

June 16, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 18, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the **Mayor's Office**. At this hearing, the following question was asked:

CM Brooks: Can you share any information with us about how the Office of Public Engagement has worked over the last year to increase its outreach to seniors?

The Mayor's Office of Public Engagement (OPE) manages staff and leadership and provides strategic oversight for the Mayor's Office of Civic Engagement and Volunteer Services (MOCEVS). The Mayor's Office of Civic Engagement and Volunteer Services' Foster Grandparents program is one of the oldest and largest senior workforce development programs of its kind in the state, providing low income seniors with the opportunity to support pre-K and elementary school students across Philadelphia while earning a stipend to offset the cost of volunteering. These stipends cover transportation costs and service hours, and are an important source of supplemental income.

To ensure equitable and effective recruitment for the Foster Grandparent Program, our team strategically hosts information sessions across the City at Older Adult Centers, senior homes, houses of worship, and other public spaces. We have also met with City council offices and tabled at events to promote this opportunity.

Our Foster Grandparents Program Manager is part of the Senior Corps Program Council and represents Philadelphia's program among a nationwide convening of Senior Corps organizations, bringing information and best practices back to our own program.

We provide over 50 hours of training, and personal and professional development annually to our corps of 80-100 senior volunteers on topics ranging from trauma informed care to utilizing City resources for senior residents.

Our work in supporting senior workforce development extends beyond the programs we manage within our own office. The Mayor's Office of Civic Engagement and Volunteer Service convenes the National Service Task Force Steering Committee, which explores ways to increase access and expansion of service year opportunities by decreasing barriers to service years for all Philadelphians. Service expansion work includes support for Senior Corps opportunities like Foster Grandparents, RSVP Philadelphia, and Experience Corps. Senior Corps programs are also part of the National Service Task Force Program Council, where program administrators meet to share resources and best practices to improve their programs.

The Mayor's Office of Civic Engagement also convenes the Philadelphia AmeriCorps Alumni Chapter, established earlier this spring. On the board of this chapter we have Senior Corps alum representation to inform our commitment to bridge the gap between Seniors Corps and AmeriCorps programs.

Additionally, the Serve Philadelphia VISTA Program is providing capacity building support to the Mayor's Commission on Aging by allocating AmeriCorps VISTA resources to the office over the next 3 years. The MCOA VISTA project supports sustainable solutions for older Philadelphians who are experiencing poverty by establishing an Age-friendly City plan. The VISTA will work with MCOA, its key stakeholders and older consumers to develop an Age-Friendly City to support more low-income older Philadelphians in housing, transportation, health services, civic participation, and employment.

Finally, programs that we offer to the general public, like our monthly Civic Engagement Academy Learning Series, are attended by community leaders seeking to make positive change within their communities, and we know that many of these attendees are themselves seniors, or work directly to benefit senior populations. Of the participants who shared their age with us, 306 of them were over the age of 50.

CM Brooks: What steps has the office taken to target the elderly population during the COVID-19 crisis?

Early in the COVID-19 crisis, the Office of Public Engagement recognized a need to reach seniors as part of a cohort of hard-to-reach populations with life-sustaining information. OPE facilitates the Equitable Engagement Collaborative, an internal coalition of City agencies that all communicate with and engage our hardest-to-reach, most vulnerable communities. The goal of the Collaborative is to coordinate outreach efforts to ensure that life-sustaining Public Health and COVID-19 recovery information is getting to the residents who need it most, including seniors across the City. Right now, the Collaborative consists of 25 unique City agencies, 7 of which work directly with elderly communities.

In partnership with the Department of Public Health, the Department of Planning and Development, and the MDO Community Services Cluster, OPE has also coordinated and led efforts to distribute collateral pieces that promote COVID health tips, hotlines, social distancing guidelines and other crucial information in food boxes and city-wide mailings.

As mentioned previously, OPE, via MOCEVS, supports one of the largest Senior Corps programs in the state. Because we know that many members of the senior populations do not have access to the internet and may have technological limitations, our current work has shifted to phone banking to keep them informed and updated during the COVID-19 crisis. We are doing weekly check-in calls, continuing to process stipend payment throughout the close of schools, and connecting our seniors with resources including: COVID-19 safety tips, free food delivery, free prescription delivery, rental assistance program, neighborhood food banks, supplemental income programs, loss and grief trainings and other educational resources. Typically, we celebrate the end of the school year with a meet and greet with the Mayor, but given the current circumstances, we will be mailing each volunteer recognition items to celebrate their many years of service. These efforts provide the volunteers with a sense of support financially, mentally, and emotionally. We know that it is important to keep this community connected during these uncertain times.

Additionally, our office is doing outreach to community organizations that are providing essential services during the COVID-19 crisis, connecting them to resources, and collecting information that will be crucial in the City's recovery process. We know that 18 sites surveyed specifically cater services, including food and supply distribution, to seniors. These sites are:

- *St. Edmond Senior Community Center*
- *Nativity Senior Community Center*
- *Norris Square Senior Community Center*

- *Star Harbor Senior Community Center*
- *Journey's Way*
- *Gray Manor Apartments*
- *Lutheran Church of the Holy Communion*
- *Zion AME Church*
- *Young Chances*
- *Shekina SDA*
- *Richard & Friends United in the Community*

Our Volunteer Engagement Team has also assisted seven organizations serving the senior population, in connecting with over 200 volunteers that help with work like food distribution and meals preparation. These sites include:

- *Share Food program*
- *Bethel Presbyterian Church*
- *MANNA*
- *KleinLife*
- *Safe Haven Family Life Center*
- *Lutheran Settlement House*
- *It's not your fault*

If you have any additional questions, please feel free to contact my office.

Thank you,

Ajeenah Amir
Director, OPE



June 16, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 19, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the Department of Revenue. At this hearing, the following questions were asked:

Councilmember Domb: *Total amount in receivables dropped from the receivables chart for FY14 and FY15 by tax or fee type.*

This memo is accompanied by an additional pdf document that outlines the answer to this question.

Councilmember Gauthier: *How much FY21 property tax revenue comes from payments from Philadelphians otherwise eligible but not enrolled in assistance programs like Homestead, LOOP, Senior Tax Freeze, and TAP?*

We are unable to answer this question. Without the ability to identify ownership, or income by household or property, knowing who may be eligible for programs is not possible. We can provide some information about estimated utilization of some assistance programs.

The US Census Bureau estimates there are 315,097 owner-occupied housing units in Philadelphia. Including properties covered by the 10 Year Tax Abatement, 252,354 owner-occupied units participate in an assistance program, a coverage rate of over 80%. This suggests that there are 62,743 units that are not enrolled and are at least eligible for the homestead exemption.

Prior to TAP's rollout in 2017, WRB estimated that 56,000 accounts would be eligible for TAP. As of May, roughly 41,000 accounts receive assistance with their water bills via TAP or the Senior Citizen Discount. WRB uses a common application to determine which program benefits the customer the most, therefore some accounts may be eligible for both programs but only enrolled in one.

Due to changes in the annual Federal Poverty Level calculations, and the hardship status of water customers, it is difficult to estimate the number of TAP eligible accounts on an annual basis.

If you have any additional questions, please feel free to contact my office.

Thank you,

Revenue Commissioner Frank Breslin

Councilmember Domb: Total amount in receivables dropped from the receivables chart for FY14 and FY15 by tax or fee type.

Balances Due for all periods, active periods, updated active periods (for new year), and the difference (newly dropped periods).

NOTE: The active/inactive update typically occurs in October of each year, but the data below simulates the drop in September because historical data for October is not available.

SEPTEMBER 2019

		September 2019 All Periods			September 2019 Active Periods			September 2019 Updated Active Periods			Difference (Newly Dropped)		
Fund	Tax Description	# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total
G	Wage	23,510	\$ 84,590,340	\$ 407,622,740	11,108	\$ 19,521,350	\$ 32,018,808	10,223	\$ 17,626,570	\$ 27,633,777	1,580	\$ 1,894,780	\$ 4,385,031
G	Earnings	18,234	\$ 32,959,358	\$ 110,376,920	8,479	\$ 15,128,773	\$ 27,749,833	7,677	\$ 12,636,640	\$ 22,110,978	2,023	\$ 2,492,133	\$ 5,638,856
G	Net Profit Tax	29,904	\$ 25,940,212	\$ 76,603,434	16,399	\$ 15,910,383	\$ 24,216,519	15,505	\$ 15,329,450	\$ 22,877,808	1,995	\$ 580,933	\$ 1,338,711
G	Amusement	86	\$ 436,240	\$ 2,258,068	35	\$ 74,906	\$ 185,798	33	\$ 47,385	\$ 102,559	7	\$ 27,520	\$ 83,239
G	Parking	107	\$ 2,008,607	\$ 10,012,235	74	\$ 218,247	\$ 631,883	69	\$ 172,196	\$ 506,959	12	\$ 46,050	\$ 124,924
G	Coin operated	6	\$ 1,155	\$ 8,342	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -
G	Philadelphia Beverage Tax	116	\$ 888,505	\$ 1,058,269	116	\$ 888,505	\$ 1,058,269	116	\$ 888,505	\$ 1,058,269	-	\$ -	\$ -
V	Vehicle Rental Tax	5	\$ 7,620	\$ 31,655	4	\$ 144	\$ 900	4	\$ -	\$ 562	1	\$ 144	\$ 338
G	Realty Transfer Tax	922	\$ 9,453,519	\$ 15,951,826	481	\$ 8,591,930	\$ 12,388,174	448	\$ 8,523,424	\$ 12,223,789	33	\$ 68,506	\$ 164,385
H	Hotel	63	\$ 598,817	\$ 2,297,560	44	\$ 295,103	\$ 501,972	42	\$ 267,176	\$ 414,828	6	\$ 27,927	\$ 87,144
G	Bus Income&Receipts	41,735	\$ 151,823,370	\$ 557,569,233	17,407	\$ 57,658,342	\$ 97,911,395	13,172	\$ 48,856,851	\$ 76,409,832	7,149	\$ 8,801,490	\$ 21,501,562
G	Tobacco Tax	100	\$ 22,248	\$ 48,770	79	\$ 16,772	\$ 31,872	57	\$ 11,604	\$ 20,002	33	\$ 5,167	\$ 11,870
S	Liquor	1,576	\$ 20,445,433	\$ 63,542,595	856	\$ 6,611,418	\$ 11,736,945	783	\$ 4,902,227	\$ 7,972,896	243	\$ 1,709,191	\$ 3,764,049
S	School Income Tax	8,147	\$ 7,099,399	\$ 20,356,329	5,790	\$ 3,714,285	\$ 6,466,541	5,297	\$ 2,973,153	\$ 4,801,960	1,045	\$ 741,132	\$ 1,664,581
G	Valet Parking Tax	6	\$ 496,325	\$ 1,558,632	3	\$ 201,851	\$ 408,629	3	\$ 154,981	\$ 298,377	1	\$ 46,870	\$ 110,252
G/S	Real Estate Tax	55,809	\$ 149,890,030	\$ 324,821,851	54,315	\$ 117,616,223	\$ 208,862,245	54,138	\$ 113,619,551	\$ 198,529,174	16,418	\$ 3,996,672	\$ 10,333,071
G	Outdoor Advertising	1	\$ -	\$ 168	1	\$ -	\$ 168	1	\$ -	\$ 168	-	\$ -	\$ -
S	U&O - Landlord Tax	5,829	\$ 15,452,763	\$ 38,878,749	3,061	\$ 11,204,185	\$ 18,740,763	2,451	\$ 10,359,924	\$ 16,579,841	860	\$ 844,262	\$ 2,160,922
S	U&O - Tenant Tax	3,617	\$ 6,189,740	\$ 27,643,945	589	\$ 1,640,223	\$ 2,838,940	462	\$ 1,423,143	\$ 2,315,880	248	\$ 217,081	\$ 523,061
Total Tax			\$ 508,303,683	\$ 1,660,641,320		\$ 259,292,639	\$ 445,749,653		\$ 237,792,780	\$ 393,857,657		\$ 21,499,859	\$ 51,891,996

		September 2019 All Periods			September 2019 Active Periods			September 2019 Updated Active Periods			Difference (Newly Dropped)		
Non Tax Description		# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total
G	Police Overtime	2,139	\$ 4,550,523	\$ 5,131,963	1,807	\$ 4,213,831	\$ 4,455,343	1,757	\$ 4,162,443	\$ 4,363,659	50	\$ 51,388	\$ 91,684
G	Commercial Trash Fee	13,540	\$ 15,695,728	\$ 34,080,846	13,102	\$ 13,029,379	\$ 25,057,649	13,039	\$ 11,770,259	\$ 21,408,168	4,733	\$ 1,259,120	\$ 3,649,480
HSP	Hospital Assessment	4	\$ 11,575,950	\$ 13,455,544	4	\$ 11,575,950	\$ 13,455,544	4	\$ 11,575,950	\$ 13,455,544	-	\$ -	\$ -
Total Non-Tax			\$ 31,822,201	\$ 52,668,354		\$ 28,819,161	\$ 42,968,537		\$ 27,508,653	\$ 39,227,372		\$ 1,310,508	\$ 3,741,165

Total Tax and Non-tax 2019	\$ 22,810,367	\$ 55,633,161
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SEPTEMBER 2018

		September 2018 All Periods			September 2018 Active Periods			September 2018 Updated Active Periods			Difference (Newly Dropped)		
Fund	Tax Description	# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total
G	Wage	23,373	\$ 83,443,350	\$ 394,222,439	11,865	\$ 19,357,123	\$ 34,195,038	10,570	\$ 16,558,454	\$ 26,672,481	2,160	\$ 2,798,668	\$ 7,522,557
G	Earnings	14,837	\$ 29,264,611	\$ 99,041,239	5,470	\$ 12,863,690	\$ 23,530,934	4,853	\$ 10,635,200	\$ 18,248,224	1,631	\$ 2,228,490	\$ 5,282,710
G	Net Profit Tax	28,067	\$ 20,725,318	\$ 66,622,436	14,970	\$ 11,117,224	\$ 17,179,302	13,983	\$ 10,254,083	\$ 15,126,087	2,208	\$ 863,141	\$ 2,053,215
G	Amusement	94	\$ 451,712	\$ 2,200,389	46	\$ 104,551	\$ 247,153	44	\$ 89,316	\$ 197,157	9	\$ 15,235	\$ 49,995
G	Parking	148	\$ 3,881,699	\$ 14,267,222	111	\$ 1,224,633	\$ 2,847,912	109	\$ 875,327	\$ 2,007,466	12	\$ 349,306	\$ 840,446
G	Coin operated	6	\$ 1,155	\$ 8,082	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -
G	Philadelphia Beverage Tax	100	\$ 102,244	\$ 109,616	100	\$ 102,244	\$ 109,616	100	\$ 102,244	\$ 109,616	-	\$ -	\$ -
V	Vehicle Rental Tax	6	\$ 7,620	\$ 30,291	5	\$ 335	\$ 1,699	5	\$ 144	\$ 1,218	1	\$ 191	\$ 481
G	Realty Transfer Tax	709	\$ 2,701,395	\$ 7,892,379	323	\$ 1,903,525	\$ 4,601,039	241	\$ 1,786,537	\$ 4,305,321	82	\$ 116,987	\$ 295,718
H	Hotel	57	\$ 710,584	\$ 2,335,377	40	\$ 404,148	\$ 667,857	38	\$ 365,876	\$ 532,447	8	\$ 38,272	\$ 135,410
G	Bus Income&Receipts	42,270	\$ 148,307,225	\$ 532,337,979	19,751	\$ 58,071,365	\$ 100,704,490	17,306	\$ 50,354,899	\$ 80,032,155	7,386	\$ 7,716,466	\$ 20,672,335
G	Tobacco Tax	118	\$ 38,081	\$ 65,398	97	\$ 33,582	\$ 52,447	94	\$ 32,301	\$ 48,685	18	\$ 1,281	\$ 3,762
S	Liquor	1,690	\$ 20,946,985	\$ 62,267,117	1,014	\$ 8,369,311	\$ 15,117,216	965	\$ 6,675,715	\$ 11,303,313	238	\$ 1,693,596	\$ 3,813,904
S	School Income Tax	8,604	\$ 6,557,320	\$ 19,339,930	6,684	\$ 3,301,368	\$ 6,341,786	6,056	\$ 2,753,376	\$ 4,956,413	1,221	\$ 547,992	\$ 1,385,373
G	Valet Parking Tax	5	\$ 544,325	\$ 1,487,947	2	\$ 242,143	\$ 464,427	2	\$ 201,851	\$ 363,008	1	\$ 40,292	\$ 101,420
G/S	Real Estate Tax	62,139	\$ 166,657,659	\$ 362,304,929	60,661	\$ 129,005,049	\$ 229,854,266	60,518	\$ 124,355,223	\$ 217,823,085	19,503	\$ 4,649,826	\$ 12,031,181
G	Outdoor Advertising	3	\$ -	\$ 692	3	\$ -	\$ 692	3	\$ -	\$ 692	-	\$ -	\$ -
S	U&O - Landlord Tax	8,348	\$ 19,830,744	\$ 39,613,268	5,922	\$ 16,064,877	\$ 21,486,811	5,414	\$ 15,394,793	\$ 19,612,578	1,171	\$ 670,084	\$ 1,874,234
S	U&O - Tenant Tax	3,676	\$ 6,117,089	\$ 26,405,780	743	\$ 1,703,483	\$ 2,905,769	622	\$ 1,535,241	\$ 2,464,704	272	\$ 168,242	\$ 441,065
Total Tax			\$ 510,289,119	\$ 1,630,552,508		\$ 263,868,650	\$ 460,308,455		\$ 241,970,581	\$ 403,804,648		\$ 21,898,069	\$ 56,503,807

		September 2018 All Periods			September 2018 Active Periods			September 2018 Updated Active Periods			Difference (Newly Dropped)		
Non Tax Description		# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total	# of Accounts	Principal	Total
G	Police Overtime	1,312	\$ 2,846,907	\$ 3,523,303	959	\$ 2,376,196	\$ 2,583,759	928	\$ 2,336,477	\$ 2,516,153	31	\$ 39,719	\$ 67,606
G	Commercial Trash Fee	14,708	\$ 16,217,877	\$ 33,051,748	14,627	\$ 14,392,162	\$ 27,136,038	14,187	\$ 12,993,067	\$ 23,171,246	5,194	\$ 1,399,094	\$ 3,964,792
HSP	Hospital Assessment	6	\$ 4,565,488	\$ 4,930,485	6	\$ 4,565,488	\$ 4,930,485	6	\$ 4,565,488	\$ 4,930,485	-	\$ -	\$ -
Total Non-Tax			\$ 23,630,272	\$ 41,505,536		\$ 21,333,846	\$ 34,650,282		\$ 19,895,033	\$ 30,617,884		\$ 1,438,813	\$ 4,032,398

Total Tax and Non-tax 2018	\$ 23,336,883	\$ 60,536,205
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June 16, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 18, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the Office of Transportation, Infrastructure, and Sustainability. At this hearing, the following question was asked:

Councilmember Brooks: Has the city done any further investigating to compile data about the impact rideshare drivers have had on our streets?

Gathering the data on this topic is difficult as the rideshare companies have not been willing to share data at any scale that could be considered useful. We have instead had to rely on overall trip numbers that the regulator has publicly released and then fuse this with analysis by national experts, such as Bruce Schaller, who have analyzed [data](#) from cities and states where data sharing is mandatory. The result is an estimate of 600,000-800,000 extra miles driven (VMT, or vehicle miles traveled) per day. This is out of a total of 15,253,936 VMT/day in the City of Philadelphia, a ~5% increase. This figure includes both VMT from mode-shifting (eg. walking trip --> rideshare trip), deadheading miles that rideshare trips make vs. a personal auto trip, and induced demand. CAVEAT - these numbers are pre-COVID and it remains to be seen how the pace of the recovery will affect rideshare trips.

Councilmember Brooks: In a time of decreased revenue, can you update us on conversations to ask for more contributions from rideshare apps to make sure they're paying their fair share to keep our streets functioning and safe?

Any revenue raised for rideshare to pay its fair share will need to be imposed by the Commonwealth. Various proposals have been floated. Best practice would be a fee that increases at the busiest times of day and places, and one that also has equity considered. One key to equity is that revenue be partially hypothecated to support transit and mobility for low income families.

Councilmember Brooks: Can you speak to the environmental impact having 25,000 ride-hail vehicles on the road each year has had on the City?

The extra 600,000+ VMT/day put on the road by rideshare will have a meaningful carbon footprint. Using data from [CONNECT of 0.87 lbs CO2/passenger mile](#), we can estimate at least an extra 190 million lbs of carbon/year from TNCs in Philadelphia. There is also a safety footprint due to the extra driving, and a potential negative cycle to transit due to extra congestion and lost revenue.

If you have any additional questions, please feel free to contact my office.

Thank you,

Mike Carroll, P.E.

Deputy Managing Director

June 15, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 18, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the Managing Director's Office. At this hearing, the following question was asked:

Councilmember Brooks: I noticed that the Mayor's Office will transfer the federal grants revenue fund for aging services to the Managing Director's Office for FY 21. Can you explain the administration's decision? How do you anticipate this will impact services for senior Philadelphians that are funded by these grants?

The City-funded staff of the Mayor's Commission on Aging are MDO employees and have been paid for by MDO for several years. The federal grants associated with the MCOA will transfer from the Mayor's Office to the MDO for administrative consistency, so that the grants and staff are reflected in the same department. No impact on services is anticipated.

Councilmember Gauthier: Please provide a detailed FY21 budget breakdown, especially as it relates to Landlord-Tenant Court and eviction filing vendors.

The General Fund Allocation for the Philadelphia Eviction Prevention Project (PEPP), which is contracted to Community Legal Services and partner organizations, remains the same at \$500,000. Last year, an additional \$1.5 million was allocated from the Housing Trust Fund and \$100,000 from Community Development Block Grant funds. The latter two funding sources are not yet confirmed for FY21. In addition, the Department of Planning and Development FY21 budget includes \$2.8 million for housing counseling and legal services related to both mortgage diversion and eviction prevention.

If you have any additional questions, please feel free to contact my office.

Thank you,
Brian Abernathy
Managing Director

June 15, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 18, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the Office of Fleet Management. At this hearing, the following question was asked:

Councilmember Brooks: With climate change in mind, please explain what the plan for City vehicles is? Have we considered cuts in equipment as a way to save jobs and also decrease our own pollution?

OFM's plan for the past several years has been to purchase Plug in Electric (PEV), Hybrid Electric (HEV) and alternatively fueled vehicles where possible. Currently the city has over 350 alternatively fueled vehicles which includes 2 compressed natural gas (CNG) trash compactor trucks. OFM is in the process of purchasing an additional 23 CNG compactor trucks and is building a CNG fuel station that will be capable of supplying fuel for up to 70 trucks. The Energy Office will be working with PGW to purchase renewable natural gas to fuel these trucks.

OFM continually monitors fleet size by department and is continually in contact with them regarding their number of vehicles and use. A reduction in fleet size would normally require a reduction in a department's services.

Thank you,

Christopher Cocci
Commissioner, Office of Fleet Management

June 15, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 18, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for Mayor's Office of Labor. At this hearing, the following question was asked:

Councilmember Brooks: Question 1:

What has your office done in FY20 to improve enforcement of the City's labor laws that protect workers? Can you provide metrics that reflect improvement to enforcement?

Response

The Mayor's Office of Labor is actively engaged in enforcing the City's labor laws and we continuously seek to improve communication and outreach to both workers and the business community regarding worker protections and how to maintain compliance under the law.

To date, in FY 20 we have had 107 completed or active compliance investigations and have responded to 435 informational inquiries regarding the City's worker protection laws. We have added to our total number of compliance and outreach staff in FY 20 to support these efforts, and will continue to do so as much as possible in FY 21.

Promoting economic security and racial equity is a priority of our mission to ensure that Philadelphians have access to their protected rights. Our outreach practice uses a train the trainer model to work with trusted leaders in Black and Brown communities throughout the city such as libraries and religious centers to build an existing embedded understanding of labor laws. To help support that work, the Mayor's Office of Labor has collaborated with the Office of Immigrant Affairs to host several multi-lingual training and outreach events. These events were to educate workers on their rights covered by worker protection laws in Philadelphia such as Wage Theft Protection, Paid Sick Leave, Fair Workweek, Just Cause for Parking Workers, and the Domestic Workers Bill of Rights.

Prior to the Covid-19 crisis we hosted 5 multi-lingual events, which were attended by 88 workers. We intend to continue with these events once it is safe to do so.

The events were conducted in the following languages:

- Vietnamese

- Mandarin Chinese
- Indonesian
- Burmese
- Karen

Additionally, the Mayor's Office of Labor provides translated resources for employers and employees in the most common languages in Philadelphia. We currently have documents available in Haitian Creole, French, Russian, simplified Chinese, Spanish, and Vietnamese, in addition to English.

Councilmember Brooks: Question 2:

Recognizing the COVID-19 pandemic was unprecedented, what steps did your office (Labor) take to ensure the protection of our city's workers?

Response

The Mayor's Office of Labor was involved in many aspects of Philadelphia's response to the COVID-19 pandemic.

Externally, we worked with both Health and Law to issue emergency regulations for Paid Sick Leave which provided guidance to both businesses and workers on how employees may use sick leave during the pandemic.

Based on a need we identified, MOL has also partnered with Health, L & I, and 311 to support the contact system for safety complaints related to COVID-19 by assigning staff to follow-up with employees who have called in with concerns.

Internally, our Office has been a part of the City's HR Policy teams during the COVID-19 pandemic, advising on employee and union concerns as well as ensuring compliance with collective bargaining agreements between the City and its unions as the City provides guidance to departments on safe operations. In addition, all collective bargaining agreements for City employees were set to expire on June 30, 2020, and Labor Relations had been engaged in negotiations with the unions prior to the onset of COVID-19 in Philadelphia. In light of the unprecedented strains on the City and City government operations, Labor Relations reached agreements with all City unions to extend the terms of the current collective bargaining agreements for one year, so the City and its employees are able to focus on safely serving the residents of Philadelphia and avoid the distraction of contract negotiations during this crisis.

In addition to the above, and recognizing the intersection of health and labor especially now, the Mayor's Office of Labor is collaborating with Health on a worker training for COVID-19 workers to better understand new labor laws during COVID-19 and health and safety recommendations for the workplace. This training has the potential to be ongoing, and will involve our labor union partners, and worker org partners in identifying content and ensuring information is received directly to shop floors.

Councilmember Brooks: Question 3:

Labor budget changes due to COVID: How has this impacted your budget proposal? What have you done to adapt to these changes in the budget? Can you provide us with a glimpse into operations for the next

fiscal year as the city plans to re-open? How do you plan to scale up enforcement for new laws with this budget?

Response

Like most departments the budget for the Mayor's Office of Labor has been impacted by the COVID-19 pandemic. Currently our budget is \$2,772,104 for FY 21, representing a reduction of \$312,424 from what had initially been proposed in the Mayor's budget address.

MOL has met the budget reduction by cutting unfilled positions and discretionary spending. We will also delay hiring one position. We have already reassigned one staffer into our compliance unit to help scale up enforcement of worker protection laws as the City reopens. Additionally, we are reassigning staff internally to be able to handle the transition of investigations from Police to the Employee Relations Unit(ERU). Investigations will be prioritized over training sessions.

MOL will also be renegotiating successor agreements for all four major unions.

Councilmember Brooks: Question 4:

Can you speak to us about any data the department has gathered to show a decrease in sexual harassment amongst city departments?

Response

The Employee Relations Unit established and implemented a centralized case management system in June 2019 for sexual harassment complaints. Prior to the establishment of that system, departments individually managed and tracked Sexual Harassment complaints, and therefore, a citywide baseline number of cases is not available for the purpose of analysis. As a result of the implementation of the centralized case management system Office of Labor Relations within the Mayor's Office of Labor has ensured violations of the City of Philadelphia Sexual Harassment Prevention policy are consistently labeled and investigated as such; has effectively reviewed investigation outcomes for sufficiency of corrective action and remedial training; and enabled the identification of future trends within and across departments, position classifications, experience levels in order to make appropriate recommendations and operational adjustments based on empirical data.

Additionally, the Department's efforts to provide city-wide training has realized training for over 20,000 city employees since January 2019, and effectively empowered more employees to identify and report conduct which is in violation of the City's Sexual Harassment Prevention Policy.

If you have any additional questions, please feel free to contact my office.

Thank you,

Richard Lazar
Deputy Mayor of Labor

June 16, 2020

The Honorable Darrell Clarke

City Council President

City Hall, Room 490

Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the June 10, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the Managing Director's Office. At this hearing, the following question was asked:

Councilmember Oh: What is the fee schedule for court appointed council who represent families of children taken out of the home?

Please see appendix A.

If you have any additional questions, please feel free to contact my office.

Thank you,
Brian Abernathy
Managing Director

**FIRST JUDICIAL DISTRICT OF PENNSYLVANIA
ADMINISTRATIVE GOVERNING BOARD**

No. 01 of 2017

In Re: First Judicial District of Pennsylvania Court-Appointed Counsel, Investigative and Expert Witness Fee Schedule

ORDER*

AND NOW, this 26nd day of June, 2017, upon consideration of Act No. 438 of 1967 and Act No. 180 of 1970 which provided the legislative authority to the First Judicial District to adopt and award reasonable fees and expenses to be paid to court-appointed counsel; it appearing that Act No. 187 of 1984 provided for the repeal of said acts “effect[ive] upon the adoption of court rules accomplishing the purposes of the acts being repealed;” it further appearing that court rules referenced by Act 187 were adopted by the Board of Judges of Philadelphia County at its February 27, 1986 meeting and the said court rules became effective on July 1, 1986, namely Phila.Crim.R. 424 and 425 (now known as Phila.Crim.R.*122-11 and *122-12); it further appearing that the since July 1, 1986, counsel fee payments and processes have been revised by the Court in a piecemeal fashion, including by Directives No. 1 and 2 issued in 1997 by this Administrative Governing Board, resulting in an amalgam of rules, orders, general court regulations, memoranda and directives which are confusing in application and which, substantively, do not currently provide adequate or reasonable compensation for court-appointed conflict counsel and supporting investigative and expert witnesses;

NOW, therefore, in order to ensure that court-appointed conflict counsel are reasonably compensated, and further to ensure the timely payment of court-appointed conflict counsel as provided in Administrative Governing Board Administrative Order No. 02 of 2012: In Re: Payment of Court Appointed Counsel for Indigent Representation, it is hereby ORDERED and DECREED that attorneys **appointed** by the Court as conflict counsel on and after the dates identified below, shall be paid by the City of Philadelphia in accordance with the following procedures and comprehensive Fee Schedule.

