



**Municipal Civil Service Commission  
Columbus, Ohio**

**2010  
Annual Report**



**Michael B. Coleman, Mayor**

**Grady L. Pettigrew, Jr., President  
Jeffrey D. Porter, Member  
Delena Edwards, Member**

**C. Amy DeLong, Executive Director**





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## The Columbus Covenant

### **Vision:**

To be the best city in the nation in which to live, work,  
and raise a family.

### **Mission:**

To provide leadership that will inspire: high standards of excellence in the delivery of city services; a spirit of cooperation, pride and responsibility to achieve strong, safe and healthy neighborhoods; and, a shared economic prosperity and enhanced quality of life. We undertake this mission believing and knowing that we can make a difference for future generations.

### **Principles of Progress:**

Prepare our city for the next generation  
Promote a diverse and vibrant economy that offers everyone  
an opportunity to share in our prosperity  
Deliver measurable, quality public services and results to our residents  
Advance our neighborhoods  
Challenge ourselves to realize our city's promise and potential



## The Columbus Covenant

### Goals:

Customer Service: provide quality and efficient service delivery to customers using "best practices"

Neighborhoods: engage and promote strong, distinct, and vibrant neighborhoods

Safety: enhance the delivery of safety services

Economic Development and Technology: provide an atmosphere that promotes job creation and economic growth in existing and emerging industries

Education: encourage and promote participation in learning opportunities

Downtown Development: develop a vibrant and thriving downtown that is recognized as an asset for the region

■ Peak Performance: invest in all city employees and develop systems that support a high-performing city government



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## **Civil Service Commission** **Philosophy**

The Commission recognizes that the manner in which government conducts its business affects the quality of life for every citizen.

Our first responsibility is to the citizens of Columbus to ensure the City workforce is of the highest caliber. Our next responsibility is to City employees, operating agencies, and others who use our services.

In fulfilling our responsibilities, our actions must reflect a spirit of cooperation, a mutual respect for those we serve, and the highest ethical standard and level of integrity.

Commission staff will provide quality services and accurate information in a timely, efficient, and courteous manner.

In addition, we will be responsive to issues of fairness, equal access, and changing organizational and public needs, while upholding merit system principles.

The Civil Service Commission will foster an environment in which employees are encouraged to think creatively and are treated fairly and with respect. Employees shall be recognized for their efforts and compensated fairly for their contributions.

In working together, we recognize and respect that we are individuals with diverse talents dedicated to achievement of a common goal.

As Commission employees, we will fulfill our responsibilities in a manner that reflects favorably upon the Commission and the City of Columbus.



**Civil Service Commission**  
**Mission**

The Civil Service Commission is committed to providing a quality work force for the City of Columbus based upon merit system principles.

Through our collective knowledge and experience, we strive for efficiency and consistency in the application of the Commission's rules and policies.

We are dedicated to improving the services we provide by anticipating employment trends, by listening to the needs of the operating agencies, and by responding accordingly.



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## **2010 Report to Columbus City Council**

The Columbus Covenant identifies peak performance as one of its seven goals. The Civil Service Commission plays an integral role in helping the City achieve the peak performance goal for its approximately 7,420 full-time employees. City employees serve the public in a wide variety of jobs, such as construction inspectors, practical nurses, and tree trimmers. Other City employees work in jobs such as police communication technicians and GIS analysts. Still other employees provide the support that keeps the front-line workers moving. These jobs include purchasing expeditors, legal secretaries, and accountants. For about 95 percent of all City jobs, the Civil Service Commission assesses the qualifications of applicants to help ensure they are capable of delivering quality services to the public. The more competent the City workforce is, the greater the quantity and quality of services that can be provided to the public with the same tax dollars.

### **Recruitment**

In 2010, the City's primary recruitment tool was its online employment center which featured an automated job interest database. This service can be utilized over the internet at the Commission's website, from any personal computer, or at kiosks located at the Commission offices. A potential applicant can indicate an interest in a particular job and when the City is taking applications for that job, the applicant receives a notice to apply. The Commission website also provides applicants comprehensive access to City of Columbus job information including current vacancies, job descriptions, qualification requirements, and salary information. During 2010, the Commission received nearly 22,053 job interest forms that triggered the sending of 9,169 notices of either job vacancies or testing opportunities to potential applicants. More than 25,961 applications for City jobs were filed with the Commission during the year, 95.18% of which were filed through the website.

### **Applicant Testing**

One of the primary ways the Commission supported the peak performance goal was to administer the City's competitive testing system. For approximately 41 percent of the City's job classifications (266 of 654 job classes), the Commission staff develops and administers exams designed to measure important knowledge, skills, and abilities needed for successful job performance. These tests are usually conducted at one of the Commission's two testing centers. Through testing, applicants compete for jobs by demonstrating their qualifications via performance tests, written tests, training and experience assessments, and other methods. This system guarantees the public access to City jobs and helps ensure that tax dollars are spent considering the most highly qualified candidates for each position.



The current practice for many City jobs is to only conduct a test when there is a vacancy. This practice provides better service to applicants by not wasting their time testing when there are no vacancies. It also provides better service to the departments, as they can recruit from the most current labor pool. The overall result of the testing system is that the City can more easily hire the highest qualified applicants immediately available to serve the public.

During 2010, 89 tests were administered, including 62 open competitive tests, five promotional exams, and two qualifying noncompetitive (pass/fail) exams, resulting in the creation of lists of individuals eligible for appointment to City positions. In 2010, 4,351 candidates from nonuniformed eligible lists (including noncompetitive vacancies) were certified to City departments for hiring consideration. Of the 4,351 certified, 576 were appointed to City jobs.

In 1990, the City had over 2,000 provisional employees. At the end of 2010, the Commission reached its goal to eliminate provisional employees through testing; therefore no provisional employees remain.

### Class Plan Maintenance

The Civil Service Commission maintains the City's class plan to provide a sound structural framework for all personnel actions, including an equitable compensation plan. Regular class plan reviews and revisions are necessary to make the classifications consistent with the ever-changing needs of the City departments. The Commission's five-year review standard for City job classes means that if the Commission, during the preceding five years, reviewed all the City job classifications, the class plan would be considered up-to-date.

