	ITMD	Market	Underfill	Recruitment and retention issues	City-Wide Office Support
6HN	ACCOUNTING ASSISTANT II	Various	Market/Reclass	19	Recruitment and retention issues	City-Wide Business Oper
6HN	ACCOUNTING PROGRAM ASSISTANT I	Various	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
6HN	ADMINISTRATIVE ASSISTANT II	Various	Market	7	Recruitment and retention issues	City-Wide Office Support
6HN	COMMUNICATIONS ASSISTANT III	Various	Market	19	Recruitment and retention issues	City-Wide Office Support
6HN	COURT SERVICES ASSISTANT IV	MC	Market	1	Recruitment and retention issues	City-Wide Office Support
6HN	CUSTOMER SERVICE REPRESENTATIVE III	Various	Market	34	Recruitment and retention issues	City-Wide Office Support
6HN	INVENTORY ASSISTANT II	DPW	Market	7	Recruitment and retention issues	Service/Maintenance

6HN	INVENTORY CONTROL ASSISTANT II	MHD	Market	1	Recruitment and retention issues	Service/Maintenance
6HN	OFFICE ASSISTANT IV	Various	Market	36	Recruitment and retention issues	City-Wide Office Support
6HN	PERSONNEL PAYROLL ASSISTANT II	Various	Market	Underfill	Recruitment and retention issues	City-Wide Business Oper
6HN	POLICE DISTRICT ADMINISTRATIVE ASSISTANT	MPD	Market	54	Recruitment and retention issues	City-Wide Office Support
6HN	TELLER	Various	Market	3	Recruitment and retention issues	City-Wide Business Oper
6HN	TOW LOT ASSISTANT III	DPW	Market	7	Recruitment and retention issues	Transportation Fund
6HN	UCC CUSTOMER SERVICE REPRESENTATIVE III	ITMD	Market	32	Recruitment and retention issues	City-Wide Office Support
6IN	EQUIPMENT PARTS ASSISTANT	DPW	Market	7	Recruitment and retention issues	Service/Maintenance
6IN	INVENTORY ASSISTANT III	Various	Market/Reclass	2	Changes to Duties and Responsibilities	Service/Maintenance
6JN	COMMUNICATIONS ASSISTANT IV	Various	Market	9	Recruitment and retention issues	City-Wide Office Support
6JN	INVENTORY ASSISTANT IV	Various	Market	9	Recruitment and retention issues	Service/Maintenance
6JN	LEAD EQUIPMENT PARTS ASSISTANT	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
6JN	LEGAL OFFICE ASSISTANT	CA	Market	4	Recruitment and retention issues	City-Wide Office Support
6JN	UCC CUSTOMER SERVICE REPRESENTATIVE IV	ITMD	Market	2	Recruitment and retention issues	City-Wide Office Support
6KN	ACCOUNTING PROGRAM ASSISTANT II	Various	Market	4	Recruitment and retention issues	City-Wide Business Oper
6KN	ADMINISTRATIVE SERVICES ASSISTANT	DCD	Market	1	Recruitment and retention issues	City-Wide Office Support
6KN	COMMUNICATIONS ASSISTANT V	Various	Market	7	Recruitment and retention issues	City-Wide Office Support
6LN	INVENTORY ASSISTANT V	DPW	Market	3	Recruitment and retention issues	Service/Maintenance
6LN	LEGAL OFFICE ASSISTANT – SENIOR	CA	Market	1	Recruitment and retention issues	City-Wide Office Support
6NN	DOCKETING SPECIALIST	CA	Market	1	Recruitment and retention issues	Legal
6NN	LEGAL OFFICE ASSISTANT – LEAD	CA	Market	2	Recruitment and retention issues	City-Wide Office Support
6NN	MUNICIPAL COURT CLERK I	MC	Market	6	Recruitment and retention issues	City-Wide Office Support
6NN	TAX ENFORCEMENT SPECIALIST	CT	Market	3	Recruitment and retention issues	City-Wide Business Oper
6ON	DOCKETING SPECIALIST – SENIOR	CA	Market	1	Recruitment and retention issues	Legal
6ON	MUNICIPAL COURT CLERK II	MC	Market	1	Recruitment and retention issues	City-Wide Office Support
