



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

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J. A. LEVITT
ASSISTANT TO THE MAYOR

November 14, 1989

TO: Stanley Brezenoff
FROM: Judith A. Levitt *JAL*
RE: Citywide Drug Task Force

Attached is the final report and recommendation of the Task Force together with the proposed Personnel Order for transmission to the Mayor.

cc: Peter Zimroth
Paul Rephen
Barbara Gunn
Robert Linn
Fran Milberg
Michael Rabin
Kevin Frawley



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N. Y. 10007

JOHN A. LEVITT
SPECIAL ASSISTANT TO THE MAYOR

November 14, 1989

TO: Honorable Edward I. Koch
Mayor

FROM: Citywide Drug Task Force

SUBJECT: Report and Recommendations

You asked us to review and make recommendations to you regarding the City's employment policies and practices in the areas of drug testing, disciplinary action for unauthorized drug use, and the availability of employee assistance programs for drug-related problems. We reported to you earlier some of our findings regarding current practices among City agencies. Suffice it to say that our review confirmed our original impression that there was a significant lack of uniformity among the agencies. Most recently, both the New York Court of Appeals and the United States Supreme Court issued decisions regarding the parameters of drug testing. While these decisions have guided us in reaching our final recommendations, we must note that the law in this area continues to evolve.

Based on our review, we believe that the City must take a two-pronged approach to curbing drug abuse in the workplace. With the exception of law enforcement officers, it is important that employees be encouraged to voluntarily seek assistance from city employee assistance programs with regard to drug-related problems before they interfere with job performance. It is equally important that the City adopt and enforce consistent testing and disciplinary guidelines applicable to all employees.

The uniformity with which both of these policies can be applied is less clear. Many of the City's employees are in positions which involve public health and safety as well as law enforcement responsibilities. Because of the risks of drug use by employees in these positions it is appropriate to take more stringent disciplinary action against these employees for unauthorized drug use than may be appropriate against employees in what we would define as non-high hazard positions. We have

attempted to categorize titles based upon the job duties and the risks caused by drug use, and have then made recommendations concerning drug testing, the availability of treatment and counseling programs and appropriate disciplinary action. These recommendations follow and are incorporated into the attached proposed Executive Order.

I. Drug Testing

Our recommendations regarding drug testing are influenced by administrative burden, cost and legal considerations. We treat separately applicants for City employment and incumbent employees, and further refine our recommendations dependent upon the duties of the titles.

A. Applicants:

The current policy is to administer pre-employment drug tests to all applicants for public health and safety positions, which include, e.g., law enforcement officers, firefighters, jobs which require a driver's license and physically demanding jobs. These are basically the positions for which the Department of Personnel (DOP) currently requires a pre-employment medical examination, and the drug test is administered as part of the medical exam. Additionally, as a result of the recent arrests of inspectors employed by the Department of Housing Preservation and Development (HPD), in which the sale and use of drugs were implicated in criminal activity by the inspectors, DOP now requires pre-employment drug screening of all applicants for inspectorial titles and those involving similar duties. The recent events at HPD have made it clear that the list of titles subject to pre-employment drug screening must remain fluid. We therefore recommend that the current practice continue and the list of titles may be amended from time to time as deemed appropriate by the City Personnel Director.

We have determined that it would not be cost-effective to expand the list of titles subject to pre-employment drug screening. The City hires more than 50,000 people each year. The cost of the initial drug screening test is about \$20, which would be administered to all candidates, and the confirmatory test costs \$25. The risks associated with the use of unauthorized drug use on the job by employees in titles other than those currently screened do not outweigh the cost and administrative burden which would be imposed on the hiring process were the City to expand the pool of applicants to be tested.

B. Current Employees:

The clearest issue with respect to current employees is drug testing when the agency has reasonable suspicion to believe that an employee has used unauthorized drugs. Reasonable suspicion may be based, for example, on observation of use or on impaired job performance. We all agreed that, regardless of the type of position held, the City should take immediate action against any employee for whom reasonable suspicion exists. Under such circumstances, unauthorized drug use in the workplace is intolerable. Therefore, we recommend immediate referral for drug testing of any employee whom the agency reasonably suspects of drug use.

