

**COALITION OF  
LA CITY UNIONS**

**Fix LA**

**BACK TO WORK  
TO FIX L.A.**

**BUDGET AND FINANCE  
COMMITTEE PRESENTATION  
MAY 2, 2016**

**IN MEMORY OF**

**FIX LA MEMBER**

**LESLIE**  
**GERSICOFF**

5/1/2017



# OVERVIEW

1. Where We Are/How We Got Here
2. Negotiated Solutions to Fix LA
  - A. Civilian Pension Reform
  - B. Equitable Jobs and Service Restoration
  - C. Outsourcing and Insourcing
  - D. Part Time Employment
  - E. Revenue Commission
3. Targeted Local Hire
4. Looking for Front Line Service Jobs
5. Revenue Commission
6. Summary Recommendations



# **1. WHERE WE ARE/HOW WE GOT HERE**

# FIX LA COMMUNITY PARTNERS



5/1/2017

# OUR MISSION GOING INTO BARGAINING 2014

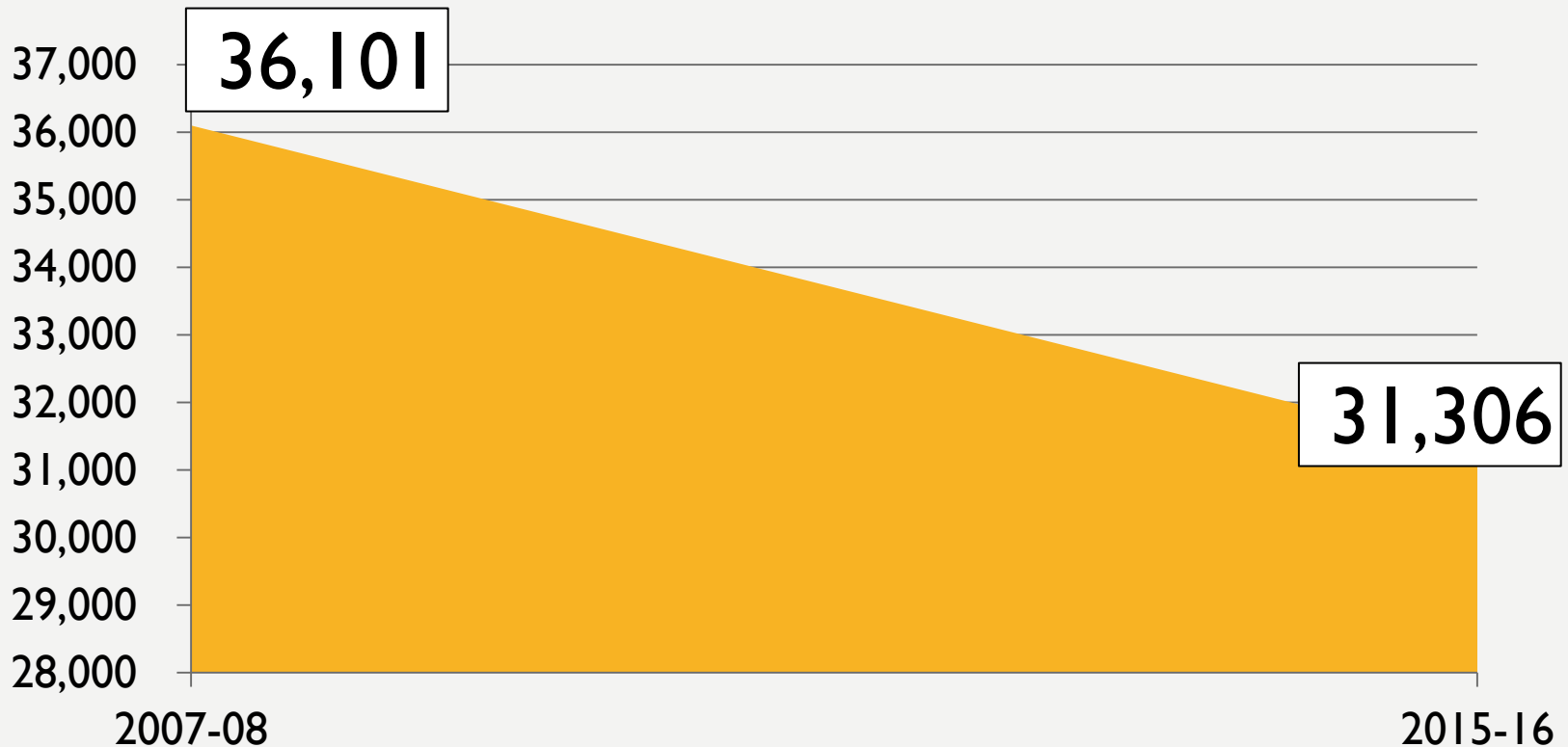
- Fix LA Platform:
  - Restore public services
  - Create good jobs for Angelenos
  - Reclaim revenue
  - Smart Public Safety Strategies

# COALITION OF LA CITY UNIONS

- Est. 53% are LA City residents
- Est. 65% of City general workforce
  - 22,000 Civilian City workers
  - 50%+ of employing Departments on Special Funds
- Emergency responders
  - Emergency Response Department has 26 people
  - All civil service workers are First Responders in disasters

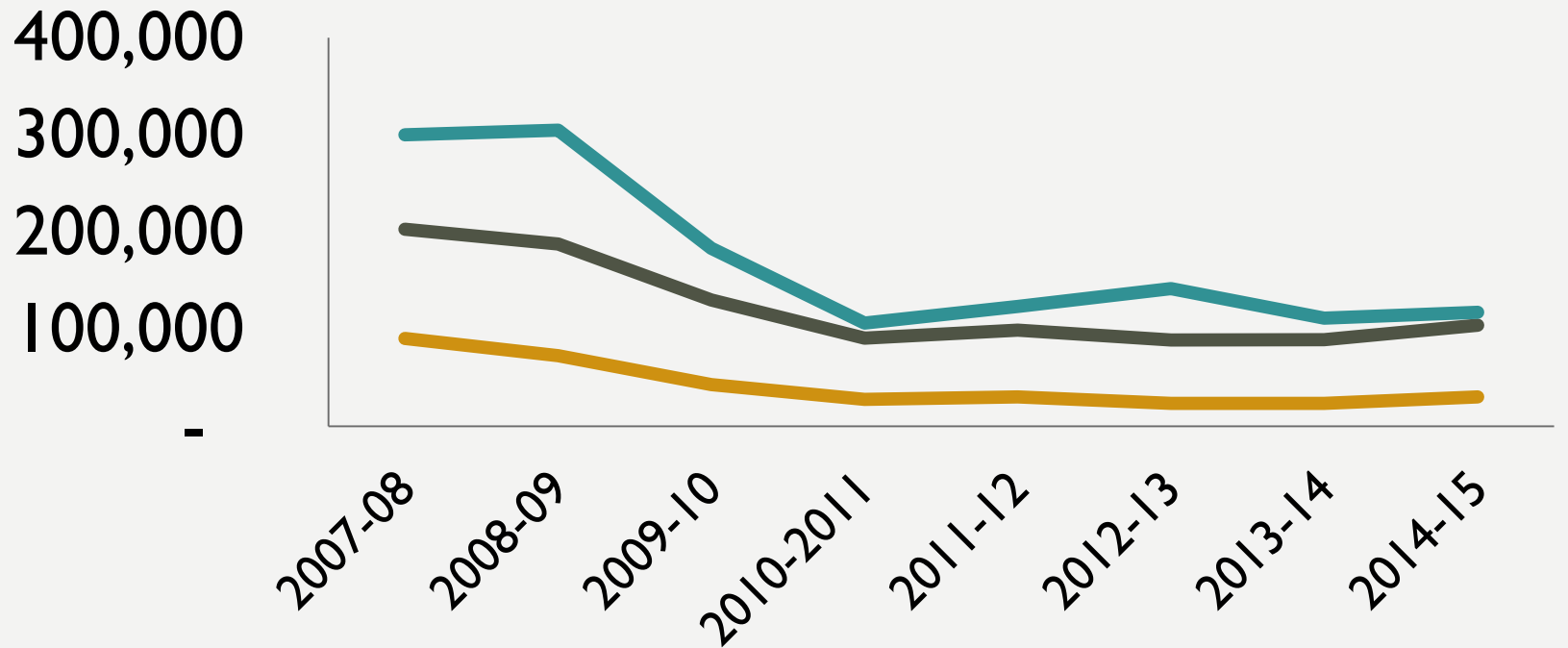
# RECESSION SHRUNK WORKFORCE BY 5,000

2016 CAFR General Government Workforce





# SERVICE PROBLEMS WE PRESENTED IN 2014



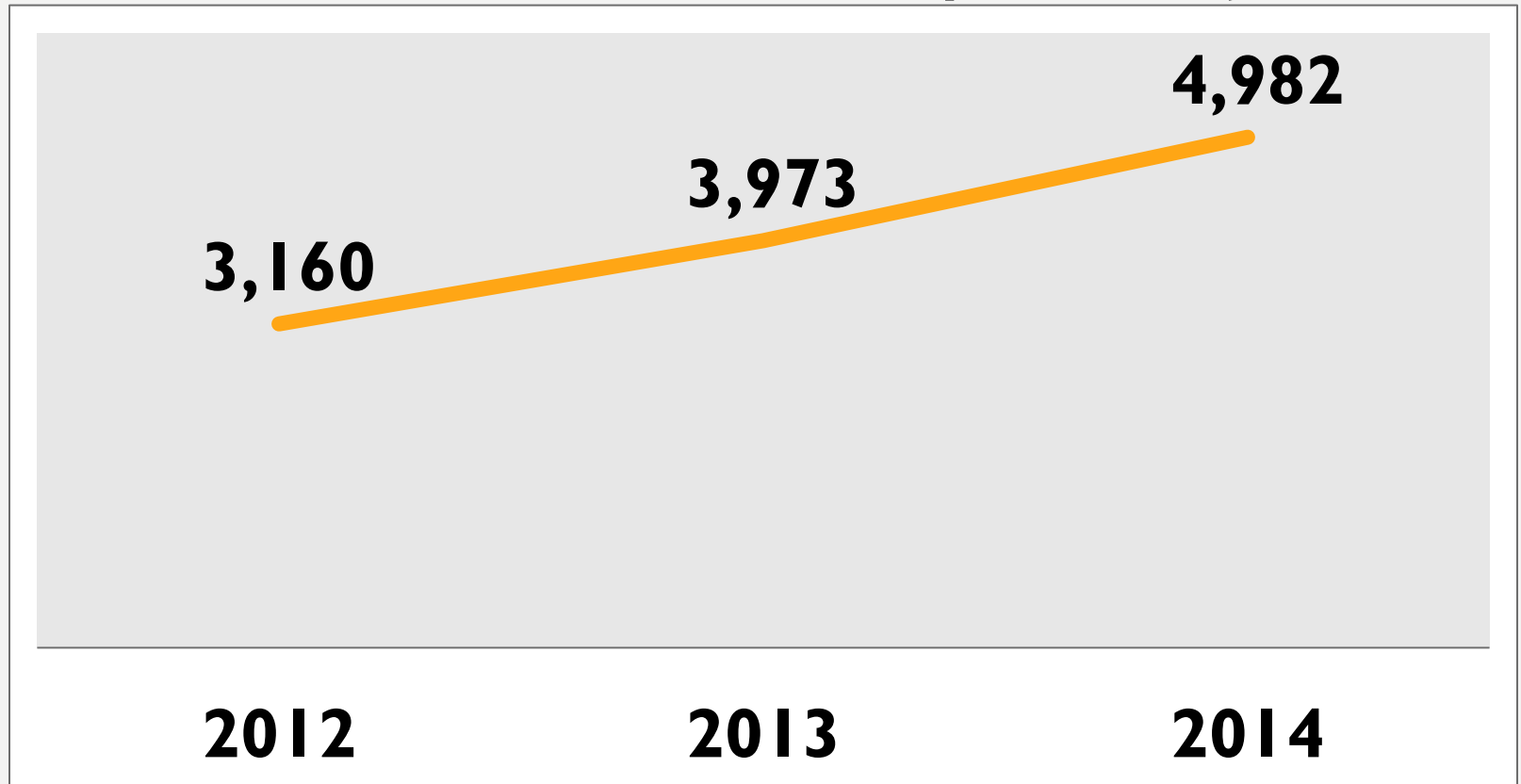
— Trees Trimmed **66% drop**

— Flood Control Catch Basin Cleaning **34% drop**

— Intersection Control Hours **86% drop**

# RECESSION INCREASED USE OF TEMPORARY POSITIONS

- 58% increase in “As Needed” part time jobs



# JOB COSTS INCREASED OUTSOURCING COSTS

Urban Forestry City jobs gone =  
55% increase per Tree Cost  
from Contractors



# RECESSION OUTSOURCING CUT ENTRY LEVEL CAREER OPPORTUNITIES

- City Custodian annual SF Cleaned in Millions
- Private Sector Janitor annual SF Cleaned in Millions



2008-09

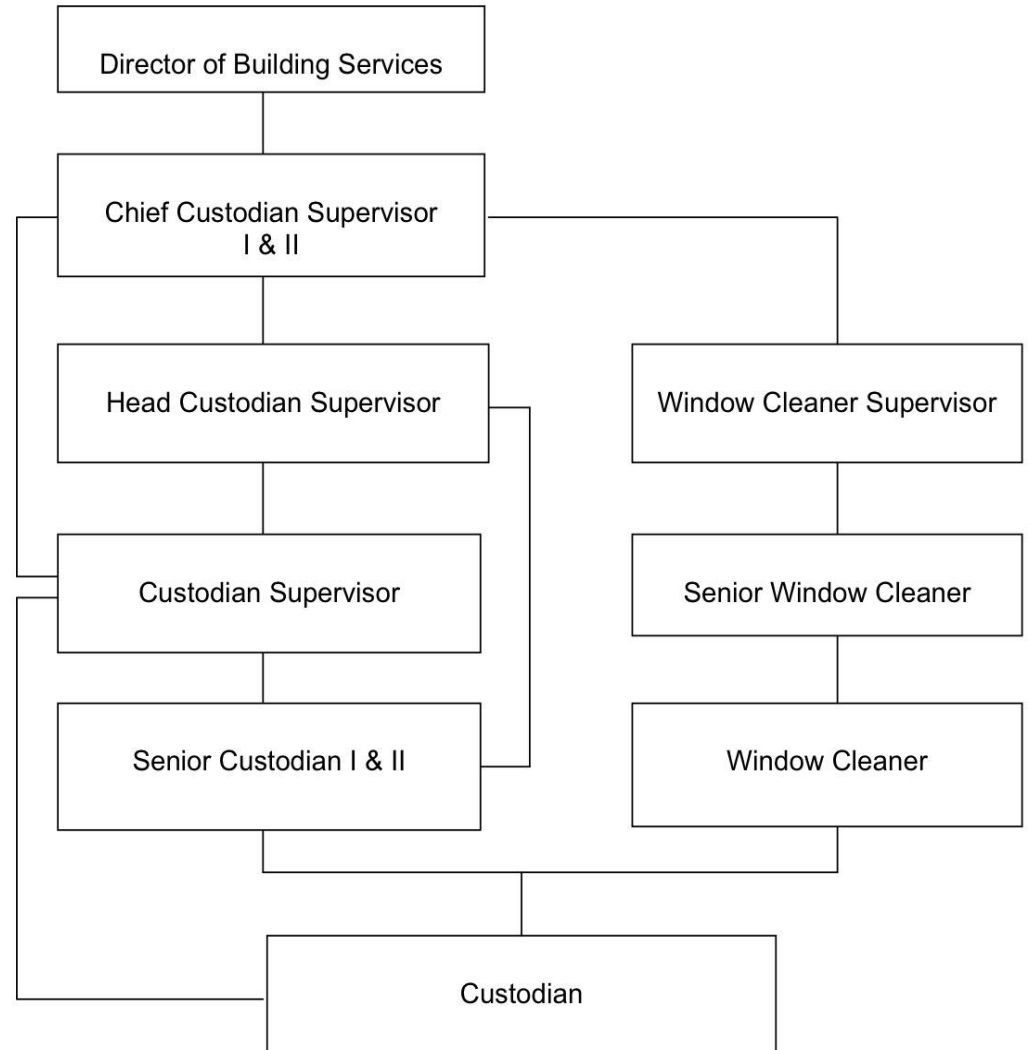
5/1/2017

2014-15

# FEWER CITY CUSTODIANS, LESS OPPORTUNITY

City hired Custodians have a career ladder they can climb.

Outsourcing throws them off the ladder.



# INCREASING SWORN POLICE WHILE SHRINKING CIVILIANS

- Coalition has presented this issue in each Budget Hearing. Understaffing of:
  - 911 Operators
  - Detention Officers
  - Property Room Officers



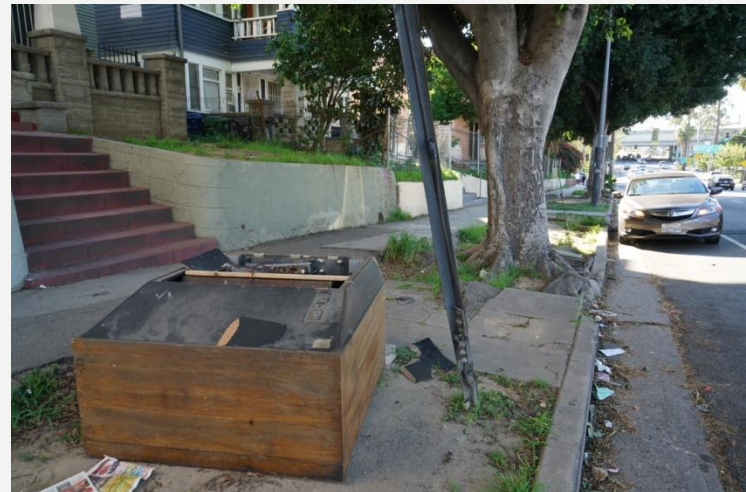
# **2. NEGOTIATED SOLUTIONS TO FIX LA**

# KEY LETTERS OF AGREEMENT

- Civilian Pension Reform
- Equitable Jobs and Service Restoration
  - Targeted Local Hire
  - Strategic Workforce Planning Task Force
- Outsourcing and Insourcing
- Part Time Employment
- Alternative Dispute Resolution
- Revenue Commission



# IMPACTS OF SERVICE LOSSES



# IMPLEMENTATION STATUS

1. Civilian pension reform complete for our MOUs
2. Mayoral Executive Directive 15
  - A. Targeted Local Hire Committee (TLH)
    - More than a year of collaborative work
    - February Soft launch implementation
  - B. Strategic Workforce Development Task Force
    - Not yet jointly convened. Barrier to TLH success
    - Smart Policing (civilianization) needed in LAPD
  - C. Regularizing Part Time to Half Time or Full Time
    - In PaySRs system can't follow As Needed temp positions
3. Outsourcing.
  - Implementation pending
4. Revenue
  - Implementation pending

# CIVILIAN PENSION REFORM

- CalPERS cities employee contribution rates range from about 5-8%
- In 2010-11 Coalition Unions negotiated a contribution increase from 6% to 11%
- Coalition and City Settlement Agreement maintains 11% – the highest in California
- Private sector workers pay 7% to Social Security
- City of LA has done pension reform for civilians

# REAL PENSION PROBLEM = POOR WALL STREET ADVICE

- Press puts false blame on public sector workers
- LACERS Investment Return dropped 4% since 2012
- Stock Market high
- Advisors paid millions in consultant fees

# STRATEGIC WORKFORCE DEVELOPMENT TASK FORCE

- Partnership, JLM model. Not implemented
- Tied to success of Executive Order 15
- Succession planning
- Goals for Targeted Local Hire
- *We request a Report Back from the Mayor on implementation timing*



# **3. TARGETED LOCAL HIRE**

# TRADES APPRENTICESHIP PROGRAMS

- Project Labor Agreements pioneered Local Hire
- Operating Engineers IUOE Local 501 Water Treatment Plant Operator Training
  - Need positions funded
  - Sanitation Department
- Building Trades Citywide Agreement
  - Uses private sector training facilities
  - Need positions funded
  - City construction and building maintenance projects

# TARGET LOCAL HIRE (TLH)

- Our negotiated alternative path to Civil Service
  - On the job training and testing
- Good City Career Access for Angelenos
  - Minimum \$15/hour and benefits
- Succession Planning for the City
- City saves 8.25% for entry positions from negotiated salary scale
- Future of the City
- See Personnel Department Report



# GOOD JOBS TO FIX LA



# TARGETED LOCAL HIRE CAREERS

## PILOT DEPARTMENTS

Sanitation

Streets Services

Recreation and Parks

General Services

Los Angeles World Airports

Harbor: Port of LA

Titles in Use:

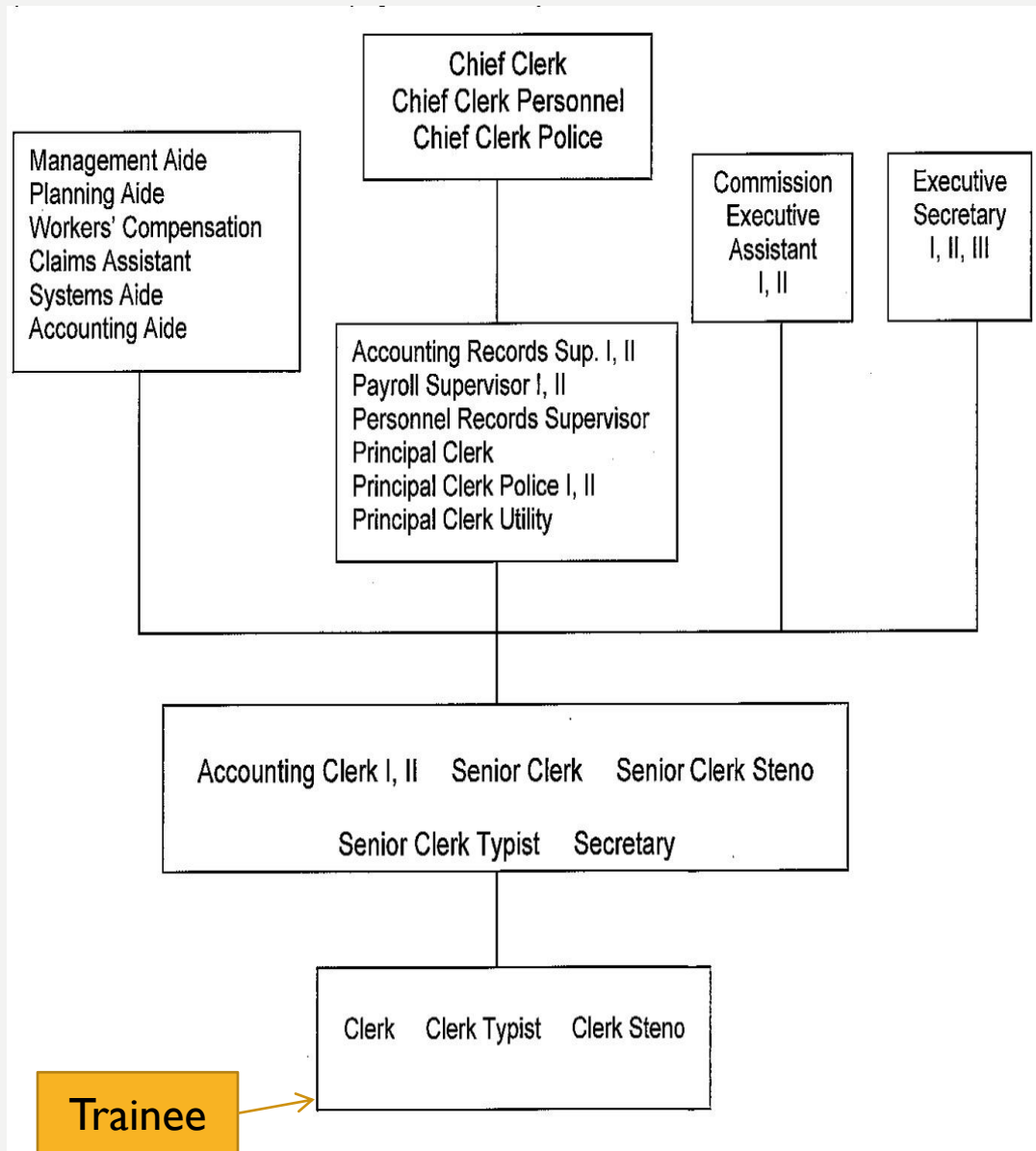
- Vocational Worker I & II
- Office Assistant

# TLH CAREER PATH EXAMPLE: CLERKS

Today's Office Trainee could be tomorrow's Chief Clerk

Negotiated 8.25% starting salary savings for city

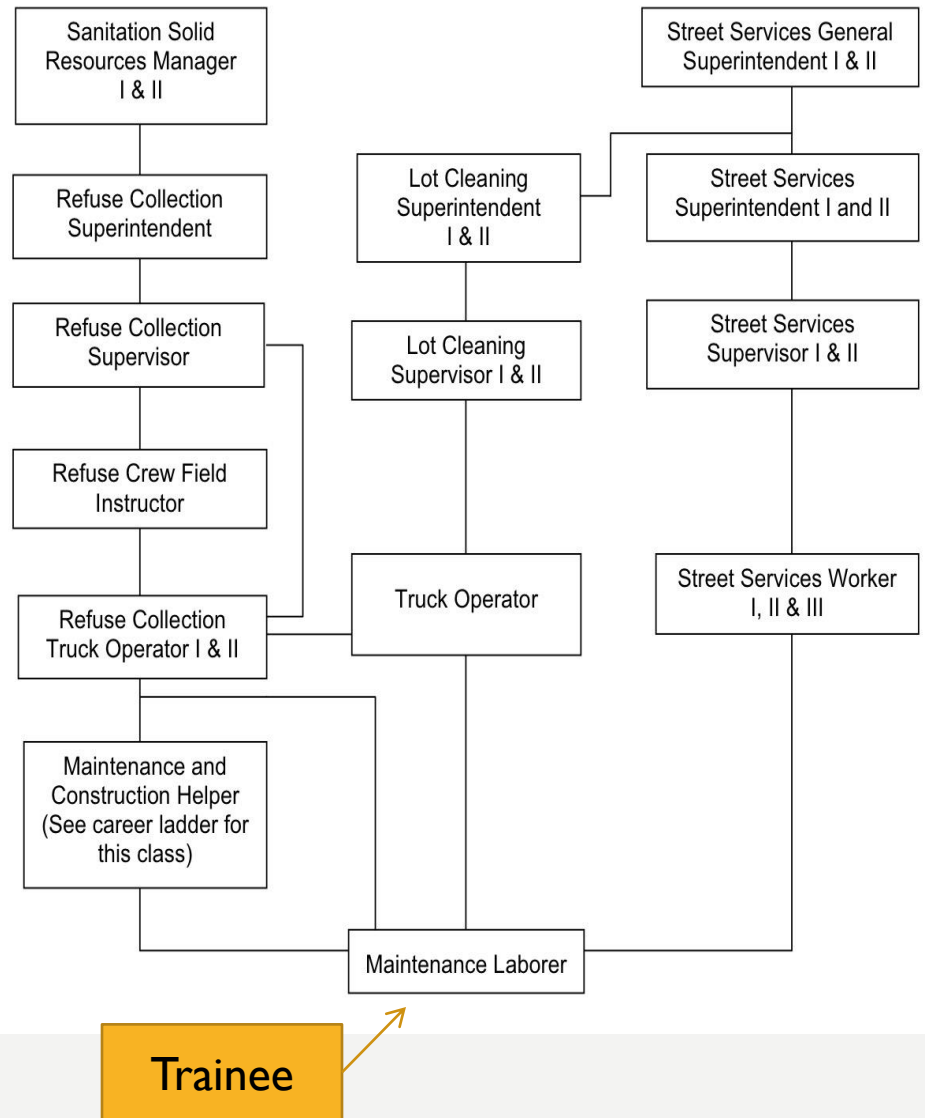
5/1/2017



# TLH EXAMPLE MAINTENANCE LABORER

Today's  
Maintenance  
Laborer could  
be tomorrow's  
Superintendent

Negotiated 8.25%  
starting salary  
savings for City



# TLH COMMITTEE

- Joint Committee created program per LOA
  - Mayor staffed with Jackie Goldberg
  - Personnel Department yeomen's work
  - Community partners who prepare applicants
  - Community partners who send applicants
  - Six community partner intake locations city wide
  - LAUSD, Community College custom courses
  - Personnel soft launch in February 2017