(1) Procedures effective for Court of Common Pleas and Philadelphia Municipal Court - Criminal Division for court-appointed conflict counsel appointed on and after July 1, 2017.

- (a) Court-appointed conflict counsel will receive a uniform trial preparation fee. There will be no distinction between preparation fees for cases that resolve by non-trial disposition and those that resolve by trial.
- (b) Court-appointed conflict counsel will be paid the case appropriate per diem fee for pre-trial motions that are litigated and approved for payment by the court.
- (c) Court-appointed conflict counsel will be paid the appropriate fee for all days spent on trial, including jury selection and deliberation, when required to be present in the Courthouse.

- (d) Philadelphia Rule of Criminal Procedure * 112-12 (E), which provided for review of hourly Fee Petitions by the Deputy Court Administrator for Fiscal Affairs, is rescinded effective July 1, 2017. All hourly Fee Petitions for trial/appellate/PCRA work (regardless of the compensable hourly rate) will be reviewed, as applicable, by the trial judge, Supervising Judge, Administrative Judge or President Judge.
- (e) Court-appointed conflict counsel will be paid a second preparation fee for retrials. Counsel may file a Payment Voucher following a mistrial, and a subsequent Payment Voucher following a retrial.
- (f) Court-appointed conflict counsel will be paid a full felony first degree preparation fee for successful decertification motions. Time spent litigating the motion will be treated as compensable in-court time.
- (g) The trial judge will have discretion to authorize payment of the entire preparation fee to the court-appointed conflict counsel upon entry of outside counsel.
- (h) Until further order, Fee Petitions and Payment Vouchers will continue to be submitted directly to the appropriate judge for review and approval without first being filed with the Office of Judicial Records or other applicable filing office or officer. However, upon approval by the appropriate judge, the original Fee Petition, Payment Voucher and any other order directing the payment of court-appointed counsel, being “legal papers” shall be filed as provided in Subsection (C) of this Order and Philadelphia Criminal Rule 576 (d).

(2) Fee Schedule effective for Court of Common Pleas and Philadelphia Municipal Court - Criminal Division court-appointed counsel appointed on and after July 1, 2017.

- (a) Felony Appellate/PCRA:
 - (i) Maximum Fee \$2,400
 - (ii) Per Hour (In-court and Out of Court) \$65
- (b) Homicide Appellate/PCRA:
 - (i) Maximum Fee \$6,000
 - (ii) Per Hour (In-court and Out of Court) \$85
- (c) Felony Trial Preparation:
 - (i) First Degree \$1,200
 - (ii) Other felonies \$750
- (d) Homicide Trial Preparation:
 - (i) Non-Capital \$3,500
 - (ii) Capital \$10,000 (Lead Counsel)
\$7,500 (Penalty Phase Counsel)
 - (iii) In order to provide homicide trial experience to attorneys, and at the request of defense counsel, the court may appoint a “second chair” defense lawyer in non-capital homicide cases. Second chair defense counsel shall receive a total fee of \$600.00 for their services through the conclusion of the trial court proceedings

provided that second chair counsel has been present in the courtroom for the duration of the trial.

(e) Municipal Court Matters:

- (i) Municipal Court Trial - Felony: \$450.00
- (ii) Felony Remand-Trial: \$450.00
- (iii) Municipal Court Trial - Misdemeanor: \$450.00
- (iv) Felony Preliminary Hearing Disposition: \$200.00
- (v) Non-Traffic Summary Offenses: \$150.00
- (vi) Fifth Amendment Witness: \$150.00

(f) Status Hearings (Municipal Court and Trial Division, as applicable):

- (i) Mental Health Court: \$100.00
- (ii) Early Bail Review Hearings: \$100.00
- (iii) Treatment Court Hearing - Status Hearing: \$100.00
- (iv) Bench Warrant Hearing: \$100.00
- (v) Diversion Program Status Hearing: \$100.00
- (vi) Problem Solving Courts Status Hearing: \$100.00
- (vii) Violation of Probation/Parole (VOP) Hearings: \$150.00
- (viii) Municipal Court Completed Diversion Felony-Treatment Court Cases: \$450.00
- (ix) Trial Division Completed Diversion Felony-Treatment Court Cases: \$750.00

(g) Investigators – Adult Criminal

- (i) Guaranteed Initial Fee
 - (A) Homicide \$300
 - (B) Felony \$100
- (ii) Hourly Fee \$40
- (iii) Maximum Billable without court order \$500
- (iv) Amounts in excess of \$500 require approval by the trial judge and the Supervising Judge or Administrative Judge.

(h) Expert Witnesses

- (i) Decertification Mental Health Evaluation \$750
- (ii) All other expert witnesses to be authorized by court order listing amount authorized with voucher submitted directly to trial judge with chronological list of services once case disposed.
- (iii) Amounts in excess of \$7,500 in non-capital cases to be approved by the Supervising Judge or the Administrative Judge.

(3) The current adult homicide, felony and misdemeanor per diem rates shall remain in effect for court-appointed conflict counsel appointed until June 30, 2018.

(4) Effective for court-appointed conflict counsel appointed on and after July 1, 2018 in addition to the above-mentioned preparation fees, attorneys appointed by the Court as adult homicide, felony and misdemeanor court-appointed conflict counsel shall be paid the following:

(a) Felony Case Per Diem:

- (i) Full Day \$450

(ii) Half Day (under 3 hours)	\$225
(b) Homicide Case Per Diem:	
(i) Full Day (Non-capital)	\$600
(ii) Half Day (under 3 hours – Non-Capital)	\$300
(iii) Full Day (Capital)	\$700
(iv) Half Day (under 3 hours – Capital)	\$400
(c) Preliminary Hearing	\$225
(d) Rescinded by Order dated 9/18/17	
(e) Fifth Amendment Witness	\$150
(f) Contempt	\$150
(g) Early Parole Petition	\$250
(5) Fee Schedule effective for Philadelphia Municipal Court Traffic Division court-appointed counsel appointed on and after July 1, 2017.	
(a) On Call Counsel	\$350
(b) Traffic Division Appeal	\$450
(6) Fee Schedule effective for Family Division Delinquent court-appointed counsel appointed on and after July 1, 2017.	
(a) Felony	\$550
(b) Misdemeanor	\$450
(c) Consent Decree	\$225
(d) Delinquent Review Per Hearing	\$75
(e) On Call Counsel – no appt.	\$350
(f) Investigator-Trial Preparation	
(i) Initial Fee	\$100
(ii) Per Hour	\$40
(g) Appointment with Prior Counsel	
(i) Prior to Adjudication = Felony/Misdemeanor Rate	\$550 or \$450
(ii) Post Adjudication = Review Hearing	\$75
(h) Private Counsel Retained	\$225
(i) Fifth Amendment Witness	\$225
(ii) Bench Warrant	\$225
(i) Rape, IDSI & Juvenile Felony Sex Case	\$750
** (requires 3 annual CLE credits & court certification)	

(7) Fee Schedule effective for Family Division – Dependent court-appointed counsel appointed on and after July 1, 2017.

- (a) First Year: After
 - (i) First Hearing \$200
 - (ii) Second Hearing \$200
 - (iii) Third Hearing \$175
 - (iv) Fourth Hearing \$175
 - (v) The total annual fee shall not exceed \$750. If dismissed during the first year, court-appointed conflict counsel shall be paid the outstanding balance of \$750.

- (b) Second Year: After
 - (i) First Hearing \$125
 - (ii) Second Hearing \$125
 - (iii) Third Hearing \$100
 - (iv) Fourth Hearing \$100
 - (v) The total annual fee shall not exceed \$450. If dismissed during the second year, court-appointed conflict counsel shall be paid the outstanding balance of \$450.

- (c) Third Year and Subsequent Years: After
 - (i) First Hearing \$75
 - (ii) Second Hearing \$75
 - (iii) Third Hearing \$75
 - (iv) Fourth Hearing \$75

- (d) On Call Counsel (2) – no appt. \$350

- (e) Appeal:
 - (i) Maximum \$2,400
 - (ii) Out of Court per Hour \$65
 - (iii) In Court per Hour \$75

- (f) Adoption = AP matter only
 - (i) Maximum \$2,400
 - (ii) Out of Court per Hour \$65
 - (iii) In Court per Hour \$75

- (g) Investigator - per hour \$40

(8) Fee Schedule effective for Family Division – Domestic Relations court-appointed counsel appointed on and after July 1, 2017.

- (a) Contempt On Call Counsel (2)
 - (i) 10 am – 2 pm \$250
 - (ii) All Day Assignment \$350

(9) Payment to Conflict Court-Appointed Counsel in Extraordinarily Complex Cases. Notwithstanding any of the above fee provisions, the Court of Common Pleas judge before whom a case is being tried or was tried, shall have the discretion, in extraordinarily complex

cases requiring court-appointed conflict counsel, to request that counsel be compensated at a rate to be determined by applicable Supervising Judge, Administrative Judge or President Judge.

It is further ORDERED and DECREED that:

- (A) Representatives of the City of Philadelphia and the First Judicial District of Pennsylvania shall draft Fee Petitions and Payment Vouchers which will be utilized in each case type for all of the above listed matters and which will be utilized in each case by the court-appointed conflict counsel.
- (B) All Fee Petitions and Payment Vouchers must be filed within the following periods:
 - (1) For yearly payments, no later than ninety (90) days after the calendar year at issue.
 - (2) After verdict, plea, or mistrial, no later than ninety (90) days after the disposition.
 - (3) After sentencing, no later than ninety (90) days after sentencing, regardless of whether the case is appealed.
 - (4) For Appeals and PCRA's, no later than ninety (90) days after resolution of the appeal by the court with which the appeal or PCRA was filed.
- (C) Following judicial review and approval of the Fee Petition and Payment Voucher, the signed order and approved Payment Voucher shall be filed of record with Criminal Listings, 2nd Floor, Justice Stout Center (for Adult Criminal Matters), and with the Liaison Unit, 11th Floor, Family Court Building (for Family Court Matters), or with any other filing office or officer as the Court may decide from time to time. Upon receipt, the applicable filing officer shall time-stamp, docket and convert the Order or Payment Voucher filed in a paper format to a pdf format. In criminal matters, service of the Order or Payment Voucher shall be accomplished on all parties as well as on the City of Philadelphia, Counsel Fee Unit, as provided in Philadelphia Civil Rule 576 (g). All original hard-copy Fee Petitions and Payment Vouchers will be provided to the City of Philadelphia, Counsel Fee Unit, for processing and retention consistent with Philadelphia Criminal Rule 576 (d).
- (D) The City of Philadelphia shall issue payment to court-appointed conflict counsel within sixty (60) days of the date a Payment Order or Payment Voucher appropriately prepared as provided in this Order, and consistent with Phila. Code § 17-1702 (1) (b), is received by the Counsel Fee Unit of the City of Philadelphia. If payment is delayed, the City of Philadelphia shall pay interest on the unpaid amount at the rate of one and one-half percent (1.5%) per month or part of a month until payment is made, unless such delay results from an existing tax lien in accordance with 53 P.S. §§ 16082, 16083.
- (E) To the extent any local rule, administrative order or memoranda governing the payment of court-appointment counsel is in conflict with any provision of this order, the provisions contained in this order prevail and the conflicting local rule, order or memoranda are deemed to have been rescinded.

This Administrative Order is issued in accordance with the April 11, 1986 order of the Supreme Court of Pennsylvania, Eastern District, No. 55 Judicial Administration, Docket No. 1. As required by Pa.R.J.A. 103(d), this Administrative Order was reviewed by the Supreme Court of Pennsylvania Criminal Procedural Rules Committee, the Juvenile Court Procedural Rules Committee, and the Domestic Relations Procedural Rules Committee which have concluded that

the Order is not inconsistent with the Pennsylvania Rules of Criminal Procedure, Pennsylvania Rules of Juvenile Court Procedure, and the Pennsylvania Rules of Domestic Relations Procedure.

This Administrative Order shall be filed with the Office of Judicial Records (formerly the *Prothonotary, Clerk of Courts and Clerk of Quarter Sessions*) in a docket maintained for Administrative Orders issued by the First Judicial District of Pennsylvania. As required by Pa.R.J.A. 103(d)(5)(ii), Two certified copies of this Administrative Order, as well as one copy of the Administrative Order shall be distributed to the Legislative Reference Bureau on a computer diskette for publication in the *Pennsylvania Bulletin*. [As required by Pa.R.J.A. 103(d)(6)] One certified copy of this Administrative Order shall be filed with the Administrative Office of Pennsylvania Courts, shall be published on the website of the First Judicial District at <http://courts.phila.gov>, and shall be incorporated in the compiled set of local rules no later than 30 days following publication in the *Pennsylvania Bulletin*. Copies of the Administrative Order shall also be published in *The Legal Intelligencer* and will be submitted to *American Lawyer Media*, *Jenkins Memorial Law Library*, and the Law Library for the First Judicial District.

BY THE COURT:

/s/ Sheila Woods-Skipper

Honorable Sheila Woods-Skipper
Chair, Administrative Governing Board of
the First Judicial District of Pennsylvania
President Judge, Court of Common Pleas of
Philadelphia County

***Amended by AGB Order issued September 18, 2017**

June 16, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions raised at the May 26, 2020 hearing before the Committee of the Whole on the Fiscal Year 2021 proposed budget for the Managing Director's Office. At this hearing, the following question was asked:

Councilmember Henon: The State and Federal grants received by the MDO are integral to keep certain offices functioning. Are there any grants that may be in jeopardy, and if we were not receive grants what is your plan for those offices?

There are no MDO grants in jeopardy at this time.

Councilmember Henon: How many municipal IDs have been issued to date? If you had to measure the success of this program on a scale of 1-10 where would you rank it and why? (This was one of the largest contracts in FY20 for support for this program)

During the program's 10 months of activation, it exceeded its annual goal to issue 10,000 municipal IDs—it issued 14,965 IDs. The program had 15 external partners, including local businesses and restaurants and arts and cultural museums. The program generated a total of \$103,832.50. This program helped individuals access vital records and social services while also providing a sense of belonging and safety. The Managing Director's Office would rate this program on a high scale of performance. The loss of personnel means that the program will keep its annual goal 10,000 IDs issued, instead of increasing it.

Councilmember Henon: Demolition and blight remediation are seeing some cuts, does this mean that the \$10 million typically allocated from the General Fund to L&I is being cut, if so, by how much?

The Department of Licenses and Inspections budget for building demolitions is being reduced by \$1.5 million which will reduce the expected number of building demolitions performed by L&I in fiscal year 2021. However, demolition appropriations will remain higher than prior to the Kenney Administration.

Additionally, the Community Life Improvement Program (CLIP) programming also supports blight remediation. As part of the revised FY21 budget, CLIP had to lay off 17 employees and reduce its class 200, 300 and 400 funds. The budget reductions were taken across all CLIP units, so it is anticipated that less graffiti will be abated and fewer vacant lots and property exteriors will be cleaned. We estimate that 3,000 fewer vacant lots and 1,000 fewer property exteriors will be cleaned.

Councilmember Henon: Zero Waste and Litter Cabinet is being cut, what was the thought process behind this decision as litter and short dumping plague so many neighborhoods.

The Zero Waste and Litter Cabinet staff serving the Cabinet and subcommittees were retained and will be folded into the Office of Sustainability but, unfortunately, the Director of the Cabinet was let go. The quarterly convening of the Zero Waste and Litter Cabinet will be suspended while the subcommittees will continue their work. However, much of the goal setting and progress tracking work has been completed and the Administration has confidence that the implementation work can be successfully addressed by operating Departments, and with additional policy guided by the Office of Sustainability as necessary.

With the staff integrated into the Office of Sustainability, efficiencies can be realized because these persons can be assigned other policy and analysis work addressing similar topics related to environmental sustainability and neighborhood quality of life. The City is fully committed to addressing litter and short dumping and we are grateful for the direction and focus the Cabinet provided and for the ongoing efforts of Streets, Police, L&I, CLIP, the District Attorney's Office, and others in carrying out that work.

Councilmember Henon: Once again, ACCT, which is never given its fair share in the budget is going to see a decrease. What is the exact decrease and has ACCT submitted their plan for how this will affect their operations? If so, I would like that plan to be submitted to Council.

ACCT Philly's proposed contract reduction for FY21 totals \$895,147, bringing the contract amount to \$3,667,793.

To accommodate this reduction, ACCT Philly intends to eliminate 17 positions—six of which are currently vacant—and has secured alternate funding for an additional position that was originally funded by the contract. Notably, these eliminations indicate the closure of the Everyday Adoption Center in Plymouth Meeting, PA, an auxiliary location operated by ACCT Philly since 2016. Primarily, the positions eliminated are administrative in nature, with a small handful (three) being of direct care positions, and will be eliminated as of October, when the shelter enters into what is traditionally a slower season. ACCT has reduced overhead and supplies line items across the board. Additionally, salary increases—outside of those required by minimum wage increases and collective bargaining agreements—are to be frozen. ACCT has implemented increases based on living wage mandates as of July 2019 and will continue as required to adhere to the law.

To offset these reductions, ACCT has increased its grant funding goals for FY21 by \$100,000, for a total goal of \$500,000. While the current proposed budget for FY21 runs at a deficit in excess of \$100,000, a forgivable federal Paycheck Protection Program loan received by ACCT—in the amount of \$624,000—will offset any losses. The loan is being monitored closely, with the hope of seeking forgiveness, but ACCT is confident expenditures will only be used for qualified items. Cash flow and fundraising has been increased in FY2020.

Operationally, the closure of the auxiliary location suggests that the population of animals cared for at the shelter located 111 West Hunting Park will increase, but ACCT has prioritized offsite care via foster homes and grant-funded, community support programs to help minimize the shelter's population and will continue to do so. Through these efforts, since the beginning of March, the shelter has remained below 50% capacity. Longer lasting COVID-19 impacts and the necessary precautions required will also yield some assistance in managing the contract reduction, as ACCT intends to reopen to the public, initially with reduced hours, 10am - 6pm daily (reduced from 8am - 8pm) with many services by appointment. On call, emergency services will still be available.

Councilmember Henon: 311 walk-ins and the mobile app services are going to see decreases. Philly 311

is the most used service by our constituents, if this app sees a cut what is the expectation that our residents will actually see their requests met?

The Philly 311 walk-in center handles a small number of people a day—less than 10. With new signage to call 3-1-1, this can be completely mitigated.

Currently, the Philly 311 mobile/web platforms are trending towards 48% to 50% of overall usage. 311 is doubling down on our technology to increase self-service. Personnel cuts at 311 were related to 311 marketing and call center vacancies, but this should have limited impact on mobile/web platforms. The staff cuts will mean longer wait times on the phone for customers, but they will still be able to have their needs met to resolve quality of life issues.

Councilmember Thomas: Why is there no task force in place to focus on African-American communities because of high rates of COVID, high rates of gun violence, and overall high rate of impact

The Administration has made promoting racial equity and racial justice a priority across City agencies and departments to ensure racial disparities are eliminated and institutional racism is dismantled and outcomes are improved for all. Mayor Kenney has directed every City employee to take on this responsibility.

Several examples of how Departments have taken on this work include the publication of the report and action plan by the Department of Public Health: [Brotherly Love, the Health of Black Men and Boys in Philadelphia](#). Another example is the [Engaging Males of Color](#) initiative of the Department of Behavioral Health and Intellectual Disability Services.

In addition, there are a number of offices and commissions that are charged with addressing issues that impact African American communities, including, but not limited to, the Office of Diversity, Equity and Inclusion, the Office of Black Male Engagement, the Mayor's Commission on African American Males, the Office of Criminal Justice and the Office of Violence Prevention.

As the City continues to respond to the COVID-19 pandemic and the epidemic of gun violence, racial equity and racial justice remain a priority that governs and informs our work across departments, and we continue to use data to inform us on how best to address the disparate impact COVID-19 and gun violence has on African American communities.

Councilmember Thomas: Could the Office of the Arts be funded at \$1.1 M to send a message to the community?

The Administration has proposed closing the Office of Arts Culture and the Creative Economy. We expect a robust conversation with Council to determine the final proposal.

Councilmember Domb: What goals and measures do you use to evaluate departmental administrators and office leaders.

Department administrators have flexibility in how they conduct performance reviews with staff. Measures of accountability typically used in employee performance evaluation include goals set by the 5 Year Plan; quarterly performance measures for some departments that are developed in partnership with the Budget Department and Department leadership; whether or not work has advanced Mayoral priorities; and individual goals and metrics specific to each department.

If you have any additional questions, please feel free to contact my office.

Thank you,
Brian Abernathy
Managing Director

June 16, 2020

The Honorable Darrell Clarke
City Council President
City Hall, Room 490
Philadelphia, PA 19107

Dear Council President Clarke,

This letter is in response to questions sent via email.

Councilmember Domb: Total DROP-enrolled personnel by title, department, and bargaining unit.

The attached file contains a list of DROP-enrolled personnel through May 2020.

Councilmember Oh: What is the projected value of the loss and the impact on the FY 21 budget? What will the total cost of DROP be in FY 21? Has any consideration been given to eliminating DROP as a way to relieve financial pressure on the overall pension program?

The most recent analysis of the cost of DROP was conducted by PICA in their December 2017 Update on the City of Philadelphia DROP Program. The PICA report concludes that the effect of the DROP on costs going forward may have a smaller impact because of the changes made in 2012 and as more employees from newer plans enter DROP. The December 2017 PICA Report is attached for your convenience.

Changes to DROP legislation for represented employees is likely subject to the collective bargaining process.

If you have any additional questions, please feel free to contact my office.

Thank you,

Rob Dubow
Finance Director

Department Name	Benefit Group	Job Name	Position Name
BOE Board of Ethics	J-Full Share DC47 Non-Supervisory	2M56.Election/Public Integrity Compliance Specialist	2M56.01..BOE Board of Ethics
BPR Board of Pensions Retiremt	1-Flex employees	2N04.Administrative Services Director 2	2N04.39..BPR Admin Services
BPR Board of Pensions Retiremt	1-Flex employees	2L08.Administrative Services Supervisor-Confidential	2L08.39..BPR Counseling Unit
BPR Board of Pensions Retiremt	1-Flex employees	2L20.Administrative Officer	2L20.39..BPR Administration
BPR Board of Pensions Retiremt	1-Flex employees	A528.Assistant To The Executive Director Of Pensions	A528.39..BPR Investment Unit
BPR Board of Pensions Retiremt	M-Full Share DC33 Non-Supervisory	2H41.Pension Counselor 2	2H41.39..BPR Counseling Unit
CAO Ofc of Chief Admin Officer	1-Flex employees	2L18.Executive Assistant	2L18.01..CAO Ofc of Admin Review
CAO Ofc of Chief Admin Officer	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01..CAO Ofc of Admin Review
CEO Community Empowerment Ofc	1-Flex employees	A004.Accountant 2	A004.08..CEO Fiscal
CEO Community Empowerment Ofc	1-Flex employees	C116.Chief Financial Officer	C116.08..CEO Fiscal
CEO Community Empowerment Ofc	1-Flex employees	B106.Benefits Access Specialist	B106.08..CEO Benefits Access Unit
CHR Phila Comsn on Hum Relatns	1-Flex employees	2L07.Administrative Trainee 2	2L07.01..CHR Administration
CHR Phila Comsn on Hum Relatns	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.01..CHR Compliance
CHR Phila Comsn on Hum Relatns	H-Full Share DC47 Supervisory	5C33.Human Relations Supervisor	5C33.01..CHR Compliance
CLR City Controller	H-Full Share DC47 Supervisory	2A43.Audit Supervisor	2A43.01..CLR Auditing
CLR City Controller	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.General.CLR Verification
CLR City Controller	H-Full Share DC47 Supervisory	2A43.Audit Supervisor	2A43.01..CLR Auditing
CLR City Controller	1-Flex employees	D275.Deputy Controller	D275.01..CLR Verification
CLR City Controller	1-Flex employees	2A44.Audit Manager	2A44.01..CLR Auditing
CMS City Commissioners	M-Full Share DC33 Non-Supervisory	7H01.Trades Helper	7H01.01.Voting Machine Mechanic.CMS Voter Regis Imaging Sys
CMS City Commissioners	1-Flex employees	7J76.Voting Machine Service Supervisor	7J76.01..CMS Warehouse
CMS City Commissioners	1-Flex employees	2H11.Departmental Human Resources Manager 1	2H11.01..CMS Human Resources
CMS City Commissioners	M-Full Share DC33 Non-Supervisory	6E42.Election Field Investigator 2	6E42.01..CMS Voter Regis Investigation
CMS City Commissioners	A-Fair Share DC33 Supervisory_	1B53.Election & Voter Registration Clerk Supervisor	1B53.01.General.CMS Election Activities
CMS City Commissioners	M-Full Share DC33 Non-Supervisory	7H01.Trades Helper	7H01.01.Voting Machine Mechanic.CMS Voter Regis Records
CMS City Commissioners	1-Flex employees	D180.Deputy City Commissioner	D180.01..CMS City Commissioners
CMS City Commissioners	A-Full Share DC33 Supervisory	1B53.Election & Voter Registration Clerk Supervisor	1B53.01..CMS Voter Regis Imaging Sys
CMS City Commissioners	1-Flex employees	2M39.Voter Registration Administrator	2M39.01..CMS Voter Registration
COM Commerce	M-Full Share DC33 Non-Supervisory	1B10.Account Clerk	1B10.09..COM DOA Accounts Payable
COM Commerce	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7J02.Hvac Mechanic 2	7J02.09..COM DOA Utility Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.09.General.COM DOA Administrative Support
COM Commerce	A-Full Share DC33 Supervisory	7H45.Painting Group Leader	7H45.09.Sign Fabrication.COM DOA Building Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7K15.Industrial Electrician 1	7K15.09..COM DOA Electrical
COM Commerce	1-Flex employees	2L18.Executive Assistant	2L18.01..COM Economic Development
COM Commerce	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.09.General.COM DOA Custodial
COM Commerce	A-Fair Share DC33 Supervisory_	7C14.Heavy Equipment Operator 2	7C14.09.Earthmoving: Wheeled.COM DOA Pavement and Grounds
COM Commerce	M-Full Share DC33 Non-Supervisory	7H13.Carpentry Group Leader	7H13.09..COM DOA Building Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.09.General.COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Fair Share DC33 Non-Supervisory_	7C14.Heavy Equipment Operator 2	7C14.09.Earthmoving: Wheeled.COM DOA Pavement and Grounds
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	P-Full Share Police employees	1A02.Office Clerk	1A02.01.General.COM Economic Development
COM Commerce	M-Fair Share DC33 Non-Supervisory_	7J02.Hvac Mechanic 2	7J02.09..COM DOA Utility Maintenance
COM Commerce	J-Full Share DC47 Non-Supervisory	2P04.Airports Properties Specialist 2	2P04.09..COM DOA Properties
COM Commerce	M-Full Share DC33 Non-Supervisory	7E34.Stationary Engineer	7E34.09..COM DOA Utility Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	1-Flex employees	D315.Deputy Director Of Commerce	D315.01..COM Economic Development

Department Name	Benefit Group	Job Name	Position Name
COM Commerce	M-Full Share DC33 Non-Supervisory	6J07.Airport Communications Center Oper 2	6J07.09.Bilingual.COM DOA Communication Ctr
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Phila NE Airport
COM Commerce	A-Full Share DC33 Supervisory	1A22.Clerical Supervisor 2	1A22.09..COM DOA Design and Construct
COM Commerce	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.09..COM DOA Building Maintenance
COM Commerce	1-Flex employees	7K06.Airport Electrical Services Supervisor	7K06.09..COM DOA Electrical
COM Commerce	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.09.Fiscal.COM DOA Finance
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7E34.Stationary Engineer	7E34.09..COM DOA Utility Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.09..COM DOA Building Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D31.Window Washer 1	7D31.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7E43.Maintenance Coordinator	7E43.09.Airport.COM DOA Maintenance Admin
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	A-Full Share DC33 Supervisory	6J05.Airport Communications Services Supervisor	6J05.09..COM DOA Passenger Assistance
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D31.Window Washer 1	7D31.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7J02.Hvac Mechanic 2	7J02.09..COM DOA Utility Maintenance
COM Commerce	1-Flex employees	C193.Chief Operating Officer, Phl	C193.09..COM DOA Executive
COM Commerce	M-Fair Share DC33 Non-Supervisory_	7A03.Semi-Skilled Laborer	7A03.09.General.COM DOA Custodial
COM Commerce	1-Flex employees	7H62.Building Maintenance Superintendent 1	7H62.09.General.COM DOA Building Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.09..COM DOA Building Maintenance
COM Commerce	M-Full Share DC33 Non-Supervisory	7D31.Window Washer 1	7D31.09..COM DOA Custodial
COM Commerce	M-Fair Share DC33 Non-Supervisory	6D21.Security Officer 1	6D21.09.General.COM DOA Phila NE Airport
COM Commerce	M-Full Share DC33 Non-Supervisory	7K17.Industrial Electrician 2	7K17.09..COM DOA Electrical
COM Commerce	A-Full Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.09.Airport.COM DOA Building Maintenance
COM Commerce	H-Full Share DC47 Supervisory	2L33.Administrative Specialist-Supervisory-Non Confidential	2L33.09..COM DOA Accounts Payable
COM Commerce	A-Full Share DC33 Supervisory	7K18.Industrial Electrician Group Leader	7K18.09.Airport.COM DOA Electrical
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial
COM Commerce	H-Full Share DC47 Supervisory	2P11.Airport Operations Officer	2P11.09..COM DOA Airside
COM Commerce	M-Full Share DC33 Non-Supervisory	7K17.Industrial Electrician 2	7K17.09..COM DOA Electrical
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.09.Earthmoving: Wheeled.COM DOA Pavement and Grounds
COM Commerce	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.09.Automotive Driver.COM DOA Pavement and Grounds
COM Commerce	M-Full Share DC33 Non-Supervisory	7D31.Window Washer 1	7D31.09..COM DOA Custodial
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
COM Commerce	H-Full Share DC47 Supervisory	2A67.Contracts Audit Supervisor	2A67.10..COM Community Development
COM Commerce	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.09..COM DOA Building Maintenance
COM Commerce	A-Full Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.09.Airport.COM DOA Building Maintenance
COM Commerce	1-Flex employees	A156.Airport Chief Revenue Officer	A156.09..COM DOA Executive
COM Commerce	M-Full Share DC33 Non-Supervisory	1F08.Stores Supervisor	1F08.09..COM DOA Warehouse
COM Commerce	M-Full Share DC33 Non-Supervisory	7D13.Custodial Work Crew Chief	7D13.09.General.COM DOA Custodial