Under current case law random drug testing and even scheduled and unscheduled periodic drug testing require a weighing of the incumbent employee's rights and expectations of privacy against the interests to be served, including risks to the public. For example, although the right of the City to administer random drug tests to police officers who have voluntarily been assigned to the Organized Crime Control Bureau, where they would be involved in narcotics enforcement, was recently upheld by the New York State Court of Appeals, the right to randomly test teachers was denied, and is still pending in the courts with respect to Correction Officers, although upheld by the Appellate Division. Accordingly, we recommend that in order to ensure the legality and consistency throughout the City of any proposal to institute random or periodic drug testing of incumbent employees, all such proposals must be submitted to the First Deputy Mayor for approval, before implementation. We have, however, identified a number of City titles for which we believe random drug testing should be instituted at this time. In reviewing the titles, we took into consideration the risk of immediate danger to health and safety posed by drug use by employees in these titles. The list includes several titles for which random drug testing is already required by federal regulation. We will continue to monitor the case law as it evolves, and will recommend such additions to the list as the law permits.

II. Actions to be Taken After Referral for Drug Testing

We had no difficulty in reaching decisions as to the appropriate action to be taken in two instances. First, if an employee refuses to submit to a drug test when ordered to do so, the agency should take all appropriate steps to terminate the employee, absent mitigating circumstances. Second, if the results of a drug test are negative, the agency should remove all references to the test from the employee's records.

As you know, however, we grappled for a long time with the appropriate action to be taken if an employee tests positive for unauthorized drug use. There are several competing interests at play, and a variety of factors to be taken into account. Disciplinary action and treatment are the two means of curbing drug abuse. The City has a strong interest in ensuring that its employees are both law-abiding and as productive as possible. The harshest form of disciplinary action, termination, serves both interests. However, assisting employees to deal with their problems also serves those interests. If the assistance is successful, employee morale may also be bolstered. If it is unsuccessful, productivity is certainly harmed. What may be considered appropriate disciplinary action will always depend upon a variety of factors, including the employee's prior record and the severity of the infraction. With respect to unauthorized drug use, the decision is further complicated by the nature of the employee's job and the risks posed by drug use, and our recommendations are broken down accordingly.

A. Law Enforcement Officers:

We believe that this category of positions, which currently includes police, correction and probation officers, fire marshals and all positions in which employees carry guns, warrants separate treatment for two reasons. First, the risks posed by drug use by someone authorized to carry a gun are extreme. Second, and perhaps of overriding importance, is the policy issue involved in someone charged with enforcing the law violating the law. Accordingly, we recommend that the employing agency must seek termination of any law enforcement officer who tests positive for unauthorized drug use.

B. All Other Titles:

With respect to employees in all other titles (i.e., other than law enforcement officers), we are recommending that upon a positive test result, the agency must commence disciplinary proceedings against the employee, but the agency and the employee may agree to a compromise of the proceedings upon the condition that the employee undergoes and completes a course of counseling or treatment, waives confidentiality and authorizes the treating facility to provide periodic progress reports to the employing agency, agrees to be placed on probation during the course of treatment and for at least six months thereafter, and agrees to periodic drug testing during the probationary period and immediate termination upon a positive test result. If the employee does not agree to these conditions, then the agency must continue the disciplinary proceedings. Depending upon all the circumstances, e.g., the employee's prior record, length of service, cost and disruption to the agency if the employee must be removed from his/her regular duties during the treatment period, the probable length of treatment, etc., it may not be appropriate in all cases for the employing agency to even offer the

compromise of the disciplinary proceedings. Particularly in High Hazard titles, involving public health and safety, agencies should not be required to absorb the cost of removing the employee from his position for an extended period of time during treatment, because of the risks involved.

We did not want to make a hard and fast rule, however, for High Hazard versus non-High Hazard titles, but prefer to allow the agencies to make case-by-case decisions, depending upon their assessment of the risks, their own organizational structures and the circumstances of the specific employees. However, we expect that agencies will be less likely to offer the compromise to employees in High Hazard positions than to employees in non-High Hazard positions.

