

2018-2019 BUDGET QUESTION
Response to Request for Information

DEPARTMENT: Financial Services – Budget

REQUEST NO.: 49

REQUESTED BY: Alter

DATE REQUESTED: 8/17/18

DATE POSTED: 8/31/18

REQUEST: Please provide an update to the vacancy report provided to Council on August 8, 2018 that includes that status in the hiring process of each position in the report (i.e., posted, not yet posted, estimated posting date, in interview process, pulled down from posting, etc.). Please also provide a benefits column to show associated benefits costs for each vacant position and explain how these dollars impact the vacancy savings calculation described in the memo?

RESPONSE: Attached on the following pages is the FY 2019 Proposed Budget Vacancy Report from August 8, 2018 per Resolution No, 20150611-012.



MEMORANDUM

TO: Mayor and Council

FROM: Ed Van Eenoo, Deputy Chief Financial Officer *EW*

DATE: August 8, 2018

SUBJECT: FY 2018-19 Proposed Budget Vacancy Report

At the June 11, 2015 City Council meeting, Mayor and Council approved Resolution 20150611-012, directing the City Manager to provide a report with each Proposed Annual Budget that includes each vacant non-sworn position, how long it has been vacant for, how much funding has been allocated, and an explanation for continuing funding. The attached report details all non-sworn vacant positions within the City as of July 21, 2018. For positions that have been vacant for 12 months or more, highlights include the recruitment phase of the position, its expected payroll start date, an explanation for vacancy length, and a justification for continued funding.

Vacancies are to be expected as a normal result of the hiring process within an organization. Most vacancies are filled within a three to six month period. However, there are positions that remain vacant for longer periods due to extenuating circumstances. There are many factors that affect the amount of time a position remains vacant. All positions take time to recruit, interview, and hire a candidate, and this process can vary based on the nature of the position, how competitive the pay is, or if the position needs to be reclassified prior to recruitment. This recruitment process can also be lengthened at the beginning of the fiscal year, depending on how many new positions were added during the budget process. External factors, such as the state of the economy, may also affect the amount of time that a position remains vacant. Finally, when a position is filled internally, which occurs frequently, the vacancy is simply moved from one position to the next.

As part of the annual budget process, the Budget Office analyzes each department's vacancies and budgets for the projected amount of personnel savings that the department will have for the upcoming fiscal year. Also, in the FY 2018-19 Proposed

Budget, all proposed new positions in General Fund or Support Services departments incorporate three months of personnel savings in their budgeted amounts to account for the natural lag that occurs in hiring new positions.

The City of Austin's current civilian vacancy rate of 8.8% compares very favorably with other large Texas cities. The average civilian vacancy rate of Dallas, Fort Worth, and San Antonio is 11.1%. These calculations account for positions where job offers have been accepted, but for which the individuals have not yet been added to the payroll system. This provides for the most up-to-date vacancy information possible.

City	Date	Civilian Vacancy Rate
Austin	7/21/2018	8.8%
Dallas	7/27/2018	16%
Fort Worth	7/26/2018	9.3%
San Antonio	7/27/2018	8.0%

Austin's below-average vacancy rate is the result of two factors: first, only including in the budget those positions that are absolutely essential to maintaining City operations; and second, an ongoing emphasis on the timely recruitment and filling of vacant positions. While positions vacant greater than twelve months are unusual, they do occasionally occur, often due to difficulty in attracting top talent when the salary offering is below market standards. Of the 867.6 vacant non-sworn positions, 609.3 have been vacant for fewer than six months (70.2%), 201.8 have been vacant for six to twelve months (23.3%), and only 56.5 have been vacant for more than a year (6.5%). In comparison of all 9,999.1 authorized civilian positions, the 56.5 positions vacant for more than 12 months represent only 0.6% of all civilian positions. This number of long-term vacancies is considered normal relative to the overall size of the City of Austin's workforce.

As always, if you have any questions regarding the Vacancy Report, I am available to assist.

- xc: City Manager
- Assistant City Managers
- Chief of Staff
- Chief Financial Officer
- Deputy Chief Financial Officer

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Animal Services	Public Health Educator I	1.0	8/18/17	76,560
Animal Services	Public Health Educator I	1.0	12/26/17	60,213
Animal Services	Coord, Volunteer Services	1.0	2/27/18	50,111
Animal Services	Supv, Animal Protection	1.0	3/3/18	63,665
Animal Services	Mgr, Administrative	1.0	5/4/18	94,331
Animal Services	Animal Care Specialist	1.0	6/9/18	46,669
Animal Services	Animal Health Technician Lead	1.0	7/7/18	52,425
Animal Services	Supv, Animal Services	1.0	7/15/18	65,741
Animal Services Total		8.0		
Austin Public Health	Business Process Consultant	1.0	1/20/18	146,226
Austin Public Health	Supv, Human Resources	1.0	2/17/18	100,859
Austin Public Health	Prgm Supv, Public Health	1.0	2/28/18	90,026
Austin Public Health	Environmental Health Ofcr III	1.0	3/3/18	69,024
Austin Public Health	Contract Mngmt Specialist II	1.0	3/16/18	67,403
Austin Public Health	Asst Dir, Health & Human Svcs	1.0	3/17/18	184,353
Austin Public Health	Public Health Prgm Mgr II	1.0	3/31/18	113,210
Austin Public Health	Environmental Health Ofcr II	1.0	4/18/18	67,854
Austin Public Health	Administrative Assistant	0.5	4/28/18	18,160
Austin Public Health	Business Process Consultant	1.0	4/30/18	111,669
Austin Public Health	Patient Representative	0.5	5/12/18	22,850
Austin Public Health	Coord, Volunteer Services	0.5	5/12/18	20,701
Austin Public Health	Environmental Health Ofcr III	1.0	5/26/18	80,355
Austin Public Health	Medical Technologist II	1.0	5/31/18	66,369
Austin Public Health	Disease Surveillance Spec	1.0	6/15/18	50,649
Austin Public Health	Licensed Vocational Nurse	1.0	6/19/18	60,470
Austin Public Health	Registered Nurse Senior	1.0	6/30/18	104,453
Austin Public Health	Customer Service Rep	1.0	6/30/18	65,355
Austin Public Health	Financial Analyst III	1.0	7/7/18	98,007
Austin Public Health	Supv, Registered Nurse	1.0	7/7/18	90,558
Austin Public Health	Environmental Health Ofcr III	1.0	7/7/18	74,810
Austin Public Health	Coord, HHS Program	1.0	7/20/18	65,703
Austin Public Health Total		20.5		
Austin Public Library	Mngng, Librarian	1.0	7/22/17	78,484
Austin Public Library	Administrative Assistant	1.0	7/31/17	50,049
Austin Public Library	Administrative Associate	0.8	8/31/17	35,994
Austin Public Library	Program Specialist	1.0	9/8/17	41,085
Austin Public Library	Librarian II	1.0	9/17/17	70,722
Austin Public Library	Coord, Exhibit	1.0	9/17/17	48,246
Austin Public Library	Maintenance Worker III	1.0	9/17/17	41,764
Austin Public Library	Maintenance Worker III	1.0	9/17/17	48,246
Austin Public Library	Childrens Program Specialist	1.0	9/17/17	61,209
Austin Public Library	IT Supervisor Sr	1.0	10/31/17	128,073
Austin Public Library	Librarian II	1.0	11/11/17	60,712
Austin Public Library	Administrative Senior	1.0	11/11/17	41,085
Austin Public Library	Building & Grounds Assistant	1.0	11/25/17	41,764
Austin Public Library	IT Support Analyst Sr	1.0	11/30/17	67,454
Austin Public Library	Coord, Event	1.0	12/1/17	56,347
Austin Public Library	Archivist II	1.0	1/2/18	67,245
Austin Public Library	Administrative Associate	0.5	2/3/18	17,196
Austin Public Library	Administrative Assistant	0.5	2/3/18	20,129
Austin Public Library	Librarian II	1.0	2/5/18	70,722
Austin Public Library	Librarian II	1.0	2/8/18	66,181
Austin Public Library	Maintenance Worker II	1.0	2/9/18	43,830
Austin Public Library	Administrative Assistant	1.0	2/10/18	41,085
Austin Public Library	Administrative Assistant	0.8	2/17/18	33,330
Austin Public Library	Building & Grounds Lead	1.0	2/19/18	41,764
Austin Public Library	Supv I, Inventory Control	1.0	2/28/18	77,161
Austin Public Library	Administrative Assistant	0.5	3/3/18	16,928
Austin Public Library	Program Specialist	1.0	3/17/18	63,169
Austin Public Library	Librarian I	1.0	3/23/18	55,833
Austin Public Library	Building & Grounds Assistant	1.0	3/24/18	41,764
Austin Public Library	Business Process Consultant	1.0	3/31/18	114,248
Austin Public Library	Security Guard	1.0	4/26/18	43,830
Austin Public Library	Administrative Assistant	0.8	4/28/18	37,913
Austin Public Library	Librarian II	1.0	5/9/18	50,598
Austin Public Library	Administrative Assistant	0.8	5/10/18	39,322
Austin Public Library	Human Resources Advisor	1.0	5/26/18	82,483
Austin Public Library	Administrative Assistant	1.0	5/26/18	48,246

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Public Library	Administrative Assistant	1.0	5/26/18	41,223
Austin Public Library	Administrative Assistant	0.5	5/26/18	17,066
Austin Public Library	Building & Grounds Assistant	1.0	5/26/18	41,764
Austin Public Library	Administrative Assistant	0.8	6/2/18	34,606
Austin Public Library	Administrative Assistant	1.0	6/2/18	48,246
Austin Public Library	Mgr II, Financial	1.0	6/9/18	124,730
Austin Public Library	Administrative Senior	1.0	6/9/18	52,413
Austin Public Library	Administrative Associate	0.8	6/9/18	35,736
Austin Public Library	Administrative Assistant	0.5	6/9/18	20,666
Austin Public Library	Coord, Event	1.0	6/15/18	66,698
Austin Public Library	Librarian II	1.0	6/23/18	66,776
Austin Public Library	Administrative Senior	1.0	6/23/18	56,175
Austin Public Library	Administrative Assistant	0.4	6/28/18	15,724
Austin Public Library	Administrative Assistant	0.8	7/7/18	37,913
Austin Public Library	Administrative Associate	0.5	7/7/18	18,775
Austin Public Library	Administrative Assistant	0.5	7/7/18	16,928
Austin Public Library	Administrative Assistant	0.5	7/11/18	16,928
Austin Public Library	Security Guard	1.0	7/12/18	42,765
Austin Public Library Total		47.6		
Development Services	Mgr, Consumer Services	1.0	9/16/17	76,445
Development Services	Planner Senior	1.0	9/30/17	71,061
Development Services	Supv, Environ Compl	1.0	12/1/17	98,007
Development Services	Inspector C	1.0	12/21/17	70,042
Development Services	Customer Service Rep Sr	1.0	1/6/18	45,031
Development Services	Inspector C	1.0	1/6/18	74,197
Development Services	Supv, Inspection	1.0	1/20/18	100,396
Development Services	Supv, Inspection	1.0	2/3/18	91,708
Development Services	Coord, Customer Solutions	1.0	2/3/18	60,520
Development Services	Customer Service Rep Sr	1.0	2/17/18	52,425
Development Services	Financial Analyst I	1.0	2/28/18	89,131
Development Services	Supv, Customer Service	1.0	2/28/18	77,097
Development Services	Administrative Specialist	1.0	2/28/18	63,481
Development Services	Inspector C	1.0	4/14/18	80,026
Development Services	Inspector C	1.0	4/14/18	77,622
Development Services	Plans Examiner C	1.0	4/14/18	76,315
Development Services	Inspector C	1.0	4/28/18	77,622
Development Services	Supv, Inspection	1.0	4/29/18	94,321
Development Services	Prgm Mgr, Envrnmtl Policy	1.0	4/30/18	128,029
Development Services	Customer Service Rep Sr	1.0	5/12/18	45,005
Development Services	Engineer A	1.0	5/12/18	87,997
Development Services	Environmental Inspec Spec Sr	1.0	5/14/18	57,836
Development Services	Planner Senior	1.0	5/26/18	63,639
Development Services	Planner I	1.0	5/26/18	52,324
Development Services	Planner Senior	1.0	5/26/18	87,369
Development Services	Accounting Associate II	1.0	5/28/18	77,883
Development Services	Human Resources Advisor	1.0	6/9/18	82,483
Development Services	Financial Analyst III	1.0	6/9/18	78,458
Development Services	Building Official	1.0	6/23/18	162,973
Development Services	Environmental Inspection Spec	1.0	6/23/18	67,403
Development Services	Prgm Coord, Environmental	1.0	6/23/18	102,894
Development Services	Plans Examiner	1.0	6/25/18	71,127
Development Services	Inspector C	1.0	6/30/18	85,461
Development Services	Business Process Spec	1.0	7/7/18	84,945
Development Services	Plans Examiner C	1.0	7/7/18	71,061
Development Services	Engineering Associate C	1.0	7/7/18	83,095
Development Services Total		36.0		
Emergency Medical Services-Civilian	Training Instructor	1.0	6/22/18	56,693
Emergency Medical Services-Civilian	Ambulance Billing&Coding ReplI	1.0	7/6/18	50,710
Emergency Medical Services-Civilian Total		2.0		
Fire-Civilian	Administrative Senior	1.0	3/2/18	43,959
Fire-Civilian	Fire Prot Equip Tech Sr	1.0	6/1/18	74,229
Fire-Civilian	Administrative Senior	1.0	6/9/18	45,605
Fire-Civilian	Coord, Program	1.0	6/15/18	67,403
Fire-Civilian	Administrative Specialist	1.0	6/22/18	55,073
Fire-Civilian	Ofcr, Chief Admin	1.0	6/23/18	103,862
Fire-Civilian	Fire Chief	1.0	6/30/18	254,014
Fire-Civilian Total		7.0		
Municipal Court	Court Clerk Assistant	1.0	12/18/17	55,048

