



Lisette Camilo
Commissioner

January 27, 2017

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Joe Cavazos
Deputy Commissioner for Municipal and Local Government Services
New York State Department of Civil Service
Empire State Plaza, Agency Building 1
Albany, New York 12239

Dear Mr. Cavazos:

I am pleased to forward to you, on behalf of the DCAS employers, the attached plan in accordance with Section 65(5) of the New York State Civil Service Law, as amended by chapter 567 of the Laws of 2016.

I confirm that the information contained in this plan is accurate to the best of my knowledge, based on a reasonable inquiry by this agency into the facts set forth therein.

We look forward to working with you and your staff toward adopting and implementing the Reduction Plan II (RP2).

Sincerely,

A handwritten signature in black ink, appearing to read "Lisette Camilo". The signature is fluid and cursive, with a large initial "L".

Lisette Camilo

c: Caroline Ahl, Commissioner, New York State Civil Service Commission
Jeanique P. Greene, Commissioner, New York State Civil Service Commission
Lola Brabham, Executive Deputy Commissioner, New York State Civil Service Commission
Anthony E. Shorris, First Deputy Mayor
Zachary W. Carter, Corporation Counsel
Robert W. Linn, Commissioner of Labor Relations
Sherif Soliman, Director, Office of State Legislative Affairs

PROVISIONAL REDUCTION PLAN

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1. INTRODUCTION

This Plan is being submitted pursuant to New York State Civil Service Law Section 65(5).

1.1.0 THE DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES (“DCAS”)

1.1.1. Designation as the Municipal Civil Service Commission for the City of New York

Section 811 of the Charter of the City of New York provides that “The Commissioner [of the New York City Department of Citywide Administrative Services (“DCAS”)] shall be responsible for citywide personnel matters, as set forth in this chapter, and shall have all the powers and duties of a municipal commission provided in the civil service law or in any other statute or local law other than such powers and duties as are by this chapter assigned to the Mayor, the City Civil Service Commission or the heads of the city agencies....”

1.1.2. Entities under the Jurisdiction of DCAS

Pursuant to the City Charter, DCAS administers the civil service system for all New York City agencies, including the offices of elected officials in the City. This system includes certain other agencies, such as the offices of district attorneys, public administrators, and pension systems that have historically been treated as City agencies for civil service purposes.

Additionally, pursuant to either statute or case law, DCAS administers the civil service system for several other entities, which are not agencies or offices of the City of New York. The following entities have opted into this Plan:

- New York City Department of Education
- New York City Transit Authority
- New York City Triborough Bridge and Tunnel Authority
- New York City Housing Authority
- New York City Municipal Water Finance Authority

Throughout this document, references to “the City” indicate all entities under the jurisdiction of DCAS as described in this section.

1.1.3. Promulgation of Rules

Pursuant to Section 20 of the New York State Civil Service Law, DCAS has promulgated Rules with respect to its administration of the Civil Service Law (known as Personnel Rules and Regulations of the City of New York).

1.2.0 CIVIL SERVICE BACKGROUND

Civil service titles fall into one of four jurisdictional classifications: competitive, non-competitive, labor, and exempt. Under the New York State Constitution, competitive titles must be filled by competitive exams, which are used to create lists of eligible candidates for competitive civil service jobs.

The competitive examination process is comprehensive and involves the development of test questions resulting from discussions and interviews with subject matter experts, the administration and scoring of exams, an appeal process for candidates, and the development of a list of qualified candidates ranked in score order.

Often, vacancies arise and must be filled before an exam can be administered to create a civil service list for a particular title. In such cases, Section 65(1) and (2) of the Civil Service Law and Rule 5.5.1 and 5.5.2 of the Personnel Rules and Regulations for the City of New York provide for the appointment of “provisional” employees for a period of up to nine months while a new civil service list is promulgated. As of December 31, 2016, 16,971 provisional employees across the City of New York were serving beyond the nine-month provisional service period. Civil Service Law § 65(3) and Rule 5.5.3 provide that a provisional appointee should be terminated not later than two months after the establishment of an eligible list for the title. As of December 31, 2016, there were 286 provisionals who had not served for nine months but had served more than two months after the establishment of a list for the title.

Many of the individuals who hold provisional appointments perform essential public services, and it has been determined that it would take time for DCAS and its related employers to develop and administer competitive examinations and to make appointments from resultant eligible lists in a manner that ensures the continued quality and effectiveness of governmental operations. Therefore, to ensure the continuity of City operations, New York State Civil Service Law Section 65(5) was enacted in 2008 to enable the City to address this issue within a reasonable period in a manner that ensures that City operations are not disrupted. It required the City to submit a plan to the State Civil Service Commission for approval to reduce the number of provisionals to achieve “substantial compliance” with the time limitations for provisional service set forth in Civil Service Law § 65(2) and (3). “Substantial compliance” is defined in the statute as reducing the number of provisional employees serving beyond those time limitations to 5% of the competitive work force. Civil Service Law Section 65(5) (c-1) was enacted in 2014 to allow a two- year extension, including a new plan to reduce provisionals, to be implemented by November

1, 2016. Civil Service Law Sections 65(5) (c-2) and (c-3) were enacted in November 28, 2016, giving the City of New York another two years to pursue bold and innovative strategies towards provisional reduction.

2. SUMMARY OF ORIGINAL PROVISIONAL REDUCTION PLAN EFFORTS

2.1.0 THE ORIGINAL PLAN: 2008-2014

Background

At the beginning of the Original Plan there were 37,797 provisionals (with a baseline of May 31, 2008). The goal set forth in the legislation required DCAS to decrease the City's count of provisional employees serving beyond the time limitations of Civil Service Law § 65(2) and (3) to 5% of its competitive workforce – 9,832.

Strategy

The Original Plan, which was in effect from October 2008 to October 2014, focused on three key strategies: a) increasing the number of examinations administered, with an emphasis on titles with large numbers of provisionals; (b) broadbanding/consolidating/reclassifying temporary and specific competitive titles; and (c) the transfer of civil service oversight of the New York City Transit Authority (NYCTA) and New York City Triborough Bridge and Tunnel Authority (TBTA) to a separate and distinct civil service commission.

Successes/Challenges

The two main components of the Original Plan (targeted examination and reclassification actions) proved to be highly effective. The titles with the high number of provisionals at the time mainly fell within the clerical and administrative job categories, which also had few comparable titles. When lists were established for these titles, agencies had to rely on civil service lists to replace provisionals and had limited options with respect to provisional movement between titles. Over the course of the Original Plan, DCAS also successfully broadbanded and consolidated 100 titles which resulted in 60 fewer exams that needed to be developed, and the classification of 40 temporary titles as either non-competitive, exempt or competitive class.

The third strategy, the transfer of civil service oversight of NYCTA and TBTA, was denied.

While not all of the components of the Original Plan were equally successful, the City was able to achieve a reduction of approximately 14,500 provisionals bringing the number of provisionals to 22,939 (with a baseline of August 31, 2014) at the time of the Plan Extension.

It is also important to mention that the City experienced a hiring moratorium for approximately one year during the Original Plan. The moratorium, along with the additional exams and lists, contributed to a decreased number of provisionals serving citywide.