C. Probationary Employees:

After much deliberation, we are recommending that all probationary employees should be treated the same, and no distinctions should be drawn based on job duties. Accordingly, we recommend that the employing agency should seek termination of any probationary employee who tests positive for unauthorized drug use, except in unusual mitigating circumstances. Since the employing agency will not have much of a prior service record to consider for a probationary employee, and this is the period when an employee is typically on best behavior, we believe that the arguments that the City should take a chance on the employee and absorb the risks which may be associated with offering the employee the opportunity to seek treatment, are not persuasive with respect to probationary employees.

III. Availability of City Employee Assistance Program

As we noted above, curbing drug abuse in the workplace may be accomplished by encouraging employees to take advantage of treatment programs as well as through disciplinary proceedings. It is certainly to the employee's benefit as well as the City's to have employees voluntarily seek assistance before their jobs are placed in jeopardy. Our review of the Employee Assistance Programs administered by City agencies revealed that some programs offered assistance for drug-related problems and others did not.

In considering what the policy should be, we were again primarily influenced by the same factors underlying our recommendations on the appropriate disciplinary action to be taken. In sum, we recommend that City Employee Assistance Programs should not be available to law enforcement officers for drug abuse problems. We believe that is consistent with our

recommendation that, as a policy matter, termination is the only appropriate penalty for unauthorized drug use by those charged with enforcing the law. No similar overriding policy consideration exists for other titles, and therefore we recommend that all other titles may voluntarily seek assistance through City Employee Assistance Programs for drug-related problems. Because of the risks involved, we propose that employees in High Hazard positions agree to certain conditions before they may receive assistance, including waiving confidentiality and agreeing to periodic testing. Finally, the fact that an employee has voluntarily sought assistance will not insulate the employee from disciplinary action that the agency may commence based upon a positive drug test result, the employee's conduct or job performance.

IV. Citywide Drug Task Force

We recommend that the Citywide Drug Task Force have continued responsibilities, not only in assisting the First Deputy Mayor to review periodic drug testing proposals, but also to recommend procedures for the implementation of your Order. For example, the list of drugs for which tests should be administered must be established, the procedures to be followed for drug testing, including which tests we should rely on, what labs should be used, etc., and the categorization of titles should be periodically reviewed and updated.

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All members of the Task Force recognize that our report took longer than any of us expected, in part because we wanted the benefit of the recent court decisions before reaching our final conclusions, but also because the issues were much more difficult than we originally anticipated. The balancing of the many conflicts involved in discipline versus treatment, compounded by the risks to public health and safety, as well as the public cost, complicated each issue we sought to address. We hope that we have done justice to each of the competing interests.



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

November 14, 1989

PERSONNEL ORDER NO. 89/8

TO THE HEADS OF ALL AFFECTED CITY DEPARTMENTS AND AGENCIES:

WHEREAS, it is well-recognized that drug abuse in the workplace has a deleterious effect on public health and safety, the welfare of the employee, on morale and on productivity;

WHEREAS, it is the policy of the City of New York to establish and maintain drug-free workplaces, and to prohibit the unauthorized or unlawful manufacture, distribution, dispensation, possession and use of controlled substances;

WHEREAS, it is in the interest of the City of New York, as an employer, to encourage its employees to voluntarily seek assistance with problems relating to drug use before they interfere with job performance; and

WHEREAS, it is also essential that the City adopt and enforce a consistent hiring, personnel and disciplinary policy throughout its agencies as a means of curbing drug use in the workplace;

NOW, THEREFORE, by the power vested in me as Mayor of the City of New York, it is hereby ordered:

I. Applicants for Employment

A. The City hereby continues its policy of administering pre-employment drug tests to all applicants for positions in titles designated by the City Personnel Director as involving public health and safety, or inspectorial or similar duties (see Appendix I annexed hereto). The City Personnel Director may amend the list of titles subject to pre-employment drug testing as he or she may deem appropriate without limitation to the above categories.