7BN	EQUIPMENT MECHANIC I	DPW	Market	2	Recruitment and retention issues	Trades
7CN	EQUIPMENT MECHANIC II	DPW	Market	4	Recruitment and retention issues	Trades
7DN	WATER METER TECHNICIAN	MWW	Market	35	Recruitment and retention issues	Trades
7EN	EMERGENCY VEHICLE EQUIPMENT INSTALLER	MPD	Market	5	Recruitment and retention issues	Trades
7EN	EQUIPMENT MECHANIC IV	DPW	Market	4	Recruitment and retention issues	Trades
7EN	WATER METER SPECIALIST	MWW	Market	7	Recruitment and retention issues	Trades
7FN	ELECTRICAL WORKER	DPW	Market	38	Recruitment and retention issues	Trades
7FN	HEATING AND VENTILATING MECHANIC III	Various	Market		Recruitment and retention issues	Trades-HVAC
7FN	LEAD EQUIPMENT MECHANIC	DPW	Market	3	Recruitment and retention issues	Trades
7HN	ELECTRICAL SERVICES WELDER	DPW	Market	2	Recruitment and retention issues	Trades
7HN	FACILITIES MAINTENANCE MECHANIC	Various	Market	11	Recruitment and retention issues	Trades
7HN	FIRE MAINTENANCE TECHNICIAN	MFD	Market	8	Recruitment and retention issues	Trades
7HN	FLEET MAINTENANCE TECHNICIAN	DPW	Market	17	Recruitment and retention issues	Trades
7HN	WATER PLANT FACILITY MECHANIC	MWW	Market	underfill	Recruitment and retention issues	Trades
7IN	AUTOMOTIVE MACHINIST	DPW	Market	underfill	Recruitment and retention issues	Trades
7IN	MACHINIST I	MWW	Market	1	Recruitment and retention issues	Trades
7IN	PAINTER	Various	Market	14	Recruitment and retention issues	Trades
7JN	ELECTRICAL SERVICES BLACKSMITH	DPW	Market	1	Recruitment and retention issues	Trades
7JN	ELECTRICAL SERVICES MACHINIST I	DPW	Market	4	Recruitment and retention issues	Trades
7JN	PAINTER LEADWORKER, HOUSE	DPW	Market	1	Recruitment and retention issues	Trades
7JN	PAINTER, BRIDGE AND IRON	DPW	Market	1	Recruitment and retention issues	Trades
7JN	PORT OPERATIONS TECHNICIAN	PORT	Market	8	Recruitment and retention issues	Trades
7KN	CARPENTER	Various	Market	13	Recruitment and retention issues	Trades
7KN	CEMENT FINISHER	DPW	Market	9	Recruitment and retention issues	Trades
7KN	PAINTER LEADWORKER, BRIDGE AND IRON	DPW	Market	2	Recruitment and retention issues	Trades

7KN	SIGN AND MARKING TECHNICIAN	DPW	Market	1	Recruitment and retention issues	Trades
7LN	MACHINIST II	DPW	Market	1	Recruitment and retention issues	Trades
7LN	WATER PLANT MACHINERY MECHANIC	MWW	Market		Recruitment and retention issues	Trades
7MN	CARPENTER LEADWORKER	DPW	Market	1	Recruitment and retention issues	Trades
7MN	IRONWORKER	DPW	Market	6	Recruitment and retention issues	Trades
7NN	FIRE HVAC MAINTENANCE TECHNICIAN	MFD	Market	2	Recruitment and retention issues	Trades
7NN	HVAC MAINTENANCE TECHNICIAN	Various	Market	17	Recruitment and retention issues	Trades-HVAC
7ON	CARPENTER SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Trades
7ON	FIRE EQUIPMENT MACHINIST	MFD	Market	2	Recruitment and retention issues	Trades
7ON	FIRE EQUIPMENT WELDER	MFD	Market	1	Recruitment and retention issues	Trades
7ON	FIRE MECHANIC	MFD	Market	9	Recruitment and retention issues	Trades
7ON	FLEET SERVICES WELDER	DPW	Market	5	Recruitment and retention issues	Trades
7ON	HVAC MAINTENANCE TECHNICIAN – SENIOR	Various	Market	3	Recruitment and retention issues	Trades-HVAC
7ON	IRONWORKER SUPERVISOR	DPW	Market	1	Recruitment and retention issues	Trades
7ON	VEHICLE SERVICES TECHNICIAN	DPW	Market	53	Recruitment and retention issues	Trades