Department Name	Benefit Group	Job Name	Position Name
COM Commerce	1-Flex employees	7H62.Building Maintenance Superintendent 1	7H62.09..COM DOA Maintenance Admin
COM Commerce	1-Flex employees	2L20.Administrative Officer	2L20.09.General.COM DOA Marketing
COM Commerce	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.09.General.COM DOA Pavement and Grounds
COM Commerce	A-Full Share DC33 Supervisory	6J05.Airport Communications Services Supervisor	6J05.09.Bilingual.COM DOA Communication Ctr
COM Commerce	M-Full Share DC33 Non-Supervisory	7H05.Building Maintenance Mechanic	7H05.09..COM DOA Phila NE Airport
COM Commerce	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.09..COM DOA Custodial
CSC Civil Service Commission	1-Flex employees	2L20.Administrative Officer	2L20.01..CSC Civil Service Commission
DAO District Attorney	P-Full Share Police employees	6A52.Prosecution Detective 2	6A52.01..DAO Insurance Fraud Unit
DAO District Attorney	M-Full Share DC33 Non-Supervisory	1B40.Legal Services Clerk	1B40.01.Trial Listing.DAO Charging Unit
DAO District Attorney	M-Fair Share DC33 Non-Supervisory_	1B40.Legal Services Clerk	1B40.01.Trial Listing.DAO Charging Unit
DAO District Attorney	1-Flex employees	D420.Deputy To District Attorney	D420.01..DAO Special Investigations
DAO District Attorney	1-Flex employees	H902.Human Resource Manager	H902.01..DAO Human Resources
DAO District Attorney	1-Flex employees	P042.Paralegal	P042.01..DAO Public Nuisance Task Force
DAO District Attorney	1-Flex employees	A531.Assistant District Attorney 1	A531.08..DAO Economic Crimes Unit
DAO District Attorney	1-Flex employees	A531.Assistant District Attorney 1	A531.01..DAO Economic Crimes Unit
DAO District Attorney	1-Flex employees	A531.Assistant District Attorney 1	A531.01..DAO Economic Crimes Unit
DAO District Attorney	M-Fair Share DC33 Non-Supervisory	1A18.Secretary	1A18.01..DAO Private Criminal Complaint
DAO District Attorney	M-Full Share DC33 Non-Supervisory	1B40.Legal Services Clerk	1B40.01.Trial Listing.DAO Municipal Court Unit
DAO District Attorney	J-Full Share DC47 Non-Supervisory	2M89.Prosecution Assistant 2	2M89.08..DAO Child Support Enforcement
DAO District Attorney	1-Flex employees	H902.Human Resource Manager	H902.01..DAO Human Resources
DAO District Attorney	M-Fair Share DC33 Non-Supervisory	1B40.Legal Services Clerk	1B40.01.General.DAO Municipal Court Unit
DAO District Attorney	1-Flex employees	1A20.Executive Secretary	1A20.08..DAO Victim Assistance Unit
DAO District Attorney	M-Fair Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.01..DAO Private Criminal Complaint
DAO District Attorney	1-Flex employees	A041.Administrative Assistant 1	A041.01..DAO Pre-Trial Unit
DAO District Attorney	M-Full Share DC33 Non-Supervisory	1B40.Legal Services Clerk	1B40.08.General.DAO Insurance Fraud Unit
DAO District Attorney	1-Flex employees	A531.Assistant District Attorney 1	A531.01..DAO Economic Crimes Unit
DAO District Attorney	P-Full Share Police employees	6A53.Prosecution Detective Sergeant	6A53.01..DAO Felony Detectives
DAO District Attorney	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.01.Automotive Driver.DAO Victim Assistance Unit
DAO District Attorney	1-Flex employees	A534.Assistant District Attorney 4	A534.01..DAO Post Conviction Relief Act
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Community Svcs Mgmt
DBH Behav Hlth ID Svcs	M-Fair Share DC33 Non-Supervisory	1A18.Secretary	1A18.08..DBH OAS Operations
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Svcs Supprt Connection
DBH Behav Hlth ID Svcs	M-Fair Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.08..DBH Mgmt Svcs Admin
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	2A06.Accountant	2A06.08..DBH Fiscal
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Svcs Supprt Connection
DBH Behav Hlth ID Svcs	1-Flex employees	5F30.Behavioral Health/Intellectual Disability Services Prog Dir	5F30.08.Intellectual Disability Services.DBH IDS Admin Unit
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Svcs Supprt Connection
DBH Behav Hlth ID Svcs	1-Flex employees	5F27.Health Program Manager	5F27.08.Intellectual Disability Services.DBH IDS EI Intake Unit
DBH Behav Hlth ID Svcs	M-Fair Share DC33 Non-Supervisory	1B10.Account Clerk	1B10.08..DBH Mgmt Svcs Admin
DBH Behav Hlth ID Svcs	H-Full Share DC47 Supervisory	5F73.Health Program Analysis Supervisor	5F73.08.Intellectual Disability Services.DBH IDS Risk Mgmt
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Mental Health.DBH Tagret Case Mgmt
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	1E77.Programmer Analyst 3	1E77.08.General.DBH CIO IT
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Admin Svcs Mgmt
DBH Behav Hlth ID Svcs	1-Flex employees	5F26.Health Program Administrator	5F26.08.Drug & Alcohol Abuse.DBH Adult Mental Health
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Svcs Supprt Connection
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	2F22.Research & Information Analyst 2	2F22.08.Public Safety.DBH Strategic Planning
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F74.Behavioral Health Clinical Consultant	5F74.08.Behavioral Health.DBH Ntwrk Impr Acct Collab
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Individual Supports

Department Name	Benefit Group	Job Name	Position Name
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5E07.Mh Emergency Services Coordinator 2	5E07.08..DBH MH Acute Services
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Mental Health.DBH Strategic Planning
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.08..DBH CIO IT
DBH Behav Hlth ID Svcs	H-Full Share DC47 Supervisory	5F73.Health Program Analysis Supervisor	5F73.08.Drug & Alcohol Abuse.DBH Adult Mental Health
DBH Behav Hlth ID Svcs	1-Flex employees	2N04.Administrative Services Director 2	2N04.08..DBH Mgmt Svcs Admin
DBH Behav Hlth ID Svcs	1-Flex employees	5F30.Behavioral Health/Intellectual Disability Services Prog Dir	5F30.08.Behavioral Health.DBH MH Admin
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5A62.Health Service Social Worker 2	5A62.08.General.DBH IDS Individual Supports
DBH Behav Hlth ID Svcs	1-Flex employees	5F09.Drug And Alcohol Abuse Program Director	5F09.08..DBH OAS Operations
DBH Behav Hlth ID Svcs	1-Flex employees	5F27.Health Program Manager	5F27.08.Intellectual Disability Services.DBH IDS EI Admin Oversight
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.General.DBH IDS Community Svcs Mgmt
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	2L32.Administrative Specialist 2 - Non-Confidential	2L32.08..DBH CIO Rsearch Info Mgmt
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Intellectual Disability Services.DBH IDS Risk Mgmt
DBH Behav Hlth ID Svcs	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Mental Health.DBH OAS Operations
DBH Behav Hlth ID Svcs	1-Flex employees	5F27.Health Program Manager	5F27.08.Intellectual Disability Services.DBH MH Acute Services
DHS Dept of Human Services	1-Flex employees	5A09.Human Services Program Administrator	5A09.08.General.DHS CWO Intake 2
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Adoptions
DHS Dept of Human Services	H-Full Share DC47 Supervisory	2L09.Administrative Svcs Supv - Non Confidential	2L09.08..DHS JJS Court and Communy Svc
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08..DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A80.Social Service/Housing Program Analyst	5A80.08.General.DHS PMT Monitoring and Eval
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Specialty Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS Education Support Center
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS CWO Family Team Conference
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Family Well Being
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Family Well Being
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.Fiscal.DHS Eligibility Determinations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.Fiscal.DHS Eligibility Determinations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS Community Engagement
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.08..DHS CWO Intake 2
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Intake Grants Title 20
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Adoptions
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Adoptions
DHS Dept of Human Services	1-Flex employees	5F22.Health Services Administrator 3	5F22.08.General.DHS Contracts and Audits
DHS Dept of Human Services	H-Full Share DC47 Supervisory	2L09.Administrative Svcs Supv - Non Confidential	2L09.08..DHS Eligibility Determinations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS JJS Court and Communy Svc
DHS Dept of Human Services	H-Full Share DC47 Supervisory	2L09.Administrative Svcs Supv - Non Confidential	2L09.08..DHS Procurement
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS JJS Court and Communy Svc
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	6D06.Juvenile Detention Facility Guard Manager	6D06.08..DHS JJS Support Services
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Adoptions
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.08..DHS Finance
DHS Dept of Human Services	1-Flex employees	5A09.Human Services Program Administrator	5A09.08.General.DHS Community Engagement
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS Education Support Center

Department Name	Benefit Group	Job Name	Position Name
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.08..DHS Eligibility Determinations
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Intake 2
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Adoptions
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5B24.Youth Detention Counselor Supervisor	5B24.08.General.DHS JJS Child Care
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.08..DHS Eligibility Determinations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS JJS Court and Communy Svc
DHS Dept of Human Services	H-Full Share DC47 Supervisory	2L09.Administrative Svcs Supv - Non Confidential	2L09.08..DHS Invoicing and Billing
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS PMT Monitoring and Eval
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS Tech Assistance and CQI
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.08..DHS CWO Ops Support Center
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS CWO Intake 2
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Intake 2
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being
DHS Dept of Human Services	1-Flex employees	2L20.Administrative Officer	2L20.08..DHS Human Resources
DHS Dept of Human Services	1-Flex employees	5A09.Human Services Program Administrator	5A09.08.General.DHS JJS Social Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Specialty Services
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.08..DHS Community and Family Support
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.08..DHS Eligibility Determinations
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	6D04.Juvenile Detention Security Guard	6D04.08..DHS JJS Support Services
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	9D25.Recreation Specialty Instructor	9D25.08.Childcare.DHS CWO IARS
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Adoptions
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08..DHS Tech Assistance and CQI
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS Education Support Center
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A05.Social Work Services Trainee	5A05.08..DHS CWO OJT
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08..DHS CWO Family Team Conference
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08..DHS CWO Family Team Conference
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Intake 2
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.08.General.DHS CWO Adoptions
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A80.Social Service/Housing Program Analyst	5A80.08.General.DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Court Support Svcs
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS JJS Social Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L32.Administrative Specialist 2 - Non-Confidential	2L32.08..DHS Fiscal Operations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	1-Flex employees	5A53.Human Services Staff Services Dir	5A53.08..DHS CWO Family Well Being
DHS Dept of Human Services	I-Fair Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	I-Full Share DC33 Correctional officers	5B23.Youth Detention Counselor 2	5B23.08.General.DHS JJS Child Care
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS JJS Court and Communy Svc
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS CWO Ongoing Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08..DHS Tech Assistance and CQI
DHS Dept of Human Services	1-Flex employees	5A09.Human Services Program Administrator	5A09.08.General.DHS CWO Intake 2
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being

Department Name	Benefit Group	Job Name	Position Name
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L32.Administrative Specialist 2 - Non-Confidential	2L32.08..DHS JIS Court and Communtly Svc
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.08..DHS Finance
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08..DHS CWO IARS
DHS Dept of Human Services	1-Flex employees	2L18.Executive Assistant	2L18.01..DHS Dept of Human Services
DHS Dept of Human Services	M-Fair Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.08..DHS CWO Intake 1
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.Fiscal.DHS Eligibility Determinations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS CWO Ongoing Services
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS Tech Assistance and CQI
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.08..DHS Admin Services
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08..DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO IARS
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS Community Engagement
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2F22.Research & Information Analyst 2	2F22.08.Health & Human Services.DHS PMT Data Analytics
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS CWO Ongoing Services
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	7K01.Electrician 1	7K01.08..DHS JIS Support Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	1D55.Network Support Specialist	1D55.08..DHS Data and Technology
DHS Dept of Human Services	M-Fair Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.08..DHS JIS Social Services
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	9D25.Recreation Specialty Instructor	9D25.08.Childcare.DHS CWO IARS
DHS Dept of Human Services	1-Flex employees	5A43.Human Services Program Director	5A43.08..DHS CWO Ongoing Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS CWO Family Team Conference
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.General.DHS JIS Court and Communtly Svc
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A81.Social Service Program Supervisor	5A81.08..DHS Policy and Planning
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A80.Social Service/Housing Program Analyst	5A80.08.General.DHS PMT Monitoring and Eval
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.08..DHS CWO Intake 1
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.Fiscal.DHS Eligibility Determinations
DHS Dept of Human Services	A-Full Share DC33 Supervisory	1A22.Clerical Supervisor 2	1A22.08.General.DHS CWO Court Support Svcs
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5B24.Youth Detention Counselor Supervisor	5B24.08.General.DHS JIS Child Care
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS Community and Family Support
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.Fiscal.DHS Eligibility Determinations
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08.General.DHS Community and Family Support
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Family Well Being
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08.Fiscal.DHS Eligibility Determinations
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5B24.Youth Detention Counselor Supervisor	5B24.08.General.DHS JIS Child Care
DHS Dept of Human Services	A-Full Share DC33 Supervisory	1A22.Clerical Supervisor 2	1A22.08.General.DHS Eligibility Determinations
DHS Dept of Human Services	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.08.General.DHS CWO Intake 2
DHS Dept of Human Services	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.08..DHS CWO Ongoing Services
DHS Dept of Human Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.08..DHS CWO Adoptions
DPD Planning and Development	1-Flex employees	3E54.Economic/Housing Development Contract Admin	3E54.10..DPD Contract Administration
DPD Planning and Development	1-Flex employees	2A69.Contract Audit Manager	2A69.10..DPD Monitoring
DPD Planning and Development	M-Fair Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.10..DPD Contract Administration
DPD Planning and Development	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.01..DPD Zoning Board
DPD Planning and Development	1-Flex employees	D295.Deputy Director	D295.10..DPD Executive Administration
DPD Planning and Development	J-Full Share DC47 Non-Supervisory	3E04.City Planner 3	3E04.01..DPD Policy and Analysis
DPH Health	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Aids.DPH AACO Program Services
DPH Health	M-Full Share DC33 Non-Supervisory	4A27.Radiographer	4A27.01..DPH District Health Center
DPH Health	1-Flex employees	2H58.Senior Departmental Human Resources Associate	2H58.01..DPH Human Resources
DPH Health	J-Full Share DC47 Non-Supervisory	4C02.Community Health Registered Nurse	4C02.01.Bilingual.DPH District Health Center

Department Name	Benefit Group	Job Name	Position Name
DPH Health	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.01..DPH Facilities Management
DPH Health	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.01..DPH Facilities Management
DPH Health	H-Full Share DC47 Supervisory	1E06.Network Administrator	1E06.01..DPH Information Technology
DPH Health	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.01.General.DPH Facilities Management
DPH Health	J-Full Share DC47 Non-Supervisory	3H66.Medical Technologist 2	3H66.01..DPH Public Health Laboratory
DPH Health	M-Full Share DC33 Non-Supervisory	4B02.Medical Assistant	4B02.08.General.DPH Breast and Cervical Cancer
DPH Health	J-Full Share DC47 Non-Supervisory	5F72.Public Health Program Analyst	5F72.08.Aids.DPH AACO Program Services
DPH Health	M-Fair Share DC33 Non-Supervisory	4J07.Environmental Health Worker	4J07.08..DPH Lead and Healthy Homes
DPH Health	J-Full Share DC47 Non-Supervisory	3H66.Medical Technologist 2	3H66.08..DPH AACO Ancillary Staff
DPH Health	1-Flex employees	4J56.Environmental Hlth Program Administrator	4J56.01.Accident Control.DPH Lead and Healthy Homes
DPH Health	1-Flex employees	2L20.Administrative Officer	2L20.01..DPH AHS Info and Reimbrsmt Sys
DPH Health	1-Flex employees	2N05.Administrative Services Director 3	2N05.01..DPH Financial Services
DPH Health	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.01..DPH Information Technology
DPH Health	H-Full Share DC47 Supervisory	3H39.Public Health Lab Sec Supervisor	3H39.01.Clinical Chemistry.DPH Public Health Laboratory
DPH Health	H-Full Share DC47 Supervisory	4A35.Pharmacy Manager	4A35.01..DPH District Health Center
DPH Health	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.01.General.DPH Facilities Management
DPH Health	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.01..DPH EHS Environmntl Engineering
DPH Health	H-Full Share DC47 Supervisory	4C03.Community Health Nursing Supervisor	4C03.01.General.DPH District Health Center
DPH Health	J-Full Share DC47 Non-Supervisory	2L32.Administrative Specialist 2 - Non-Confidential	2L32.01..DPH Grants
DPH Health	M-Full Share DC33 Non-Supervisory	4B02.Medical Assistant	4B02.01.General.DPH District Health Center
DPH Health	M-Full Share DC33 Non-Supervisory	4B01.Health Care Aide	4B01.01..DPH District Health Center
DPH Health	M-Full Share DC33 Non-Supervisory	6F02.Field Investigator	6F02.01.General.DPH EHS Vector Control
DPH Health	M-Full Share DC33 Non-Supervisory	4E15.Expanded Function Dental Assistant	4E15.01.Bilingual.DPH District Health Center
DPH Health	M-Fair Share DC33 Non-Supervisory	1B75.Medical Clerk	1B75.01.General.DPH District Health Center
DPH Health	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..DPH AACO Admin
DPH Health	H-Full Share DC47 Supervisory	4A10.Disease Surveillance Program Supervisor	4A10.08..DPH Tuberculosis Control
DPH Health	A-Fair Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.01..DPH Facilities Management
DPH Health	1-Flex employees	4N08.Medical Care Clinical Director (Hourly)	4N08.01.Internal Medicine/Family Medicine.DPH District Health Center
DPH Health	M-Fair Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.01..DPH Facilities Management
DPH Health	A-Full Share DC33 Supervisory	4J12.Environmental Health Inspector	4J12.08..DPH Lead and Healthy Homes
DPH Health	M-Full Share DC33 Non-Supervisory	1B75.Medical Clerk	1B75.01.General.DPH District Health Center
DPH Health	1-Flex employees	4C19.Health Care Coordinator	4C19.01.General.DPH District Health Center
DPH Health	M-Full Share DC33 Non-Supervisory	1B75.Medical Clerk	1B75.01.Pharmacy.DPH District Health Center
DPH Health	M-Fair Share DC33 Non-Supervisory	1B75.Medical Clerk	1B75.01..DPH Medical Affairs
DPH Health	M-Fair Share DC33 Non-Supervisory	1B75.Medical Clerk	1B75.01..DPH AHS Info and Reimbrsmt Sys
DPH Health	1-Flex employees	2L18.Executive Assistant	2L18.01..DPH Health Commissioners Ofc
DPH Health	M-Full Share DC33 Non-Supervisory	1B75.Medical Clerk	1B75.01.General.DPH District Health Center
DPH Health	J-Full Share DC47 Non-Supervisory	1D55.Network Support Specialist	1D55.08..DPH AACO Surveillance
DPH Health	M-Full Share DC33 Non-Supervisory	3G32.Science Technician	3G32.01..DPH Public Health Laboratory
DPH Health	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.08..DPH Infectious Disease Control
DPH Health	1-Flex employees	D250.Deputy Commissioner	D250.01..DPH Health Commissioners Ofc
DPH Health	H-Full Share DC47 Supervisory	4A35.Pharmacy Manager	4A35.01..DPH District Health Center
DPH Health	1-Flex employees	5F22.Health Services Administrator 3	5F22.01..DPH District Health Center
DPH Health	A-Full Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.01..DPH Facilities Management
DPH Health	1-Flex employees	2L17.Administrative Specialist 2-Confidential	2L17.01..DPH EHS Administration
DPH Health	1-Flex employees	1A20.Executive Secretary	1A20.01..DPH Health Commissioners Ofc
DPH Health	2-Not Eligible_Seasonal Temp Intern Board Parttime	4N07.Medical Specialist (Hourly)	4N07.01.Pediatrics.DPH District Health Center
DPP Public Property	A-Fair Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.01..DPP Northwest

Department Name	Benefit Group	Job Name	Position Name
DPP Public Property	H-Full Share DC47 Supervisory	2E08.Departmental Procurement Specialist	2E08.01..DPP Fiscal
DPP Public Property	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.01..DPP Building Unit
DPP Public Property	A-Fair Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.01..DPP Facility Improvements
DPP Public Property	M-Full Share DC33 Non-Supervisory	7K01.Electrician 1	7K01.01..DPP City Hall
DPP Public Property	M-Full Share DC33 Non-Supervisory	7H08.Locksmith	7H08.01..DPP City Hall
DPP Public Property	A-Fair Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.01..DPP Building Unit
DPP Public Property	H-Full Share DC47 Supervisory	3B71.Construction Engineer 1	3B71.01.Civil.DPP Capital Projects Div
DPP Public Property	1-Flex employees	P579.Project Director	P579.01..DPP Real Estate
DPP Public Property	1-Flex employees	2L20.Administrative Officer	2L20.01..DPP Capital Program Admin
DPP Public Property	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.01..DPP Capital Program Admin
DPP Public Property	1-Flex employees	7H61.Building Maintenance Supervisor	7H61.01..DPP North Division
DPP Public Property	1-Flex employees	7H72.Building Services Administrator	7H72.01..DPP Building Services
FIN Finance	1-Flex employees	2C05.Budget Officer 1	2C05.01..FIN Admin Services Center
FIN Finance	M-Full Share DC33 Non-Supervisory	6E08.Claims Adjuster 3	6E08.01..FIN Risk Management
FIN Finance	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.01..FIN Reg 32 Awaiting Placement
FIN Finance	1-Flex employees	A620.Assistant To The Director Of Finance	A620.01..FIN Finance Executive Ofc
FIN Finance	1-Flex employees	D395.Deputy Personnel Director	D395.01..FIN OnePhilly
FIN Finance	1-Flex employees	D324.Deputy Director Of Finance Risk Mgmt	D324.01..FIN Risk Management
FIN Finance	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.01.Fiscal.FIN Admin Services Center
FIN Finance	1-Flex employees	D325.Deputy Director Of Finance	D325.01..FIN Finance Executive Ofc
FIN Finance	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.01..FIN Finance Executive Ofc
FIN Finance	1-Flex employees	A620.Assistant To The Director Of Finance	A620.01..FIN Finance Executive Ofc
FIN Finance	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.Fiscal.FIN Financial Verification
FIN Finance	1-Flex employees	A620.Assistant To The Director Of Finance	A620.01..FIN Finance Executive Ofc
FIN Finance	M-Full Share DC33 Non-Supervisory	1B10.Account Clerk	1B10.01..FIN Financial Verification
FJD 1st Judicial District PA	1-Flex employees	C734.Court Representative 2	C734.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	P124.Personnel Technician 4	P124.01..FJD Human Resources
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.08..FJD Juvenile Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	I447.Intake Interviewer	I447.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Muni Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	L092.Law Clerk 2	L092.01..FJD Judicial Trial
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.01..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	L181.Legal Clerk 1	L181.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	L181.Legal Clerk 1	L181.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	D486.Director Ii	D486.01..FJD Admin Services
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Trial
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	C730.Court Reporter Sr	C730.01..FJD Court Reporters
FJD 1st Judicial District PA	1-Flex employees	P526.Probation Officer 6	P526.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	C734.Court Representative 2	C734.01..FJD Domestic Relations Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	C617.Court Clerk 2	C617.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	C575.Court Administrative Officer 5 N U	C575.01..FJD DOTS
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	H-Full Share DC47 Supervisory	P523.Probation Officer 3	P523.01..FJD Juvenile Branch

Department Name	Benefit Group	Job Name	Position Name
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	C442.Computer Operator 2	C442.01..FJD Data Processing
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	H082.Hearing Officer 2	H082.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	T-Fair Share DC33 Traffic Court employees	T249.Tipstaff 2 General Tf	T249.01..FJD Traffic Division
FJD 1st Judicial District PA	H-Full Share DC47 Supervisory	P524.Probation Officer 4	P524.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	C617.Court Clerk 2	C617.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	C573.Court Administrative Officer 3 N U	C573.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	C086.Central Legal Staff Attorney li	C086.01..FJD Municipal Court
FJD 1st Judicial District PA	1-Flex employees	C731.Court Reporter M C	C731.01..FJD Court Reporters
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	T251.Tipstaff 1 (General)	T251.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	D485.Director I	D485.01..FJD Data Processing
FJD 1st Judicial District PA	1-Flex employees	E801.Executive Secretary I	E801.01..FJD Municipal Court Criminal
FJD 1st Judicial District PA	H-Full Share DC47 Supervisory	P524.Probation Officer 4	P524.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.01..FJD Civil Trial Division
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Judicial Municipal
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.01..FJD Ofc Judcl Records Civil
FJD 1st Judicial District PA	H-Full Share DC47 Supervisory	P523.Probation Officer 3	P523.08..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	L184.Legal Clerk Iv	L184.01..FJD Municipal Court Criminal
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Court Administration
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	A025.Accounting Technician 2	A025.01..FJD Office of Judicial Records
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	L092.Law Clerk 2	L092.01..FJD Judicial Trial
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	A084.Adm Technician I	A084.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	C615.Court Clerk	C615.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Procurement
FJD 1st Judicial District PA	1-Flex employees	C731.Court Reporter M C	C731.01..FJD Court Reporters
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.01..FJD Jury Selection
FJD 1st Judicial District PA	1-Flex employees	C734.Court Representative 2	C734.01..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.01..FJD Ofc Judcl Records Civil
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	S180.Security Guard Sgt	S180.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	C140.Chief 1	C140.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	C575.Court Administrative Officer 5 N U	C575.01..FJD Municipal Court Criminal
FJD 1st Judicial District PA	1-Flex employees	C140.Chief 1	C140.01..FJD Municipal Court Criminal
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Municipal
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	S802.Systems Analyst 2	S802.01..FJD Data Processing
FJD 1st Judicial District PA	1-Flex employees	C734.Court Representative 2	C734.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	C264.Clerk Messenger li	C264.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	C302.Clerk Typist 2	C302.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Municipal Court Civil

Department Name	Benefit Group	Job Name	Position Name
FJD 1st Judicial District PA	1-Flex employees	C617.Court Clerk 2	C617.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	D707.Duplicating Equip Supr 2	D707.01..FJD Admin Services
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Law Library and Mail Room
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	D486.Director li	D486.01..FJD Municipal Court Civil
FJD 1st Judicial District PA	1-Flex employees	C575.Court Administrative Officer 5 N U	C575.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	C573.Court Administrative Officer 3 N U	C573.01..FJD Traffic Division
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	A085.Adm Technician li	A085.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	P494.Procurement Technician 4	P494.01..FJD Procurement
FJD 1st Judicial District PA	1-Flex employees	T453.Trades Helper	T453.08..FJD Family Division
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	C582.Court Administrative Officer 2 (U)	C582.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	C571.Court Administrative Officer 1 N U	C571.01..FJD Traffic Division
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.01..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	C730.Court Reporter Sr	C730.01..FJD Court Reporters
FJD 1st Judicial District PA	1-Flex employees	C615.Court Clerk	C615.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	C046.Case Interviewer	C046.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	L181.Legal Clerk 1	L181.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	C736.Court Representative 2 (Union)	C736.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	C721.Court Reporter Trainee	C721.01..FJD Court Reporters
FJD 1st Judicial District PA	1-Flex employees	C802.Custodial Worker 2	C802.08..FJD Family Division
FJD 1st Judicial District PA	1-Flex employees	L181.Legal Clerk 1	L181.01..FJD Juvenile Branch
FJD 1st Judicial District PA	M-Full Share DC33 Non-Supervisory	C615.Court Clerk	C615.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Trial
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	C736.Court Representative 2 (Union)	C736.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Civil Trial Division
FJD 1st Judicial District PA	1-Flex employees	T254.Tipstaff 2 (Judicial)	T254.01..FJD Judicial Municipal
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.01..FJD Juvenile Branch
FJD 1st Judicial District PA	H-Full Share DC47 Supervisory	P524.Probation Officer 4	P524.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	T254.Tipstaff 2 (Judicial)	T254.01..FJD Judicial Orphans
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Judicial Municipal
FJD 1st Judicial District PA	1-Flex employees	P573.Programmer Manager	P573.01..FJD Data Processing
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	C573.Court Administrative Officer 3 N U	C573.01..FJD Municipal Court Criminal
FJD 1st Judicial District PA	1-Flex employees	T252.Tipstaff 2 (General)	T252.01..FJD Trial Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.01..FJD Domestic Relations Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.01..FJD Jury Selection
FJD 1st Judicial District PA	1-Flex employees	C574.Court Administrative Officer 4 N U	C574.01..FJD Criminal Listings
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Trial
FJD 1st Judicial District PA	1-Flex employees	C442.Computer Operator 2	C442.01..FJD Data Processing

Department Name	Benefit Group	Job Name	Position Name
FJD 1st Judicial District PA	1-Flex employees	C302.Clerk Typist 2	C302.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	L184.Legal Clerk Iv	L184.01..FJD Ofc Judcl Records Civil
FJD 1st Judicial District PA	1-Flex employees	D486.Director Ii	D486.01..FJD Procurement
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	P526.Probation Officer 6	P526.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	W305.Writ Server	W305.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	C302.Clerk Typist 2	C302.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	M-Full Share DC33 Non-Supervisory	C617.Court Clerk 2	C617.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Trial
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Municipal
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	L181.Legal Clerk 1	L181.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	L183.Legal Clerk 3	L183.01..FJD Jury Selection
FJD 1st Judicial District PA	1-Flex employees	T251.Tipstaff 1 (General)	T251.01..FJD Civil Trial Division
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	H082.Hearing Officer 2	H082.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	1-Flex employees	T251.Tipstaff 1 (General)	T251.01..FJD Muni Courtroom Operations
FJD 1st Judicial District PA	1-Flex employees	T254.Tipstaff 2 (Judicial)	T254.01..FJD Judicial Municipal
FJD 1st Judicial District PA	1-Flex employees	J272.Judicial Secretary 2	J272.01..FJD Judicial Municipal
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.01..FJD Municipal Court Civil
FJD 1st Judicial District PA	1-Flex employees	A059.Adm Secretary Ii	A059.01..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	1-Flex employees	T254.Tipstaff 2 (Judicial)	T254.01..FJD Judicial Municipal
FJD 1st Judicial District PA	1-Flex employees	C573.Court Administrative Officer 3 N U	C573.01..FJD Municipal Court Criminal
FJD 1st Judicial District PA	1-Flex employees	C573.Court Administrative Officer 3 N U	C573.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	C572.Court Administrative Officer 2 N U	C572.01..FJD Juvenile Branch
FJD 1st Judicial District PA	1-Flex employees	J271.Judicial Secretary 1	J271.01..FJD Judicial Municipal
FJD 1st Judicial District PA	1-Flex employees	C615.Court Clerk	C615.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	C617.Court Clerk 2	C617.01..FJD Ofc Judcl Records Criminal
FJD 1st Judicial District PA	1-Flex employees	L182.Legal Clerk 2	L182.01..FJD Traffic Division
FJD 1st Judicial District PA	1-Flex employees	P525.Probation Officer 5	P525.01..FJD Juvenile Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	T-Fair Share DC33 Traffic Court employees	C239.Clerical Assistant 2 Tf	C239.01..FJD Traffic Division
FJD 1st Judicial District PA	1-Flex employees	M079.Maintenance Mechanic 4	M079.01..FJD Bldg and Facilities
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.08..FJD Adult Prob and Parole Dept
FJD 1st Judicial District PA	T-Fair Share DC33 Traffic Court employees	C239.Clerical Assistant 2 Tf	C239.01..FJD Traffic Division
FJD 1st Judicial District PA	1-Flex employees	J401.Jury Selection Commissioner	J401.01..FJD Jury Selection
FJD 1st Judicial District PA	1-Flex employees	F422.Fiscal Technician 2	F422.08..FJD Domestic Relations Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	P522.Probation Officer 2	P522.01..FJD Juvenile Branch
FJD 1st Judicial District PA	R-Full Share DC47 Court employees	C736.Court Representative 2 (Union)	C736.01..FJD Pre Trial Services
FJD 1st Judicial District PA	1-Flex employees	D486.Director Ii	D486.01..FJD Traffic Division
FLP Free Library of Phila	1-Flex employees	3B76.Staff Engineer 2	3B76.01..FLP Building Services
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B08.Library Supervisor 1	9B08.01..FLP Social Science and History
FLP Free Library of Phila	A-Fair Share DC33 Supervisory	7H06.Building Maintenance Group Leader	7H06.01..FLP Building Services
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	1E77.Programmer Analyst 3	1E77.01.General.FLP Info Technology
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Security Services
FLP Free Library of Phila	1-Flex employees	9B06.Regional Librarian	9B06.01..FLP Joseph E Coleman Reg