2.2.0 PLAN EXTENSION: 2014-2016

Background

As of August 31, 2014, there were 22,939 provisionals, which represented approximately 12% of the City's competitive workforce. In October 2014, the City proposed a Plan Extension that incorporated lessons learned from the Original Plan as a means to effectively reduce provisionals from 2014-2016.

Strategy

DCAS' strategy included two key elements: a) competitive examinations and b) targeted classification actions – both of which yielded positive results in the previous plan. In addition to its ongoing cycle of testing, DCAS set out to administer exams for another 36 titles to address 7,000 provisionals. DCAS also targeted classification actions for 389 titles with fewer than 20 incumbents outside of the competitive class, which would address approximately 1,660 provisionals.

Successes

Competitive Examination:

Of the additional 36 titles we sought to tackle, 34 were administered. The lists resulting from these 34 titles yielded a reduction of 4,294 provisionals by December 31, 2016. The annual testing schedule, coupled with the exams outlined in the Plan Extension resulted in a record high number of examination applications received and lists established by the agency, compared to the combined total for FY'13 and FY'14 (covered by the Original Plan).

List Management:

To ensure the smooth transition of provisional employees, and the expeditious movement of lists, DCAS' Human Capital team implemented several enhancements to the list management process. With respect to the lists for Administrative Staff Analyst and Administrative Manager, large-scale exams administered during this plan, the following improvements were put in place:

- Workforce planning meetings with all affected agencies across the City -- pre-list establishment. These sessions allowed agencies to receive their list of passers, and the status of their provisionals – those who took/passed/failed the exam, their underlying status (if any), and the financial impact of reassigning them to an underlying title. In

addition, the workforce meetings provided a forum in which DCAS was able to offer counseling to address agency-specific concerns.

- Same-day establishment for the promotion lists and publication of the open competitive lists for both titles;
- Shortened the timeframe to resolve/transition provisionals by 50% (four months to two months); and
- Hosted citywide hiring pools in November and December 2016 for the Administrative Staff Analyst open-competitive list to support agencies in appointing employees who were not eligible to take the promotion exam, and to fill vacancies.

As of December 31, 2016, DCAS made over 3,000 appointments in both titles. The number of provisionals in the Administrative Staff Analyst title decreased from 1,910 to 216 and the number of provisional Administrative Managers decreased from 573 to 65.

Automation:

As a means of encouraging current and prospective municipal employees to gain permanent status, we undertook automation projects to improve our customers' experience in the areas of exam application and administration.

Self-scheduling functionality was created in October 2016 to allow candidates to apply for and schedule themselves for the many computer-based exams offered at our Computer-based Testing & Application Centers (CTACs) on a regular basis. It also allows for DCAS to more efficiently administer exams by filling each available seat per session.

Over the course of the extension, we have also implemented additional enhancements to the operating systems at the CTACs. The enhancements, which were completed in December 2016, enable DCAS to administer different types of exam formats at the CTACs, including the use of core questions for titles with similar knowledge, skills and abilities. The introduction of this functionality will increase the number of titles currently tested at the CTACs.

Increased Testing Capacity:

During the Plan Extension DCAS received support to expand seating capability at our existing CTACs in Manhattan and Brooklyn. The expansion of these sites increased our testing capacity from 213 to 378 candidates per session, effective August 2016. The increased seating capacity allows the City to administer more exams at the CTACs. It also allows us to schedule more applicants per testing session, reducing the number of days needed to administer exams.

Collateral Lines of Promotion:

DCAS created, where appropriate, collateral lines of promotion prior to administering the Administrative Staff Analyst and Administrative Manager exams. Both of these exams had not been administered by the City in approximately 10 years. As a result, DCAS and the City were committed to providing additional promotional opportunities for all permanent City employees who qualified. Through this work, an additional nine titles were deemed acceptable to promote to both titles, and 556 additional employees were given the opportunity to take these long-awaited promotional exams. Of the 556 candidates, 44% (245 candidates) have obtained permanent status in these titles to date.

Increased Education and Reporting:

From 2014 – 2016, DCAS developed 10 training programs to better educate the HR community across the City, current/prospective employees and external partners. All courses were designed with the ultimate goal of creating greater accessibility to information about the civil service system, and to careers within the municipal workforce. Examples of training programs developed include, but are not limited to, Navigating Civil Service, Certifications/List Call Guidelines, the Exams Process and Medical Appeals/Reinstatements.

In November 2016, DCAS also launched a Provisional Dashboard. This dashboard provides our City partners with readily accessible data regarding provisional numbers over time, provisionals by tenure, top 10 agencies and top 10 titles with provisionals and increases/decreases over the last quarter, among others. The dashboard is shared with all Agency Personnel Officers and updated monthly.

Challenges

While our efforts to implement a comprehensive plan were successful, we also experienced challenges that limited our overall gains. As of December 31, 2016, the City had 23,296 provisional employees, an increase of approximately 300 employees from the beginning of the Plan Extension. Additionally, the number of provisionals reduced, as a result of exam administration, did not keep pace with the City's growing workforce and hiring demands. From FY'09 to FY'14, the size of the City's workforce averaged 320,750 with an average hiring rate of 6.4%. By FY'16, the size of the City's workforce had grown to 333,648 with a hiring rate of 9.5%. Faced with these challenges, we realized that the demands of operating a large metropolitan city overshadowed the number of citywide appointments made from mandatory eligible lists.

In addition, our plan to reclassify those titles with fewer than 20 incumbents didn't receive the support needed for us to move forward with that proposal.

As we reviewed the factors that contributed to missing our compliance goal, we discovered that DCAS' operational landscape had changed in 2014, and that we reached a point of diminishing returns. In 2008, there were a host of titles with many provisionals serving, which allowed us to easily target titles and exams to support our provisional reduction work. Conversely, when we started the Plan Extension in 2014, we were faced with only a handful of titles with significant

numbers of provisionals, but many titles with smaller numbers. DCAS' staffing shortfalls, paper-driven exams processes and limited capacity to cover the majority of the competitive titles in the City's portfolio directly contributed to higher provisional numbers overall.

Lastly, during the Plan Extension, DCAS was still required to administer exams for titles with no provisionals (e.g. Police Officer, Sanitation Worker, Traffic Enforcement Agent, Special Officer, Correction Officer, etc.), which further stretched our limited resources. A total of 31,000 test takers fell within this category.

3. REDUCTION PLAN II (RP2): 2016 - 2018

Although the provisional count as of December 31, 2016 (23,296) did reverse a trend reflected in previous periods, the Plan Extension did not achieve the results envisioned. As a result, DCAS reflected on its progress, successes and challenges during the Plan Extension. A comprehensive review of the previous strategies employed revealed that the City's longstanding provisional issue could be effectively addressed through innovation, compliance, automation and staff augmentation. While the Original Plan and the Plan Extension both had merits, they also highlighted the need for DCAS to work on multiple fronts consistently to achieve substantial compliance with the provisional reduction mandate. DCAS' Reduction Plan II (RP2) builds upon lessons learned over the past eight years, and has been drafted in the spirit of partnership and collaboration with our agency and labor partners. The two year RP2 was developed in conjunction with our external stakeholders, including the employee unions and City agencies, to ensure that the result is a deliberate collaborative effort.