During 2010, the Commission took action on 158 job classifications, including making 76 revisions, nine creations, seven abolishments, and 66 reviews with no change. These efforts brought the total number of classes (with pay assigned) in the City's class plan to 654. Further, 100 percent of the City's classes were current at year end using the five-year standard.

Related to its classification responsibilities, the Commission also conducts job audits. The purpose of these audits is to ensure that City employees are performing the duties for which they were hired and are being compensated. During 2010, the staff completed 18 job audits. Eight of the audits resulted in a determination that no change was warranted. Ten audits resulted in a determination that the position required a reallocation or appropriate duties needed to be reassigned to the position. Another 75 positions were





randomly reviewed, of which 71 were determined to be properly classified and four were deferred to audit.

### Payroll and Personnel Actions

Another City Charter responsibility conferred upon the Commission is the monitoring and certification of the entire bi-weekly City payroll. This means that no City employee can be paid until the Commission certifies that the individual was hired and continues to be employed in accordance with the Charter and Civil Service Commission Rules. The monitoring process includes verifying personnel transactions such as appointments, changes in pay status, leave of absences, and residency compliance. During 2010, the Commission processed an average of 1,085 transactions per month before the payroll was certified as correct and paychecks were issued.

Over the course of the year, the City hired 942 new employees, 488 in full-time and 454 in part-time positions. A total of 239 City employees received upgrades or promotions during the year. Employee separations totaled 490, which included 247 resignations, one layoff, and 182 retirements.

### Columbus City Schools

In addition to overseeing the classified service of the City, the Ohio Revised Code provides that the Commission oversees the approximately 3,530 employees in the classified service of the Columbus Board of Education. As of December, there were 171 job classes in the Columbus City Schools class plan. During the course of the year, the Commission approved a recommendation for revisions to one classification specification.

### Civil Service Commissioners

The City Charter provides that the Mayor, with the approval of City Council, appoint the three Civil Service Commissioners. It is their responsibility to establish the rules that govern the selection, classification, promotion, and termination of the classified employees of the City of Columbus and the Columbus City Schools. During 2010, the Commission ruled on applicant appeals, heard employee disciplinary appeals, amended Commission Rules and Regulations, and responded to personnel requests from department directors, elected City officials, and the school board.

Throughout 2010, the full Commission held 12 regular and two special public meetings. Additionally, two full Commission disciplinary hearings were held. Furthermore, one Commissioner and two Civil Service staff members held 16 trial board sessions to hear disciplinary appeals. Two investigations were completed with respect to an alleged test



security breach and a submission of an unaccredited degree. No residency investigations were conducted.

With respect to the Commission's docket, a total of 22 disciplinary appeals and 73 non-disciplinary appeals were filed during the year. The Commission ruled on 27 disciplinary and 27 non-disciplinary appeals. A total of 54 appeals were withdrawn. Additionally, during the year, applicants removed from eligibility lists as a result of background checks filed 81 new requests for administrative reviews. The Commission ruled on 79 administrative reviews, reinstating 32 applicants and denying 47 requests.

Civil Service Commissioners:

Grady L. Pettigrew, III, President  
(Term expires January 31, 2012.)  
Jeffrey D. Porter, Member  
(Term expires January 31, 2016.)  
Delena Edwards, Member  
(Term expires January 31, 2014.)



**Appendix A**

**Expenditure Comparison 2009-2010**

	<u>2009</u>	<u>2010</u>
Personnel (01)		
270108 Administration	\$1,330,808	\$1,381,656
270165 Classification & Testing-Sworn Employees	870,450	952,095
270181 Classification & Testing-Civilian Employees	428,687	429,164
Total	<u>\$2,629,945</u>	<u>\$2,762,915</u>
Office Materials & Supplies (02)		
270108 Administration	\$9,625	\$16,813
270165 Classification & Testing-Sworn Employees	8,394	16,397
270181 Classification & Testing-Civilian Employees	530	1,512
Total	<u>\$18,549</u>	<u>\$34,722</u>
Services & Maintenance (03)		
270108 Administration	\$39,054	\$279,077
270165 Classification & Testing-Sworn Employees	69,615	57,660
270181 Classification & Testing-Civilian Employees	6,779	3,364
Total	<u>\$115,448</u>	<u>\$340,101</u>
Furniture & Equipment (06)		
270108 Administration	\$5,883	\$0
270165 Classification & Testing-Sworn Employees	0	5,119
270181 Classification & Testing-Civilian Employees	0	0
Total	<u>\$5,883</u>	<u>\$5,119</u>
Total Expenditures	\$2,769,825	\$3,142,857
Summary - Expenditures by Unit		
Administration	\$1,385,370	\$1,677,546
Classification & Testing-Sworn Employees	948,459	1,031,271
Classification & Testing-Civilian Employees	435,996	434,040
Total Expenditures	<u>\$2,769,825</u>	<u>\$3,142,857</u>



## Appendix B

### Full Time Employees as of December 13, 2010

Grady L. Pettigrew, Jr., Commission President  
 Jeffrey D. Porter, Commission Member  
 Delena Edwards, Commission Member  
 Michael W. Eccard, Interim Executive Director

E. A. Bigham, Executive Secretary II (U)

Vacant  
 CSC Deputy Executive Director

Vacant  
 CSC Assistant Executive Director

J.Faber  
 Fiscal Assistant II  
 Fiscal

B.Sobieck, Personnel  
 Administrative Officer  
 Uniformed Services

C.Davis, Administrative Secretary

D.Nappier, Personnel  
 Administrative Officer  
 Applicant and Employee  
 Services