Department Name	Benefit Group	Job Name	Position Name
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	9B03.Librarian 2	9B03.08.General.FLP Library for the Blind n Ph
FLP Free Library of Phila	A-Full Share DC33 Supervisory	6D26.Municipal Guard Supervisor	6D26.01..FLP Security Services
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.08..FLP Info Technology
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B08.Library Supervisor 1	9B08.01.General.FLP Cecil B Moore Branch
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Security Services
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Luc Blk Regional Security
FLP Free Library of Phila	1-Flex employees	2A33.Fiscal Officer	2A33.01..FLP Finance
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	7C11.Equipment Operator 1	7C11.01..FLP Shipping Supply
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B08.Library Supervisor 1	9B08.01..FLP Catalog
FLP Free Library of Phila	M-Fair Share DC33 Non-Supervisory	9A12.Library Assistant 2	9A12.01.General.FLP Katherine Drexel Branch
FLP Free Library of Phila	2-Not Eligible_Seasonal Temp Intern Board Parttime	9A11.Library Assistant 1	9A11.01.General.FLP Bushrod Branch
FLP Free Library of Phila	A-Full Share DC33 Supervisory	6D26.Municipal Guard Supervisor	6D26.01..FLP Luc Blk Regional Security
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A12.Library Assistant 2	9A12.01.General.FLP Haverford Branch
FLP Free Library of Phila	A-Full Share DC33 Supervisory	6D26.Municipal Guard Supervisor	6D26.01..FLP NE Regional Security
FLP Free Library of Phila	1-Flex employees	2H13.Departmental Human Resources Manager 3	2H13.01..FLP Human Resources
FLP Free Library of Phila	1-Flex employees	2H77.Occupational Safety Administrator 1	2H77.01..FLP Human Resources
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B08.Library Supervisor 1	9B08.01..FLP Northeast Reg Childrens
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	1F08.Stores Supervisor	1F08.01.General.FLP Shipping Supply
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Oak Lane Branch
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.01..FLP Building Services
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Torresdale Branch
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A11.Library Assistant 1	9A11.01.General.FLP Welsh Branch
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B08.Library Supervisor 1	9B08.01..FLP Oak Lane Branch
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Frankford Branch
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	9B03.Librarian 2	9B03.01.General.FLP Bustleton Branch
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	9B11.Library Coordinator	9B11.01..FLP Collection Development
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	2J59.Community Initiatives Specialist	2J59.01..FLP Volunteer Services
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A11.Library Assistant 1	9A11.01.General.FLP McPherson Square Branch
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B09.Library Supervisor 2	9B09.01..FLP Social Science and History
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A11.Library Assistant 1	9A11.01.General.FLP Acquisitions
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	7H12.Carpenter 2	7H12.01..FLP Building Services
FLP Free Library of Phila	H-Full Share DC47 Supervisory	2E08.Departmental Procurement Specialist	2E08.01.General.FLP Administration
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Haverford Branch
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A12.Library Assistant 2	9A12.01.General.FLP Acquisitions
FLP Free Library of Phila	A-Full Share DC33 Supervisory	9A13.Library Assistant 3	9A13.01.General.FLP NE Reg Library Circulation
FLP Free Library of Phila	M-Fair Share DC33 Non-Supervisory	9A12.Library Assistant 2	9A12.01.General.FLP Social Science and History
FLP Free Library of Phila	A-Fair Share DC33 Supervisory	9A13.Library Assistant 3	9A13.01.General.FLP Bustleton Branch
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	9B03.Librarian 2	9B03.01.General.FLP Independence Branch
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B08.Library Supervisor 1	9B08.01..FLP Walnut Street West Branch
FLP Free Library of Phila	1-Flex employees	2L17.Administrative Specialist 2-Confidential	2L17.01..FLP Administration
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A11.Library Assistant 1	9A11.01.General.FLP Wadsworth Branch
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	9A12.Library Assistant 2	9A12.01.General.FLP Fishtown Branch
FLP Free Library of Phila	J-Full Share DC47 Non-Supervisory	9B11.Library Coordinator	9B11.01..FLP Collection Development
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP Walnut Street West Branch
FLP Free Library of Phila	1-Flex employees	1E82.Departmental Information Systems Director	1E82.01..FLP Info Technology
FLP Free Library of Phila	H-Full Share DC47 Supervisory	9B09.Library Supervisor 2	9B09.01..FLP Music
FLP Free Library of Phila	M-Full Share DC33 Non-Supervisory	6D03.Municipal Guard	6D03.01..FLP South Philadelphia Branch
FLP Free Library of Phila	H-Full Share DC47 Supervisory	1E06.Network Administrator	1E06.01..FLP Info Technology

Department Name	Benefit Group	Job Name	Position Name
LAW Law Dept	1-Flex employees	S201.Senior Attorney	S201.08..LAW Health and Adult Svcs
LAW Law Dept	1-Flex employees	C130.Chief Dep-City Solicitor-Litigation	C130.02..LAW Regulatory Affairs Grp
LAW Law Dept	1-Flex employees	D215.Deputy City Solicitor 2	D215.01..LAW Health and Adult Svcs
LAW Law Dept	1-Flex employees	C130.Chief Dep-City Solicitor-Litigation	C130.01..LAW Affirmative and General
LAW Law Dept	1-Flex employees	S217.Senior Legal Assistant	S217.08..LAW Child Welfare
LAW Law Dept	1-Flex employees	D580.Divisional Deputy City Solicitor	D580.01..LAW Code Enforcement
LAW Law Dept	M-Fair Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.09..LAW Finance and Contracts
LAW Law Dept	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..LAW Admin Services
LAW Law Dept	1-Flex employees	L155.Legal Assistant Supervisor	L155.08..LAW Health and Adult Svcs
LAW Law Dept	1-Flex employees	S201.Senior Attorney	S201.01..LAW Economic Devlpmt and Invst
LAW Law Dept	1-Flex employees	L155.Legal Assistant Supervisor	L155.08..LAW Tax Group
LAW Law Dept	1-Flex employees	S201.Senior Attorney	S201.08..LAW Tax Group
LAW Law Dept	1-Flex employees	S201.Senior Attorney	S201.02..LAW Finance and Contracts
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	6G90.L & I Code Enforcement Inspector	6G90.01.Clean And Seal.LNI Field Operations
LNI Licenses and Inspections	1-Flex employees	2L11.Administrative Assistant-Confidential	2L11.01..LNI Operations Admin
LNI Licenses and Inspections	1-Flex employees	6H63.L&I Code Administrator 3	6H63.01..LNI Compliance
LNI Licenses and Inspections	1-Flex employees	6H46.L & I Construction Inspections Manager	6H46.01..LNI District Operations
LNI Licenses and Inspections	1-Flex employees	C356.Commissioner Of Licenses & Inspections	C356.01..LNI Commissioners Office
LNI Licenses and Inspections	H-Full Share DC47 Supervisory	6H62.L&I Code Administrator 2	6H62.01..LNI Codes Violation Res Unit
LNI Licenses and Inspections	M-Fair Share DC33 Non-Supervisory	6G90.L & I Code Enforcement Inspector	6G90.01.Clean And Seal.LNI Field Operations
LNI Licenses and Inspections	1-Flex employees	E695.Executive Assistant	E695.01..LNI Development Admin
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01.Tractor Trailer - On-Road.LNI CLIP Vacant Lot
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	1F06.Stores Worker	1F06.01..LNI General Services
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01..LNI Clean and Seal
LNI Licenses and Inspections	1-Flex employees	2L20.Administrative Officer	2L20.01..LNI Operations Admin
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	6G90.L & I Code Enforcement Inspector	6G90.01.Clean And Seal.LNI Field Operations
LNI Licenses and Inspections	H-Full Share DC47 Supervisory	6H45.L & I Construction Compliance Supervisor	6H45.01.Building.LNI District Operations
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.General.LNI Field Operations
LNI Licenses and Inspections	H-Full Share DC47 Supervisory	2E08.Departmental Procurement Specialist	2E08.01.General.LNI Fiscal
LNI Licenses and Inspections	M-Fair Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.General.LNI Customer Care
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	6H90.L & I Building Inspector	6H90.01..LNI Compliance
LNI Licenses and Inspections	H-Full Share DC47 Supervisory	6H62.L&I Code Administrator 2	6H62.01..LNI Field Operations
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	7A23.Abatement Worker	7A23.08.Clean And Seal.LNI Clean and Seal
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.01..LNI Field Operations
LNI Licenses and Inspections	J-Full Share DC47 Non-Supervisory	6H61.L&I Code Administrator 1	6H61.01..LNI Codes Violation Res Unit
LNI Licenses and Inspections	H-Full Share DC47 Supervisory	6H62.L&I Code Administrator 2	6H62.01..LNI Field Operations
LNI Licenses and Inspections	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.General.LNI Administrative Services
LNI Licenses and Inspections	1-Flex employees	D556.Director Of Enforcement	D556.01..LNI Administration
LNI Licenses and Inspections	1-Flex employees	2L20.Administrative Officer	2L20.01..LNI Human Resources
LNI Licenses and Inspections	H-Full Share DC47 Supervisory	6H45.L & I Construction Compliance Supervisor	6H45.01.Building.LNI District Operations
LNI Licenses and Inspections	J-Full Share DC47 Non-Supervisory	6H25.L & I Construction Plans Review Specialist	6H25.01.Building.LNI District Operations
LNI Licenses and Inspections	1-Flex employees	7A30.Abatement Operations Manager	7A30.01..LNI Clean and Seal
MAP Mural Arts Program	1-Flex employees	D560.Director Of Mural Arts	D560.01..MAP Art Education
MAY Mayor	1-Flex employees	S469.Special Assistant To The Mayor	S469.01..MAY Chief of Staff
MAY Mayor	1-Flex employees	C420.Community Education Coordinator	C420.01..MAY Public Engagement
MDO Managing Director Office	1-Flex employees	S188.Sr Manager Of Neighbor Economic Devel	S188.01..MDO Direct Svcs Departments
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01..MDO Parks Rec and Culture
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01.General.MDO Direct Svcs Departments

Department Name	Benefit Group	Job Name	Position Name
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01.General.MDO Direct Svcs Departments
MDO Managing Director Office	1-Flex employees	D404.Deputy Director Of Operations	D404.01..MDO Cmnty Life Improvmt Pgm
MDO Managing Director Office	1-Flex employees	C313.Clip Crew Chief	C313.01..MDO Cmnty Life Improvmt Pgm
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01.General.MDO Direct Svcs Departments
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01.General.MDO Direct Svcs Departments
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01..MDO Admin Policy
MDO Managing Director Office	1-Flex employees	A398.Assistant Managing Director 2	A398.01.General.MDO Direct Svcs Departments
MDO Managing Director Office	1-Flex employees	F164.Field Director	F164.01..MDO Cmnty Life Improvmt Pgm
OFM Fleet Management	1-Flex employees	7F30.Fleet Maintenance Supervisor	7F30.01..OFM Shop 290
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 134
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.01.Auto Mechanic.OFM Shop 134
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.02..OFM Shop 233
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 134
OFM Fleet Management	1-Flex employees	7F48.Fleet Materials Manager	7F48.01..OFM Materials Management
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.09..OFM Shop 209
OFM Fleet Management	1-Flex employees	7F30.Fleet Maintenance Supervisor	7F30.01..OFM Shop 134
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 282
OFM Fleet Management	A-Full Share DC33 Supervisory	7F06.Fleet Maintenance Team Leader	7F06.09..OFM Shop 209
OFM Fleet Management	A-Full Share DC33 Supervisory	7F06.Fleet Maintenance Team Leader	7F06.02..OFM Shop 233
OFM Fleet Management	1-Flex employees	7F30.Fleet Maintenance Supervisor	7F30.02..OFM Shop 233
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7E02.Plant Helper	7E02.01..OFM Shop 332
OFM Fleet Management	1-Flex employees	D375.Deputy Managing Director	D375.01..OFM Executive
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.02..OFM Shop 233
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.01.Auto Mechanic.OFM Shop 134
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 282
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.01..OFM Shop 415
OFM Fleet Management	1-Flex employees	7F30.Fleet Maintenance Supervisor	7F30.01..OFM Shop 175
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7C11.Equipment Operator 1	7C11.01..OFM Shop 258
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	1F15.Fleet Stores Manager	1F15.01..OFM Shop 423
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 415
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.09..OFM Shop 316
OFM Fleet Management	1-Flex employees	7F31.Assistant Fleet Manager For Operations	7F31.02..OFM Shop 233
OFM Fleet Management	A-Full Share DC33 Supervisory	7F06.Fleet Maintenance Team Leader	7F06.01..OFM Shop 332
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7H01.Trades Helper	7H01.01..OFM Shop 225
OFM Fleet Management	A-Fair Share DC33 Supervisory	7F06.Fleet Maintenance Team Leader	7F06.01..OFM Shop 175
OFM Fleet Management	1-Flex employees	7F30.Fleet Maintenance Supervisor	7F30.01..OFM Shop 134
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.09..OFM Shop 316
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.01..OFM Shop 225
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.02..OFM Shop 308
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7H01.Trades Helper	7H01.01.Auto Mechanic.OFM Shop 134
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F02.Automotive Maintenance Technician 2	7F02.01..OFM Shop 134
OFM Fleet Management	1-Flex employees	7F30.Fleet Maintenance Supervisor	7F30.01..OFM Shop 134
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.09..OFM Shop 316
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 290
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	1F13.Fleet Stores Worker	1F13.01..OFM Shop 134
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01.Auto Mechanic.OFM Shop 357
OFM Fleet Management	1-Flex employees	1F16.Fleet District Stores Manager	1F16.01..OFM Materials Management
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 134

Department Name	Benefit Group	Job Name	Position Name
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	1F06.Stores Worker	1F06.09..OFM Shop 316
OFM Fleet Management	M-Fair Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 282
OFM Fleet Management	M-Full Share DC33 Non-Supervisory	7F03.Heavy Duty Vehicle Maintenance Technician	7F03.01..OFM Shop 241
OHR Office of Human Resources	1-Flex employees	2H12.Departmental Human Resources Manager 2	2H12.01..OHR Strategic Services
OHR Office of Human Resources	1-Flex employees	D395.Deputy Personnel Director	D395.01..OHR Strategic Services
OHR Office of Human Resources	1-Flex employees	D395.Deputy Personnel Director	D395.01..OHR Shared Services
OIT Ofc of Innovation and Tech	J-Full Share DC47 Non-Supervisory	1E77.Programmer Analyst 3	1E77.01.Natural.OIT Police App Developmt
OIT Ofc of Innovation and Tech	1-Flex employees	I630.It Financial Manager	I630.01..OIT Budget Team
OIT Ofc of Innovation and Tech	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.01..OIT End User Svcs
OIT Ofc of Innovation and Tech	M-Full Share DC33 Non-Supervisory	1D59.Computer User Support Specialist	1D59.02..OIT Dept Svcs Revenue
OIT Ofc of Innovation and Tech	J-Full Share DC47 Non-Supervisory	1E78.Programmer Analyst Project Leader	1E78.01.Natural.OIT Finance Group
OIT Ofc of Innovation and Tech	M-Full Share DC33 Non-Supervisory	7K64.Electronic Technician 2	7K64.01.Electronic Equipment.OIT Comm Field Ops
OIT Ofc of Innovation and Tech	J-Full Share DC47 Non-Supervisory	1D55.Network Support Specialist	1D55.02..OIT Revenue Infrastructure
OIT Ofc of Innovation and Tech	1-Flex employees	S310.Senior It Administrative Analyst	S310.01..OIT Admin Support
OIT Ofc of Innovation and Tech	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.02..OIT PWD Infrastructure
OIT Ofc of Innovation and Tech	M-Full Share DC33 Non-Supervisory	6J02.Communications Center Dispatcher	6J02.01..OIT Unified Dispatch
OIT Ofc of Innovation and Tech	J-Full Share DC47 Non-Supervisory	1E78.Programmer Analyst Project Leader	1E78.02.Natural.OIT PWD App Developmt
OIT Ofc of Innovation and Tech	1-Flex employees	D615.Director, Infrastructure Services	D615.01..OIT Office of CIO
OIT Ofc of Innovation and Tech	M-Fair Share DC33 Non-Supervisory	6J02.Communications Center Dispatcher	6J02.01..OIT Unified Dispatch
OIT Ofc of Innovation and Tech	1-Flex employees	D295.Deputy Director	D295.01..OIT End User Svcs
OIT Ofc of Innovation and Tech	A-Full Share DC33 Supervisory	1A22.Clerical Supervisor 2	1A22.01..OIT Unified Dispatch
OIT Ofc of Innovation and Tech	M-Full Share DC33 Non-Supervisory	6J02.Communications Center Dispatcher	6J02.01..OIT Unified Dispatch
OIT Ofc of Innovation and Tech	1-Flex employees	1E26.Water Information Center Manager	1E26.02.Network.OIT PWD Infrastructure
OIT Ofc of Innovation and Tech	1-Flex employees	I409.Information Technology Manager	I409.01..OIT Dept Svcs Police
OIT Ofc of Innovation and Tech	1-Flex employees	A362.Asset Management Supervisor	A362.01..OIT End User Svcs
OIT Ofc of Innovation and Tech	1-Flex employees	S310.Senior It Administrative Analyst	S310.01..OIT Business Office
OIT Ofc of Innovation and Tech	1-Flex employees	I409.Information Technology Manager	I409.02..OIT Law Infrastructure
OIT Ofc of Innovation and Tech	M-Full Share DC33 Non-Supervisory	6J02.Communications Center Dispatcher	6J02.01..OIT Unified Dispatch
OIT Ofc of Innovation and Tech	1-Flex employees	D607.Director, Human Resources And Workforce Development	D607.01..OIT Human Resources
OIT Ofc of Innovation and Tech	1-Flex employees	I642.It Platform Administrator 3	I642.01..OIT DB Admin
OIT Ofc of Innovation and Tech	H-Full Share DC47 Supervisory	1E06.Network Administrator	1E06.01..OIT Police Infrastructure
OLR Office of Labor	1-Flex employees	C300.Clerk Typist	C300.01..OLR Division of Labor Relations
OLR Office of Labor	1-Flex employees	D542.Director Of Labor Standards	D542.01..OLR Division of Labor Standards
OLR Office of Labor	1-Flex employees	W041.Senior Wage Compliance Officer	W041.01..OLR Division of Labor Standards
OLR Office of Labor	1-Flex employees	D318.Deputy Director Of Labor Relations	D318.01..OLR Division of Labor Relations
OPA Ofc of Property Assessment	H-Full Share DC47 Supervisory	2D19.Real Property Evaluation Supervisor	2D19.01..OPA Real Property
OPA Ofc of Property Assessment	H-Full Share DC47 Supervisory	2D19.Real Property Evaluation Supervisor	2D19.01..OPA Real Property
OPA Ofc of Property Assessment	J-Full Share DC47 Non-Supervisory	2D17.Real Property Evaluator 2	2D17.01..OPA Real Property
OPA Ofc of Property Assessment	H-Full Share DC47 Supervisory	2D19.Real Property Evaluation Supervisor	2D19.01..OPA Real Property
OPA Ofc of Property Assessment	J-Full Share DC47 Non-Supervisory	2D17.Real Property Evaluator 2	2D17.01..OPA Real Property
OPA Ofc of Property Assessment	J-Full Share DC47 Non-Supervisory	2D18.Real Property Evaluator 3	2D18.01..OPA Real Property
OPA Ofc of Property Assessment	J-Full Share DC47 Non-Supervisory	2D17.Real Property Evaluator 2	2D17.01..OPA Real Property
OSH Ofc of Homeless Services	1-Flex employees	5A91.Shelter Services Administrator	5A91.01..OSH Intake Reception
OSH Ofc of Homeless Services	M-Full Share DC33 Non-Supervisory	6G04.Housing & Fire Inspector 2	6G04.01.General.OSH Housing Asst
OSH Ofc of Homeless Services	M-Full Share DC33 Non-Supervisory	7D01.General Departmental Worker	7D01.01..OSH Riverview Laundry
OSH Ofc of Homeless Services	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.08.General.OSH Warehouse
OSH Ofc of Homeless Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01.General.OSH Riverview Social Services
OSH Ofc of Homeless Services	J-Full Share DC47 Non-Supervisory	1E03.Information Management Analyst 2	1E03.01..OSH Information Technology

Department Name	Benefit Group	Job Name	Position Name
OSH Ofc of Homeless Services	M-Full Share DC33 Non-Supervisory	4B01.Health Care Aide	4B01.01.Bilingual.OSH Riverview Residential Care
OSH Ofc of Homeless Services	J-Full Share DC47 Non-Supervisory	5A80.Social Service/Housing Program Analyst	5A80.01.General.OSH Quality Mgmt
OSH Ofc of Homeless Services	H-Full Share DC47 Supervisory	1E06.Network Administrator	1E06.01.General.OSH Information Technology
OSH Ofc of Homeless Services	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01.General.OSH Riverview Social Services
OSH Ofc of Homeless Services	M-Full Share DC33 Non-Supervisory	4B01.Health Care Aide	4B01.01.Bilingual.OSH Riverview Residential Care
PCC City Council	1-Flex employees	A035.Administrative Aide	A035.01..PCC Council President Office
PCC City Council	1-Flex employees	S258.Senior Legislative Advisor	S258.01..PCC Council President Office
PCC City Council	1-Flex employees	E695.Executive Assistant	E695.01..PCC Council President Office
PCC City Council	1-Flex employees	D533.Director Of Administrative Services	D533.01..PCC Council President Office
PCC City Council	1-Flex employees	C457.Constituent Serv Rep	C457.01..PCC 1st Councilmanic Dst
PCC City Council	1-Flex employees	C457.Constituent Serv Rep	C457.01..PCC 1st Councilmanic Dst
PCC City Council	1-Flex employees	R551.Research Analyst	R551.01..PCC Council President Office
PCC City Council	1-Flex employees	A035.Administrative Aide	A035.01..PCC 5th Councilmanic Dst
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 4
PFD Fire	H-Full Share DC47 Supervisory	2E08.Departmental Procurement Specialist	2E08.01..PFD Procurement
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Fire Academy
PFD Fire	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.08..PFD EMS Regional Office ES5
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 22
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Engine 37
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 56
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 13
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Ladder 22
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 5
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Fire Marshals Office
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 12
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01..PFD Ladder 22
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 46
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 69
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B11.Fire Boat Engineer/Co-Pilot	6B11.01.General.PFD Marine Unit 1
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 12
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 28
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Ladder 30
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 37
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 37
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 31
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 66
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Ladder 2
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 25
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01..PFD Engine 22
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01..PFD Ladder 31
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 12
PFD Fire	M-Fair Share DC33 Non-Supervisory	6J42.Fire Equipment Dispatcher	6J42.01..PFD Fire Communications Ctr
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Technical Support Unit
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 10
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Engine 46
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 11

Department Name	Benefit Group	Job Name	Position Name
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Ladder 16
PFD Fire	F-Full Share Fire employees	6B26.Fire Paramedic Deputy Chief	6B26.01.General.PFD ES1
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 31
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 18
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Ladder 28
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 10
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 36
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01.General.PFD Ladder 4
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 56
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01..PFD Engine 39
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 37
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Ladder 20
PFD Fire	M-Fair Share DC33 Non-Supervisory	1F10.Stores Manager	1F10.01..PFD Warehouse
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Battalion 11
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 30
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 5
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Engine 71
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 10
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD CAT 1
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 10
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Ladder 13
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 30
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 25
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Ladder 20
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Ladder 31
PFD Fire	F-Full Share Fire employees	6B24.Fire Paramedic Captain	6B24.01..PFD Emergency Medical Services
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Ladder 31
PFD Fire	M-Full Share DC33 Non-Supervisory	6J43.Fire Equipment Dispatcher Supervisor	6J43.01.General.PFD Fire Communications Ctr
PFD Fire	F-Full Share Fire employees	6B22.Fire Serv Paramedic	6B22.01.General.PFD Engine 36
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 58
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 31
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 43
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Fire Safety Office
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 13
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01.General.PFD CAT 2
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 3
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 66
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 12
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 28
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Ladder 24
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 13
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 4
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 11

Department Name	Benefit Group	Job Name	Position Name
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 12
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 58
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 66
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 28
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 38
PFD Fire	F-Full Share Fire employees	6B06.Fire Deputy Chief	6B06.01..PFD Headquarters
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 64
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Engine 33
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 58
PFD Fire	F-Full Share Fire employees	6B13.Fire Boat Pilot	6B13.01..PFD Marine Unit 2
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 66
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD CAT 3
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD CAT 2
PFD Fire	F-Full Share Fire employees	6B22.Fire Serv Paramedic	6B22.09..PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 43
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Fire Academy
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 12
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Rescue 1
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 30
PFD Fire	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.General.PFD Human Resources
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Rescue 1
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 30
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 12
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 22
PFD Fire	F-Full Share Fire employees	6B22.Fire Serv Paramedic	6B22.01..PFD Engine 11
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 9
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 66
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.09.General.PFD Engine 78
PFD Fire	F-Full Share Fire employees	6B06.Fire Deputy Chief	6B06.01..PFD Field Firefight Forc Div 2
PFD Fire	F-Full Share Fire employees	6B06.Fire Deputy Chief	6B06.01..PFD Field Firefight Forc Div 1
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01.General.PFD Ladder 8
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 36
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Rescue 1
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01.General.PFD Ladder 34
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 30
PFD Fire	F-Full Share Fire employees	6B06.Fire Deputy Chief	6B06.01..PFD Field Firefight Forc Div 2
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 33
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 1
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Engine 46
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 4
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Ladder 9
PFD Fire	F-Full Share Fire employees	6B24.Fire Paramedic Captain	6B24.01.General.PFD EMS Apparatus and Equipmnt
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01..PFD Battalion 12
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Ladder 13
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01.General.PFD Engine 55
PFD Fire	F-Full Share Fire employees	6B23.Fire Service Paramedic Lieutenant	6B23.01..PFD ES8

Department Name	Benefit Group	Job Name	Position Name
PFD Fire	F-Full Share Fire employees	6B05.Fire Battalion Chief	6B05.01.General.PFD Battalion 13
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Fire Marshals Office
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Engine 10
PFD Fire	F-Full Share Fire employees	6B01.Firefighter	6B01.01..PFD Battalion 4
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Ladder 22
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Fire Marshals Office
PFD Fire	F-Full Share Fire employees	6B04.Fire Captain	6B04.01..PFD Ladder 21
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Fire Safety Office
PFD Fire	F-Full Share Fire employees	6B22.Fire Serv Paramedic	6B22.01..PFD Engine 22
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Ladder 34
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01..PFD Engine 58
PFD Fire	F-Full Share Fire employees	6B03.Fire Lieutenant	6B03.01.General.PFD Engine 69
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD External Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Mounted Patrol
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence
PPD Police	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.01.Automotive Driver.PPD Graphic Arts
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Gun Permits
PPD Police	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.01..PPD Highway Patrol
PPD Police	P-Full Share Police employees	6A09.Police Inspector	6A09.01..PPD Command Inspections Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Evidence Custodian
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 2
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD External Services
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Highway Patrol
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Victim Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Firearms Training
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 16th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Major Crimes
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mounted Patrol
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 1st District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 24th District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 24th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Strike Force
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Intensive Drug Invest
PPD Police	G-Fair Share DC33 School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 1st District

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	M-Fair Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 19th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Internal Affairs Bureau
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 19th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Civil Affairs
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Special Victims Unit
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 3rd District
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 2
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD DVIC
PPD Police	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01.General.PPD Police Detention
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD HIDTA Task Force
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD South Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Auto Impound
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD External Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 14th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Police Detention
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 8th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Audio Visual
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Gun Permits
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01..PPD Reports Control
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Audits and Inspection
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A08.Police Staff Inspector	6A08.01..PPD Personnel
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 3
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northwest Detectives
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 8th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Differential Police Respsns
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Training
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 39th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Police Board of Inquiry
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Police Radio
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Airport
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Mayors Security Detail
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 17th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Accident Investigations
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Training and Educ Services
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Southwest Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Airport
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 3
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Southwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD External Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Forensic Bldg Security
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 19th District
PPD Police	P-Full Share Police employees	6A10.Chief Police Inspector	6A10.01..PPD Regional Ops Comnd North

Department Name	Benefit Group	Job Name	Position Name
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 3
PPD Police	P-Full Share Police employees	6A09.Police Inspector	6A09.01..PPD Command Inspections Bureau
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Radio Room 5
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Counter Terrorism Ops
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.09..PPD Airport
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Special Victims Unit
PPD Police	M-Full Share DC33 Non-Supervisory	7C38.Heavy Duty Wrecker Operator	7C38.01..PPD Tow Squad
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Marine Unit
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Counter Terrorism Ops
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 24th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Civil Affairs
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 8th District
PPD Police	J-Full Share DC47 Non-Supervisory	6C21.Criminal Investigative Research Specialist	6C21.01..PPD PCIC
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	M-Fair Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Police Radio
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	M-Fair Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 5
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 24th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Internal Affairs Bureau
PPD Police	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Audits and Inspection
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Police Athletic League
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 25th District
PPD Police	P-Full Share Police employees	6A09.Police Inspector	6A09.01..PPD Forensic Science Bureau
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 22nd District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 19th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District