# TLH PROGRAM PROCESS



Source: Department of Personnel Report 3-10-2017

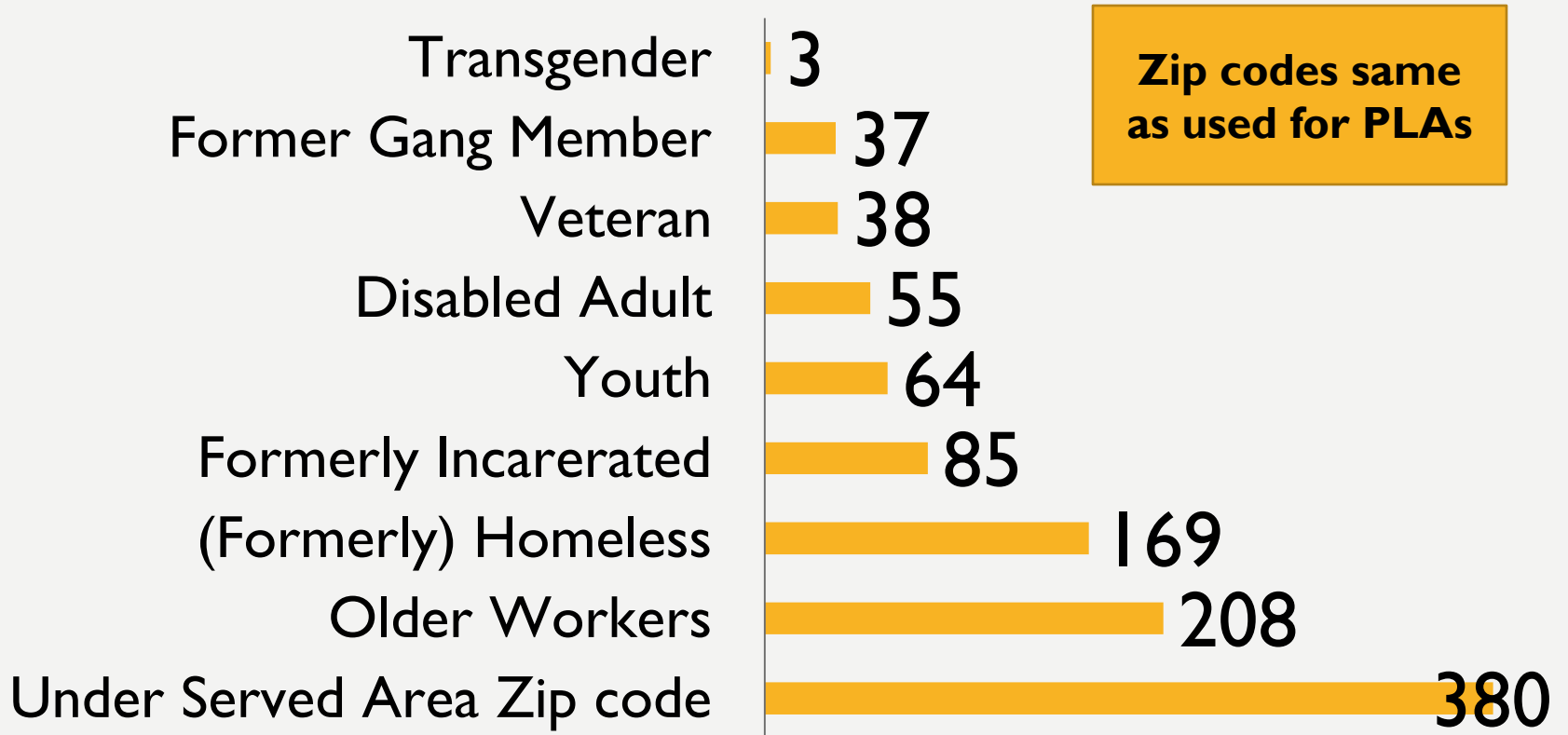
5/1/2017

# CITY JOB PATHS FOR VULNERABLE POPULATIONS



Source: Department of Personnel Report 3-10-2017

# TARGETED LOCAL HIRE SOFT LAUNCH APPLICANTS



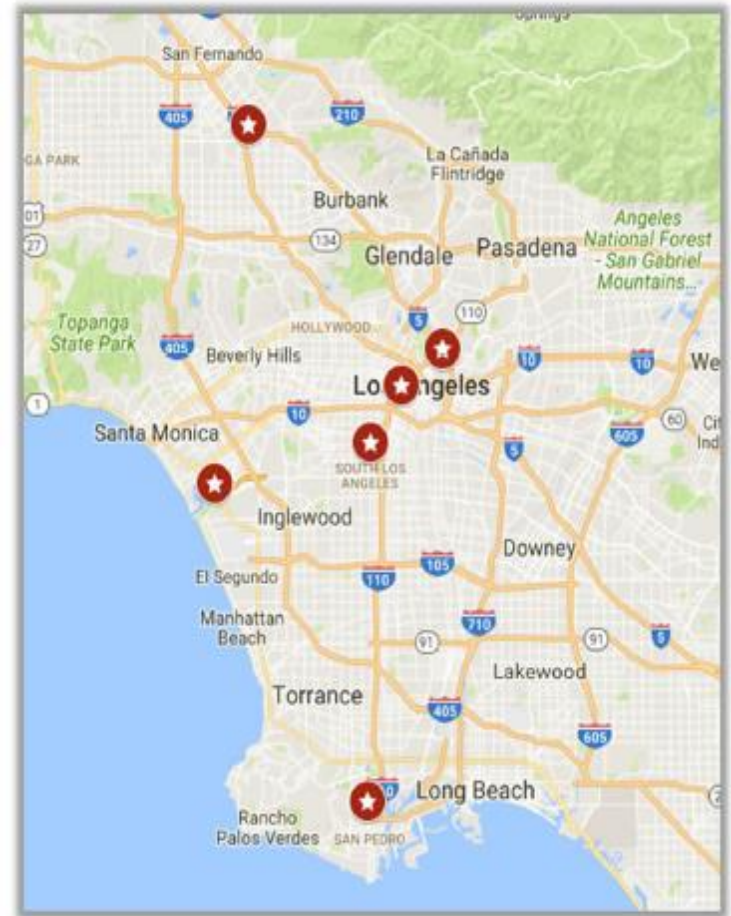


# **SOFT LAUNCH HIRE RESULT FEBRUARY TO MARCH 31**

- 596 applications
- 216 Total References
- 23 hires

# SIX WORKSOURCE CENTERS

- **VALLEY**
  - El Proyecto del Barrio WorkSource Center
- **NELA**
  - Goodwill WorkSource Center
- **DOWNTOWN/PICO UNION**
  - PACE WorkSource Center
- **WEST LA**
  - JVS WorkSource Center
- **SOUTH LA**
  - UAW-LETC WorkSource Center
- **HARBOR/SAN PEDRO**
  - Harbor Pacific Gateway WorkSource Center



# ORGANIZATIONS INCLUDED IN SOFT LAUNCH OUTREACH



## TARGETED LOCAL HIRE PROGRAM

Alliance for Children's Rights	Gang Reduction Youth Development (GRYD) by Recreation and Parks	Office of Reentry (CalTrans Litter Abatement)
Asian Pacific American Labor Alliance, AFL-CIO (APALA)	Goodwill Southern California	Pacific Asian Consortium in Employment (PACE)
API Equality-Los Angeles	Graffiti Control Systems	Pacific Graffiti Solutions
Armenian Relief Society	Harbor Gateway WorkSource Center	Pacoima Beautiful
Aztecs Rising	Health Right 360	People Assisting The Homeless (PATH)
Bangladesh Association of Los Angeles	Hollywood Beautification Team	Pilipino Workers Center
Bangladesh Unity Federation of Los Angeles	Homeboy Industries	Salvadoran American Leadership & Educational Fund (SALEF)
Black Workers Center	Japan America Society	San Fernando Valley Rescue Mission
Brotherhood Crusade	Jewish Vocational Services (JVS)	Search to Involve Pilipino Americans (SIPA)
California Now/South LA Now	Korea Churches for Community Development (KCCD)	South Asian Network
Career Pathways	Korean American Coalition of Los Angeles	Strategic Concepts in Organizing and Policy Education (SCOPE)
Central City Action Committee	Koreatown Immigrant Workers Alliance (KIWA)	Sun Valley Area Chamber of Commerce
Central City NeighborhoodPartners	Koreatown Youth and Community Center	Sylmar Graffiti Busters
Centro Del Pueblo	Koreatown Youth Community Center (KYCC)	Thai American Community Development Center (Thai CDC)
City Plants	LAUSD Adult and Career Education Division	Thai Health Information And Services Inc.
Coalition For Responsible Community Development	Little Tokyo Community Council	The Wall Las Memorias
Communities in School	Little Tokyo Service Center	UAW-Labor Employment and Training Corporation
Community Build, Inc.	Los Angeles Beautification Team (LABT)	South Los Angeles America Job Center
Community Coalition	Los Angeles Chamber of Commerce	Verdugo Workforce Development Board (VWDB)
Covenant House	Los Angeles City College (LACC)	Visionary Youth Center
Cri-Help/ Socorro	Los Angeles Conservation Corps	Ward Economic Development Corporation
DowntownYWCA	Los Angeles LGBT Center	West Angeles Community Development Corporation
Econ. Workforce Development Dept/LA RISE	Los Angeles Mission College	West Valley Alliance
EL ARCA	Los Angeles Trade Technical College	Youth Justice Coalition
El Centro del Pueblo	Los Angeles Urban League	Youth Policy Institute
El Proyecto Del Barrio Inc., WorkSource Center	New Directions for Youth	
Filipino American Service Group	Northeast Graffiti Busters	
Fix LA		
Friends Outside		
Gang Alternatives Program		

# INSOURCE WORK FOR KEY CITY INITIATIVES, USE TLH

- Sidewalk Repair
- Clean Streets
- Clean Water
- Ending Homelessness
- Park Equity
- Waste Hauling Franchise
- *Note: Outsourcing LOA to be implemented*

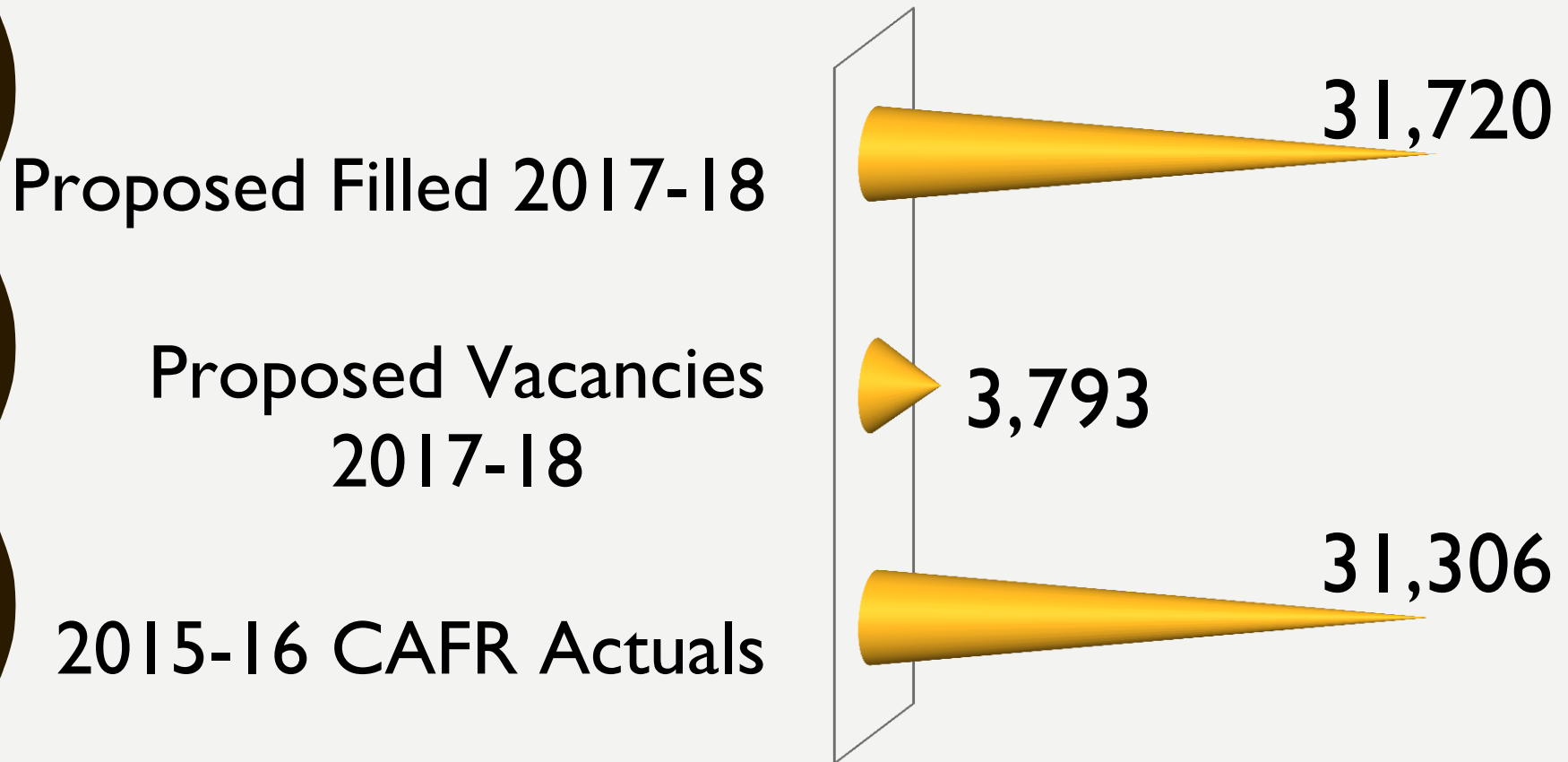


# **4. LOOKING FOR 5,000 FRONT LINE SERVICE JOBS**

# SEARCH FOR 5,000 NET NEW JOBS

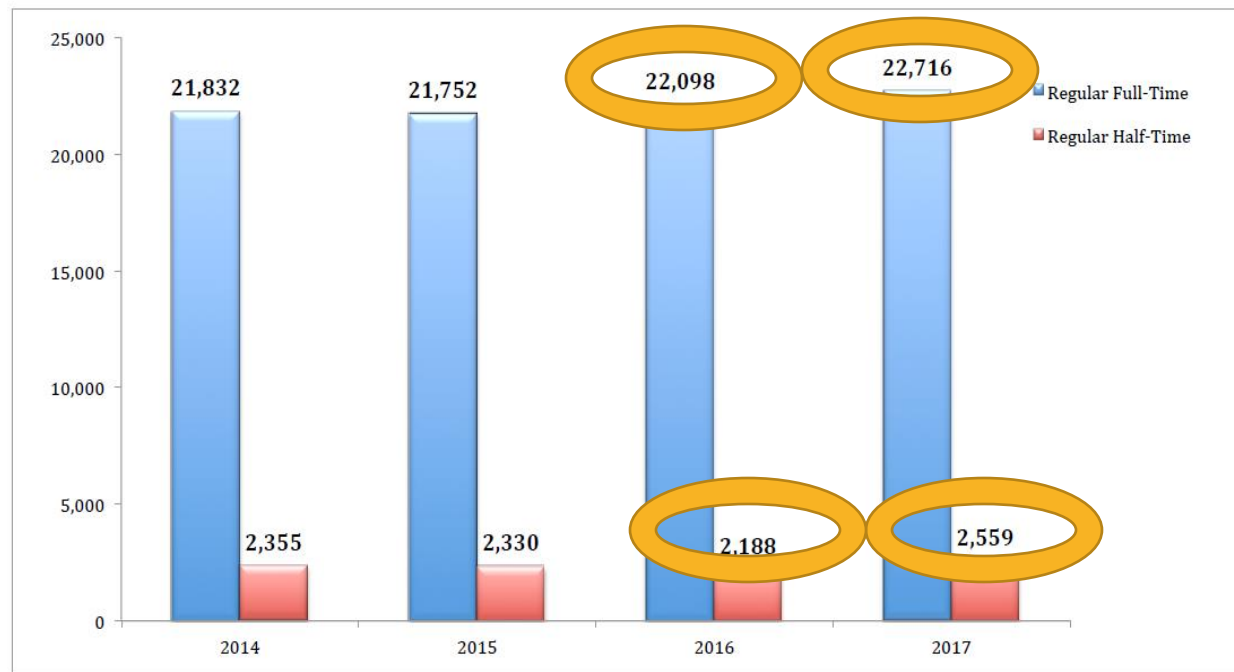
- Joint Labor Management Committee Report on Healthcare Enrollment  
= 989 net new positions (Full and Half Time)
- Coalition Full Time payroll snapshots 2015 vs 2016  
= 593 net new Full Time positions
- 2016 CAFR (calendar 2016 minus 2015)  
= 700 net new positions

# SUPPLEMENTAL INFORMATION



# SOURCE 1: CIVILIAN HEALTHCARE BENEFITS REPORT

CIVILIAN BENEFITS FULL-TIME / HALF-TIME  
2014-2017



Note – includes employees who are both eligible for subsidies as well as those who are being direct-billed for coverage.  
Source - Mercer Benefits Administration annual Open Enrollment debrief reports.  
Date - 03-03-17

**618**  
Full Time

**371**  
Half Time

=

**989**



# SOURCE 2: SNAPSHOT OF COALITION POSITION CHANGES

- During bargaining, CAO provided Full Time PaySRs payroll data
- 1/12/2015 Full Time Coalition positions total  
– **Grand Total 14,749**
- 4/18/2017 Full Time Coalition positions total  
– **Grand Total 15,342**
- **Net Grand Total change = 593**
- See Coalition document, Job Growth Search, 4/25/3017

# COALITION JOBS GROWTH SEARCH DATA SHOWS SHRINKAGE IN FRONT LINE AND POTENTIAL TLH POSITIONS

Department	Title	Page	2015 Count	2017 Count	Change
Airports	Custodial Series	2	484	443	-41
Airports	Senior Custodial	4	33	28	-5
General Services	Custodian	12	193	162	-31
Harbor	Custodial series	16	14	1	-13
Harbor	Gardener Caretakers	17	32	27	-5
Harbor	Maintenance Laborer	17	24	20	-4
ITA	all	20	321	252	-69
LAFPP	all	22	32	27	-5
Police	911 / PSR series	25	567	549	-18
PW Board	all	25	20	17	-3
PW SAN	Custodian series	29	19	17	-2

# MORE NET FULL TIME JOB LOSSES BY DEPARTMENT

Department	Title	Page	2015 Count	2017 Count	Change
PW BOSS	all	33	768	650	-118
PW BOSS	Carpenter	34	14	0	-14
PW BOSS	Cement Finisher	34	44	2	-42
PW BOSS	Cement Finisher WORKER	34	7	0	-7
PW BOSS	Equipment Operator	34	73	59	-14
PW BOSS	Heavy Duty Truck Operator	34	77	53	-24
PW BOSS	Maintenance Laborer series	34	62	48	-14
PW BOSS	Sr Gardener	37	104	99	-5
Transportation	Traffic Officer II	39	540	511	-29
Zoo	Gardener Caretakers	40	14	13	-1
Zoo	Vocational II	40	0	1	1



# 5. REVENUE COMMISSION

# REVENUE COMMISSION

- Letter of Agreement negotiated as part of Coalition Unions Fix LA contract bargaining
- Largely born of national crisis that profited financial institutions at the expense of working people
- Purpose: create new funding sources to generate "a level of revenue sufficient to provide high quality City services that are consistent across the City."

# REVENUE COMMISSION STRUCTURE

- Mayoral Commission, 15 appointed to serve 24 months
- Inspector General to staff the Commission
- Funded \$500,000 for 24 months.
- Dynamic individuals from community based organizations, academia, business people, and representatives of the Coalition of LA Unions.
- Quarterly in Council Budget and Finance meetings and to the Mayor's Budget Team
- Mayor has Coalition nominations per LOA; request update from Mayor's staff

# STARTING POINTS

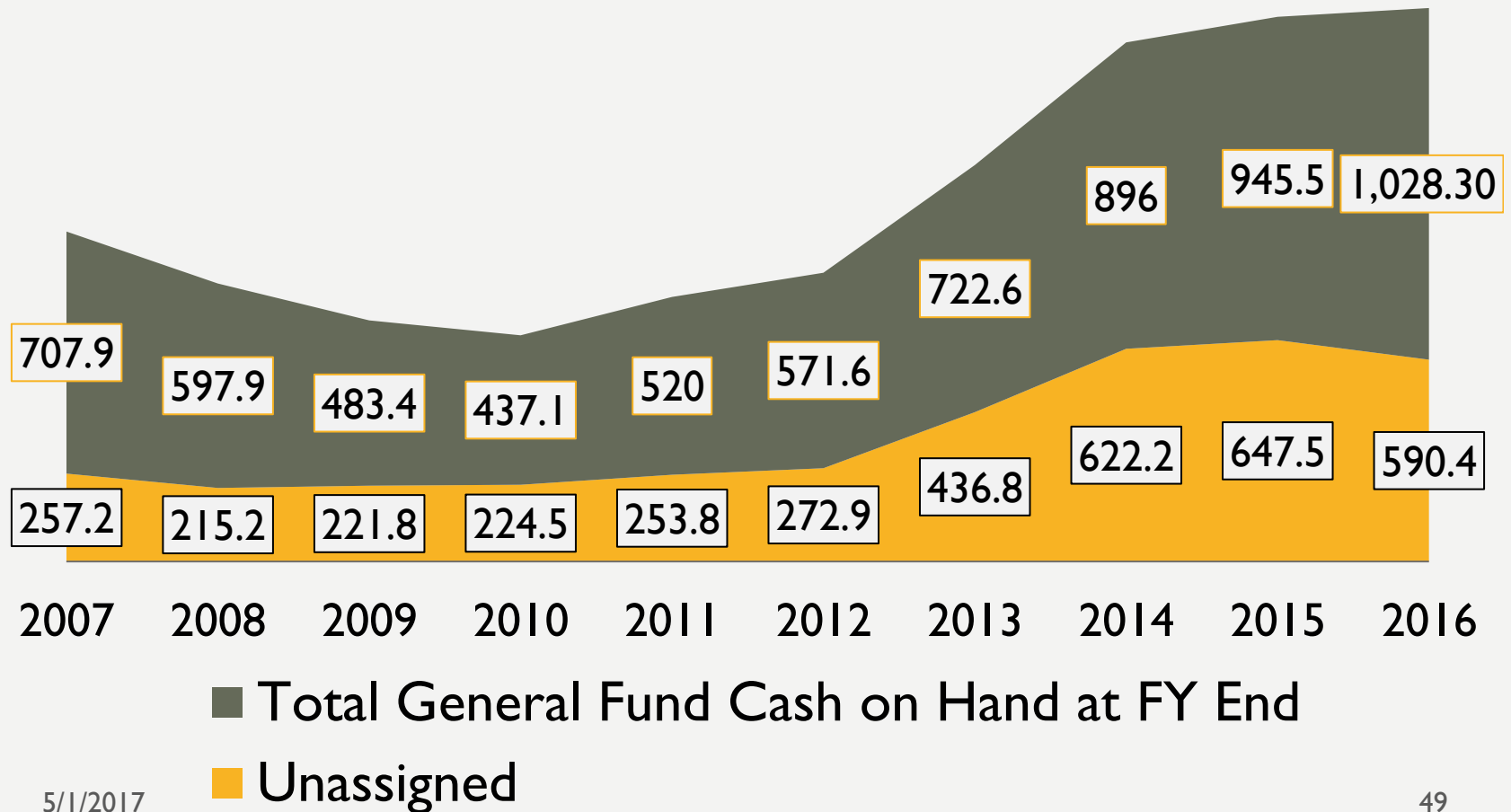
- Billboard revenue generation
- Commercial property reassessments and tax loopholes
- Shared economy tax collection
- Blight inspection and enforcement
- Residential Real Estate Speculation Revenue Enhancements
- Financial Services Transparency and Evaluation
- Business Tax simplification and evaluation
- Recreation and parks funding enhancements

# VIEWING ACTUAL GENERAL FUND HISTORY

- CAFR 2016 ten year fund balance history
- No deficit in actuals.
- Unassigned balance left over each year
- Difference between actual cash flow and Budgeting process



# GENERAL FUND CASH ON HAND AT YEAR'S END (IN MILLIONS)



# CAFR GENERAL FUND END OF YEAR CASH ON HAND 2007-2011

## CITY OF LOS ANGELES

Fund Balances - Governmental Funds  
 Modified Accrual Basis of Accounting  
 Last Ten Fiscal Years  
 (amounts expressed in thousands)

	Fiscal Year				
	2007	2008	2009	2010	2011
<b>General Fund</b>					
Nonspendable	\$ 59,638	\$ 30,304	\$ 27,879	\$ 29,771	\$ 26,299
Committed	--	--	--	--	--
Assigned	391,023	352,416	233,761	182,835	239,877
Unassigned	257,249	215,227	221,811	224,574	253,882
<b>Subtotal General Fund</b>	<b>707,910</b>	<b>597,947</b>	<b>483,451</b>	<b>437,180</b>	<b>520,058</b>

# CAFR GENERAL FUND END OF YEAR CASH ON HAND 2012-2017


## CITY OF LOS ANGELES

Fund Balances - Governmental Funds  
 Modified Accrual Basis of Accounting - (Continued)  
 Last Ten Fiscal Years  
 (amounts expressed in thousands)

	Fiscal Year				
	2012	2013	2014	2015	2016
<b>General Fund</b>					
Nonspendable	\$ 31,134	\$ 43,115	\$ 43,146	\$ 42,146	\$ 44,210
Committed	--	--	--	2,457	1,296
Assigned	267,645	242,643	230,717	253,388	392,418
Unassigned	272,905	436,858	622,208	647,558	590,441
<b>Subtotal General Fund</b>	<b>571,684</b>	<b>722,616</b>	<b>896,071</b>	<b>945,549</b>	<b>1,028,365</b>

# SPECIAL FUNDS

- At least 50% of Coalition positions are in majority Special Funded Departments and Bureaus
- Controller Audit likely to find more unused funds, as we did with encumbrances. We expect limitations on spending use, but additional funding potential to restore services and jobs.



# **6. SUMMARY AND RECOMMENDATIONS**

# LINK CITY INITIATIVES TO CITY CAREERS

- Sidewalk Repair
- Clean Streets
- Homelessness Initiative
- Clean Water Initiative

## SUPPLY AND DEMAND

**As long as contractors know the City doesn't have a fully staffed workforce, Tax Payers and residents will pay more for outsourced service delivery with less quality control.**

# AS NEEDED POSITIONS

- Budget to enforce the LOA and Mayoral Directive
- Reverse Recession increase of “As Needed” jobs
- Transportation: Part Time Traffic Officers, Information Representatives and Maintenance Laborers
- Recreation and Parks: Recreation Assistants, Special Program Assistants
- Zoo: Custodial, Maintenance

# BARRIERS TO SUCCESS

- Need more positions budgeted and filled
- Need Departments to program positions
- Strategic Workforce Planning has not met to set concrete TLH goals in partnership
- Outsourcing key positions to TLC
- Departments using As Needed exempt workers both Full and Part Time rather than hiring regular



# RECOMMENDATIONS

1. Restore front line services by hiring City workers
2. Mayoral staff report backs on
  - Revenue Commission
  - Strategic Workforce Development Task Force
3. Budget to convert As Needed to regular positions per Executive Order 15
4. Budget to put civilians in civilian work in LAPD
5. Future payroll system:
  - Position Authority Control.
  - Link with budgeting for greater management control and public transparency
  - Investigate use of Infrastructure funds/bonds

# COALITION OF LA CITY UNIONS

## **Job Growth Search: Review of Coalition of LA Union Full Time Filled Positions in CAO Provided PaySRs payroll runs provided 1/12/2015 and 4/18/2017**

### **Overview:**

We submit this document for the public record to advance transparency in budget discussions regarding our represented workforce. The Coalition of LA Unions represents the majority of civilian employees in the City of Los Angeles, including most front line service providers. Our Jobs and Services Restoration Letter of Agreement with the City includes replenishment of the city workforce with 5,000 new hires. Both the Coalition and the Coalition of Unions tracked a loss of 5,000 positions created by early retirement and a hiring freeze lifted last Fiscal Year. *The goal is to restore decimated front line city services to prerecession levels.*

Since the Proposed Budget does not show filled positions and does not give vacancies by job classification, we compiled payroll data for Coalition of LA Union positions attached in this document. We consolidate PaySRs payroll data provided by the CAO during bargaining and in a recent week. Lists capture FULL TIME Coalition of LA Union members only, as PaySRs cannot currently distinguish between benefited half time positions vs. part time As Needed Intermittent employees.

This document has two intended uses:

1. It provides Department and Job Classification level snapshot counts, which can be read next to the Proposed Budget's Department and Job classification position allocations. The goal is to give an idea of where our filled positions are, as of 4/18/2017.
2. It sums the change in our positions by Department and Job Classification, showing a net increase of 593 filled positions in the grand total. This number is consistent with the JLMBC Health Care enrollment net growth for Full Time enrollees.

### **How to read the document:**

The "Change" column is the 2017 numbers subtracted from the 2015 numbers. It measures net gains or losses (numbers in parenthesis are negative) by Department and Job Classification. Department level counts are bolded and in grey boxes. Negative numbers are bracketed. Zeros in the "change" column tell us there was no change in the number of people doing the work in a specific Department and Job Classification.