B. The City shall not hire and may disqualify, subject to the provisions of the New York Civil Service Law, any applicant for employment who refuses to submit to a drug test or who tests positive for unauthorized drug use.

II. Current Employees

A. Testing for Unauthorized Drug Use

1. Any employee may be referred for a drug test if the agency has a reasonable suspicion of unauthorized drug use by the employee.

2. Random testing for unauthorized drug use shall be conducted of employees in titles listed on Appendix I

3. No testing of employees for unauthorized drug use beyond that permitted under paragraph II(A)(1) and (2) above shall be conducted without the prior approval of the First Deputy Mayor, in consultation with the City Personnel Director and the Corporation Counsel.

B. Refusal to Submit to a Drug Test

If an employee refuses to submit to a drug test when ordered to do so, the agency, except where mitigating circumstances exist, shall terminate or seek termination of the employee in accordance with any applicable contractual or statutory disciplinary right

C. Actions to be Taken Upon Receipt of Test Results

1. If the test results of an employee are negative, the agency shall destroy all records regarding the test and shall remove all references to the testing from the employee's records.

2. If the test results for unauthorized drug use are positive:

a. For a probationary employee, the agency shall terminate or seek termination of the employee in accordance with any contractual disciplinary rights;

b. For Law Enforcement Officers, i.e., Police, Correction and Probation Officers, Fire Marshals and employees in positions which are authorized to carry guns, the agency shall terminate or seek termination of the employee in accordance with any applicable contractual or statutory disciplinary rights; and

c. For employees in all other titles, the agency shall discipline the employee and may impose any appropriate and authorized penalty, including termination, in accordance with any contractual or statutory disciplinary rights. The agency may agree to a settlement of the disciplinary proceedings in an appropriate case, considering all the relevant circumstances, if

the employee consents: (1) to a course of treatment and counseling for a definite period of time by an Employee Assistance Program or other appropriate facility as recommended by an Employee Assistance Program; (2) to waive any right of confidentiality with respect to treatment and counseling and to authorize the Employee Assistance Program or other facility to report periodically to the agency upon the progress of the employee during the course of treatment and counseling; (3) to be on probation during the course of treatment and counseling and for at least six months thereafter; and (4) to submit to periodic drug testing during the course of the above probationary period, and be subject to immediate termination for a positive test.

In determining whether such a settlement of the disciplinary proceedings is appropriate, the agency shall consider, in addition to all other appropriate factors, the cost and impact on agency operations if the employee is unable to continue to perform his/her full duties during the course of treatment and counseling.

D. Conduct to be Reported

In all instances in which an employee has been observed using, possessing, selling, delivering or distributing illegal substances, or has tested positive for unauthorized drug use, the agency shall report the information to the Department of Investigation.

III. Employee Assistance Programs

A. Any employee except Police, Correction, Probation Officers, Fire Marshals and employees in positions which are authorized to carry guns, may seek counseling or treatment or other assistance for problems related to drug use at a City Employee Assistance Program ("EAP").

B. Any employee serving in a High Hazard title (see Appendix III annexed hereto) who seeks assistance for problems related to drug use by the employee may be offered such assistance by a City EAP on the following conditions: (1) the employee waives confidentiality and authorizes the EAP to inform the employing agency of the employee's request, the course of counseling or treatment recommended, and the employee's progress; (2) the employee agrees to periodic drug testing during the course of treatment and for six months thereafter, and to immediate termination upon a positive test result; and (3) the employee agrees to assignment to a non-High Hazard position during the course of

treatment or counseling, if the agency determines in its sole discretion that such position is available and appropriate, and, if not, the employee agrees to take a leave of absence, chargeable first to any accrued leave balances and compensatory time, and then unpaid for the duration of counseling or treatment. No agency shall authorize a leave of absence or continue the non-High Hazard assignment for more than three months, except, in unusual circumstances, the leave or non-High Hazard assignment may be extended on a month-to-month basis up to a maximum of six months. If the employee is not able, after the expiration of the leave or non-High Hazard assignment, to return to full duty, the agency shall take all appropriate steps to terminate the employee.