T.Rollins, Personnel  
 Administrative Officer  
 Classification

D.White, Personnel  
 Analyst Supervisor  
 Employee Testing

E.Reed, Personnel  
 Analyst Supervisor  
 Safety Forces

A. Harris  
 Office Assistant II  
 Certification

R. Cherry  
 Personnel Analyst II

B.Crawford  
 Personnel Analyst II

J.Gunn  
 Personnel Analyst II

L.Hausman  
 Personnel Analyst II

D. Coleman  
 Payroll Specialist  
 Payroll/Verification

J.Hutchinson  
 Personnel Analyst II

M.Maloney  
 Personnel Analyst II

P.Cole  
 Personnel Analyst II

S. Thompson  
 Office Assistant III

L.Isaac  
 Personnel Analyst II

J.Swinger  
 Personnel Analyst II

C.Goddard  
 Office Assistant III

B. O'Donovan  
 Payroll Specialist

Vacant  
 Office Assistant III  
 Test Center

Vacant  
 Personnel Analyst II

Vacant  
 Office Assistant II

T. Reeves  
 Office Assistant II

S.Goodwin  
 Personnel Analyst II

Part-time Regular  
 S. Ulry – Personnel Analyst II  
 C. Emhuff – Executive Secretary I (U)  
 E. Perryman – Office Assistant I



## Appendix C

### 2010 Classification Actions

#### New Classifications

	<u>Job Code</u>
Building and Zoning Director (U)	0059
Code Enforcement Division Administrator	0154
Data Center Supervisor	0598
Department Deputy Director (Technology) (U)	0050
Department Information Technology Coordinator	0526
IT Systems Supervisor	0568
Rental Services Coordinator	3167
Technical Support Supervisor	0551
Utility Revenue Manager	0866

#### Classifications Revised/Retitled

	<u>Job Code</u>
Assistant Director (Regulatory Compliance) (U)	0058
Building and Zoning Director (U)	0059
Cashier I	1295
Cashier II	1296
Commission Secretary (U)	0497
Communication Systems Specialist	3675
Construction Material Analysis Coordinator	1024
Contract Compliance Investigator	0771
Crime Analyst	3026
CSC Executive Director (U)	0010
Damage Prevention Program Manager	4056
Data Center Supervisor	0598
Department Assistant Director (U)	0052
Development Director (U)	0061
Development Program Coordinator	2015
Development Program Manager	0350
Dietetic Technician	1486
Disease Intervention Specialist I	1826
Disease Intervention Specialist II	1825
Disease Intervention Specialist III	1824
Electricity Distribution Assistant Manager	3581
Electronic System Coordinator	3671
Electronic System Specialist	3670
Employee Programs Coordinator	0868
Engineer I	1046
Engineer II	1047



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**Classifications Revised/Retitled (cont.)****Job Code**

Engineer III	1048
Engineer IV	1049
Facilities Projects Manager	3498
Finance and Management Director	0066
Fingerprint Technician	3013
Fingerprint Technician Supervisor	3014
Fingerprint Technician Trainee	3012
Firing Range Assistant	3025
GIS Analyst	0549
Golf Assistant Professional	3187
Golf Professional	3189
Golf Program Manager	3191
IT Systems Supervisor	0568
Legal Advocate (U)	1991
Legal Intake Counselor (U)	1990
Maintenance Carpenter	3515
Maintenance Painter	3720
Parking Enforcement Officer	3022
Parking Enforcement Supervisor	3023
Parking Meter Collector	1300
Parking Meter Collector Supervisor	1301
Planning Division Administrator	0178
Plant Maintenance Assistant Manager	3817
Plant Maintenance Manager	3816
Practical Nurse	1630
Print Services Specialist	0629
Print Services Technician	0627
Property Maintenance Inspection Manager	1792
Property Maintenance Inspection Specialist	1793
Property Maintenance Inspection Supervisor	1796
Property Maintenance Inspection Trainee	1789
Property Maintenance Inspector	1790
Public Utilities Director (U)	0088
Radio Dispatcher	0813
Refuse Collection District Assistant Manager	3931
Refuse Collection District Manager	3933
Refuse Collection Supervisor	3928
Refuse Collector	3924
Refuse Container Assembler and Repairer	3929
Sewerage Charge Inspector	3316



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**Classifications Revised/Retitled (cont.)**

	<b><u>Job Code</u></b>
Substation Maintenance Technician	3595
Supportive Services Advisor	3111
Traffic Maintenance Manager	4032
Utility Consumer Transactions Coordinator	4032
Utility Services Coordinator	0863
Wastewater Chemist I	1928
Wastewater Chemist II	1929
Wastewater Chemist III	1930
Wastewater Plant Supervisor I	3875
Wastewater Plant Supervisor II	3867

**Classifications Abolished**

	<b><u>Job Code</u></b>
Analyst Programmer I	0579
Assistant Director (Building Regulations & Compliance (U)	0168
Building Services Division Administrator	0167
Neighborhood Services Division Administrator	0174
Water Accounts Assistant Supervisor	1262
Water Metering Supervisor	4072
Word Processing Equipment Operator	0569

**Classifications Merged into Other Classes**

	<b><u>Job Code</u></b>
None	

**Classifications with Moratorium Imposed**

	<b><u>Job Code</u></b>
None	

**Classifications with Moratorium Lifted**

	<b><u>Job Code</u></b>
None	

**Classifications Reviewed with No Changes**

	<b><u>Job Code</u></b>
Analyst Programmer I	0579
Applications Manager	0588
Business Systems Analyst	0543
Canine Master Trainer	3038
City Health Commissioner (U)	0125
Communication Systems Coordinator	3673
Communication Systems Manager	3676
Construction Manager	1210



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**Classifications Reviewed with No Changes (cont.)****Job Code**

Crime Analyst Supervisor	3027
Custodial Supervisor	3529
Custodial Worker	3525
Development Aide (Seasonal)	1787
Development Program Manager	0350
Development Rehabilitation Technician	2044
Economic Development Division Administrator	0169
Electric Switchboard Operator	3588
Electric Switchboard Operator Trainee	3587
Electronic System Technician Supervisor	3669
Employee Assistant Counselor	1765
Employee Assistance Program Manager	1764
Equal Business Opportunity Commission Executive Director (Secretary) (U)	0035
Executive Assistant I (U)	0106
Executive Assistant II (U)	0108
Executive Assistant to the Mayor (U)	0110
Exercise Physiologist	1749
Facilities Management Division Administrator	0295
Fleet Administrative Specialist	1353
GIS Manager	0243
Golf Course Superintendent	3713
Golf Courses Maintenance Manager	3714
Graphics Designer	2029
Greenskeeper	3712
Housing Division Administrator	0171
Housing Rehabilitation Programs Coordinator	2049
IT Operations Manager	0542
Law clerk (U)	1988
Legal Administrative Assistant (U)	1993
Legal Administrative Coordinator (U)	1999
Legal Intern (U)	1989
Legal Investigator/Paralegal (U)	1998
Legal Secretary (U)	0517
Police Evidence Technician	3029
Print Services Supervisor	0631
Project Manager	0070
Purchasing Expeditor	0783
Real Estate Specialist (U)	1997
Receptionist-Secretary	0467
Recreation and Parks Director (U)	0080