Note a few Job Classifications have changed since 2015. Those with more than one Job Classification are in a black lined box with the entry "*series summing*" that provides the net change recorded in bold, and not double counted, in the grand total count of positions.

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
<b>Grand Total</b>	<b>14,749</b>	<b>Grand Total</b>	<b>15,342</b>	<b>593</b>
<b>AGING</b>	<b>8</b>	<b>AGING</b>	<b>5</b>	<b>(3)</b>
ACCOUNTING CLERK II	2		-	(2)
	-	ADMINISTRATIVE CLERK	1	1
<i>series summing</i>	2	<i>series summing</i>	1	(1)
ASST GM DEPT OF AGING	1	ASST GM DEPT OF AGING	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
NUTRITIONIST	1	NUTRITIONIST	1	0
SECRETARY	1		-	(1)
SR CLERK TYPIST	2	SR ADMINISTRATIVE CLERK	1	(1)
<b>AIRPORTS</b>	<b>2,081</b>	<b>AIRPORTS</b>	<b>2,148</b>	<b>67</b>
	-	ACCOUNTING CLERK	51	51
ACCOUNTING CLERK I	6		-	
ACCOUNTING CLERK II	51		-	
<i>series summing</i>	57	<i>series summing</i>	51	(6)
CLERK TYPIST	82	ADMINISTRATIVE CLERK	79	(3)
AIR COND MECH SUPVR I	2	AIR COND MECH SUPVR I	3	1
AIR COND MECH SUPVR II	1	AIR COND MECH SUPVR II	1	0
AIR COND MECHANIC	14	AIR COND MECHANIC	21	7
AIRP ENVRNMTL MGR II	2	AIRP ENVRNMTL MGR II	2	0
AIRP MAINTENANCE SUPT	10	AIRP MAINTENANCE SUPT	10	0
AIRP MANAGER II	5	AIRP MANAGER II	6	1
AIRP MANAGER III	3	AIRP MANAGER III	3	0
AIRP PUB/COMM REL DIR I	1	AIRP PUB/COMM REL DIR I	1	0
AIRP PUB/COMM REL DIR II	2	AIRP PUB/COMM REL DIR II	1	(1)
	-	AIRPORT GUIDE II	13	13
AIRPORTS MTCE SUPVR I	3	AIRPORTS MTCE SUPVR I	6	3
AIRPORTS MTCE SUPVR II	6	AIRPORTS MTCE SUPVR II	10	4
AIRPORTS MTCE SUPVR III	18	AIRPORTS MTCE SUPVR III	18	0
ARCHITECTURAL ASSOC II	2	ARCHITECTURAL ASSOC II	1	(1)
ARCHITECTURAL ASSOC IV	1	ARCHITECTURAL ASSOC IV	2	1
BUILD OPERATING ENGR	18	BUILD OPERATING ENGR	20	2
BUILDING REPAIRER I	6	BUILDING REPAIRER I	7	1
BUS OPERATOR	29	BUS OPERATOR	37	8
BUS OPERATOR SUPVR	5	BUS OPERATOR SUPVR	5	0
CARPENTER	15	CARPENTER	15	0
CARPENTER SUPVR	1	CARPENTER SUPVR	1	0
CARPET LAYER	1	CARPET LAYER	2	1
CEMENT FINISHER	1	CEMENT FINISHER	2	1
CEMENT FINISHER WORKER	2	CEMENT FINISHER WORKER	4	2
CH AIRPORT PLAN I	4	CH AIRPORT PLAN I	3	(1)
	-	CH AIRPORT PLAN II	1	1
	-	CH AIRPORT PLAN II/PMIII	1	1
CH AIRPORTS ENGR I	3	CH AIRPORTS ENGR I	1	(2)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
CH AIRPORTS ENGR II	1	CH AIRPORTS ENGR II	3	2
CH BUILD OPERATNG ENGR	1	CH BUILD OPERATNG ENG	1	0
CH CONSTR INSPECTOR	1	CH CONSTR INSPECTOR	1	0
CH FINANCIAL OFFICER	1	CH INFORMATION OFFICER	1	0
CH MANAGEMENT ANALYST	5	CH MANAGEMENT ANALYST	8	3
CH OF AVIATION TECH	1	CH OF AVIATION TECH	1	0
CH OF OPERATIONS I	9		-	(9)
CH OF OPERATIONS II	3	CH OF OPERATIONS II	14	11
CIVIL ENGINEER	9	CIVIL ENGINEER AIRPORTS	2	(7)
CIVIL ENGRG ASSOC II	1	CIVIL ENGRG ASSOC II	1	0
CIVIL ENGRG ASSOC III	11	CIVIL ENGRG ASSOC III	4	(7)
CIVIL ENGRG ASSOC IV	15	CIVIL ENGRG ASSOC IV	15	0
COMMUN CABLE WORKER	1	COMMUN CABLE WORKER	1	0
COMMUN ELECTRICIAN	13	COMMUN ELECTRICIAN	13	0
COMMUN ELECTRICIAN SUPV	1	COMMUN ELECTRICIAN SUPV	1	0
COMMUN ENGINEER	6	COMMUN ENGINEER	4	(2)
COMMUN ENGRG ASSOC I	1	COMMUN ENGRG ASSOC I	3	2
COMMUN ENGRG ASSOC II	2	COMMUN ENGRG ASSOC II	1	(1)
COMMUN ENGRG ASSOC III	1	COMMUN ENGRG ASSOC III	1	0
COMMUN ENGRG ASSOC IV	9	COMMUN ENGRG ASSOC IV	8	(1)
COMMUN INFO REP II	7	COMMUN INFO REP II	3	(4)
COMMUN INFO REP III	33	COMMUN INFO REP III	46	13
CONSTR & MAINT SUPV I	3	CONSTR & MAINT SUPV I	2	(1)
CONSTR & MAINT SUPV II	2	CONSTR & MAINT SUPV II	2	0
CONSTR EQUIP SERV WORKR	7	CONSTR EQUIP SERV WORKR	5	(2)
CUSTODIAL SVCS ASST/AP	1	CUSTODIAL SVCS ASST - AIRPORT	42	41
CUSTODIAN SUPERVISOR	39	CUSTODIAN SUPERVISOR	38	(1)
CUSTODIAN/AP	484	CUSTODIAN - AIRPORT	388	(96)
	-	VOCATIONAL WORKER CUSTODIAN - AIRPORT	55	55
<i>series summing</i>	484	<i>series summing</i>	443	<b>(41)</b>
DELIVERY DRIVER I	1		-	(1)
DELIVERY DRIVER II	3	DELIVERY DRIVER II	3	0
DELIVERY DRIVER III	1	DELIVERY DRIVER III	1	0
DEPARTMENTAL AUDIT MGR	1	DEPARTMENTAL AUDIT MGR	1	0
DEPT CHIEF ACCT II	1		-	(1)
DEPT CHIEF ACCT IV	1	DEPT CHIEF ACCT IV	3	2
DEPUTY G M AIRPT / 1	5	DEPUTY G M AIRPT / 1	5	0
DEPUTY G M AIRPT / 2	5	DEPUTY G M AIRPT / 2	3	(2)
	-	DIR OF AIRPRTS ADMINSN	1	1
DIR OF AIRPRTS OPERATNS	1	DIR OF AIRPRTS OPERATNS	1	0
DIR OF AIRPRTS SFTY OFC	1	DIR OF AIRPRTS SFTY OFC	1	0
	-	DIR OF MTCE AIRPORTS I	1	1
DIR OF MTCE AIRPORTS II	4	DIR OF MTCE AIRPORTS II	3	(1)
ELECTRCL CRAFT HELPER	8	ELECTRCL CRAFT HELPER	10	2

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**

**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

<b>1/12/2015</b>	<b>Count 2015</b>	<b>4/18/2017</b>	<b>Count 2017</b>	<b>Change</b>
ELECTRCL ENGRG ASSC I	1	ELECTRCL ENGRG ASSC I	1	0
ELECTRCL ENGRG ASSC II1	1	ELECTRCL ENGRG ASSC II	2	1
ELECTRCL ENGRG ASSC IV	1	ELECTRCL ENGRG ASSC IV	2	1
ELECTRICIAN	30	ELECTRICIAN	38	8
ELECTRICIAN SUPV	2	ELECTRICIAN SUPV	2	0
ELEVATOR MECHANIC	15	ELEVATOR MECHANIC	15	0
ELEVATOR MECHANIC HLPR	9	ELEVATOR MECHANIC HLPR	10	1
ELEVATOR REPAIR SUPV I	3	ELEVATOR REPAIR SUPV I	3	0
	0	ELEVATOR REPAIR SUPV II	1	1
ENVIRN AFFRS OFC	3	ENVIRN AFFRS OFC	4	1
ENVIRONMENTAL SPEC II	9	ENVIRONMENTAL SPEC II	9	0
ENVIRONMENTAL SPEC III	11	ENVIRONMENTAL SPEC III	11	0
ENVIRONMENTAL SUPVR II	6	ENVIRONMENTAL SUPVR II	5	(1)
EQUIP REPAIR SUPVR	1	EQUIP REPAIR SUPVR	1	0
EQUIPMNT MECHANIC	12	EQUIPMNT MECHANIC	12	0
EQUIPMNT OPERATOR	9	EQUIPMNT OPERATOR	12	3
EXEC ADMIN ASST II	5	EXEC ADMIN ASST II	9	4
EXEC ADMIN ASST III	2	EXEC ADMIN ASST III	2	0
EXEC ASST AIRPORTS	11	EXEC ASST AIRPORTS	9	(2)
FINANCIAL MANAGER I	1	FINANCIAL MANAGER I	2	1
FINANCIAL MANAGER II	2	FINANCIAL MANAGER II	2	0
GARAGE ATTENDANT	2	GARAGE ATTENDANT	6	4
GARDENER CARETAKER	58	GARDENER CARETAKER	49	(9)
HEAD CUSTODIAN SUPVR	1	HEAD CUSTODIAN SUPVR	1	0
HEAVY DUTY EQUIP MECH	11	HEAVY DUTY EQUIP MECH	15	4
HEAVY DUTY TRUCK OPER	9	HEAVY DUTY TRUCK OPER	11	2
INDUSTRIAL HYGIENIST	1	INDUSTRIAL HYGIENIST	1	0
INFO SYSTEM MGR I	6	INFO SYSTEM MGR I	6	0
INFO SYSTEM MGR II	8	INFO SYSTEM MGR II	7	(1)
INSTRUMENT MECH	10	INSTRUMENT MECH	10	0
INSTRUMENT MECH SUPV	1	INSTRUMENT MECH SUPV	2	1
IRRIGATION SPECIALIST	2	IRRIGATION SPECIALIST	2	0
LABOR SUPERVISOR	1	LABOR SUPERVISOR	1	0
LIGHT EQUIP OPERATOR	2		-	(2)
LOCKSMITH	5	LOCKSMITH	5	0
MAINT & CONSTR HELPER	31	MAINT & CONSTR HELPER	20	(11)
MAINTENANCE ASST	14	MAINTENANCE ASST	42	28
MAINTENANCE LABORER	61	MAINTENANCE LABORER	46	(15)
	-	MECH ENGRG ASSC III	1	1
MECH ENGRG ASSC IV	3	MECH ENGRG ASSC IV	2	(1)
MECH HELPER	18	MECH HELPER	13	(5)
MECH REPAIRER II	7	MECH REPAIRER	7	0
MOTOR SWEEPER OPERATOR	5	MOTOR SWEEPER OPERATOR	5	0
OCCUPATIONAL HLTH NURSE	1	OCCUPATIONAL HLTH NURSE	1	0
PAINTER	16	PAINTER	17	1

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**

**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

<b>1/12/2015</b>	<b>Count 2015</b>	<b>4/18/2017</b>	<b>Count 2017</b>	<b>Change</b>
PARK MAINT SUPVR/AP	2	PARK MAINT SUPVR/AP	1	(1)
PARKING MANAGER I	2	PARKING MANAGER I	1	(1)
PARKING MANAGER II	1	PARKING MANAGER II	1	0
PIPEFITTER	2	PIPEFITTER	2	0
PLASTERER	2	PLASTERER	2	0
PLUMBER	20	PLUMBER	20	0
PLUMBER SUPERVISOR	3	PLUMBER SUPERVISOR	3	0
	-	PR CIVIL ENGR/PM III	1	1
PR SECURITY OFFICER	5	PR SECURITY OFFICER	6	1
PROGRAMMER/ANALYST II	1		-	(1)
	-	PROGRAMMER/ANALYST III	2	2
PROGRAMMER/ANALYST IV	5	PROGRAMMER/ANALYST IV	1	(4)
PROGRAMMER/ANALYST V	5	PROGRAMMER/ANALYST V	8	3
PROPERTY MANAGER I	3	PROPERTY MANAGER I	1	(2)
PROPERTY MANAGER II	3	PROPERTY MANAGER II	1	(2)
PROPERTY MANAGER III	2	PROPERTY MANAGER III	6	4
PROPERTY MANAGER IV	2	PROPERTY MANAGER IV	2	0
PUB INFO DIRECTOR I	1	PUB INFO DIRECTOR I	1	0
RISK & INSURANCE ASST	3	RISK & INSURANCE ASST	3	0
RISK MANAGER I	3	RISK MANAGER I	2	(1)
RISK MANAGER III	2	RISK MANAGER III	2	0
ROOFER	1	ROOFER	2	1
SECRETARY	24	SECRETARY	21	(3)
SECURITY AIDE	9	SECURITY AIDE	8	(1)
SECURITY OFFICER	306	SECURITY OFFICER	332	26
SIGN PAINTER	2	SIGN PAINTER	4	2
SIGN SHOP SUPERVISOR	1	SIGN SHOP SUPERVISOR	1	0
SR AUTOMOTIVE SUPVR	1	SR AUTOMOTIVE SUPVR	1	0
SR BUILD OPERATNG ENGR	7	SR BUILD OPERATNG ENGR	5	(2)
SR CARPENTER	3	SR CARPENTER	4	1
SR CIVIL ENGINEER	1	SR CIVIL ENGINEER	1	0
SR CLERK TYPIST	85	SR ADMINISTRATIVE CLERK	77	(8)
SR COMMUN ELECTRICIAN	2	SR COMMUN ELECTRICIAN	2	0
SR COMMUN ENGINEER	5	SR COMMUN ENGINEER	4	(1)
SR CUSTODIAN I/AP	33	SR CUSTODIAN I - AIRPORT	28	(5)
SR ELECTRICIAN	4	SR ELECTRICIAN	5	1
SR EQUIPMENT MECHANIC	1	SR EQUIPMENT MECHANIC	1	0
SR GARDENER	3	SR GARDENER	5	2
SR HVY DUTY EQUIP MECH	2	SR HVY DUTY EQUIP MECH	1	(1)
	-	SR MECH REPAIRER II	1	1
SR PAINTER	1	SR PAINTER	2	1
SR PARK MAINT SUPVR	1			(1)
SR PLUMBER	2	SR PLUMBER	2	0
SR SECURITY OFFICER	36	SR SECURITY OFFICER	44	8
SR STOREKEEPER	1	SR STOREKEEPER	1	0

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SR TRANSP ENGINEER	1	SR TRANSP ENGINEER	1	0
SR WINDOW CLEANER	1	SR WINDOW CLEANER - AIRPORT	2	1
ST SVCS WORKER I	2	ST SVCS WORKER I	4	2
ST SVCS WORKER II	3	ST SVCS WORKER II	2	(1)
STOREKEEPER II	9	STOREKEEPER II	8	(1)
STRUCTRL ENGRG ASSC III	3	STRUCTRL ENGRG ASSC III	2	(1)
STRUCTRL ENGRG ASSC IV	1	STRUCTRL ENGRG ASSC IV	1	0
		SUPPLY SVCS MANAGER I	1	1
TELECOM PLANNER	3	TELECOM PLANNER	3	0
TELECOM PLN & UTIL OFCR	2	TELECOM PLN & UTIL OFCR	4	2
TILE SETTER	2	TILE SETTER	3	1
TRAF PAINT SIGN POST II	6	TRAF PAINT SIGN POST II	2	(4)
TRAF PNT SIGN POST III	2	TRAF PNT SIGN POST III	8	6
TRANSITIONAL WORKER	5	TRANSITIONAL WORKER	4	(1)
		TRANSP ENGRG ASSC III	1	1
TRANSP ENGRG ASSC IV	1	TRANSP ENGRG ASSC IV	1	0
UPHOLSTERER	2	UPHOLSTERER	2	0
VOCATIONAL WORKER I	1	VOCATIONAL WORKER I	2	1
VOCATIONAL WORKER II	8			(8)
WAREHOUSE & T/R WKR I	1	WAREHOUSE & T/R WKR I	2	1
WAREHOUSE & T/R WKR II	9	WAREHOUSE & T/R WKR II	10	1
WELDER	2	WELDER	2	0
WELDER SUPERVISOR	1	WELDER SUPERVISOR	1	0
WINDOW CLEANER SUPVR	1		-	(1)
WINDOW CLEANER/AIRPORT	15	WINDOW CLEANER - AIRPORT	17	2
WORKERS COMP CLAIMS AST	1	WORKERS COMP CLAIMS AST	1	0
<b>ANIMAL SERVICES</b>	<b>274</b>	<b>ANIMAL SERVICES</b>	<b>283</b>	<b>9</b>
ACCOUNTING CLERK I	1	ACCOUNTING CLERK	2	1
CLERK TYPIST	30	ADMINISTRATIVE CLERK	33	3
ANIMAL CARE TECH	145	ANIMAL CARE TECH	147	2
ANIMAL CARE TECH SUPV	14	ANIMAL CARE TECH SUPV	15	1
ANIMAL CONTROL OFCR I	26	ANIMAL CONTROL OFCR I	31	5
ANIMAL CONTROL OFCR II	31	ANIMAL CONTROL OFCR II	26	(5)
<i>series summing</i>	57	<i>series summing</i>	57	0
ASST GM ANIMAL REGULATN	1	ASST GM ANIMAL REGULATN	2	1
CH VETERINARIAN	1	CH VETERINARIAN	1	0
DIR OF FIELD OPERATIONS	3	DIR OF FIELD OPERATIONS	2	(1)
	-	EXEC ADMIN ASST II	1	1
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
	-	SR ADMINISTRATIVE CLERK	7	7
SR ANIMAL CNTRL OFCR I	4	SR ANIMAL CNTRL OFCR I	7	3
SR ANIMAL CNTRL OFCR II	6	SR ANIMAL CNTRL OFCR II	4	(2)
SR CLERK TYPIST	7		-	(7)
VETERINARIAN II	3	VETERINARIAN II	3	0
VETERINARIAN III	1	VETERINARIAN III	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
<b>BUILDING &amp; SAFETY</b>	<b>322</b>	<b>BUIDLING AND SAFETY</b>	<b>380</b>	<b>58</b>
	-	ACCOUNTING CLERK	21	21
ACCOUNTING CLERK I	5			(5)
ACCOUNTING CLERK II	14			(14)
<i>series summing</i>	19	<i>series summing</i>	21	2
CLERK TYPIST	66	ADMINISTRATIVE CLERK	84	18
ASST DEP SUP OF BLDG II	5	ASST DEP SUP OF BLDG II	3	(2)
BLD MECH ENGR I	1		-	(1)
BLD MECH ENGR II	1	BLD MECH ENGR II	2	1
BUILD CIVIL ENGR I	6	BUILD CIVIL ENGR I	11	5
		BUILD CIVIL ENGR II	5	5
BUILD ELECTRCL ENGR I	2	BUILD ELECTRCL ENGR I	2	0
BUILD ELECTRCL ENGR II	1	BUILD ELECTRCL ENGR II	1	0
CH INSPECTOR	8	CH INSPECTOR	6	(2)
		CH MANAGEMENT ANALYST	1	1
CLERK STENO	1	CLERK STENO	1	0
DEPT CHIEF ACCT III	1	DEPT CHIEF ACCT III	1	0
DEPUTY SUPT OF BLDG I	5	DEPUTY SUPT OF BLDG I	5	0
DEPUTY SUPT OF BLDG II	1	DEPUTY SUPT OF BLDG II	1	0
		DIR OF SYSTEMS	1	1
ELECTRCL ENGRG ASSC I	11	ELECTRCL ENGRG ASSC I	7	(4)
ELECTRCL ENGRG ASSC II	1	ELECTRCL ENGRG ASSC II	8	7
ELECTRCL ENGRG ASSC II1	3	ELECTRCL ENGRG ASSC IV	3	0
ENGRG GEOLGST ASSOC II	3	ENGRG GEOLGST ASSOC II	2	(1)
ENGRG GEOLOGIST I	1	ENGRG GEOLOGIST I	1	0
ENGRG GEOLOGIST II	1	ENGRG GEOLOGIST II	2	1
ENVIRN AFFRS OFC	1	ENVIRN AFFRS OFC	1	0
ENVIRONMENTAL SPEC II	2	ENVIRONMENTAL SPEC II	3	1
ENVIRONMENTAL SPEC III	1	ENVIRONMENTAL SPEC III	1	0
ENVIRONMENTAL SUPVR I	1	ENVIRONMENTAL SUPVR I	1	0
ENVIRONMENTAL SUPVR II	1	ENVIRONMENTAL SUPVR II	1	0
EXEC ADMIN ASST II	3	EXEC ADMIN ASST II	2	(1)
	-	EXEC ADMIN ASST III	1	1
GEOTECH ENGINEER 1	1	GEOTECH ENGINEER I	3	2
GEOTECH ENGINEER 2	1		-	(1)
GEOTECH ENGINEER 3	1	GEOTECH ENGINEER III	1	0
INDUSTRIAL HYGIENIST	1	INDUSTRIAL HYGIENIST	1	0
MECH ENGRG ASSC I	5	MECH ENGRG ASSC I	8	3
MECH ENGRG ASSC II	11	MECH ENGRG ASSC II	11	0
MECH ENGRG ASSC IV	1	MECH ENGRG ASSC III	1	0
	-	MECH ENGRG ASSC IV	1	1
PROGRAMMER/ANALYST III	1			(1)
PROGRAMMER/ANALYST IV	1	PROGRAMMER/ANALYST IV	3	2
SECRETARY	2	SECRETARY	3	1



JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SR CLERK TYPIST	28	SR ADMINISTRATIVE CLERK	31	3
SR STRUCTURAL ENGINEER	4	SR STRUCTURAL ENGINEER	7	3
STOREKEEPER II	1	STOREKEEPER II	1	0
STRUCTRL ENGRG ASSC I	31	STRUCTRL ENGRG ASSC I	48	17
STRUCTRL ENGRG ASSC II	41	STRUCTRL ENGRG ASSC II	48	7
STRUCTRL ENGRG ASSC III	32	STRUCTRL ENGRG ASSC III	19	(13)
STRUCTRL ENGRG ASSC IV	8	STRUCTRL ENGRG ASSC IV	11	3
STRUCTURAL ENGINEER	5	STRUCTURAL ENGINEER	3	(2)
<i>series summing</i>	117	<i>series summing</i>	129	12
WAREHOUSE & T/R WKR I	1	WAREHOUSE & T/R WKR I	2	1
<b>CAO</b>	<b>27</b>	<b>CAO</b>	<b>26</b>	<b>(1)</b>
	-	ACCOUNTING CLERK	2	2
ACCOUNTING CLERK II	1		-	(1)
CLERK TYPIST	3	ADMINISTRATIVE CLERK	2	(1)
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
EXEC ADMIN ASST III	2	EXEC ADMIN ASST III	1	(1)
	-	EXEC LEGAL SECRETARY II	1	1
REVENUE MANAGER	1	REVENUE MANAGER	1	0
RISK & INSURANCE ASST	3	RISK & INSURANCE ASST	3	0
RISK MANAGER I	2	RISK MANAGER I	2	0
RISK MANAGER II	3	RISK MANAGER II	3	0
RISK MANAGER III	1	RISK MANAGER III	1	0
	-	SECRETARY	1	1
SR CLERK TYPIST	10	SR ADMINISTRATIVE CLERK	8	(2)
<b>CITY ATTORNEY</b>	<b>237</b>	<b>CITY ATTORNEY</b>	<b>244</b>	<b>7</b>
CITY ATTY ACCTG CLERK	6	CITY ATTY ACCTG CLERK	7	1
CITY ATTY CH ADMIN ASST	1	CITY ATTY CH ADMIN ASST	1	0
CITY ATTY FINANCIAL MGR	1	CITY ATTY FINANCIAL MGR	1	0
EXEC LEGAL SECRETARY I	6	EXEC LEGAL SECRETARY I	6	0
EXEC LEGAL SECRETARY II	1		-	(1)
LAW LIBRARIAN	1	LAW LIBRARIAN	1	0
LEGAL CLERK I	32	LEGAL CLERK I	28	(4)
LEGAL CLERK II	25	LEGAL CLERK II	28	3
LEGAL SECRETARY I	17	LEGAL SECRETARY I	27	10
LEGAL SECRETARY II	72	LEGAL SECRETARY II	71	(1)
LEGAL SECRETARY III	18	LEGAL SECRETARY III	20	2
SR LEGAL CLERK I	15	SR LEGAL CLERK I	17	2
SR LEGAL CLERK II	9	SR LEGAL CLERK II	6	(3)
SR WITNESS SVC COORD	4	SR WITNESS SVC COORD	4	0
WITNESS SVC COORD	29	WITNESS SVC COORD	27	(2)
<b>CITY CLERK</b>	<b>45</b>	<b>CITY CLERK</b>	<b>50</b>	<b>5</b>
ACCOUNTING CLERK II	10	ACCOUNTING CLERK	11	1
CH MANAGEMENT ANALYST	4	CH MANAGEMENT ANALYST	5	1
CLERK TYPIST	1	ADMINISTRATIVE CLERK	2	1