- IV. Nothing contained herein shall be deemed to interfere with the employing agency's right to discipline an employee for engaging in conduct or for job performance which would otherwise result in disciplinary action.

This order shall take effect immediately.


Edward I. Koch
M A Y O R

Titles Receiving Pre-employment
Drug Testing

<u>Title Code #</u>	<u>Title</u>
10072	Administrative Park and Recreation Manager
20602	Air Pollution Control Engineering Intern
31315	Air Pollution Inspector
40410	Appraiser (Real Estate)
90748	Apprentice (Construction Laborer)
35001	Apprentice Inspector (Boilers)
35002	Apprentice Inspector (Cement Test)
35003	Apprentice Inspector (Construction)
35004	Apprentice Inspector (Electrical)
35005	Apprentice Inspector (Elevator)
35006	Apprentice Inspector (Heating & Ventilation)
35007	Apprentice Inspector (Highways & Sewers)
35008	Apprentice Inspector (Hoists & Riggings)
35009	Apprentice Inspector (Housing)
20605	Assistant Air Pollution Control Engineer
91105	Assistant Bridge Operator
90794	Assistant Bridge and Tunnel Maintainer
91504	Assistant Captain
90692	Assistant City Highway Repairer
81309	Assistant Gardener
90621	Assistant Media Services Technician
12120	Assistant Purchasing Agent
34210	Assistant Superintendent of Construction
91221	Assistant Train Dispatcher
31642	Associate Inspector (Construction)
81106	Associate Park Service Worker
34192	Associate Quality Assurance Spec. (Foods)
34194	Associate Quality Assurance Spec. (Lumber)
34195	Associate Quality Assurance Spec. (Metals)
34184	Associate Quality Assurance Spec. (Textiles)
71682	Associate Sanitation Enforcement Agent
70502	Associate Special Officer (Aqueduct Patrol)
34620	Associate Water Use Inspector

Code #

Title

92501	Auto Body Worker
92505	Auto Machinist
92510	Auto Mechanic
92511	Auto Mechanic (Diesel)
92508	Automotive Service Worker
31815	Blasting Inspector
90751	Boiler Maker
90752	Boiler Maker's Helper
91110	Bridge Operator
91135	Bridge Operator-in-Charge
91805	Bridge Painter
92310	Bridge Repairer and Riveter
90703	Bridge and Tunnel Maintainer
70710	Bridge and Tunnel Officer
92515	Bus Maintainer - Group A
92516	Bus Maintainer - Group B
91203	Bus Operator
91510	Captain (Ferry Service)
91516	Captain (Sludge Boat)
01188	Chauffeur (N.C.)
06009	Chauffeur-Attendant (Temp.)
05480	Chauffeur-Attendant (Temp.)
91217	Chauffeur Attendant (Exempt)
05168	Chauffeur-Attendant (Temp.)
05234	Chauffeur-Attendant (Temp.)
01194	Chauffeur-Guard (Exempt)
91522	Chief Marine Engineer
91523	Chief Marine Engineer (Diesel)
91526	Chief Mate
90699	City Debris Remover
90702	City Laborer
90642	City Parking Meter Service Worker
90641	City Park Worker
81303	Climber and Pruner

Title
Code #

Title

91900	Collection Supervisor (Revenue)
91761	Communication Electrician's Helper
91762	Communication Electrician
91207	Conductor
90756	Construction Laborer
34217	Construction Manager
33991	Consumers Affairs Inspector
70410	Correction Officer
91611	Crane Operator (AMPES)
91529	Deckhand
32415	Demolition Inspector
30305	Deputy Sheriff
01468	Detective Investigator
91309	District Supervisor (Water and Sewer Systems)
91327	District Supervisor (Watershed Maintenance)
92010	Dockbuilder
91717	Electrician
91719	Electrician (Automobile)
91722	Electrician's Helper
91743	Electronic Equipment Maintainer's Helper
91739	Electronic Equipment Maintainer
90710	Elevator Mechanic
90711	Elevator Mechanic's Helper
80910	Elevator Operator
90971	Environmental Control Technician
51380	Environmental Health Technician
71010	Fire Alarm Dispatcher
70310	Firefighter
31661	Fire Protection Inspector
91533	First Assistant Marine Engineer (Diesel)
81361	Forester
91616	Gasoline Roller Engineer
91632	High Pressure Boiler Operator (Float. Eqpt.)
91650	High Pressure Plant Tender