**Classifications Reviewed with No Changes (cont.)**

**Job Code**

Refuse Collection Operations Manager	3935
Refuse Collection Vehicle Operator (Automated)	3922
Refuse Collector and Packer Operator	3925
Refuse Collector and Vehicle Operator (Manual)	3923
Regulatory Compliance Advisor	1161
Senior Executive Assistant (U)	0063
Sign Painter-Fabricator	4013
Solid Waste Inspector	1866
Summer Worker	3680
Traffic Line Supervisor I	4026
Traffic Line Worker	4024
Traffic Maintenance Supervisor I	4018
Traffic Maintenance Worker	4015
Traffic Paint and Sign Worker	4016
Traffic Sign Shop Supervisor	4010
Utility Service Manager	3280
Vehicle Impounding Inspector	3070
Word Processing Equipment Operator	0569

**Summary**

New Classifications	9
Revised/Retitled Classifications	76
Abolished Classifications	7
Classes Merged into Other Classes	0
Moratoriums Imposed	0
Moratoriums Lifted	0
Review/No Change	66
Total*	158

\* The following classifications were reviewed twice in 2010

- 0579 Analyst Programmer I
- 0059 Building and Zoning Director (U)
- 0598 Data Center Supervisor
- 0350 Development Program Manager
- 0568 IT Systems Supervisor
- 0569 Word Processing Equipment Operator



## Appendix D

### 2010 Job Audit Results

<u>Job Code</u>	<u>Class Title</u>	<u>Department</u>	<u>Number of Positions</u>	<u>Results</u>
1031	Engineering Associate I	Public Service	2	Lateral
1031	Engineering Associate I	Public Utilities	3	Downward
1032	Engineering Associate II	Public Utilities	1	Lateral
1032	Engineering Associate II	Public Utilities	2	No Change
1104	Engineering Associate III	Public Service	1	Lateral
1104	Engineering Associate III	Public Utilities	4	No Change
1232	Fiscal Assistant I	Public Safety	1	Lateral
3516	Maintenance Carpenter Supervisor	Public Service	1	Lateral
1240	Office Manager	Health	1	Downward
0813	Radio Dispatcher	Public Service	1	No Change
3967	Sewer Maintenance Worker	Public Utilities	1	No change

<u>Summary:</u>	No Change	8
	Upward Reallocation	0
	Rescinded	0
	Lateral Reallocation	6
	Downward Reallocation	4
	<b>Total</b>	<b>18</b>

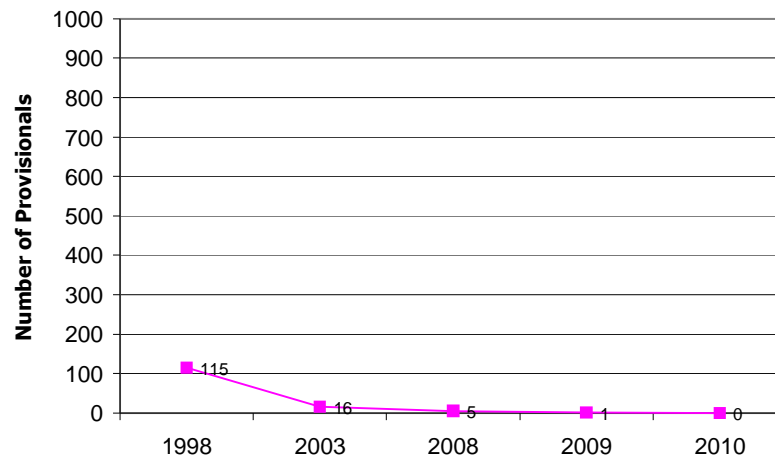
### 2010 Sworn Personnel Job Audits

<u>Job Code</u>	<u>Class Title</u>	<u>Department</u>	<u>Number of Positions</u>	<u>Recommendation</u>		
				<u>Sworn</u>	<u>Civilian</u>	<u>Other</u>
3063	Police Lieutenant	Public Safety	5	0	3	2
3064	Police Officer	Public Safety	93	13	73	7
3066	Police Sergeant	Public Safety	21	3	14	4

For the Police Civilianization Project, the OTHER findings category represented positions reviewed in which portions of the job could be civilianized while other portions of the job should remain sworn.

**2010 Testing Status Report**

**Provisional Employees**



In 1998, the City had 115 provisional employees. Today, there are no provisional employees as a result of the Commission's effort to eliminate provisional appointments.



**Appendix F**

**2010 Examination Summary**

<u>Examination</u>	<u>Number Examinations Completed</u>	<u>Number Applications Filed</u>	<u>Number Applications Rejected</u>	<u>Number Applicants Failed to Appear For Exam</u>	<u>Number Applicants Passed</u>	<u>Number Applicants Failed</u>
<b>OPEN COMPETITIVE:</b>						
Nonuniformed	61	12265	3241	3969	3805	1250
Uniformed	1	1807	163	778	442	424
Total	62	14072	3404	4747	4247	1674
<b>PROMOTIONAL:</b>						
Nonuniformed	0	0	0	0	0	0
Uniformed	2	126	2	36	63	25
Total	2	126	2	36	63	25
<b>NONCOMPETITIVE:</b>						
Qualifying	5	868	289	203	295	81
<b>SPECIAL RECRUITMENT</b>						
	20	35	3	6	19	7
<b>TOTAL ALL EXAMS</b>	89	15101	3698	4992	4624	1787