Department Name	Benefit Group	Job Name	Position Name
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 26th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Civil Affairs
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD SWAT
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Advanced Training
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Police Athletic League
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Central Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Southwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Advanced Training
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Forensic Bldg Security
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Civil Affairs
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Southwest Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Forensic Science Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Special Victims Unit
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 26th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Training and Educ Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mayors Security Detail
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 2
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Forensic Science Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Police Safety Office
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mayors Security Detail
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A09.Police Inspector	6A09.01..PPD Traffic
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Major Crimes
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD HQ Security
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Special Victims Unit
PPD Police	M-Full Share DC33 Non-Supervisory	1F10.Stores Manager	1F10.01..PPD Materials and Supply

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Explosive Ordnance Disposal
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD External Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Ident Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 9th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 9th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Strike Force
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 19th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 9th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 19th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Reports Control
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Northwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Employee Assist Program
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	M-Full Share DC33 Non-Supervisory	1B10.Account Clerk	1B10.01..PPD Finance
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 22nd District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD PCIC
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 39th District
PPD Police	H-Full Share DC47 Supervisory	2A07.Accounting Supervisor	2A07.01..PPD Finance
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 7th District
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Neighborhood Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Neighborhood Services
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Civil Affairs
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD DVIC
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	M-Fair Share DC33 Non-Supervisory	7L18.Police Photographer	7L18.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Neighborhood Services

Department Name	Benefit Group	Job Name	Position Name
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 19th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Crime Scene Unit
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Marine Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Forensic Bldg Security
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A08.Police Staff Inspector	6A08.01..PPD Audits and Inspection
PPD Police	P-Full Share Police employees	6A08.Police Staff Inspector	6A08.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Training and Educ Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 15th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 9th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Center City District
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 3
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Gun Permits
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Crime Scene Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Canine Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Southwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 16th District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 18th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 25th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Advanced Training
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01.General.PPD Personnel
PPD Police	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.Personnel.PPD Personnel
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 19th District

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Counter Terrorism Ops
PPD Police	M-Full Share DC33 Non-Supervisory	6C14.Fingerprint Identification Supervisor	6C14.01..PPD Crmnl Records And Ident
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Recruitment
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Highway Patrol
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A10.Chief Police Inspector	6A10.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mayors Security Detail
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Police Athletic League
PPD Police	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.01..PPD Building Maintenance
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD External Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	M-Fair Share DC33 Non-Supervisory	7C21.Police Tow Truck Operator	7C21.01.General.PPD Tow Squad
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Police Athletic League
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 8th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 3rd District
PPD Police	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..PPD Personnel
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 22nd District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	M-Full Share DC33 Non-Supervisory	6C13.Fingerprint Identification Specialist 2	6C13.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mobile Communications
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mobile Communications
PPD Police	M-Fair Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD Crmnl Records And Ident
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 19th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Ident Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mobile Communications
PPD Police	J-Full Share DC47 Non-Supervisory	3H73.Forensic Scientist 4	3H73.01.Chemistry.PPD Chemistry Unit
PPD Police	M-Fair Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Police Radio
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 5th District
PPD Police	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01.General.PPD Police Detention
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 16th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	D393.Deputy Police Commissioner	D393.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01.General.PPD Personnel
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 5
PPD Police	M-Full Share DC33 Non-Supervisory	7D14.Custodial Work Supervisor 1	7D14.01..PPD Building Maintenance
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 25th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD SWAT
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Explosive Ordnance Disposal
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Civil Affairs
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Training
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Counter Terrorism Ops
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 25th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Forensic Bldg Security
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 26th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01.General.PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD First DC Field Operations
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01.General.PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Research and Planning
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD External Services
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Accident Investigations
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD First DC Field Operations
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Internal Affairs Bureau
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	A-Fair Share DC33 Supervisory	1A22.Clerical Supervisor 2	1A22.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Central Detectives
PPD Police	P-Full Share Police employees	D393.Deputy Police Commissioner	D393.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Accident Investigations
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Training and Educ Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Marine Unit
PPD Police	H-Full Share DC47 Supervisory	1B39.Legal Support Services Coordinator	1B39.01..PPD DC Org Srv Strag and Innov
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Auto Squad
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Firearms Training
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Major Crimes
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 16th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Strike Force
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Personnel
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 3
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 15th District
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD 19th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 35th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Radio Room 2
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Training
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Citywide Vice
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Forensic Science Bureau
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 19th District
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD External Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 15th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 16th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Major Crimes
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Personnel

Department Name	Benefit Group	Job Name	Position Name
PPD Police	M-Fair Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Employee Assist Program
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Intensive Drug Invest
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Citywide Vice
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Accident Investigations
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Central Detectives
PPD Police	M-Full Share DC33 Non-Supervisory	6C14.Fingerprint Identification Supervisor	6C14.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 9th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Neighborhood Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01.General.PPD Police Detention
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD Crmnl Records And Ident
PPD Police	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.01..PPD 9th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 17th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 15th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 15th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD South Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Central Detectives
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Accident Investigations
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 24th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Marine Unit
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Regional Ops Comnd South
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 14th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Northwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence

Department Name	Benefit Group	Job Name	Position Name
PPD Police	M-Full Share DC33 Non-Supervisory	1A18.Secretary	1A18.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Major Crimes
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 1st District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Special Victims Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Marine Unit
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Central Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD PCIC
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Major Crimes
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 24th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD 1st District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Field Units
PPD Police	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.Personnel.PPD Personnel
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD HQ Security
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD PCIC
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A10.Chief Police Inspector	6A10.01..PPD Support Services
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 35th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Ident Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Community Relations
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Civil Affairs
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A09.Police Inspector	6A09.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Strike Force

Department Name	Benefit Group	Job Name	Position Name
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Crime Scene Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Strike Force
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 19th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Intensive Drug Invest
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 15th District
PPD Police	P-Full Share Police employees	6A10.Chief Police Inspector	6A10.01..PPD Radio Room 5
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Intensive Drug Invest
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 2nd District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 2nd District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Regional Ops Comnd North
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Crime Scene Unit
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD 6th District
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.01.General.PPD Police Radio
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 6th District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 24th District
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Research and Planning
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Northwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 1st District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 12th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD East Detectives
PPD Police	H-Full Share DC47 Supervisory	3H40.Forensic Laboratory Supervisor	3H40.01.Chemistry.PPD Chemistry Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Criminal Intelligence
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 19th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Court Liaison
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 15th District
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD 12th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 39th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Field Units

Department Name	Benefit Group	Job Name	Position Name
PPD Police	M-Full Share DC33 Non-Supervisory	6J32.Police Communication Dispatcher	6J32.09.General.PPD Airport
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 26th District
PPD Police	G-Full Share DC33 HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 17th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 18th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 22nd District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD South Detectives
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 2nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Airport
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Neighborhood Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 5th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 22nd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 14th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Crmnl Records And Ident
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Intensive Drug Invest
PPD Police	J-Full Share DC47 Non-Supervisory	3H72.Forensic Scientist 3	3H72.01.Chemistry.PPD Chemistry Unit
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01.General.PPD 16th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.01.General.PPD Northeast Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 35th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Personnel
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A09.Police Inspector	6A09.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 17th District
PPD Police	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Highway Patrol
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 25th District
PPD Police	1-Flex employees	2N05.Administrative Services Director 3	2N05.01..PPD Administrative Services
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 39th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Center City District

Department Name	Benefit Group	Job Name	Position Name
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD HQ Security
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Intensive Drug Invest
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD External Services
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD East Detectives
PPD Police	P-Full Share Police employees	6A05.Police Lieutenant	6A05.01..PPD Graphic Arts
PPD Police	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01.General.PPD Police Detention
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Automotive Services
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Gun Permits
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	1-Flex employees	1A20.Executive Secretary	1A20.01..PPD Stratgc Planning PPD 2020
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Traffic
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 7th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 2nd District
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD 16th District
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 35th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Firearms Training
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Northwest Detectives
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Crime Scene Unit
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 35th District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 8th District
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD External Services
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Narcotics Field Units
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.09..PPD Airport
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Victim Services
PPD Police	P-Full Share Police employees	6A04.Police Sergeant	6A04.01..PPD Internal Affairs Bureau
PPD Police	P-Full Share Police employees	6A12.Detective	6A12.01..PPD Homicide
PPD Police	G-Full Share DC33 Non-HOH School Crossing Guards	6D44.School Crossing Guard	6D44.01.General.PPD 3rd District
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Marine Unit
PPD Police	P-Full Share Police employees	6A06.Police Captain	6A06.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD Mayors Security Detail
PPD Police	P-Full Share Police employees	6A03.Police Corporal	6A03.01..PPD Personnel
PPD Police	P-Full Share Police employees	6A02.Police Officer 1	6A02.01..PPD 26th District
PPR Parks and Recreation	1-Flex employees	7D64.Recreation Dist Caretaker Supervisor 1	7D64.01..PPR Tree Maintenance
PPR Parks and Recreation	M-Fair Share DC33 Non-Supervisory	7H27.Plumber	7H27.01..PPR Southern Trades Unit
PPR Parks and Recreation	M-Fair Share DC33 Non-Supervisory_	7K02.Electrician 2	7K02.01.Electrical.PPR Southern Trades Unit
PPR Parks and Recreation	J-Full Share DC47 Non-Supervisory	9D18.Recreation Programming Coodinator	9D18.01..PPR Programs Div Admin
PPR Parks and Recreation	1-Flex employees	9D15.Parks And Recreation Program Manager	9D15.01..PPR Program District 1
PPR Parks and Recreation	1-Flex employees	7N74.Grounds Maintenance Supervisor	7N74.01.Grounds.PPR Operations District 7
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7H05.Building Maintenance Mechanic	7H05.01.Electrical.PPR Southern Trades Unit
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.PPR Operations District 8
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.01.Special Purpose.PPR Operations District 3
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D12.Recreation Leader 2	9D12.01.General.PPR Program District 8
PPR Parks and Recreation	M-Fair Share DC33 Non-Supervisory	7H27.Plumber	7H27.01..PPR Southern Trades Unit
PPR Parks and Recreation	J-Full Share DC47 Non-Supervisory	9D11.Recreation Leader 1	9D11.01.General.PPR Program District 9

Department Name	Benefit Group	Job Name	Position Name
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7D62.Recreation Facilities Caretaker 2	7D62.01..PPR Program District 10
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 5
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N71.Grounds And Facilities Maintenance Worker 1	7N71.01..PPR Program District 1
PPR Parks and Recreation	2-Not Eligible_Seasonal Temp Intern Board Parttime	9D07.Assistant Recreation Leader	9D07.01.General.PPR Program District 6
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 6
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.01.General.PPR Operations District 6
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7H01.Trades Helper	7H01.01.Electrical.PPR Southern Trades Unit
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N72.Grounds And Facilities Maintenance Worker 2	7N72.01..PPR Operations District 7
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 2
PPR Parks and Recreation	2-Not Eligible_Seasonal Temp Intern Board Parttime	9D07.Assistant Recreation Leader	9D07.01..PPR Program District 2
PPR Parks and Recreation	H-Full Share DC47 Supervisory	2E08.Departmental Procurement Specialist	2E08.01..PPR Fiscal Unit
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 8
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D12.Recreation Leader 2	9D12.01.General.PPR Program District 6
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7D62.Recreation Facilities Caretaker 2	7D62.01..PPR Program District 6
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N21.Tree Maintenance Worker	7N21.01..PPR Operations District 8
PPR Parks and Recreation	1-Flex employees	7N74.Grounds Maintenance Supervisor	7N74.01.Grounds.PPR Operations Div Admin
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 5
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N25.Tree Maintenance Crew Chief	7N25.01..PPR Operations District 1
PPR Parks and Recreation	1-Flex employees	7N74.Grounds Maintenance Supervisor	7N74.01.Grounds.PPR Operations District 8
PPR Parks and Recreation	M-Fair Share DC33 Non-Supervisory	7H41.Plasterer	7H41.01..PPR Northern Trades Unit
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D27.Environmental Education Program Speclist	9D27.01..PPR Environmental Education
PPR Parks and Recreation	1-Flex employees	7N74.Grounds Maintenance Supervisor	7N74.01.Grounds.PPR Operations District 8
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 4
PPR Parks and Recreation	M-Fair Share DC33 Non-Supervisory	7H05.Building Maintenance Mechanic	7H05.01.Electrical.PPR Southern Trades Unit
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7N73.Grounds And Facilities Maintenance Crew Chief	7N73.01..PPR Operations District 8
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N71.Grounds And Facilities Maintenance Worker 1	7N71.01..PPR Operations District 2
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7D62.Recreation Facilities Caretaker 2	7D62.01..PPR Program District 6
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7N73.Grounds And Facilities Maintenance Crew Chief	7N73.01..PPR Operations District 1
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D13.Recreation Leader 3	9D13.01..PPR Program District 2
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7N73.Grounds And Facilities Maintenance Crew Chief	7N73.01..PPR Tree Maintenance
PPR Parks and Recreation	1-Flex employees	9D41.Parks And Recreation Regional Manager	9D41.01..PPR Programs Div Admin
PPR Parks and Recreation	1-Flex employees	9D15.Parks And Recreation Program Manager	9D15.01..PPR Program District 5
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N21.Tree Maintenance Worker	7N21.01..PPR Operations District 3
PPR Parks and Recreation	M-Fair Share DC33 Non-Supervisory	7K02.Electrician 2	7K02.01.Electrical.PPR Southern Trades Unit
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01.Earthmoving: Wheeled.PPR Operations District 4
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N71.Grounds And Facilities Maintenance Worker 1	7N71.01..PPR Program District 3
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01.Special Purpose.PPR Operations District 5
PPR Parks and Recreation	1-Flex employees	7N49.Parks Operations Director	7N49.01.Parks & Recreation Maintenance.PPR Operations Div Admin
PPR Parks and Recreation	1-Flex employees	9D16.Recreation Programming Director	9D16.01..PPR Programs Div Admin
PPR Parks and Recreation	A-Full Share DC33 Supervisory	7D62.Recreation Facilities Caretaker 2	7D62.01..PPR Program District 5
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N71.Grounds And Facilities Maintenance Worker 1	7N71.01..PPR Operations District 4
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	1A20.Executive Secretary	1A20.08..PPR Juniata Park Oldr Adlt Ctr
PPR Parks and Recreation	H-Full Share DC47 Supervisory	2E08.Departmental Procurement Specialist	2E08.01..PPR Fiscal Unit
PPR Parks and Recreation	1-Flex employees	7N74.Grounds Maintenance Supervisor	7N74.01.Grounds.PPR Operations District 5
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7N25.Tree Maintenance Crew Chief	7N25.01..PPR Operations District 1
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7C11.Equipment Operator 1	7C11.01..PPR Operations District 3
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D12.Recreation Leader 2	9D12.01.General.PPR Program District 3
PPR Parks and Recreation	M-Full Share DC33 Non-Supervisory	7J03.Hvac Mechanic Group Leader	7J03.01..PPR Southern Trades Unit

Department Name	Benefit Group	Job Name	Position Name
PPR Parks and Recreation	H-Full Share DC47 Supervisory	9D27.Environmental Education Program Speclist	9D27.01..PPR Environmental Education
PPS Prisons	1-Flex employees	5H07.Correctional Captain	5H07.01..PPS RCF Admin Shift 1
PPS Prisons	1-Flex employees	5H07.Correctional Captain	5H07.01..PPS DC Admin Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 3
PPS Prisons	1-Flex employees	5H11.Deputy Warden	5H11.01..PPS Curran-Fromhold Corr Facil
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Training Academy
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS CFCF Admin Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Transportation Unit
PPS Prisons	1-Flex employees	5H11.Deputy Warden	5H11.01..PPS Curran-Fromhold Corr Facil
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS HOC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 3
PPS Prisons	I-Fair Share DC33 Correctional officers	7Q01.Prisons Trades Worker 1	7Q01.01.Painting.PPS ASD Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CMR Shift 3
PPS Prisons	1-Flex employees	5H11.Deputy Warden	5H11.01..PPS PICC Admin Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Mgt Info Systems
PPS Prisons	I-Full Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS DC Admin Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Emergency Operations
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS HOC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS ASD Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	1-Flex employees	7Q73.Institutional Maintenance Supervisor	7Q73.01..PPS DC Maintenance
PPS Prisons	1-Flex employees	5H07.Correctional Captain	5H07.01..PPS CFCF Admin Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H06.Correctional Lieutenant	5H06.01..PPS Executive Admin and Mgt
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CMR Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	1-Flex employees	5H07.Correctional Captain	5H07.01..PPS CFCF Admin Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Mgt Info Systems
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS DC Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	I-Fair Share DC33 Correctional officers	1A03.Office Clerk 2	1A03.01.Personnel.PPS Human Resources
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.01..PPS Training Academy
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CMR Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3

Department Name	Benefit Group	Job Name	Position Name
PPS Prisons	I-Full Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS PICC Admin Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	1-Flex employees	5H12.Warden	5H12.01..PPS Riverside Correct Facility
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS DC Social Services
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS RCF Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 1
PPS Prisons	I-Fair Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H06.Correctional Lieutenant	5H06.01..PPS Transportation Unit
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS ASD Security Shift 3
PPS Prisons	1-Flex employees	5H07.Correctional Captain	5H07.01..PPS DC Inmate Discipline
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS HOC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	7Q01.Prisons Trades Worker 1	7Q01.01.Carpentry.PPS Maintenance
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS DC Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	1-Flex employees	7Q73.Institutional Maintenance Supervisor	7Q73.01..PPS PICC Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 1
PPS Prisons	H-Full Share DC47 Supervisory	5A08.Social Work Supervisor	5A08.01..PPS DC Social Services
PPS Prisons	1-Flex employees	5H11.Deputy Warden	5H11.01..PPS HR Safety
PPS Prisons	I-Fair Share DC33 Correctional officerst	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	1-Flex employees	2L11.Administrative Assistant-Confidential	2L11.01..PPS Executive Admin and Mgt
PPS Prisons	1-Flex employees	5H11.Deputy Warden	5H11.01..PPS Curran-Fromhold Corr Facil
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CMR Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CMR Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Fair Share DC33 Correctional officers	5H06.Correctional Lieutenant	5H06.01..PPS Contract Management
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A47.Correctional Social Work Counselor	5A47.01.Bilingual.PPS DC Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H06.Correctional Lieutenant	5H06.01..PPS Executive Admin and Mgt
PPS Prisons	I-Fair Share DC33 Correctional officers	5H06.Correctional Lieutenant	5H06.01..PPS CFCF Admin Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	1-Flex employees	7Q73.Institutional Maintenance Supervisor	7Q73.01.Electrician.PPS ASD Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	7Q01.Prisons Trades Worker 1	7Q01.01.Carpentry.PPS Maintenance

Department Name	Benefit Group	Job Name	Position Name
PPS Prisons	I-Fair Share DC33 Correctional officers	7Q39.Prison Maintenance Group Leader 2	7Q39.01.Electrician.PPS Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Emergency Operations
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Mgt Info Systems
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS PICC Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Transportation Unit
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	H-Full Share DC47 Supervisory	5H34.Correctional Inmate Classification Supv	5H34.01..PPS CMR Admin
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Prisons Industries
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	7Q37.Prisons Trades Worker 2	7Q37.01.Maintenance Mechanic.PPS DC Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS ASD Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	H-Full Share DC47 Supervisory	2L33.Administrative Specialist-Supervisory-Non Confidential	2L33.01..PPS Volunteer Services
PPS Prisons	1-Flex employees	7Q71.Correctional Industries Director	7Q71.01..PPS Prisons Industries
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS HOC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS HOC Security Shift 2
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS PICC Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS CFCF Admin Shift 2
PPS Prisons	M-Full Share DC33 Non-Supervisory	1B25.Departmental Payroll Clerk	1B25.01..PPS HR Payroll
PPS Prisons	I-Full Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS PICC Admin Shift 2
PPS Prisons	1-Flex employees	7Q73.Institutional Maintenance Supervisor	7Q73.01..PPS Maintenance
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	1-Flex employees	8B10.Correctional Food Program Coordinator	8B10.01..PPS Contract Management
PPS Prisons	I-Fair Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS CMR Shift 1
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS CFCF Social Services
PPS Prisons	1-Flex employees	2L17.Administrative Specialist 2-Confidential	2L17.01..PPS Executive Admin and Mgt
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PPS Prisons	I-Fair Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS DC Security Shift 1
PPS Prisons	J-Full Share DC47 Non-Supervisory	5A07.Social Work Services Manager 2	5A07.01..PPS CFCF Social Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS PICC Security Shift 3
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 2
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1

Department Name	Benefit Group	Job Name	Position Name
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS Administrative Services
PPS Prisons	1-Flex employees	2N05.Administrative Services Director 3	2N05.01..PPS Administrative Services
PPS Prisons	I-Full Share DC33 Correctional officers	5H05.Correctional Sergeant	5H05.01..PPS RCF Admin Shift 1
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS CFCF Security Shift 3
PPS Prisons	1-Flex employees	8B09.Corr Food & Maintenance Contract Supv	8B09.01..PPS Contract Management
PPS Prisons	I-Full Share DC33 Correctional officers	5H04.Correctional Officer	5H04.01..PPS RCF Security Shift 1
PRO Procurement	1-Flex employees	1A20.Executive Secretary	1A20.01..PRO Procurement
PRO Procurement	H-Full Share DC47 Supervisory	2E03.Procurement Technician 2	2E03.01..PRO Purchasing
PRO Procurement	1-Flex employees	2E09.Procurement Operations Support Mgr	2E09.01..PRO Admin Processing
PRO Procurement	M-Full Share DC33 Non-Supervisory	2E23.Procurement Special Services Officer	2E23.01.General.PRO Inventory Control
PRO Procurement	M-Fair Share DC33 Non-Supervisory	1A18.Secretary	1A18.01..PRO Specs and Standards
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Corrections.PWD Sewer Maintenance
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Distribution.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Queen Lane Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.02.Personnel.PWD Distribution ESS
PWD Water	J-Full Share DC47 Non-Supervisory	2L32.Administrative Specialist 2 - Non-Confidential	2L32.27..PWD Design Unit
PWD Water	M-Full Share DC33 Non-Supervisory	6D21.Security Officer 1	6D21.02..PWD Security Office
PWD Water	1-Flex employees	3B82.Engineering Supervisor 2	3B82.27.Civil.PWD Design Unit
PWD Water	M-Full Share DC33 Non-Supervisory	7E45.Water Treatment Plant Operator	7E45.02..PWD Southeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7K68.Electronic Technician Group Leader	7K68.02.Instrumentation.PWD Baxter Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Earthmoving: Wheeled.PWD Distribution ESS
PWD Water	J-Full Share DC47 Non-Supervisory	3B74.Engineering Specialist	3B74.27..PWD Construction
PWD Water	M-Full Share DC33 Non-Supervisory	1F08.Stores Supervisor	1F08.02..PWD Materials Management
PWD Water	H-Full Share DC47 Supervisory	3B71.Construction Engineer 1	3B71.27.Civil.PWD Construction
PWD Water	M-Fair Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Pumping
PWD Water	J-Full Share DC47 Non-Supervisory	2J04.Public Information Officer	2J04.02..PWD Bureau of Lab Services
PWD Water	H-Full Share DC47 Supervisory	6J19.Water Customer Care Supervisor	6J19.02..PWD Customer Information Unit
PWD Water	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.02.General.PWD Industrial Waste
PWD Water	J-Full Share DC47 Non-Supervisory	1D55.Network Support Specialist	1D55.02..PWD Northeast WPCP
PWD Water	1-Flex employees	7B08.Water Customer Service Assistant Manager	7B08.02..PWD Metering
PWD Water	M-Full Share DC33 Non-Supervisory	7E46.Water Treatment Plant Oper Crew Chief	7E46.02..PWD Southeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.02.Sewer Jet & Vacuum Machine.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	3A18.Construction Projects Technician 2	3A18.02..PWD Construction
PWD Water	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.02.General.PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.02.General.PWD Public Rel and Education
PWD Water	A-Full Share DC33 Supervisory	7J35.Industrial Process Mach Mechanic Grp Ldr	7J35.02..PWD Northeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.02..PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7H30.Brick Mason	7H30.02..PWD Sewer Maintenance
PWD Water	M-Fair Share DC33 Non-Supervisory	7E46.Water Treatment Plant Oper Crew Chief	7E46.02..PWD Northeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	1F06.Stores Worker	1F06.02..PWD Queen Lane Treatment Plant
PWD Water	A-Full Share DC33 Supervisory	7E58.Reservoirs Maintenance Supervisor	7E58.02..PWD Queen Lane Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7H43.Painter 1	7H43.02..PWD Facilities Management
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	M-Full Share DC33 Non-Supervisory	1F30.Inventory Control Technician	1F30.02.General Commodities.PWD Materials Management
PWD Water	1-Flex employees	7B08.Water Customer Service Assistant Manager	7B08.02..PWD Delinquency Restoration
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Crane.PWD Sewer Maintenance

Department Name	Benefit Group	Job Name	Position Name
PWD Water	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.02..PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7E46.Water Treatment Plant Oper Crew Chief	7E46.02..PWD Northeast WPCP
PWD Water	1-Flex employees	7B08.Water Customer Service Assistant Manager	7B08.02..PWD Customer Information Unit
PWD Water	A-Fair Share DC33 Supervisory	7J64.Water Meter Repair Supervisor	7J64.02..PWD Metering
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Northeast WPCP
PWD Water	M-Fair Share DC33 Non-Supervisory	7B03.Water Distribution Crew Chief	7B03.02..PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.02.Sewer Jet & Vacuum Machine.PWD Sewer Maintenance
PWD Water	M-Fair Share DC33 Non-Supervisory	6G28.Construction Trades Inspector	6G28.27.Building.PWD Construction
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Baxter Treatment Plant
PWD Water	H-Full Share DC47 Supervisory	3G31.Science Technician Supervisor	3G31.02.Water Sampling.PWD Bureau of Lab Services
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Baxter Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7B03.Water Distribution Crew Chief	7B03.02..PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7K68.Electronic Technician Group Leader	7K68.02.Instrumentation.PWD Flow Control
PWD Water	A-Full Share DC33 Supervisory	7E44.Maintenance Coordinating Supervisor	7E44.02..PWD Southeast WPCP
PWD Water	1-Flex employees	7B07.Water Conveyance Systems Superintendent	7B07.02..PWD Delaware Pumping
PWD Water	M-Full Share DC33 Non-Supervisory	6J17.Water Customer Care Representative	6J17.02.General.PWD Customer Information Unit
PWD Water	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.02..PWD Distribution ESS
PWD Water	1-Flex employees	7B07.Water Conveyance Systems Superintendent	7B07.02..PWD Sewer Maintenance
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Corrections.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7H05.Building Maintenance Mechanic	7H05.02..PWD Facilities Management
PWD Water	M-Full Share DC33 Non-Supervisory	7E46.Water Treatment Plant Oper Crew Chief	7E46.02..PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	6D21.Security Officer 1	6D21.02.General.PWD Security Office
PWD Water	H-Full Share DC47 Supervisory	3B47.Water Transport Engineer 1	3B47.02..PWD Load Control
PWD Water	M-Full Share DC33 Non-Supervisory	7H30.Brick Mason	7H30.02..PWD Sewer Maintenance
PWD Water	H-Full Share DC47 Supervisory	3A73.Industrial Waste Control Supervisor	3A73.02..PWD Industrial Waste
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Crane.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.02..PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Crane.PWD Inlet Cleaning
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Belmont Treatment Plant
PWD Water	1-Flex employees	3B83.Water Engineering Projects Asst Manager	3B83.27.Civil.PWD Construction
PWD Water	1-Flex employees	3C28.Water Plant Manager	3C28.02.Plant Operations.PWD Water and Wastewater Suppt
PWD Water	M-Fair Share DC33 Non-Supervisory	1B10.Account Clerk	1B10.02..PWD Fin and Rate Analysis
PWD Water	M-Fair Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02.Mechanical.PWD Schuylkill Pumping
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02.Mechanical.PWD Schuylkill Pumping
PWD Water	M-Full Share DC33 Non-Supervisory	7K64.Electronic Technician 2	7K64.02.Electronic Equipment.PWD Queen Lane Treatment Plant
PWD Water	A-Full Share DC33 Supervisory	1A22.Clerical Supervisor 2	1A22.02..PWD Delinquency Restoration
PWD Water	1-Flex employees	3C08.Water Engineering Assistant Manager	3C08.27..PWD Projects Control
PWD Water	H-Full Share DC47 Supervisory	3H30.Analytical Chemistry Supervisor	3H30.02.Environmental Analysis.PWD Bureau of Lab Services
PWD Water	J-Full Share DC47 Non-Supervisory	3B74.Engineering Specialist	3B74.02.Civil.PWD Design Unit
PWD Water	J-Full Share DC47 Non-Supervisory	3H13.Environmental Scientist 2	3H13.02..PWD Bureau of Lab Services
PWD Water	1-Flex employees	2C06.Budget Officer 2	2C06.02..PWD Fin and Rate Analysis
PWD Water	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.02.Sewer Jet & Vacuum Machine.PWD Sewer Maintenance
PWD Water	1-Flex employees	3C08.Water Engineering Assistant Manager	3C08.02..PWD Operations Admin
PWD Water	M-Full Share DC33 Non-Supervisory	7H30.Brick Mason	7H30.02..PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7A06.Labor Crew Chief 1	7A06.02.General.PWD Baxter Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7C29.Tractor Trailer Operator	7C29.02..PWD Distribution ESS
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Distribution.PWD Distribution ESS
PWD Water	1-Flex employees	7B06.Water Conveyance Sys Asst Superintendent	7B06.02.Distribution.PWD Distribution ESS