The strategy to be implemented under the RP2 covers several key areas:

- Examination Administration and Innovation
- Enhanced Compliance Measures
- Automation
- Staff Augmentation

3.1.0 EXAMINATION ADMINISTRATION AND INNOVATION

3.1.1. Increased Competitive Examinations

A consistent and efficient competitive examination process remains a fundamental component of the City's provisional reduction work. DCAS will continue to address titles that have a significant impact on citywide operations and titles that have the greatest number of provisional employees.

Additionally, DCAS will improve its exam scheduling process to minimize exam administration cycle time for multi-part exams, and for exams that are impacted by operations and/or seasonal constraints (e.g. offering the Auto Mechanic exam between the months of October and April problematic because of the winter season – subject matter experts and training facilities for practical exam components are limited).

3.1.2. Qualifying Incumbent Examination

On November 28, 2016, New York State passed A-10445 and S-57944, which amended Civil Service Law Section 65(5). This legislation authorizes DCAS to administer a Qualifying Incumbent Examination (QIE) to provisional employees with specific tenure, qualifications and experience. DCAS has legal authorization to administer QIEs for 193 competitive titles included in the legislation (A copy of the legislation is included in the appendix).

The titles targeted for the QIE are those for which DCAS has not had the capacity to test for in many years, and those for which there are no exams in progress or lists in existence. The list of QIE titles was compiled in collaboration with our labor partners, and a communication strategy to educate client agencies and eligible employees on the QIE process was officially launched in December 2016. The first series of QIEs were administered on January 18, 2017, and DCAS will administer exams using this test format through March of 2018. The administration of the QIEs will assist in the reduction of the City's provisional count and will provide an opportunity for provisional employees who have served satisfactorily for at least two years an opportunity to obtain permanent status.

Attachment A contains DCAS' amended examination schedule for the next two years. A total of 143 titles (of which 69 are QIEs) are included in the FY'17 schedule. To date, 177 titles (of which 116 are QIEs) are slated for FY'18. As the FY'18 schedule is still in draft, we will keep the Commission informed of all additions to the schedule.

3.1.3. Expanded use of Education and Experience Examinations

To better align with testing formats used in the other municipalities and the Federal government, DCAS will reduce its level of reliance on the multiple-choice testing format. While valid, the multiple choice format, especially when administered via paper and pencil is not an efficient testing method. As DCAS seeks to reduce its examination cycle time it will expand the use of Education and Experience (E&E) examinations, which are valid and reliable but have shorter turnaround times from development to list establishment.

Recently, DCAS successfully utilized the E&E testing format for licensed titles such as Occupational Therapist and Physical Therapist. Using this format, the user agency obtained the eligible lists faster and was able to hire and appoint permanent employees to fill its critical positions.

3.2.0 ENHANCED COMPLIANCE MEASURES

Consistent compliance with civil law is critical to DCAS' ability to address the City's provisional headcount. To that end, we have identified several tools we will utilize to keep the City on track as it relates to provisional reduction.

3.2.1. Elimination of agency level title change functionality

In September 2016, DCAS developed and deployed functionality citywide to centralize and maintain oversight of all provisional title changes within the City's personnel system. This functionality helps us to monitor all provisional title changes for appropriateness, and to limit title changes overall across the City. Since the implementation of this functionality, the number of provisional title changes has reduced to 443 from 1,241 processed in the previous quarter, a decrease of 64%. The effectiveness of this functionality will continue to be measured during the RP2.

3.2.2. Use of Consistent and Targeted Citywide Hiring Pools

With the success of the hiring pools held for the Administrative Staff Analyst list, DCAS will use the following criteria in determining where the use of these pools are most appropriate over the next two years:

- Civil service list is open competitive.
- 50 or more provisionals are serving in the title.
- Four or more agencies have provisionals and/or vacancies.
- At least 65% of list eligibles are city employees.

Based on the aforementioned criteria, we estimate hosting 6 hiring pools (targeting 808 current provisionals) in FY'17. Our next hiring pool for the Civil Engineer Intern title will take place in February 2017.

3.2.3. Immediate Establishment of Lists

During the provisional reduction plan, DCAS routinely published eligible lists first for 60 days to give agencies time to review their organization, and establish a plan for appointments and the transition of provisionals. In the interest of expediting the use of lists and reducing the number of provisionals, we have moved toward immediate list establishment for titles with provisionals serving.

3.2.4. Tracking Provisional Hires

DCAS currently manages 801 competitive titles. As a result, having exams and lists readily available that cover all competitive titles presents a challenge. In an effort to track provisionals in those titles where agencies must hire provisionally to meet the operational needs of the City, DCAS has begun to work closely our clients to provide targeted recruitment and to “flag” provisional hires through this process. This will improve the onboarding for provisional hires by:

- Providing information regarding the Civil Service process.
- Doing extensive outreach to ensure we have a qualified pool of candidates with the requisite education and experience to meet the agency’s operational needs.
- Partnering with the agencies to provide candidates with a clear understanding of the job duties and responsibilities
- Conducting onsite interviews and hiring

Through this flagging/tracking initiative, DCAS will provide direct communication to these provisional employees to educate them about the benefits of obtaining permanent status and notify them of upcoming exams for their title.

3.3.0 AUTOMATION

To support our ability to generate exams quickly and to create greater transparency from exam administration to list establishment, we are making significant strides in the area of automation. With the support of City Hall, we are for the first time in DCAS history, working to fully integrate disparate systems that are currently utilized to support the exam application, development, administration and rating processes.

The schedule for the Automation Project contains three phases:

- **Phase 1: Qualifying Incumbent Exam (QIE):**

Completed in December 2016, the QIE testing system is fully automated. The functionality provides for the automated generation of the Notice of Examination and provides candidates with the preliminary scores upon completion of the exam. The system also allows for the electronic appeal of a candidate’s score immediately through the on-line system. The functionality allows for the establishment of civil service lists 3 months post administration.

- **Phase 2:**

A) Online Education and Experience (OLEE) and Education and Experience Test Paper (EETP) Exam System: September 2016 - August 2017

DCAS plans to expand the use of alternate test formats, including Education and Experience format exams. In this phase of the automation project, the online education and experience testing system will be enhanced to improve the customer's experience. An expanded portal for exam applicants will be available for candidate testing information. Additionally, the new testing system will be configurable by the exam development staff, as opposed to the current model which requires programming by our IT partners, which results in an additional 4-6 months of work on the front-end of the exam development. Finally, the new system will allow for more titles to be tested and scored automatically, provide test takers with immediate access to their preliminary scores, eliminate the need for hand-rating of test papers, and shorten the cycle time from exam administration to list establishment. The cycle time for education and experience exams that are automated is expected to be reduced on average by 3 months from administration to list establishment.

B) Notice of Examination (NOE), Job Analysis Questionnaire (JAQ), Exam Tracking, and Dashboards (Assigned to Vendor): February 2017 to August 2017

On a parallel track, during the second phase of this project, other exams-related processes will be automated and streamlined. New capabilities include the replacement of the current paper-based review and tracking of a Notice of Examination (NOE) with an electronic reviewer system. This enhancement will allow for more than one reviewer to edit the draft document at a time, thus reducing the cycle time for NOE development and approval.

Also included in this stage is the enhancement of the job analysis questionnaire administration, again replacing a paper-based system with an electronic, on-line system and improving the experience of our subject matter experts.