**Appendix G**

**2010 - Employee Appointment/Separation Summary**

Employee Appointments			
Type of Appointment	Full-time	Part-time	Total
New City Employees	488	454	942
Employee Upgrades and Promotions	216	23	239
Transfers (to a like class between City departments and divisions)	137	62	199
Transfers (to a different class between City departments and divisions)	29	1	30
Voluntary Demotions	6	0	6
Involuntary Demotions	0	0	0
<b>Total</b>	<b>876</b>	<b>540</b>	<b>1416</b>
Employee Separations			
Type of Separation	Full-time	Part-time	Total
Retirement	179	3	182
Resignation	135	112	247
Layoff	1	0	1
Disability Termination	31	0	31
Probationary Termination	5	2	7
Discharge	11	0	11
Deceased	11	0	11
<b>Total</b>	<b>373</b>	<b>117</b>	<b>490</b>



**Appendix H**

**2010 Commission Docket Summary**

Filings			
Category	City of Columbus	Columbus City Schools	Total
Disciplinary Appeals			
Suspensions	1	6	7
Demotions	0	0	0
Discharges	3	12	15
Other	0	0	0
Subtotal	4	18	22
Nondisciplinary Appeals	20	53	73
Total	24	71	95

\*A total of 54 Appeals were withdrawn

Dispositions			
Category	City of Columbus	Columbus City Schools	Total
Disciplinary Appeals			
Full Commission Disciplinary Hearings	2	0	2
Trial Board Hearings	0	16	16
Other	5	4	9
Subtotal	7	20	27
Nondisciplinary Appeals	22	5	27
Total	29	25	54



## Appendix I

### **2010 Commission Decisions**

#### Trial Board Hearings

- 1) Account Clerk, Columbus City Schools, appealed a 20-day suspension. The Trial Board Hearing was convened on December 25, 2008, September 16, 2009, and November 2, 2009. On January 25, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and disaffirmed the decision of the appointing authority.
- 2) Account Clerk, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on December 25, 2008, September 16, 2009, and November 2, 2009. On January 25, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and disaffirmed the decision of the appointing authority.
- 3) Food Service Helper, Columbus City Schools, appealed a 10-day suspension. The Trial Board Hearing was convened on October 14, 2009. On January 25, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 4) Custodian II, Columbus City Schools, appealed a 5-day suspension. The Trial Board Hearing was convened on December 14, 2009. On January 25, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 5) Intervention Aide, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on January 20, 2010. On March 29, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 6) Bus Driver, Columbus City Schools, appealed a 5-day suspension. The Trial Board Hearing was convened on October 5, 2009 and February 19, 2010. On March 29, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.



- 7) Bus Driver, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on October 5, 2009 and February 19, 2010. On March 29, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 8) Food Service Helper, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on February 1, 2010. On April 26, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 9) Food Service SAT Worker, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on February 1, 2010. On April 26, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 10) Intervention Aide, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on March 15, 2010. On June 28, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 11) Intervention Aide, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on May 5, 2010. On July 26, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 12) Bus Driver, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on May 19, 2010. On August 30, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 13) Bus Driver, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on June 16, 2010. On September 27, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 14) Bus Driver, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on October 18, 2010. On November 29, 2010, the Civil





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Service Commission adopted the recommendation of the Trial Board and modified the decision of the appointing authority.

- 15) Custodian II, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on September 27, 2010. On November 29, 2010, the Civil Service Commission adopted the recommendation of the Trial Board and affirmed the decision of the appointing authority.
- 16) Bus Driver, Columbus City Schools, appealed a discharge. The Trial Board Hearing was convened on May 10, 2010. On May 24, 2010, the Civil Service Commission dismissed the appeal because the Appellant failed to show for the Trial Board Hearing.

### **Commission Hearings**

- 1) Fire Lieutenant, Department of Public Safety, appealed a 120 hour suspension. The Full Commission Hearing was convened on October 26, 2009 and February 22, 2010. On April 26, 2010, the Civil Service Commission disaffirmed the action of the appointing authority.
- 2) Police Officer, Department of Public Safety, appealed a discharge. The Officer did not attend the Pre-Hearing Conference. On August 30, 2010, the Civil Service Commission approved withdrawing the appeal and the appeal was dismissed.

### **Residency Hearings**

No Residency Hearings.

### **Investigative Hearings**

- 1) 2010 Police Lieutenant and Police Commander Alleged Test Security Breach Investigative Hearing found that there is no evidence that a test security breach occurred and that the anonymous letter was a fabrication having no merit whatsoever.



- 2) Alleged Rule XX Violation of the 2010 Police Commander Promotional Exam Investigative Hearing found that that the submission of the unaccredited degree was not done knowingly and therefore no violation of Rule XX occurred.



**Appendix J**

**2010 Commission Decisions on  
Background Administrative Reviews**

Filings	
Category	Total
Firefighter:	
Post-test	46
Police Officer:	
Pre-test	39
Post-test	35
Others:	
Police Records Technician	1
Total	121

Dispositions			
Category	Granted	Denied	Total
Firefighter:			
Post-test	19	24	43
Police Officer:			
Pre-test	22	17	39
Post-test	12	23	35
Others:			
Police Records Technician			
Post-test	1	0	1
Total	54	64	118



## Appendix K

### **2010 Selection Process Summary**

Legend:

Examination Categories:

OC Open Competitive  
PRO Promotional  
QNC Qualifying Noncompetitive  
SR Special Recruitment

EEO Categories:

B Black  
F Female  
M Male  
O Other  
W White



EXAMINATION TITLE	TYPE	EXAM DATE		APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O	
Automotive Mechanic (Heavy)	OC	4/17/2010	ocn	61	M	9	51	1	5	13	0	1	15	0	3	18	1	0	5	0	3
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Automotive Mechanic Supervisor II	OC	8/3/2010	ocn	54	M	4	45	4	3	15	1	0	5	0	1	20	1	0	5	2	2
			ocn		F	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Automotive Parts Keeper	OC	11/10/2010	ocn	240	M	44	167	15	34	89	8	5	23	3	3	45	2	2	10	2	2
			ocn		F	4	10	0	3	3	0	0	2	0	0	5	0	1	0	0	
Automotive Parts Keeper Supervisor	OC	6/29/2010	ocn	86	M	11	65	6	8	31	3	1	12	1	1	19	0	1	3	2	1
			ocn		F	1	3	0	0	0	0	2	0	0	1	0	1	0	0	0	
Building Maintenance Electrician	OC	11/12/2010	ocn	84	M	17	58	9	11	21	0	0	12	4	4	20	4	2	5	1	2
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Building Maintenance Manager	OC	6/10/2010	ocn	115	M	17	81	9	6	20	2	4	10	1	7	51	6	0	0	0	1
			ocn		F	3	3	2	2	2	1	0	0	0	1	1	1	0	0	0	
Cashier I	OC	3/31/2010	ocn	595	M	55	125	21	20	27	4	15	38	9	10	50	5	10	10	3	1
			ocn		F	142	201	51	14	21	10	43	77	14	62	85	22	23	18	5	
Claims Investigator	OC	5/20/2010	ocn	180	M	14	63	7	7	23	4	1	17	0	2	18	2	4	5	1	2
			ocn		F	39	51	6	13	10	0	6	15	3	10	21	2	10	5	1	
Computer Operator I	OC	2/24/2010	ocn	145	M	26	57	11	13	31	5	2	10	1	5	16	4	6	0	1	3
			ocn		F	25	20	6	18	16	4	3	3	0	3	1	1	1	0	1	
Construction Inspector I (Civil)	OC	12/14/2010	ocn	144	M	20	102	12	0	29	1	13	45	7	7	19	2	0	9	2	2
			ocn		F	3	5	2	1	2	0	0	2	0	2	1	2	0	0	0	



EXAMINATION TITLE	TYPE	EXAM DATE		APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O	
Customer Service Supervisor	OC	8/13/2010	ocn	522	M	52	130	21	10	23	5	19	62	11	10	37	3	13	8	2	2
			ocn		F	118	171	30	18	19	3	53	87	15	28	52	8	19	13	4	
Development Rehabilitation Technician	OC	5/26/2010	ocn	47	M	15	26	1	12	19	0	0	1	0	2	6	0	1	0	1	2
			ocn		F	2	2	1	0	1	1	1	0	0	0	1	0	0	1	0	
Electronic System Technician	OC	4/20/2010	ocn	99	M	15	65	14	6	11	2	2	19	7	4	24	5	3	11	0	1
			ocn		F	4	1	0	3	0	0	0	0	0	0	1	0	0	1	0	
Electronic System Technician Supervisor	OC	2/11/2010	ocn	40	M	6	30	4	2	8	0	1	9	1	1	12	1	2	1	2	1
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Equipment Operator I	QNC	4/15/2010	qnc	194	M	47	123	18	12	33	4	6	25	0	18	54	8	11	11	6	1
			qnc		F	4	1	1	1	0	0	0	0	1	1	0	0	2	1	0	
Equipment Operator II	QNC	4/14/2010	qnc	108	M	17	77	10	7	27	2	1	17	0	4	25	4	5	8	4	1
			qnc		F	2	2	0	1	0	0	0	0	0	0	0	0	0	1	2	
Fleet Attendant	OC	12/7/2010	ocn	258	M	66	131	12	6	0	1	27	76	5	14	52	4	19	3	2	1
			ocn		F	22	21	6	0	0	0	15	13	1	3	7	5	4	1	0	
Forensic Scientist	QNC	12/16/2010	qnc	201	M	7	44	8	1	6	0	4	16	5	0	21	3	2	1	0	1
			qnc		F	15	107	20	2	14	2	10	36	7	1	43	6	2	14	5	
Gardener	OC	3/16/2010	ocn	57	M	11	27	2	11	12	1	0	4	0	0	9	1	0	2	0	1
			ocn		F	1	16	0	0	7	0	1	1	0	0	7	0	0	1	0	
Health Education Program Planner	OC	8/10/2010	ocn	108	M	5	12	5	2	5	2	3	6	2	0	1	0	0	0	1	2
			ocn		F	23	55	8	5	11	0	7	21	4	7	16	4	4	7	0	
Human Resources Representative	OC	10/29/2010	ocn	510	M	37	132	13	9	12	1	15	49	8	4	56	3	9	15	1	3
			ocn		F	118	177	33	12	26	2	47	65	19	34	71	9	25	15	3	



EXAMINATION TITLE	TYPE	EXAM DATE	ocn	APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES	
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O		
Human Resources Representative	OC	6/17/2010	ocn	1	M	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laboratory Assistant	OC	11/19/2010	ocn	139	M	15	49	4	5	9	0	7	21	2	0	17	1	3	2	1	2	
			ocn		F	24	37	10	3	4	2	10	17	3	4	15	4	7	1	1		
Locksmith	OC	9/9/2010	ocn	20	M	4	9	7	3	1	6	1	2	1	0	5	0	0	1	0	2	
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mail Clerk	OC	2/18/2010	ocn	693	M	149	226	49	8	3	1	59	105	23	39	98	18	43	20	7	4	
			ocn		F	92	138	39	3	1	2	41	69	19	32	56	13	16	12	5		
Management Analyst I	OC	10/29/2010	ocn	416	M	32	138	12	5	11	0	16	51	7	2	60	4	9	16	1	3	
			ocn		F	85	122	27	8	17	0	37	50	18	24	44	7	16	11	2		
Office Assistant I	OC	10/15/2010	ocn	596	M	40	70	11	14	16	3	10	33	3	9	17	3	7	4	2	1	
			ocn		F	196	242	37	40	17	3	66	92	14	65	107	18	25	26	2		
Office Assistant II	OC	10/19/2010	ocn	596	M	30	73	10	14	19	4	8	31	3	2	18	3	6	5	0	1	
			ocn		F	167	273	43	26	31	5	61	106	19	48	112	16	32	24	3		
Operator-In-Training	OC	11/3/2010	ocn	442	M	67	266	27	2	1	1	29	113	13	14	129	8	22	23	5	1	
			ocn		F	34	42	6	3	0	0	19	24	2	6	12	3	6	6	1		
Parking Enforcement Supervisor	OC	6/8/2010	ocn	124	M	26	61	8	24	53	6	1	4	1	1	4	1	0	0	0	1	
			ocn		F	9	16	4	8	12	4	1	1	0	0	1	0	0	2	0		
Parking Meter Collector	OC	12/1/2010	ocn	838	M	178	356	52	5	8	1	82	182	26	57	138	15	34	28	10	3	
			ocn		F	103	131	18	2	1	1	52	83	5	25	37	8	24	10	4		
Parks Development Associate	OC	9/1/2010	ocn	145	M	15	91	9	9	31	4	2	19	1	1	34	4	3	7	0	1	
			ocn		F	4	24	2	2	4	0	0	5	1	0	14	0	2	1	1		



