

6.086 - APPOINTMENT RATE FOR EMPLOYEES HIRED FROM OPEN COMPETITIVE ELIGIBLE LISTS FOR THE FOLLOWING DEPARTMENTS AND CLASSES:

Series	Classes	Departments
1E - Data Processing Programming and Analysis	All Classes	All Departments
1F- Stores	Mail Center Manager (1F21)	Revenue Department
2A - Accounting and Fiscal	Auditor Trainee	City Controller's Office
2A - Accounting and Fiscal	Accountant/Revenue Examiner Trainee (2A05)	All Departments
2A - Accounting and Fiscal	Accounting Section Assistant Supervisor (2A10); Accounting Section Supervisor 1 (2A11); Accounting Section Supervisor 2 (2A12); Accounting Manager (2A13); Accounting Information Systems Supervisor (2A15); City Treasurer Accounting Manager (2A18)	Finance/City Treasurer's Office 6369
2A - Accounting and Fiscal	Utility Financial Services Manager (2A50)	Water Department
2B - Revenue Collection	Revenue Compliance Program Director (2B35)	Revenue
2D - Property Management	Real Property Evaluator 1 (2D16); Real Property Evaluator 2 (2D17)	Office of Property Assessment DEPARTMENT OF REVENUE 2017 FEB 9 11:52 AM
2F - Analysis	Classes Above the Trainee Level	All Departments
2H - Personnel	Classes Above the Trainee Level	All Departments
2J - Publicity	Legislative and Regulatory Affairs Manager (2J52)	All Departments
2L - General Administration	Public Administration Analyst	All Departments
2P - Airport Administration	All Classes	Airport
3B - Engineering; 3C - Engineering Management	All Classes	All Departments

3D - Architecture and Landscape Architecture	All Classes	All Departments
3E - City Planning and Environmental Sciences	All Classes	All Departments
3F - Surveying	All Classes	All Departments
3H - Sciences	All Classes	Health Department, Police Department, Water Department
4A - Health Technical and Medical Related; 4C - Nursing; 4D - Medical; 4F - Dental	All Classes	Health Department
4A - Health Technical and Medical Related;	Psychologist (4A12)	Department of Human Services
4E - Dental Tech	Public Health Dental Hygiene Practitioner (4E17)	Health Department
4J - Environmental Health	Industrial Hygienist (4J60)	All Departments
5A - Social Work	Classes Above the Trainee Level	All Departments
5C - Housing and Neighborhoods 336376	Human Relations Intake Coordinator (5C30); Human Relations Representative 1 (5C31); Human Relations Deputy Director - Compliance (5C35); Human Relations Deputy Director - Community Relations (5C34)	Commission on Human Relations
5F - Health Program Development and Monitoring	Behavioral Health/Intellectual Disability Services Program Director (Behavioral Health) (Intellectual Disability Services) (5F30); Behavioral Health Administrator (5F31); Chronic Disease Epidemiologist (5F61); Food Policy Coordinator (5F62)	Health Department; Office of Behavioral Health
5H - Correctional	Deputy Sheriff Officer (5H41) Prison Closed Circuit Television Specialist (5H25)	Sheriff's Office Department of Prisons

6A - Police	Police Officer 1 (6A02)	Police Department
6D - Security	Facilities Services Manager (6D27)	Free Library
6G - Code Inspection	Construction Trades Inspector (6G28)	Licenses and Inspections
6J - Communications	Chief Fire Equipment Dispatcher (6J44); Fire Equipment Dispatcher Assistant Chief (6J45)	Fire Department
6J - Communications	3-1-1 Contact Center Agent (6J56); 3-1-1 Contact Center Agent Supervisor (6J57)	Managing Director's Office
6H - Code Adm/Tech	L&I Codes Compliance Specialist (6H33)	Licenses and Inspections
7F - Automotive Maintenance and Trades	Automotive Maintenance Technician (7F02); Heavy Duty Vehicle Maintenance Technician (7F03)	Office of Fleet Management
7H - Building Maintenance and Trades 7J - Mechanical Maintenance and Trades; 7K - Electrical and Electronic Maintenance and Trades	Plumbing and Heating Maintenance Worker (7H22); HVAC Mechanic 2 (7J02); Machinery and Equipment Mechanic (7J15); Electrician 2 (7K02); Industrial Electrician 1 (7K15); Electronic Technician 2 (7K64)	All Departments
9B - Librarian	Classes Above the Trainee Level	Free Library
9E - Museum	Museum Collections and Exhibitions Curator	Parks and Recreation

The appointing authority or his/her designee will be authorized to determine which step in the pay range for a class will be used as the appointment rate for employees hired from open competitive eligible lists for the departments and classes listed in the above table. The appointment rate must be set at one of the pay steps in the pay range for the class.

This regulation will facilitate recruitment by allowing the specified departments to offer competitive starting salaries to candidates hired from open competitive eligible lists. The regulation recognizes the fluctuating salaries in the labor market for these occupations, and the necessity to offer competitive salaries to candidates without extended delays.

The appointing authority of the specified departments or his/her designee must submit an annual written report to the Director of Human Resources listing all appointments made under the provision of this regulation. The Human Resources Director will present an annual report on the effectiveness of the regulation to the Civil Service Commission.

The Director of Human Resources or the Civil Service Commission may suspend the regulation if the departments do not comply with any requirement of this regulation.

DEPARTMENT OF RECORDS

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**Civil Service Regulation 32 – Injury and Disability**

**32.02 - DEFINITIONS.**

**32.022 - DISABILITY** a physical or mental condition caused by injury or occupational disease, including heart and lung ailments, which is service-connected and prevents an employee from performing the essential functions of the job classification to which the employee is assigned, with or without accommodation. For purposes of this section, disability does not include any condition which is self-inflicted or caused by another person for reasons personal to the employee and not because of this employment, or any condition or injury to a non-represented employee that occurs or is exacerbated while the employee is working remotely pursuant to the City's Virtual Work policy.

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DEPARTMENT OF PERSONNEL  
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REGULATION NUMBER	REGULATION	ACTION	EXPLANATION
6.086	APPOINTMENT RATE FOR EMPLOYEES HIRED FROM OPEN COMPETITIVE ELIGIBLE LISTS FOR THE FOLLOWING DEPARTMENTS AND CLASSES	Revision	This regulation is being revised to add the Prison Closed Circuit Television Specialist (5H25) class. This revision is being made to aid in recruitment.
32.022	DISABILITY	Revision	Subsection 32.022 of Regulation 32 on Injury and Disability is being revised to clarify the definition of disability. The revisions are being made to state that disability does not include any condition or injury to a non-represented employee that occurs or is exacerbated while the employee is working remotely pursuant to the City's Virtual Work Policy.

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DEPARTMENT OF PERSONNEL