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Municipal Court	Court Clerk Assistant	1.0	3/31/18	53,081
Municipal Court	IT Application Developer Sr	1.0	4/26/18	110,308
Municipal Court	IT Systems Administrator	1.0	4/28/18	105,387
Municipal Court	Mgr, Court Operations	1.0	5/26/18	88,588
Municipal Court	Court Clerk Assistant	0.5	6/23/18	22,738
Municipal Court	Mgr, Administrative	1.0	6/30/18	98,562
Municipal Court	Court Clerk Assistant	1.0	7/19/18	55,048
Municipal Court	Mgr, Case	1.0	7/20/18	56,128
Municipal Court Total		8.5		
Parks & Recreation	Graphic Designer	0.5	7/24/17	23,612
Parks & Recreation	Coord, Program	1.0	9/30/17	94,145
Parks & Recreation	Parks Grounds Assistant	1.0	10/28/17	41,764
Parks & Recreation	Forestry Technician	1.0	12/11/17	43,175
Parks & Recreation	Administrative Associate	1.0	1/4/18	47,759
Parks & Recreation	Quality Improvement Specialist	1.0	2/3/18	74,197
Parks & Recreation	Recreation Programs Specialist	1.0	2/3/18	47,860
Parks & Recreation	Culture & Arts Instructor	0.5	2/3/18	18,081
Parks & Recreation	Administrative Specialist	1.0	2/9/18	59,823
Parks & Recreation	Building & Grounds Assistant	0.5	3/1/18	18,081
Parks & Recreation	Park Ranger I	1.0	3/17/18	47,435
Parks & Recreation	Ofcr, Chief Admin	1.0	3/17/18	128,123
Parks & Recreation	Landscape Architect I	1.0	3/17/18	51,480
Parks & Recreation	Park Construction Crew Leader	1.0	3/31/18	55,642
Parks & Recreation	Mgr, Culture & Arts Education	1.0	3/31/18	100,859
Parks & Recreation	Parks Grounds Assistant	1.0	3/31/18	41,764
Parks & Recreation	Parks Grounds Specialist	1.0	3/31/18	41,764
Parks & Recreation	Supv, Park Ranger	1.0	4/13/18	72,988
Parks & Recreation	Prgm Coord, Environmental	1.0	4/14/18	47,720
Parks & Recreation	Community Engagement Spec	1.0	4/14/18	78,940
Parks & Recreation	Recreation Programs Specialist	1.0	5/4/18	50,545
Parks & Recreation	Culture & Arts Instructor	1.0	5/10/18	44,856
Parks & Recreation	Recreation Programs Specialist	1.0	5/11/18	49,578
Parks & Recreation	Supv, Human Resources	1.0	5/12/18	100,821
Parks & Recreation	Business Process Consultant Sr	1.0	5/12/18	118,148
Parks & Recreation	Mgr, Culture & Arts Education	1.0	5/12/18	100,859
Parks & Recreation	Swimming Pool Mechanic I	1.0	5/15/18	53,113
Parks & Recreation	Prgm Mgr, Environmental Conser	1.0	5/24/18	98,731
Parks & Recreation	Culture & Arts Instructor	0.5	5/26/18	18,002
Parks & Recreation	Maintenance Worker II	1.0	5/26/18	41,216
Parks & Recreation	Recreation Programs Specialist	1.0	5/29/18	49,578
Parks & Recreation	Prgm Supv, Recreation	1.0	5/31/18	80,958
Parks & Recreation	Supv II, General Maintenance	1.0	6/3/18	55,642
Parks & Recreation	Parks Grounds Crew Leader	1.0	6/9/18	57,600
Parks & Recreation	Landscape Architect II	1.0	6/9/18	82,513
Parks & Recreation	Recreation Programs Specialist	1.0	6/11/18	54,943
Parks & Recreation	Supv, Culture & Arts Education	1.0	6/12/18	76,477
Parks & Recreation	Irrigation Specialist	1.0	6/15/18	46,102
Parks & Recreation	Parks Grounds Specialist	1.0	6/22/18	39,202
Parks & Recreation	Supv II, General Maintenance	1.0	6/23/18	80,317
Parks & Recreation	Administrative Specialist	1.0	6/23/18	52,270
Parks & Recreation	Recreation Programs Instructor	0.8	7/7/18	35,321
Parks & Recreation	Contract Mngmt Specialist III	1.0	7/7/18	80,241
Parks & Recreation	Business Process Consultant	1.0	7/7/18	46,390
Parks & Recreation	Supv, Administrative	1.0	7/19/18	72,976
Parks & Recreation Total		42.8		
Planning & Zoning	Planner Senior	1.0	12/1/17	60,686
Planning & Zoning	Planner Senior	1.0	12/23/17	89,879
Planning & Zoning	Mgr, Development Services	1.0	2/3/18	109,338
Planning & Zoning	Planner Principal	1.0	2/17/18	100,827
Planning & Zoning	Planner II	1.0	4/28/18	62,594
Planning & Zoning	Supv, Human Resources	1.0	6/30/18	123,139
Planning & Zoning Total		6.0		
Police-Civilian	Police Division Manager	1.0	8/18/17	63,211
Police-Civilian	Crime Intelligence Analyst	1.0	9/26/17	50,598
Police-Civilian	911 Call Taker	0.5	12/1/17	20,801
Police-Civilian	Business Process Spec	1.0	12/9/17	84,233
Police-Civilian	Administrative Senior	1.0	12/11/17	52,486
Police-Civilian	Property Crime Technician	1.0	1/6/18	42,653

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Police-Civilian	Supv, Fingerprint Technician	1.0	1/25/18	62,098
Police-Civilian	Administrative Assistant	1.0	1/27/18	46,113
Police-Civilian	Property Crime Technician	1.0	1/31/18	44,273
Police-Civilian	Administrative Assistant	1.0	2/3/18	50,211
Police-Civilian	Police Dispatcher	0.5	2/17/18	27,170
Police-Civilian	Administrative Assistant	1.0	3/2/18	46,390
Police-Civilian	Police Dispatcher	1.0	3/23/18	53,486
Police-Civilian	Neighborhood Liaison	1.0	3/31/18	60,477
Police-Civilian	Crime Intelligence Analyst	1.0	4/2/18	57,027
Police-Civilian	Administrative Assistant	1.0	4/13/18	50,111
Police-Civilian	Crime Intelligence Analyst	1.0	4/14/18	50,964
Police-Civilian	Forensic Scientist - Chemist	1.0	4/14/18	64,201
Police-Civilian	Crime Intelligence Analyst	1.0	4/14/18	52,374
Police-Civilian	Police Dispatcher	1.0	4/19/18	64,266
Police-Civilian	Police Dispatcher Lead	1.0	4/20/18	67,403
Police-Civilian	Administrative Senior	1.0	4/28/18	42,730
Police-Civilian	Neighborhood Liaison	1.0	4/28/18	85,407
Police-Civilian	Supv, Administrative	1.0	4/28/18	50,034
Police-Civilian	Crime Intelligence Analyst	1.0	5/10/18	52,374
Police-Civilian	Police Dispatcher	1.0	5/12/18	52,374
Police-Civilian	911 Call Taker	1.0	5/24/18	54,935
Police-Civilian	Police Dispatcher	1.0	5/26/18	64,266
Police-Civilian	Victim Services Counselor	1.0	5/26/18	63,703
Police-Civilian	911 Call Taker	1.0	5/27/18	54,986
Police-Civilian	Coord, Grants	1.0	5/28/18	67,403
Police-Civilian	Inventory Control Spec III	1.0	5/31/18	66,733
Police-Civilian	911 Call Taker	0.8	5/31/18	62,832
Police-Civilian	Administrative Specialist	1.0	6/1/18	59,586
Police-Civilian	Police Dispatcher Lead	1.0	6/3/18	67,403
Police-Civilian	Administrative Senior	1.0	6/8/18	52,420
Police-Civilian	Property Crime Technician	1.0	6/16/18	44,273
Police-Civilian	Administrative Senior	1.0	6/22/18	49,041
Police-Civilian	Financial Analyst III	1.0	6/23/18	98,007
Police-Civilian	Crime Scene Specialist Senior	1.0	6/23/18	79,749
Police-Civilian	911 Call Taker/Dispatch Trainee	1.0	6/25/18	55,642
Police-Civilian	IT Business Systems Analyst	1.0	6/25/18	98,007
Police-Civilian	Administrative Specialist	1.0	6/29/18	63,233
Police-Civilian	911 Call Taker	1.0	6/30/18	55,072
Police-Civilian	Contract Mngmt Specialist III	1.0	7/7/18	69,467
Police-Civilian	IT Application Developer	1.0	7/7/18	92,388
Police-Civilian	Police Dispatcher	1.0	7/12/18	52,374
Police-Civilian	Training Specialist	1.0	7/13/18	69,007
Police-Civilian	Police Dispatcher	1.0	7/17/18	52,484
Police-Civilian Total		47.8		
Austin Energy	Power Control System Tech III	1.0	7/31/17	100,898
Austin Energy	Risk Analyst	1.0	8/1/17	85,489
Austin Energy	Power System Principal Engr	1.0	8/19/17	153,623
Austin Energy	Department Executive Asst	1.0	8/19/17	54,099
Austin Energy	IT Supervisor Sr	1.0	9/5/17	128,123
Austin Energy	Distribution Electrician III	1.0	9/16/17	106,828
Austin Energy	Prgm Mgr, Trans Plng	1.0	9/16/17	188,023
Austin Energy	AE Utility Strategist	1.0	9/17/17	92,545
Austin Energy	Graphic Designer	1.0	9/17/17	74,197
Austin Energy	Graphic Designer	1.0	9/17/17	74,197
Austin Energy	IT Application Analyst Senior	1.0	9/17/17	67,403
Austin Energy	Supv, Distrib Constr	1.0	9/17/17	116,563
Austin Energy	Distribution Constr Leader	1.0	9/17/17	116,563
Austin Energy	IT Network Consultant	1.0	9/17/17	116,563
Austin Energy	IT Dept Systems Architect	1.0	9/17/17	152,321
Austin Energy	IT Systems Consultant	1.0	9/17/17	133,315
Austin Energy	Prgm Mgr, Advanced Technology	1.0	10/28/17	153,490
Austin Energy	IT Network Consultant	1.0	10/28/17	107,459
Austin Energy	IT Systems Consultant	1.0	11/11/17	125,779
Austin Energy	IT Systems Consultant	1.0	12/8/17	104,486
Austin Energy	Business Process Consultant	1.0	12/9/17	103,811
Austin Energy	Administrative Specialist	1.0	12/9/17	69,692
Austin Energy	IT Security Analyst	1.0	12/9/17	114,646
Austin Energy	IT Project Manager	1.0	12/9/17	113,723