92406 Highway Repairer
31626 Highways and Sewers Inspector
33315 Hull and Machinery Inspector
52405 Homemaker
52437 Houseparent
31305 Industrial Hygenist
31620 Inspector (Boilers)
31621 Inspector (Cement Test)
31622 Inspector (Construction)
31623 Inspector (Electrical)
31624 Inspector (Elevators)
31625 Inspector (Heating and Ventilation)
31626 Inspector (Highways and Sewers)
31627 Inspector (Hoists and Rigging)
31670 Inspector (Housing)
31690 Inspector (Housing Construction)
31671 Inspector (Low Pressure boilers)
34315 Inspector of Fire Alarm Boxes
93212 Inspector of Steel (Shop) Grade 4
35110 Inspector of Tires
31628 Inspector (Plastering)
31629 Inspector (Plumbing)
31630 Inspector (Steel Construction)
31415 Institutional Inspector
52295 Juvenile Counselor
91538 Launch Operator (Water Pollution)
71205 Lifeguard
91725 Light Maintainer
91726 Light Maintainer's Helper
92610 Machinist
91724 Maintainer's Helper, Group B
91733 Maintainer's Helper, Group C
91901 Maintenance Supervisor (Revenue)
91542 Marine Engineer

55711	Market Aide
90727	Mechanical Maintainer, Group B
90728	Mechanical Maintainer, Group C
90730	Mechanical Maintainer's Helper, Group B
90622	Media Services Technician
91210	Motor Grader Operator
91212	Motor Vehicle Operator
91232	Motor Vehicle Supervisor
81111	Park Supervisor
91830	Painter
32815	Painting Inspector
91631	Pile Driving Engineer
70312	Pilot
33415	Pipe Laying Inspector
71012	Police Communications Technician
70210	Police Officer
70910	Police Officer, N.Y.C. Housing Police Dept.
79612	Police Officer, N.Y.C. Transit Police Dept.
91737	Power Distribution Maintainer
91735	Power Distribution Maintainer's Helper
91738	Power Maintainer, Group B
60619	Program Production Assistant (TV)
51191	Public Health Advisor (Comm. Dis. Control)
31215	Public Health Sanitarian
31211	Public Health Sanitarian Trainee
34171	Quality Assurance Specialist
34170	Quality Assurance Specialist Trainee
34172	Quality Assurance Specialist (Auto. Equip.)
34173	Quality Assurance Specialist (Bldg. Repairs)
34174	Quality Assurance Specialist (Drugs & Chem.)
34175	Quality Assurance Specialist (Equipment)
34176	Quality Assurance Specialist (Foods)
34177	Quality Assurance Specialist (Fuel)
34178	Quality Assurance Specialist (Fuel & Supp.)

34179 Quality Assurance Specialist (Furn. & Supp.)
34180 Quality Assurance Specialist (Lumber)
34181 Quality Assurance Specialist (Metals)
34182 Quality Assurance Specialist (Printing &
Stationary)
34183 Quality Assurance Specialist (Pupil Trans.)
34184 Quality Assurance Specialist (Textiles)
20140 Quality Control Specialist
01786 Rackets Investigator
90410 Radio Operator
90733 Radio Repair Mechanic
12206 Railroad Stock Assistant
80102 Real Property Assistant
80112 Real Property Manager
92050 Revenue Equipment Maintainer
90734 Rigger
90735 Roofer
71685 Sanitation Compliance Agent
70112 Sanitation Worker
70205 School Crossing Guard
92509 Senior Automotive Service Worker
20131 Senior Automotive Specialist
31835 Senior Blasting Inspector
91764 Senior Communication Electrician
90972 Senior Environmental Control Technician
52438 Senior Houseparent
91233 Senior Motor Vehicle Supervisor
90435 Senior Radio Operator
90767 Senior Sewage Treatment Worker
70815 Senior Special Officer
91638 Senior Stationary Engineer
35134 Senior Taxi and Limousine Inspector
35136 Senior Taxi and Limousine Inspector (MV)
33761 Service Inspector (Board of Education)
33765 Service Inspector (DOT)