Lastly, a dashboard for all exams-related activities will be created. Once operational, the dashboard will support staff in meeting critical milestones and deadlines, and will position us well to track the progress of individual exams and to measure productivity at the examiner-level.

- **Phase 3: Multiple Choice: October 2017 - June 2018**

In this final phase, the computer-based testing system will become mobile/portable. DCAS will have the ability to administer exams anywhere computers are located, thus allowing us to create greater accessibility to the civil service employment opportunities. While we will continue to open more testing centers and expand the seating available at those centers, having portable test content provides DCAS with the flexibility to test out of any location equipped with computers.

During the current reporting period, DCAS is also slated to open two additional CTACs in Queens and Staten Island. The new Queens CTAC will increase our seating capacity by 153 seats,

and our overall testing capacity by almost 150%. This CTAC is currently under construction and is slated to open before the end of Fiscal Year 2017. The new Staten Island CTAC is in the planning phase. A location and a lease have been secured.

3.4.0 STAFF AUGMENTATION

As previously discussed, DCAS' Bureau of Examinations has been understaffed for many years. In December 2016, DCAS received approval for additional part-time and full-time positions to increase DCAS' testing capacity. The additional staff provide DCAS with the needed flexibility to redesign the role of our Test and Measurement Specialists (T&Ms) -- the employees who currently handle all exam-related functions. Once the new positions are filled, T&Ms will focus exclusively on exam development and the creation/maintenance of a robust item bank. Newly hired staff will handle appeals, rating test papers, and all exam-related correspondence.

We are aggressively working through the onboarding process to have all newly funded positions filled by June 2017.

3.4.1 Targeted Outsourcing

DCAS will also review its testing operation and explore outsourcing in the following areas: rating of exam papers, item banking, and developing exams with historically low pass rates, protracted cycle times, and exams with multiple parts.

Our ability to outsource discrete functions that have historically added time to the examinations process, allows us to maintain an aggressive examination schedule that ultimately meets the hiring needs of our client agencies, and to improve service delivery to the City of New York (through reduced cycle times).

3.5.0 ONGOING IMPLEMENTATION OF SUCCESSFUL STRATEGIES

3.5.1 Reclassification/Realignment of the City's Title Structure

To best align the City's title structure with the operational needs of our client agencies, DCAS will continue to submit reclassification proposals to the Commission during the RP2. To improve the development of the proposals going forward, DCAS will engage in the following:

- Work with labor partners to explore the deletion of titles that have become obsolete, duplicative or vacant over time. This project will be undertaken and completed during the first year of the RP2.

- Collaborate with the Commission prior to the submission of proposals to ascertain clarity on similar titles used by the State and proposals reviewed for other municipalities.
- Seek to expeditiously reclassify competitive titles used in the City of New York that are classified as non-competitive in the State and other municipalities.

The direct support and guidance of the Commission is requested in helping DCAS align its structure through the appropriate reclassification of titles.

3.5.2 Collateral Lines of Promotion and Selective Certification

DCAS will build upon the success experienced with the Administrative Staff Analyst and Administrative Manager exams (556 test takers of which 44% now have permanent status) to create collateral lines of promotion, where appropriate. To inform this work, we will canvass agencies and labor partners prior to the opening of filing periods for promotion exams on the FY'17 and FY'18 calendars.

DCAS will also create a training program focused on the selective certification process. The training will serve as a tool for agencies as they evaluate unique skills (some of which are agency-specific) they believe are not directly captured in an exam. More importantly providing agencies with information about the selective certification will foster more consistent use of lists to transition provisionals and fill vacancies.

3.5.3 Workforce Planning Sessions

DCAS will continue to conduct workforce planning sessions with agencies prior to establishing lists for large-scale exams that have a significant impact on City operations.

4. **CONCLUSION**

Over the last eight years, DCAS has instituted several strategies to address the City's longstanding provisional issue. The recent approval of an additional two years and the authorization to administer a unique testing tool, the QIE, allows DCAS to work on multiple fronts to address a complex issue for the City of New York. With the implementation of the strategies outlined, we project a baseline reduction of 15% to the City's provisional count over the course of RP2. The reduction goal established for the previous plan failed to take into account external factors that contribute to the number of provisionals serving in the City. The strategies outlined in RP2 are an outgrowth of the lessons learned since 2008. To that end, our baseline goal was developed with the following assumptions and considerations:

- A constant hiring rate for the City of New York for the duration of RP2;
- DCAS' administration of exams for titles with fewer provisionals serving that may yield fewer permanent appointments because exams with larger impacts were administered during the reporting periods for the Original Plan and the Plan Extension;
- DCAS' administration of exams for titles with no provisionals serving to ensure public safety [e.g. Police Officer, Sergeant (NYPD), Lieutenant (NYPD), Correction Officer and Firefighter] during RP2 – each of these exams target thousands of test takers; and
- With the addition of new Examinations staff, that will require in-depth training, it will take time before the Bureau operates at maximum capacity.

We consider the baseline as our “floor,” and certainly not the ultimate goal with respect to provisional reduction. The Commission’s continued guidance and support over the next two years, as we build upon lessons learned and strive to implement new strategies is critical to our success. To ensure that DCAS and the Commission remain aligned, we propose monthly conference calls/check-ins with our teams and the submission of monthly updates (containing real-time data) to the Commission.

We thank you in advance for your review and approval of our RP2.

FY 2017 EXAMINATION SCHEDULE

Title	Exam No	Title Code No	Filing Start Date	Filing End Date	Tentative Test Date/Testing Period	Test Type
Activity Therapist (NYC Health+Hospitals)	7021	004780	2/1/2017	2/21/2017	2/1/17-2/21/17	EE
Actuarial Specialist	7250	40731	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Administrative Community Relations Specialist	7011	10022	11/2/2016	11/22/2016	11/2/16-11/22/16	EE (O)
Administrative Deputy Register	7220	82988	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Administrative Director Of Marine Maintenance	7200	83007	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Administrative Director of Social Services	7035	10056	12/7/2016	12/27/2016	12/7/16-12/27/16	EE (O)
Administrative Director of Social Services (Prom)	7535	10056	12/7/2016	12/27/2016	12/7/16-12/27/16	EE (O)
Administrative Engineer	7012	10015	11/1/2016	11/30/2016	11/1/16-11/30/16	EE (O)
Administrative Engineer (Prom)	7516	10015	11/1/2016	11/30/2016	11/1/16-11/30/16	EE(O), EL
Administrative Procurement Analyst	7041	82976	5/3/2017	5/23/2017	5/3/17-5/23/17	EE
Administrative Procurement Analyst (Prom)	7541	82976	5/3/2017	5/23/2017	5/3/17-5/23/17	EE, EL
Administrative Revenue Manager (TA)	7251	10036	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Administrative Safety Officer (TA)	7252	35505	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Administrative Sanitation Enforcement Agent	7201	82982	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Administrative Storekeeper	7260	10038	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Administrative Superintendent Of Highway Operations	7261	10039	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Administrative Taxi And Limousine Inspector	7240	10079	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Area Supervisor (Highway Maintenance)	7542	91352	3/1/2017	3/21/2017	6/10/2017	MC, PS
Assistant City Assessor	7024	40201	4/5/2017	4/25/2017	4/5/17-4/25/17	EE (O)
Assistant Printing Press Operator	7262	92122	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Assistant Transit Management Analyst (Operations)	7202	13130	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Associate Inspector (Housing) (Prom)	7526	31675	2/1/2017	2/21/2017	5/20/2017	MC, PS
Associate Operations Communications Specialist	7221	20272	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Associate Parking Control Specialist	7241	41122	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Associate Public Records Officer	7263	60217	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Associate Railroad Signal Specialist	7264	91755	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Associate Supervisor of School Security (Prom)	7528	60821	3/1/2017	3/21/2017	6/14/2017	MC, PS
Bio Medical Equipment Technician	7204	21562	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Bookbinder	7242	92105	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Bridge And Tunnel Supervisor	7265	91349	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Captain (Correction) (Prom)	7529	70467	3/1/2017	3/21/2017	6/10/2017	MC, PS