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Energy	IT Business Systems Analyst Sr	1.0	12/15/17	125,448
Austin Energy	Energy Market Analyst	1.0	12/15/17	114,749
Austin Energy	IT Supervisor Sr	1.0	12/23/17	139,764
Austin Energy	IT Systems Administrator	1.0	12/23/17	95,370
Austin Energy	IT Supervisor Sr	1.0	12/23/17	60,268
Austin Energy	Supv, Real Estate	1.0	12/31/17	136,879
Austin Energy	Electric Distrib Designer Sr	1.0	12/31/17	113,126
Austin Energy	Business Intelligence Cnslt	1.0	12/31/17	98,044
Austin Energy	Electrical Sys Controller Sr	1.0	12/31/17	136,934
Austin Energy	Engineer C	1.0	12/31/17	120,600
Austin Energy	Utility Account Specialist	1.0	12/31/17	69,772
Austin Energy	Mgr, AE Customer Svc Process	1.0	1/5/18	166,824
Austin Energy	Orgnl Dev&Training Spec	1.0	1/6/18	67,403
Austin Energy	Coord, Client Relationship	1.0	1/12/18	94,463
Austin Energy	Administrative Senior	1.0	1/20/18	52,463
Austin Energy	Dir, Energy & Mkt Operations	1.0	1/20/18	226,764
Austin Energy	Supv, Distrib Constr	1.0	1/31/18	106,856
Austin Energy	Dir, Government Relations	1.0	1/31/18	157,074
Austin Energy	Power System Engineer Sr	1.0	1/31/18	93,120
Austin Energy	Power System Engineer Sr	1.0	2/3/18	129,434
Austin Energy	Supv, Customer Service	1.0	2/9/18	72,157
Austin Energy	Supv, Customer Service	1.0	2/13/18	66,015
Austin Energy	Coord, Client Relationship	1.0	2/17/18	89,961
Austin Energy	Surveyor	1.0	2/17/18	98,019
Austin Energy	Substation Elect Crew Leader	1.0	2/22/18	103,862
Austin Energy	Supt, Distribution Constr Main	1.0	2/28/18	146,437
Austin Energy	Operations Complnc Prgm Mgr	1.0	2/28/18	192,957
Austin Energy	Supt, Trans Constr and Maint	1.0	2/28/18	146,341
Austin Energy	Power System Engineer Sr	1.0	2/28/18	131,627
Austin Energy	Inventory Control Spec II	1.0	3/1/18	43,195
Austin Energy	Supv, Distribution Electrician	1.0	3/3/18	128,131
Austin Energy	Electric Distribution Designer	1.0	3/3/18	100,898
Austin Energy	Distribution Electrician III	1.0	3/3/18	106,921
Austin Energy	Program Manager I	1.0	3/3/18	81,891
Austin Energy	Engineer C	1.0	3/3/18	123,860
Austin Energy	Utility Services Spec Sr	1.0	3/3/18	80,169
Austin Energy	Power System Engineer Sr	1.0	3/5/18	150,800
Austin Energy	Meter Electrician II	1.0	3/17/18	85,730
Austin Energy	IT Project Manager	1.0	3/19/18	134,509
Austin Energy	Business Intelligence Cnslt	1.0	3/30/18	69,034
Austin Energy	Dir, AE Budget/Accounting/Risk	1.0	3/31/18	173,844
Austin Energy	Distribution Electrician III	1.0	3/31/18	106,866
Austin Energy	Distribution Electrician III	1.0	3/31/18	106,828
Austin Energy	Power System Engineer Sr	1.0	3/31/18	156,261
Austin Energy	Property Agent	1.0	3/31/18	83,896
Austin Energy	Power System Principal Engr	1.0	4/14/18	155,809
Austin Energy	Prgm Coord, Environmental	1.0	4/14/18	83,084
Austin Energy	Engineer, Graduate B	1.0	4/14/18	75,465
Austin Energy	Prgm Coord, Environmental	1.0	4/14/18	104,646
Austin Energy	Customer Service Rep	1.0	4/14/18	58,334
Austin Energy	Public Information Spec Sr	1.0	4/16/18	92,545
Austin Energy	AE Dep GM and Chf Ops Ofcr	1.0	4/20/18	283,350
Austin Energy	Security Guard	1.0	4/23/18	50,111
Austin Energy	Marketing Commun Consultant	1.0	4/27/18	97,408
Austin Energy	Supv, Administrative	1.0	4/27/18	79,331
Austin Energy	Distribution Electrician III	1.0	4/28/18	106,866
Austin Energy	Administrative Specialist	1.0	4/28/18	63,309
Austin Energy	Prgm Mgr, Advanced Technology	1.0	4/28/18	163,899
Austin Energy	Coord, Ocuptnl Health & Safety	1.0	4/28/18	84,063
Austin Energy	Electrical Sys Controller Sr	1.0	4/28/18	128,073
Austin Energy	IT Business Systems Analyst Sr	1.0	4/28/18	113,178
Austin Energy	Distribution Electrician III	1.0	5/2/18	106,841
Austin Energy	Coord, Project	1.0	5/3/18	133,854
Austin Energy	Business Process Spec	1.0	5/12/18	63,226
Austin Energy	Distrib Electrician Crew Ldr	1.0	5/12/18	119,846
Austin Energy	Power Control System Tech II	1.0	5/12/18	106,828
Austin Energy	Distrib Electrician Crew Ldr	1.0	5/12/18	119,846
Austin Energy	Power Control System Tech II	1.0	5/12/18	87,542

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Energy	Distribution Constr Coord III	1.0	5/12/18	103,162
Austin Energy	Power Control System Tech III	1.0	5/12/18	119,846
Austin Energy	Distribution Constr Coord III	1.0	5/17/18	106,807
Austin Energy	Risk Control Analyst	1.0	5/17/18	124,692
Austin Energy	Distribution Electrician III	1.0	5/21/18	106,751
Austin Energy	Utility Process Consultant	1.0	5/26/18	119,820
Austin Energy	IT Application Analyst	1.0	5/26/18	100,070
Austin Energy	Power System Engineer Sr	1.0	5/26/18	122,877
Austin Energy	IT Project Mgr Sr	1.0	5/26/18	150,034
Austin Energy	Supv, Distribution Electrician	1.0	5/31/18	128,114
Austin Energy	Facility Service Specialist	1.0	5/31/18	52,854
Austin Energy	AE Utility Strategist	1.0	5/31/18	92,336
Austin Energy	Distribution Electrician III	1.0	5/31/18	54,492
Austin Energy	Electric Distrib Designer Sr	1.0	6/9/18	110,029
Austin Energy	Prgm Coord, Environmental	1.0	6/9/18	93,201
Austin Energy	Utility Account Specialist	1.0	6/9/18	62,526
Austin Energy	Supv, Customer Service	1.0	6/11/18	93,065
Austin Energy	Distribution Electrician III	1.0	6/23/18	90,732
Austin Energy	Marketing Commun Consultant	1.0	6/23/18	91,968
Austin Energy	Distribution Electrician III	1.0	6/29/18	106,856
Austin Energy	Distribution Electrician II	1.0	6/29/18	69,547
Austin Energy	Coord, Program	1.0	6/29/18	67,403
Austin Energy	Meter Electrician II	1.0	6/30/18	100,859
Austin Energy	Distribution Constr Coord III	1.0	6/30/18	106,921
Austin Energy	Distribution Electrician III	1.0	6/30/18	54,492
Austin Energy	Inventory Control Spec I	1.0	7/7/18	40,614
Austin Energy	Contract Mngmt Specialist IV	1.0	7/7/18	92,655
Austin Energy	Distribution Electrician III	1.0	7/7/18	90,676
Austin Energy	Distribution Electrician III	1.0	7/7/18	88,065
Austin Energy	IT Project Mgr Sr	1.0	7/7/18	136,858
Austin Energy	Distribution Electrician III	1.0	7/7/18	82,600
Austin Energy Total		123.0		
Austin Water	IT Application Developer Sr	0.5	9/2/17	53,355
Austin Water	Coord, Security	0.5	9/17/17	37,100
Austin Water	I & C Technician II	0.4	10/6/17	38,432
Austin Water	AW Electrician II	0.4	10/14/17	29,289
Austin Water	AW Electrician II	0.4	11/11/17	30,290
Austin Water	Treatment O & M Tech Senior	1.0	12/31/17	71,726
Austin Water	IT Manager	0.5	12/31/17	65,413
Austin Water	AWU Electrician II	0.4	12/31/17	41,690
Austin Water	Engineer C	0.5	12/31/17	62,978
Austin Water	IT Systems Consultant	0.5	1/12/18	56,559
Austin Water	Div Mgr, Treatment	0.3	1/31/18	44,409
Austin Water	Div Mgr, Envrnmtl Conserv	0.5	2/28/18	72,839
Austin Water	IT Security Consultant	0.5	2/28/18	70,587
Austin Water	Training Specialist Sr	1.0	2/28/18	45,587
Austin Water	IT Data Architect	0.5	2/28/18	69,068
Austin Water	Mgr, Administrative	0.3	3/3/18	17,823
Austin Water	Engineer A	0.5	3/3/18	48,454
Austin Water	Coord, Util Logistics & Plgn	0.5	3/17/18	33,223
Austin Water	Building & Grounds Lead	1.0	3/23/18	40,410
Austin Water	IT Project Manager	0.5	3/30/18	49,439
Austin Water	Financial Analyst IV	0.5	3/31/18	55,015
Austin Water	Engineer C	0.5	3/31/18	55,244
Austin Water	Engineer C	1.0	3/31/18	122,499
Austin Water	Administrative Specialist	0.5	4/14/18	24,606
Austin Water	AW Pipeline Tech Coord	0.5	4/14/18	34,760
Austin Water	Engineer, Supervising	0.5	4/20/18	70,021
Austin Water	AW Dispatcher	0.5	4/26/18	28,030
Austin Water	Customer Service Rep Sr	0.5	4/27/18	33,027
Austin Water	Administrative Specialist	0.5	4/28/18	30,605
Austin Water	Ofcr, Chief Info - Utility	0.5	4/28/18	87,692
Austin Water	Planner III	0.5	4/28/18	66,919
Austin Water	Business Process Consultant Sr	0.5	4/28/18	55,083
Austin Water	I&C Technician III	0.4	4/28/18	43,123
Austin Water	AW Pipeline Technician Sr	0.7	5/3/18	44,986
Austin Water	Mgr, Procurement	0.5	5/12/18	65,499
Austin Water	Public Information Spec Sr	0.5	5/16/18	56,586

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Water	AW Pipeline Technician Sr	1.0	5/18/18	60,268
Austin Water	Treatment Plant Worker	1.0	5/26/18	39,202
Austin Water	Utility Account Analyst	0.5	5/26/18	35,105
Austin Water	AW Electrician II	0.4	5/26/18	39,581
Austin Water	Facility Service Specialist	0.5	5/26/18	38,301
Austin Water	Water Protection Specialist Sr	1.0	5/26/18	89,021
Austin Water	Engineer, Supervising	0.5	5/26/18	67,875
Austin Water	Engineer, Supervising	0.5	5/31/18	70,212
Austin Water	IT Business Systems Analyst Sr	0.5	6/9/18	51,957
Austin Water	Financial Analyst IV	0.5	6/9/18	55,943
Austin Water	Prgm Coord, Environmental	0.5	6/9/18	46,619
Austin Water	AW Pipeline Technician Sr	1.0	6/11/18	38,653
Austin Water	Treatment O & M Tech Senior	1.0	6/22/18	53,577
Austin Water	AW Pipeline Technician Sr	0.5	6/23/18	23,822
Austin Water	AW Pipeline Technician Sr	1.0	6/23/18	39,202
Austin Water	Engineer, Supervising	0.5	6/23/18	32,133
Austin Water	Administrative Specialist	1.0	6/23/18	45,867
Austin Water	AWU Pipeline Technician Sr	0.5	6/28/18	26,219
Austin Water	Administrative Specialist	0.5	7/7/18	22,803
Austin Water	Administrative Specialist	0.5	7/7/18	27,537
Austin Water	Administrative Specialist	1.0	7/13/18	61,209
Austin Water	WQ Scientist	1.0	7/20/18	60,329
Austin Water	Coord, Pipeline Technician	1.0	8/31/17	75,837
Austin Water	IT Application Developer Sr	0.5	9/2/17	53,355
Austin Water	Coord, Security	0.5	9/17/17	37,100
Austin Water	I & C Technician II	0.6	10/6/17	48,913
Austin Water	Pretreatment Complnc Spec Sr	1.0	10/14/17	95,235
Austin Water	AW Electrician II	0.6	10/14/17	37,278
Austin Water	AW Electrician II	0.6	11/11/17	38,550
Austin Water	Supv, Treatment O & M	1.0	12/9/17	89,911
Austin Water	IT Manager	0.5	12/31/17	65,413
Austin Water	AWU Electrician II	0.6	12/31/17	53,061
Austin Water	Engineer C	0.5	12/31/17	62,978
Austin Water	Div Mgr, Pipeline Maintenance	1.0	12/31/17	77,263
Austin Water	IT Systems Consultant	0.5	1/12/18	56,559
Austin Water	AW Pipeline Technician Sr	1.0	1/29/18	37,688
Austin Water	Div Mgr, Treatment	0.7	1/31/18	86,205
Austin Water	AW Pipeline Technician Sr	1.0	2/8/18	38,419
Austin Water	Engineer C	1.0	2/17/18	107,343
Austin Water	Treatment O & M Tech Senior	1.0	2/17/18	76,522
Austin Water	Div Mgr, Envrnmtl Conserv	0.5	2/28/18	72,839
Austin Water	IT Security Consultant	0.5	2/28/18	70,587
Austin Water	IT Data Architect	0.5	2/28/18	69,068
Austin Water	Mgr, Administrative	0.7	3/3/18	34,597
Austin Water	Engineer A	0.5	3/3/18	48,454
Austin Water	Equipment Technician I	1.0	3/6/18	47,720
Austin Water	Coord, Util Logistics & Plgn	0.5	3/17/18	33,223
Austin Water	IT Project Manager	0.5	3/30/18	49,439
Austin Water	Financial Analyst IV	0.5	3/31/18	55,015
Austin Water	Engineer C	0.5	3/31/18	55,244
Austin Water	Administrative Specialist	0.5	4/14/18	24,606
Austin Water	AW Pipeline Tech Coord	0.5	4/14/18	34,760
Austin Water	Engineer, Supervising	0.5	4/20/18	70,021
Austin Water	AW Dispatcher	0.5	4/26/18	28,030
Austin Water	Customer Service Rep Sr	0.5	4/27/18	33,027
Austin Water	Administrative Specialist	0.5	4/28/18	30,605
Austin Water	Ofcr, Chief Info - Utility	0.5	4/28/18	87,692
Austin Water	Contract Mngmt Specialist I	1.0	4/28/18	72,163
Austin Water	Planner III	0.5	4/28/18	66,919
Austin Water	Business Process Consultant Sr	0.5	4/28/18	55,083
Austin Water	I&C Technician III	0.6	4/28/18	54,884
Austin Water	AW Pipeline Technician Sr	0.3	5/3/18	19,280
Austin Water	Treatment O & M Tech Senior	1.0	5/4/18	44,273
Austin Water	Treatment O & M Tech Senior	1.0	5/10/18	53,681
Austin Water	AW Pipeline Technician Sr	1.0	5/12/18	37,688
Austin Water	Mgr, Procurement	0.5	5/12/18	65,499
Austin Water	Public Information Spec Sr	0.5	5/16/18	56,586
Austin Water	Treatment Plant Worker	1.0	5/26/18	43,175