Title
Code #

Title

09708	Service Inspector (Project Scorecard)
90739	Sewage Treatment Worker
91741	Signal Maintainer
91742	Signal Maintainer's Helper
31119	Special Control Inspector
70810	Special Officer
70501	Special Officer (Aqueduct Patrol)
91644	Stationary Engineer
91645	Stationary Engineer (Electric)
91925	Stationary Engineer (Electric)
91925	Steamfitter
91926	Steamfitter's Helper
92030	Structure Maintainer, Group A
92245	Structure Maintainer, Group B
92345	Structure Maintainer, Group C
92346	Structure Maintainer, Group D
91930	Structure Maintainer, Group E
91845	Structure Maintainer, Group G
90801	Structure Maintainer, Group H
92040	Structure Maintainer Trainee-Group A
92041	Structure Maintainer Trainee-Group B
92042	Structure Maintainer Trainee-Group C
92043	Structure Maintainer Trainee-Group D
92044	Structure Maintainer Trainee-Group E
81350	Supervising Housing Groundskeeper
35238	Supervising Inspector (Mechanical)
35140	Supervising Taxi and Limo. Inspector
35142	Supervising Taxi and Limo. Inspector (MV)
90973	Supervising Environmental Control Technician
92376	Supervisor, Ironwork
90774	Supervisor, Mechanics
91972	Supervisor, Plumber
90775	Supervisor, Roofer
91971	Supervisor, Steamfitter

Title
Code #

Title

91224	Supervisor, Tractor Operator
91642	Supervisor of Diesel Engine Maintenance
92570	Supervisor of Mechanics (Motor Vehicles)
91279	Supervisor of Motor Transport
60820	Supervisor of School Security
35116	Taxi and Limo. Inspector
35117	Taxi and Limo. Inspector (Motor Vehicles)
91745	Telephone Maintainer
91746	Telephone Maintainer's Helper
91940	Thermostat Repairer
91223	Tower Operator
91801	Track Equipment Maintainer
90744	Track Worker
91215	Tractor Operator
31715	Traffic Control Inspector
90910	Traffic Device Maintainer
71651	Traffic Enforcement Agent
91222	Train Dispatcher
91269	Trainmaster
91211	Train Operator
91230	Train Operator Instructor
35115	Transportation Inspector
60421	Urban Park Ranger
90747	Ventilation and Drainage Maintainer
90746	Ventilation and Drainage Maintainer's Helper
81010	Watch Person
34515	Waterfront Construction Inspector
91010	Water Plant Operator
91011	Watershed Maintainer
34615	Water Use Inspector
34601	Water Use Inspector Trainee
92355	Welder
90749	Window Cleaner

Title Code #Title

70396	Administrative Fire Marshall* (Uniformed)
10660	Administrative Sheriff*
91504	Assistant Captain (CG)
70502	Associate Special Officer (Aqueduct Patrol)
31815	Blasting Inspector
91351	Borough Supervisor* (Highway Maintenance)
91110	Bridge Operator
91135	Bridge Operator in-Charge
91510	Captain (Ferry Service) (CG)
91516	Captain (Sludge Boat) (CG)
91522	Chief Marine Engineer (CG)
91523	Chief Marine Engineer (Diesel) (CG)
91526	Chief Mate (CG)
70410	Correction Officer
91611	Crane Operator
91529	Deckhand (CG)
32415	Demolition Inspector
30312	Deputy City Sheriff
01337	District Supervisor* (Highway Maintenance)
71010	Fire Alarm Dispatcher
70310	Firefighter
70392	Fire Marshall* (Uniformed)
91533	First Assistant Marine Engineer (Diesel) (CG)
52405	Homemaker
52437	Houseparent