FY 2017 EXAMINATION SCHEDULE

Title	Exam No	Title Code No	Filing Start Date	Filing End Date	Tentative Test Date/Testing Period	Test Type
Captain (Police) (Prom)	7544	70265	5/3/2017	5/23/2017	10/18/2017	MC, PS
Captain (Sludge Boat)	7253	91516	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Caseworker (NYC Health+Hospitals)	7017	523040	1/4/2017	1/24/2017	5/13/2017	MC
Chemical Engineer	7039	20515	1/4/2017	1/31/2017	1/4/17-1/31/17	EE (O)
Chemical Engineer (Prom)	7539	20515	1/4/2017	1/31/2017	1/4/17-1/31/17	EE
Chief Marine Engineer (Diesel)	7243	91523	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Chief Of Housing Community Activities	7222	60580	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Child Protective Specialist	7300	52366	6/27/2016	9/30/2016	7/1/17-9/30/17	MC
Child Protective Specialist	7308	52366	12/27/2016	3/31/2017	1/3/17-3/31/17	MC
City Tax Auditor	7030	40523	6/7/2017	6/27/2017	6/7/17-6/27/17	EE (O)
Civil Engineer	7039	20215	1/4/2017	1/31/2017	1/4/17-1/31/17	EE (O)
Civil Engineer (Prom)	7539	20215	1/4/2017	1/31/2017	1/4/17-1/31/17	EE
Compositor (JOB)	7223	92110	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Computer Associate (Software)	7002	13631	9/7/2016	9/27/2016	9/7/16-9/27/16	EE
Computer Associate (Software) (Prom)	7507	13631	9/7/2016	9/27/2016	9/7/16-9/27/17	EE, EL
Computer Associate (Technical Support)	7003	13611	9/7/2016	9/27/2016	9/7/16-9/27/16	EE
Computer Associate (Technical Support) (Prom)	7508	13611	9/7/2016	9/27/2016	9/7/16-9/27/16	EE, EL
Computer Programmer Analyst	7004	13651	9/7/2016	9/27/2016	9/7/16-9/27/16	EE
Computer Programmer Analyst (Prom)	7509	13651	9/7/2016	9/27/2016	9/7/16-9/27/16	EE, EL
Computer Specialist (Software)	7005	13632	9/7/2016	9/27/2016	9/7/16-9/27/16	EE
Computer Specialist (Software) (Prom)	7510	13632	9/7/2016	9/27/2016	9/7/16-9/27/16	EE, EL
Correction Officer	7320	70410	9/26/2016	10/31/2016	10/1/16-10/31/16	MC
Correction Officer	7320	70410	10/27/2016	11/31/16	11/1/16-11/30/16	MC
Correction Officer	7322	70410	1/27/2017	2/28/2017	2/1/17-2/28/17	MC
Correction Officer	7324	70410	3/27/2017	4/29/2017	4/1/17-4/29/17	MC
Correction Officer	7327	70410	5/26/2017	6/30/2017	6/1/17-6/30/17	MC
Correction Officer Trainee	7018	70401	Postponed	Postponed	Postponed	MC
Crime Analyst	7025	TBD	5/3/2017	5/23/2017	5/3/17-5/23/17	EE
Customer Information Representative	7042	60888	6/7/2017	6/27/2017	9/30/2017	EE (O), MC
Deputy Chief (Fire) (Prom)	7527	70382	2/1/2017	2/21/2017	6/10/2017	MC, EL
Deputy City Sheriff	7006	30312	9/7/2016	9/27/2016	1/7/2017	MC

FY 2017 EXAMINATION SCHEDULE

Title	Exam No	Title Code No	Filing Start Date	Filing End Date	Tentative Test Date/Testing Period	Test Type
Director (Television)	7224	60666	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Director Of Technical Services (Air Pollution Control)	7205	10089	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Electrical Engineer	7040	20315	1/4/2017	1/31/2017	1/4/17-1/31/17	EE (O)
Electrical Engineer (Prom)	7540	20315	1/4/2017	1/31/2017	1/4/17-1/31/17	EE
Elevator Mechanic	7013	90710	11/2/2016	11/22/2016	3/15/2017	MC, QEE
Elevator Mechanic (Prom)	7517	90710	11/2/2016	11/22/2016	3/15/2017	MC, PS
Emergency Medical Specialist - EMT	7000	53053	7/6/2016	7/26/2016	7/6/16-7/26/16	EE
Emergency Medical Specialist - EMT	7031	53053	9/7/2016	9/27/2016	9/7/16-9/27/16	EE
Emergency Medical Specialist - Paramedic	7007	53054	Postponed	Postponed	Postponed	EE
Emergency Medical Specialist - Paramedic (Prom)	7500	53054	7/6/2016	7/26/2016	7/6/16-7/26/16	EE, EL
Emergency Medical Specialist Trainee (fall16 filing)	7014	53052	Postponed	Postponed	Postponed	EE
Environmental Engineer	7036	20618	1/4/2017	1/31/2017	1/4/17-1/31/17	EE (O)
Environmental Engineer (Prom)	7536	20618	1/4/2017	1/31/2017	1/4/17-1/31/17	EE
Environmental Health Technician	7206	51380	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Environmental Police Officer	7301	70811	6/27/2016	12/31/2016	7/1/16-12/31/16	MC
Environmental Police Officer	7310	70811	12/27/2016	6/30/2017	1/3/17-6/30/17	MC
Executive Secretary (TBTA)	7254	10235	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Exterminator	7047	90510	5/1/2017	5/31/2017	5/1/17-5/31/17	EE (O)
Film Manager	7207	90313	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Fire Protection Inspector	7023	31661	3/1/2017	3/21/2017	6/3/2017	QMC, EE
Firefighter	7001	70310	4/5/2017	4/25/2017	9/4/2017	MC, QPH
Firefighter (Prom)	7501	70310	8/3/2016	8/23/2016	12/12/16-12/14/16	MC, EL, QPH
Fitness Instructor	7266	51225	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Furniture Maintainer	7208	92705	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
Hearing Examiner (Housing Authority)	7230	13353	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Highway Repairer	7231	92406	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Horseshoer	7232	92320	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Inspector (Elevators)	7015	31624	11/2/2016	11/22/2016	2/15/2017	MC, QEE
Insurance Adviser (Health)	7233	40236	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Interpreter, Chinese (Cantonese, Mandarin, Taiwanese-Facilit	7234	31017	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Lieutenant (Police) (Prom)	7532	70260	3/1/2017	3/21/2017	July/August 2017	MC, PS