EXAMINATION TITLE	TYPE	EXAM DATE		APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O	
Payroll/Benefits Clerk	OC	9/22/2010	ocn	495	M	30	80	16	15	26	6	7	22	3	3	28	5	5	4	2	2
			ocn		F	153	189	27	34	33	5	49	63	8	44	73	13	26	20	1	
Payroll Specialist	OC	8/31/2010	ocn	167	M	10	33	4	8	29	3	0	2	0	0	2	1	2	0	0	2
			ocn		F	40	70	10	34	43	8	2	10	0	2	12	2	2	5	0	
Personnel Analyst I	OC	10/29/2010	ocn	505	M	34	137	14	9	12	1	15	51	8	3	57	4	7	17	1	3
			ocn		F	116	171	33	12	25	2	47	62	19	34	69	8	23	15	4	
Plant Maintenance Helper	OC	11/17/2010	ocn	299	M	69	202	19	43	95	9	17	41	4	2	53	3	7	13	3	1
			ocn		F	4	5	0	4	3	0	0	2	0	0	0	0	0	0	0	
Plant Maintenance Mechanic	OC	9/24/2010	ocn	147	M	9	126	11	4	64	7	2	15	0	1	37	3	2	10	1	2
			ocn		F	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
Police Commander	PRO	5/28/2010	prou	30	M	3	23	0	1	1	0	1	3	0	1	14	0	0	5	0	2
			prou		F	1	3	0	0	0	0	0	0	0	0	2	0	1	1	0	
Police Communications Technician Supervisor	OC	9/1/2010	ocn	29	M	1	7	1	1	3	0	0	0	0	4	1	0	0	0	0	2
			ocn		F	7	13	0	4	4	0	1	3	0	1	3	0	1	3	0	
Police Lieutenant	PRO	5/28/2010	prou	96	M	7	82	3	0	0	0	2	28	0	3	39	2	2	15	1	4
			prou		F	1	3	0	0	0	0	1	1	0	0	2	0	0	0	0	
Police Officer	OC	6/12/2010	ocu	1807	M	271	1127	92	38	94	4	115	471	34	43	323	24	75	239	30	4
			ocu		F	128	168	21	15	11	1	67	81	10	13	36	3	33	40	7	
Property Maintenance Inspection Trainee	OC	9/14/2010	ocn	415	M	58	238	32	17	55	11	21	72	7	10	84	10	10	27	4	1
			ocn		F	31	49	7	3	3	0	11	19	3	10	22	3	7	5	1	
Public Health Sanitarian Aide	OC	3/31/2010	ocn	191	M	43	89	16	0	1	0	17	46	4	11	37	10	15	5	2	1
			ocn		F	20	19	4	0	0	0	9	5	2	6	11	2	5	3	0	





EXAMINATION TITLE	TYPE	EXAM DATE		APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O	
Public Relations Specialist	OC	5/12/2010	ocn	280	M	12	73	14	2	13	1	8	29	10	2	31	3	0	0	0	1
			ocn		F	45	117	19	8	19	1	26	53	8	11	45	10	0	0	0	
Recreation Leader	QNC	2/11/2010	qnc	214	M	49	72	10	27	15	2	7	27	3	15	30	5	0	0	0	1
			qnc		F	38	35	10	15	3	2	7	15	5	16	17	3	0	0	0	
Refuse Collection District Assistant Manager	OC	3/23/2010	ocn	151	M	27	93	8	12	28	2	6	21	2	9	44	4	0	0	0	1
			ocn		F	9	13	1	5	3	1	0	2	0	4	8	0	0	0	0	
Refuse Collection District Manager	OC	2/11/2010	ocn	136	M	15	83	12	13	39	10	0	13	0	2	31	2	0	0	0	1
			ocn		F	10	12	4	8	11	4	1	1	0	1	0	0	0	0	0	
Refuse Collection Supervisor	OC	3/18/2010	ocn	52	M	13	31	3	3	16	3	1	2	0	6	12	0	3	1	0	1
			ocn		F	2	2	1	2	2	1	0	0	0	0	0	0	0	0	0	
Safety Program Manager	OC	6/2/2010	ocn	94	M	14	51	4	7	27	2	4	5	0	2	14	1	1	5	1	2
			ocn		F	7	16	2	7	5	1	0	2	0	0	7	1	0	2	0	
Safety Program Technician	OC	11/4/2010	ocn	58	M	9	33	2	7	21	2	0	3	0	0	7	0	2	2	0	3
			ocn		F	3	10	1	2	8	1	0	0	0	1	2	0	0	0	0	
Senior Storekeeper	OC	6/23/2010	ocn	190	M	24	91	10	9	32	2	2	20	2	9	37	3	4	2	3	1
			ocn		F	24	35	6	14	18	5	2	6	1	4	9	0	4	2	0	
Sewer Cleaning Equipment Operator	OC	6/30/2010	ocn	74	M	25	42	4	25	27	3	0	6	1	0	9	0	0	0	0	2
			ocn		F	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0	
Sewer Maintenance Assistant Manager	OC	2/23/2010	ocn	89	M	11	67	3	10	47	3	0	1	0	1	19	0	0	0	0	1
			ocn		F	1	7	0	1	6	0	0	1	0	0	0	0	0	0		