Department Name	Benefit Group	Job Name	Position Name
PWD Water	A-Full Share DC33 Supervisory	7K18.Industrial Electrician Group Leader	7K18.02.Water.PWD Belmont Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7D14.Custodial Work Supervisor 1	7D14.02..PWD Bureau of Lab Services
PWD Water	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.02.General.PWD Bureau of Lab Services
PWD Water	A-Full Share DC33 Supervisory	6D23.Security Officer 3	6D23.02..PWD Security Office
PWD Water	H-Full Share DC47 Supervisory	3B71.Construction Engineer 1	3B71.27.Civil.PWD Construction
PWD Water	M-Full Share DC33 Non-Supervisory	7D11.Custodial Worker 1	7D11.02..PWD Baxter Treatment Plant
PWD Water	M-Fair Share DC33 Non-Supervisory	7E46.Water Treatment Plant Oper Crew Chief	7E46.02..PWD Belmont Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	3G32.Science Technician	3G32.02.General.PWD Bureau of Lab Services
PWD Water	M-Full Share DC33 Non-Supervisory	7B21.Sewer Maintenance Inspector	7B21.02.General.PWD Sewer Maintenance
PWD Water	1-Flex employees	3H38.Laboratory Director	3H38.02.Water.PWD Bureau of Lab Services
PWD Water	M-Full Share DC33 Non-Supervisory	7C11.Equipment Operator 1	7C11.02..PWD Queen Lane Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7J02.Hvac Mechanic 2	7J02.02..PWD Facilities Management
PWD Water	1-Flex employees	3B72.Construction Engineer 2	3B72.27.Civil.PWD Construction
PWD Water	M-Full Share DC33 Non-Supervisory	7E51.Pumping Station Operator	7E51.02..PWD Pumping
PWD Water	H-Fair Share DC47 Supervisory	3B71.Construction Engineer 1	3B71.27.Civil.PWD Construction
PWD Water	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.02.Sewer Jet & Vacuum Machine.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7H30.Brick Mason	7H30.02..PWD Sewer Maintenance
PWD Water	A-Fair Share DC33 Supervisory	1F30.Inventory Control Technician	1F30.02.General Commodities.PWD Materials Management
PWD Water	J-Full Share DC47 Non-Supervisory	3E22.Geographic Information Sys Specialist 3	3E22.02..PWD Projects Control
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Distribution.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	1F06.Stores Worker	1F06.02..PWD Materials Management
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Crane.PWD Inlet Cleaning
PWD Water	1-Flex employees	7J32.Water Maintenance Superintendent	7J32.02..PWD Baxter Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7H30.Brick Mason	7H30.02..PWD Facilities Management
PWD Water	H-Full Share DC47 Supervisory	3G31.Science Technician Supervisor	3G31.02.Water Sampling.PWD Bureau of Lab Services
PWD Water	A-Full Share DC33 Supervisory	3A03.Engineering Aide 3	3A03.27.Drafting.PWD Survey
PWD Water	M-Full Share DC33 Non-Supervisory	7K17.Industrial Electrician 2	7K17.02..PWD Southeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.02.General.PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.02.General.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Earthmoving: Wheeled.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7K17.Industrial Electrician 2	7K17.02..PWD Northeast WPCP
PWD Water	1-Flex employees	2L11.Administrative Assistant-Confidential	2L11.02..PWD Exec and General Suppt
PWD Water	M-Full Share DC33 Non-Supervisory	7J33.Water Maintenance Supervisor	7J33.02.Facilities Maintenance.PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7D12.Custodial Worker 2	7D12.02..PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7E45.Water Treatment Plant Operator	7E45.02.General.PWD Southwest WPCP
PWD Water	M-Fair Share DC33 Non-Supervisory	6F11.Utility Representative	6F11.02.Field Services.PWD Sewer Maintenance
PWD Water	1-Flex employees	D250.Deputy Commissioner	D250.02..PWD Operations Admin
PWD Water	M-Full Share DC33 Non-Supervisory	7B24.Sewer Maintenance Crew Chief 1	7B24.02.Crane.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Earthmoving: Wheeled.PWD Distribution ESS
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Distribution.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	M-Full Share DC33 Non-Supervisory	3G32.Science Technician	3G32.02.Water.PWD Baxter Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	6F11.Utility Representative	6F11.02.Field Services.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7E45.Water Treatment Plant Operator	7E45.02..PWD Northeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7E45.Water Treatment Plant Operator	7E45.02..PWD Northeast WPCP
PWD Water	1-Flex employees	D250.Deputy Commissioner	D250.02..PWD Exec and General Suppt
PWD Water	A-Full Share DC33 Supervisory	7J64.Water Meter Repair Supervisor	7J64.02..PWD Metering

Department Name	Benefit Group	Job Name	Position Name
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Crane.PWD Sewer Maintenance
PWD Water	M-Full Share DC33 Non-Supervisory	7E43.Maintenance Coordinator	7E43.02.Mechanical.PWD Southeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7H27.Plumber	7H27.02..PWD Facilities Management
PWD Water	M-Full Share DC33 Non-Supervisory	7B31.Excavation Crew Chief	7B31.02.Earthmoving: Wheeled.PWD Sewer Maintenance
PWD Water	H-Fair Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02..PWD Inlet Cleaning
PWD Water	I-Full Share DC33 Correctional officers	6D21.Security Officer 1	6D21.02..PWD Security Office
PWD Water	M-Full Share DC33 Non-Supervisory	6F11.Utility Representative	6F11.02.Field Services.PWD Sewer Maintenance
PWD Water	H-Full Share DC47 Supervisory	6J19.Water Customer Care Supervisor	6J19.02..PWD Customer Information Unit
PWD Water	M-Full Share DC33 Non-Supervisory	3A18.Construction Projects Technician 2	3A18.27.Civil.PWD Construction
PWD Water	1-Flex employees	7B06.Water Conveyance Sys Asst Superintendent	7B06.02.Distribution.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Belmont Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7K64.Electronic Technician 2	7K64.02.Instrumentation.PWD Flow Control Wastewater
PWD Water	H-Full Share DC47 Supervisory	2L09.Administrative Svcs Supv - Non Confidential	2L09.02..PWD Plumbing Repair Programs
PWD Water	A-Full Share DC33 Supervisory	7K17.Industrial Electrician 2	7K17.02..PWD Baxter Treatment Plant
PWD Water	1-Flex employees	2L11.Administrative Assistant-Confidential	2L11.02..PWD Safety
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	H-Full Share DC47 Supervisory	3A73.Industrial Waste Control Supervisor	3A73.02..PWD Industrial Waste
PWD Water	M-Full Share DC33 Non-Supervisory	7E43.Maintenance Coordinator	7E43.02.Mechanical.PWD Northeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7B02.Water Distribution Repair Worker	7B02.02..PWD Distribution ESS
PWD Water	1-Flex employees	7A07.Labor Crew Chief 2	7A07.02..PWD Southwest WPCP
PWD Water	J-Full Share DC47 Non-Supervisory	1E76.Programmer Analyst 2	1E76.02..PWD Operations Admin
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	M-Full Share DC33 Non-Supervisory	7B41.Interceptor Service Worker	7B41.02..PWD Flow Control
PWD Water	M-Full Share DC33 Non-Supervisory	1A03.Office Clerk 2	1A03.02.General.PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7J05.Machinist	7J05.02.Field Services.PWD Facilities Management
PWD Water	J-Full Share DC47 Non-Supervisory	3H27.Analytical Chemist 2	3H27.02..PWD Bureau of Lab Services
PWD Water	J-Full Share DC47 Non-Supervisory	2J59.Community Initiatives Specialist	2J59.02..PWD Public Rel and Education
PWD Water	1-Flex employees	7J32.Water Maintenance Superintendent	7J32.02.Facilities Maintenance.PWD Facilities Management
PWD Water	J-Full Share DC47 Non-Supervisory	2E07.Procurement Specification Analyst	2E07.02.General.PWD Fin and Rate Analysis
PWD Water	M-Fair Share DC33 Non-Supervisory	3A12.Engineering Technician 2	3A12.27.Civil.PWD Design Unit
PWD Water	M-Full Share DC33 Non-Supervisory	7B41.Interceptor Service Worker	7B41.02..PWD Flow Control
PWD Water	M-Full Share DC33 Non-Supervisory	7J34.Industrial Process Machinery Mechanic	7J34.02..PWD Northeast WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7J03.Hvac Mechanic Group Leader	7J03.02.Refrigeration & Heating.PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.02..PWD Flow Control Wastewater
PWD Water	M-Full Share DC33 Non-Supervisory	7B02.Water Distribution Repair Worker	7B02.02..PWD Distribution ESS
PWD Water	1-Flex employees	7N49.Parks Operations Director	7N49.02..PWD Operations Admin
PWD Water	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.02..PWD Inlet Cleaning
PWD Water	M-Fair Share DC33 Non-Supervisory	7J07.Machinist Group Leader	7J07.02..PWD Northeast WPCP
PWD Water	H-Full Share DC47 Supervisory	3A73.Industrial Waste Control Supervisor	3A73.02..PWD Industrial Waste
PWD Water	M-Full Share DC33 Non-Supervisory	7B13.Emergency Wter Distribution Repair Worke	7B13.02.General.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7B15.Water Field Customer Service Representative	7B15.02.Field Services.PWD Delinquency Restoration
PWD Water	M-Fair Share DC33 Non-Supervisory	7H39.Masonry Group Leader	7H39.02..PWD Facilities Management
PWD Water	1-Flex employees	7B06.Water Conveyance Sys Asst Superintendent	7B06.02.Collection.PWD Flow Control
PWD Water	M-Full Share DC33 Non-Supervisory	1D41.Data Service Support Clerk	1D41.02.General.PWD Materials Management
PWD Water	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.02.General.PWD Inlet Cleaning
PWD Water	M-Full Share DC33 Non-Supervisory	7B13.Emergency Wter Distribution Repair Worke	7B13.02.General.PWD Distribution ESS
PWD Water	M-Full Share DC33 Non-Supervisory	7K64.Electronic Technician 2	7K64.02.Electronic Equipment.PWD Southwest WPCP
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Earthmoving: Wheeled.PWD Distribution ESS

Department Name	Benefit Group	Job Name	Position Name
PWD Water	A-Full Share DC33 Supervisory	7K18.Industrial Electrician Group Leader	7K18.02..PWD Schuykill Pumping
PWD Water	1-Flex employees	3B82.Engineering Supervisor 2	3B82.27.Civil.PWD Design Unit
PWD Water	1-Flex employees	3B58.Materials Testing Laboratory Manager	3B58.02..PWD Bureau of Lab Services
PWD Water	1-Flex employees	7J33.Water Maintenance Supervisor	7J33.02.Facilities Maintenance.PWD Southeast WPCP
PWD Water	A-Full Share DC33 Supervisory	7J35.Industrial Process Mach Mechanic Grp Ldr	7J35.02..PWD Flow Control Wastewater
PWD Water	1-Flex employees	7B07.Water Conveyance Systems Superintendent	7B07.02..PWD Distribution ESS
PWD Water	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.02..PWD Bureau of Lab Services
PWD Water	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.02.Earthmoving: Wheeled.PWD Baxter Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	6G28.Construction Trades Inspector	6G28.02..PWD Plumbing Repair Programs
PWD Water	A-Full Share DC33 Supervisory	7J35.Industrial Process Mach Mechanic Grp Ldr	7J35.02..PWD Northeast WPCP
PWD Water	1-Flex employees	7J33.Water Maintenance Supervisor	7J33.02.Facilities Maintenance.PWD Northeast WPCP
PWD Water	J-Full Share DC47 Non-Supervisory	1E07.Local Area Network Administrator	1E07.02..PWD Queen Lane Treatment Plant
PWD Water	M-Full Share DC33 Non-Supervisory	7B02.Water Distribution Repair Worker	7B02.02..PWD Distribution ESS
PWD Water	H-Full Share DC47 Supervisory	7B05.Water Conveyance Supervisor	7B05.02.Distribution.PWD Distribution ESS
PWD Water	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.02..PWD Design Unit
PWD Water	A-Full Share DC33 Supervisory	7B16.Water Field Customer Service Supervisor	7B16.02..PWD Delinquency Restoration
REC Records	J-Full Share DC47 Non-Supervisory	3E22.Geographic Information Sys Specialist 3	3E22.01..REC Mapping
REC Records	M-Fair Share DC33 Non-Supervisory	7M26.Printing Services Supervisor	7M26.01..REC Central Duplicating
REV Revenue	M-Full Share DC33 Non-Supervisory	2B18.Revenue Collection Representative	2B18.01..REV Legal Services Tax
REV Revenue	M-Full Share DC33 Non-Supervisory	6F71.Meter Reader	6F71.02..REV WRB Customer Operations
REV Revenue	M-Full Share DC33 Non-Supervisory	2B28.Tax Assessor	2B28.01..REV Compliance
REV Revenue	M-Full Share DC33 Non-Supervisory	2B02.Collection Customer Representative	2B02.02..REV WRB Customer Operations
REV Revenue	1-Flex employees	2B11.Revenue Collection Manager	2B11.01..REV Taxpayer Admin
REV Revenue	M-Full Share DC33 Non-Supervisory	2B28.Tax Assessor	2B28.01..REV Compliance
REV Revenue	J-Full Share DC47 Non-Supervisory	2L10.Administrative Assistant - Non-Confidential	2L10.01..REV Executive Office
REV Revenue	H-Full Share DC47 Supervisory	2B04.Collection Representative Supervisor	2B04.02..REV WRB Collections
REV Revenue	M-Full Share DC33 Non-Supervisory	2B18.Revenue Collection Representative	2B18.01..REV Correspond and Research
REV Revenue	M-Full Share DC33 Non-Supervisory	2B18.Revenue Collection Representative	2B18.01..REV Legal Services Tax
REV Revenue	H-Full Share DC47 Supervisory	2B04.Collection Representative Supervisor	2B04.02..REV WRB Customer Operations
REV Revenue	H-Full Share DC47 Supervisory	2A07.Accounting Supervisor	2A07.02..REV WRB Accounting
REV Revenue	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..REV Delinquent Collections
REV Revenue	H-Full Share DC47 Supervisory	2B29.Tax Assessor Supervisor	2B29.01..REV Tax Discovery
REV Revenue	J-Full Share DC47 Non-Supervisory	2B51.Tax Analyst 2	2B51.01..REV Legal Services Tax
REV Revenue	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..REV Legal Services Tax
REV Revenue	H-Full Share DC47 Supervisory	2B04.Collection Representative Supervisor	2B04.02..REV Legal Services Tax
REV Revenue	J-Full Share DC47 Non-Supervisory	2B40.Tax & Revenue Conferee	2B40.01..REV Tech Staff Policy and Res
REV Revenue	M-Full Share DC33 Non-Supervisory	2B18.Revenue Collection Representative	2B18.01..REV Intake
REV Revenue	1-Flex employees	2B34.Revenue Examiner 4	2B34.01..REV Audits
REV Revenue	M-Full Share DC33 Non-Supervisory	2B18.Revenue Collection Representative	2B18.01..REV Phone Support AutoCollUnt
REV Revenue	M-Full Share DC33 Non-Supervisory	2B02.Collection Customer Representative	2B02.02..REV WRB Collections
REV Revenue	M-Full Share DC33 Non-Supervisory	7M07.Office Machinery Equipment Operator	7M07.01..REV Outgoing Mail Center
REV Revenue	J-Full Share DC47 Non-Supervisory	2A06.Accountant	2A06.02..REV WRB Accounting
REV Revenue	A-Full Share DC33 Supervisory	1F20.Mail Processing Center Supervisor	1F20.01..REV Legal Services Tax
REV Revenue	H-Full Share DC47 Supervisory	2B41.Tax & Revenue Conferee Supervisor	2B41.01..REV Tech Staff Policy and Res
REV Revenue	1-Flex employees	2A21.Revenue Accounting Manager	2A21.02..REV WRB Accounting
REV Revenue	1-Flex employees	2A08.Accounting Transactions Supervisor	2A08.02..REV WRB Accounting
REV Revenue	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..REV Legal Services Tax
REV Revenue	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.Bilingual.REV Budget and Fiscal

Department Name	Benefit Group	Job Name	Position Name
REV Revenue	1-Flex employees	D554.Director Of Research And Analysis	D554.01..REV Tech Staff Policy and Res
REV Revenue	J-Full Share DC47 Non-Supervisory	2J04.Public Information Officer	2J04.01..REV Executive Office
REV Revenue	1-Flex employees	2A08.Accounting Transactions Supervisor	2A08.02..REV WRB Accounting
REV Revenue	M-Full Share DC33 Non-Supervisory	6E23.Revenue Investigator	6E23.01..REV Investigations
REV Revenue	H-Full Share DC47 Supervisory	2B33.Revenue Examiner 3	2B33.01..REV Audits
REV Revenue	M-Fair Share DC33 Non-Supervisory	2B02.Collection Customer Representative	2B02.02..REV WRB Collections
REV Revenue	M-Full Share DC33 Non-Supervisory	1B81.Payment Processing Clerk	1B81.01..REV Cashiering
ROW Register of Wills	1-Flex employees	S724.Supervisor Of Orphans Court	S724.01..ROW Oprhans Court
ROW Register of Wills	1-Flex employees	A626.Asst Supv To The Finance Director Register Of Wills	A626.01..ROW Register of Wills Div
SHF Sheriff	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01..SHF Main Desk
SHF Sheriff	B-Full Share Deputy Sheriff	5H45.Deputy Sheriff Sergeant	5H45.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01.General.SHF 1501 Arch St
SHF Sheriff	B-Full Share Deputy Sheriff	5H47.Deputy Sheriff Captain	5H47.01..SHF Civil Enforcement
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H46.Deputy Sheriff Lieutenant	5H46.01..SHF 1501 Arch St
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01.General.SHF 1501 Arch St
SHF Sheriff	B-Full Share Deputy Sheriff	5H47.Deputy Sheriff Captain	5H47.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF City Hall
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Warrant Unit
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	1-Flex employees	D557.Director Of Real Estate	D557.01..SHF Real Estate Unit
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01.General.SHF 1501 Arch St
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF City Hall
SHF Sheriff	B-Full Share Deputy Sheriff	5H47.Deputy Sheriff Captain	5H47.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H47.Deputy Sheriff Captain	5H47.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H47.Deputy Sheriff Captain	5H47.01..SHF Training
SHF Sheriff	J-Full Share DC47 Non-Supervisory	2L01.Administrative Technician	2L01.01..SHF Real Estate Unit
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
SHF Sheriff	B-Full Share Deputy Sheriff	5H41.Deputy Sheriff Officer	5H41.01..SHF Criminal Justice Ctr
STS Streets	M-Full Share DC33 Non-Supervisory	7C11.Equipment Operator 1	7C11.01..STS City Wide Day Shift 1
STS Streets	A-Full Share DC33 Supervisory	3A19.Construction Projects Technician Supervisor	3A19.01.Civil.STS 4th Highway Office
STS Streets	A-Fair Share DC33 Supervisory	3A03.Engineering Aide 3	3A03.01.Surveying.STS Eng and Design Transport
STS Streets	1-Flex employees	3F16.Surveyor And Regulator	3F16.01..STS 9th Survey District
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Logan Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Lower Tacony Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.01.Special Purpose.STS City Wide Night Shift 2
STS Streets	1-Flex employees	7K58.Street Lighting Superintendent	7K58.01..STS Street Lighting Ops
STS Streets	M-Full Share DC33 Non-Supervisory	7G07.Bridge Maintenance Worker 2	7G07.01..STS Bridge Yard Maintenance
STS Streets	M-Fair Share DC33 Non-Supervisory	7G20.Bridge Safety Inspector 1	7G20.01..STS Bridge Yard Inspections
STS Streets	A-Full Share DC33 Supervisory	3A19.Construction Projects Technician Supervisor	3A19.01.Civil.STS 6th Highway Office
STS Streets	M-Full Share DC33 Non-Supervisory	1F06.Stores Worker	1F06.01..STS Constructn and Facilities

Department Name	Benefit Group	Job Name	Position Name
STS Streets	M-Full Share DC33 Non-Supervisory	3A02.Engineering Aide 2	3A02.01.Drafting.STS Engineering
STS Streets	M-Full Share DC33 Non-Supervisory	6E16.Traffic Investigator 2	6E16.01.Traffic Sign.STS Traffic Engineering
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Central Maintenance
STS Streets	M-Full Share DC33 Non-Supervisory	7C12.Equipment Operator 2	7C12.01.Special Purpose.STS City Wide Night Shift 2
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Manayunk Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Phila More Beautiful
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Frankford Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Frankford Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Manayunk Route 2
STS Streets	M-Fair Share DC33 Non-Supervisory	7J02.Hvac Mechanic 2	7J02.01..STS Constructn and Facilities
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS West Phila B Recycling
STS Streets	A-Full Share DC33 Supervisory	5C41.Sanitation Enforcement Supervisor	5C41.01.Enforcement.STS SWEEP Unit
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Logan Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Manayunk Recycling
STS Streets	1-Flex employees	7A26.Waste Collection District Supervisor	7A26.01..STS Cleaning
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Columbia Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Sanitation Condos
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Fairhill Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS A District Recycling
STS Streets	A-Full Share DC33 Supervisory	3A19.Construction Projects Technician Supervisor	3A19.01.Civil.STS 1st Highway Office
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS B District Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	5C40.Clean Block Officer	5C40.01.Bilingual.STS Phila More Beautiful
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Sanitation Condos
STS Streets	M-Fair Share DC33 Non-Supervisory_	3A02.Engineering Aide 2	3A02.01.Drafting.STS 1st Highway Office
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS West Phila B Route 2
STS Streets	1-Flex employees	1A20.Executive Secretary	1A20.01.General.STS Traffic
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Sanitation Condos
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Columbia Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A41.Street Crew Chief 2	7A41.01..STS West Phila B Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	5C40.Clean Block Officer	5C40.01.Bilingual.STS SWEEP Unit
STS Streets	1-Flex employees	3C13.Chief Engineer And Surveyor	3C13.01..STS Engineering and Surveys
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS B District Route 1
STS Streets	1-Flex employees	7A26.Waste Collection District Supervisor	7A26.01..STS Cleaning
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS City Wide Day Shift 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS West Phila A Route 2
STS Streets	A-Fair Share DC33 Supervisory	3A19.Construction Projects Technician Supervisor	3A19.01.Civil.STS 3rd Highway Office
STS Streets	M-Full Share DC33 Non-Supervisory	7K63.Electronic Technician 1	7K63.01.Electrical.STS Traffic Signals
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS City Wide Day Shift 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS City Wide Day Shift 1
STS Streets	1-Flex employees	T582.Transportation Strategic Planning Director	T582.01..STS Transport Plan Analysis
STS Streets	M-Fair Share DC33 Non-Supervisory	7C31.Concretemobile Operator	7C31.01.General.STS Concrete
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Germantown Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS West Phila B Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Columbia Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7K63.Electronic Technician 1	7K63.01.Electrical.STS Street Lighting Ops
STS Streets	H-Full Share DC47 Supervisory	3F05.Surveyor 2	3F05.01..STS 9th Survey District
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Manayunk Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7A41.Street Crew Chief 2	7A41.01..STS City Wide Day Shift 1

Department Name	Benefit Group	Job Name	Position Name
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Columbia Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Lower Tacony Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Manayunk Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Frankford Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	5C40.Clean Block Officer	5C40.01.Bilingual.STS Phila More Beautiful
STS Streets	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01.Asphalt Paving Machine.STS Asphalt
STS Streets	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01..STS 4th Highway Yard
STS Streets	M-Full Share DC33 Non-Supervisory	1A37.Service Representative	1A37.01.General.STS Right of Way
STS Streets	M-Full Share DC33 Non-Supervisory	5C40.Clean Block Officer	5C40.01.Bilingual.STS Phila More Beautiful
STS Streets	M-Full Share DC33 Non-Supervisory	7A41.Street Crew Chief 2	7A41.01.Sanitation Operations.STS City Wide Day Shift 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Constructn and Facilities
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS West Phila B Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS Manayunk Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	1A37.Service Representative	1A37.01..STS Sanitation Area 1
STS Streets	A-Full Share DC33 Supervisory	5C41.Sanitation Enforcement Supervisor	5C41.01.Enforcement.STS SWEEP Unit
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS West Phila B Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01.Tractor Trailer - On-Road.STS Northwest Transfer Station
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS City Wide Day Shift 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS City Wide Night Shift 2
STS Streets	M-Full Share DC33 Non-Supervisory	7K68.Electronic Technician Group Leader	7K68.01.Electrical.STS Traffic Signals
STS Streets	M-Full Share DC33 Non-Supervisory	7A41.Street Crew Chief 2	7A41.01.General.STS 3rd Highway Yard
STS Streets	M-Full Share DC33 Non-Supervisory	7J15.Machinery and Equipment Mechanic 2	7J15.01..STS Constructn and Facilities
STS Streets	1-Flex employees	2A33.Fiscal Officer	2A33.01..STS Fiscal
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS B District Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Germantown Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01..STS West Phila B Recycling
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Earthmoving: Wheeled.STS Asphalt
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS South Phila B Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Sanitation Condos
STS Streets	H-Full Share DC47 Supervisory	3A13.Engineering Plans Design Supervisor	3A13.01.Streets.STS City Plans
STS Streets	M-Full Share DC33 Non-Supervisory	1A04.Clerk 3	1A04.01.General.STS Right of Way
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS Lower Tacony Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Logan Route 2
STS Streets	M-Fair Share DC33 Non-Supervisory	5C40.Clean Block Officer	5C40.01.Bilingual.STS SWEEP Unit
STS Streets	M-Full Share DC33 Non-Supervisory	7C14.Heavy Equipment Operator 2	7C14.01.Tractor Trailer - On-Road.STS Northwest Transfer Station
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Manayunk Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7A41.Street Crew Chief 2	7A41.01.General.STS 5th Highway Yard
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Sanitation Condos
STS Streets	J-Full Share DC47 Non-Supervisory	3F20.Street Plans Designer 1	3F20.01..STS City Plans
STS Streets	M-Full Share DC33 Non-Supervisory	7H05.Building Maintenance Mechanic	7H05.01..STS Constructn and Facilities
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Fairhill Route 1
STS Streets	M-Full Share DC33 Non-Supervisory	7C13.Heavy Equipment Operator 1	7C13.01.Special Purpose.STS A District Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	5C40.Clean Block Officer	5C40.01.Bilingual.STS SWEEP Unit
STS Streets	1-Flex employees	7A28.Sanitation Operation Administrator	7A28.01..STS Sanitation Program Admin
STS Streets	M-Full Share DC33 Non-Supervisory	7A41.Street Crew Chief 2	7A41.01..STS Frankford Route 2
STS Streets	M-Full Share DC33 Non-Supervisory	7A03.Semi-Skilled Laborer	7A03.01.General.STS 2nd Highway Yard
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Sanitation Condos
STS Streets	M-Full Share DC33 Non-Supervisory	7A01.Laborer	7A01.01..STS Phila More Beautiful

Department Name
STS Streets

Benefit Group
M-Full Share DC33 Non-Supervisory

Job Name
7A01.Laborer

Position Name
7A01.01..STS City Wide Day Shift 1



PENNSYLVANIA INTERGOVERNMENTAL COOPERATION AUTHORITY
UPDATE ON THE CITY OF PHILADELPHIA'S DROP PROGRAM
CONDUCTED BY THE CENTER FOR RETIREMENT RESEARCH AT BOSTON COLLEGE
DECEMBER 2017

PENNSYLVANIA INTERGOVERNMENTAL COOPERATION AUTHORITY

1500 Walnut Street, Suite 1600, Philadelphia, PA 19102

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1500 Walnut Street, Suite 1600, Philadelphia, PA 19102
215-561-9160—www.picapa.org

December 12, 2017

To the Board of Directors of the Pennsylvania Intergovernmental Cooperation Authority:

The staff of the Pennsylvania Intergovernmental Cooperation Authority (“PICA”) is pleased to provide you with the consultant’s report contained herein entitled “*An Update on the City of Philadelphia’s Deferred Retirement Option Plan.*”

Pursuant to Board Resolution No. 4, dated August 31, 2016, we engaged the services of the Center for Retirement Research at Boston College (“CRR”) to conduct an update of their 2010 study of the City of Philadelphia’s Deferred Retirement Option Plan (“DROP”).

Their report provides an analysis of the costs of the DROP program (both from the inception of the program and since the last study was conducted in 2010), and the effect it has had on the retirement age of employees in the City of Philadelphia’s Municipal Retirement System.

I would like to thank Jean-Pierre Aubry, Director of State and Local Research at the Center for Retirement Research at Boston College for his efforts in completing the report. In addition, I would like to thank the City of Philadelphia’s Office of the Director of Finance and the Board of Pensions and Retirement for their cooperation, support and continued assistance.

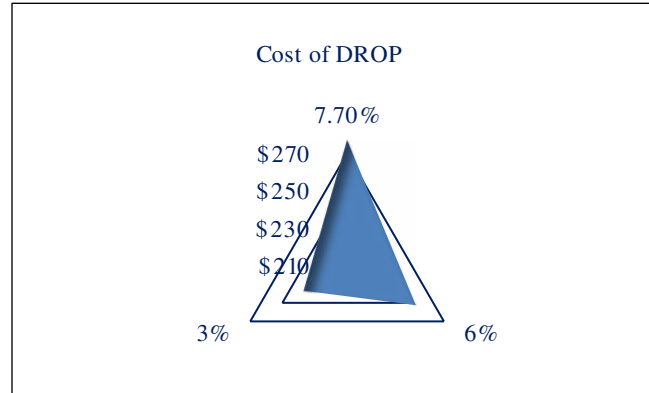
Sincerely,

Harvey M. Rice
Executive Director

EXECUTIVE SUMMARY

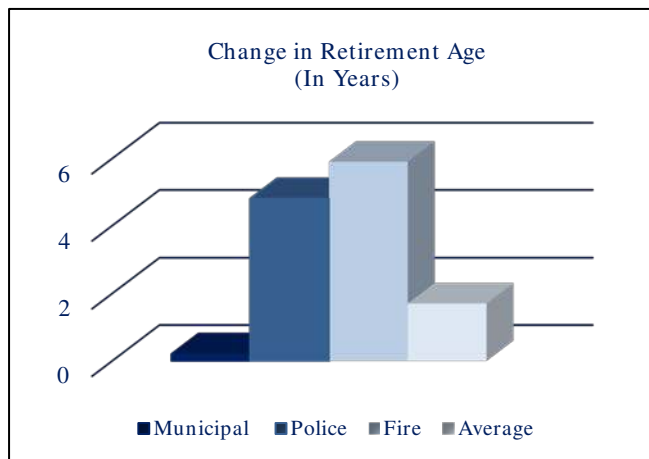
The Pennsylvania Intergovernmental Cooperation Authority (“PICA”) commissioned a study on the cost of the City of Philadelphia’s (“City”) Deferred Retirement Option Plan (“DROP”), which was conducted by the Center for Retirement Research at Boston College (“CRR”). The study found:

- Total estimated costs for the DROP program since the last study was conducted in 2010, based on three different investment return assumptions, are:
 - \$41.0 million at a rate of 7.7 percent;
 - \$42.1 million at a rate of 6 percent; and,
 - \$62.2 million at a rate of 3 percent.



- Total estimated costs for the DROP program since 1999, when the program was established, based on three different investment return assumptions, are:
 - \$277.2 million at a rate of 7.7 percent;
 - \$252.6 million at a rate of 6 percent; and,
 - \$236.9 million at a rate of 3 percent.