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ETHICS OFFICER I	1	ETHICS OFFICER I	1	0
ETHICS OFFICER II	3	ETHICS OFFICER II	4	1
ETHICS OFFICER III	3	ETHICS OFFICER III	2	(1)
<i>series summing</i>	7	<i>series summing</i>	7	0
	-	EXEC ADMIN ASST III	1	1
EXEC OFCR CITY CLERK	1	EXEC OFCR CITY CLERK	1	0
INFO SYSTEM MGR II	1	INFO SYSTEM MGR II	1	0
PROGRAMMER/ANALYST III	1		-	(1)
PROGRAMMER/ANALYST IV	1	PROGRAMMER/ANALYST IV	1	0
PROGRAMMER/ANALYST V	2	PROGRAMMER/ANALYST V	2	0
<i>series summing</i>	4	<i>series summing</i>	3	(1)
RECORDS MGMT OFFICER	1	RECORDS MGMT OFFICER	1	0
SECRETARY	2	SECRETARY	1	(1)
SR CLERK TYPIST	20	SR ADMINISTRATIVE CLERK	16	(4)
WAREHOUSE & T/R WKR II	1	WAREHOUSE & T/R WKR II	1	0
<b>CONTROLLER</b>	<b>47</b>	<b>CONTROLLER</b>	<b>39</b>	<b>(8)</b>
ACCOUNTING CLERK I	1	ACCOUNTING CLERK	9	8
ACCOUNTING CLERK II	8			(8)
CLERK TYPIST	8	ADMINISTRATIVE CLERK	4	(4)
CH DEPUTY CONTROLLER	1	CH DEPUTY CONTROLLER	1	0
CH INTERNAL AUDITOR	2	CH INTERNAL AUDITOR	2	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
DEPUTY DIR OF AUDITING	1	DEPUTY DIR OF AUDITING	1	0
DIR OF AUDITING	1	DIR OF AUDITING	1	0
DIR OF FIN ANAL &REPORT	1	DIR OF FIN ANAL &REPORT	1	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
EXEC ADMIN ASST II	2	EXEC ADMIN ASST II	2	0
FINANCIAL MGMT SPEC I	1	FINANCIAL MGMT SPEC I	1	0
FINANCIAL MGMT SPEC II	3	FINANCIAL MGMT SPEC II	1	(2)
FINANCIAL MGMT SPEC III	1	FINANCIAL MGMT SPEC III	1	0
FINANCIAL MGMT SPEC IV	4	FINANCIAL MGMT SPEC IV	4	0
FINANCIAL MGMT SPEC V	3	FINANCIAL MGMT SPEC V	2	(1)
PR DEPUTY CONTROLLER	1	PR DEPUTY CONTROLLER	1	0
	-	PROGRAMMER/ANALYST III	1	1
SR CLERK TYPIST	6	SR ADMINISTRATIVE CLERK	4	(2)
WAREHOUSE & T/R WKR II	1	WAREHOUSE & T/R WKR II	1	0
<b>CONVENTION CENTER</b>	<b>8</b>	<b>LACC</b>	<b>6</b>	<b>(2)</b>
ASST GM CONVENTION CTR	2	ASST GM CONVENTION CTR	2	0
BUILD REPAIRER SUPVR	1	BUILD REPAIRER SUPVR	1	0
CLERK TYPIST	1		-	(1)
CONV CTR BLDG SUPT II	1	CONV CTR BLDG SUPT II	1	0
ELECTRCL CRAFT HELPER	1	ELECTRCL CRAFT HELPER	1	0
EXEC ADMIN ASST II	1		-	(1)
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
<b>COUNCIL</b>	<b>8</b>	<b>COUNCIL</b>	<b>6</b>	<b>(2)</b>
CLERK TYPIST	1	ADMINISTRATIVE CLERK	2	1
EXEC ADMIN ASST III	1			(1)
SECRETARY	4	SECRETARY	3	(1)
SR CLERK TYPIST	2	SR ADMINISTRATIVE CLERK	1	(1)
<b>CULTURAL AFFAIRS</b>	<b>7</b>	<b>CULTURAL AFFAIRS</b>	<b>13</b>	<b>6</b>
ACCOUNTING CLERK II	1	ACCOUNTING CLERK	1	0
CLERK TYPIST	2	ADMINISTRATIVE CLERK	7	5
ARCHITECTURAL ASSOC II	1	ARCHITECTURAL ASSOC II	1	0
ASST GM CULTURAL AFFAIR	1	ASST GM CULTURAL AFFAIR	1	0
DEVELPMNT & MRKTNG DIR	1	DEVELPMNT & MRKTNG DIR	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
	-	GALLERY ATTENDANT	1	1
<b>DISABILITY</b>	<b>4</b>	<b>DISABILITY</b>	<b>3</b>	<b>(1)</b>
ACCOUNTING CLERK I	1	ACCOUNTING CLERK	1	0
ACCOUNTING CLERK II	1		-	(1)
CLERK TYPIST	1	ADMINISTRATIVE CLERK	1	0
EXEC ADMIN ASST III	1		-	(1)
	-	SR ADMINISTRATIVE CLERK	1	1
	-	<b>DONE</b>	<b>1</b>	<b>1</b>
	-	ADMINISTRATIVE CLERK	1	1
<b>EL PUEBLO</b>	<b>2</b>	<b>EL PUEBLO</b>	<b>2</b>	<b>0</b>
CLERK TYPIST	1	ADMINISTRATIVE CLERK	1	0
ASST GM EL PUEBLO HIST	1	ASST GM EL PUEBLO HIST	1	0
<b>EMERGENCY MANAGEMENT</b>	<b>4</b>	<b>EMD</b>	<b>3</b>	<b>(1)</b>
		ACCOUNTING CLERK	1	1
ACCOUNTING CLERK II	1		-	(1)
<i>series summing</i>	1	<i>series summing</i>	1	0
ASST GM EMERG PREP DEPT	1			
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
SECRETARY	1	SECRETARY	1	0
<b>EMPLOYEE RELATIONS BOARD</b>	<b>1</b>	<b>ERB</b>	<b>1</b>	<b>0</b>
SR CLERK TYPIST	1	SR ADMINISTRATIVE CLERK	1	0
<b>EWDD</b>	<b>31</b>	<b>EDD</b>	<b>24</b>	<b>(7)</b>
		ACCOUNTING CLERK	4	4
ACCOUNTING CLERK II	4			(4)
<i>series summing</i>	4	<i>series summing</i>	4	0
CLERK TYPIST	12	ADMINISTRATIVE CLERK	9	(3)
ASST CH GRANTS ADMINSTR	1	ASST CH GRANTS ADMINSTR	1	0
ASST GM COMMUNITY DEV	1	ASST GM COMMUNITY DEV	1	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	2	1
DEPT CHIEF ACCT IV	1	DEPT CHIEF ACCT IV	1	0
DIR OF SYSTEMS	1			(1)
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SECRETARY	1	SECRETARY	1	0
SR CLERK TYPIST	8	SR ADMINISTRATIVE CLERK	4	(4)
<b>FINANCE</b>	<b>95</b>	<b>FINANCE</b>	<b>99</b>	<b>4</b>
		ACCOUNTING CLERK	18	18
ACCOUNTING CLERK I	6			(6)
ACCOUNTING CLERK II	10			(10)
<i>series summing</i>	16	<i>series summing</i>	18	2
CLERK TYPIST	13	ADMINISTRATIVE CLERK	11	(2)
ASST DIR OF FINANCE	2	ASST DIR OF FINANCE	2	0
CH INVESTMENT OFCR	1	CH INVESTMENT OFCR	1	0
		CH MANAGEMENT ANALYST	2	2
CHIEF TAX COMPLIANCE OFFICER I	2	CHIEF TAX COMPLIANCE OFFICER I	3	1
CHIEF TAX COMPLIANCE OFFICER II	1	CHIEF TAX COMPLIANCE OFFICER II	1	0
CUST SERV SPECIALIST	36	CUST SERV SPECIALIST	44	8
DEPT CHIEF ACCT III	1			(1)
DIR CASH MGMT SERVICES	1	DIR CASH MGMT SERVICES	1	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
	-	EXEC ADMIN ASST II	1	1
EXEC ADMIN ASST III	2	EXEC ADMIN ASST III	1	(1)
FINANCE CLERK	2	FINANCE CLERK	1	(1)
	-	PROGRAMMER/ANALYST IV	1	1
	-	REVENUE MANAGER	1	1
SR CLERK TYPIST	9	SR ADMINISTRATIVE CLERK	4	(5)
SR TAX RENEWAL ASST I	1	SR TAX RENEWAL ASST I	1	0
TAX RENEWAL ASST II	4	TAX RENEWAL ASST II	3	(1)
TAX RENEWAL ASST III	3	TAX RENEWAL ASST III	2	(1)
<b>FIRE CIVILIAN</b>	<b>193</b>	<b>LAFD</b>	<b>234</b>	<b>41</b>
	-	ACCOUNTING CLERK	20	20
ACCOUNTING CLERK I	6		-	(8)
ACCOUNTING CLERK II	8			(6)
<i>series summing</i>	14	<i>series summing</i>	20	6
CLERK TYPIST	38	ADMINISTRATIVE CLERK	28	(10)
	-	ASST COMMUN ELECTRICIAN	1	1
AUTO BODY BLDR/REPAIRER	4	AUTO BODY BLDR/REPAIRER	4	0
AUTO BODY REPR SUPVR II	1	AUTO BODY REPR SUPVR II	1	0
AUTO ELECTRICIAN	1		-	(1)
AUTO PAINTER	2	AUTO PAINTER	2	0
AUTOMOTIVE SUPERVISOR	1	AUTOMOTIVE SUPERVISOR	1	0
CARPENTER	1	CARPENTER	1	0
		CH INFORMATION OFFICER	1	1
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
CHIEF SPECIAL INVESTIGATOR	1	CHIEF SPECIAL INVESTIGATOR	1	0
	-	COMMUN ELECTRICIAN	7	7
	-	COMMUN ELECTRICIAN SUPV	1	1

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
	-	DATA CONTROL ASST II	1	1
DATA CONTROL ASST II	1			(1)
DELIVERY DRIVER II	1	DELIVERY DRIVER II	1	0
DEPT CHIEF ACCT II	1		-	(1)
	-	DEPT CHIEF ACCT III	1	1
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
EMER MED SERVS EDUCATOR	1	EMER MED SERVS EDUCATOR	3	2
ENGRG GEOLGST ASSOC IV	1	ENGRG GEOLGST ASSOC IV	1	0
EQUIP REPAIR SUPVR	4	EQUIP REPAIR SUPVR	5	1
EQUIPMNT MECHANIC	13	EQUIPMNT MECHANIC	16	3
EQUIPMNT SUPERINTENDENT	1	EQUIPMNT SUPERINTENDENT	1	0
EXEC ADMIN ASST II	3	EXEC ADMIN ASST II	3	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
FIRE ADMINISTRATOR	1	FIRE ADMINISTRATOR	1	0
	-	FIRE PROT ENGR ASSC I	4	4
	-	FIRE PROT ENGR ASSC II	2	2
FIRE PROT ENGR ASSC IV	2	FIRE PROT ENGR ASSC IV	1	(1)
FIRE PSYCHOLOGIST	1	FIRE PSYCHOLOGIST	1	0
GARAGE ATTENDANT	1	GARAGE ASSISTANT	2	1
HEAVY DUTY EQUIP MECH	24	HEAVY DUTY EQUIP MECH	23	(1)
INDUSTRIAL HYGIENIST	1	INDUSTRIAL HYGIENIST	1	0
	-	INFO SYSTEM MGR II	1	1
MACHINIST	1	MACHINIST	1	0
MAINTENANCE LABORER	1	MAINTENANCE LABORER	1	0
MECH HELPER	5	MECH HELPER	6	1
	-	MECH REPAIRER I	2	2
PHYSICIAN II	1		-	(1)
	-	PROGRAMMER/ANALYST II	1	1
PROGRAMMER/ANALYST III	3	PROGRAMMER/ANALYST III	4	1
PROGRAMMER/ANALYST IV	2	PROGRAMMER/ANALYST IV	4	2
	-	PROGRAMMER/ANALYST V	3	3
RISK MANAGER II	1	RISK MANAGER II	1	0
RISK MGT/PREV PROG MGR	1	RISK MGT/PREV PROG MGR	1	0
RISK MGT/PREV PROG SPEC	1	RISK MGT/PREV PROG SPEC	2	1
SECRETARY	10	SECRETARY	11	1
SHEET METAL WORKER	1	SHEET METAL WORKER	1	0
SR CLERK TYPIST	35	SR ADMINISTRATIVE CLERK	40	5
	-	SR AUTOMOTIVE SUPVR	1	1
	-	SR CARPENTER	1	1
	-	SR COMMUN ELECTRICIAN	2	2
SR HVY DUTY EQUIP MECH	1	SR HVY DUTY EQUIP MECH	3	2
	-	SR STOREKEEPER	1	1
STOREKEEPER II	2	STOREKEEPER II	4	2
TIRE REPAIRER	1	TIRE REPAIRER	1	0
TRUCK OPERATOR	1	TRUCK OPERATOR	1	0

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
WAREHOUSE & T/R WKR I	1		-	(1)
WAREHOUSE & T/R WKR II	2	WAREHOUSE & T/R WKR II	2	0
WELDER	1	WELDER	1	0
<b>GENERAL SERVICES</b>	<b>1,148</b>	<b>GSD</b>	<b>1,172</b>	<b>24</b>
		ACCOUNTING CLERK	10	10
ACCOUNTING CLERK I	5		-	(5)
ACCOUNTING CLERK II	10			(10)
<i>series summing</i>	15	<i>series summing</i>	10	(5)
CLERK TYPIST	22	ADMINISTRATIVE CLERK	15	(7)
AIR COND MECH SUPVR	6	AIR COND MECH SUPVR	6	0
AIR COND MECHANIC	9	AIR COND MECHANIC	11	2
ARCHITECT	1		-	(1)
ARCHITECTURAL ASSOC IV	1	ARCHITECTURAL ASSOC IV	1	0
ASST GM GEN SVCS DEPT	4	ASST GM GEN SVCS DEPT	4	0
AUTO BODY BLDR/REPAIRER	9	AUTO BODY BLDR/REPAIRER	7	(2)
AUTO BODY REPR SUPVR II	1	AUTO BODY REPR SUPVR II	2	1
AUTO PAINTER	3	AUTO PAINTER	2	(1)
AUTOMOTIVE DISPATCHR I	1	AUTOMOTIVE DISPATCHR I	1	0
AUTOMOTIVE DISPATCHR II	2	AUTOMOTIVE DISPATCHR II	1	(1)
AUTOMOTIVE SUPERVISOR	18	AUTOMOTIVE SUPERVISOR	17	(1)
BINDERY EQUIPMT OPER I	6	BINDERY EQUIPMT OPER I	5	(1)
BINDERY WORKER	4	BINDERY WORKER	4	0
BUILD CON & MT GN SUPI	1	BUILD CON & MT GN SUPI	1	0
BUILD CON & MT GN SUPII	2	BUILD CON & MT GN SUPII	2	0
BUILD CON & MT SUPT	6	BUILD CON & MT SUPT	6	0
BUILD MAINT DIST SUPVR	9	BUILD MAINT DIST SUPVR	9	0
BUILD OPERATING ENGR	5	BUILD OPERATING ENGR	7	2
BUILDING REPAIRER I	1		-	(1)
	-	BUILDING REPAIRER II	1	1
CABINET MAKER	1	CABINET MAKER	1	0
CARPENTER	11	CARPENTER	8	(3)
CARPENTER SUPVR	6	CARPENTER SUPVR	7	1
CARPET LAYER	1	CARPET LAYER	1	0
CEMENT FINISHER SUPVR	1	CEMENT FINISHER SUPVR	1	0
CH BUILD OPERATNG ENGR	1	CH BUILD OPERATNG ENGR	1	0
CH CUSTODIAN SUPVR I	2	CH CUSTODIAN SUPVR I	1	(1)
CH CUSTODIAN SUPVR II	2	CH CUSTODIAN SUPVR II	2	0
CH MANAGEMENT ANALYST	5	CH MANAGEMENT ANALYST	7	2
CHEMIST I	1	CHEMIST I	1	0
CHEMIST II	2	CHEMIST II	1	(1)
CONSTR & MAINT SUPV II	5	CONSTR & MAINT SUPV II	6	1
CONSTR EQUIP SERV WORKR	2	CONSTR EQUIP SERV WORKR	2	0
CUSTODIAL SVCS ASST	19	CUSTODIAL SVCS ASST	16	(3)
CUSTODIAN	193	CUSTODIAN	162	(31)

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
CUSTODIAN SUPERVISOR	17	CUSTODIAN SUPERVISOR	18	1
DELIVERY DRIVER I	4	DELIVERY DRIVER I	5	1
	-	DELIVERY DRIVER III	1	1
DEPT CHIEF ACCT II	1	DEPT CHIEF ACCT II	1	0
DEPT CHIEF ACCT III	1	DEPT CHIEF ACCT III	1	0
DIR OF FLEET SERVICES	1	DIR OF FLEET SERVICES	1	0
DIR OF MATL TESTNG SVCS	1	DIR OF MATL TESTNG SVCS	1	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
DRILL RIG OPERATOR	4	DRILL RIG OPERATOR	4	0
DUP MACH OPERATOR I	3		-	(3)
DUP MACH OPERATOR II	5	DUP MACH OPERATOR II	2	(3)
DUP MACH OPERATOR III	2	DUP MACH OPERATOR III	7	5
<i>series summing</i>	10	<i>series summing</i>	9	<b>(1)</b>
	-	ELECTRCL CRAFT HELPER	1	1
ELECTRICIAN	13	ELECTRICIAN	16	3
ELECTRICIAN SUPV	6	ELECTRICIAN SUPV	4	(2)
ELEVATOR MECHANIC	9	ELEVATOR MECHANIC	9	0
ELEVATOR MECHANIC HLPR	1	ELEVATOR MECHANIC HLPR	3	2
ELEVATOR REPAIR SUPV I	1	ELEVATOR REPAIR SUPV I	1	0
ELEVATOR REPAIR SUPV II	1	ELEVATOR REPAIR SUPV II	1	0
EQUIP REPAIR SUPVR	6	EQUIP REPAIR SUPVR	4	(2)
EQUIPMNT MECHANIC	159	EQUIPMNT MECHANIC	167	8
	-	EQUIPMNT OPERATOR	1	1
EQUIPMNT SUPERINTENDENT	3	EQUIPMNT SUPERINTENDENT	3	0
EVENT ATTENDANT	1	EVENT ATTENDANT	1	0
EXEC ADMIN ASST II	2	EXEC ADMIN ASST II	2	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
GARAGE ATTENDANT	21	GARAGE ATTENDANT	28	7
GEN AUTOMOTIVE SUPVR	1	GEN AUTOMOTIVE SUPVR	2	1
HEAD CUSTODIAN SUPVR	6	HEAD CUSTODIAN SUPVR	7	1
HEAVY DUTY EQUIP MECH	58	HEAVY DUTY EQUIP MECH	63	5
HELICOPTER MECH	26	HELICOPTER MECH	26	0
HELICOPTER MECH SUPV I	7	HELICOPTER MECH SUPV I	7	0
HELICOPTER MECH SUPV II	2	HELICOPTER MECH SUPV II	2	0
LABOR SUPERVISOR	1	LABOR SUPERVISOR	1	0
LIGHT EQUIP OPERATOR	1		-	(1)
LOCKSMITH	1	LOCKSMITH	2	1
MACHINIST	3	MACHINIST	3	0
MAINT & CONSTR HELPER	4	MAINT & CONSTR HELPER	5	1
MAINTENANCE ASST	2		-	(2)
MAINTENANCE LABORER	1	MAINTENANCE LABORER	2	1
MATL TST ENGINEER I	2	MATL TST ENGINEER I	2	0
MATL TST ENGINEER II	1	MATL TST ENGINEER II	1	0
	-	MATL TST ENGRG ASSC I	1	1

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
MATL TST ENGRG ASSC II	20	MATL TST ENGRG ASSC II	21	1
MATL TST ENGRG ASSC III	4	MATL TST ENGRG ASSC III	4	0
MATL TST ENGRG ASSC IV	1	MATL TST ENGRG ASSC IV	1	0
MECH ENGRG ASSC II	1	MECH ENGRG ASSC II	1	0
MECH REPAIRER I	1	MECH REPAIRER	3	2
MECH REPAIRER II	2		-	(2)
MESSENGER CLERK	4	MESSENGER CLERK	4	0
PAINTER	3	PAINTER	3	0
	-	PAINTER SUPVR	1	1
PARKING ATTENDANT I	30	PARKING ATTENDANT I	25	(5)
PARKING ATTENDANT II	16	PARKING ATTENDANT II	13	(3)
PARKING MANAGER I	1	PARKING MANAGER I	1	0
PARKING MANAGER II	1	PARKING MANAGER II	1	0
PARKING SERVICES SUPV	1	PARKING SERVICES SUPV	1	0
PLASTERER	1			(1)
PLUMBER	11	PLUMBER	14	3
PLUMBER SUPERVISOR	7	PLUMBER SUPERVISOR	7	0
PR STOREKEEPER	5	PR STOREKEEPER	6	1
PRE-PRESS OPERATOR I	2	PRE-PRESS OPERATOR I	1	(1)
PRE-PRESS OPERATOR II	1	PRE-PRESS OPERATOR II	1	0
PRINT SHOP TRAINEE	3		-	(3)
PRINTING PRESS OPER I	1	PRINTING PRESS OPER I	4	3
PRINTING PRESS OPER II	2		-	(2)
PRINTING SVCS SUPT	1	PRINTING SVCS SUPT	1	0
PROPERTY MANAGER I	1		-	(1)
	-	PROPERTY MANAGER II	1	1
ROOFER	10	ROOFER	8	(2)
ROOFER SUPVR	1	ROOFER SUPVR	1	0
SHEET METAL SUPVR	3	SHEET METAL SUPVR	2	(1)
SHEET METAL WORKER	2	SHEET METAL WORKER	2	0
	-	SIGN PAINTER	1	1
SR CLERK TYPIST	28	SR ADMINISTRATIVE CLERK	27	(1)
	-	SR AUTOMOTIVE SUPVR	2	2
SR BUILD OPERATNG ENGR	4	SR BUILD OPERATNG ENGR	3	(1)
SR CARPENTER	1	SR CARPENTER	1	0
SR CHEMIST	3	SR CHEMIST	2	(1)
SR CUSTODIAN I	13	SR CUSTODIAN I	13	0
SR CUSTODIAN II	10	SR CUSTODIAN II	14	4
SR ELECTRICIAN	4	SR ELECTRICIAN	5	1
SR EQUIPMENT MECHANIC	3	SR EQUIPMENT MECHANIC	5	2
	-	SR HVY DUTY EQUIP MECH	2	2
SR GARAGE ATTENDANT	1		-	(1)
SR PARKG ATTENDANT I	3	SR PARKG ATTENDANT I	4	1
SR PAINTER	1			(1)
SR ROOFER	2	SR ROOFER	2	0



## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SR STOREKEEPER	4	SR STOREKEEPER	11	7
	-	SR STOREKEEPER II	1	1
STOREKEEPER II	55	STOREKEEPER II	66	11
STORES SUPERVISOR	1	STORES SUPERVISOR	2	1
SMS PAYMENT CLERK	31	SUPPLY SERVICES PAYMENT CLERK	29	(2)
SUPPLY SVCS MANAGER I	2	SUPPLY SVCS MANAGER I	3	1
SUPPLY SVCS MANAGER II	1	SUPPLY SVCS MANAGER II	1	0
TIRE REPAIRER	8	TIRE REPAIRER	8	0
TIRE REPAIRER SUPVR	1	TIRE REPAIRER SUPVR	1	0
TRUCK OPERATOR	11	TRUCK OPERATOR	11	0
VEHICLE MAINT COORD	2	VEHICLE MAINT COORD	2	0
VOCATIONAL WORKER I	12	VOCATIONAL WORKER I	38	26
VOCATIONAL WORKER II	7	VOCATIONAL WORKER II	7	0
W/WTR TRMT LAB MGR II	1		-	(1)
WAREHOUSE & T/R WKR I	13	WAREHOUSE & T/R WKR I	12	(1)
WAREHOUSE & T/R WKR II	12	WAREHOUSE & T/R WKR II	11	(1)
WELDER	18	WELDER	22	4
WELDER SUPERVISOR	2	WELDER SUPERVISOR	2	0
<b>HARBOR</b>	<b>580</b>	<b>HARBOR</b>	<b>554</b>	<b>(26)</b>
	-	ACCOUNTING CLERK	13	13
ACCOUNTING CLERK II	12			(12)
<i>series summing</i>	12	<i>series summing</i>	13	1
CLERK TYPIST	23	ADMINISTRATIVE CLERK	14	(9)
AIR COND MECH SUPVR II	1	AIR COND MECH SUPVR II	1	0
AIR COND MECHANIC	3	AIR COND MECHANIC	4	1
ARCHITECT	2	ARCHITECT	2	0
ARCHITECTURAL ASSOC II	3	ARCHITECTURAL ASSOC II	2	(1)
ARCHITECTURAL ASSOC III	1	ARCHITECTURAL ASSOC III	1	0
ARCHITECTURAL ASSOC IV	1	ARCHITECTURAL ASSOC IV	1	0
AUDIO VISUAL TECH	2	AUDIO VISUAL TECH	2	0
BOAT CAPTAIN I	1	BOAT CAPTAIN I	1	0
BOAT CAPTAIN I - HARBOR	4	BOAT CAPTAIN I - HARBOR	3	(1)
BOAT CAPTAIN II	2	BOAT CAPTAIN II	1	(1)
	-	BUILD ELECTRCL ENGR I	2	2
BUILD ELECTRCL ENGR II	1		-	(1)
BUILD OPERATING ENGR	2	BUILD OPERATING ENGR	4	2
CARPENTER	9	CARPENTER	7	(2)
CARPENTER SUPVR	1	CARPENTER SUPVR	1	0
CH CONSTR INSPECTOR	1	CH CONSTR INSPECTOR	1	0
CH HARBOR ENGINEER	2	CH HARBOR ENGINEER	2	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
CH PORT PILOT II	2	CH PORT PILOT II	1	(1)
CH WHARFINGER I	2		-	(2)
CH WHARFINGER II	1		-	(1)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
CIVIL ENGINEER	8	CIVIL ENGINEER	18	10
CIVIL ENGRG ASSOC I	2	CIVIL ENGRG ASSOC I	4	2
CIVIL ENGRG ASSOC II	13	CIVIL ENGRG ASSOC II	9	(4)
CIVIL ENGRG ASSOC III	18	CIVIL ENGRG ASSOC III	6	(12)
CIVIL ENGRG ASSOC IV	9	CIVIL ENGRG ASSOC IV	9	0
<i>series summing</i>	50	<i>series summing</i>	46	<b>(4)</b>
COMMUN ENGINEER	1		-	(1)
	-	COMMUN ENGRG ASSOC I	1	1
COMMUN ENGRG ASSOC II	1		-	(1)
COMMUN ENGRG ASSOC III	1	COMMUN ENGRG ASSOC III	1	0
		COMMUN INFO REP III	2	2
COMNTY AFFRS ADVOCATE	2	COMNTY AFFRS ADVOCATE	2	0
CONSTR & MAINT SUPV I	1			(1)
CONSTR & MAINT SUPV II	1	CONSTR & MAINT SUPV II	2	1
CUSTODIAN/HB	14	CUSTODIAL SVCS ASST - HARBOR	1	(13)
	-	CUSTODIAN - HARBOR	14	14
DECK HAND	2	DECK HAND	2	0
DECK HAND - HARBOR	5	DECK HAND - HARBOR	5	0
	-	DELIVERY DRIVER I	1	1
DELIVERY DRIVER II	1			(1)
DELIVERY DRIVER III	1	DELIVERY DRIVER III	1	0
DEPARTMENTAL AUDIT MGR	1	DEPARTMENTAL AUDIT MGR	1	0
DEPT CHIEF ACCT I	1	DEPT CHIEF ACCT I	1	0
DEPT CHIEF ACCT IV	1			(1)
DIR OF PORT CON & MT II	2	DIR OF PORT CON & MT II	1	(1)
DIR OF PORT MRKTNG I	2	DIR OF PORT MRKTNG I	1	(1)
DIR OF PORT MRKTNG II	3	DIR OF PORT MRKTNG II	2	(1)
DIR OF PORT OPERATIONS	1	DIR OF PORT OPERATIONS	1	0
DUP MACH OPERATOR I	1		-	(1)
	-	DUP MACH OPERATOR II	1	1
ELECTRCL CRAFT HELPER	2	ELECTRCL CRAFT HELPER	2	0
	-	ELECTRCL ENGRG ASSC I	1	1
ELECTRCL ENGRG ASSC II	1	ELECTRCL ENGRG ASSC II	2	1
ELECTRCL ENGRG ASSC IV	2		-	(2)
ELECTRICIAN	3	ELECTRICIAN	5	2
ELECTRICIAN SUPV	1	ELECTRICIAN SUPV	1	0
ELEVATOR MECHANIC	1	ELEVATOR MECHANIC	1	0
	-	ELEVATOR MECHANIC HLPR	1	1
ENVIRN AFFRS OFC	1	ENVIRN AFFRS OFC	1	0
	-	ENVIRONMENTAL SPEC I	1	1
ENVIRONMENTAL SPEC II	1	ENVIRONMENTAL SPEC II	1	0
ENVIRONMENTAL SPEC III	8	ENVIRONMENTAL SPEC III	9	1
EQUIP REPAIR SUPVR	1	EQUIP REPAIR SUPVR	1	0
EQUIPMNT MECHANIC	5	EQUIPMENT MECHANIC- HARBOR	4	(1)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**