<u>Title Code #</u>	<u>Title</u>
52295	Juvenile Counselor
91538	Launch Operator (Water Pollution) (CG)
71205	Lifeguard
91542	Marine Engineer (CG)
91543	Marine Engineer (Diesel) (CG)
91501	Mariner (Sludge) (CG)
91556	Mate (Ferry) (CG)
91546	Marine Oiler (Sludge) (CG)
91547	Marine Oiler (Ferry Operations) (CG)
70312	Pilot
71012	Police Communications Technician
70210	Police Officer Series
51810	Probation Officer* (Probation & Correction)
70112	Sanitation Worker*
91569	Second Mate (Sludge) (CG)
31835	Senior Blasting Inspector
52438	Senior Houseparent
70501	Special Officer (Aqueduct Patrol)
92472	Supervisor Highway Repairer*
70393	Supervising Fire Marshall* (uniformed)
06252	Third Mate (CG)
06253	Third Assistant Marine Engineer (CG)
31622	Inspector (Construction)
31623	Inspector (Electrical)
31624	Inspector (Elevator)

~~Minimum City Testing Titles~~
(continued)

<u>Title Code #</u>	<u>Title</u>
31627	Inspector (Hoists & Riggings)
31629	Inspector (Plumbing)
31661	Inspector (Fire Protection)

* Random testing in these titles is restricted to individuals who carry guns.

<u>Title</u> <u>Code #</u>	<u>Title</u>
70502	Associate Special Officer (Aqueduct Patrol)
91206	Basin Machine Operator
31815	Blasting Inspector
90910	Traffic Device Maintainer
91105	Assistant Bridge Operator
91504	Assistant Captain
92403	Assistant Highway Repairer
81106	Associate Park Service Worker
71682	Associate Sanitation Enforcement Agent
90751	Boiler Maker
90752	Boiler Maker's Helper
91110	Bridge Operator
91135	Bridge Operator in Charge
91805	Bridge Painter
92310	Bridge Repairer and Riveter
91510	Captain (Ferry Service)
91516	Captain (Sludge Boat)
01188	Chauffeur
06009	Chauffeur-Attendant
05480	Chauffeur-Attendant
91217	Chauffeur-Attendant
05168	Chauffeur-Attendant
05234	Chauffeur-Attendant
01194	Chauffeur-Guard
91522	Chief Marine Engineer
91523	Chief Marine Engineer (Diesel)
91526	Chief Mate
81303	Climber and Pruner
91611	Crane Operator (AMPES)
30305	Deputy Sheriff
71010	Alarm Dispatcher
70310	Firefighter
70365	Fire Captain
70360	Fire Lieutenant

<u>Title</u> <u>Code #</u>	<u>Title</u>
31661	Fire Protection Inspector
91533	First Assistant Marine Engineer (Diesel)
91616	Gasoline Roller Engineer
91632	High Pressure Boiler Operator (Float Egpt.)
52405	Homemaker
52437	Houseparent
70911	Housing Guard
52295	Juvenile Counselor
91538	Launch Operator (Water Pollution)
71205	Lifeguard
91542	Marine Engineer
91546	Marine Oiler
91547	Marine Oiler (Ferry Operations)
91210	Motor Grader Operator
91212	Motor Vehicle Operator
91631	Pile Driving Engineer
70313	Pilot
71012	Police Communications Technician
90734	Rigger
90735	Roofer
71681	Sanitation Enforcement Agent
70112	Sanitation Worker
70205	School Crossing Guard
91569	Second Mate
52438	Senior Houseparent
90767	Senior Sewage Treatment Worker
70815	Senior Special Officer
91638	Senior Stationary Engineer
90739	Sewage Treatment Worker
70810	Special Officer
70501	Special Officer (Aqueduct Patrol)
91644	Stationary Engineer
91645	Stationary Engineer (Electric)

<u>Title</u> <u>Code #</u>	<u>Title</u>
60819	Supervisor, School Security
60820	Supervisor, School Security
91224	Supervisor, Tractor Operator
91215	Tractor Operator
71651	Traffic Enforcement Agent
60421	Urban Park Ranger
81010	Watch Person
92355	Welder
90749	Window Cleaner
51310	X-ray Technician