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Water	Utility Account Analyst	0.5	5/26/18	35,105
Austin Water	AW Electrician II	0.6	5/26/18	50,375
Austin Water	Facility Service Specialist	0.5	5/26/18	38,301
Austin Water	Engineer, Supervising	0.5	5/26/18	67,875
Austin Water	Supv, Treatment O & M	1.0	5/31/18	95,748
Austin Water	Engineer, Supervising	0.5	5/31/18	70,212
Austin Water	IT Business Systems Analyst Sr	0.5	6/9/18	51,957
Austin Water	Financial Analyst IV	0.5	6/9/18	55,943
Austin Water	Prgm Coord, Environmental	0.5	6/9/18	46,619
Austin Water	AW Pipeline Technician Sr	1.0	6/15/18	44,273
Austin Water	Pretreatment Complnc Spec Sr	1.0	6/15/18	92,545
Austin Water	Treatment Plant Worker	1.0	6/19/18	40,118
Austin Water	Austin Water Equip Operator	1.0	6/22/18	58,412
Austin Water	AW Pipeline Technician Sr	0.5	6/23/18	23,822
Austin Water	Engineer, Supervising	0.5	6/23/18	32,133
Austin Water	AWU Pipeline Technician Sr	0.5	6/28/18	26,219
Austin Water	Inventory Control Spec II	1.0	7/7/18	48,246
Austin Water	Administrative Specialist	0.5	7/7/18	22,803
Austin Water	Administrative Specialist	0.5	7/7/18	27,537
Austin Water	Supv, Administrative	1.0	7/7/18	69,563
Austin Water	AW Pipeline Technician Sr	1.0	7/9/18	66,445
Austin Water	AW Pipeline Technician Sr	1.0	7/9/18	44,273
Austin Water Total		81.0		
Austin Resource Recovery	Planner Senior	1.0	9/16/17	72,029
Austin Resource Recovery	Ocptnl Health & Safety Spec Sr	1.0	10/14/17	70,048
Austin Resource Recovery	Coord, Ocuptnl Health & Safety	1.0	12/9/17	92,884
Austin Resource Recovery	Austin Rsc Recovery Oper Sr	1.0	12/9/17	56,424
Austin Resource Recovery	Planner Senior	1.0	1/31/18	89,917
Austin Resource Recovery	Austin Rsc Recovery Oper Sr	1.0	2/5/18	60,307
Austin Resource Recovery	Austin Rsc Recovery Oper Asc	1.0	3/3/18	37,688
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	3/5/18	53,081
Austin Resource Recovery	IT Supervisor	1.0	3/17/18	95,987
Austin Resource Recovery	Administrative Specialist	1.0	3/17/18	59,189
Austin Resource Recovery	Supv, Austin Rsc Recovery	1.0	3/17/18	58,536
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	3/27/18	38,994
Austin Resource Recovery	Customer Service Rep Sr	1.0	3/31/18	69,634
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	4/14/18	54,910
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	4/14/18	39,202
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	4/14/18	45,344
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	4/14/18	52,451
Austin Resource Recovery	Quality Improvement Specialist	1.0	4/28/18	74,025
Austin Resource Recovery	Business Process Consultant	1.0	4/30/18	81,841
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	5/1/18	54,948
Austin Resource Recovery	Planner Senior	1.0	5/18/18	78,302
Austin Resource Recovery	Environmental Prgm Specialist	1.0	5/26/18	49,683
Austin Resource Recovery	Customer Service Rep	1.0	5/31/18	63,074
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	6/9/18	40,536
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	6/9/18	44,311
Austin Resource Recovery	Austin Rsc Recovery Oper Asc	1.0	6/9/18	38,994
Austin Resource Recovery	Research Analyst	1.0	6/9/18	76,397
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	6/9/18	54,910
Austin Resource Recovery	Contract Mngmt Specialist III	1.0	6/11/18	74,563
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	6/13/18	39,126
Austin Resource Recovery	Ocptnl Health & Safety Spec Sr	1.0	6/22/18	87,369
Austin Resource Recovery	Supv, Consumer Service	1.0	6/23/18	95,443
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	6/23/18	40,536
Austin Resource Recovery	Austin Rsc Recovery Oper Sr	1.0	6/23/18	40,536
Austin Resource Recovery	Environmental Prgm Specialist	1.0	6/25/18	49,683
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	7/4/18	47,828
Austin Resource Recovery	Environmental Prgm Specialist	1.0	7/5/18	56,594
Austin Resource Recovery	Planner Senior	1.0	7/7/18	89,917
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	7/7/18	45,771
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	7/7/18	42,653
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	7/7/18	51,420
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	7/7/18	40,536
Austin Resource Recovery	Austin Rsc Recovery Operator	1.0	7/7/18	40,536
Austin Resource Recovery	Planner III	1.0	7/7/18	59,934
Austin Resource Recovery Total		44.0		

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Convention Center-Operating	IT Support Analyst Sr	1.0	12/22/17	89,958
Austin Convention Center-Operating	Contract Mngmt Specialist III	1.0	3/3/18	77,883
Austin Convention Center-Operating	Div Mgr, Convention Center	1.0	3/31/18	134,417
Austin Convention Center-Operating	IT Business Systems Analyst	1.0	4/14/18	94,402
Austin Convention Center-Operating	Contract Mngmt Specialist III	1.0	4/14/18	66,191
Austin Convention Center-Operating	Public Event Worker	1.0	5/17/18	41,764
Austin Convention Center-Operating	Supv, Parking Services	1.0	5/26/18	73,099
Austin Convention Center-Operating	Equipment Technician II	0.8	5/26/18	49,805
Austin Convention Center-Operating	Cashier II	1.0	5/31/18	45,945
Austin Convention Center-Operating	Electrician II	1.0	5/31/18	72,786
Austin Convention Center-Operating	Inventory Control Spec III	1.0	6/14/18	58,366
Austin Convention Center-Operating	Public Event Worker	1.0	6/23/18	45,476
Austin Convention Center-Operating	Administrative Specialist	1.0	6/23/18	71,099
Austin Convention Center-Operating	Administrative Specialist	1.0	6/23/18	63,194
Austin Convention Center-Operating	Facility Services Rep Lead	1.0	6/23/18	44,050
Austin Convention Center-Operating	Coord, Event	1.0	6/29/18	61,658
Austin Convention Center-Operating	Senior Sales and Account Rep	1.0	6/30/18	74,647
Austin Convention Center-Operating	Building & Grounds Specialist	1.0	6/30/18	47,736
Austin Convention Center-Operating	Contract Mngmt Specialist I	0.5	7/17/18	32,120
Austin Convention Center-Operating Total		18.3		
Aviation	Dep Ofcr, Chief Ops ABIA	1.0	8/19/17	199,552
Aviation	Business Process Consultant	1.0	9/2/17	56,347
Aviation	Mgr, Airport Strategic Plng	1.0	9/16/17	38,027
Aviation	Coord, Airport Emerg Plng	1.0	9/17/17	67,403
Aviation	Div Mgr, Airport Plng and Dev	1.0	9/17/17	58,334
Aviation	Prgm Mgr, Building Systems	1.0	9/17/17	103,866
Aviation	Maintenance Worker III	1.0	9/17/17	50,572
Aviation	Maintenance Worker III	1.0	9/17/17	50,572
Aviation	Procurement Specialist IV	1.0	9/17/17	103,862
Aviation	Program Manager II	1.0	9/17/17	103,862
Aviation	IT Data Architect	1.0	9/17/17	124,692
Aviation	IT Security Analyst	1.0	9/17/17	116,563
Aviation	IT Network Administrator Sr	1.0	9/17/17	110,029
Aviation	Accountant IV	1.0	9/17/17	110,029
Aviation	Heating & Refrig Mechanic III	1.0	10/2/17	70,722
Aviation	Business Process Consultant	1.0	10/31/17	45,343
Aviation	IT Network Consultant	1.0	11/25/17	119,782
Aviation	Airport Operations Specialist	1.0	11/28/17	67,403
Aviation	Human Resources Advisor	1.0	12/9/17	84,913
Aviation	Program Manager III	1.0	12/9/17	84,989
Aviation	Supv I, Airport Operations	1.0	12/23/17	63,309
Aviation	Supv II, Airport Operations	1.0	12/23/17	91,845
Aviation	Financial Analyst III	1.0	12/27/17	98,045
Aviation	Customer Service Rep	1.0	12/31/17	63,245
Aviation	Airport Operations Specialist	1.0	12/31/17	75,227
Aviation	Public Information Spec Sr	1.0	1/4/18	92,545
Aviation	Customer Service Rep	1.0	1/20/18	63,298
Aviation	Mgr, Airport Landside Access	1.0	1/20/18	44,403
Aviation	Mgr, Project	1.0	1/31/18	133,796
Aviation	Mgr, Project	1.0	1/31/18	99,618
Aviation	Building & Grounds Assistant	1.0	2/3/18	45,476
Aviation	IT Support Analyst	1.0	2/3/18	66,122
Aviation	Business Process Consultant	1.0	2/7/18	99,863
Aviation	Accountant III	1.0	2/16/18	75,661
Aviation	Accounting Associate II	1.0	2/17/18	54,883
Aviation	Human Resources Generalist	1.0	3/3/18	50,572
Aviation	Building & Grounds Assistant	1.0	3/7/18	43,483
Aviation	Accountant II	1.0	3/31/18	74,197
Aviation	Contract Mngmt Specialist III	1.0	3/31/18	74,678
Aviation	Supv I, Airport Maintenance	1.0	3/31/18	76,450
Aviation	Airport Equipment Tech Senior	1.0	3/31/18	69,573
Aviation	Mgr III, Financial	1.0	3/31/18	124,807
Aviation	Accountant III	1.0	4/13/18	71,454
Aviation	Human Resources Advisor	1.0	4/14/18	84,983
Aviation	IT Supervisor Sr	1.0	4/14/18	128,080
Aviation	Accountant II	1.0	4/28/18	87,369
Aviation	Equipment Technician II	1.0	4/30/18	74,484
Aviation	Building & Grounds Assistant	1.0	5/12/18	45,578