**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

<b>1/12/2015</b>	<b>Count 2015</b>	<b>4/18/2017</b>	<b>Count 2017</b>	<b>Change</b>
EQUIPMNT OPERATOR	4	EQUIPMNT OPERATOR	4	0
EQUIPMNT SUPERVISOR	1	EQUIPMENT SUPERVISOR	1	0
EXEC ADMIN ASST II	3	EXEC ADMIN ASST II	3	0
EXEC ADMIN ASST III	2	EXEC ADMIN ASST III	2	0
FINANCIAL MANAGER I	4	FINANCIAL MANAGER I	4	0
FINANCIAL MANAGER II	2	FINANCIAL MANAGER II	2	0
FIRST DEPUTY GM HARBOR	5	FIRST DEPUTY GM HARBOR	3	(2)
GARAGE ATTENDANT	3	GARAGE ATTENDANT	3	0
GARDENER CARETAKER	32	GARDENER CARETAKER	27	(5)
HARBOR ENGINEER I	6	HARBOR ENGINEER I	7	1
HARBOR ENGINEER II	4	HARBOR ENGINEER II	5	1
HARBOR PLAN/RESCH DR I	1	HARBOR PLAN/RESCH DR I	1	0
	-	HARBOR PLAN/RESCH DR II	1	1
HARBOR PUB&COMM REL DIR	2	HARBOR PUB&COMM REL DIR	2	0
HEAVY DUTY EQUIP MECH	5	HEAVY DUTY EQUIP MECH	8	3
HEAVY DUTY TRUCK OPER	2	HEAVY DUTY TRUCK OPER	3	1
INDUSTRIAL HYGIENIST	1	INDUSTRIAL HYGIENIST	1	0
INFO SYSTEM MGR I	3	INFO SYSTEM MGR I	1	(2)
	-	INFO SYSTEM MGR II	1	1
IRRIGATION SPECIALIST	1	IRRIGATION SPECIALIST	1	0
LANDSCAPE ARCH I	1	LANDSCAPE ARCH I	1	0
LOCKSMITH	2	LOCKSMITH	2	0
MACHINIST	3	MACHINIST	2	(1)
MACHINIST SUPERVISOR	1	MACHINIST SUPERVISOR	1	0
MAINT & CONSTR HELPER	8	MAINT & CONSTR HELPER	3	(5)
MAINTENANCE ASST	1		-	(1)
MAINTENANCE LABORER	24	MAINTENANCE LABORER	20	(4)
MARINE ENVIRON MGR I	2	MARINE ENVIRON MGR I	2	0
MARINE ENVRNMTL SUPVR	5	MARINE ENVRNMTL SUPVR	5	0
MASONRY WORKER	1	MASONRY WORKER	1	0
MATL TST ENGINEER II	1	MATL TST ENGINEER II	1	0
MATL TST ENGRG ASSC I	1	MATL TST ENGRG ASSC I	1	0
	-	MATL TST ENGRG ASSC II	1	1
	-	MECH ENGRG ASSC I	1	1
MECH ENGRG ASSC IV	1	MECH ENGRG ASSC IV	1	0
MECH HELPER	2	MECH HELPER	1	(1)
MECH REPAIR GEN SUPVR	2	MECH REPAIR GEN SUPVR	2	0
MOTOR SWEEPER OPERATOR	1	MOTOR SWEEPER OPERATOR	1	0
PAINTER II	6	PAINTER II	7	1
PAINTER SUPVR II HARBOR	1	PAINTER SUPVR II HARBOR	1	0
PARK MAINT SUPVR	2	PARK MAINT SUPVR	3	1
PILE DRIVER SUPERVISOR	1	PILE DRIVER SUPERVISOR	1	0
PILE DRIVER WORKER I	4	PILE DRIVER WORKER I	5	1
PLUMBER	9	PLUMBER	8	(1)
PLUMBER SUPERVISOR	1	PLUMBER SUPERVISOR	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
PORT ELECTRICAL MECH SUPV	2	PORT ELECTRICAL MECH SUPV	3	1
PORT ELECTRICAL MECHANIC	24	PORT ELECTRICAL MECHANIC	21	(3)
PORT MAINTENANCE SUPV	1	PORT MAINTENANCE SUPV	3	2
PORT MARKETING MANAGER	2	PORT MARKETING MANAGER	2	0
PR GROUNDS MAINT SUPVII	1		-	(1)
PR SECURITY OFFICER	2	PR SECURITY OFFICER	1	(1)
		PROGRAMMER/ANALYST I	1	1
PROGRAMMER/ANALYST IV	5	PROGRAMMER/ANALYST IV	4	(1)
PROGRAMMER/ANALYST V	3	PROGRAMMER/ANALYST V	1	(2)
PROPERTY MANAGER II	4	PROPERTY MANAGER II	3	(1)
PROPERTY MANAGER III	1	PROPERTY MANAGER III	3	2
PROPERTY MANAGER IV	1	PROPERTY MANAGER IV	1	0
	-	PUB INFO DIRECTOR I	2	2
RISK & INSURANCE ASST	1	RISK & INSURANCE ASST	1	0
RISK MANAGER II	1	RISK MANAGER II	1	0
RISK MANAGER III	1	RISK MANAGER III	1	0
ROOFER	12	ROOFER	12	0
ROOFER SUPVR	1	ROOFER SUPVR	1	0
SECOND DEPUTY GM HARBOR	3	SECOND DEPUTY GM HARBOR	2	(1)
SECRETARY	4	SECRETARY	6	2
SECURITY OFFICER	30	SECURITY OFFICER	27	(3)
SHEET METAL WORKER	2	SHEET METAL WORKER	2	0
SHIP CARPENTER	3	SHIP CARPENTER	3	0
SR CLERK TYPIST	40	SR ADMINISTRATIVE CLERK	44	4
SR BUILD OPERATNG ENGR	1	SR BUILD OPERATNG ENGR	1	0
SR CARPENTER	2	SR CARPENTER	1	(1)
SR CIVIL ENGINEER	8	SR CIVIL ENGINEER	9	1
SR COMMUN ENGINEER	1	SR COMMUN ENGINEER	1	0
SR DUP MACHINE OPERATOR	1	SR DUP MACHINE OPERATOR	1	0
SR ELECTRICIAN	1		-	(1)
SR GARDENER	3	SR GARDENER	3	0
SR HVY DUTY EQUIP MECH	2	SR HVY DUTY EQUIP MECH	2	0
SR PAINTER II	2	SR PAINTER II	1	(1)
SR PLUMBER	1	SR PLUMBER	2	1
SR ROOFER	2	SR ROOFER	2	0
SR SECURITY OFFICER	6	SR SECURITY OFFICER	5	(1)
SR STOREKEEPER	1	SR STOREKEEPER	1	0
SR STRUCTURAL ENGINEER	2	SR STRUCTURAL ENGINEER	2	0
SR TRANSP ENGINEER	1	SR TRANSP ENGINEER	2	1
ST SVCS WORKER I	2	ST SVCS WORKER I	2	0
ST SVCS WORKER II	1			(1)
STOREKEEPER II	3	STOREKEEPER II	3	0
STRUCTRL ENGRG ASSC III	2		-	(2)
STRUCTRL ENGRG ASSC IV	1		-	(1)
	-	TELECOM PLN & UTIL OFCR	1	1

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
TRAF MANAGER	5	TRAF MANAGER	5	0
TRAF PAINT SIGN POST II	1			(1)
TRANSP ENGINEER	1	TRANSP ENGINEER	1	0
TRANSP ENGRG ASSC III	1	TRANSP ENGRG ASSC III	1	0
TREE SURGEON	2	TREE SURGEON	2	0
TREE SURGEON ASST	2	TREE SURGEON ASST	1	(1)
TREE SURGEON SUPVSR I	1	TREE SURGEON SUPVSR I	1	0
	-	VOCATIONAL WORKER I	1	1
VOCATIONAL WORKER II	3	VOCATIONAL WORKER II	7	4
WAREHOUSE & T/R WKR II	2	WAREHOUSE & T/R WKR II	2	0
WATER UTILITY WORKER	1		-	(1)
WELDER	3	WELDER	4	1
WHARFINGER I	11	WHARFINGER I	9	(2)
WHARFINGER II	4	WHARFINGER II	4	0
<b>HOUSING</b>	<b>172</b>	<b>HOUSING</b>	<b>174</b>	<b>2</b>
	-	ACCOUNTING CLERK	17	17
ACCOUNTING CLERK I	6		-	(6)
ACCOUNTING CLERK II	8		-	(8)
<i>series summing</i>	14	<i>series summing</i>	17	3
CLERK TYPIST	73	ADMINISTRATIVE CLERK	74	1
ARCHITECTURAL ASSOC IV	1	ARCHITECTURAL ASSOC IV	1	0
ASST CH GRANTS ADMINSTR	2	ASST CH GRANTS ADMINSTR	2	0
ASST GM COMMUNITY DEV	1		-	(1)
ASST GM HOUSE PRES/PROD	4	ASST GM LA HOUSING DEPT	4	0
CH INSPECTOR	3	CH INSPECTOR	3	0
	-	CH MANAGEMENT ANALYST	2	2
COMMNTY HSG PROGRMS MGR	3	COMMNTY HSG PROGRMS MGR	3	0
COMMUN INFO REP I	6	COMMUN INFO REP I	1	(5)
COMMUN INFO REP II	1	COMMUN INFO REP II	4	3
		COMMUN INFO REP III	1	1
DEPT CHIEF ACCT III	1	DEPT CHIEF ACCT III	1	0
DEPT CHIEF ACCT IV	1	DEPT CHIEF ACCT IV	1	0
DIR ENFORCEMENT OPER	3	DIR ENFORCEMENT OPER	3	0
DIR OF HOUSING	3	DIR OF HOUSING	3	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
ENVIRN AFFRS OFC	1	ENVIRN AFFRS OFC	1	0
ENVIRONMENTAL SPEC II	1		-	(1)
ENVIRONMENTAL SPEC III	1	ENVIRONMENTAL SPEC III	1	0
	-	ENVIRONMENTAL SUPVR I	1	1
	-	EXEC ADMIN ASST II	4	4
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
	-	PROGRAMMER/ANALYST I	1	1
PROGRAMMER/ANALYST III	3	PROGRAMMER/ANALYST III	1	(2)
PROGRAMMER/ANALYST IV	1	PROGRAMMER/ANALYST IV	2	1
PROGRAMMER/ANALYST V	1	PROGRAMMER/ANALYST V	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SECRETARY	7	SECRETARY	4	(3)
SR CLERK TYPIST	37	SR ADMINISTRATIVE CLERK	34	(3)
STOREKEEPER I	1		-	(1)
	-	STOREKEEPER II	1	1
WAREHOUSE & T/R WKR I	1	WAREHOUSE & T/R WKR I	1	0
<b>ITA</b>	<b>312</b>	<b>ITA</b>	<b>252</b>	<b>(60)</b>
311 DIRECTOR	1	311 DIRECTOR	1	0
ACCOUNTING CLERK II	3	ACCOUNTING CLERK	3	0
CLERK TYPIST	3	ADMINISTRATIVE CLERK	3	0
ASST GM INFO TECH AGCY	3	ASST GM INFO TECH AGENCY	3	0
AVIONICS SPECIALIST	5	AVIONICS SPECIALIST	5	0
CH MANAGEMENT ANALYST	2	CH MANAGEMENT ANALYST	1	(1)
COMMUN CABLE SUPV III	1		-	(1)
COMMUN ELECTRICIAN	87	COMMUN ELECTRICIAN	63	(24)
COMMUN ELECTRICIAN SUPV	11	COMMUN ELECTRICIAN SUPV	6	(5)
COMMUN ENGINEER	12	COMMUN ENGINEER	9	(3)
	-	COMMUN ENGRG ASSOC I	2	2
COMMUN ENGRG ASSOC II	15	COMMUN ENGRG ASSOC II	11	(4)
COMMUN ENGRG ASSOC III	11	COMMUN ENGRG ASSOC III	10	(1)
COMMUN ENGRG ASSOC IV	2	COMMUN ENGRG ASSOC IV	5	3
COMMUN INFO REP I	6	COMMUN INFO REP I	6	0
COMMUN INFO REP II	23	COMMUN INFO REP II	19	(4)
COMMUN INFO REP III	2	COMMUN INFO REP III	3	1
COUNCLPH/VOICEMAIL TECH	1	COUNCLPH/VOICEMAIL TECH	1	0
DIR OF COMMUNICATN SVCS	2	DIR OF COMMUNICATN SVCS	2	0
DIR OF SYSTEMS	2	DIR OF SYSTEMS	2	0
	-	EXEC ADMIN ASST II	1	1
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
INFO SYSTEM MGR I	7	INFO SYSTEM MGR I	8	1
INFO SYSTEM MGR II	8	INFO SYSTEM MGR II	7	(1)
PROGRAMMER/ANALYST II	1			(1)
PROGRAMMER/ANALYST III	16	PROGRAMMER/ANALYST III	11	(5)
PROGRAMMER/ANALYST IV	31	PROGRAMMER/ANALYST IV	23	(8)
PROGRAMMER/ANALYST V	28	PROGRAMMER/ANALYST V	25	(3)
SECRETARY	1			(1)
SR CLERK TYPIST	4	SR ADMINISTRATIVE CLERK	4	0
SR AVIONICS SPECIALIST	1	SR AVIONICS SPECIALIST	1	0
SR COMMUN ELECTRCN SUPV	3	SR COMMUN ELECTRCN SUPV	4	1
SR COMMUN ELECTRICIAN	12	SR COMMUN ELECTRICIAN	4	(8)
SR COMMUN ENGINEER	6	SR COMMUN ENGINEER	7	1
TELECOM REG OFFICER III	1	TELECOM REG OFFICER III	1	0
<b>LACERS</b>	<b>44</b>	<b>LACERS</b>	<b>49</b>	<b>5</b>
	-	ACCOUNTING CLERK	12	12
ACCOUNTING CLERK II	12		-	(12)
CLERK TYPIST	12	ADMINISTRATIVE CLERK	10	(2)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ASST GM-LACERS	2	ASST GM-LACERS	2	0
CH BENEFITS ANALYST	3	CH BENEFITS ANALYST	3	0
CH INVESTMENT OFCR	1	CH INVESTMENT OFCR	1	0
DEPARTMENTAL AUDIT MGR	1	DEPARTMENTAL AUDIT MGR	1	0
DEPT CHIEF ACCT III	1	DEPT CHIEF ACCT III	1	0
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
		INFO SYSTEM MGR I	1	1
		OFFICE TRAINEE ADMIN CLERK	1	1
MESSENGER CLERK	1		-	(1)
	-	PROGRAMMER/ANALYST II	1	1
	-	PROGRAMMER/ANALYST III	1	1
PROGRAMMER/ANALYST IV	1			(1)
PUB INFO DIRECTOR I	1	PUB INFO DIRECTOR I	1	0
SR CLERK TYPIST	7	SR ADMINISTRATIVE CLERK	12	5
<b>LIBRARY</b>	<b>635</b>	<b>LIBRARY</b>	<b>696</b>	<b>61</b>
	-	ACCOUNTING CLERK	5	5
ACCOUNTING CLERK I	2		-	(2)
ACCOUNTING CLERK II	3		-	(3)
<i>series summing</i>	5	<i>series summing</i>	5	0
CLERK TYPIST	244	ADMINISTRATIVE CLERK	264	20
ASST CITY LIBRARIAN	1	ASST CITY LIBRARIAN	1	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
DELIVERY DRIVER II	9	DELIVERY DRIVER II	9	0
DELIVERY DRIVER III	1	DELIVERY DRIVER III	1	0
	-	DEPT CHIEF ACCT III	1	1
DEVELPMNT & MRKTNG DIR	1	DEVELPMNT & MRKTNG DIR	1	0
DIVISION LIBRARIAN	2	DIVISION LIBRARIAN	3	1
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
LIBRARIAN I	52	LIBRARIAN I	65	13
LIBRARIAN II	131	LIBRARIAN II	145	14
LIBRARIAN III	31	LIBRARIAN III	31	0
LIBRARY ASST I	37	LIBRARY ASST I	43	6
LIBRARY ASST II	5	LIBRARY ASST II	7	2
MESSENGER CLERK	3	MESSENGER CLERK	3	0
PR LIBRARIAN I	11	PR LIBRARIAN I	14	3
PR LIBRARIAN II	1	PR LIBRARIAN II	1	0
PROGRAMMER/ANALYST II	2	PROGRAMMER/ANALYST III	2	0
	-	PUB INFO DIRECTOR I	1	1
SECRETARY	3	SECRETARY	3	0
SR CLERK TYPIST	1	SR ADMINISTRATIVE CLERK	1	0
SR EVENT ATTENDANT	1	SR EVENT ATTENDANT	1	0
SR LIBRARIAN	90	SR LIBRARIAN	90	0
STOREKEEPER II	1	STOREKEEPER II	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
WAREHOUSE & T/R WKR I	1		-	(1)
	-	WAREHOUSE & T/R WKR II	1	1
<b>PENSIONS</b>	<b>32</b>	<b>LAFPPS</b>	<b>27</b>	<b>(5)</b>
CLERK TYPIST	9	ADMINISTRATIVE CLERK	5	(4)
CH BENEFITS ANALYST	1	CH BENEFITS ANALYST	1	0
CH INVESTMENT OFCR	1	CH INVESTMENT OFCR	1	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
DEPARTMENTAL AUDIT MGR	1	DEPARTMENTAL AUDIT MGR	1	0
DEPT CHIEF ACCT III	1		-	(1)
	-	DEPT CHIEF ACCT IV	1	1
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
INFO SYSTEM MGR II	1	INFO SYSTEM MGR II	1	0
PROGRAMMER/ANALYST III	2		-	(2)
PROGRAMMER/ANALYST V	1		-	(1)
SECRETARY	3	SECRETARY	3	0
SR CLERK TYPIST	9	SR ADMINISTRATIVE CLERK	11	2
<b>PERSONNEL</b>	<b>184</b>	<b>PERSONNEL</b>	<b>184</b>	<b>0</b>
	-	ACCOUNTING CLERK	9	9
ACCOUNTING CLERK II	11		-	(11)
<i>series summing</i>	11	<i>series summing</i>	9	(2)
CLERK TYPIST	50	ADMINISTRATIVE CLERK	44	(6)
ADV PR PRO COR CARE II	7	ADV PR PRO COR CARE II	8	1
CH MANAGEMENT ANALYST	2	CH MANAGEMENT ANALYST	2	0
CORRECTIONAL NURSE II	24	CORRECTIONAL NURSE II	23	(1)
CORRECTIONAL NURSE III	3	CORRECTIONAL NURSE III	3	0
ERGONOMIST	1	ERGONOMIST	1	0
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
HEARING REPORTER	1	HEARING REPORTER	1	0
LICENSED VOC NURSE	1	LICENSED VOC NURSE	3	2
MED SERVS ADMIN	1	MED SERVS ADMIN	1	0
NURSE MANAGER	1	NURSE MANAGER	1	0
OCCUPATIONAL HLTH NURSE	2	OCCUPATIONAL HLTH NURSE	2	0
OCCUPATIONAL PSYCHOL II	4	OCCUPATIONAL PSYCHOL II	4	0
OCCUPATIONAL PSYCHOLIII	1	OCCUPATIONAL PSYCHOLIII	1	0
	-	OFFICE TRAINEE ADMIN CLERK	2	2
PHYSICIAN I	4	PHYSICIAN I	3	(1)
PHYSICIAN II	1	PHYSICIAN II	1	0
PROGRAMMER/ANALYST III	1	PROGRAMMER/ANALYST III	1	0
PROGRAMMER/ANALYST IV	2	PROGRAMMER/ANALYST IV	2	0
PROGRAMMER/ANALYST V	1		-	(1)
<i>series summing</i>	4	<i>series summing</i>	3	(1)
PUB INFO DIRECTOR I	1	PUB INFO DIRECTOR I	1	0



## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SAFETY ADMINISTRATOR	1	SAFETY ADMINISTRATOR	1	0
SECRETARY	1	SECRETARY	2	1
SR CLERK TYPIST	48	SR ADMINISTRATIVE CLERK	49	1
SUPVSG OCCUP HLTH NURSE	1	SUPVSG OCCUP HLTH NURSE	1	0
WORKERS COMP ADMNTR I	2	WORKERS COMP ADMNTR I	2	0
WORKERS COMP CLAIMS AST	10	WORKERS COMP CLAIMS AST	14	4
<b>PLANNING</b>	<b>52</b>	<b>PLANNING</b>	<b>63</b>	<b>11</b>
	-	ACCOUNTING CLERK	2	2
ACCOUNTING CLERK II	1		-	(1)
<i>series summing</i>	1	<i>series summing</i>	2	1
CLERK TYPIST	8	ADMINISTRATIVE CLERK	13	5
ARCHITECT	1	ARCHITECT	1	0
ASSOC ZONING ADMINSTR	8	ASSOC ZONING ADMINSTR	8	0
CH ZONING ADMINSTR	1	CH ZONING ADMINSTR	1	0
DEPUTY DIR OF PLANNING	3	DEPUTY DIR OF PLANNING	3	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
ENVIRONMENTAL SPEC II	1	ENVIRONMENTAL SPEC II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	2	1
	-	OPER & STATS RES ANL I	2	2
OPER & STATS RES ANL II	1	OPER & STATS RES ANL II	1	0
PR CITY PLANNER	5	PR CITY PLANNER	6	1
	-	PROGRAMMER/ANALYST IV	1	1
	-	PUB INFO DIRECTOR I	1	1
SECRETARY	1	SECRETARY	2	1
SR CLERK TYPIST	19	SR ADMINISTRATIVE CLERK	17	(2)
STRUCTRL ENGRG ASSC III	1	STRUCTRL ENGRG ASSC III	1	0
<b>POLICE CIVILIAN</b>	<b>2,140</b>	<b>LAPD</b>	<b>2,187</b>	<b>47</b>
	-	ACCOUNTING CLERK	23	23
ACCOUNTING CLERK I	7		-	(7)
ACCOUNTING CLERK II	14		-	(14)
<i>series summing</i>	21	<i>series summing</i>	23	2
CLERK TYPIST	259	ADMINISTRATIVE CLERK	221	(38)
ASST INSPECTOR GENERAL	3	ASST INSPECTOR GENERAL	3	0
AUDIO VISUAL TECH	3	AUDIO VISUAL TECH	3	0
AUTO BODY BLDR/REPAIRER	9	AUTO BODY BLDR/REPAIRER	11	2
AUTO PAINTER	4	AUTO PAINTER	3	(1)
		AUTO BODY REPR SUPVR I	1	1
	-	AUTOMOTIVE DISPATCHR I	1	1
AUTOMOTIVE SUPERVISOR	6	AUTOMOTIVE SUPERVISOR	9	3
BUILD REPAIRER SUPVR	1	BUILD REPAIRER SUPVR	1	0
CABINET MAKER	1	CABINET MAKER	1	0
CH FORENSIC CHEMIST I	2	CH FORENSIC CHEMIST I	4	2
CH FORENSIC CHEMIST II	1	CH FORENSIC CHEMIST II	1	0
CH INFORMATION OFFICER	1		-	(1)

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
CH POLICE PSYCHOLOGIST	1	CH POLICE PSYCHOLOGIST	1	0
CH SECURITY OFFICER I	2	CH SECURITY OFFICER I	2	0
COMMUN ELECTRICIAN	5	COMMUN ELECTRICIAN	17	12
COMMUN ENGINEER/PM1	1		-	(1)
	-	COMMUN ELECTRICIAN SUPV	2	2
COMMUN ENGRG ASSOC II	1	COMMUN ENGRG ASSOC II	1	0
COMMUN INFO REP III	8	COMMUN INFO REP III	4	(4)
CRIMINALIST I	4	CRIMINALIST I	15	11
CRIMINALIST II	106	CRIMINALIST II	96	(10)
CRIMINALIST III	9	CRIMINALIST III	16	7
<i>series summing</i>	119		127	8
CUSTODIAN	1	CUSTODIAN	1	0
DELIVERY DRIVER I	1		-	(1)
DEPT CHIEF ACCT III	1		-	(1)
DETENTION OFFICER	191	DETENTION OFFICER	242	51
DIR OF POLICE TRANSP I	1	DIR OF POLICE TRANSP I	1	0
DIR OF POLICE TRANSP II	1	DIR OF POLICE TRANSP II	1	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	2	1
EQUINE KEEPER	3	EQUINE KEEPER	3	0
EQUIPMNT MECHANIC	91	EQUIPMNT MECHANIC	107	16
EXEC ADMIN ASST II	12	EXEC ADMIN ASST II	14	2
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
FINGERPRNT IDEN EXP I	8	FINGERPRNT IDEN EXP I	11	3
FINGERPRNT IDEN EXP II	3	FINGERPRNT IDEN EXP II	3	0
FINGERPRNT IDEN EXP III	3	FINGERPRNT IDEN EXP III	3	0
GARAGE ATTENDANT	20	GARAGE ATTENDANT	25	5
GARDENER CARETAKER	2	GARDENER CARETAKER	2	0
GEN AUTOMOTIVE SUPVR	1	GEN AUTOMOTIVE SUPVR	1	0
HEARING REPORTER	6	HEARING REPORTER	6	0
INFO SYSTEM MGR II	1	INFO SYSTEM MGR II	1	0
MAINT & CONSTR HELPER	1	MAINT & CONSTR HELPER	1	0
MAINTENANCE LABORER	2	MAINTENANCE LABORER	2	0
MECH REPAIRER I	1	MECH REPAIRER	1	0
MUNICIPAL POLICE LIEUTENANT	2	MUNICIPAL POLICE LIEUTENANT	1	(1)
MUNICIPAL POLICE CAPTAIN I	1	MUNICIPAL POLICE CAPTAIN I	1	0
MUNICIPAL POLICE CAPTAIN II	1	MUNICIPAL POLICE CAPTAIN II	1	0
MUNICIPAL POLICE SERGEANT	8	MUNICIPAL POLICE SERGEANT	5	(3)
NUTRITIONIST	1	NUTRITIONIST	1	0
PAINTER	1		-	(1)
PARK MAINT SUPVR	1	PARK MAINT SUPVR	1	0
POL SURVLLNCE SPEC I	8	POL SURVLLNCE SPEC I	14	6
POL SURVLLNCE SPEC II	1	POL SURVLLNCE SPEC II	1	0
<i>series summing</i>	9	<i>series summing</i>	15	0
POLICE ADMIN I	5	POLICE ADMIN I	8	3

## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
POLICE ADMIN II	3	POLICE ADMIN II	3	0
POLICE ADMIN III	2	POLICE ADMIN III	2	0
POLICE PSYCHOLOGIST I	9	POLICE PSYCHOLOGIST I	13	4
POLICE PSYCHOLOGIST II	2	POLICE PSYCHOLOGIST II	2	0
POLICE SERVICE REP I	24	POLICE SERVICE REP I	52	28
POLICE SERVICE REP II	397	POLICE SERVICE REP II	335	(62)
POLICE SERVICE REP III	146	POLICE SERVICE REP III	162	16
<i>series summing</i>	567		549	<b>(18)</b>
PR DETENTION OFCR	25	PR DETENTION OFCR	25	0
PR PROPERTY OFFICER	3	PR PROPERTY OFFICER	5	2
PR SECURITY OFFICER	1	PR SECURITY OFFICER	3	2
PR STOREKEEPER	1	PR STOREKEEPER	1	0
PROGRAMMER/ANALYST IV	4	PROGRAMMER/ANALYST IV	4	0
PROGRAMMER/ANALYST V	2	PROGRAMMER/ANALYST V	3	1
PROPERTY OFFICER	45	PROPERTY OFFICER	43	(2)
PUB INFO DIRECTOR I	1	PUB INFO DIRECTOR I	1	0
REPROGRAPHIC OPER I	1	REPROGRAPHIC OPER I	1	0
SECRETARY	46	SECRETARY	47	1
SECURITY AIDE	3	SECURITY AIDE	2	(1)
SECURITY OFFICER	102	SECURITY OFFICER	103	1
SR CLERK TYPIST	343	SR ADMINISTRATIVE CLERK	323	(20)
	-	SR AUTOMOTIVE SUPVR	2	2
	-	SR COMMUN ELECTRICIAN	4	4
	-	SR COMMUN ENGINEER	1	1
SR DETENTION OFFICER	87	SR DETENTION OFFICER	78	(9)
SR EQUIPMENT MECHANIC	17	SR EQUIPMENT MECHANIC	24	7
SR PROPERTY OFFICER	12	SR PROPERTY OFFICER	13	1
SR SECURITY OFFICER	9	SR SECURITY OFFICER	11	2
SR STOREKEEPER	1	SR STOREKEEPER	1	0
STOREKEEPER II	6	STOREKEEPER II	5	(1)
SUPVSG CRIMINALIST	15	SUPVSG CRIMINALIST	16	1
TRANSIT SECRETARY	1	TRANSIT SECRETARY	1	0
UPHOLSTERER	1	UPHOLSTERER	1	0
WAREHOUSE & T/R WKR I	1	WAREHOUSE & T/R WKR I	1	0
WAREHOUSE & T/R WKR II	1	WAREHOUSE & T/R WKR II	2	1
<b>PW - BOARD</b>	<b>20</b>	<b>PW BOARD</b>	<b>17</b>	<b>(3)</b>
	-	ACCOUNTING CLERK	3	3
ACCOUNTING CLERK I	3			(3)
ACCOUNTING CLERK II	1			(1)
<i>series summing</i>	4		3	<b>(1)</b>
CLERK TYPIST	3	ADMINISTRATIVE CLERK	3	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
DEPT CHIEF ACCT II	1	DEPT CHIEF ACCT II	1	0
DEPT CHIEF ACCT IV	1	DEPT CHIEF ACCT IV	1	0