7QN	BRICKLAYER, BUILDINGS	DPW	Market	2	Recruitment and retention issues	Trades
7QN	SEWER MASON	DPW	Market	2	Recruitment and retention issues	Trades
7QN	WATER PLANT MACHINE REPAIRPERSON	MWW	Market	18	Recruitment and retention issues	Trades
7RN	WATER PLANT STEAMFITTER	MWW	Market	3	Recruitment and retention issues	Trades
7RN	WATER PLANT STEAMFITTER – HVACR MECHANIC	MWW	Market	2	Recruitment and retention issues	Trades
8DN	CITY LABORER	DPW	Market	61	Recruitment and retention issues	Service/Maintenance
8DN	CUSTODIAL WORKER II – CITY LABORER	Various	Market	82	Recruitment and retention issues	Service/Maintenance
8DN	GARAGE ATTENDANT	Various	Market	10	Recruitment and retention issues	Service/Maintenance
8DN	LOCATOR TECHNICIAN	DPW	Market/Reclass	12	Changes to Duties and Responsibilities	Service/Maintenance
8DN	SANITATION YARD ATTENDANT	DPW	Market	14	Recruitment and retention issues	Service/Maintenance
8DN	TOW LOT ATTENDANT	DPW	Market	9	Recruitment and retention issues	Service/Maintenance
8EN	CUSTODIAL WORKER III	Various	Market	5	Recruitment and retention issues	Service/Maintenance
8EN	LABORER (ELECTRICAL SERVICES)	DPW	Market	56	Recruitment and retention issues	Service/Maintenance
8EN	SEWER LABORER I	DPW	Market	22	Recruitment and retention issues	Service/Maintenance
8EN	URBAN FORESTRY LABORER	DPW	Market	36	Recruitment and retention issues	Service/Maintenance
8EN	WATER DISTRIBUTION LABORER	MWW	Market		Recruitment and retention issues	Service/Maintenance
8FN	CEMENT FINISHER HELPER	DPW	Market	10	Recruitment and retention issues	Service/Maintenance
8FN	INFRASTRUCTURE REPAIR WORKER	DPW	Market	52	Recruitment and retention issues	Service/Maintenance
8FN	SELF-HELP YARD ATTENDANT	DPW	Market	8	Recruitment and retention issues	Service/Maintenance
8FN	SEWER LABORER II	DPW	Market	32	Recruitment and retention issues	Service/Maintenance
8FN	TOW LOT CREW LEADER	DPW	Market	1	Recruitment and retention issues	Service/Maintenance
8FN	VEHICLE SERVICES ASSISTANT	MPD	Market	1	Recruitment and retention issues	Service/Maintenance
8FN	WATER DISTRIBUTION REPAIR WORKER I	MWW	Market	11	Recruitment and retention issues	Service/Maintenance
8FN	WATER PLANT LABORER	MWW	Market	8	Recruitment and retention issues	Service/Maintenance
8GN	BRIDGE OPERATOR	DPW	Market	24	Recruitment and retention issues	Service/Maintenance
8GN	SPECIAL LABORER (ELECTRICAL SERVICES)	DPW	Market	25	Recruitment and retention issues	Service/Maintenance
8GN	TRAFFIC SIGN WORKER II	DPW	Market	8	Recruitment and retention issues	Service/Maintenance
8GN	UTILITY WORKER (ELECTRICAL SERVICES)	DPW	Market		Recruitment and retention issues	Service/Maintenance
8IN	BRIDGE OPERATOR LEAD WORKER	DPW	Market	5	Recruitment and retention issues	Service/Maintenance
8IN	INFRASTRUCTURE REPAIR CREW LEADER	DPW	Market	10	Recruitment and retention issues	Service/Maintenance
8IN	SEWER FIELD INVESTIGATOR	DPW	Market	5	Recruitment and retention issues	Service/Maintenance
8IN	WATER METER INVESTIGATOR	MWW	Market	8	Recruitment and retention issues	Service/Maintenance
8JN	SEWER EXAMINER	DPW	Market	3	Recruitment and retention issues	Service/Maintenance
8KN	OPERATIONS DRIVER WORKER	DPW	Market	277	Recruitment and retention issues	Service/Maintenance
8LN	SEWER CREW LEADER	DPW	Market	29	Recruitment and retention issues	Service/Maintenance

8LN	WATER DISTRIBUTION UTILITY INVESTIGATOR	MWW	Market	12	Recruitment and retention issues	Service/Maintenance