FY 2017 EXAMINATION SCHEDULE

Title	Exam No	Title Code No	Filing Start Date	Filing End Date	Tentative Test Date/Testing Period	Test Type
Marine Engineer (DOT - Ferry) (Prom)	7504	91542	8/3/2016	6/30/2017	8/3/16-6/30/17	EE, EL
Marine Engineer (Uniformed - Fire) (Prom)	7505	70316	8/3/2016	6/30/2017	8/3/16-6/30/17	EE, EL
Marine Oiler	7244	91546	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Mate (DEP)	7016	91580	Postponed	Postponed	Postponed	EE
Mate (DEP) (Prom)	7518	91580	Postponed	Postponed	Postponed	EE, EL
Mechanical Engineer	7038	20415	1/4/2017	1/31/2017	1/4/17-1/31/17	EE (O)
Mechanical Engineer (Prom)	7538	20415	1/4/2017	1/31/2017	1/4/17-1/31/17	EE
Nutrition Consultant	7267	50415	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Occupational Therapist (DOE)	7008	51221	10/3/2016	10/31/2016	10/3/16-10/31/16	EE (O)
Paralegal Aide	7046	30080	6/7/2017	6/27/2017	6/7/17-6/27/17	EE (O)
Parking Control Specialist	7245	41120	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Physical Therapist (DOE)	7009	51222	10/3/2016	10/31/2016	10/3/16-10/31/16	EE (O)
Physician's Assistant	7210	52700	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Physicist	7225	22015	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Police Communications Technician	7321	71012	10/27/2016	12/31/2016	11/1/16-12/31/16	MC
Police Communications Technician	7325	71012	2/24/2017	4/30/2017	3/1/17-4/30/17	MC
Police Officer	7323	70210	12/27/2016	1/31/2017	1/3/17-1/31/17	MC
Police Officer (Prom)	7502	70210	8/13/2016	8/13/2016	8/13/2016	MC, EL
Police Officer (Prom)	7503	70210	2/11/2017	2/11/2017	2/11/2017	MC, EL
Principal Appraiser (Real Estate)	7226	40425	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Principal Nutrition Consultant	7255	50416	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Procurement Analyst	7019	12158	1/4/2017	1/24/2017	1/4/14-1/24/17	EE
Public Health Nurse (School Health)	7020	51022	1/4/2017	1/31/2017	1/4/17-1/31/17	EE (O)
Puppeteer	7235	60414	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Radio Repair Mechanic	7010	90733	10/5/2016	10/25/2016	2/4/2017	MC, QEE
Real Property Manager	7211	80112	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Recreation Director	7246	60430	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Repair Crew Chief (HDA)	7247	90573	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Safety Specialist	7212	31310	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
School Computer Technology Specialist	7045	TBD	4/5/2017	4/25/2017	4/5/17-4/25/17	EE (O)
School Equipment Maintainer	7236	90737	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE

FY 2017 EXAMINATION SCHEDULE

Title	Exam No	Title Code No	Filing Start Date	Filing End Date	Tentative Test Date/Testing Period	Test Type
School Safety Agent	7302	60817	6/27/2016	8/31/2016	7/1/16-8/31/16	MC
School Safety Agent	7304	60817	8/26/2016	10/31/2016	9/1/16-10/31/16	MC
School Safety Agent	7306	60817	10/27/2016	12/31/2016	11/1/16-12/31/16	MC
School Safety Agent	7309	60817	12/27/2016	2/29/2017	1/3/17-2/29/17	MC
School Safety Agent	7312	60817	2/24/2017	4/30/2017	3/1/17-4/30/17	MC
School Safety Agent	7314	60817	4/26/2017	6/30/2017	5/1/17-6/30/17	MC
Scientist (Water Ecology) Trainee	7213	21537	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Senior Estimator (Mechanical)	7248	20128	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Senior Intergroup Relations Officer	7214	55015	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Senior Office Appliance Maintainer	7219	90836	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Senior Title Examiner	7216	30810	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Sewage Treatment Worker	7330	90739	TBD	TBD	TBD	MC
Special Officer	7316	70810	8/26/2016	11/30/2016	9/1/2016-11/30/2016	MC
Special Officer	7318	70810	1/27/2017	4/29/2017	2/1/2017-4/29/2017	MC
Special Officer (NYC Health+Hospitals)	7317	708100	8/26/2016	11/30/2016	9/1/2016-11/30/2016	MC
Special Officer (NYC Health+Hospitals)	7319	708100	1/27/2017	4/29/2017	2/1/2017-4/29/2017	MC
Stationary Engineer	7026	91644	5/3/2017	5/31/2017	5/3/17-5/31/17	EE (O)
Stationary Engineer (CUNY)	7027	04915	5/3/2017	5/31/2017	5/3/17-5/31/17	EE (O)
Stationary Engineer (NYC Health+Hospitals)	7028	916440	5/3/2017	5/31/2017	5/3/17-5/31/17	EE (O)
Stationary Engineer (Prom)	7531	91644	5/3/2017	5/31/2017	5/3/17-5/31/17	EE (O), PS
Statistician	7029	40610	5/3/2017	5/23/2017	5/3/17-5/23/17	EE
Steam Fitter	7032	91925	10/5/2016	10/25/2016	1/25/2017	MC
Steam Fitter (CUNY)	7034	91925	10/5/2016	10/25/2016	1/25/2017	MC
Steam Fitter (NYC Health+Hospitals)	7033	919250	10/5/2016	10/25/2016	1/25/2017	MC
Steam Fitter (NYC Health+Hospitals) (Prom)	7514	919250	10/5/2016	10/25/2016	1/25/2017	MC, PS
Steam Fitter (Prom)	7512	91925	10/5/2016	10/25/2016	1/25/2017	MC, PS
Stenographic Specialist	7227	10217	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Superintendent Of Laundries	7215	80880	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Superintendent Of Water And Sewer Systems	7256	10081	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Supervising Demolition Inspector	7237	32455	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Supervising Emergency Medical Service Specialist (Prom)	7523	53055	12/7/2016	12/27/2016	4/1/2017	MC, PS