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Aviation	Supv I, Airport Operations	1.0	5/26/18	68,446
Aviation	Administrative Specialist	1.0	5/26/18	63,194
Aviation	IT Application Analyst Senior	1.0	5/26/18	106,748
Aviation	Building & Grounds Assistant	1.0	5/26/18	41,764
Aviation	Airport Ops Comm Specialist	1.0	6/1/18	61,209
Aviation	Building & Grounds Assistant	1.0	6/9/18	44,189
Aviation	Electronics Technician III	1.0	6/9/18	72,917
Aviation	Electrician II	1.0	6/23/18	72,944
Aviation	IT Network Administrator Sr	1.0	6/23/18	109,690
Aviation	Hvy Equipment Operator II	1.0	6/27/18	58,334
Aviation	Building & Grounds Assistant	1.0	6/28/18	49,134
Aviation	Coord, Airport Maintenance	1.0	6/29/18	84,211
Aviation	Grnd Transp Contrlr	1.0	6/30/18	59,702
Aviation	IT Application Analyst Senior	1.0	7/7/18	106,709
Aviation	Building & Grounds Assistant	1.0	7/10/18	42,105
Aviation Total		63.0		
Parks & Recreation-Golf	Golf Shop Lead	1.0	6/9/18	41,037
Parks & Recreation-Golf Total		1.0		
Watershed Protection	Drainage Ops & Maint II	1.0	8/5/17	46,182
Watershed Protection	Engineer, Consulting	1.0	8/16/17	152,673
Watershed Protection	Engineer C	1.0	8/19/17	107,064
Watershed Protection	Drainage Ops & Maint Crew Ld	1.0	9/16/17	57,716
Watershed Protection	Engineer A	1.0	9/17/17	110,029
Watershed Protection	IT Application Consultant	1.0	9/17/17	110,029
Watershed Protection	Drainage Ops & Maint III	1.0	10/28/17	58,334
Watershed Protection	Supt, Street & Drainage Ops	1.0	12/31/17	97,013
Watershed Protection	Drainage Ops & Maint Crew Ld	1.0	2/22/18	66,401
Watershed Protection	Program Manager III	1.0	2/28/18	137,569
Watershed Protection	Drainage Ops & Maint III	1.0	3/1/18	60,307
Watershed Protection	Drainage Ops & Maint III	1.0	4/14/18	60,383
Watershed Protection	Drainage Ops & Maint II	1.0	4/16/18	42,392
Watershed Protection	Mgr, Human Resources	1.0	4/27/18	128,891
Watershed Protection	Engineer, Consulting	1.0	4/28/18	151,704
Watershed Protection	Drainage Ops & Maint II	1.0	5/7/18	55,797
Watershed Protection	Drainage Ops & Maint Crew Ld	1.0	5/12/18	63,201
Watershed Protection	Drainage Ops & Maint III	1.0	5/26/18	60,268
Watershed Protection	Environmental Scientist Senior	1.0	5/31/18	117,679
Watershed Protection	Drainage Ops & Maint II	1.0	6/9/18	49,578
Watershed Protection	Drainage Ops & Maint II	1.0	6/9/18	42,392
Watershed Protection	Drainage Ops & Maint III	1.0	6/10/18	63,466
Watershed Protection	Drainage Ops & Maint II	1.0	6/28/18	42,392
Watershed Protection	Drainage Ops & Maint II	1.0	6/28/18	42,392
Watershed Protection	Engineer C	1.0	6/30/18	131,236
Watershed Protection	Mgr III, Financial	1.0	7/7/18	133,441
Watershed Protection	Drainage Ops & Maint III	1.0	7/7/18	60,268
Watershed Protection	Drainage Ops & Maint II	1.0	7/9/18	48,219
Watershed Protection Total		28.0		
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	8/5/17	47,864
Public Works-Transportation	Business Process Consultant Sr	1.0	8/19/17	104,551
Public Works-Transportation	Coord, Project	1.0	9/17/17	92,545
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	9/30/17	56,136
Public Works-Transportation	Div Mgr, Infrastructure Ops	1.0	11/25/17	115,403
Public Works-Transportation	Marketing Representative B	1.0	12/29/17	76,391
Public Works-Transportation	Financial Analyst III	1.0	12/31/17	69,688
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	1/12/18	40,353
Public Works-Transportation	Street & Bridge Ops Crew Lead	1.0	1/29/18	57,693
Public Works-Transportation	Coord, Project	1.0	2/3/18	83,201
Public Works-Transportation	Engineer, Managing	1.0	2/28/18	169,100
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	3/3/18	54,910
Public Works-Transportation	Mgr II, Financial	1.0	3/16/18	124,768
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	3/31/18	58,334
Public Works-Transportation	Street & Bridge Ops Tech II	1.0	3/31/18	53,081
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	4/28/18	60,268
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	5/11/18	39,202
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	5/12/18	56,424
Public Works-Transportation	Street & Bridge Ops Crew Lead	1.0	5/26/18	66,330
Public Works-Transportation	Coord, Occupntl Health & Safety	1.0	6/12/18	85,739
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	6/14/18	57,629

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Public Works-Transportation	Human Resources Advisor	1.0	6/22/18	82,483
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	6/23/18	50,677
Public Works-Transportation	Program Manager II	1.0	6/27/18	87,742
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	6/30/18	59,912
Public Works-Transportation	Engineering Associate C	1.0	7/7/18	96,229
Public Works-Transportation	Business Process Consultant	1.0	7/7/18	90,532
Public Works-Transportation	Street & Bridge Ops Tech III	1.0	7/19/18	58,334
Public Works-Transportation Total		28.0		
Austin Transportation-Mobility	Engineer, Consulting	1.0	1/6/18	93,474
Austin Transportation-Mobility	Business Process Consultant	1.0	3/19/18	82,553
Austin Transportation-Mobility	Business Process Consultant	1.0	3/26/18	92,545
Austin Transportation-Mobility	Public Information Spec Sr	1.0	3/26/18	92,545
Austin Transportation-Mobility	Engineer C	1.0	3/31/18	124,665
Austin Transportation-Mobility	Traffic Signal Technician	1.0	4/3/18	44,430
Austin Transportation-Mobility	Coord, Project	1.0	5/25/18	92,545
Austin Transportation-Mobility	Training Specialist	1.0	5/26/18	78,685
Austin Transportation-Mobility	Business Process Consultant	1.0	6/1/18	108,865
Austin Transportation-Mobility	Engineer C	1.0	6/1/18	124,692
Austin Transportation-Mobility	Engineering Associate C	1.0	6/7/18	57,416
Austin Transportation-Mobility	Planner Senior	1.0	6/9/18	80,704
Austin Transportation-Mobility	Coord, Program	1.0	6/9/18	62,098
Austin Transportation-Mobility	Coord, Project	1.0	6/23/18	78,438
Austin Transportation-Mobility	IT Geospatial Analyst	1.0	7/7/18	62,671
Austin Transportation-Mobility	Permit and Licens Rev Analyst	1.0	7/20/18	72,917
Austin Transportation-Mobility Total		16.0		
CTM-Operating	Administrative Specialist	1.0	8/19/17	84,989
CTM-Operating	IT Project Manager	1.0	9/30/17	68,605
CTM-Operating	IT Project Mgr Sr	1.0	9/30/17	146,373
CTM-Operating	IT Project Mgr Sr	1.0	9/30/17	142,138
CTM-Operating	IT Support Analyst Sr	1.0	9/30/17	94,105
CTM-Operating	IT Network Consultant	1.0	10/14/17	110,848
CTM-Operating	IT Systems Consultant	1.0	10/31/17	129,703
CTM-Operating	Deputy Director, CTM	1.0	11/13/17	205,024
CTM-Operating	Dep Ofcr, Chief Information	1.0	11/25/17	174,675
CTM-Operating	IT Geospatial Analyst Sr	1.0	12/1/17	62,671
CTM-Operating	IT Project Mgr Sr	1.0	12/31/17	146,335
CTM-Operating	IT Dept Systems Architect	1.0	1/6/18	143,854
CTM-Operating	IT Security Analyst	1.0	1/20/18	119,761
CTM-Operating	IT Security Analyst	1.0	1/20/18	92,553
CTM-Operating	IT Project Mgr Sr	1.0	2/3/18	125,691
CTM-Operating	IT Support Analyst Sr	1.0	2/17/18	90,263
CTM-Operating	IT Support Analyst	1.0	2/28/18	83,910
CTM-Operating	IT Network Administrator Sr	1.0	3/31/18	111,330
CTM-Operating	Administrative Specialist	1.0	3/31/18	63,309
CTM-Operating	IT Business Systems Analyst Sr	1.0	4/23/18	113,096
CTM-Operating	IT Systems Administrator Sr	1.0	4/28/18	101,437
CTM-Operating	IT Corporate Manager	1.0	5/31/18	156,517
CTM-Operating	IT Support Analyst	1.0	5/31/18	76,560
CTM-Operating	IT Application Developer Sr	1.0	7/6/18	87,997
CTM-Operating Total		24.0		
Building Services	Human Resources Specialist	1.0	9/17/17	74,197
Building Services	Heating & Refrig Mechanic III	1.0	3/17/18	76,542
Building Services	Building & Grounds Lead	1.0	3/31/18	53,195
Building Services	Mgr, Occ Envir Health & Safety	1.0	4/14/18	135,449
Building Services	Building & Grounds Assistant	0.5	4/23/18	16,323
Building Services	Financial Analyst I	1.0	4/30/18	77,883
Building Services	Ombudsperson	1.0	5/12/18	42,188
Building Services	Heating & Refrig Mechanic II	1.0	6/4/18	63,710
Building Services	Building & Grounds Assistant	0.5	7/2/18	17,868
Building Services	Contract Mngmt Specialist IV	1.0	7/6/18	78,516
Building Services	Building & Grounds Lead	1.0	7/7/18	47,644
Building Services Total		10.0		
City Auditor	Audit Investigator II	1.0	7/20/18	81,411
City Auditor Total		1.0		
City Clerk	Business Process Spec	1.0	5/18/18	84,989
City Clerk	Administrative Specialist	1.0	6/29/18	59,156
City Clerk	Business Process Consultant Sr	1.0	7/7/18	120,464
City Clerk Total		3.0		

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Communications & Public Information	Mktg Comm Consultant-Corp	1.0	3/31/18	104,555
Communications & Public Information	Digital Graphic Designer	1.0	7/12/18	77,387
Communications & Public Information Total		2.0		
Financial Services	IT Application Developer Sr	1.0	11/25/17	82,559
Financial Services	Procurement Specialist III	1.0	12/23/17	71,480
Financial Services	Budget Analyst IV	1.0	3/31/18	123,844
Financial Services	Accounting Associate II	1.0	3/31/18	56,358
Financial Services	Treasurer	1.0	3/31/18	195,011
Financial Services	Business Process Spec	1.0	5/12/18	86,662
Financial Services	Mgr I, Accounting	1.0	6/1/18	124,692
Financial Services	Procurement Specialist IV	1.0	6/1/18	103,862
Financial Services	Mgr II, Accounting	1.0	6/9/18	133,430
Financial Services	Mgr II, Accounting	1.0	6/9/18	104,513
Financial Services	Procurement Specialist IV	1.0	6/14/18	103,862
Financial Services	Accounting Associate II	1.0	7/7/18	55,915
Financial Services	Administrative Specialist	1.0	7/7/18	49,918
Financial Services	Business Process Consultant	1.0	7/7/18	111,989
Financial Services Total		14.0		
Human Resources	Human Resources Consultant	1.0	9/2/17	95,196
Human Resources	Human Resources Consultant	1.0	9/26/17	95,235
Human Resources	Human Resources Consultant	1.0	11/11/17	87,187
Human Resources	Mgr, Human Resources	1.0	12/23/17	123,131
Human Resources	Human Resources Consultant	1.0	12/31/17	97,233
Human Resources	Training Specialist Sr	1.0	1/20/18	103,796
Human Resources	Risk Analyst	1.0	1/31/18	101,482
Human Resources	Mgr, Human Resources	1.0	3/17/18	144,546
Human Resources	Benefits Consultant	1.0	3/31/18	87,997
Human Resources	Benefits Consultant	1.0	5/18/18	73,757
Human Resources	Mgr, Benefits	1.0	5/26/18	148,981
Human Resources	Human Resources Generalist	1.0	5/31/18	61,559
Human Resources	Benefits Specialist	1.0	6/15/18	62,731
Human Resources Total		13.0		
Law	Administrative Specialist	1.0	4/7/18	42,000
Law	Assistant City Attorney V	1.0	4/14/18	92,466
Law	Administrative Assistant	1.0	5/11/18	89,929
Law	Accounting Associate III	1.0	5/18/18	50,788
Law	Assistant City Attorney II	1.0	6/14/18	112,071
Law	Assistant City Attorney III	1.0	6/15/18	95,942
Law	Assistant City Attorney II	1.0	7/6/18	106,765
Law	Assistant City Attorney V	1.0	7/6/18	140,332
Law Total		8.0		
Management Services	Assistant City Manager	1.0	8/31/17	285,251
Management Services	Coord, Program	1.0	9/17/17	67,403
Management Services	Research Analyst Senior	1.0	10/4/17	78,013
Management Services	Asst City Mgr Exec Secretary	1.0	10/28/17	66,407
Management Services	Business Process Consultant	1.0	12/2/17	98,658
Management Services	Asst City Mgr Sr Exec Asst	1.0	4/14/18	81,182
Management Services	Program Manager I	1.0	4/20/18	92,545
Management Services	Prgm Mgr, Public Info & Mktng	1.0	6/1/18	92,157
Management Services	Asst City Mgr Exec Secretary	1.0	6/9/18	66,407
Management Services Total		9.0		
Mayor & Council	City Council Exec Assistant	1.0	1/1/18	84,078
Mayor & Council	City Council Exec Assistant	1.0	5/28/18	87,971
Mayor & Council	City Council Exec Assistant	1.0	6/15/18	71,336
Mayor & Council	City Council Senior Exec Asst	1.0	7/7/18	88,832
Mayor & Council	City Council Exec Assistant	1.0	7/9/18	79,164
Mayor & Council Total		5.0		
Real Estate Services	Property Agent	1.0	2/3/18	68,945
Real Estate Services	Ofcr, Real Estate Svcs	1.0	4/30/18	186,019
Real Estate Services Total		2.0		
Small & Minority Business Resources	Business Process Consultant	1.0	3/17/18	106,824
Small & Minority Business Resources	Administrative Specialist	1.0	5/31/18	60,345
Small & Minority Business Resources	Department Executive Asst	1.0	5/31/18	70,686
Small & Minority Business Resources Total		3.0		
Telecommunications & Regulatory Affairs	Public Information Spec Sr	1.0	3/3/18	73,581
Telecommunications & Regulatory Affairs Total		1.0		
CTM-Wireless Communications	Electronics Technician III	1.0	7/7/18	72,956
CTM-Wireless Communications	Radio Technician IV	1.0	7/7/18	69,593