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
PROGRAMMER/ANALYST III	1			(1)
SR CLERK TYPIST	7	SR ADMINISTRATIVE CLERK	6	(1)
STOREKEEPER II	1	STOREKEEPER II	1	0
<b>PW - CONTRACT ADMIN</b>	<b>21</b>	<b>PW CON AD</b>	<b>22</b>	<b>1</b>
		ACCOUNTING CLERK	1	1
CLERK TYPIST	4	ADMINISTRATIVE CLERK	2	(2)
ASST DIR BUR CONTR ADMN	1		-	(1)
CH CONSTR INSPECTOR	4	CH CONSTR INSPECTOR	5	1
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
CIVIL ENGINEER	1	CIVIL ENGINEER	1	0
CONTRACT CMPL PRG MGR II	1	CONTRACT CMPL PRG MGR II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
SR CLERK TYPIST	8	SR ADMINISTRATIVE CLERK	10	2
<b>PW - ENGINEERING</b>	<b>509</b>	<b>PW ENGINEERING</b>	<b>561</b>	<b>52</b>
	-	ACCOUNTING CLERK	3	3
ACCOUNTING CLERK II	3		-	(3)
<i>series summing</i>	3	<i>series summing</i>	3	0
CLERK TYPIST	18	ADMINISTRATIVE CLERK	16	(2)
ARCHITECT	9	ARCHITECT	8	(1)
ARCHITECT/PM I	2	ARCHITECT/PM I	1	(1)
ARCHITECTURAL ASSOC I	2	ARCHITECTURAL ASSOC I	6	4
ARCHITECTURAL ASSOC II	10	ARCHITECTURAL ASSOC II	9	(1)
ARCHITECTURAL ASSOC III	1	ARCHITECTURAL ASSOC III	3	2
ARCHITECTURAL ASSOC IV	2	ARCHITECTURAL ASSOC IV	2	0
<i>series summing</i>	15		20	5
BLD MECH ENGR I	4	BLD MECH ENGR I	4	0
	-	BLD MECH ENGR II	1	1
<i>series summing</i>	4	<i>series summing</i>	5	1
BUILD ELECTRCL ENGR I	1	BUILD ELECTRCL ENGR I	1	0
BUILD ELECTRCL ENGR II	1	BUILD ELECTRCL ENGR II	2	1
<i>series summing</i>	2	<i>series summing</i>	3	1
	-	CH MANAGEMENT ANALYST	1	1
CH REAL ESTATE OFCR II	1	CH REAL ESTATE OFCR II	1	0
CIV ENGRG ASSOC/PM I	1			(1)
CIVIL ENGINEER	46	CIVIL ENGINEER	59	13
CIVIL ENGINEER/PM I	7	CIVIL ENGINEER/PM I	5	(2)
CIVIL ENGRG ASSOC I	31	CIVIL ENGRG ASSOC I	57	26
CIVIL ENGRG ASSOC II	75	CIVIL ENGRG ASSOC II	87	12
CIVIL ENGRG ASSOC III	63	CIVIL ENGRG ASSOC III	52	(11)
CIVIL ENGRG ASSOC IV	13	CIVIL ENGRG ASSOC IV	16	3
<i>series summing</i>	182	<i>series summing</i>	212	30
COMNTY AFFRS ADVOCATE	1	COMNTY AFFRS ADVOCATE	1	0
CONTRACT ADMINISTRATOR	1		-	(1)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
CONTRL SYS ENG ASSC II	1		-	(1)
CONTRL SYS ENG ASSC III	2	CONTRL SYS ENG ASSC III	3	1
CONTRL SYS ENG ASSC IV	1	CONTRL SYS ENG ASSC IV	1	0
<i>series summing</i>	4		4	0
CONTROL SYS ENGINEER	1	CONTROL SYS ENGINEER	1	0
DEPUTY CITY ENGINEER I	4	DEPUTY CITY ENGINEER I	4	0
DEPUTY CITY ENGINEER II	1	DEPUTY CITY ENGINEER II	1	0
<i>series summing</i>	5	<i>series summing</i>	5	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
ELECTRCL ENGRG ASSC I	2	ELECTRCL ENGRG ASSC I	2	0
ELECTRCL ENGRG ASSC II1	1	ELECTRCL ENGRG ASSC III	1	0
ELECTRCL ENGRG ASSC IV	1	ELECTRCL ENGRG ASSC IV	1	0
<i>series summing</i>	4	<i>series summing</i>	4	0
ENGINEER OF SURVEYS	1	ENGINEER OF SURVEYS	1	0
	-	ENGRG GEOLGST ASSOC I	1	1
ENGRG GEOLGST ASSOC II	2			(2)
ENGRG GEOLGST ASSOC III	1	ENGRG GEOLGST ASSOC III	3	2
ENGRG GEOLOGIST I	2	ENGRG GEOLOGIST I	2	0
ENGRG GEOLOGIST II	2	ENGRG GEOLOGIST II	1	(1)
<i>series summing</i>	7		6	(1)
	-	ENVIRN AFFRS OFC	2	2
ENVIRN AFFRS OFC/PM III	1	ENVIRN AFFRS OFC/PM III	1	0
ENVIRONMENTAL SPEC II	3	ENVIRONMENTAL SPEC II	4	1
ENVIRONMENTAL SUPVR I	3	ENVIRONMENTAL SUPVR I	4	1
ENVIRONMENTAL SUPVR II	2	ENVIRONMENTAL SUPVR II	2	0
ENVRMNTL ENGINEER	7	ENVRMNTL ENGINEER	6	(1)
ENVRMNTL ENGR/PM I	3	ENVRMNTL ENGR/PM I	1	(2)
ENVRMNTL ENGRG ASSC II	6	ENVRMNTL ENGRG ASSC II	5	(1)
ENVRMNTL ENGRG ASSC III	4	ENVRMNTL ENGRG ASSC III	9	5
<i>series summing</i>	10	<i>series summing</i>	14	4
EXEC ADMIN ASST II	2	EXEC ADMIN ASST II	3	1
EXEC ADMIN ASST III	1		-	(1)
GEOTECH ENGINEER 1	2	GEOTECH ENGINEER I	2	0
GEOTECH ENGINEER 2	2	GEOTECH ENGINEER II	2	0
GEOTECH ENGINEER 3	1			(1)
	-	LANDSCAPE ARCH ASSC I	3	3
LANDSCAPE ARCH ASSC II	1	LANDSCAPE ARCH ASSC II	1	0
LANDSCAPE ARCH ASSC III	3	LANDSCAPE ARCH ASSC III	1	(2)
LANDSCAPE ARCH I	3	LANDSCAPE ARCH I	1	(2)
		LANDSCAPE ARCH II	1	1
<i>series summing</i>	7		7	0
MECH ENGRG ASSC II	1	MECH ENGRG ASSC II	1	0
MECH ENGRG ASSC III	3	MECH ENGRG ASSC III	3	0
MECH ENGRG ASSC IV	2	MECH ENGRG ASSC IV	2	0

## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
PLUMBING&HEAT TECH ADVR	1			(1)
PR ARCHITECT	1	PR ARCHITECT	1	0
PR CIVIL ENGINEER	10	PR CIVIL ENGINEER	14	4
PR CIVIL ENGR/PM III	3	PR CIVIL ENGR/PM III	2	(1)
PROGRAMMER/ANALYST III	4	PROGRAMMER/ANALYST III	4	0
	-	PROGRAMMER/ANALYST V	1	1
<i>series summing</i>	4		5	1
REPROGRAPHIC OPER I	4	REPROGRAPHIC OPER I	4	0
REPROGRAPHIC OPER II	2	REPROGRAPHIC OPER II	1	(1)
<i>series summing</i>	6	<i>series summing</i>	5	(1)
SECRETARY	8	SECRETARY	7	(1)
SR CLERK TYPIST	44	SR ADMINISTRATIVE CLERK	41	(3)
SR ARCHITECT	2	SR ARCHITECT	2	0
SR ARCHITECT/PM II	1	SR ARCHITECT/PM II	1	0
SR CIVIL ENGINEER	16	SR CIVIL ENGINEER	22	6
SR CIVIL ENGR/PM II	1			(1)
SR CONSTR ENGINEER	1	SR CONSTR ENGINEER	4	3
SR CONSTR ENGR/PM II	1			(1)
SR ENVRMNTL ENGINEER	2	SR ENVRMNTL ENGINEER	3	1
SR ENVRMNTL ENGR/PM II	1			(1)
SR STRUCTRL ENGR/PM II	1	SR STRUCTRL ENGR/PM II	1	0
SR STRUCTURAL ENGINEER	3	SR STRUCTURAL ENGINEER	2	(1)
STRUCT ENG ASSC/PM I	1	STRUCT ENG ASSC/PM I	1	0
STRUCTRL ENGRG ASSC I	4	STRUCTRL ENGRG ASSC I	3	(1)
STRUCTRL ENGRG ASSC II	7	STRUCTRL ENGRG ASSC II	12	5
STRUCTRL ENGRG ASSC III	17	STRUCTRL ENGRG ASSC III	14	(3)
STRUCTRL ENGRG ASSC IV	1	STRUCTRL ENGRG ASSC IV	3	2
<i>series summing</i>	30	<i>series summing</i>	33	3
STRUCTURAL ENGINEER	8	STRUCTURAL ENGINEER	6	(2)
<b>PW - SANITATION</b>	<b>2,075</b>	<b>PW SANITATION</b>	<b>2,455</b>	<b>380</b>
	-	ACCOUNTING CLERK	43	43
ACCOUNTING CLERK I	14		-	(14)
ACCOUNTING CLERK II	11		-	(11)
<i>series summing</i>	25	<i>series summing</i>	43	18
CLERK TYPIST	62	ADMINISTRATIVE CLERK	63	1
AIR COND MECH SUPVR	1	AIR COND MECH SUPVR	1	0
AIR COND MECHANIC	4	AIR COND MECHANIC	4	0
ASST DIR BUR SANITATION	4	ASST DIR BUR SANITATION	5	1
BLD MECH ENGR I	1	BLD MECH ENGR I	1	0
BLD MECH ENGR II	1	BLD MECH ENGR II	1	0
BOAT CAPTAIN I	1	BOAT CAPTAIN I	1	0
BOAT CAPTAIN II	1	BOAT CAPTAIN II	1	0
BUILD OPERATING ENGR	3	BUILD OPERATING ENGR	3	0
BUILD REPAIRER SUPVR	1		-	(1)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
BUILDING REPAIRER I	1		-	(1)
CABINET MAKER	1	CABINET MAKER	1	0
CARPENTER	5	CARPENTER	19	14
CARPENTER SUPVR	1	CARPENTER SUPVR	1	0
	-	CEMENT FINISHER	62	62
	-	CEMENT FINISHER WORKER	18	18
CH CUSTODIAN SUPVR I	1	CH CUSTODIAN SUPVR I	1	0
CH FINANCIAL OFFICER	1	CH FINANCIAL OFFICER	1	0
	-	CH MANAGEMENT ANALYST	3	3
CHEMIST I	7	CHEMIST I	9	2
CHEMIST II	-	CHEMIST II	23	23
<i>series summing</i>	7	<i>series summing</i>	32	<b>25</b>
CIVIL ENGINEER	2	CIVIL ENGINEER	4	2
CIVIL ENGRG ASSOC I	1	CIVIL ENGRG ASSOC I	5	4
CIVIL ENGRG ASSOC II	20	CIVIL ENGRG ASSOC II	18	(2)
CIVIL ENGRG ASSOC III	6	CIVIL ENGRG ASSOC III	6	0
CIVIL ENGRG ASSOC IV	3	CIVIL ENGRG ASSOC IV	2	(1)
<i>series summing</i>	32	<i>series summing</i>	35	<b>3</b>
COMMUN ELECTRICIAN	2	COMMUN ELECTRICIAN	1	(1)
COMMUN INFO REP II	39	COMMUN INFO REP II	38	(1)
	-	COMMUN INFO REP III	9	9
COMNTY AFFRS ADVOCATE	1	COMNTY AFFRS ADVOCATE	1	0
	-	CONSTR & MAINT SUPV I	1	1
CONTRL SYS ENG ASSC II	3	CONTRL SYS ENG ASSC II	4	1
CONTRL SYS ENG ASSC III	3	CONTRL SYS ENG ASSC III	3	0
CONTROL SYS ENGINEER	1	CONTROL SYS ENGINEER	1	0
<i>series summing</i>	7		8	<b>1</b>
		CUSTODIAL SVCS ASST	3	3
CUSTODIAN	18	CUSTODIAN	13	(5)
CUSTODIAN SUPERVISOR	1	CUSTODIAN SUPERVISOR	1	0
<i>series summing</i>	19	<i>series summing</i>	17	<b>(2)</b>
DECK HAND	1	DECK HAND	1	0
DELIVERY DRIVER I	2	DELIVERY DRIVER I	2	0
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
ELECTRCL CRAFT HELPER	4	ELECTRCL CRAFT HELPER	3	(1)
ELECTRCL ENGRG ASSC I	1			(1)
ELECTRCL ENGRG ASSC II	1	ELECTRCL ENGRG ASSC II	3	2
ELECTRCL ENGRG ASSC IV	1			(1)
<i>series summing</i>	3		3	<b>0</b>
ELECTRIC PUMP PLT OPR	2	ELECTRIC PUMP PLT OPR	1	(1)
ELECTRICIAN	4	ELECTRICIAN	2	(2)
ENVIRN AFFRS OFC	3	ENVIRN AFFRS OFC	5	2
	-	ENVIRONMENTAL SPEC I	1	1
ENVIRONMENTAL SPEC II	7	ENVIRONMENTAL SPEC II	11	4

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ENVIRONMENTAL SPEC III	2	ENVIRONMENTAL SPEC III	6	4
<i>series summing</i>	9		18	9
ENVIRONMENTAL SUPVR I	4	ENVIRONMENTAL SUPVR I	4	0
ENVIRONMENTAL SUPVR II	2	ENVIRONMENTAL SUPVR II	2	0
ENVRMNTL ENGINEER	33	ENVRMNTL ENGINEER	30	(3)
ENVRMNTL ENGRG ASSC I	21	ENVRMNTL ENGRG ASSC I	34	13
ENVRMNTL ENGRG ASSC II	57	ENVRMNTL ENGRG ASSC II	53	(4)
ENVRMNTL ENGRG ASSC III	32	ENVRMNTL ENGRG ASSC III	34	2
ENVRMNTL ENGRG ASSC IV	6	ENVRMNTL ENGRG ASSC IV	7	1
<i>series summing</i>	149	<i>series summing</i>	158	9
EQUIPMENT SUPERVISOR	6	EQUIPMENT SUPERVISOR	5	(1)
EQUIPMNT OPERATOR	31	EQUIPMNT OPERATOR	54	23
EQUIPMNT SUPERVISOR	1	EQUIPMNT SUPERVISOR	1	0
EXEC ADMIN ASST II	3	EXEC ADMIN ASST II	2	(1)
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
GARDENER CARETAKER	21	GARDENER CARETAKER	22	1
HEAVY DUTY EQUIP MECH	1		-	(1)
HEAVY DUTY TRUCK OPER	13	HEAVY DUTY TRUCK OPER	29	16
HYPERION TRMT PLNT MGR	1	HYPERION TRMT PLNT MGR	1	0
	-	INDUSTRIAL HYGIENIST	1	1
	-	INFO SYSTEM MGR I	1	1
INSTRUMENT MECH	21	INSTRUMENT MECH	21	0
	-	INSTRUMENT MECH SUPV	3	3
INSTRUMENT MECH SUPV I	3		-	(3)
INSTRUMENT MECH SUPV II	2		-	(2)
INTERMED W/W TRMT OPER	1	INTERMED W/W TRMT OPER	1	0
LABOR SUPERVISOR	1	LABOR SUPERVISOR	2	1
LANDSCAPE ARCH ASSC II	1	LANDSCAPE ARCH ASSC II	1	0
LANDSCAPE ARCH ASSC III	1	LANDSCAPE ARCH ASSC III	1	0
LANDSCAPE ARCH I	1	LANDSCAPE ARCH I	1	0
MACHINIST	6	MACHINIST	1	(5)
MACHINIST SUPVR II	1	MACHINIST SUPVR II	1	0
MAINT & CONSTR HELPER	5	MAINT & CONSTR HELPER	21	16
	-	MAINTENANCE ASST	2	2
MAINTENANCE LABORER	171	MAINTENANCE LABORER	232	61
<i>series summing</i>	176	<i>series summing</i>	255	79
MARKETING MANAGER	1	MARKETING MANAGER	1	0
	-	MASONRY WORKER	1	1
	-	MECH ENGRG ASSC I	1	1
MECH ENGRG ASSC II	1		-	(1)
MECH ENGRG ASSC III	2	MECH ENGRG ASSC III	2	0
MECH HELPER	18	MECH HELPER	15	(3)
MECH REPAIRER II	3	MECH REPAIRER	1	(2)
PAINTER	10	PAINTER	11	1



**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
PAINTER SUPVR	2	PAINTER SUPVR	1	(1)
PARK MAINT SUPVR	2	PARK MAINT SUPVR	1	(1)
PIPEFITTER	7	PIPEFITTER	11	4
PLANT EQUIPMNT TRAINEE	21	PLANT EQUIPMNT TRAINEE	9	(12)
PLUMBER	14	PLUMBER	19	5
PLUMBER SUPERVISOR	1	PLUMBER SUPERVISOR	2	1
POWER SHOVEL OPERATOR	2	POWER SHOVEL OPERATOR	3	1
PR CIVIL ENGINEER	1	PR CIVIL ENGINEER	1	0
PR ENVRMNTL ENGR	1	PR ENVRMNTL ENGR	2	1
PROGRAMMER/ANALYST II	1	PROGRAMMER/ANALYST II	1	0
PROGRAMMER/ANALYST III	2	PROGRAMMER/ANALYST III	1	(1)
	-	PROGRAMMER/ANALYST IV	1	1
<i>series summing</i>	3	<i>series summing</i>	3	0
PUB INFO DIRECTOR I	2	PUB INFO DIRECTOR I	2	0
	-	PUB INFO DIRECTOR II	1	1
REF COLL SUPERVISOR	37	REF COLL SUPERVISOR	33	(4)
REF COLL TRUCK OPER II	623	REF COLL TRUCK OPER II	665	42
REF CREW FIELD INSTR	10	REF CREW FIELD INSTR	10	0
	-	RISK MANAGER II	1	1
SANDBLAST OPERATOR	1			(1)
SANITATION WSTWATER MGR I	11	SANITATION WSTWATER MGR I	8	(3)
SANITATION WSTWATER MGR II	4	SANITATION WSTWATER MGR II	5	1
SANITATION WSTWATER MGR III	6	SANITATION WSTWATER MGR III	6	0
<i>series summing</i>	21	<i>series summing</i>	19	1
SECRETARY	9	SECRETARY	10	1
SHEET METAL WORKER	1	SHEET METAL WORKER	1	0
SHIFT SUPT W/W TRMT I	4	SHIFT SUPT W/W TRMT I	5	1
SHIFT SUPT W/W TRMT II	3	SHIFT SUPT W/W TRMT II	3	0
SOLID RESOURCE SUPT	9	SOLID RESOURCE SUPT	7	(2)
SOLID RESOURCES MGR I	5	SOLID RESOURCES MGR I	8	3
SOLID RESOURCES MGR II	5	SOLID RESOURCES MGR II	8	3
SOLID WSTE DISP SUPT II	2	SOLID WSTE DISP SUPT II	1	(1)
SR CLERK TYPIST	68	SR ADMINISTRATIVE CLERK	76	8
SR CARPENTER	2	SR CARPENTER	3	1
SR CHEMIST	11	SR CHEMIST	12	1
SR CIVIL ENGINEER	4	SR CIVIL ENGINEER	4	0
SR CUSTODIAN I	2	SR CUSTODIAN I	1	(1)
SR ELECTRC PUMP PL OPER	1		-	(1)
SR ENVRMNTL ENGINEER	12	SR ENVRMNTL ENGINEER	14	2
SR GARDENER	2	SR GARDENER	2	0
SR PAINTER	1	SR PLUMBER	4	3
SR PLUMBER	4		-	(4)
SR W/W TREATMENT OPER	11	SR W/W TREATMENT OPER	9	(2)
SR WINDOW CLEANER	1	SR WINDOW CLEANER	1	0

## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
	-	ST SVCS GEN SUPT I	1	1
	-	ST SVCS SUPT I	2	2
	-	ST SVCS SUPVR I	10	10
	-	ST SVCS SUPVR II	13	13
	-	ST SVCS WORKER I	4	4
STRUCTRL ENGRG ASSC III	1	STRUCTRL ENGRG ASSC III	1	0
TRANSITIONAL WORKER	7	TRANSITIONAL WORKER	8	1
TRUCK OPERATOR	1	TRUCK OPERATOR	5	4
	-	VOCATIONAL WORKER I	8	8
	-	VOCATIONAL WORKER II	5	5
W/WTR COLL SUPERVISOR	16	W/WTR COLL SUPERVISOR	15	(1)
W/WTR COLL WORKER I	43	W/WTR COLL WORKER I	30	(13)
W/WTR COLL WORKER II	115	W/WTR COLL WORKER II	148	33
W/WTR RES RSRCH ENGR	1		-	(1)
W/WTR TRMT ELEC I	26	W/WTR TRMT ELEC I	26	0
W/WTR TRMT ELEC II	6	W/WTR TRMT ELEC II	6	0
W/WTR TRMT ELEC SUPVR	4	W/WTR TRMT ELEC SUPVR	3	(1)
W/WTR TRMT LAB MGR I	3	W/WTR TRMT LAB MGR I	3	0
W/WTR TRMT LAB MGR II	1	W/WTR TRMT LAB MGR II	3	2
W/WTR TRMT LAB MGR III	1		-	(1)
<i>series summing</i>	5		6	1
	-	W/WTR TRMT MECH	55	55
W/WTR TRMT MECH I	34			(34)
W/WTR TRMT MECH II	14			(14)
W/WTR TRMT MECH SUPVR	5	W/WTR TRMT MECH SUPVR	3	(2)
<i>series summing</i>	53	<i>series summing</i>	58	5
W/WTR TRMT OPER I	61	W/WTR TRMT OPER I	63	2
W/WTR TRMT OPER II	23	W/WTR TRMT OPER II	24	1
W/WTR TRMT OPER III	31	W/WTR TRMT OPER III	29	(2)
<i>series summing</i>	115	<i>series summing</i>	116	1
WATER BIOLOGIST I	3	WATER BIOLOGIST I	6	3
WATER BIOLOGIST II	9	WATER BIOLOGIST II	9	0
WATER BIOLOGIST III	4	WATER BIOLOGIST III	4	0
<i>series summing</i>	16		19	3
WATER MICROBIOLOGIST II	3	WATER MICROBIOLOGIST II	3	0
WATER MICROBIOLOGIST III	1	WATER MICROBIOLOGIST III	1	0
WELDER	2	WELDER	4	2
	-	WELDER SUPERVISOR	1	1
WELDER SUPERVISOR II	1		-	1
<i>series summing</i>	1	<i>series summing</i>	1	0
<b>PW - STREET LIGHTING</b>	<b>164</b>	<b>PW STREET LIGHTING</b>	<b>204</b>	<b>40</b>
	-	ACCOUNTING CLERK	4	4
ACCOUNTING CLERK I	2			(2)
ACCOUNTING CLERK II	1			(1)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
<i>series summing</i>	3	<i>series summing</i>	4	1
CLERK TYPIST	4	ADMINISTRATIVE CLERK	4	0
ASST DIR BUR OF ST LTG	1	ASST DIR BUR OF ST LTG	2	1
ASST ST LTG ELECTRCN	18	ASST ST LTG ELECTRCN	21	3
CEMENT FINISHER	1	CEMENT FINISHER	2	1
CEMENT FINISHER WORKER	1	CEMENT FINISHER WORKER	2	1
	-	CH MANAGEMENT ANALYST	1	1
CIVIL ENGRG ASSOC II	2	CIVIL ENGRG ASSOC II	2	0
ELECTRCL CRAFT HELPER	26	ELECTRCL CRAFT HELPER	36	10
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
MAINT & CONSTR HELPER	2	MAINT & CONSTR HELPER	5	3
	-	MECH HELPER	1	1
	-	PROGRAMMER/ANALYST III	1	1
SR CLERK TYPIST	3	SR ADMINISTRATIVE CLERK	2	(1)
	-	SR STOREKEEPER	1	1
SR STREET LTG ENGINEER	3	SR STREET LTG ENGINEER	3	0
	-	ST LIGHTING CONSTRUCTION & MAINT SUPT I	2	2
	-	ST LIGHTING CONSTRUCTION & MAINT SUPT II	1	1
ST LTG ELECTRCN	31	ST LTG ELECTRCN	28	(3)
ST LTG ELECTRCN SUPV I	7	ST LTG ELECTRCN SUPV I	9	2
ST LTG ELECTRCN SUPV II	1			(1)
ST LTG ELECTRCN SUPVIII	1			(1)
<i>series summing</i>	40	<i>series summing</i>	37	(3)
ST LTG ENGINEER	5	ST LTG ENGINEER	7	2
ST LTG ENGINEER/PM1	1	ST LTG ENGINEER/PM1	2	1
	-	ST LTG ENGRG ASSC I	18	18
ST LTG ENGRG ASSC II	25	ST LTG ENGRG ASSC II	22	(3)
ST LTG ENGRG ASSC III	15	ST LTG ENGRG ASSC III	15	0
ST LTG ENGRG ASSC IV	2	ST LTG ENGRG ASSC IV	2	0
	-	ST LTG ENGRG ASSC/PM1	1	1
<i>series summing</i>	31	<i>series summing</i>	49	18
STOREKEEPER II	1	STOREKEEPER II	1	0
STRUCTRL ENGRG ASSC II	3	STRUCTRL ENGRG ASSC II	3	0
STRUCTRL ENGRG ASSC III	2	STRUCTRL ENGRG ASSC III	1	(1)
WAREHOUSE & T/R WKR I	2	WAREHOUSE & T/R WKR I	1	(1)
WELDER	2	WELDER	2	0
<b>PW - STREET SERVICES</b>	<b>768</b>	<b>PW STREET SERVICES</b>	<b>650</b>	<b>(118)</b>
ACCOUNTING CLERK I	2		-	(2)
ACCOUNTING CLERK II	9		-	(9)
<i>series summing</i>	11	<i>series summing</i>	-	(11)
CLERK TYPIST	14	ADMINISTRATIVE CLERK	8	(6)
ASPHALT PLANT OPER I	2	ASPHALT PLANT OPER I	1	(1)
ASPHALT PLANT OPER II	3	ASPHALT PLANT OPER II	4	1

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ASPHALT PLANT SUPVR	2	ASPHALT PLANT SUPVR	2	0
ASST DIR BUR OF ST SVCS	2	ASST DIR BUR OF ST SVCS	3	1
CARPENTER	14		-	(14)
CEMENT FINISHER	44	CEMENT FINISHER	2	(42)
CEMENT FINISHER WORKER	7		-	(7)
CH MANAGEMENT ANALYST	1		-	(1)
CH ST SVC INVEST I	1	CH ST SVC INVEST I	1	0
CH ST SVC INVEST II	1	CH ST SVC INVEST II	1	0
CIVIL ENGINEER	4	CIVIL ENGINEER	2	(2)
	-	CIVIL ENGRG ASSOC I	18	18
CIVIL ENGRG ASSOC II	4	CIVIL ENGRG ASSOC II	3	(1)
CIVIL ENGRG ASSOC III	3	CIVIL ENGRG ASSOC III	2	(1)
CIVIL ENGRG ASSOC IV	1	CIVIL ENGRG ASSOC IV	1	0
COMMUN INFO REP II	6		-	(6)
CONTRACT ADMINISTRATOR	1	CONTRACT ADMINISTRATOR	1	0
ELECTRCL CRAFT HELPER	1		-	(1)
ELECTRICIAN	2	ELECTRICIAN	2	0
	-	ENVIRONMENTAL SPEC II	1	1
ELECTRICIAN SUPV	1		-	(1)
EQUIPMNT OPERATOR	73	EQUIPMNT OPERATOR	59	(14)
GARDENER CARETAKER	10	GARDENER CARETAKER	8	(2)
HEAVY DUTY TRUCK OPER	77	HEAVY DUTY TRUCK OPER	52	(25)
IRRIGATION SPECIALIST	1	IRRIGATION SPECIALIST	1	0
LANDSCAPE ARCH ASSC I	3	LANDSCAPE ARCH ASSC I	2	(1)
LANDSCAPE ARCH ASSC II	4	LANDSCAPE ARCH ASSC II	5	1
LANDSCAPE ARCH I	1	LANDSCAPE ARCH I	3	2
LANDSCAPE ARCH II	1	LANDSCAPE ARCH II	1	0
<i>series summing</i>	9	<i>series summing</i>	11	2
LIGHT EQUIP OPERATOR	6	LIGHT EQUIP OPERATOR	5	(1)
MAINT & CONSTR HELPER	26	MAINT & CONSTR HELPER	9	(17)
	-	MAINTENANCE ASST	9	9
MAINTENANCE LABORER	62	MAINTENANCE LABORER	39	(23)
<i>series summing</i>	62		48	(14)
MASONRY WORKER	1		-	(1)
MECH HELPER	1		-	(1)
	-	MECH REPAIRER	1	1
MECH REPAIRER II	1		-	(1)
MOTOR SWEEPER OPERATOR	68	MOTOR SWEEPER OPERATOR	89	21
PARK MAINT SUPVR	1	PARK MAINT SUPVR	1	0
PLUMBER	7	PLUMBER	1	(6)
POWER SHOVEL OPERATOR	1		-	(1)
PR CIVIL ENGINEER	1	PR CIVIL ENGINEER	1	0
RISK MANAGER II	1		-	(1)
SR CLERK TYPIST	10	SR ADMINISTRATIVE CLERK	10	0

## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SR CARPENTER	2		-	(2)
SR CIVIL ENGINEER	1	SR CIVIL ENGINEER	1	0
SR GARDENER	1	SR GARDENER	1	0
SR PARK MAINT SUPVR	1	SR PARK MAINT SUPVR	1	0
ST SVCS GEN SUPT I	3	ST SVCS GEN SUPT I	3	0
ST SVCS GEN SUPT II	1		-	(1)
ST SVCS SUPT I	6	ST SVCS SUPT I	12	6
ST SVCS SUPT II	2	ST SVCS SUPT II	5	3
ST SVCS SUPVR I	46	ST SVCS SUPVR I	53	7
ST SVCS SUPVR II	28	ST SVCS SUPVR II	13	(15)
ST SVCS WORKER I	38	ST SVCS WORKER I	53	15
ST SVCS WORKER II	11	ST SVCS WORKER II	17	6
ST SVCS WORKER III	3	ST SVCS WORKER III	2	(1)
<i>series summing</i>	134	<i>series summing</i>	155	<b>21</b>
ST TREE SUPT I	2	ST TREE SUPT I	3	1
ST TREE SUPT II	1	ST TREE SUPT II	1	0
TRANSITIONAL WORKER	22		-	(22)
		TRANSP ENGINEER	1	0
TRANSP ENGRG ASSC III	1			
TREE SURGEON	19	TREE SURGEON	27	8
TREE SURGEON ASST	14	TREE SURGEON ASST	11	(3)
TREE SURGEON SUPVSR I	20	TREE SURGEON SUPVSR I	27	7
TREE SURGEON SUPVSR II	8	TREE SURGEON SUPVSR II	9	1
<i>series summing</i>	<b>61</b>		<b>74</b>	<b>13</b>
TRUCK OPERATOR	51	TRUCK OPERATOR	45	(6)
	-	VOCATIONAL WORKER I	5	5
	-	VOCATIONAL WORKER II	10	10
WAREHOUSE & T/R WKR I	5	WAREHOUSE & T/R WKR I	4	(1)
WELDER	1	WELDER	1	0
<b>REC &amp; PARKS</b>	<b>1,173</b>	<b>REC AND PARKS</b>	<b>1,184</b>	<b>11</b>
	-	ACCOUNTING CLERK	8	8
ACCOUNTING CLERK I	8		-	(8)
ACCOUNTING CLERK II	2		-	(2)
<i>series summing</i>	10		8	<b>(2)</b>
CLERK TYPIST	18	ADMINISTRATIVE CLERK	26	8
	-	AIR COND MECH SUPVR	1	1
AIR COND MECHANIC	6	AIR COND MECHANIC	6	0
AQUARIUM EDUCATOR I	3	AQUARIUM EDUCATOR I	5	2
AQUARIUM EDUCATOR II	2	AQUARIUM EDUCATOR II	2	0
	-	ARCHITECT	1	1
ARCHITECTURAL ASSOC I	1	ARCHITECTURAL ASSOC I	1	0
ARCHITECTURAL ASSOC II	1	ARCHITECTURAL ASSOC II	1	0
ASST GM REC & PARKS	3	ASST GM REC & PARKS	3	0
ASTRONOMICAL LECTURER	1	ASTRONOMICAL LECTURER	1	0

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ASTRONOMICAL OBSERVER	1	ASTRONOMICAL OBSERVER	1	0
BUILD OPERATING ENGR	1	BUILD OPERATING ENGR	1	0
	-	BUILD REPAIRER SUPVR	1	1
BUILDING REPAIRER I	7	BUILDING REPAIRER I	6	(1)
CAMP MANAGER	1	CAMP MANAGER	1	0
CARPENTER	13	CARPENTER	13	0
CEMENT FINISHER	5	CEMENT FINISHER	4	(1)
CEMENT FINISHER SUPVR	1	CEMENT FINISHER SUPVR	1	0
CEMENT FINISHER WORKER	4	CEMENT FINISHER WORKER	4	0
<i>series summing</i>	10	<i>series summing</i>	9	(1)
	-	CH FINANCIAL OFFICER	1	1
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	1	0
CHILD CARE ASSOCIATE II	9	CHILD CARE ASSOCIATE II	6	(3)
CHILD CARE CENTER DIR	1	CHILD CARE CENTER DIR	2	1
CIVIL ENGINEER	1		-	(1)
CIVIL ENGINEER/PM III	1	CIVIL ENGINEER/PM III	1	0
COMMUN ELECTRICIAN	2	COMMUN ELECTRICIAN	1	(1)
CONSTR & MAINT SUPV II	2	CONSTR & MAINT SUPV II	3	1
COOK I	1	COOK I	1	0
COOK II	1	COOK II	1	0
CUSTODIAN	1	CUSTODIAN	1	0
DEPT CHIEF ACCT III	1			(1)
	-	DEPT CHIEF ACCT IV	1	1
DIR OF SYSTEMS	1	DIR OF SYSTEMS	1	0
ELECTRCL CRAFT HELPER	1	ELECTRCL CRAFT HELPER	1	0
ELECTRCL ENGRG ASSC IV	1	ELECTRCL ENGRG ASSC IV	1	0
ELECTRICIAN	16	ELECTRICIAN	13	(3)
ELECTRICIAN SUPV	1	ELECTRICIAN SUPV	1	0
ENVIRONMENTAL SPEC I	1	ENVIRONMENTAL SPEC I	1	0
	-	ENVIRONMENTAL SPEC II	1	1
ENVIRONMENTAL SPEC III	1		-	(1)
ENVIRONMENTAL SUPVR II	1	ENVIRONMENTAL SUPVR II	1	0
EQUIPMNT OPERATOR	9	EQUIPMNT OPERATOR	9	0
EXEC ADMIN ASST II	2	EXEC ADMIN ASST II	3	1
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
EXEC DIR EXPO PK COMPLX	1	EXEC DIR EXPO PK COMPLX	1	0
FLOOR FINISHER I	1	FLOOR FINISHER I	1	0
GARDENER CARETAKER	322	GARDENER CARETAKER	331	9
GOLF MANAGER	1	GOLF MANAGER	1	0
GOLF STARTER	16	GOLF STARTER	17	1
HEAVY DUTY TRUCK OPER	3			(3)
IRRIGATION SPECIALIST	29	IRRIGATION SPECIALIST	29	0
LANDSCAPE ARCH ASSC II	1	LANDSCAPE ARCH ASSC II	1	0
LANDSCAPE ARCH ASSC III	2	LANDSCAPE ARCH ASSC III	2	0

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
LANDSCAPE ARCH I	1	LANDSCAPE ARCH I	1	0
LANDSCAPE ARCH II	1	LANDSCAPE ARCH II	1	0
LIGHT EQUIP OPERATOR	31	LIGHT EQUIP OPERATOR	32	1
MACHINIST	1	MACHINIST	1	0
MAINT & CONSTR HELPER	7	MAINT & CONSTR HELPER	5	(2)
MAINTENANCE LABORER	7	MAINTENANCE LABORER	7	0
MASONRY WORKER	3	MASONRY WORKER	1	(2)
MECH HELPER	2	MECH HELPER	1	(1)
	-	MECH REPAIRER	12	12
MECH REPAIR SUPVR	1		-	(1)
MECH REPAIRER II	10		-	(10)
<i>series summing</i>	11	<i>series summing</i>	12	1
MOTOR SWEEPER OPERATOR	2	MOTOR SWEEPER OPERATOR	1	(1)
OBSERVATORY DIRECTOR I	1	OBSERVATORY DIRECTOR I	1	0
OBSERVATORY DIRECTOR II	1	OBSERVATORY DIRECTOR II	1	0
OBSERVATORY PROG SUPRV	1	OBSERVATORY PROG SUPRV	1	0
PAINTER	17	PAINTER	15	(2)
PAINTER SUPVR	2	PAINTER SUPVR	2	0
PARK MAINT SUPVR	35	PARK MAINT SUPVR	36	1
PARK RANGER	13	PARK RANGER	19	6
PARK SERVICES ATT I	2	PARK SERVICES ATT I	2	0
PARK SERVICES ATT II	10	PARK SERVICES ATT II	11	1
	-	PLAYGROUND EQUIP SUPVR	1	1
PLUMBER	17	PLUMBER	17	0
PLUMBER SUPERVISOR	3	PLUMBER SUPERVISOR	3	0
PR GROUNDS MAINT SUPVII	5	PR GROUNDS MAINT SUPVII	6	1
PR REC SUPERVISOR I	4	PR REC SUPERVISOR I	4	0
PR REC SUPERVISOR II	2	PR REC SUPERVISOR II	3	1
PROGRAMMER/ANALYST III	4	PROGRAMMER/ANALYST III	3	(1)
PROGRAMMER/ANALYST V	1		-	(1)
PUB INFO DIRECTOR I	1	PUB INFO DIRECTOR I	1	0
RECREATION COORDINATOR	144	RECREATION COORDINATOR	144	0
RECREATION FAC DIR	79	RECREATION FAC DIR	82	3
RISK MANAGER I	1		-	(1)
	-	RISK MANAGER II	1	1
ROOFER	3	ROOFER	3	0
SANDBLAST OPERATOR	1	SANDBLAST OPERATOR	1	0
SECRETARY	7	SECRETARY	6	(1)
SHEET METAL WORKER	1	SHEET METAL WORKER	1	0
SIGN PAINTER	2	SIGN PAINTER	2	0
SR CLERK TYPIST	22	SR ADMINISTRATIVE CLERK	17	(5)
SR CARPENTER	2	SR CARPENTER	2	0
SR ELECTRICIAN	1	SR ELECTRICIAN	1	0
SR GARDENER	104	SR GARDENER	99	(5)

JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
SR PAINTER	3	SR PAINTER	2	(1)
SR PARK MAINT SUPVR	8	SR PARK MAINT SUPVR	6	(2)
SR PARK RANGER I	4	SR PARK RANGER I	5	1
SR PARK RANGER II	1	SR PARK RANGER II	2	1
SR RECREATION DIR I	30	SR RECREATION DIR I	30	0
SR RECREATION DIR II	26	SR RECREATION DIR II	30	4
SR ROOFER	1	SR ROOFER	1	0
ST SVCS WORKER II	1	ST SVCS WORKER II	1	0
STRUCTRL ENGRG ASSC IV	1	STRUCTRL ENGRG ASSC IV	2	1
SUPT OF R/P OPERATIONS	5	SUPT OF R/P OPERATIONS	6	1
TRANSITIONAL WORKER	5	TRANSITIONAL WORKER	2	(3)
TREE SURGEON	11	TREE SURGEON	17	6
TREE SURGEON ASST	2		-	(2)
TREE SURGEON SUPVSR I	5	TREE SURGEON SUPVSR I	5	0
TREE SURGEON SUPVSR II	1			(1)
TRUCK OPERATOR	5	TRUCK OPERATOR	3	(2)
UPHOLSTERER	1	UPHOLSTERER	1	0
WELDER	1	WELDER	2	1
<b>TRANSPORTATION</b>	<b>1,145</b>	<b>DOT</b>	<b>1,146</b>	<b>1</b>
	-	ACCOUNTING CLERK	10	10
ACCOUNTING CLERK I	2		-	(2)
ACCOUNTING CLERK II	10		-	(10)
CLERK TYPIST	20	ADMINISTRATIVE CLERK	20	0
ASST GM TRANSPORTATION	3	ASST GM TRANSPORTATION	4	1
ASST SIGNL SYS ELECTRCN	9	ASST SIGNL SYS ELECTRCN	11	2
CEMENT FINISHER	3	CEMENT FINISHER	3	0
CH MANAGEMENT ANALYST	1	CH MANAGEMENT ANALYST	3	2
CH OF TRANSIT PROGRAMS	1	CH OF TRANSIT PROGRAMS	1	0
CH PRKG ENFORCE OPERTNS	1	CH PRKG ENFORCE OPERTNS	1	0
COMMUN INFO REP III	20	COMMUN INFO REP III	16	(4)
	-	COMNTY AFFRS ADVOCATE	1	1
	-	DEPT CHIEF ACCT IV	1	1
ELECTRCL CRAFT HELPER	8	ELECTRCL CRAFT HELPER	6	(2)
	-	EQUIP REPAIR SUPVR	1	1
EXEC ADMIN ASST II	1			(1)
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
INFO SYSTEM MGR II	1	INFO SYSTEM MGR II	1	0
	-	MAINTENANCE ASST	5	5
MAINTENANCE LABORER	21	MAINTENANCE LABORER	20	(1)
MECH HELPER	2			(2)
MECH REPAIRER II	2	MECH REPAIRER	1	(1)
PAINTER	1	PAINTER	1	0
PARKG MTR TECH SPV I	5	PARKG MTR TECH SPV I	5	0
PARKG MTR TECH SPV II	1	PARKG MTR TECH SPV II	1	0
PARKING ENFORCE MGR II	2	PARKING ENFORCE MGR II	2	0



## CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
PARKING MTR TECHNICIAN	22	PARKING MTR TECHNICIAN	20	(2)
PR TRANSP ENGINEER	3	PR TRANSP ENGINEER	6	3
PROGRAMMER/ANALYST I	1		-	(1)
PUB INFO DIRECTOR I	1		-	(1)
	-	PUB INFO DIRECTOR II	1	1
		RISK MANAGER II	1	1
SIGN PAINTER	2	SIGN PAINTER	1	(1)
		SIGN SHOP SUPERVISOR	1	1
SIGNAL SYS SUPT	1	SIGNAL SYS SUPT	1	0
SIGNAL SYSTEM ELECTRCN	71	SIGNAL SYSTEM ELECTRCN	79	8
SIGNAL SYSTEM SUPVR I	10	SIGNAL SYSTEM SUPVR I	8	(2)
SIGNAL SYSTEM SUPVR II	3	SIGNAL SYSTEM SUPVR II	2	(1)
SR CLERK TYPIST	25	SR ADMINISTRATIVE CLERK	21	(4)
SR STOREKEEPER	1	SR STOREKEEPER	1	0
SR TRAFFIC SUPV I	63	SR TRAFFIC SUPV I	64	1
SR TRAFFIC SUPV II	12	SR TRAFFIC SUPV II	12	0
SR TRAFFIC SUPV III	5	SR TRAFFIC SUPV III	5	0
SR TRANSP ENGINEER	13	SR TRANSP ENGINEER	11	(2)
STOREKEEPER II	2	STOREKEEPER II	2	0
TAXICAB ADMINISTRATOR	1	TAXICAB ADMINISTRATOR	1	0
TRAF MARK/SIGN SUPT I	6	TRAF MARK/SIGN SUPT I	5	(1)
TRAF MARK/SIGN SUPT II	3	TRAF MARK/SIGN SUPT II	3	0
TRAF MARK/SIGN SUPT III	1		-	(1)
TRAF OFFICER I	20	TRAF OFFICER I	37	17
TRAF OFFICER II	540	TRAF OFFICER II	511	(29)
TRAF PAINT SIGN POST I	27	TRAF PAINT SIGN POST I	20	(7)
TRAF PAINT SIGN POST II	17	TRAF PAINT SIGN POST II	22	5
TRAF PNT SIGN POST III	11	TRAF PNT SIGN POST III	10	(1)
TRANSP ENGINEER	27	TRANSP ENGINEER	34	7
TRANSP ENGRG ASSC I	1	TRANSP ENGRG ASSC I	18	17
TRANSP ENGRG ASSC II	89	TRANSP ENGRG ASSC II	63	(26)
TRANSP ENGRG ASSC III	47	TRANSP ENGRG ASSC III	57	10
TRANSP ENGRG ASSC IV	3	TRANSP ENGRG ASSC IV	6	3
<i>series summing</i>	167	<i>series summing</i>	178	<b>11</b>
VOCATIONAL WORKER II	1	VOCATIONAL WORKER II	7	6
WAREHOUSE & T/R WKR I	1	WAREHOUSE & T/R WKR I	1	0
<b>ZOO</b>	<b>174</b>	<b>ZOO</b>	<b>178</b>	<b>4</b>
	-	ACCOUNTING CLERK	3	3
ACCOUNTING CLERK I	1		-	(1)
ACCOUNTING CLERK II	1		-	(1)
<i>series summing</i>	2	<i>series summing</i>	3	<b>1</b>
CLERK TYPIST	4	ADMINISTRATIVE CLERK	4	0
AIR COND MECHANIC	1	AIR COND MECHANIC	1	0
ANIMAL KEEPER	77	ANIMAL KEEPER	76	(1)

**JOB GROWTH SEARCH: REVIEW OF COALITION OF LA UNIONS FILLED POSITIONS**  
**CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017**

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ASST GM L A ZOO	1	ZOO ASST GM	1	0
AUDIO VISUAL TECH	1	AUDIO VISUAL TECH	1	0
BUILDING REPAIRER I	1	BUILDING REPAIRER I	1	0
CARPENTER	2	CARPENTER	2	0
CEMENT FINISHER	1	CEMENT FINISHER	1	0
	-	CH MANAGEMENT ANALYST	1	1
	-	CH VETERINARIAN	1	1
CONSTR & MAINT SUPV II	1	CONSTR & MAINT SUPV II	1	0
CUSTODIAL SVCS ASST	2		-	(2)
CUSTODIAN	8	CUSTODIAN	9	1
EXEC ADMIN ASST II	1	EXEC ADMIN ASST II	1	0
EXEC ADMIN ASST III	1	EXEC ADMIN ASST III	1	0
GARDENER CARETAKER	14	GARDENER CARETAKER	13	(1)
HEAD CUSTODIAN SUPVR	1	HEAD CUSTODIAN SUPVR	1	0
IRRIGATION SPECIALIST	2	IRRIGATION SPECIALIST	2	0
LANDSCAPE ARCH/PM I	1	LANDSCAPE ARCH/PM I	1	0
LIGHT EQUIP OPERATOR	2	LIGHT EQUIP OPERATOR	2	0
	-	MAINT & CONSTR HELPER	1	1
MASONRY WORKER	1	MASONRY WORKER	1	0
	-	MECH REPAIRER	2	2
MECH REPAIRER II	2		-	(2)
PAINTER	2	PAINTER	2	0
PARK SERVICES ATT I	3	PARK SERVICES ATT I	5	2
PARK SERVICES ATT II	5	PARK SERVICES ATT II	4	(1)
PLUMBER	2	PLUMBER	2	0
PR ANIMAL KEEPER	1			(1)
SHEET METAL WORKER	1	SHEET METAL WORKER	1	0
SR CLERK TYPIST	6	SR ADMINISTRATIVE CLERK	6	0
SR ANIMAL KEEPER	8	SR ANIMAL KEEPER	10	2
SR CARPENTER	1	SR CARPENTER	2	1
	-	SR CUSTODIAN I	1	1
SR ELECTRICIAN	1	SR ELECTRICIAN	1	0
SR GARDENER	2	SR GARDENER	2	0
SR PAINTER	1	SR PAINTER	1	0
SR PLUMBER	1		-	(1)
TRUCK OPERATOR	1	TRUCK OPERATOR	1	0
	-	VOCATIONAL WORKER II	1	1
ZOO CURATOR	2	ZOO CURATOR	3	1
ZOO CURATOR OF BIRDS	1		-	(1)
ZOO CURATOR OF EDUC I	3	ZOO CURATOR OF EDUC I	2	(1)
ZOO CURATOR OF EDUC II	2	ZOO CURATOR OF EDUC II	2	0
ZOO CURATOR OF EDUC III	1	ZOO CURATOR OF EDUC III	1	0
ZOO CURATOR OF REPTILES	1	ZOO CURATOR OF REPTILES	1	0
ZOO RESEARCH DIRECTOR	1	ZOO RESEARCH DIRECTOR	1	0
ZOO VETERINARIAN II	1	ZOO VETERINARIAN II	1	0

CAO provided PaySRs payroll runs 1/12/2015 vs. 4/18/2017

1/12/2015	Count 2015	4/18/2017	Count 2017	Change
ZOO VETERINARIAN III	1	ZOO VETERINARIAN III	1	0



## TARGETED LOCAL HIRE PROGRAM CITY OF LOS ANGELES



### PROGRAM OVERVIEW

February 2017  
Personnel Department

[lalocalhire@lacity.org](mailto:lalocalhire@lacity.org) | e-mail  
<http://lalocalhire.lacity.org> | website



## Targeted Local Hire Program



### **What is the Targeted Local Hire Program?**

- Alternative pathway into City civil service jobs
- Targets individuals who face barriers to employment
- On-the-job training for entry level positions
- Additional hiring method for departments



# TARGETED LOCAL HIRE PROGRAM

- I Program Overview
- II Application Process & Candidate Intake
- III Referral Process
- IV Conditions of Employment
- V Designated Referral Agency – Ongoing Role



# TARGETED LOCAL HIRE PROGRAM

- I Program Overview**
- II Application Process & Candidate Intake**
- III Referral Process**
- IV Conditions of Employment**
- V Designated Referral Agency – Ongoing Role**

## Program Background

**Letter of Agreement (LOA)**  
between the Coalition of Unions and  
the City of Los Angeles

### Targeted Local Hire Working Group

*Jackie Goldberg, Chair*

- (8) Coalition of City Unions
- (1) Mayor's Office
- (3) Council
- (1) CAO
- (1) CLA
- (1) EWDD
- (1) Personnel

### Mayoral Directive

Mayor Garcetti released **Executive Directive #15** in support of a targeted local hire program

## Targeted Local Hire Program



On December 8, 2015, the **Coalition of City Unions** (the “Coalition”) and the **City of Los Angeles** (the “City”) signed a **Letter of Agreement (LOA)** wherein a mutual commitment was made to develop innovative workforce development strategies to meet the needs of City residents and stakeholders, strengthen delivery of City services, and provide career opportunities to local residents.

The LOA indicated that a **Targeted Local Hire Working Group** (“Working Group”) would be convened, tasked with designing a functioning framework for a local hire program. It was comprised of an equal number of Coalition and City management representatives, led under the guidance of former City Councilmember **Ms. Jackie Goldberg**, with professional staff support provided by the Personnel Department.

On April 29, 2016, Mayor Eric Garcetti issued **Executive Directive No. 15**, which again emphasized that the Program would focus on hiring and retaining local Angelenos from under-served communities. The Directive instructed all City departments to participate in this program.

As a result of numerous Working Group meetings and discussions, alternate job pathways were identified and the **Targeted Local Hire Program** (“Program”) was created. Through this Program, potential job candidates will be able to gain access to an alternate pathway to civil service jobs by way of on-the-job training periods. The Program will provide opportunity to those that face significant barriers to stable employment, and will further the City’s vision for identifying innovative ways to attract, develop, and sustain an equitable workforce.

The Targeted Local Hire Program Document was adopted by Council in January 2017.





## TARGETED LOCAL HIRE PROGRAM



- ✓ Alternate pathway to civil service
- ✓ On-the-job training
- ✓ Minimum \$15/hour
- ✓ Benefits

The Targeted Local Hire Working Group sought to include these aspects into the Program framework.

# TARGETED LOCAL HIRE PROGRAM

**local residents**  
(zip codes with high unemployment and incomes below median poverty rate, including those with limited English proficiency, sufficient to take advantage of Program's training opportunities)

**veterans**

**older workers**  
(protected under the Age Discrimination in Employment Act of 1967)

**disabled**

**homeless & formerly homeless**



**City job pathways for vulnerable populations**

**transgender**

**formerly incarcerated individuals**

**youth - disconnected, foster, transition age**

**former gang members**  
(including those affected by the City's Rodriguez settlement)

*Currently approved categories*

Per the LOA, the Working Group was additionally tasked with creating an alternate pathway into City civil service for those facing significant barriers to employment.

The Working Group has thus far approved these under-served categories to be targeted by the Program.

NOTE: Zip codes for the local resident category were taken from the Project Labor Agreement as prepared by Public Works. Please see the *Targeted Local Hire Program Document* for more information.

# TARGETED LOCAL HIRE PROGRAM



## Vocational Worker/Office Trainee (6 months):

- “ Exempt from civil service, receiving at least \$15/hr with pension and health benefits
- “ Must successfully complete 6 months on-the-job training period

## “Assistant” Classification (6 months):

- “ There are six “Assistant” classifications.
- “ Appointment to an Assistant classification will be through a civil service eligible list.
- “ Candidates will need to complete a civil service probation period of 6 months.

## Target Civil Service Classification:

- “ Candidates will be transferred to the target Civil Service classification and are now regular civil service employees.
- “ Transfer is made via “Charter Section 1014” transfer, which allows transfer to another class while bringing seniority from the “Assistant” classification.

## Future Civil Service Career:

- “ Successful candidates will have opportunity to compete to promote to higher classes as would any other civil service employee.



# TARGETED LOCAL HIRE PROGRAM

- I Program Overview
- II Application Process & Candidate Intake**
- III Referral Process
- IV Conditions of Employment
- V Designated Referral Agency – Ongoing Role

# TARGETED LOCAL HIRE PROGRAM



## How to Apply

- 1 Assessment and Referral from approved **Referral Agency**



- 2 Orientation & Application Session at an approved **Application Site**



**Referral Agency** – a CBO or other agency providing job prep and assessment services, and that is able to determine whether a candidate is prepared to submit an application for the Program. City departments and Application Sites are also be considered a Referral Agency.

Designation as a Referral Agency is conditional; the Program will track performance and selection rates for all Referral Agencies and their referred candidates on an on-going basis.

**Application Site** – six sites currently. These are also WorkSource Centers that contract with EWDD, and will be the main application sites. Candidates may only apply at these locations, by way of valid referral from a Referral Agency or an Application Site. These WorkSource Centers have had experience and success in assisting similar populations targeted by this Program.



# TARGETED LOCAL HIRE PROGRAM

## APPLICATION SITES (6)

### VALLEY

***El Proyecto del Barrio WorkSource Center***  
9024 Laurel Canyon Blvd., Sun Valley, CA 91352

### NORTHEAST LA

***Goodwill WorkSource Center***  
342 N San Fernando Rd., Los Angeles, CA 90031

### DOWNTOWN/PICO UNION

***PACE WorkSource Center***  
1055 Wilshire Blvd #900A, Los Angeles, CA 90017

### WEST LA

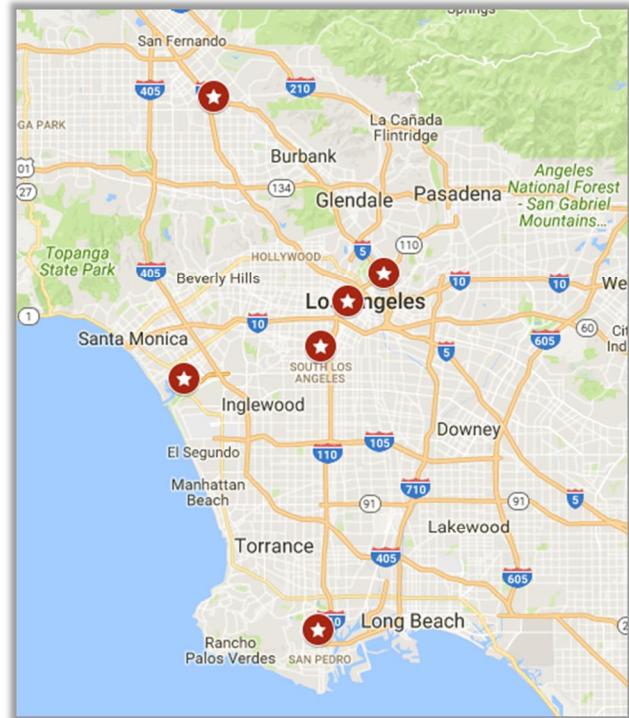
***JVS WorkSource Center***  
13160 Mindanao Way #240, Marina Del Rey, CA 90292

### SOUTH LOS ANGELES

***(UAW-LETC) WorkSource Center***  
3965 S. Vermont Ave., Los Angeles, CA 90037

### HARBOR/SAN PEDRO

***Harbor Pacific Gateway WorkSource Center***  
1851 N Gaffey St. #F, San Pedro, CA 90731

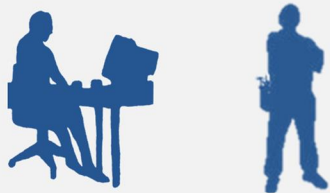


These are the **Application Sites**. Applications for the Program may only be submitted at one of these locations.

**All candidates must call ahead to schedule an appointment.**

## Candidate Intake (by Designated Referral Agency)

### 1 Assess job readiness



### 2 Review City Job Pathways



### 3 Complete and submit Referral Form



### 4 Refer candidate to Application Site to submit application



Referral Agencies will first work with a candidate to ensure their basic needs are met and that they are prepared to work full-time in an entry-level position. Case managers at the Referral Agency will also review with the candidate different types of work to see what is most appropriate for the candidate (work the candidate prefers and type of work the candidate is most likely to find success).

City departments, as a Referral Agency, will also need to complete and sign a Referral Form for appropriate part-time employee it wants to refer to the Program.

NOTE: There may be up to two (2) authorized signers for each department. Primary signer is generally the Personnel Officer, and another HR staff member as secondary signer. The Personnel Officer may delegate another staff member as primary signer.