FY 2017 EXAMINATION SCHEDULE

Title	Exam No	Title Code No	Filing Start Date	Filing End Date	Tentative Test Date/Testing Period	Test Type
Supervising Fire Alarm Dispatcher (Prom)	7524	71060	12/7/2016	12/27/2016	3/25/2017	MC, PS
Supervising Therapist	7217	51241	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Supervisor (Exterminators)	7257	90535	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Supervisor (Water and Sewer Systems) (Prom)	7525	91308	1/4/2017	1/24/2017	3/25/2017	MC, PS
Supervisor (Watershed Maintenance) (Prom)	7506	91314	9/7/2016	9/27/2016	9/7/16-9/27/16	EE, PS
Supervisor Electrician (CUNY) (Prom)	7534	91769	10/5/2016	10/25/2016	2/1/2017	MC, PS
Supervisor Electrician (NYC Health+Hospitals) (Prom)	7533	917690	10/5/2016	10/25/2016	2/1/2017	MC, PS
Supervisor Electrician (Prom)	7515	91769	10/5/2016	10/25/2016	2/1/2017	MC, PS
Supervisor Highway Repairer (Prom)	7543	92472	2/1/2017	2/21/2017	5/20/2017	MC
Supervisor Of Elevator Maintenance (Housing Authority)	7238	10076	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Supervisor Of Office Machine Operations	7268	11704	6/1/2017	6/14/2017	6/1/17-6/14/17	QIE
Supervisor Of Radio And Television Operators	7249	90436	4/5/2017	4/18/2017	4/5/17-4/18/17	QIE
Supervisor Of Radio Repair Operations	7218	90760	2/8/2017	2/21/2017	2/8/17-2/21/17	QIE
Supervisor of School Security (Prom)	7530	60820	3/1/2017	3/21/2017	6/24/2017	MC, PS
Supervisor Steam Fitter (NYC Health+Hospitals) (Prom)	7521	919710	Postponed	Postponed	Postponed	MC, PS
Tax Map Cartographer	7239	21006	3/15/2017	3/28/2017	3/15/17-3/28/17	QIE
Telephone Service Technician	7258	92590	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE
Title Examiner	7228	30805	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Traffic Enforcement Agent	7303	71651	6/27/2016	8/31/2016	7/1/16-8/31/16	MC
Traffic Enforcement Agent	7305	71651	8/26/2016	10/31/2016	9/1/16-10/31/16	MC
Traffic Enforcement Agent	7307	71651	10/27/2016	12/31/2016	11/1/16-12/31/16	MC
Traffic Enforcement Agent	7311	71651	12/27/2016	2/29/2017	1/3/17-2/29/17	MC
Traffic Enforcement Agent	7313	71651	2/24/2017	4/30/2017	3/1/17-4/30/17	MC
Traffic Enforcement Agent	7315	71651	4/26/2017	6/30/2017	5/1/17-6/30/17	MC
Urban Archeologist	7229	92248	3/1/2017	3/14/2017	3/1/17-3/14/17	QIE
Urban Park Ranger	7043	60421	3/1/2017	3/21/2017	6/17/2017	MC
Warden (Correction) (Prom)	7522	70488	11/2/2016	11/22/2016	3/4/2017	MC, PS
Watchperson	7209	81010	1/18/2017	1/31/2017	1/18/17-1/31/17	QIE
X-Ray Technician	7259	51310	5/3/2017	5/16/2017	5/3/17-5/16/17	QIE

FY18 TENTATIVE EXAM SCHEDULE

Title Code	Title	Exam Type
10001	ADMINISTRATIVE ACCOUNTANT	QIE
10003	ADMINISTRATIVE GRAPHIC ARTIST	QIE
10004	ADMINISTRATIVE ARCHITECT	QIE
10005	ADMINISTRATIVE ASSESSOR	QIE
10007	ADMINISTRATIVE BOROUGH SUPERINTENDENT	QIE
10009	ADMINISTRATIVE BUSINESS PROMOTION COORDINATOR	QIE
10010	ADMINISTRATIVE MANAGEMENT AUDITOR	QIE
10016	ADMINISTRATIVE DIRECTOR OF RESIDENTIAL CHILD CARE	QIE
10018	ADMINISTRATIVE HOUSING MANAGER	QIE
10019	ADMINISTRATIVE HOUSING SUPERINTENDENT	QIE
10023	ADMINISTRATIVE LANDSCAPE ARCHITECT	QIE
10024	ADMINISTRATIVE FIRE PROTECTION INSPECTOR	QIE
10031	ADMINISTRATIVE EDUCATION ANALYST	QIE
10032	ADMINISTRATIVE PUBLIC HEALTH NURSE	QIE
10033	ADMINISTRATIVE PUBLIC INFORMATION SPECIALIST	QIE
10034	ADMINISTRATIVE LANDMARKS PRESERVATIONIST	QIE
10035	ADMINISTRATIVE SUPERVISOR OF BUILDING MAINTENANCE	QIE
10037	ADMINISTRATIVE SPACE ANALYST	QIE
10041	ADMINISTRATIVE PUBLIC RECORDS OFFICER	QIE
10044	ADMINISTRATIVE CLAIM EXAMINER	QIE
10047	ADMINISTRATIVE REAL PROPERTY MANAGER	QIE
10049	ADMINISTRATIVE TAX AUDITOR	QIE
10050	COMPUTER SYSTEMS MANAGER	QIE
10053	ADMINISTRATIVE CITY PLANNER	QIE
10055	ADMINISTRATIVE DIRECTOR OF LABORATORY (WATER QUALITY)	QIE
10061	ADMINISTRATIVE TRANSPORTATION COORDINATOR	QIE
10062	ADMINISTRATIVE EDUCATION OFFICER	QIE
10065	ADMINISTRATIVE SCHOOL FOOD SERVICE MANAGER	QIE
10071	ADMINISTRATIVE HORTICULTURIST	QIE
10073	ADMINISTRATIVE INSPECTOR (BUILDINGS)	QIE
10074	COMPUTER OPERATIONS MANAGER	QIE
10078	ADMINISTRATIVE INSPECTOR (HOUSING)	QIE
10080	ADMINISTRATIVE QUALITY ASSURANCE SPECIALIST	QIE
10084	ADMINISTRATIVE PROGRAM OFFICER (DEPT. FOR THE AGING)	QIE
10095	ADMINISTRATIVE CONTRACT SPECIALIST	QIE
10096	ADMINISTRATIVE PRINTING SERVICES MANAGER	QIE
10248	ADMINISTRATIVE JOB OPPORTUNITY SPECIALIST (NON-MANAGERIAL)	QIE
12750	EDUCATION ANALYST TRAINEE	QIE
13117	ASSISTANT TRANSIT MANAGEMENT ANALYST	QIE
13120	ASSOCIATE TRANSIT MANAGEMENT ANALYST	QIE
13121	PRINCIPAL TRANSIT MANAGEMENT ANALYST	QIE
13133	PRINCIPAL TRANSIT MANAGEMENT ANALYST (OPERATIONS)	QIE
13134	ASSOCIATE TRANSIT MANAGEMENT ANALYST (OPERATIONS)	QIE
13368	LABOR RELATIONS ANALYST	QIE
13369	ASSOCIATE LABOR RELATIONS ANALYST	QIE
13621	COMPUTER ASSOCIATE (OPERATIONS)	QIE