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
CTM-Wireless Communications	Service Writer	1.0	7/7/18	60,268
CTM-Wireless Communications	Radio Technician IV	1.0	7/7/18	77,057
CTM-Wireless Communications Total		4.0		
Fleet	Accounting Associate II	1.0	9/16/17	63,796
Fleet	Supv, Fleet Service Center	1.0	10/14/17	100,898
Fleet	Supv, Fleet Service Center	1.0	10/14/17	100,859
Fleet	Div Mgr, Fleet	1.0	10/28/17	134,432
Fleet	Fleet Equipment Technician III	1.0	11/30/17	76,522
Fleet	Administrative Specialist	1.0	11/30/17	63,309
Fleet	Fleet Equipment Technician III	1.0	12/18/17	76,445
Fleet	Fleet Equipment Technician III	1.0	12/23/17	76,522
Fleet	Fleet Service Consultant	1.0	1/6/18	80,323
Fleet	Mgr II, Financial	1.0	1/6/18	110,155
Fleet	Fleet Equipment Technician III	1.0	1/15/18	47,279
Fleet	Fleet Equipment Technician II	1.0	1/20/18	52,140
Fleet	Div Mgr, Fleet	1.0	1/31/18	134,394
Fleet	Contract Mngmt Specialist II	1.0	2/3/18	71,751
Fleet	Fleet Equipment Technician III	1.0	2/3/18	56,202
Fleet	Shuttle Driver	1.0	3/2/18	45,476
Fleet	Contract Mngmt Specialist II	1.0	3/17/18	67,871
Fleet	Human Resources Advisor	1.0	3/31/18	85,021
Fleet	Fleet Equipment Technician III	1.0	3/31/18	63,309
Fleet	Fleet Equipment Technician III	1.0	4/17/18	65,780
Fleet	Welder	1.0	5/1/18	65,611
Fleet	Fleet Tire Technician	1.0	5/14/18	39,202
Fleet	Fleet Equipment Technician III	1.0	5/31/18	76,560
Fleet	Dep Ofcr, Fleet	1.0	5/31/18	171,334
Fleet	Mgr, Fleet Service Center	1.0	6/9/18	113,210
Fleet	Fleet Equipment Technician I	1.0	7/3/18	46,705
Fleet Total		26.0		
Austin Convention Center-Palmer Operating	Maintenance Worker III	1.0	3/17/18	54,711
Austin Convention Center-Palmer Operating	Public Event Worker	1.0	5/8/18	36,772
Austin Convention Center-Palmer Operating	Dispatcher II	1.0	5/26/18	45,476
Austin Convention Center-Palmer Operating	Equipment Technician II	0.3	5/26/18	16,602
Austin Convention Center-Palmer Operating	Facility Svcs Representative	1.0	7/10/18	48,581
Austin Convention Center-Palmer Operating	Contract Mngmt Specialist I	0.5	7/17/18	32,120
Austin Convention Center-Palmer Operating Total		4.8		
Austin Convention Center-Palmer Garage	Business Process Spec	1.0	11/28/17	76,554
Austin Convention Center-Palmer Garage Total		1.0		
Public Works-Capital Projects	Project Assistant	1.0	9/17/17	82,483
Public Works-Capital Projects	Engrng Constr Coord III	1.0	9/17/17	74,197
Public Works-Capital Projects	Engrng Constr Coord III	1.0	9/17/17	74,197
Public Works-Capital Projects	Engrng Constr Coord III	1.0	9/17/17	67,403
Public Works-Capital Projects	Program Consultant	1.0	9/17/17	67,403
Public Works-Capital Projects	Architect	1.0	9/17/17	103,862
Public Works-Capital Projects	Engrng Constr Coord III	1.0	12/9/17	83,989
Public Works-Capital Projects	Engineer C	1.0	12/20/17	98,815
Public Works-Capital Projects	Prgm Mgr, Public Info & Mktng	1.0	2/21/18	114,951
Public Works-Capital Projects	Engrng Constr Coord III	1.0	3/28/18	68,777
Public Works-Capital Projects	Mgr, Project	1.0	4/27/18	109,531
Public Works-Capital Projects	Engineer C	1.0	5/26/18	120,290
Public Works-Capital Projects	Public Information Spec Sr	1.0	6/9/18	80,910
Public Works-Capital Projects	Engineer B	1.0	6/9/18	89,433
Public Works-Capital Projects	Administrative Assistant	1.0	6/12/18	44,769
Public Works-Capital Projects	Mgr, Project	1.0	6/14/18	124,692
Public Works-Capital Projects Total		16.0		
CTM-CTECC	IT Security Consultant	1.0	11/25/17	80,017
CTM-CTECC	IT Systems Administrator	1.0	4/28/18	95,267
CTM-CTECC Total		2.0		
Austin Transportation-Parking Management	Prgm Mgr, Parking Services	1.0	4/14/18	87,369
Austin Transportation-Parking Management	Parking Enforcement Officer	1.0	6/9/18	46,468
Austin Transportation-Parking Management	Parking Enforcement Officer	1.0	6/25/18	50,134
Austin Transportation-Parking Management Total		3.0		
Austin Code	Financial Analyst III	1.0	1/6/18	67,209
Austin Code	Asst Div Mgr, Code Compliance	1.0	1/8/18	99,586
Austin Code	Asst Div Mgr, Code Compliance	1.0	1/20/18	100,924
Austin Code	Code Inspector C	1.0	2/3/18	74,197
Austin Code	Code Inspector C	1.0	3/17/18	67,983

FY 2018-19 Proposed Budget Vacancy Report

Less Than 12 Months

Department	Title	FTE	Vacant Since	Annual Salary
Austin Code	Code Inspector C	1.0	3/17/18	60,326
Austin Code	Code Inspector C	1.0	3/17/18	74,228
Austin Code	Code Inspector C	1.0	3/17/18	50,526
Austin Code	Training Specialist Sr	1.0	3/30/18	70,505
Austin Code	Code Inspector C	1.0	4/14/18	54,498
Austin Code	Code Inspector C	1.0	4/14/18	52,550
Austin Code	Code Investigator	1.0	4/14/18	74,197
Austin Code	Code Inspector C	1.0	4/14/18	58,713
Austin Code	Performance Consultant	1.0	4/16/18	97,448
Austin Code	Code Inspector C	1.0	4/28/18	74,524
Austin Code	Business Process Consultant Sr	1.0	5/26/18	142,594
Austin Code	Financial Analyst IV	1.0	5/28/18	76,432
Austin Code	Div Mgr, Code Compliance	1.0	6/29/18	104,191
Austin Code	Div Mgr, Code	1.0	6/30/18	115,874
Austin Code	Coord, Ocuptnl Health & Safety	1.0	6/30/18	118,408
Austin Code	Code Inspector C	1.0	7/7/18	66,581
Austin Code	Accountant II	1.0	7/13/18	87,369
Austin Code Total		22.0		
Economic Development	Coord, Program	1.0	11/13/17	59,772
Economic Development	Administrative Specialist	1.0	11/13/17	61,209
Economic Development	Civic Arts Prgm Consultant	1.0	3/31/18	108,445
Economic Development	Dir, Economic Development	1.0	3/31/18	212,821
Economic Development Total		4.0		
Public Works-Child Safety	Coord, Program	1.0	11/25/17	59,705
Public Works-Child Safety	Program Specialist	1.0	11/25/17	60,301
Public Works-Child Safety	Supv, Crossing Guard	0.8	6/29/18	31,979
Public Works-Child Safety Total		2.8		
Municipal Court-Juvenile Case Manager	Mgr, Case	1.0	1/2/18	67,403
Municipal Court-Juvenile Case Manager	Mgr, Case	1.0	6/23/18	57,308
Municipal Court-Juvenile Case Manager Total		2.0		
Grand Total		810.9		

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Animal Services	104136	Ofcr, Chief Animal Svcs	1.0	7/7/17	179,213	Delayed	Unknown	During the search for a candidate to fill the City Manager position, the Chief Animal Services Officer was filled by an acting replacement. The position has not been filled with a permanent candidate at this time.	This position is essential to the Animal Services' goal to place all adoptable animals in forever homes through adoptions, foster care, or rescue partners.
Animal Services Total			1.0		179,213				
Austin Convention Center-Operating	111228	Asst Dir, Convention Center	1.0	4/1/17	112,020	Position is currently filled in an "Acting" capacity	Plan to make permanent hire in next 3 months	Position remained vacant while Director evaluated organizational changes within the executive level of the department, including realigning business units.	An executive position with dedicated responsibility overseeing facility operations is critical to the success of the department.
Austin Convention Center-Operating Total			1.0		112,020				
Austin Energy	107902	IT Business Systems Analyst Sr	1.0	1/21/17	92,545	Candidate Selected	8/20/2018	The position was posted and no qualified candidates were received. It was reposted and an offer was extended, but the candidate required H1B sponsorship and declined offer on 7/24/2018. The position will be offered to the 2nd candidate and then perform pre-employment screening.	This position requires "Performance Testing". A highly specialized IT field and finding qualified and available candidates is extremely challenging in Austin's competitive job market. This position requires specialized programming languages, object-oriented, design and analyze concepts, with the ability to solve problems in coding and testing to create "Test Automation Frameworks" consisting of functionality libraries, while adhering to coding standards. Preferred candidate requires Computer Science degree with extensive knowledge/grasp of various programming languages with 8 to 10 years experience with IBM Rationale Suite.
Austin Energy	111508	Power System Engineer Sr	1.0	2/3/17	133,315	Interviews in Progress	8/20/2018	Position was reposted after 2 declinations and 1 unsuccessful reference check. The most recent posting closed 7/9/2018 and interviews are scheduled the week of 8/13/2018 with current applications under review.	Position is critical to meet the growing demand of new construction, major projects, and supervising the network design group and major projects.
Austin Energy	100175	Human Resources Advisor	1.0	4/29/17	140,412	Candidate Selected	8/6/2018	Reclassification by HRD was completed in March 2018 to HR Advisor. The position was posted, an offer was extended, and the top candidate declined offer and is negotiating salary.	This position is essential to filling critical, hard to fill vacancies within our Electric Service Delivery Operations areas.
Austin Energy	100365	Electr Util Meter Svcs Invgr	1.0	4/29/17	88,766	Reclassifying	TBD	This position is under consideration by AE for reclassification. There have been 3 separate posting and interview processes with no qualified candidate selected. Management is considering a reclassification to better identify knowledge, skills and ability required to perform the essential functions of this position.	The Meter Service workload current demands additional resources to meet customer needs in the area of electric and water utility tampering and quality meter reads that impact customer billing.