- The DROP program has increased the retirement age by 1.7 years, on average, across all City of Philadelphia Municipal Retirement System employees:
 - Police and Fire union members experienced an increase in retirement age of 4.8 years and 5.9 years, respectively;
 - Other municipal employees experienced a very small increase in retirement age of approximately 0.2 years.



As is evident from this study, DROP continues to add costs to a pension system that is only 44.8 percent funded with an unfunded liability of \$6.1 billion. Reform measures must be considered to lessen future costs to ensure the health of the pension system. PICA will continue to conduct research, consult with experts, and publish reports with recommendations to improve the fiscal sustainability of the pension system.

Update on the City of Philadelphia's Deferred Retirement Option Plan ("DROP")

Center for Retirement Research at Boston College
Hovey House
140 Commonwealth Avenue
Chestnut Hill, MA 02467
Tel: 617-552-1762
<http://crr.bc.edu>

December 2017

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Summary of Analysis

Philadelphia's Deferred Retirement Option Plan (DROP) was introduced in 1999. Since its inception, about 11,000 participants have enrolled in the DROP. The most common reason for introducing a DROP program is concern about the ability to retain valued older employees who are eligible to retire. When employees enroll in the DROP they continue to work for the government but effectively retire from the pension system – their pension contributions stop, they no longer accrue greater pension benefits for each additional year of work, and, while working and in the DROP, their regular pension benefits are deposited into a tax-deferred interest-bearing DROP account. Upon quitting work, the accumulated benefits in the DROP account – including interest – are paid to the employee as a lump sum. After receiving the lump sum, the DROP account for that employee is closed, and the employee begins receiving his/her regular monthly pension benefits directly from the retirement system.

This report evaluates the DROP by assessing the benefit and the costs to the City. Because keeping employees in the workforce longer was one reason City officials introduced the DROP, the benefit analysis examines the effect of the DROP on the retirement ages of city workers. The report finds that the DROP increased the retirement age by 1.7 years, on average, for all workers. For police and fire employees, the DROP increased the retirement age by 4.8 years and 5.9 years, respectively. The DROP has little effect on the retirement age for municipal workers.

For the cost analysis, the study focused on two major components: the change in the present value of employees' expected lifetime pension benefits due to a change in their retirement age and the cost related to the interest credited to the DROP accounts. When calculating the present value of lifetime pension benefits, the choice of the discount rate is key. This report uses two different approaches for selecting the discount rate: the expected return on plan assets, as plan sponsors might do, and the risk-free rate, as is customary for academics.¹ For the expected-return approach, pension costs are estimated using discount rates of 7.7 percent – to reflect the Philadelphia Municipal Retirement System's (MRS) current assumed return assumption – and 6 percent – based on the 20-year annualized return for MRS as of 2016.² For the risk-free-rate approach, costs are estimated using a 3 percent rate – based on the yield on 30-year U.S. Treasury bonds – as a proxy for the long-term riskless rate.

¹ Standard financial theory stipulates that future streams of payment should be discounted at a rate that reflects their risk. In the case of state and local pension plans, the risk is the uncertainty about whether benefit payments will be made. Since pension benefits are protected under most state laws, the payments are, as a practical matter, guaranteed. As such, most economists contend that the appropriate discount factor is a riskless rate. However, for the practical matter of pension funding, the costs of the plan are related to how well the investments perform. As such, for funding purposes, most plan sponsors use the long-term assumed return on their investments to discount future benefits.

² See Table A2 in Appendix I for a history of investment returns for the Philadelphia MRS. A 6 percent long-term return is within the range of return expectations for many major financial firms (see Table A3 in Appendix I). It is also the rate recently used by JP Morgan to estimate pension costs for major cities and counties (Cembalest, 2017).

The total estimated cost of the DROP since its 1999 introduction is \$277.2 million when using a discount rate of 7.7 percent; \$252.6 million when using a 6 percent rate; and \$236.9 million when using 3 percent. The portion of the total DROP cost that has been incurred since 2009 is \$41.0 million when discounted at 7.7 percent; \$42.1 million at 6 percent; and \$62.2 million at the risk-free rate.

Looking forward, two issues complicate any extrapolation of future drop costs based on the results of this analysis. First, while the 2012 legislation reduced the portion of DROP costs related to the interest rate credited on the DROP accounts, it is still too early to know whether the 2012 legislation will impact DROP enrollment or how the DROP affects the retirement age – both of which would affect the overall costs and benefit of the DROP going forward. Second, the small, albeit growing number of retirees covered under Plan 87 (the defined benefit plan for employees hired after July 1, 1988) face different plan design incentives than the majority of existing retirees who are covered under Plan 67 (the defined benefit plan for employees hired before July 1, 1988). For this reason, the results of this report – which relies on the sample of existing retirees – may not be representative of the impact that the DROP will have on retirement ages in the future. It is likely, given the later retirement ages defined under Plan 87 relative to Plan 67 (the defined benefit plan for those hired prior to 1988), that the DROP will have a smaller impact on retirement ages for members of Plan 87.

Data and Methodology

The Data

The City has provided the Center for Retirement Research (CRR) with administrative data from 1991-2015 on the basic demographic characteristics, salaries, estimated pension benefits, education, and retirement for individual City employees. In any given year, the data contain approximately 70-80 percent of the total active members in the system. Table 1 provides basic descriptive statistics on the characteristics of employees in the sample for three selected years: 1991 (the first year of data), 2000 (the year after introduction of the DROP), and 2015 (the most recent year of data). Some general workforce trends can be observed, including the increasing share of women, non-white employees, and those with more than a high-school education. These trends generally mirror changes in the U.S. labor force.

Table 1. *Description of Administrative Data Sample*

Year	1991	2000	2015
Number of active members in MRS	30,251	30,621	29,735
Number of employees in sample	24,221	24,862	22,069
<i>Characteristic (% of sample)</i>			
Female	28.8 %	35.4 %	38.4 %
Married	52.6	43.1	30.5
High School/GED or less	42.5	43.6	39.4
College or more	26.5	33.9	30.4
No data	31.0	22.5	30.2
Blue collar	58.0	61.0	61.3
White collar	25.9	34.9	38.6
Unknown	16.1	4.1	0.1
White	52.3	48.8	42.8
Black	44.3	45.7	48.1
Hispanic/Latino	2.2	3.5	5.3
Asian/Native	0.4	0.8	2.4
Unknown	0.8	1.2	1.3
Age	42.3	42.8	45.9
Years of service	13.0	12.6	14.4
Salary	\$ 53,981	\$ 54,288	\$ 58,020

Note: Dollar amounts are in 2016 dollars.

Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

The Methodology

This report separately evaluates both the benefit and costs of the Philadelphia DROP from inception in 1999 to 2015. The study centers on a regression that estimates when those who retired after the DROP's introduction would have retired if there were no DROP. To assess the benefit of the DROP, the analysis uses the regression results to gauge the effectiveness of the DROP in keeping employees in the workforce longer. For the costs, the analysis builds on the regression to estimate the change in employees' present value of lifetime pension benefits (PVB) due to a change in the retirement age. It also estimates costs related to the DROP interest rate. This report values all pension costs under three discount rates that reflect two different approaches. The first approach is to discount costs using the assumed return. Under this approach, the report values costs using a 7.7 percent discount rate to reflect MRS' current assumed return assumption and a 6 percent rate based on the 20-year annualized return for MRS as of 2016.³ The second approach is to value pension costs using the risk-free rate. This approach uses a 3 percent rate based on the yield of the 30-year Treasury as a proxy for the long-term riskless rate.

To generate credible results on the impact of the DROP, the regression analysis requires a large sample of retirees before and after the DROP who are subject to the same plan benefits (i.e. early and normal retirement age, benefit multiplier, and reductions for early retirement). As of 2015, the majority of retirees before and after the DROP were members of Plan 67 – the plan for employees hired prior to July 1, 1988. Members of Plan 87 – the plan for employees hired after July 1, 1988 – made up only 1 percent of those who retired prior to the introduction of the DROP, and only 15 percent of those who retired afterward. Due to the low numbers of retirees before and after the DROP, the regression analysis excludes members of Plan 87. Due to their small number, excluding them does not affect the results. Going forward, as the members of Plan 87 represent a larger share of DROP retirees, they will have to be accounted for. However, the small number of Plan 87 members who retired before the DROP was introduced presents a major challenge to accurately estimating the impact of DROP on the retirement ages of Plan 87 members.

³ See Table A2 in Appendix I for a history of investment returns for the Philadelphia MRS. A 6 percent long-term return is within the range of return expectations for many major financial firms (see Table A3 in Appendix I). It is also the rate recently used by JP Morgan to estimate pension costs for major cities and counties (Cembalest, 2017).

Brief Background on the Philadelphia Municipal Retirement System and the DROP

In the 1990s, state and local pension plans started introducing deferred retirement option plans to retain valued older workers who were being induced to retire by the financial incentives in their defined benefit plans. In 1999, Philadelphia introduced the DROP, in part, to help keep workers on the job longer. As shown in Table 2, the normal retirement ages for municipal employees are 55 and 60 for those hired before and after 1988, respectively. For police and fire, the normal retirement ages are even younger – 45 and 50 for those hired before and after 1988, respectively.⁴

Table 2. *Retirement Eligibility for the Philadelphia Municipal Retirement System (MRS), 2016*

Hire date	Plan 67 (hired pre-1988)		Plan 87 (hired post-1988)	
Employee type	Municipal	Police and Fire	Municipal	Police and Fire
Normal retirement age	55	45	60	50
Early retirement age	50	40	52	40
Required years of credited service	10	10	10	10

Source: 2016 Actuarial Valuation for the Philadelphia Municipal Retirement System.

Rules of Philadelphia's DROP

Employees who have reached the normal retirement age with at least 10 years of credited service are eligible to enroll in the DROP. Once an employee enrolls, they continue to work for the government but effectively retire from the pension system – their pension contributions stop, and they no longer accrue greater pension benefits for each additional year of work. While working and enrolled in the DROP, the employee's regular pension benefits are deposited into a tax-deferred interest-bearing DROP account. The DROP interest rate is determined by the Board of Pensions and Retirement and was historically set at 4.5 percent, but as of 2012, it is equal to the lesser of the 1-year Treasury rate or one-half the pension board's interest rate.⁵ Upon quitting work, the accumulated benefits in the DROP account – including interest – are paid to the employee as a lump sum. After receiving the lump sum, the DROP account for that employee is closed, and the employee begins receiving his/her regular monthly pension benefits directly from the retirement system. The decision to enroll in the DROP is voluntary, but irrevocable, meaning that employees cannot decide to re-enter the pension plan and accrue further benefits. Participation in the DROP is limited to a maximum of four years from the enrollment date, although under special circumstances the employee can apply for a 1-year extension.

⁴ Elected officials are also offered a plan, but this small group is excluded from this study.

⁵ The DROP interest rate was 4.5 percent between 1999-2012 and set to 0.1312%, 0.2322% and 0.3227% in 2013, 2014, and 2015, respectively. All employees who were already participating, or eligible to participate, in the DROP when the legislation was passed were grandfathered-in at the 4.5 percent rate.

Who Uses the DROP?

The administrative data provided by the City also contain information on employees' participation in the DROP and their retirement dates. Since the DROP's introduction, the majority of workers have used the program. This pattern is evident in Table 3, which shows the number of retirements of City employees by year. The first column shows all retirements since 1999, and the second shows retirement through the DROP. The third column shows the proportion of all retirees who used the DROP. Unsurprisingly, in the first few years after the DROP was introduced, there were very few retirements through the DROP, as most enrollees tend to stay in the DROP for the maximum 4-year period (the average is 3.3 years). But, once the program had matured, about 80 percent of all retirements were through the DROP. Over the entire period that the DROP has been available, 71.4 percent of the retirees used it.

Table 3. Retirements With and Without the DROP

Year	All retirements	Retirements w/ DROP benefits	DROP retirements as a percent of all retirements
1999	615		0.0%
2000	360	40	11.1
2001	343	119	34.7
2002	429	223	52.0
2003	547	370	67.6
2004	1,104	932	84.4
2005	780	649	83.2
2006	861	731	84.9
2007	1,093	935	85.5
2008	698	545	78.1
2009	593	459	77.4
2010	546	425	77.8
2011	492	398	80.9
2012	542	427	78.8
2013	819	698	85.2
2014	606	492	81.2
2015	578	413	71.5
Total	11,006	7,856	71.4

Note: Data are limited to those employees for whom complete usable records are available.

Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

Table 4 looks at the characteristics of those who have retired with and without the DROP since 2000. The data exclude early retirees because they were not able to enroll in the DROP when they retired (as they had not reached the normal retirement age under the plan). Overall, the two groups are quite similar. Those who retired with the DROP were somewhat more likely to be college educated, in white-collar positions, and white. They also tended to be older, have more tenure, and have somewhat higher salaries than those retiring without the DROP. All of the

demographic differences between the two groups are statistically significant due to the large sample size, but the differences in age and tenure are most meaningful for this analysis and suggest that those using the DROP are staying in the workforce longer.

Table 4. *Characteristics of DROP-Eligible Retirees with and without the DROP*

Characteristic	Breakdown of those who:	
	Retired w/ the DROP	Retired w/o the DROP
Number of retirees	7,280	1,951
Female	31.2 %	29.8 %
Married	58.4	56.4
High School/GED or less	41.6	41.3
College or more	31.8	26.0 *
No data	26.6	32.7 *
Blue collar	56.9	62.6 *
White collar	36.9	27.9 *
Unknown	6.3	9.4
White	57.2	52.8 *
Black	39.9	43.9 *
Hispanic/Latino	1.8	2.3
Asian/Native	0.5	0.2 *
American/Multiracial/Other		
Age	59.5	56.5 *
Years of service	30.4	24.6 *
Salary	\$61,124	\$56,935 *

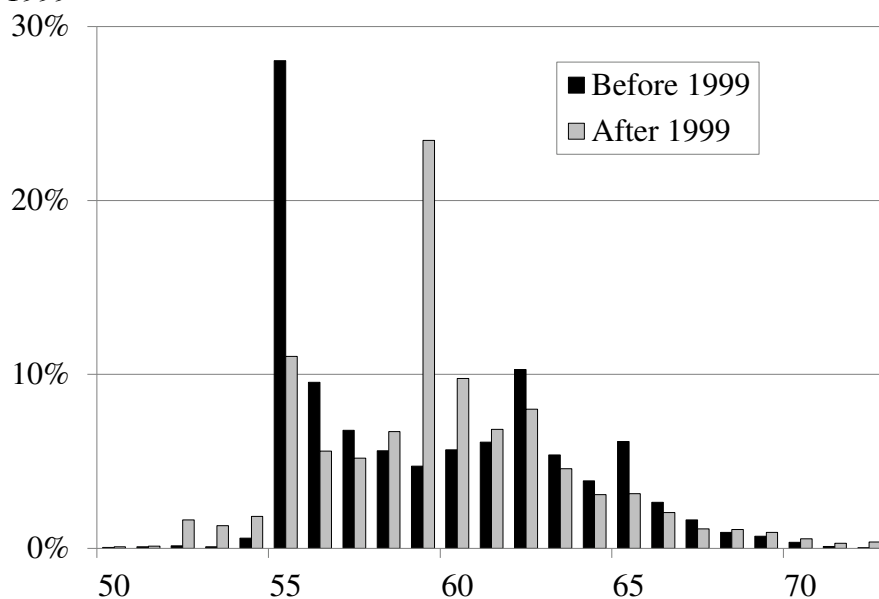
Note: The data are limited to retirees of Plan 67 and exclude early retirees because they were not able to enroll in the DROP when they retired (as they had not reached the normal retirement age). Dollar amounts are nominal. The asterisk denotes that the difference between the two groups is statistically significant at the 5 percent level. *Source:* Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

Assessing the Benefit of the DROP

The most common reason that employers introduce a DROP is a concern about the ability to retain valued older employees, who are eligible to retire.⁶ A brief review of news articles following the introduction of the DROP in Philadelphia suggests that a primary goal was to retain employees.⁷ So, the main measure of success should be whether DROP participants actually work longer than they otherwise would.

Figures 1, 2, and 3 show the distribution of retirement ages for municipal, police, and fire employees who retired before and after the DROP was introduced. The figures are limited to employees in the pre-1988 plans (Plan 67), so they all have the same early and normal retirement ages.⁸ In Figure 1, retirement for municipal employees spiked at age 55 in the years before the DROP was introduced (prior to 1999), which corresponds to the normal retirement age for municipal workers hired prior to 1988 (Plan 67). After the DROP was introduced, retirements began to spike four years later (the maximum allowable DROP participation period) at age 59. While the shift in the retirement spike is large, the average retirement age for municipal employees increased only slightly from age 59.1 to 59.6.

Figure 1. *Distribution of Plan 67 Municipal Employees by Retirement Age, Before and After 1999*



Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

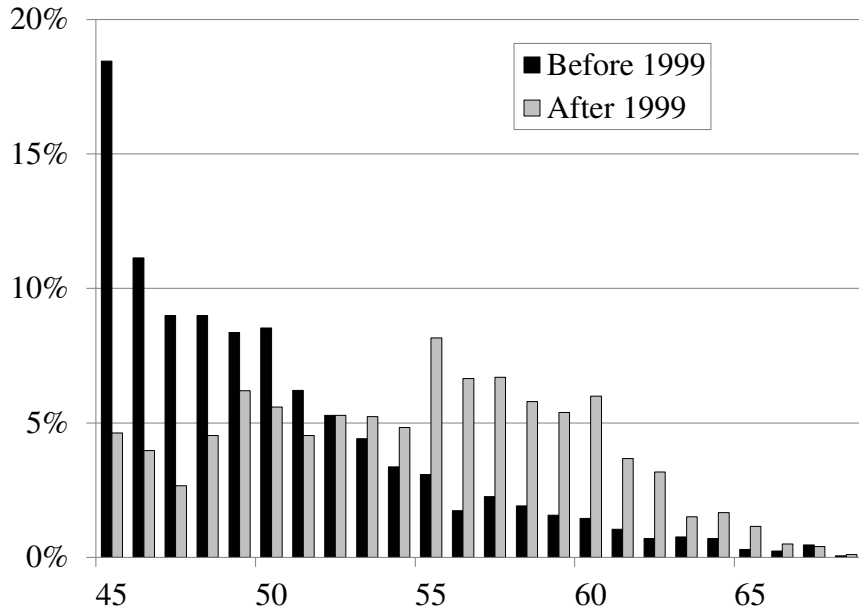
Clear retirement spikes before and after the DROP, for police and fire only, are less obvious (see Figures 2 and 3). But, average retirement ages have shifted later, dramatically, for both groups – from 50 to 54 for police and 51 to 57 for fire.

⁶ See deferred retirement option plans (“DROP” Plans). Posted on benefitsattorney.com on October 13, 1998 by Carol V. Calhoun.

⁷ See, for example, Philadelphia Inquirer, 2003, “Deferred-Retirement Program Opposed by Street Lives On.”

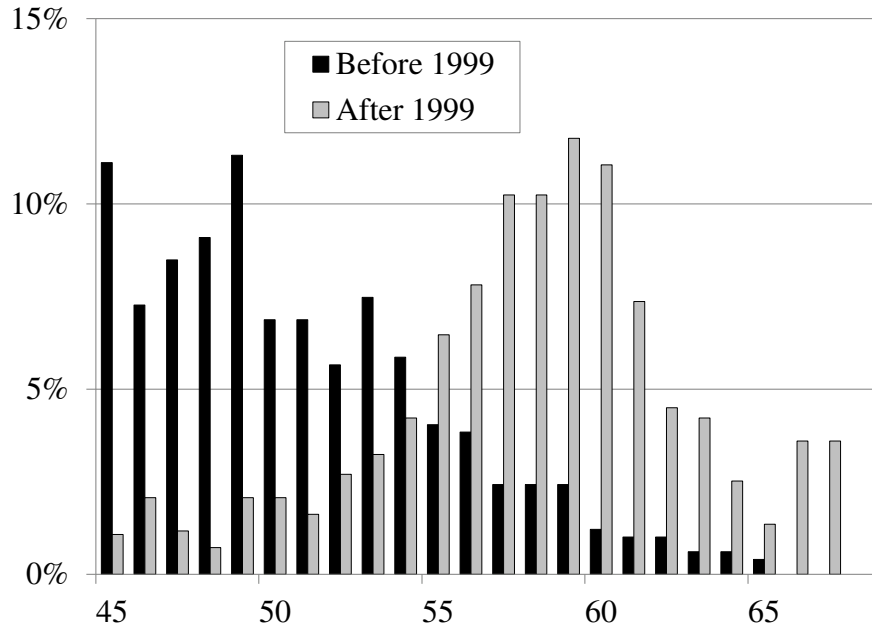
⁸ The vast majority of municipal workers who have retired to-date are members of Plan 67.

Figure 2. *Distribution of Plan 67 Police Employees by Retirement Age, Before and After 1999*



Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

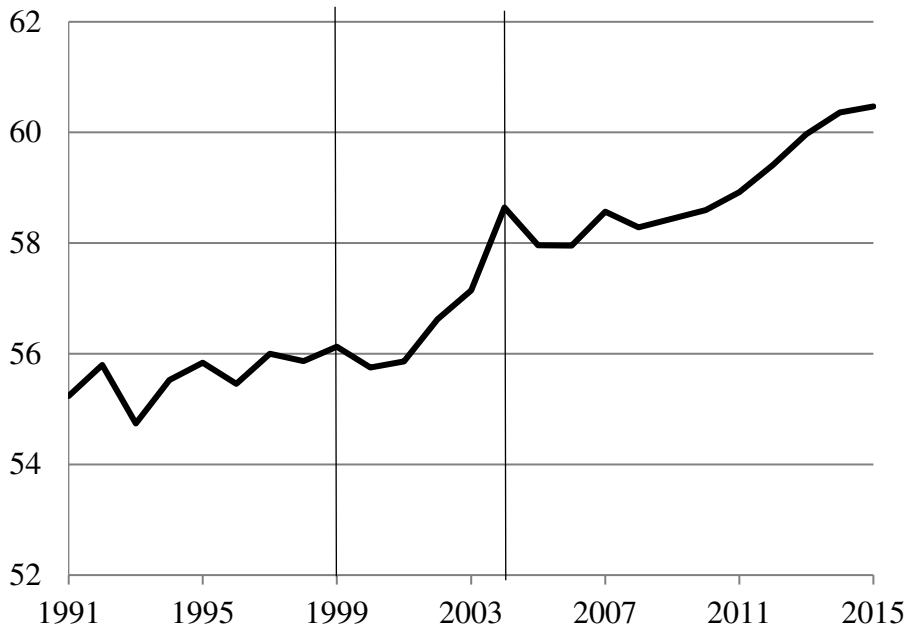
Figure 3. *Distribution of Plan 67 Fire Employees by Retirement Age, Before and After 1999*



Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

A plot of the average retirement age over time illustrates the immediate impact of the DROP (see Figure 4). During the five years immediately after the DROP's introduction, the average retirement age increased by almost 3 years. After that, the retirement age continued to increase, although more gradually.

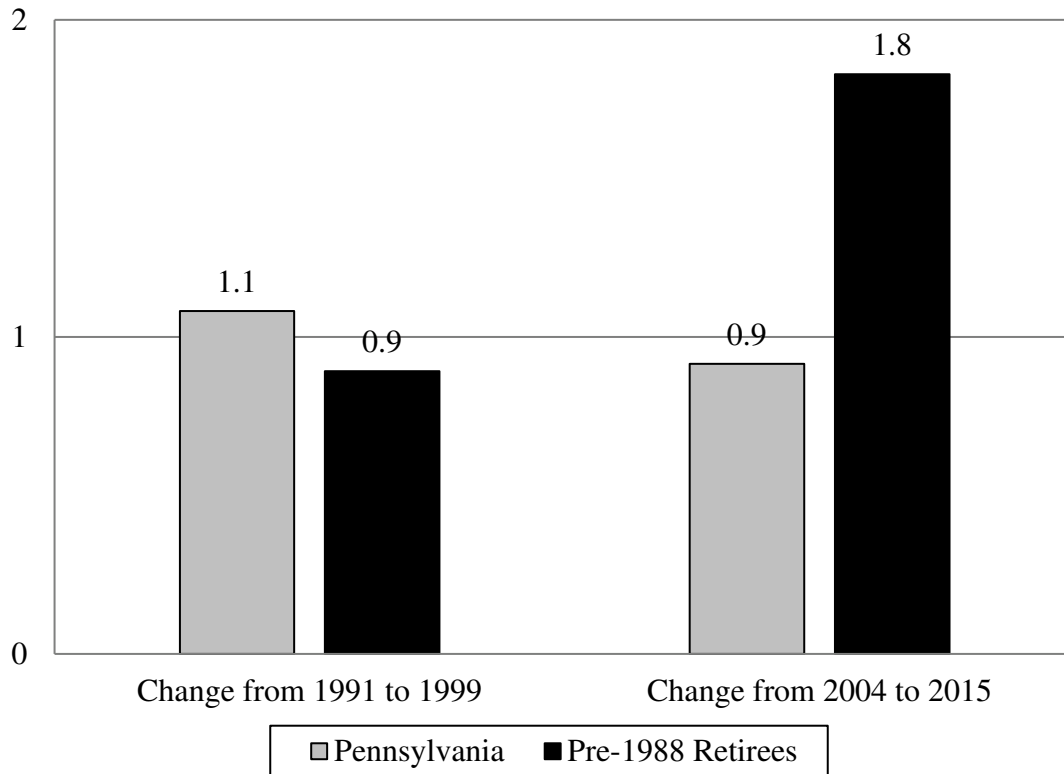
Figure 4. Average Retirement Age for Retirees of Plan 67 Plans, 1991-2015



Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

While the dramatic shift in retirement age from 1999 to 2005 is likely due to the DROP, the reason for the continued increase in the retirement age after 2005 is less clear. One possibility is that it reflects the well-documented trend toward later retirement ages in the United States generally. To investigate this possibility, Figure 5 compares the shift in the average retirement age for MRS members to the shift in the retirement age within the Commonwealth of Pennsylvania in general. The figure shows that, prior to the introduction of the DROP, the increase in the average retirement age for MRS members was more or less in line with the average for all workers in the Commonwealth. However, from 2004 and thereafter, the average retirement age for MRS has increased more dramatically than the average for the Commonwealth. This pattern suggests that some of the increase in retirement age after 2004 may also be attributable to the DROP.

Figure 5. *Increase in Retirement Age Before and After DROP, in Years*



Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015) and the U.S. Census Bureau's *Current Population Survey* (1991-2015).

Estimating the Impact of DROP on Retirement

The descriptive statistics presented above strongly suggest that the DROP and later retirement are related. But further analysis is needed to know what retirement would have been if DROP had not been available. To this end, a regression analysis is used to compare the retirement ages of similar employees who retired before and after the DROP was introduced.

The regression equation is as follows:

$$Age\ at\ Retirement_i = \alpha_0 + \alpha_1 Post1999_i + X'\beta + \varepsilon_i$$

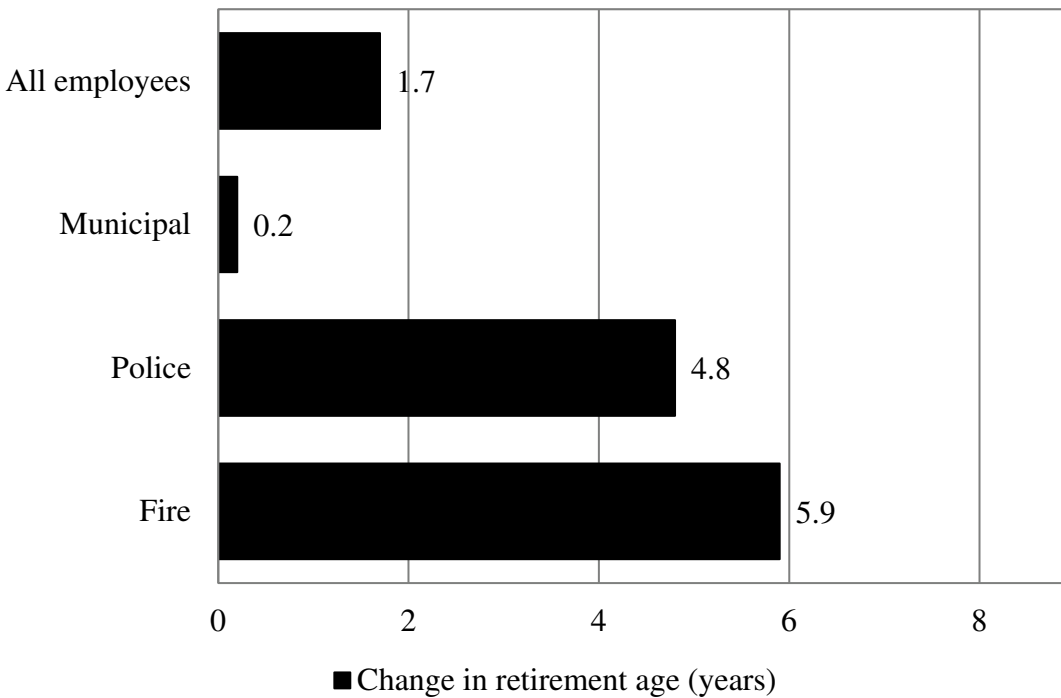
where the dependent variable is the age at retirement, and the key independent variable is $Post1999_i$, an indicator for whether the worker retired after 1999 and had access to the DROP program. A positive coefficient on $Post1999_i$ would suggest that the DROP program increased the age of retirement by α_1 years. Vector X includes worker characteristics, such as gender, education, race, and ethnicity. The regression also includes a flag to control for each plan member group – municipal, police, and fire – because Plan 67 sets different retirement incentives for each group.⁹ Finally, the equation also includes a variable for the average age of retirement

⁹ The analysis is limited to members of Plan 67. Although including Plan 87 retirees in the regression had minimal impact on the results, they were excluded due to the low numbers of retirees both before and after the DROP.

across the Commonwealth to account for the impact that the general increase in retirement age in the state has had on the retirement age of MRS members.¹⁰

Figure 6 shows the key results from the regression estimate for all workers, and separately for the police, fire and municipal plans (see Table A1 in Appendix I for full results). The key takeaway is that the DROP increased the retirement age in all the regressions. Across all plan members, retirees who were eligible for the DROP had a retirement age that was 1.7 years later than those who were not eligible. Among members in the police plan, DROP eligibility was associated with a 4.8-year increase in the retirement age. For fire, the increase was 5.9 years. Eligibility for the DROP was not associated with much change in the retirement age for municipal workers (0.2 years). This result is not surprising, given that the average retirement ages for municipal workers before and after the DROP was introduced were very similar, and relatively high.

Figure 6. *Change in Retirement Age Associated with DROP Eligibility*



Note: The analysis is limited to members of Plan 67. Although including Plan 87 retirees in the regression had minimal impact on the estimates, they were excluded due to the low numbers of retirees both before and after the DROP.

Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

¹⁰ Separate average retirement ages are used for males and females.

Assessing the Costs of the DROP

The main benefit of the DROP is keeping employees on the job longer. But the DROP may involve costs as well. The three mechanisms through which the DROP could impose costs on the City are through: changes to total payrolls if employees continue working longer, changes to the lifetime pension benefits promised to employees, and the interest credited to the DROP accounts.

Payrolls

To estimate the impact of the DROP on payrolls, it is important to define the City's human resource (HR) strategy when an employee retires. Two strategies are defined below; the DROP has different implications for each.¹¹

HR Strategy 1: The City maintains the size of its workforce and fills the position left open by retired employees through standard promotion methods – moving employees up the hierarchical chain of command and hiring new employees at the bottom of the chain.

Impact of the DROP: Under this scenario, retirement would have no impact on wages because the City fills the open positions by promoting employees and paying the same salary to those who are promoted. Because retirement adds no costs, delaying retirement through the DROP is also costless in terms of wages.

HR Strategy 2: The City chooses to shrink the workforce, leaving some positions unfilled as employees retire. For this scenario, the delayed retirement resulting from the DROP can lead to significant cost.

Impact of the DROP: If the City does not replace a worker who leaves, retirement would result in a smaller workforce and lower total payroll. So, under this strategy, the delayed retirement due to the DROP is costly in terms of payrolls.

Given the historical steadiness of the workforce since the DROP, it is unlikely that the second strategy – shrinking the workforce – has been the primary approach for the City. Therefore, the cost analysis assumes that the City intends to fill vacancies left open due to retirements.

Present Value of Lifetime Pension Benefits (PVB)

Appropriately assessing the PVB costs of the DROP involves understanding two things. The first is the difference between a claiming age and a retirement age. The claiming date is the date at which annual pension benefits are calculated and begin being paid. The retirement age is when the employee leaves the workforce. Of course, for most plans without a DROP, the claiming date is equal to the retirement date. But when a DROP is available and the employee enrolls, the claiming date is the DROP enrollment date because monthly benefits are based on the age, tenure, and salary at enrollment, and benefits are paid (first to the DROP account and

¹¹ See Appendix II for a simpler example of the impact of DROP on payrolls under the two HR strategies.

then directly to the employee when the DROP ends) from that date until the employee passes away.

There is also the notion of an optimal claiming age. An employee’s PVB is a function of the level of benefits to be paid each year in retirement and the number of years the benefits are expected to be paid. The typical worker experiences increases in the PVB as they move through their career. However, as the employee nears retirement age, the incremental increase in the annual benefit – due to the higher salary and tenure that result from one more year of work – no longer compensate for the decrease in the expected number of benefit payments in retirement. At a certain age, lifetime pension benefits begin to decline. This pivotal age – the peak of the lifetime pension benefit – is referred to as the optimal claiming age.

On average, members of the Philadelphia MRS have retired after their optimal age (see Table 5). Prior to the DROP, members retired 2.3 years after their optimal age. Since the DROP was introduced, DROP participants have enrolled in the DROP about 2.3 years after their optimal age and then retired 3.4 years after they enrolled – about 5.7 years after they optimal age. Even those who did not enroll in DROP retired about 2.5 years after their optimal age. All this is to say that members of the Philadelphia MRS, regardless of the time period or DROP participation, generally claim benefits after their optimal retirement ages.

Table 5. *Age Relative to Optimal Claiming Age for those Retiring Before and After DROP was Introduced*

Plan Type	Pre-1999		Post-1999	
	Retirement	DROP Enrollment	Retirement	Non-DROP Retirees Retirement
All	2.29	2.27	5.68	2.54
Municipal	2.81	0.67	4.03	2.28
Police	1.83	4.76	8.30	3.67
Fire	3.24	7.64	11.31	4.82

Note: Optimal claiming age estimated under a 7.7 percent discount rate.

Source: Authors’ calculations based on the City of Philadelphia’s administrative data (1991-2015).

However, to accurately measure PVB costs due to DROP, one must compare the *actual* claiming ages for DROP participants to what their claiming ages would have been in the absence of DROP. Based on our retirement age equation, we estimate that – in the absence of DROP – participants would have retired about 1.7 years earlier than they retired with the DROP. Given that DROP participants generally retire about 3.4 years after enrolling in the DROP, shifting their retirement age back 1.7 years results in a retirement age that is still about 1.7 years after DROP enrollment. In short, DROP participants enroll in the DROP earlier than they would have retired if there were no DROP. Additionally, the PVB at DROP enrollment is greater than the PVB if they retired without DROP because the DROP enrollment is closer to the optimal claiming age.

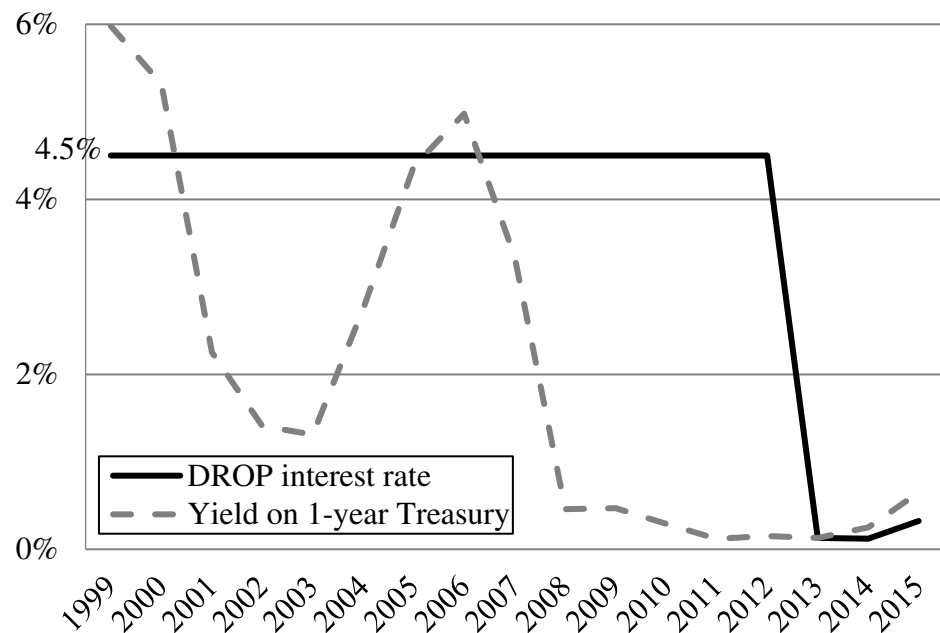
An example might help clarify. Consider an employee with an optimal claiming age of 60, who enrolled in the DROP two years later, at age 62, and then retired at age 65 (about three years after enrolling in the DROP). Now assume that he would have retired at age 63 in the absence of DROP (about 2 years before he retired under DROP). The DROP has shifted the employee’s retirement age from 63 to 65. To measure the impact of this shift on pension benefits, focus on

the claiming age, not the retirement age. The claiming age under the DROP (simultaneous with their DROP enrollment at age 62) is *closer* to the optimal age than the claiming age in the absence of DROP (63); therefore, the DROP has increased the lifetime value of benefits.

The DROP Interest Rate

Two approaches can be used to measure the potential cost associated with the interest rate credited to the DROP account. The first approach, used by most academics, is to compare the DROP interest rate to the riskless rate. To the extent that the DROP rate is above the riskless rate, it is a burden to the City. For the majority of the DROP's existence, the City has been crediting a guaranteed 4.5 percent interest rate on the DROP account. However, the City passed legislation in 2012 reducing the interest credit to the lesser of the 1-year Treasury rate or one-half the pension board's interest rate, effectively unburdening the City of the cost of the guarantee (see Figure 7).¹²

Figure 7. *The DROP Interest Rate Compared to the 1-year Treasury Yield, 1999-2016*



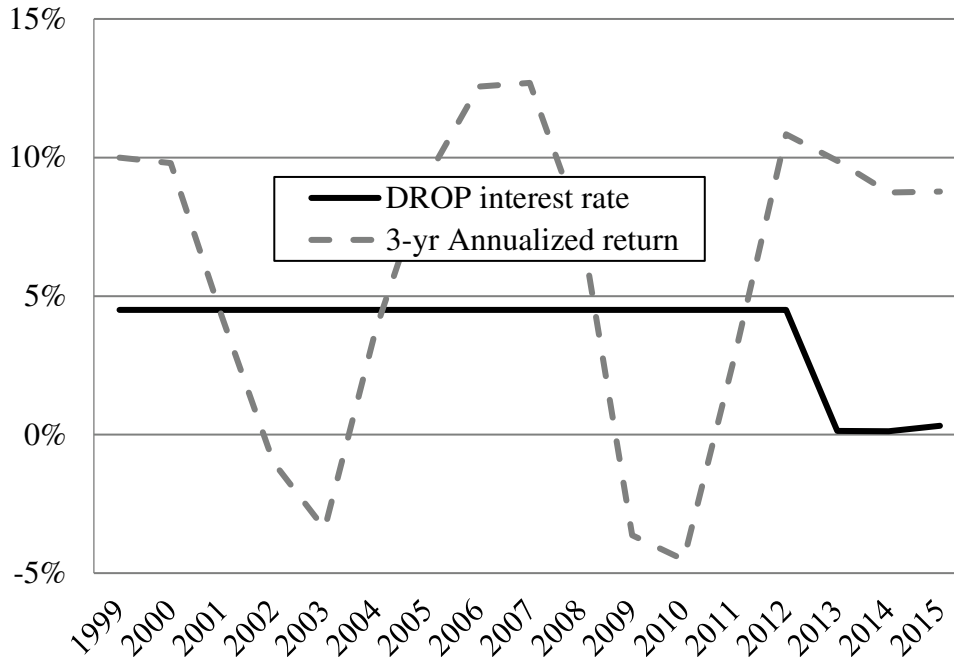
Sources: Authors' illustration; and St. Louis Federal Reserve (1999-2016).

Another approach is to compare the interest credited to the DROP account to the expected return on the DROP balance. Benefits deposited to the notional DROP account are, in practice, simply held in the pension trust fund until the employee retires. As such, benefits deposited in the DROP account realize the same returns as the pension fund. When the employee retires, a lump sum equal to the benefits plus DROP interest is transferred out of the pension fund to the employee. To the extent that the pension fund returns are greater than the guaranteed DROP interest, the plan will earn money on benefits held over the DROP period. However, if pension returns are less than the guaranteed DROP interest rate, the plan will realize a cost. Figure 8

¹² All employees who were already participating, or eligible to participate, in the DROP when the legislation was passed were grandfathered-in at the 4.5 percent rate.

compares the 3-year (the average number of years participants remain in the DROP) annualized return of the pension fund to the guaranteed interest rate. Historically, the results have been mixed. In some years the fund has outperformed the guaranteed interest rate and in others it has not.¹³

Figure 8. *The DROP Interest Rate Compared to the 3-year Pension Fund Return, 1999-2016*



Sources: Authors' illustration; and comprehensive annual financial reports for the Philadelphia Municipal Retirement System (2001-2016).

Estimating the Costs of DROP

Assuming that the City will fill most positions vacated by retirees, the effects of the DROP on wage costs are likely minimal. Thus, for this analysis, we focus on the two remaining components of the cost: the change in PVB and the DROP interest paid. The analysis will present the costs incurred since introduction of the DROP, as well as those incurred since 2009.

Costs Related to the Change in PVB

Three steps are needed to estimate the PVB costs for the DROP. First, the regression estimating the impact of the DROP on the retirement age is used to determine when DROP retirees would have retired (and claimed benefits) in the absence of the DROP, referred to as the *counterfactual* benefit claiming date. Table 6 shows the average difference between the actual DROP enrollment date and the estimated counterfactual retirement. The table omits those who retired with DROP prior to 2003 because they are atypical of the average DROP retiree – they remained in the DROP for only one or two years while most remain in the DROP for the maximum four

¹³ See Table A2 in Appendix I for a history of investment returns for the Philadelphia MRS.

years. After 2004, DROP participants claimed benefits between 1.3 and 1.7 years earlier than they would have if there was no DROP.

Table 6. *Estimated Change in Claiming Age Due to the DROP*

Year	Number of Years	DROP Retirees
2004	-1.4	931
2005	-1.3	648
2006	-1.5	731
2007	-1.6	935
2008	-1.6	545
2009	-1.4	459
2010	-1.4	424
2011	-1.3	396
2012	-1.5	427
2013	-1.7	698
2014	-1.7	492
2015	-1.7	412

Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

Second, a PVB is calculated at the retiree's DROP enrollment date – the *factual* benefit claiming date – and at the retiree's *counterfactual* claiming date, estimated using the regression. When calculating the PVB, the choice of discount rate is key. This analysis estimates the PVB in two ways. The first approach – used by most academics – discounts future benefit payments using a risk-free rate, which, for the purposes of this analysis, is based on the yield of the 30-year Treasury bond (currently approximately 3 percent). The second approach, used by most public plan actuaries and plan sponsors, uses the expected rate of return as the discount rate. For the Philadelphia Municipal Retirement System, we use 6 percent and 7.7 percent for the expected return and discount rate.

Finally, the difference between the PVB at the *counterfactual* date and at the *factual* date is calculated, accounting for the cumulative employee contributions made between the two dates. This difference is the PVB cost of the DROP for the retiree. Given that members generally claim after their optimal ages, earlier claiming under the DROP should result in greater PVB cost. Table 7 shows the average PVB cost (accounting for employee contributions) each year for DROP retirees, using a 3 percent, 6 percent, and 7.7 percent rate, as well as the number of DROP retirees in each year.¹⁴ Since its introduction, the average PVB cost for the DROP has been positive and trending up – from about \$23,000 in 2004 to about \$47,000 in 2015, when using the 7.7 percent rate.

¹⁴ The number of DROP enrollees differs slightly from the number in Table 3 because cost calculations were feasible only for people for whom we had complete salary information.

Table 7. Average Change in PVB for Those Retiring Under the DROP, by Year of Retirement

Year	Average Change in PVB			DROP Retirees
	7.7% Discount Rate	6% Discount Rate	3.0% Discount Rate	
2004	\$23,135	\$16,187	\$717	931
2005	\$20,912	\$14,135	-\$1,093	648
2006	\$25,806	\$18,239	\$1,216	731
2007	\$29,152	\$21,833	\$5,561	935
2008	\$31,892	\$24,120	\$6,817	545
2009	\$25,644	\$18,633	\$3,035	459
2010	\$27,025	\$19,317	\$2,212	424
2011	\$28,554	\$22,023	\$7,652	396
2012	\$41,924	\$34,653	\$18,892	427
2013	\$53,006	\$44,350	\$25,664	698
2014	\$47,407	\$39,882	\$23,685	492
2015	\$47,095	\$38,307	\$19,362	412

Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

Costs Related to the DROP Interest Rate

As noted, the DROP interest rate was 4.5 percent from program inception in 1999 until 2012. In 2012, the interest rate was reduced to the lesser of the 1-year Treasury rate or one-half the pension board's interest rate for those who enrolled in the DROP after 2012. For this analysis, the cost is defined as the "net interest" on the DROP account – the difference between the interest credited to the DROP account by the plan and the *expected* return on the account (the analysis does not incorporate the realized historical returns). As in the PVB cost analysis, this analysis will be performed under two approaches. Under the academic approach, the discount rate equals 3 percent (based on the 30-year Treasury rate), and the expected annual return on the DROP account is equal to the 1-year Treasury rate. For the alternative approach, used by plan sponsors, both the discount rate and the annual return equal the actuarially assumed return – either 6 percent or 7.7 percent.

Estimating the cost of the DROP net interest requires three steps. First, the annual benefit is calculated at the point of DROP enrollment (using the pension benefit formula and the employee's age, tenure, and salary). Second, the DROP balance at retirement is estimated by "depositing" the annual benefit to the DROP account each year and increasing the account balance by the expected investment return for the pension fund. Growing the balance by the expected investment return reflects the fact that, during the DROP period, DROP benefits are held within the pension fund and invested similarly. Third, at retirement, the sum of the "deposited" annual benefit payments plus the DROP interest credit is paid out to the DROP participant. If the DROP balance at retirement (benefits + investment return) is greater than the payout (benefits + DROP interest), the extra funds are considered a gain for the pension system because the pension system has earned more in investment returns than it promised to pay out to the employee in DROP interest. On the other hand, if the DROP balance is less than the payout, the pension system has incurred a cost and must use some of its pension funds to make up the difference.

Table 8 shows the average net interest per DROP participant (the difference between the credited DROP interest and the expected investment return), by retirement year. When using the expected rates of return, the cost impact of the net interest paid is negative over the entire period, reflecting a gain to the pension system – the plan realizes 6 percent or 7.7 percent on the account, but only pays 4.5 percent (the Treasury rate if after 2012) to the DROP participant. Under the academic approach, using a return equal to the 1-year Treasury rate, the net interest paid is positive during the period.¹⁵ The cost difference between the two scenarios highlights a key feature of the DROP – a portion of the overall DROP cost depends on the actual investment return earned on benefits deposited in the DROP account, relative to the interest credit promised to participants.

Table 8. *Average Cost of DROP Interest Credit, by Retirement Year*

Year	Average DROP interest			DROP Retirees
	Plan Sponsor (7.7% discount rate and 7.7% return)	Plan Sponsor (6% discount rate and 6% return)	Academic Approach (3% discount rate and 1-yr Treasury return)	
2004	-\$11,573	-\$5,542	\$8,692	931
2005	-\$11,187	-\$5,363	\$7,586	648
2006	-\$12,108	-\$5,799	\$4,349	731
2007	-\$12,303	-\$5,907	\$1,518	935
2008	-\$13,115	-\$6,283	\$3,267	545
2009	-\$12,285	-\$5,883	\$7,527	459
2010	-\$13,315	-\$6,377	\$12,717	424
2011	-\$12,151	-\$5,818	\$15,095	396
2012	-\$14,388	-\$6,891	\$20,226	427
2013	-\$16,705	-\$8,008	\$24,629	698
2014	-\$15,186	-\$7,326	\$22,427	492
2015	-\$16,554	-\$8,109	\$23,716	412

Source: Authors' calculations based on the City of Philadelphia's administrative data (1991-2015).

Overall Costs of the DROP

This section focuses on the total cost of the DROP for the plan as whole.¹⁶ The results are reported in Table 9. Since the introduction of the DROP, the total cost is \$277.2 million when discounted at 7.7 percent; \$252.6 when discounted at 6 percent; and \$236.9 million when discounted at 3 percent. Since 2009, the costs are \$41.0 million, \$42.1 million and \$62.2 million, when valued at 7.7 percent, 6 percent and 3 percent, respectively.

¹⁵ For the academic approach, the net interest paid remains greater than zero after 2012 because many of those who retired in 2012-2015 enrolled in DROP prior to 2012 and were grandfathered-in at the 4.5 percent interest rate. The net interest paid, under the academic approach, will drop to zero in 2016 when all DROP retirees will have enrolled in DROP in 2012 or later.

¹⁶ Due to missing data, about 3,000 of the 11,000 DROP retirees were excluded in the analysis of average costs. To estimate the total costs for the plan, the averages were applied to all DROP retirees.

While the DROP has been costly to the City, the impact of DROP interest on costs depends upon the approach taken. Using the plan sponsor approach, the DROP interest has actually saved the City money because the assumed return – either 6 percent or 7.7 percent – exceeds the guaranteed interest paid on the DROP account. Using the academic approach, the DROP interest adds costs because the risk-free return on the DROP account falls short of the 4.5 percent interest rate paid on the DROP account for most of the DROP’s existence, to date. In practice, if the realized return on the DROP account balance is greater than the 1-year Treasury rate paid on the account, the DROP interest should continue to counter the other costs of the DROP going forward.

Table 9. *Cost of the DROP for the Philadelphia Municipal Retirement System, in Millions*

Cost Type	7.7% Discount Rate		6% Discount Rate		3.0% Discount Rate	
	Since 1999	Since 2009	Since 1999	Since 2009	Since 1999	Since 2009
Change to Lifetime Benefits	\$494.4	\$63.3	\$345.9	\$52.8	\$106.4	\$30.8
DROP interest	-\$217.2	-\$22.3	-\$93.3	-\$10.7	\$130.5	\$31.4
Total	\$277.2	\$41.0	\$252.6	\$42.1	\$236.9	\$62.2

Source: Authors’ calculations based on the City of Philadelphia’s administrative data (1991-2015).

Note: Dollars amounts are in 2015 dollars.

Conclusion

The City of Philadelphia’s DROP was introduced in 1999 in part to retain employees who are eligible to retire. This analysis finds that the DROP program increases the age of retirement by 1.7 years, on average. Fire and police employees increase their retirement age by 5.9 and 4.8 years, respectively. But, interestingly, the retirement age for municipal workers increased by only two months. This outcome is likely because municipal workers’ average retirement age before the introduction of DROP was close to 60, which is already five years after their normal retirement age, and so they had little scope for increasing their retirement age. Nonetheless, on the whole, the DROP has achieved the goal of delaying retirement for otherwise eligible employees.

But introducing a DROP has costs. Two major costs are the change in lifetime benefits resulting from a change in the retirement age and the cost of the interest credited to the DROP account. The total DROP cost incurred since 1999 is \$277.2 million when valued using the expected rate of return of 7.7 percent; \$252.6 million when using the 6 percent rate of return; and \$236.9 million when valued using the risk-free rate. Since 2009, the DROP cost has amounted to \$41.0 million (expected return of 7.7 percent); \$42.1 million (expected return of 6 percent); and \$62.2 million (risk free rate). While these amounts may be significant in absolute terms, they are a small percentage of the nearly \$11 billion in total liabilities for the Philadelphia MRS.

Looking forward, two issues complicate any extrapolation of future drop costs based on the results of this analysis. First, while the 2012 legislation reduced the portion of DROP costs related to the interest rate credited on the DROP accounts, it is still too early to know whether the

2012 legislation will impact DROP enrollment or how the DROP affects the retirement age – both of which would affect the overall costs and benefit of the DROP going forward. Second, the small, albeit growing number of retirees covered under Plan 87 (the defined benefit plan for employees hired after July 1, 1988), face different plan design incentives than the majority of existing retirees who are covered under Plan 67 (the defined benefit plan for employees hired before after July 1, 1988). For this reason, the results of this report – which relies on the sample of existing retirees – may not be representative of the impact that the DROP will have on retirement ages in the future. It is likely, given the later retirement ages defined under Plan 87 relative to Plan 67, that the DROP will have a smaller impact on retirement ages – and costs – for members of Plan 87.

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Appendix I

Table A1. *Estimated Change in Retirement Age Associated with DROP Eligibility, Controlling for Individual and Plan Characteristics*

Dependent Variable:	Age at Retirement							
	All Employees		Police		Fire		Municipal	
	(1)		(2)		(3)		(4)	
Eligible for DROP	1.7	***	4.8	***	5.9	***	0.2	*
	(0.1)		(0.2)		(0.3)		(0.1)	
Female	1.4	***	1.0	***	-4.7	***	1.2	***
	(0.1)		(0.3)		(0.6)		(0.1)	
Married	0.0		-0.7	***	0.8	***	0.1	
	(0.1)		(0.2)		(0.3)		(0.1)	
Education (Omitted: High School or Less)								
College or More	-0.3	***	-0.9	***	-0.5	*	-0.2	*
	(0.1)		(0.3)		(0.3)		(0.1)	
No Data	0.2	*	2.8	***	-1.2	**	-0.2	*
	(0.1)		(0.2)		(0.5)		(0.1)	
Black	-0.9	***	1.1	***	-1.0	***	-1.3	***
	(0.1)		(0.2)		(0.3)		(0.1)	
Hispanic/Latino	-1.1	***	1.3	**	-1.8		-1.6	***
	(0.3)		(0.6)		(1.4)		(0.3)	
Asian/Native American/Multiracial/Other	1.3	**	2.6		-2.9	*	1.5	**
	(0.6)		(2.3)		(1.7)		(0.6)	
Race/ethnicity Missing	1.0	*	0.3		-0.9		1.3	**
	(0.5)		(1.4)		(2.8)		(0.5)	
Constant	21.1		-14.3		6.0		41.4	
	(2.7)		(6.4)		(9.2)		(3.0)	
Persons	15,315		3,709		1,608		9,998	
R-Squared	0.4		0.2		0.3		0.1	

Notes: Coefficients are significant at the 1 percent level (***), 5 percent level (**), or 10 percent level (*). All regressions include controls for the average retirement age in the state by gender. Model (1) also includes indicators for specific pension plans. The analysis is limited to members of Plan 67.

Table A2. *Investment Performance for Philadelphia Municipal Retirement System (MRS), 1985-2016*

Fiscal Year	1-yr Return	Rolling 3-yr Return	Rolling 5-yr Return	Rolling 10-yr Return	Rolling 15-yr Return	Rolling 20-yr Return	Rolling 30-yr Return
1985	16.1%						
1986	23.1%						
1987	10.7%	16.5%					
1988	1.0%	11.2%					
1989	13.6%	8.3%	12.7%				
1990	9.1%	7.8%	11.3%				
1991	4.3%	8.9%	7.6%				
1992	10.0%	7.8%	7.5%				
1993	12.8%	9.0%	9.9%				
1994	1.6%	8.0%	7.5%	10.0%			
1995	11.7%	8.6%	8.0%	9.6%			
1996	15.1%	9.3%	10.1%	8.9%			
1997	18.3%	15.0%	11.8%	9.6%			
1998	14.3%	15.9%	12.0%	11.0%			
1999	10.0%	14.1%	13.8%	10.6%	11.3%		
2000	9.6%	11.3%	13.4%	10.7%	10.9%		
2001	-6.0%	4.3%	8.9%	9.5%	8.9%		
2002	-5.8%	-1.0%	4.1%	7.8%	7.7%		
2003	1.8%	-3.4%	1.7%	6.7%	7.8%		
2004	16.6%	3.8%	2.9%	8.2%	8.0%	9.1%	
2005	9.9%	9.3%	2.9%	8.0%	8.0%	8.8%	
2006	11.3%	12.6%	6.5%	7.7%	8.5%	8.3%	
2007	17.0%	12.7%	11.2%	7.6%	8.9%	8.6%	
2008	-4.5%	7.5%	9.8%	5.6%	7.7%	8.3%	
2009	-19.9%	-3.6%	1.8%	2.3%	6.0%	6.4%	
2010	13.8%	-4.5%	2.5%	2.7%	6.2%	6.6%	
2011	19.4%	2.9%	4.0%	5.2%	6.4%	7.4%	
2012	0.2%	10.8%	0.8%	5.9%	5.3%	6.9%	
2013	10.9%	9.9%	3.9%	6.8%	5.1%	6.8%	
2014	15.7%	8.7%	11.8%	6.7%	5.4%	7.5%	8.3%
2015	0.3%	8.8%	9.0%	5.7%	4.8%	6.9%	7.8%
2016	-3.1%	4.0%	4.6%	4.3%	5.0%	6.0%	6.9%

Source: 1-yr returns from CAFRs and Actuarial Valuations for Philadelphia MRS. Rolling multi-year returns are Author's calculations based on the 1-yr return.

Table A3. *Expected Nominal Returns for U.S. Equities*

Firm	Average Annual Real Returns (%)	Horizon
McKinsey	Slow growth scenario: 6.0 – 6.5	20 years
	Growth recovery scenario: 8.0 – 9.0	(2016 – 2035)
Goldman Sachs	4.7-5.5%	5 years
		(2016 – 2020)
Vanguard ¹	7%	10 years (2015 to 2024)
JP Morgan	7%	10- to 15-years
GMO	-0.1%	7 years
		(2015 – 2022)
Morningstar ²	6-7%	Next few decades
Charles Schwab	6.3%	10 years
		(2015 - 2024)

¹ Bogel and Nolan (2015). Bogel is founder and former chairman of the Vanguard. Authors are affiliated with Vanguard's Bogle Financial Markets Research Center.

² Josh Peters, Morningstar Director of Equity-Income Strategy.

Appendix II

Table A4 is a simple illustration of the potential impact of DROP on the total payroll of a government entity under two basic strategies for replacing retired employees. The first strategy is to maintain the size of the workforce by filling positions left open by retired employees through standard promotion methods – moving employees up the chain of command and also hiring new employees for the newly open entry-level positions. The second strategy is to let the workforce shrink by attrition as older employees retire – moving employees up the hierarchical chain of command, but leaving vacant the newly open entry-level positions.

Table A4. *Example of the Impact of DROP on Payrolls if the City Replaces Retirees*

Employee #	Period 1	Period 2			
		Replace Retired Employees		Shrink by Attrition	
		w/o DROP	w/ DROP	w/o DROP	w/ DROP
1	\$100		\$105		\$105
2	\$80	\$105	\$85	\$105	\$85
3	\$70	\$85	\$75	\$85	\$75
4	\$50	\$75	\$55	\$75	\$55
5	\$40	\$55	\$45	\$55	\$45
6		\$45			
Total Payroll	\$340	\$365	\$365	\$320	\$365

Source: Author’s calculations.

In period 1, the government agency has five employees. Employees are ranked by their positions in the government agency with employee #1 being the most senior. We assume that the agency has a set wage for each position and that wages increase 5 dollars each year to reflect CPI increases. In period 1, the total payroll for the employer is \$340 and the salary of the most senior employee (employee #1) is \$100.

If the agency’s plan is to replace retired employees, the total payroll in period 2 is the same with and without the DROP. Without the DROP, when employee #1 retires, employee #2 is promoted to employee #1’s position and is paid the set wage of that position (including the 5 dollars increase for CPI). Similarly, all the lower ranking employees are promoted. Finally, employee #6 is hired to fill in the newly open entry-level position. Under this scenario, the total payroll in period 2 is \$365. With the DROP, employee #1 continues to work rather than retiring and receives the \$5 CPI increase. Because employee #1 did not retire, the other employees are not promoted and simply receive the CPI increase to their wages. Under this scenario, total payroll is also \$365 in period 2. As such, the DROP has no impact on total payroll if the agency plans to replace retirees.

Under the second strategy – allowing the workforce to shrink by attrition – total payroll in period 2 differs with and without the DROP. Without DROP, when employee #1 retires, the promotion chain is executed, but unlike in the first strategy, employee #6 is not hired to fill in the newly open entry-level position. Because the workforce shrinks to four employees, total payroll under

this scenario is only \$320. With the DROP, employee #1 continues to work, keeping the workforce at five employees. Because employee #1 did not retire, the other employees are not promoted and simply receive a CPI increase to their wages. Total payroll under this scenario is \$365. So, if the agency plans to allow the workforce to shrink by attrition, the DROP can be costly because it keeps workers on the payroll longer.

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