FY18 TENTATIVE EXAM SCHEDULE

13622	COMPUTER SPECIALIST (OPERATIONS)	QIE
13643	CERTIFIED IT DEVELOPER (APPLICATIONS)	QIE
13644	CERTIFIED IT ADMINISTRATOR (DATABASE)	QIE
20126	SENIOR ESTIMATOR (ELECTRICAL)	QIE
20127	SENIOR ESTIMATOR (GENERAL CONSTRUCTION)	QIE
20140	QUALITY CONTROL SPECIALIST	QIE
20141	SENIOR QUALITY CONTROL SPECIALIST	QIE
20271	OPERATIONS COMMUNICATIONS SPECIALIST	QIE
20821	TRANSIT RAILCAR TECHNOLOGY SPECIALIST	QIE
21310	ASSISTANT LANDSCAPE ARCHITECT	QIE
21315	LANDSCAPE ARCHITECT	QIE
21516	SCIENTIST (RADIATION CONTROL)	QIE
21915	GEOLOGIST	QIE
22092	ASSISTANT URBAN DESIGNER	QIE
22124	ASSOCIATE URBAN DESIGNER	QIE
22305	ASSISTANT HIGHWAY TRANSPORTATION SPECIALIST	QIE
22405	ASSISTANT PLAN EXAMINER (BUILDINGS)	QIE
22506	HOUSING DEVELOPMENT SPECIALIST TRAINEE	QIE
30820	PRINCIPAL TITLE EXAMINER	QIE
31013	INTERPRETER (SPANISH)	QIE
31305	INDUSTRIAL HYGIENIST	QIE
31312	ASBESTOS HAZARD INVESTIGATOR	QIE
31315	AIR POLLUTION INSPECTOR	QIE
31316	ASSOCIATE AIR POLLUTION INSPECTOR	QIE
31840	SUPERVISING BLASTING INSPECTOR	QIE
33761	SERVICE INSPECTOR (BOARD OF EDUCATION)	QIE
33996	ASSOCIATE INSPECTOR (CONSUMER AFFAIRS)	QIE
34205	SUPERVISOR OF ELECTRICAL INSTALLATIONS AND MAINTENANCE	QIE
34221	SUPERVISOR OF MECHANICAL INSTALLATIONS AND MAINTENANCE	QIE
35500	SYSTEM SAFETY SPECIALIST TRAINEE (TRANSIT AUTHORITY)	QIE
35503	SYSTEM SAFETY SPECIALIST (TRANSIT AUTHORITY)	QIE
40201	ASSISTANT CITY ASSESSOR	QIE
40410	APPRAISER (REAL ESTATE)	QIE
40510	ACCOUNTANT	QIE
40563	CONTRACT REVIEWER (OFFICE OF LABOR SERVICES)	QIE
50410	NUTRITIONIST	QIE
50811	MEDICAL RECORD LIBRARIAN	QIE
51001	SPECIAL CONSULTANT (MENTAL HEALTH STANDARDS AND SERVICES)	QIE
51214	COUNSELOR (ADDICTION TREATMENT)	QIE
51454	PROGRAM OFFICER (DEPARTMENT FOR THE AGING)	QIE
51611	CONSULTANT (EARLY CHILDHOOD EDUCATION)	QIE
51613	CONSULTANT (PUBLIC HEALTH SOCIAL WORK)	QIE
54910	COMMISSARY MANAGER	QIE
55038	ASSOCIATE HUMAN RIGHTS SPECIALIST	QIE
60216	PUBLIC RECORDS OFFICER	QIE
60331	SENIOR INSTITUTIONAL TRADES INSTRUCTOR (TAILORING)	QIE
60440	RECREATION SUPERVISOR	QIE

FY18 TENTATIVE EXAM SCHEDULE

60865	TRANSIT CUSTOMER SERVICE SPECIALIST	QIE
82980	ADMINISTRATIVE PSYCHOLOGIST	QIE
82984	TELECOMMUNICATIONS MANAGER	QIE
82985	ADMINISTRATIVE ACTUARY	QIE
82986	ADMINISTRATIVE RETIREMENT BENEFITS SPECIALIST	QIE
82987	MANAGER OF RADIO REPAIR OPERATIONS	QIE
82989	ADMINISTRATIVE PUBLIC HEALTH SANITARIAN	QIE
82991	ADMINISTRATIVE CONSTRUCTION PROJECT MANAGER	QIE
82994	ADMINISTRATIVE LABOR RELATIONS ANALYST	QIE
82998	ADMINISTRATIVE SUPERINTENDENT OF BRIDGE OPERATIONS	QIE
83006	ADMINISTRATIVE HOUSING DEVELOPMENT SPECIALIST	QIE
83008	ADMINISTRATIVE PROJECT MANAGER	QIE
90202	POLICE ATTENDANT	QIE
90411	RADIO AND TELEVISION OPERATOR	QIE
90635	SENIOR PHOTOGRAPHER	QIE
91001	INSTRUMENTATION SPECIALIST	QIE
91279	SUPERVISOR OF MOTOR TRANSPORT	QIE
91310	SUPERVISOR	QIE
91355	FIRST ASSISTANT MARINE ENGINEER (DIESEL)	QIE
91697	AREA MANAGER OF SCHOOL MAINTENANCE	QIE
91756	ASSOCIATE RAILROAD SIGNAL SPECIALIST (OPERATIONS)	QIE
91926	STEAM FITTER'S HELPER	QIE
91971	SUPERVISOR STEAM FITTER	QIE
31305	Industrial Hygienist	EE
31670	Inspector (Housing)	MC, QEE
52040	Forensic Mortuary Tech	EE
91873	Supervisor Painter (Pro)	MC
92272	Supervisor Plasterer (Pro)	MC
91972	Supervisor Plumber (Pro)	MC
91522	Chief Marine Engineer (Pro)	EE
91529	Deckhand	EE
91110	Bridge Operator	MC, QEE
92472	Supervisor Highway Repairer (Pro)	MC
91762	Communication Electrician	MC, QEE
80210	Housing Manager (OC & Pro)	MC
90511	Housing Exterminator (Pro)	EE (O)
80310	Resident Buildings Superintendent (HA) (OC & Pro)	MC
91763	Supervisor Communication Electrician	EE
70210	Police Officer	MC
60817	School Safety Agent	MC
71651	Traffic Enforcement Agent	MC
70410	Correction Officer	MC
71012	Police Communications Technician	MC
70810	Special Officer	MC
70467	Captain (Correction) (Pro)	MC
10251	Clerical Associate	MC, QEE
10252	Secretary (OC & Pro)	MC, QEE

FY18 TENTATIVE EXAM SCHEDULE

31661	Fire Protection Inspector	EE, QMC
22507	Housing Development Specialist	EE
51221	Occupational Therapist (DOE)	EE (O)
51222	Physical Therapist (DOE)	EE (O)
90698	Maintenance Worker	QEE, MC
53053	Emergency Medical Specialist-EMT	EE
53054	Emergency Medical Specialist-Paramedic (OC & Pro)	EE
60422	Associate Urban Park Ranger (Prom)	MC
91915	Plumber	EE
91916	Plumber's Helper	EE
92610	Machinist	EE
70265	Captain (Police) (Prom)	MC
92510	Auto Mechanic	MC, QPR
92511	Auto Mechanic (Diesel)	MC, QPR
92505	Auto Machinist	EE
81361	Forester	EE
92210	Cement Mason	EE
90756	Construction Laborer (Prom)	MC
92340	Sheet Metal Worker	EE
91011	Watershed Maintainer	EE
91719	Electrician (Automobile)	MC, QEE
34620	Associate Water Use Inspector	MC
80184	Space Analyst	EE
70150	Supervisor (Sanitation)	MC
70196	General Superintendent (Sanitation)	MC
60948	Program Specialist (Correction)	EE
52613	Social Worker	EE
21210	Assistant Architect	EE
10212	Reporter/Stenographer (DA)	EE (O)
12749	Staff Analyst Trainee	EE (O)
60910	Research Assistant	EE (O)
91542	Mariner Engineer (DOT-Ferry)	EE
70316	Mariner Engineer (Uniformed - FIRE)	EE
81106	Associate Park Service Worker (Pro)	MC
70370	Battalion Chief (Fire)	MC
92508	Auto Service Worker	EE
91547	Marine Oiler (Ferry Operations)	MC, QEE
51810	Probation Officer	MC, QEE
71010	Fire Alarm Dispatcher	MC
91717	Electrician	MC, QEE