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Austin Energy	109543	Substation Electrician I	1.0	5/18/17	52,406	Interviews in Progress	8/20/2018	The opening was posted as Substation Electrician II, but interviews were cancelled due to a lack of experienced candidates, while 3 internal candidates withdrew since the position would be a demotion. It was reposted as an entry level Substation I. AE will grow their own electrician due to a lack of experienced electricians in the current market.	This position is needed to ensure adequate staffing levels to safely and reliably execute the current and future year CIP program, perform system maintenance, meet NERC compliance requirements, aid in the work group's capabilities to meet scheduled and unscheduled system issues, and to facilitate work group succession and employee development. Potential service impacts include: CIP schedule and system restoration delays, compromised safety, reliability, customer satisfaction, and employee engagement. This position requires a unique and difficult to find skill set and expertise that is in high demand and is increasingly difficult to recruit and retain.
Austin Energy	113463	Electric Distrib Designer Sr	1.0	6/1/17	118,015	Interviews in Progress	8/20/2018	This position was reclassified within two business days from Power System Engineer Senior due to multiple declinations from candidates due to salary. Management decided to repurpose. The new title was posted and closed 7/17/2018. Interviews are scheduled for the week of 8/6/2018.	Position is critical to meet growing demand of new construction and design projects.
Austin Energy	100127	Prgm Mgr, Envrnmtl Policy	1.0	6/24/17	85,671	Candidate Selected	8/20/2018	The position was reclassified within four business days and posted. Interviews have been conducted and the top candidate has been identified. It is an internal candidate, still pending HRD to complete CBI criteria for this position.	Position will monitor contract spending and assess the environmental impact of environment rules and regulations and their impact on customer's rates. The position represents AE and the City of Austin in front of other governmental agencies.
Austin Energy	109581	Power System Principal Engr	1.0	6/30/17	143,054	Posted	9/17/2018	Position is considered hard to fill and was part of a dual posting, however, AE did not receive a qualified applicant pool to fill the position. Position was reposted to be filled at the Power System Engineer Sr. level. The posting closed on 7/9/2018. Interviews are scheduled the week of 8/13/2018, with current applications under review.	Position is critical to meet the growing demand of new construction and will supervise the southeast and southwest design groups.
Austin Energy	100219	Supv, Distrib Constr	1.0	7/8/17	128,170	Candidate Selected	8/6/2018	Management created a new supervisor position with HRD, and a reclassification was completed in April 2018 to meet new business needs. An internal candidate has been selected pending final CBI results.	The position is considered essential and is important for small cell network node deployment.
Austin Energy	100483	Contract Mngmt Specialist III	1.0	7/8/17	74,224	Interviews in Progress	9/4/2018	The contract supervisory position was vacant, and management elected to fill the vacant supervisor position to allow them to hire a direct report position. The position was posted, assessments were completed, and final interviews are scheduled.	Without this position, we will see a decrease in the effective implementation of contracts, slower payments to contractors, less timely enforcement of performance measures, and less effective contract monitoring support. Austin Energy currently has 430 active master agreements, and spends approximately \$200-\$220 million per year on contractals.
Austin Energy	113998	Coord, Project	1.0	7/8/17	104,413	Interviews in Progress	9/17/2018	The position was posted and had three rounds of interviews, with the top candidates then withdrawing. The remaining candidates did not meet the knowledge, skills, and abilities needed to perform the commercial functions of this position. The position was reposted and interviews are scheduled.	Austin Energy's infrastructure is growing with existing buildings and the upcoming new AE headquarter construction. It is critical to hire the right skill set with all these upcoming projects.

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Austin Energy	109932	IT Business Systems Analyst Sr	1.0	7/10/17	118,765	Candidate Selected	8/19/2018	The position was posted, however management thought to repurpose the position and put it on hold. It was then decided to move forward as is. The top candidate was internally selected and is on parental leave and will fill position on 8/19/2018 when candidate returns.	Top candidate has been selected pending return from parental leave. This position oversees ESD IT technology. A failure to continue funding will have an impact to our customers and cause project delays
Austin Energy Total			12.0		1,279,756				
Austin Public Health	104172	Environmental Health Ofcr III	1.0	2/4/17	77,883	Posted	10/1/2018	This position is currently posted with a closing date on 8/5/18. The Department has posted this position three times. An offer was turned down the first time by an internal candidate due to salary and was turned down a second & third time by external candidates for personal reasons.	It would be a hardship to APH if this position was not filled. The Department has a City policy expectation to inspect all fixed food establishments in Austin twice a year and 60% of temporary events annually. The number of temporary events have grown, but staffing has not, so there is great pressure to attain the mandated inspection rate. This position is crucial to meet those expectations.
Austin Public Health Total			1.0		77,883				
Austin Public Library	115942	Administrative Associate	0.8	9/20/15	34,441	Interviews Completed	8/20/2018	The Admin Supervisor has currently finished interviews and is hiring from this group of applicants.	The position is needed for work load.
Austin Public Library	110975	IT Systems Administrator Sr	1.0	8/16/16	92,545	Posted	10/15/2018	CPIO initiated new reclassification in June after Library had posted the position under a previous classification. The IT title required CTM review and was approved in July.	The position is critical for support of the Events and Audio Video spaces in the Library, including Video over IP and advanced systems support.
Austin Public Library	110336	Mgr, Facilities Planning	1.0	9/17/16	98,007	Interviews in Progress	9/2/2018	The original hiring process was flawed and has been revised. Interviews are in progress.	The position is needed for work load.
Austin Public Library	116192	Mgr, Facility Services	1.0	9/18/16	41,764	Interviews in Progress	10/1/2018	The interviews for this position are currently in progress.	The position is needed for work load.
Austin Public Library	108837	Librarian III	1.0	2/4/17	77,883	Candidate Selected	8/19/2018	A candidate has been selected - currently waiting on CBI to be completed.	The position is needed for work load.
Austin Public Library	112902	Maintenance Worker II	1.0	4/6/17	36,589	Interviews in Progress	8/19/2018	There has been a lack of qualified candidates. The position requires evening and weekend work which restricts the pool size. The position has been reposted and interviews are in progress.	The position is needed for work load.
Austin Public Library	114876	Administrative Associate	0.8	7/8/17	31,548	Interviews Completed	8/19/2018	The Admin Supervisor has currently finished interviews and is hiring from this group of applicants.	The position is needed for work load.
Austin Public Library Total			6.5		412,777				
Austin Resource Recovery	106579	Dir, Austin Resource Recovery	1.0	1/5/17	150,277	Delayed	Unknown	This position is currently being supported in an interim capacity.	Position is a necessary executive role for the Department.
Austin Resource Recovery Total			1.0		150,277				

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Aviation	111347	Heating & Refrig Mechanic II	1.0	6/30/16	64,266	Candidate Selected	8/20/2018	Position posted 5/19/16; closed 6/2/16. Top candidate declined position due to working 2nd shift. 2nd posting on 9/19/16; closed 10/08/16 - top candidate declined offer due to accepting another position. Third posting on 7/5/17; closed on 8/2/17. No candidate passed the skills assessment. Posting was reopened and closed on 8/18/17. On 10/11/17, top candidate identified but declined offer due to salary. Position was reposted a third time on 12/08/17 and closed 12/22/17. Candidates did not pass assessments. Position posted a fourth time on 1/26/18 and closed 2/10/18. Candidates did not pass assessment. Position posted a fifth time on 2/1/18 and closed 2/15/18. No candidate passed assessment. Position posted a sixth time on 3/21/18 and closed 4/3/18. One candidate passed assessment. On 05/15/18 candidate notified DOA he was on MIL and DOA agreed to reschedule interview for 5/31/18. Candidate selected. Criminal history background check completed on 6/20/18. On 7/27/18, he was identified as the top candidate.	This position is responsible for the repair, maintenance, and installation of the ABIA campus HVAC systems, to include air handlers, chilled & hot water systems, PC Aired units, air doors, infrared heaters and package units. It also assists with the review and oversight of HVAC work that is performed by tenants, contractors, and consultants and provides assistance and input as the subject matter expert for all ABIA construction projects.
Aviation	116313	Airport Planner	1.0	9/18/16	82,483	Reclassifying	11/26/2018	The first advertisement was posted April 19, 2016, through May 9, 2016, as a Senior Planner; the posting was extended and closed on 5/31/2016. There were 18 applicants, and two top candidates were selected. The first top candidate was hired by another firm at a higher salary. The second top candidate did not meet the TSA background requirements. On August 31, 2017, the Senior Planner position was submitted for reclassification; the reclassification to Airport Planner was approved on October 19, 2017. The second advertisement was posted January 26, 2018, through February 26, 2018, as an Airport Planner. There were 27 applications which resulted in 3 candidates receiving in-person interviews. Two of the candidates dropped out due to the salary. Revised job description was sent to HRD on 7/31/18, and HRD is currently undergoing a compensation review for the position.	The Airport Planner position is a Mission Critical Occupations that provides leadership that focuses on implementing the ongoing airport planning and capital development programs for the airport. This position works closely with the executive team, management team, airport tenants, maintenance, operations, security, and other airport divisions as required and outside government agencies to improve airport facilities and assure the least impact on the public. This position will also integrate with other City departments' services to deliver capital projects at the airport. The planner will provide oversight and planning support for the management of the Capital Improvement Program contributing to the accomplishment of the airport's strategic and business development goals. The airport's capital program will be over \$2 billion over the next 5-7 years. This position will be responsible for providing a seamless planning experience to support future growth of Austin Bergstrom International Airport.

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Aviation	116409	Coord, Human Resources	1.0	9/18/16	82,483	Interviews in Progress	10/1/2018	The HR Advisor position posted COA only 1/18/18; closed 2/2/18. Three candidates were interviewed on 4/4/18. The top candidate declined offer on 5/7/18 for personal reasons. We did not move forward with top candidate #2 because the scoring spread between candidate #1 and #2 was too wide - 14 points. The decision was made to reclassify the position to a higher level to attract more experienced candidates. On 5/10/18, the position was submitted to HRD for reclassification to HR Coordinator, and the reclassification was approved on 6/6/18. Position was reposted as a HR Coordinator on 6/13/18; and the position closed on 6/20/18. Telephone interviews for 15 candidates are tentatively scheduled for week of 9/13/18.	Position will coordinate, lead, and participate in Talent Acquisition initiatives and programs for the DOA. The position will provide overarching systems and process approaches to enhance recruitment and employment initiatives for the airport. The position will focus on developing, implementing, and managing airport-wide programs that integrate multiple elements related to Talent Acquisition processes. It will be responsible for providing guidance to airport managers and supervisors related to program objectives and outcomes. Key function is to advise and influence management in making sound employment related decisions.
Aviation	110207	Heating & Refrig Mechanic II	1.0	5/27/17	51,173	Candidate Selected	8/20/2018	Position posted 7/5/17 and closed 7/17/17. None of the candidates passed the skills assessment. Position was reopened and closed on 8/18/17. On 9/27/17, interviews conducted for 2 candidates. Top candidate withdrew from process because it would be a demotion. Position was reposted a third time on 2/1/18 and closed 2/15/18. No candidate passed assessment. Position posted a fourth time on 3/21/18 and closed 4/3/18. Position posted a fifth time on 5/4/18 and closed 5/19/18. Interviews scheduled for 3 candidates on 8/1/18.	This position is responsible for the repair, maintenance, and installation of the ABIA campus HVAC systems, to include air handlers, chilled & hot water systems, PC Aire units, air doors, infrared heaters and package units. Position also assists with the review and oversight of HVAC work that is performed by tenants, contractors, and consultants and provides assistance and input as the subject matter expert for all ABIA construction projects.
Aviation	110208	Central Plant Operator	1.0	5/31/17	82,467	Interviews in Progress	10/1/2018	Position posted 8/10/17; closed on 8/23/18. 2 candidates passed assessments and moved forward to interviews. On 9/28/17, top candidate declined the offer due to accepting another position with no explanation given. Position posted a second time on 11/8/17 and closed on 12/2/17. 1/10/18 assessments scheduled and no one showed up to take assessments. Position reposted a third time on 1/12/18 and closed on 2/5/18. One candidate took assessment and did not pass assessment. Position reposted a fourth time on 2/23/18. One candidate identified to move forward for assessment but did not respond to HR to schedule the assessment. Position reposted for a fifth time on 4/30/18 and closed 5/14/18. One candidate met minimum qualifications, and candidate passed assessment. Interview pending.	This position is responsible for the repair, maintenance, and installation of the ABIA campus central plant systems, to include chillers, chilled & hot water systems, generators, large pumps, infrared heaters and package units. Assist with the review and oversight of chill water for terminal and provides assistance and input as the subject matter expert for all ABIA construction projects.