**All referred candidates must contact an Application Site to schedule an appointment to attend the Orientation & Application Session.**

# TARGETED LOCAL HIRE PROGRAM

## 1 Assess job readiness



- Review current situation
  - Are basic life needs addressed?  
*e.g. food, shelter, child care, etc.*
- Determine whether they will be successful in the Program

### Basic Needs

May include:

- Food
- Shelter
- Clothing
- Hygiene
- Child care
- Transportation

### Job Readiness Prep

May include:

- Soft skills training  
*(e.g. how to speak to your supervisor or co-workers, how to manage conflicts, etc.)*
- Resume writing
- Interview skills
- Internet/computer training

### General Success Indicators

May include:

- Punctuality
- Reliability
- Ability to follow instruction
- Willingness to learn
- Interpersonal skills





## TARGETED LOCAL HIRE PROGRAM

Alliance for Children's Rights  
Asian Pacific American Labor Alliance, AFL-CIO (APALA)  
API Equality-Los Angeles  
Armenian Relief Society  
Aztecs Rising  
Bangladesh Association of Los Angeles  
Bangladesh Unity Federation of Los Angeles  
Black Workers Center  
Brotherhood Crusade  
California Now/South LA Now  
Career Pathways  
Central City Action Committee  
Central City Neighborhood Partners  
Centro Del Pueblo  
City Plants  
Coalition For Responsible Community Development  
Communities in School  
Community Build, Inc.  
Community Coalition  
Covenant House  
Cri-Help/ Socorro  
DowntownYWCA  
Econ. Workforce Development Dept/LA RISE  
EL ARCA  
El Centro del Pueblo  
El Proyecto Del Barrio Inc., WorkSource Center  
Filipino American Service Group  
Fix LA  
Friends Outside  
Gang Alternatives Program

Gang Reduction Youth Development (GRYD) by Recreation and Parks  
Goodwill Southern California  
Graffiti Control Systems  
Harbor Gateway WorkSource Center  
Health Right 360  
Hollywood Beautification Team  
Homeboy Industries  
Japan America Society  
Jewish Vocational Services (JVS)  
Korea Churches for Community Development (KCCD)  
Korean American Coalition of Los Angeles  
Koreatown Immigrant Workers Alliance (KIWA)  
Koreatown Youth and Community Center  
Koreatown Youth Community Center (KYCC)  
LAUSD Adult and Career Education Division  
Little Tokyo Community Council  
Little Tokyo Service Center  
Los Angeles Beautification Team (LABT)  
Los Angeles Chamber of Commerce  
Los Angeles City College (LACC)  
Los Angeles Conservation Corps  
Los Angeles LGBT Center  
Los Angeles Mission College  
Los Angeles Trade Technical College  
Los Angeles Urban League  
New Directions for Youth  
Northeast Graffiti Busters

Office of Reentry (CalTrans Litter Abatement)  
Pacific Asian Consortium in Employment (PACE)  
Pacific Graffiti Solutions  
Pacoima Beautiful  
People Assisting The Homeless (PATH)  
Pilipino Workers Center  
Salvadoran American Leadership & Educational Fund (SALEF)  
San Fernando Valley Rescue Mission  
Search to Involve Pilipino Americans (SIPA)  
South Asian Network  
Strategic Concepts in Organizing and Policy Education (SCOPE)  
Sun Valley Area Chamber of Commerce  
Sylmar Graffiti Busters  
Thai American Community Development Center (Thai CDC)  
Thai Health Information And Services Inc.  
The Wall Las Memorias  
UAW-Labor Employment and Training Corporation  
South Los Angeles America Job Center  
Verdugo Workforce Development Board (VWDB)  
Visionary Youth Center  
Ward Economic Development Corporation  
West Angeles Community Development Corporation  
West Valley Alliance  
Youth Justice Coalition  
Youth Policy Institute

Should your organization need assistance, here is a list of agencies the Program is building relationships with. Please feel free to contact them directly, or to talk to Program staff ([lalocalhire@lacity.org](mailto:lalocalhire@lacity.org)) to ask for assistance/coordination.

# TARGETED LOCAL HIRE PROGRAM

## 2 Review City Job Pathways



- Review **Program Overview** Slides
- Provide Informational Documents
- Determine appropriate job pathway or aptitude

### Informational Documents

- Program Information Sheet
- Information Sheet – Vocational Worker
- Information Sheet – Office Trainee
- Frequently Asked Questions (FAQ)
- Application Sites Sheet (map & locations)
- Designated Referral Agencies Sheet (names & services)

### Job Pathway Preference & Aptitude

- Office Trainee vs. Vocational Worker
- Review of target classifications
  - Job Analyses
  - Competency & Tasks

### Provide Program Overview

Referral Agencies are provided with a slide deck for the Program Overview to be provided to prospective applicants. The Overview provides general information about the Program to see if the individual would be interested in applying.

### Help Determine Appropriate Job Pathway/Preference

In helping a candidate determine their preferred job pathway or the pathway that best fits their aptitude, the Referral Agency reviews City job pathways and assesses a candidate's aptitude for the chosen field.

## TARGETED LOCAL HIRE PROGRAM

### 3 Complete Referral Form



- A Referral Form needs to be provided to the Application Site so that the candidate may submit an application.
- Provide signed Referral Form to applicant (and send email copy to Application Site)

#### **On the form:**

- Provide detail related to your work with the candidate – did he/she complete courses? Demonstrate ability to progress?
- Indicate whether your Agency is able to provide ongoing services

Referral Agencies will complete an Agency Referral Form once a candidate is deemed appropriate and job-ready for this Program.

**INSTRUCTIONS**

**• Instructions to CBOs**

Thank you for your interest in participating as a partner in the Targeted Local Hire Program ("Program"). Please complete the form below for candidates whom you have certified as being "job ready" and prepared to be a successful candidate in the Program. Have an authorized signer at your organization sign this form; scan and e-mail it to the Application Site that the candidate will choose to visit to complete the Program orientation and submit the application.

**• Instructions to Prospective Candidates**

Please make an appointment at the designated Application Site where the CBO e-mailed this CBO Referral Form. During your appointment, you will go through a brief orientation and receive help submitting an application for the Targeted Local Hire Program. It is recommended that you retain this original CBO Referral Form for your own records and bring it to your appointment, just in case the Application Site did not receive the submission from the CBO.

**I. CLIENT**

FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_ MIDDLE INITIAL: \_\_\_\_\_  
PHONE NO. \_\_\_\_\_ \*E-MAIL ADDRESS: \_\_\_\_\_  
\*NOTE: an e-mail address is required at the time of completing an application

**II. REFERRING CBO INFORMATION**

- CBO NAME: \_\_\_\_\_
- CBO ADDRESS: \_\_\_\_\_
- CBO WEBSITE: \_\_\_\_\_
- BUSINESS HOURS: \_\_\_\_\_
- CASE MANAGER/CONTACT PERSON FOR CLIENT: \_\_\_\_\_
- PHONE NO. \_\_\_\_\_
- E-MAIL ADDRESS: \_\_\_\_\_

**III. TRAINING & DEVELOPMENT**

1. Has your CBO provided job readiness training to the client?  
 Yes       No. The client named in Item 1 above is being referred for job readiness training delivered by the Application Site.
2. Number of training hours completed by client: \_\_\_\_\_
3. Training Method (*Select All that apply*):  
 Online    In-Person    Group/Classroom    Individual/one-on-one training    Hands-on    N/A
4. If yes, briefly describe the content of the job readiness training provided to the client.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
5. **OPTIONAL:** Does the client have any training or experience in the following areas?  
 Clerical/Customer Service    Gardening & landscape    Maintenance & Construction  
 Custodial Services    Mechanical

**IV. SUPPORTIVE SERVICES**

1. Please list all supportive services available to your client through your CBO, if any:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. How long will client receive the support services listed above? \_\_\_\_\_

3. Will client receive supportive services after employment? \_\_\_\_\_

**V. CONTINUED SUPPORT**

1. Does your CBO commit to provide the client with continued support after employment?

Yes  No

(Examples of "continued support": help client resolve a difficult interpersonal challenge at work; provide mentoring services, etc.)

2. Please provide the contact person that will provide continued support.

• Name: \_\_\_\_\_  
• Phone No. \_\_\_\_\_  
• E-mail: \_\_\_\_\_

**VI. TARGETED LOCAL HIRE PROGRAM**

1. Please select the client's job interests (Select All that apply):

- Clerical/Customer Service  Gardening and Landscape  
 Custodial Services  Mechanical  
 Maintenance and Construction

2. Please select the all work environments in which the client is willing to work (Select All that apply):

- willingness to work indoors  willingness to work outdoors  willingness to perform physical labor  
 willingness to operate a vehicle and has a valid driver's license

3. Please select the client's geographic/work location preferences (Select All that apply):

- Downtown  Harbor/San Pedro  San Fernando Valley  LAX/Westchester  
 East Los Angeles  South/Central Los Angeles

4. Please select the client's work shift preferences (Select all that apply)

- Day  Evening  Late Night  Weekends

**VII. AUTHORIZED ORIGINAL SIGNATURE**

Please provide an original signature from an authorized signer, authorized signer's position title, e-mail and phone number.

X \_\_\_\_\_  
Authorized Signer's Position Title: \_\_\_\_\_  
Telephone No.: \_\_\_\_\_  
E-mail Address: \_\_\_\_\_

# TARGETED LOCAL HIRE PROGRAM

## 4 Refer candidate to **Application Site** to submit application



- Set up an e-mail address for candidate
- Submit **Referral Form**
- Notify candidate to schedule appointment at **Application Site**

### **E-mail Address Account**

- Required to submit application and to verify status of applications

### **Application Site**

- Have candidate select an Application Site
- Instruct candidate to set up appointment at Application Site
- **Send Referral Form as email attachment, with original to candidate**

### **Forwarding the Referral Form**

The Referral Agency will scan and email the completed Referral Form to the appropriate Application Site contact. Candidates should keep the original copy of the completed form.

### **Personal E-mail Account**

Referral Agencies will ensure candidates have an individual, personal e-mail account and that the candidate is able to access and navigate their e-mail account.

# TARGETED LOCAL HIRE PROGRAM

## At the Application Site

**a** Candidate completes  
Program **Orientation**

*Receipt of signed **Referral Form**  
from Referral Agency will be verified first.*

**b** Creates **Account Profile**  
on job application site



**c** Program **Application**  
submitted for review

*Candidates will be provided a **referral code** at the Application Site that will need to be entered as part of application*

**d** Upon review & approval,  
Program Application will  
be added to the  
**Application Pool\***

*\*Expires after 1 year*

Candidates must schedule an appointment with one of the six Application Sites to attend the Orientation & Application Session.

During the appointment at the Application Site, candidates will:

- ~ Receive a comprehensive Program Orientation.
- ~ Choose whether or not to self-identify in any of the targeted categories.
- ~ Create a job account profile in the City's application system and submit a Program Application.

**NOTE:** A job application will not be approved without a valid referral code that is **unique** to each applicant. All referral codes are assigned by the Application Site. Only the Application Sites are authorized to access the job application.

All applications are active for one year or until a candidate is hired. If the application expires, the candidate may submit a new application by contacting the Application Site.



# TARGETED LOCAL HIRE PROGRAM

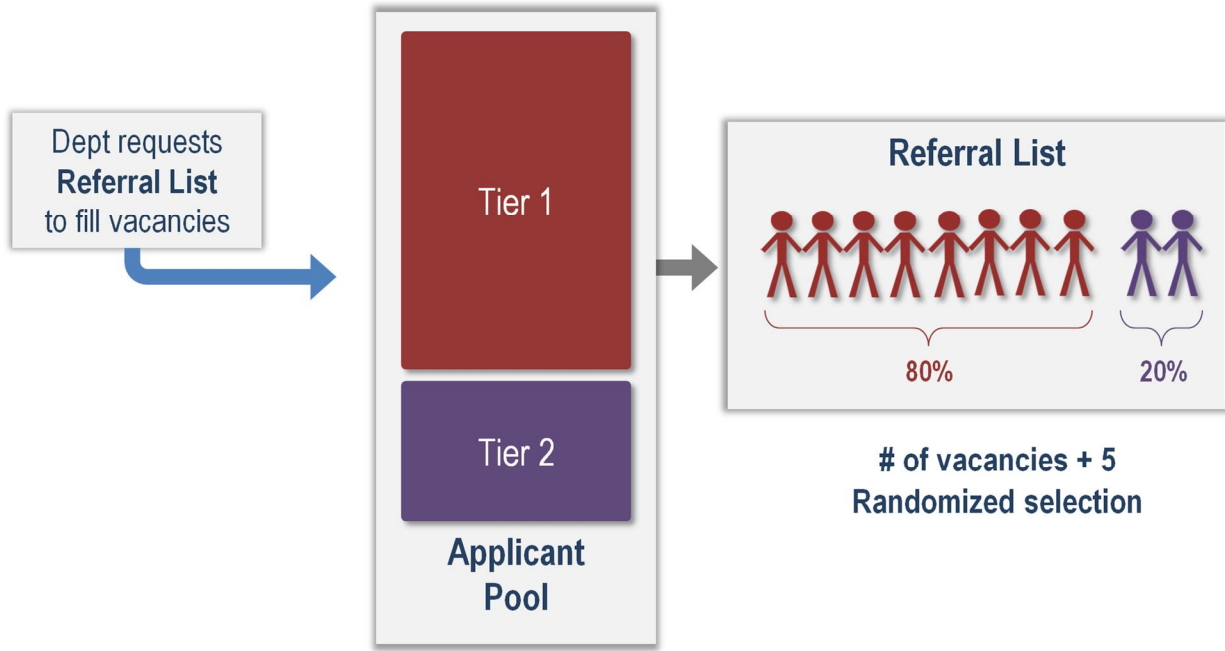
- I Program Overview
- II Application Process & Candidate Intake
- III Referral Process**
- IV Conditions of Employment
- V Designated Referral Agency – Ongoing Role





# TARGETED LOCAL HIRE PROGRAM

## How Candidates are Referred



All Applications are good for one year or until a candidate is hired, whichever is earlier. A candidate may re-apply once an application has expired.

### ***A. Program Application Pool – Two Tiers***

#### ***Application Pool – Tier 1***

Tier 1 of the Application Pool will include the following currently identified under-served populations:

- ~ Homeless and formerly homeless
- ~ Formerly incarcerated individuals, including those on parole/probation
- ~ Former gang members, including those affected by the City's *Rodriguez* Settlement
- ~ Disconnected youth, foster youth, transition age youth
- ~ Veterans
- ~ Residents from zip codes as designated by the Public Works, Bureau of Contract Administration within their Project Labor Agreements
- ~ Individuals identifying as transgender
- ~ individuals with disabilities
- ~ Older workers protected under the Age Discrimination in Employment Act of 1967 (ADEA)

#### ***Application Pool – Tier 2***

Tier 2 of the Application Pool will consist of individuals who do not identify as any of the Tier 1 categories.

### ***B. Selection by Job Preference and Identified Tier***

For each Referral Request the Application Pool will first be filtered to match the needs indicated by the

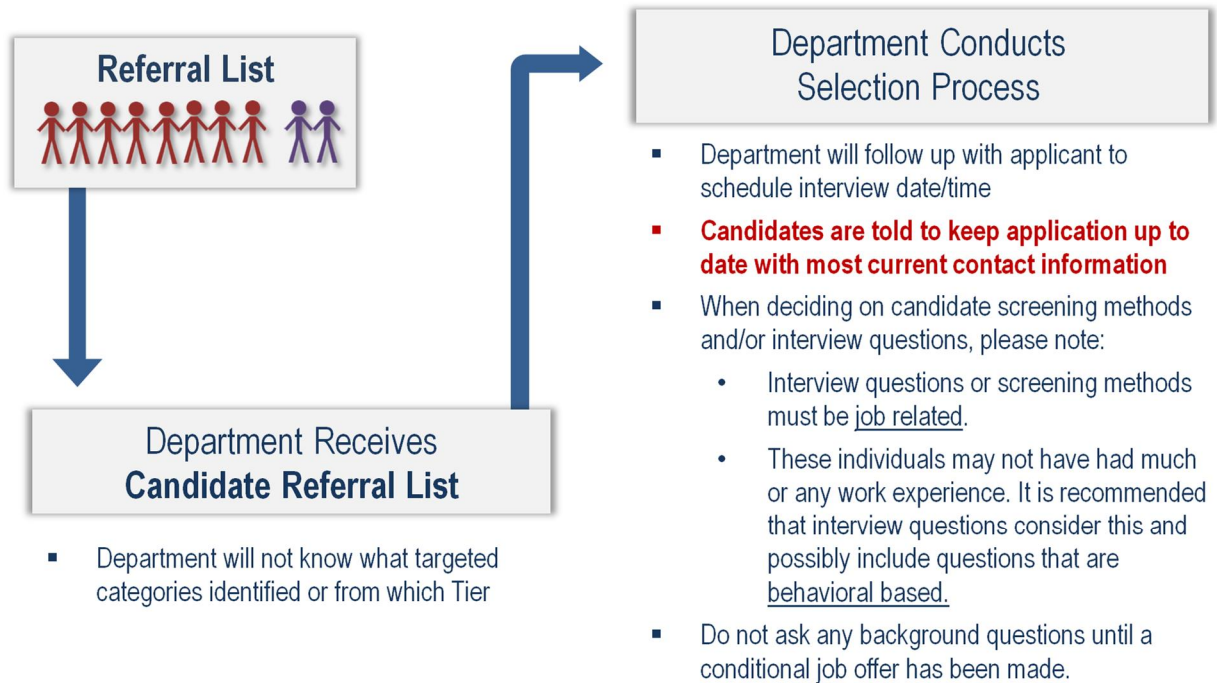
requesting department. This initial filter will match the job classification, shift and work environment preferences, and other fields as indicated on the Program Application, with the indicated needs of the hiring department.

Of those candidates, the Program will then **randomly** select five (5) candidates plus the number of vacancies indicated by the department to generate the Referral List. *For example, if the hiring department has two (2) vacancies, a total of seven (7) candidates will be referred to the hiring department for consideration (i.e., 5 + 2 vacancies = 7 candidates).*

Of this total number, **eighty percent (80%) will be randomly selected from Tier 1 and twenty percent (20%) will be randomly selected from Tier 2.** It should be noted that the referred number of candidates from Tier 1 will be rounded up if the percentage does not yield a whole number. *For example, if the hiring department has two (2) vacancies, a total of seven candidates will be referred for consideration; of these seven, six (6) candidates would be referred from Tier 1, and one candidate would be referred from Tier 2.*



# TARGETED LOCAL HIRE PROGRAM



- “ The Referral List will be forwarded to the requesting department with a copy of each candidate’s application. **The Program Orientation candidates receive at the Application Sites will emphasize to candidates how important it is to keep contact information updated and to make sure that any email addresses or voice mail messages are checked frequently as to not miss an interview opportunity.**
- “ The Referral List and applications provided to the requesting department will not contain information related to the applicants’ Tier.
- “ Departments are reminded to take into consideration that individuals from these populations may not have a full job history or references, if at all. This should not negatively impact their consideration as a candidate.
- “ Candidates not hired from a Referral List continue to be concurrently active in the Application Pool for other opportunities (until such time their Program Application expires or is otherwise inactivated).



# TARGETED LOCAL HIRE PROGRAM

- I Program Overview
- II Application Process & Candidate Intake
- III Referral Process
- IV Conditions of Employment**
- V Designated Referral Agency – Ongoing Role



## TARGETED LOCAL HIRE PROGRAM

### Conditions of Civil Service Employment

Successful candidates will receive a conditional job offer.

#### Background Review

- Background is reviewed with consideration to the duties of the position being offered
- Candidates should provide full history, as withholding information could be considered disqualifying
- Workers' compensation fraud is automatically disqualifying per City Ordinance

#### Legal Right to Work

- Must have legal right to work in the U.S.

Only after a conditional job offer is a background review completed.

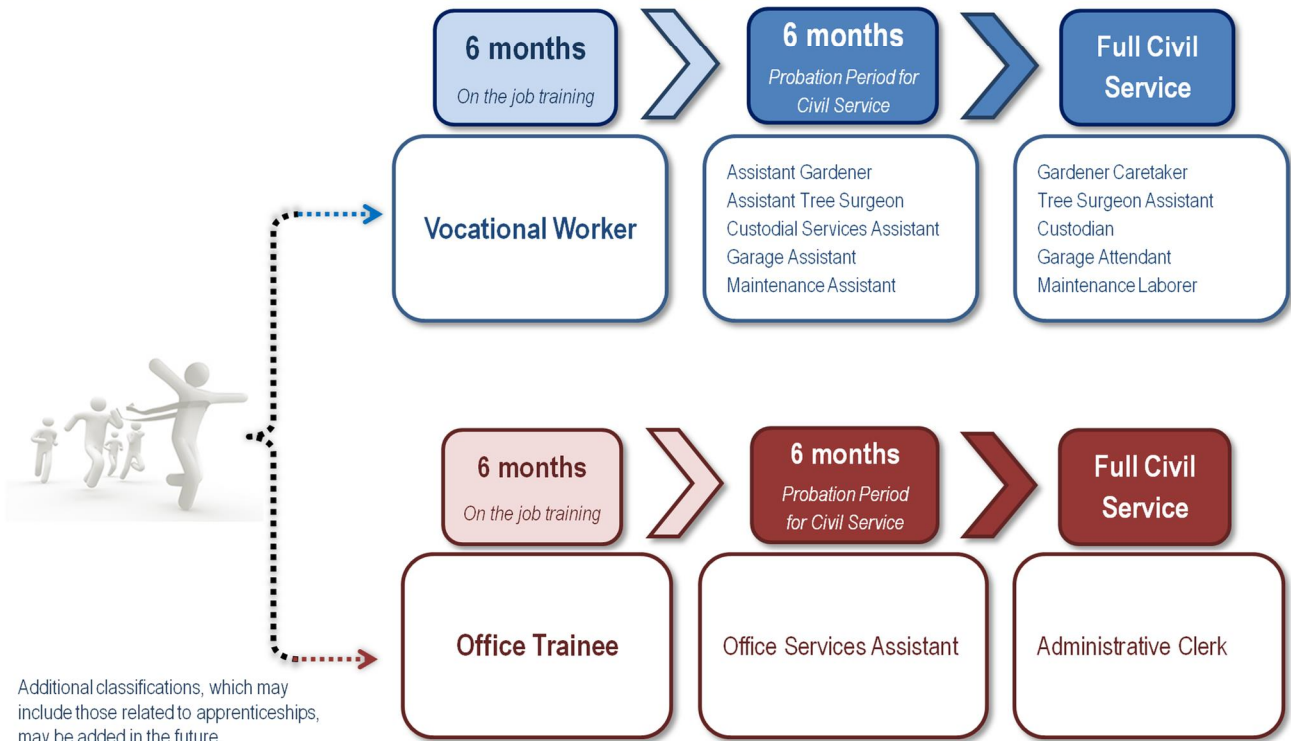
- ALL cases are reviewed with consideration to the background history and nexus to the actual position.
- Some departments may have more stringent rules per state or federal law (e.g. federal airport or port regulations, etc.)
- Candidate should be as truthful as possible; withholding of information could be grounds for disqualification.
- Workers' compensation fraud is an automatic disqualification per City Ordinance.

It may be helpful to work with candidates to:

- Document background history so it is on hand if/when requested, including letters of recommendation or other documents that indicate job readiness preparation
- Verify if expungements were officially processed by the court, or if any convictions may need review (for instance, if any felonies can be re-classified as misdemeanors under Prop 47)



# TARGETED LOCAL HIRE PROGRAM



Additional classifications, which may include those related to apprenticeships, may be added in the future.

Once a candidate has been hired and has cleared Backgrounds, he/she will then need to successfully perform during the on-the-job training period (the first six months) and the civil service probationary period (second six months). We highly encourage you to keep in contact with the candidate to increase chances of long-term retention.

**On-the-Job Status Report:** Status reports are to be provided at the second and fifth months.

**Probationary Evaluation:** During the 6-month probationary period, an evaluation will be provided at the second and fifth months.

Once the on-the-job training and probationary periods have been successfully completed, the employee will then be considered a civil service employee with the City. Civil service employees generally receive annual evaluations.



# TARGETED LOCAL HIRE PROGRAM

- I Program Overview
- II Application Process & Candidate Intake
- III Referral Process
- IV Conditions of Employment
- V Designated Referral Agency – Ongoing Role**



## TARGETED LOCAL HIRE PROGRAM

### Outside Agencies – Ongoing Roles



- job readiness & assessment
- supportive services  
(such as assistance with housing, child care, transportation, etc.)
- on-going career development
- on-going personal support
- supervisor support

Our hope is that all agencies we have met with not only assist us in identifying hard-working candidates for this Program, but assist us in keeping these individuals employed.

#### Referral Agency

- “ These are agencies with job readiness and assessment services, and ideally, case management services for at least one year after placement.
- “ They may or may not offer additional services as indicated in this slide.

#### Resource Agency

- “ An agency that seeks to collaborate with the Program by providing beneficial supportive services and programs, but does not provide comprehensive job readiness or assessment services or does not want to directly refer candidates to the Program. Works closely with a Referral Agency or Application Site to refer candidates to the Program.





## TARGETED LOCAL HIRE PROGRAM

Alliance for Children's Rights  
Asian Pacific American Labor Alliance, AFL-CIO (APALA)  
API Equality-Los Angeles  
Armenian Relief Society  
Aztecs Rising  
Bangladesh Association of Los Angeles  
Bangladesh Unity Federation of Los Angeles  
Black Workers Center  
Brotherhood Crusade  
California Now/South LA Now  
Career Pathways  
Central City Action Committee  
Central City Neighborhood Partners  
Centro Del Pueblo  
City Plants  
Coalition For Responsible Community Development  
Communities in School  
Community Build, Inc.  
Community Coalition  
Covenant House  
Cri-Help/ Socorro  
DowntownYWCA  
Econ. Workforce Development Dept/LA RISE  
EL ARCA  
El Centro del Pueblo  
El Proyecto Del Barrio Inc., WorkSource Center  
Filipino American Service Group  
Fix LA  
Friends Outside  
Gang Alternatives Program

Gang Reduction Youth Development (GRYD) by Recreation and Parks  
Goodwill Southern California  
Graffiti Control Systems  
Harbor Gateway WorkSource Center  
Health Right 360  
Hollywood Beautification Team  
Homeboy Industries  
Japan America Society  
Jewish Vocational Services (JVS)  
Korea Churches for Community Development (KCCD)  
Korean American Coalition of Los Angeles  
Koreatown Immigrant Workers Alliance (KIWA)  
Koreatown Youth and Community Center  
Koreatown Youth Community Center (KYCC)  
LAUSD Adult and Career Education Division  
Little Tokyo Community Council  
Little Tokyo Service Center  
Los Angeles Beautification Team (LABT)  
Los Angeles Chamber of Commerce  
Los Angeles City College (LACC)  
Los Angeles Conservation Corps  
Los Angeles LGBT Center  
Los Angeles Mission College  
Los Angeles Trade Technical College  
Los Angeles Urban League  
New Directions for Youth  
Northeast Graffiti Busters

Office of Reentry (CalTrans Litter Abatement)  
Pacific Asian Consortium in Employment (PACE)  
Pacific Graffiti Solutions  
Pacoima Beautiful  
People Assisting The Homeless (PATH)  
Pilipino Workers Center  
Salvadoran American Leadership & Educational Fund (SALEF)  
San Fernando Valley Rescue Mission  
Search to Involve Pilipino Americans (SIPA)  
South Asian Network  
Strategic Concepts in Organizing and Policy Education (SCOPE)  
Sun Valley Area Chamber of Commerce  
Sylmar Graffiti Busters  
Thai American Community Development Center (Thai CDC)  
Thai Health Information And Services Inc.  
The Wall Las Memorias  
UAW-Labor Employment and Training Corporation  
South Los Angeles America Job Center  
Verdugo Workforce Development Board (VWDB)  
Visionary Youth Center  
Ward Economic Development Corporation  
West Angeles Community Development Corporation  
West Valley Alliance  
Youth Justice Coalition  
Youth Policy Institute

These are agencies that the Targeted Local Hire Program has met with or is in the process of setting up meetings with.



# TARGETED LOCAL HIRE PROGRAM

## Information

Targeted Local Hire Program Website | <http://llocalhire.lacity.org>

## Contact

Inquiries: [llocalhire@lacity.org](mailto:llocalhire@lacity.org)

**Vincent Cordero, Manager**

[vincent.cordero@lacity.org](mailto:vincent.cordero@lacity.org)

(213) 473-9367

**Cynthia Ramirez**

[cynthia.ramirez@lacity.org](mailto:cynthia.ramirez@lacity.org)

(213) 473-9365

**Esther Chang**

[esther.chang@lacity.org](mailto:esther.chang@lacity.org)

(213) 473-3423

**Maria Koo**

[maria.koo@lacity.org](mailto:maria.koo@lacity.org)

(213) 473-3392

**Brandie Harris**

[brandie.harris@lacity.org](mailto:brandie.harris@lacity.org)

(213) 473-0161