EXAMINATION TITLE	TYPE	EXAM DATE		APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O	
Sewer Maintenance Supervisor I	OC	11/18/2010	ocn	19	M	3	15	1	0	10	0	0	3	0	2	2	1	1	0	0	2
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sewer Telemonitoring Operator	QNC	6/24/2010	qnc	151	M	38	95	9	32	69	5	2	7	2	3	16	2	1	3	0	2
			qnc		F	4	3	2	3	3	1	0	0	0	0	0	0	1	0	1	
Solid Waste Inspector	OC	7/13/2010	ocn	75	M	23	37	4	7	24	3	5	5	1	5	7	0	6	1	0	3
			ocn		F	6	4	1	5	4	0	1	0	0	0	0	0	0	0	1	
Storekeeper	OC	11/5/2010	ocn	518	M	107	236	20	43	68	7	24	59	3	20	92	6	20	17	4	1
			ocn		F	51	84	20	29	28	12	7	26	4	10	25	3	5	5	1	
Street Maintenance Investigator	OC	3/16/2010	ocn	51	M	12	33	4	5	23	3	2	0	0	2	9	1	3	1	0	2
			ocn		F	0	2	0	0	1	0	0	1	0	0	0	0	0	0	0	
Traffic Line Worker	OC	12/10/2010	ocn	59	M	13	38	5	13	28	4	0	2	1	0	8	0	0	0	0	2
			ocn		F	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	
Traffic Maintenance Supervisor I	OC	3/18/2010	ocn	24	M	6	16	2	4	9	2	0	1	0	2	6	0	0	0	0	1
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Traffic Maintenance Worker	OC	12/9/2010	ocn	189	M	32	134	7	30	91	7	0	21	0	0	16	0	2	6	0	2
			ocn		F	10	3	3	4	1	1	6	2	2	0	0	0	0	0	0	
Traffic Paint and Sign Worker	OC	3/17/2010	ocn	74	M	23	47	1	22	41	1	0	0	0	1	6	0	0	0	0	2
			ocn		F	2	1	0	2	1	0	0	0	0	0	0	0	0	0	0	
Utilities Permits Manager	OC	6/15/2010	ocn	35	M	1	26	4	1	18	3	0	0	0	0	8	1	0	0	0	1
			ocn		F	0	3	1	0	2	1	0	0	0	0	1	0	0	0	0	



EXAMINATION TITLE	TYPE	EXAM DATE		APPLS TOTAL	SEX	APPLICATIONS FILED			REJECTED BEFORE EXAM			FAILED TO APPEAR FOR EXAM			PASSED			FAILED			TOTAL PHASES		
						B	W	O	B	W	O	B	W	O	B	W	O	B	W	O			
Utility Line Locator	OC	3/24/2010	ocn	98	M	22	70	4	18	36	2	2	10	1	1	17	1	1	7	0	1		
			ocn		F	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0		
Wastewater Pretreatment Technician I	OC	12/8/2010	ocn	110	M	18	80	5	7	35	3	7	27	2	1	12	0	3	6	0	1		
			ocn		F	5	2	0	4	0	0	1	1	0	0	1	0	0	0	0	0		
Water Distribution Operator	OC	11/4/2010	ocn	79	M	15	44	6	12	22	4	0	7	1	1	12	1	2	3	0	2		
			ocn		F	8	6	0	4	6	0	2	0	0	1	0	0	1	0	0			
Water Maintenance Supervisor I	OC	9/2/2010	ocn	103	M	13	73	11	11	46	4	1	8	2	0	14	4	1	5	1	2		
			ocn		F	3	3	0	3	3	0	0	0	0	0	0	0	0	0	0	0		
Water Maintenance Supervisor II	OC	4/8/2010	ocn	20	M	3	16	1	1	6	0	1	1	1	0	7	0	1	2	0	2		
			ocn		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Water Protection Specialist I	OC	11/16/2010	ocn	84	M	6	55	8	2	16	2	3	25	2	0	12	4	1	2	0	2		
			ocn		F	3	10	2	1	3	0	1	4	1	0	3	1	1	0	0			
<b>Total by EEO Category</b>						<b>4099</b>	<b>9677</b>	<b>1290</b>	<b>1151</b>	<b>2263</b>	<b>281</b>	<b>1321</b>	<b>3218</b>	<b>447</b>	<b>900</b>	<b>3309</b>	<b>396</b>	<b>727</b>	<b>887</b>	<b>166</b>			
<b>Total</b>						<b>15066</b>			<b>3695</b>			<b>4986</b>			<b>4605</b>			<b>1780</b>					
<b>TOTAL TESTS</b>						<b>APPLICATIONS FILED</b>			<b>REJECTED BEFORE EXAM</b>			<b>FAILED TO APPEAR FOR EXAM</b>			<b>PASSED</b>			<b>FAILED</b>					
<b>Total Tests</b>						<b>69</b>									<b>Total Tests by Phase</b>			<b>69</b>					
Open Competitive - Nonuniformed Tests						61			12265			3241			3969			3805			1250		
Open Competitive - Uniformed Tests						1			1807			163			778			442			424		
Promotional - Nonuniformed Tests						0			0			0			0			0			0		
Promotional - Uniformed Tests						2			126			2			36			63			25		



Qualifying Noncompetitive Tests	5	868	289	203	295	81
<b>Total Regular Recruitment Tests</b>	<b>69</b>	<b>15066</b>	<b>3695</b>	<b>4986</b>	<b>4605</b>	<b>1780</b>
1st Quarter Special Recruitment Tests	5	5	0	0	3	2
2nd Quarter Special Recruitment Tests	2	2	0	0	2	0
3rd Quarter Special Recruitment Tests	8	14	0	3	8	3
4th Quarter Special Recruitment Tests	5	14	3	3	6	2
<b>Total Special Recruitment Tests</b>	<b>20</b>	<b>35</b>	<b>3</b>	<b>6</b>	<b>19</b>	<b>7</b>
<b>Grand Total</b>	<b>89</b>	<b>15101</b>	<b>3698</b>	<b>4992</b>	<b>4624</b>	<b>1787</b>

NOTE: This summary includes data for all eligibility lists established in the current year; as such the data may include some applications actually filed in the previous year.