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Aviation	115007	Prgm Mgr, Community Services	1.0	6/30/17	42,862	Interviews in Progress	9/3/2018	The position was posted on 3/20/18 and closed 4/3/18. After reviewing the applications, the experience of the applicants did not reflect the intent of the position. DOA requested that HRD send a message to all applicants that the position would be reposted. The job posting was revised and reposted on 4/24/18 and closed 5/8/18. Phone interviews were conducted 7/20/18 and 7/23/18. Seven candidates are moving forward to final round of interviews tentatively scheduled for week of 8/6/18.	Working in close collaboration with airport and community partners, this position will help drive the strategic growth of the airport through connecting the Austin Bergstrom International Airport (ABIA) with the community. This position will design, organize, coordinate, and oversee the various community outreach initiatives, activities, and programs at ABIA. This position will be responsible for building direct engagement with the community in generating referrals and recruiting opportunities; creating competitive and innovative referral and recruitment strategies; prioritizing the frequent review of recruitment sources; training and managing the process for the ambassador volunteer program, high school/college internship and post graduate/veterans fellowship programs, and other community outreach activities. Position will supervise a staff of three and report directly to the Assistant Director for Strategic Planning & Human Capital.
Aviation Total			6.0		405,734				
CTM-CTECC	108188	IT Support Analyst	1.0	2/28/17	110,029	Reclass Completed	10/1/2018	A reclassification occurred within one business day, and the position is now on its second posting.	This position will provide Criminal Justice Information Services for public safety as required by Federal Rules and Regulations. It will maintain current public safety services and implement new security systems and applications.
CTM-CTECC Total			1.0		110,029				
CTM-Operating	108263	CTM Administrator	1.0	8/31/16	188,588	Candidate Selected	8/6/2018	A candidate has been selected following creating a new title that didn't exist within the organization and reclassified vacancy. New classifications require time to benchmark.	This position reports to the CTM Chief Information Officer and will be responsible for providing oversight of administrative, logistical, public information, and legislative support to three primary functional areas: Communications & Technology Management, CTECC and Wireless Communication Services. Develops short and long-range strategic plans to meet the business needs and critical goals of the department.
CTM-Operating	116483	IT Network Consultant	1.0	9/18/16	116,563	Posted	9/10/2018	The position has been posted 4 times since June 1, 2017, and the prior three postings failed to secure a candidate because there were no qualified candidates who applied, because the top candidate accepted another offer, and because the top candidate declined due to salary, respectively.	Position is on loan to APH until filled.
CTM-Operating	113853	Business Process Consultant	1.0	12/31/16	142,594	Posted	12/1/2018	This posted position was loaned to Office of Performance Management as of 2/21/18 in response to a request to support the Lean Six Sigma program.	Position is on loan to OPM until FY19.
CTM-Operating	109721	IT Manager	1.0	1/31/17	74,197	Interviews in Progress	8/20/2018	The position has been reclassified multiple times following market analyses. Interviews are currently in progress.	Position is required to facilitate reorganization of service desk support to include management of field service technicians.

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
CTM-Operating	107105	IT Systems Consultant	1.0	6/10/17	96,586	Reclass Completed	9/17/2018	CTM training team was split into application support teams in FY 18. This position was reclassified from a trainer to an IT System Consultant to support enhanced network design and security.	This position will provide Criminal Justice Information Services for public safety as required by federal rules and regulations. It will maintain current public safety services and implement new security systems and applications.
CTM-Operating Total			5.0		618,528				
Development Services	116567	Plans Examiner Supervisor	1.0	9/18/16	77,883	Posted	9/2/2018	Hired team 1 of Expedited Plan Review as a proof of concept of the expedited program. The successful services that team 1 has provided to customers has led to increased demand. DSD could not hire team 2 due to space constraints, which have been resolved. Since resolving the space issues the hiring process for team 2 is now underway.	As this function has grown in the department, the second team is needed.
Development Services	116569	Planner II	1.0	9/18/16	70,722	Reclassifying	9/16/2018	This position was initially set to be a part of Expedited Plan Review's team 2. Since team 1 operated as the proof of concept, team 2 hiring was delayed. Prior to team 2 hiring, a business need in Land Use Review (LUR) intake was identified due to an organizational change. This PCN will be sent to HRD to be reclassified to a Customer Service Representative Sr. in order to provide enhanced intake services and further oversight to the LUR intake staff. This transfer out of Expedited Plan Review has already been backfilled with a position from Commercial Plan Review.	This position will be reclassified to satisfy a critical need in the Land Use Review intake function.
Development Services	116582	Plans Examiner C	1.0	9/18/16	87,369	Posted	9/2/2018	Hired team 1 of Expedited Plan Review as a proof of concept of the expedited program. The successful services that team 1 has provided to customers has led to increased demand. DSD could not hire team 2 due to space constraints, which have been resolved. Since resolving the space issues the hiring process for team 2 is now underway.	As this function has grown in the department, the second team is needed.
Development Services	107970	Plans Examiner C	1.0	7/8/17	70,042	Reclassifying	9/16/2018	This position was previously posted, however the applicant pool did not meet the needs of the position. Before reposting the position, an organization need was identified which resulted in the position undergoing a reclassification. This position will address a span of control issue within the building inspections units.	This position is in the middle of being reclassified to satisfy a critical need in the Building Inspections function.
Development Services Total			4.0		306,016				
Economic Development	107742	Program Manager II	1.0	5/31/17	127,736	Interviews in Progress	9/1/2018	The position was put on hold then reclassified in March 2018.	The position performs essential business function and will be filled before end of fiscal year.
Economic Development	107744	Dep Dir, Economic Development	1.0	7/1/17	185,327	Delayed	Timeline undetermined	Recruitment is pending the Department Director positions being filled.	Recruitment is pending the Department Director positions being filled.
Economic Development Total			2.0		313,063				

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Financial Services - Purchasing	101372	Mgr, Procurement	1.0	3/21/17	128,063	Posted	9/2/2018	The first posting did not result in a top candidate, so a reassessment of position duties took place. The second posting had one top candidate who took another job. This position has been posted for a third time.	The AE buyer team has been temporarily supervised by the deputy purchasing officer. Having the procurement manager position filled will allow the deputy purchasing officer to focus on high-priority tasks and responsibilities.
Financial Services - Purchasing	100181	IT Application Consultant	1.0	7/8/17	72,081	Posted	9/30/2018	The initial reclass to the current title took place from February - April 2018, as the process required review and approval from both CTM and HRD. The position was repurposed for another high-priority position elsewhere in the Department.	This position is still needed for important IT projects, such as application and IT support.
Financial Services Total			2.0		200,144				
Fire-Civilian	116554	Engineer C	1.0	9/18/16	124,692	Posted	9/2/2018	The expedited review program needed to prove that it could pay for itself and that we were at a 75% booking capacity. Those metrics were met by late Spring 2018. Lack of office space also deterred the department from hiring the positions. A new space in DSD has been identified so every position on team 2 can now be hired.	The position is already in the recruitment process and will be filled by end of August or early September. Additionally, the volume of work the Expedited team's Fire Engineer has is too high for one FTE. The Fire Engineer must cover commercial and residential meetings which are often scheduled within the same blocks of time. This means, at times, our Fire Engineer must cover two meetings at the same time. The Fire Engineer must also perform all necessary Preliminary Plan Review meetings (consultations) and completeness checks. Adding a second Fire Engineer will allow the volume of work to be shared and adequate back-up will be provided to the Team 1 Fire Engineer.
Fire-Civilian Total			1.0		124,692				
Labor Relations	103959	Ombudsperson	1.0	5/30/17	149,942	Delayed	FY 2019	This position became vacant with the unexpected passing of the employee that previously held the position. LRO has been in active labor negotiations for over a year, limiting the ability to complete a recruitment and hiring process for this technical position	The position is critical to the function of implementing established labor agreements with the three public safety departments.
Labor Relations Total			1.0		149,942				
Management Services	100602	Assistant City Manager	1.0	3/31/17	285,259	Delayed	Fall 2018	This Assistant City Manager (ACM) position was vacated upon a retirement (April 2017) and has been filled on an interim basis since then. A memo was issued to Department Directors on Friday, July 27, 2018, announcing a plan to move forward with an open recruitment for this position and also another ACM position that was vacated in August 2017. The positions are expected to be filled in fall 2018.	

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Management Services	111718	Community Liaison	1.0	6/30/17	82,160	Delayed	FY 2019	This position was intentionally left vacant while the Office of the Police Monitor (OPM) is in transition. OPM operations were impacted by the expiration of the Meet and Confer Agreement between the City and the Austin Police Association. Additionally, the Police Oversight Advisory Working Group is currently in the process of reviewing our current oversight structure and will make recommendations to the City Manager and Council on ways to improve the transparency and effectiveness of OPM. This process is currently underway and may not be completed by the end of this fiscal year. This position has been left vacant during this transitional period. Once the recommendations have been submitted and the final decisions around the oversight structure are made, the position will be filled.	The OPM is tasked with building trust between the community and APD, community outreach, and providing educational forums - the community liaison role is critical in completing and achieving these tasks
Management Services Total			2.0		367,419				
Police-Civilian	103721	Supv, Forensic - DNA	1.0	4/14/16	103,862	Reclassifying	10/1/2018	The position is under consideration for reclassification, with the close of the DNA Lab.	The position is necessary to review case evidence.
Police-Civilian	115587	IT Database Administrator Sr	1.0	8/12/16	124,692	Posted	9/3/2018	The position has been posted several times without finding a qualified candidate.	Department needs the position to maintain data.
Police-Civilian	114722	IT Security Consultant	1.0	12/31/16	116,563	Candidate Selected	8/20/2018	The position was originally in CTM and came to APD with the FY18 budget. It was then reclassified following CTM approval. A candidate has been selected.	The duties are required by CJIS and will be transferred to APD from CTM.
Police-Civilian	108334	Mgr, Forensics Svcs	1.0	6/30/17	142,400	Interviews in Progress	9/3/2018	The Lab Director hired in late 2017 was initially focused on DNA issues and just recently was able to post the position.	This is the Lab Director's only assistant and she needs this to maintain activities in the Lab
Police-Civilian Total			4.0		487,517				
Public Works-Transportation	116286	Business Process Consultant	1.0	9/18/16	58,334	Reclass Completed	12/3/2018	This PCN is currently being borrowed by Office of Performance Management (OPM) until Oct. 1st when it will revert back to PWD as a Street & Bridge Ops Tech III. For the past two years, staff in this workgroup have been re-assigned to help with additional inspections generated by increased workload from Austin Water.	The Department would like to repurpose this position to meet other priority needs, instead of asking for additional positions in future budgets.
Public Works-Transportation	101038	Financial Analyst III	1.0	4/28/17	60,383	Interviews in Progress	8/30/2018	This position was reclassified in April 2018 as part of a Citywide review. Another position in a similar title was vacated shortly after reclass and this was held to post positions together in one posting for efficiency. Manager over division left the city and positions were held until new Manager hired (start 7/23/18). Interviews scheduled for beginning of August and anticipated start date by the end of August.	Through the reclassification of this PCN to a financial title, the Department was able to reallocate existing resources to meet the growing needs of the Financial Services division. This position will allow for better monitoring of capital projects, departmental revenue, and grants.

FY 2018-19 Proposed Budget Vacancy Report
Greater than 12 Months

Department	Position	Title	FTE	Vacant Since	Annual Salary	Hiring Process	Anticipated Start Date	Explanation for Vacancy Length	Justification for Continued Funding
Public Works-Transportation	114267	Div Mgr, Public Works	1.0	4/28/17	138,053	Interviews in Progress	10/1/2018	This position was posted and filled last year. Through the MCS grievance process, the position was re-posted. The department anticipates the interview and selection process to take 4 to 6 weeks.	This position will be responsible for managing the district maintenance program for the City, which includes downtown sidewalk cleaning, citywide pothole repair, and minor street repair. This division's work is responsible for the Department's target for percent of lane miles in the City's street inventory that are in fair to excellent condition.
Public Works-Transportation Total			3.0		256,770				
Watershed Protection	108055	Business Process Consultant Sr	1.0	3/4/17	61,209	Posted	9/4/2018	One round of interviews were conducted for this position but no suitable candidate emerged. The position was re-posted and currently the applicants are being evaluated for interviews.	The justification for the position remains the same as submitted. We are attempting to find the best candidate to fill this position.
Watershed Protection	112419	Engineering Technician C	1.0	6/10/17	66,407	Delayed	9/15/2018	Due to recent payscale adjustment for DOM crew lead positions, it became necessary to evaluate whether the role and wage for this position matched. After evaluation, the position will continue to be used. We expect this position to be advertised in August 2018	The justification for the position remains the same as submitted. The position is expected to be posted in August 2018
Watershed Protection	108077	Mgr II, Financial	1.0	6/30/17	78,128	Delayed	9/15/2018	This position was vacated 6/30/17 as a Utility Account Specialist and became part of an organizational realignment and reclassification process that was completed in November 2017. In January 2018, the FTE was ready for hiring, alongside two other key vacancies. Difficulty in recruiting qualified candidates created the need for re-posting and going through the process again on those two positions, and this position has lagged behind those priority hires. The intent is to post the position this fiscal year.	The justification for the position remains the same as submitted. The position is expected to be posted in August 2018
Watershed Protection Total			3.0		205,744				
Grand Total			56.5		\$ 5,757,524				