8LN	WATER REPAIR WORKER	MWW	Market	67	Recruitment and retention issues	Service/Maintenance
8NN	SPECIAL EQUIPMENT OPERATOR I	DPW	Market	Underfill	Recruitment and retention issues	Service/Maintenance
8ON	DIRECTIONAL, BORING MACHINE OPERATOR/WORKER	DPW	Market	2	Recruitment and retention issues	Service/Maintenance
8ON	SPECIAL EQUIPMENT OPERATOR II	DPW	Market	16	Recruitment and retention issues	Service/Maintenance
8PN	SEWER REPAIR CREW LEADER	DPW	Market	5	Recruitment and retention issues	Service/Maintenance
8PN	SPECIAL EQUIPMENT OPERATOR III	DPW	Market	6	Recruitment and retention issues	Service/Maintenance
8PN	WATER CHIEF REPAIR WORKER	MWW	Market	15	Recruitment and retention issues	Service/Maintenance
8QN	HARBOR CRANE OPERATOR	PORT	Market	2	Recruitment and retention issues	Service/Maintenance
9EN	TEMPORARY ADMINISTRATIVE ASSISTANT II	MHD	Market		Recruitment and retention issues	City-Wide Office Support
9EN	TEMPORARY PROGRAM ASSISTANT I	MHD	Market		Recruitment and retention issues	City-Wide Office Support
9FN	TEMPORARY OFFICE ASSISTANT I	EC	Market		Recruitment and retention issues	City-Wide Office Support
9IN	COLLEGE INTERN	Various	Market	10	Recruitment and retention issues	Interns
9KN	TEMPORARY OFFICE ASSISTANT II	EC	Market	40	Recruitment and retention issues	City-Wide Office Support
9MN	CONSTRUCTION LABORER INTERN	DPW	Market	Underfill	Recruitment and retention issues	Service/Maintenance
9ON	TEMPORARY CUSTOMER SERVICE REPRESENTATIVE I	CT	Market	20	Recruitment and retention issues	City-Wide Office Support
9ON	TEMPORARY OFFICE ASSISTANT III	EC	Market		Recruitment and retention issues	City-Wide Office Support
9PN	ENGINEERING INTERN	DPW	Market	13	Recruitment and retention issues	Interns
9PN	GRADUATE INTERN	Various	Market	12	Recruitment and retention issues	Interns
9QX	TEMPORARY DISEASE INTERVENTION SPECIALIST SUPERVISOR	MHD	Market		Recruitment and retention issues	Health Department
9RN	TEMPORARY ADMINISTRATIVE ASSISTANT III	MHD	Market		Recruitment and retention issues	City-Wide Office Support
9RN	TEMPORARY HUMAN RESOURCES ANALYST	MHD	Market		Recruitment and retention issues	City-Wide HR
9RN	TEMPORARY HUMAN RESOURCES ASSISTANT	MHD	Market		Recruitment and retention issues	City-Wide HR
9RN	TEMPORARY DISEASE INTERVENTION SPECIALIST COORDINATOR	MHD	Market		Recruitment and retention issues	Health Department
9UN	TEMPORARY CUSTOMER SERVICE REPRESENTATIVE II	MHD	Market		Recruitment and retention issues	City-Wide Office Support
NEW	SUICIDE PREVENTION MANAGER	MHD	Classification	TBD	New positions through ARPA funding	
NEW	CRISIS RESPONSE COORDINATOR	MHD	Classification	TBD	New positions through ARPA funding	
NEW	GRANT COORDINATOR	MHD	Classification	TBD	New positions through ARPA funding	
NEW	FISCAL COORDINATOR	MHD	Classification	TBD	New positions through ARPA funding	
NEW	YOUTH VIOLENCE PREVENTION COORDINATOR	MHD	Classification	TBD	New positions through ARPA funding	
NEW	SENIOR OPERATIONS MANAGER	MHD	Classification	TBD	New positions through ARPA funding	
NEW	POLICE IDENTIFICATION ADMINISTRATOR	MPD	Classification	1	New Position in 2022 budget	
NEW	CRIME SCENE SPECIALIST III	MPD	Classification	32	New Position in 2022 budget	
NEW	CRIME SCENE SPECIALIST II	MPD	Classification	Underfill	New Position in 2022 budget	
NEW	CRIME SCENE SPECIALIST I	MPD	Classification	Underfill	New Position in 2022 budget	