Department Budget Submission Checklist

To be completed by: All departments.

Instructions: Submit this completed cover sheet with your budget submission and ensure all applicable forms below are included with your submission.

Department Name: Department of Human Resources

☒ **Summary of Major Changes:** Completed "Form 1A: Summary of Major Changes" explaining major changes submitted in department's budget proposal.

- ☒ **Proposed GF target reductions**
- ☒ **Department Budget Summary:** Completed "Form 1B: Department Budget Summary". The submission includes a copy of report 15.50.012.

☒ **Revenue Report:** Completed "Form 2A: Revenue Report." (15.30.005 Snapshot Comparison)

☐ **Fees & Fines:** Completed "Form 2B: Fees & Fines."

☐ **Cost Recovery:** Completed "Form 2C: Cost Recovery."

☒ **Expenditure Changes:** Completed "Form 3A: Expenditure Changes." (15.30.005 Snapshot Comparisc

☐ **Deappropriations from prior years' budget:** Indicate if these are included in your submitted budget, and please explain in the expenditure changes form 3A

☒ **Position Changes:** Completed "Form 3B: Position Changes." (15.30.004 Position Snapshot Comparis

☐ **Equipment & Fleet Requests:** New General Fund Equipment (Form 4A)and Fleet Requests (Forms

☐ **Minimum Compensation Ordinance:** By checking this box, the department confirms that the effects of the MCO in contracting have been considered as part of the budget submission.

☐ **Proposition J Description, Summary, City Cost, Contract Cost**: Required for all existing and new Prop .

☐ **Interdepartmental Services Balancing:** Included Excel download of Department - IDS Form Balancing I

☒ **Organizational Charts:** Submission contains updated position-level organizational charts for your department, with indication if the position is filled (F) or vacant (V). Organizational charts also reflect

☐ **New Legislation:**

- ☐ Included draft legislation that department would like to submit with the budget; or,
- ☐ Draft legislation in progress at this time. A description of the proposed changes is included in the "Summary of Major Changes" table. A draft will be provided to the Mayor's Office by

☐ **Other Requests:** Submitted requests for the following item:

- ☐ COIT (through a separate form - see page 31 of the budget instructions MS Word document)
- ☐ Capital - CPC funded capital requests are made through the new budget system, BFM by 1/20

For Chief Financial Officer/Budget Manager:

I have reviewed the attached budget submission and affirm that all applicable forms checked off above are either included in this submission or have been submitted through the proper online forums.

Full Name: Michael Cotter

Signature:

BUDGET FORM 1A: Summary of Major Changes
FY 2023-24 and FY 2024-25

DEPT NAME HERE

Major Changes	Department Response to Major Changes
1. SUMMARY. What major changes is the department proposing? Clearly describe each change, including the fiscal impact of the proposal. Alternatively, you may submit a 1-2 page memo with your budget submission summarizing the major changes.	Please see memo
2. GENERAL FUND TARGET. How did the department meet its target in each year? What are the high-level programmatic, operational, or staffing impacts of this proposed reduction? For non-GFS departments, please describe your strategy for absorbing cost increases or revenue reductions without adding new costs to the General Fund?	The Department of Human Resources (DHR) has been asked to reduce -$730,896 in FY 2023-24 and an additional -$438,524 in FY 2024-25. DHR completed an extensive analysis, looking at attrition, current vacancies, professional services, along with many other itemized accounts. For FY 23-24, DHR started the process to update its workorder recovery model, based on actual costs of providing the services. For FY 24-25, DHR proposes further changes and updates to workorders.
3. POSITIONS. How are current year staffing levels and vacancies factored into your budget submission? What position changes is the department proposing to prioritize core service delivery while meeting the General Fund reduction target or NGF revenue reductions? Highlight any changes to FTE levels, budgeted attrition, temporary salaries, substitutions, and provide details in Form 3B.	DHR has a significant budgeted attrition goal which has not been adjusted due to the need to fill key roles across the department. Several position substitutions are proposed in our Employment Services Division.
4. EXPENDITURES. What major spending changes is the department proposing? Please provide information especially for any grant changes, major contract changes, personnel changes, or other changes that affect core services and functions. Highlight any changes related to major changes/initiatives as noted in the Summary section and provide details in Form 3A.	Labor Negotiations: FY 23/24 +$4.2M DHR will be negotiating collective bargaining agreements on behalf of 88% the City's workforce covered by 26 unions agreements. In year two of the budget this one-time funding expires. Workers' Compensation: FY 23/24 +$488K & FY 24/25 +$628K The proposed budget includes two upward substitution requests and three new claims positions to ensure that the City has sufficient capacity for handling higher caseloads. System's & Analytics Core Infrastructure: FY 23/24 +$365K & FY 24/25 +$365K The Committee on Information Technology (COIT) provided one time funding in FY 2022-23 to advance the Department's Human Resources (DHR) Modernization program. New investments are needed to sustain the ongoing cost of the digital exam program. Employment Services Reorganization (GF): FY 23/24 +$469K & FY 24/25 +$484K DHR is realigning staffing and responsibilities to better meet the expectations of client departments for both direct HR services and HR advice. These new costs are fully offset by changes in departmental workorders. City's Fellowship Program: FY 23/24 +$2.4M & FY 24/25 +$370K DHR administers the Citywide SF Fellow program, these increased expenses are entirely offset by revenues received by participating departments.
5. REVENUES. What revenue changes did the department submit? Please differentiate between General Fund and non-General Fund. This should match an Audit Trail, as shown in Form 2A Revenue Report, as well as, the Expenditure Report in Form 3A.	City's Fellowship Program: FY 23/24 +$2.4M & FY 24/25 +$370K DHR administers the Citywide SF Fellow program, these increased expenses are entirely offset by revenues received by participating departments. Interdepartmental: FY 23/24 -$31.6K & FY 24/25 -$47.5K Increased demand for Management and Diversity trainings +$158K/$142K, increase in special project support for Department Early Childhood +$56K/$56K, and decrease in special project support for Juvenile Probation Department. Services Requested by Other Departments: FY 23/24 +$1.1M & FY 24/25 +1.4M
6. LEGISLATION. Is the department seeking to submit any legislation with the budget? Does the department's budget assume any revenues/expenditures that require a legislative change?	n/a
7. PROP J. Identify existing Prop J Analyses that will continue, and if the department's budget proposes any NEW contracting out of work previously done by City workers.	n/a
8. TRANSFER OF FUNCTION. Is the department requesting any Transfer of Functions of positions between departments? If so, please explain.	EEO Case Management •Ongoing discussions occurring between Department of Public Health, Department of Human Resources, and Mayor's Budget Office to determine resource allocation and cost redistribution methodology. Health & Safety •Ongoing discussions occurring between Department of Public Health and Department of Human Resources to determine if transfer of function is appropriate. Workers' Compensation •Source revenues will be modified during the Mayor's Phase.
9. INTERIM EXCEPTIONS. Is the department requesting any interim exceptions (new positions that are 1.0 FTE rather than 0.79 in BY and .78 in BY +1)? If so, for what reason are is the request being made?	n/a
10. BUDGET EQUITY. How has the department considered equity in its budget proposal?	As a central services department, DHR supports the City departments that provide the City's services. Advancing racial equity permeates our work, including ensuring equitable hiring practices, targeting recruitment efforts in diverse communities, and ensuring that our workplace is inclusive and respectful for all employees.

BUDGET FORM 1B: Department Budget Summary
FY 2023-24 and FY 2024-25

HRD Human Resources

Authorized Positions	2022-2023 Original Budget	2023-2024 Proposed Budget	Changes from 2022-2023	2024-2025 Proposed Budget	Changes from 2023-2024
Total Funded	264.04	292.16	28.13	281.72	(10.45)
Non-Operating Positions (CAP/Other)	(70.86)	(81.37)	(10.51)	(82.00)	(0.63)
Net Operating Positions	**193.18**	**210.79**	**17.62**	**199.72**	**(11.08)**

Sources

Expenditure Recovery	123,931,221	129,760,862	5,829,641	128,000,309	(1,760,553)
Other Revenues	138,425	144,953	6,528	144,953	0
General Funds	18,614,880	22,569,352	3,954,472	19,440,701	(3,128,651)
Sources Total	**142684526**	**152475167**	**9,790,641**	**147,585,963**	**(4,889,204)**

Uses - Operating Expenditures

Salaries	27,916,678	31,474,663	3,557,985	31,434,867	(39,796)
Mandatory Fringe Benefits	10,757,292	10,958,962	201,670	10,696,463	(262,499)
Non-Personnel Services	91,711,970	96,396,600	4,684,630	96,006,570	(390,030)
Materials & Supplies	368,689	440,516	71,827	420,516	(20,000)
Overhead and Allocations	0	0	0	0	0
Programmatic Projects	4,231,000	3,120,000	(1,111,000)	940,000	(2,180,000)
Services Of Other Depts	7,698,897	10,084,426	2,385,529	8,087,547	(1,996,879)
Uses Total	**142,684,526**	**152,475,167**	**9,790,641**	**147,585,963**	**(4,889,204)**

Uses - By Division Description

HRD Administration	9,585,625	6,204,289	(3,381,336)	6,292,913	88,624
HRD Employee Relations	4,969,260	8,953,421	3,984,161	5,082,947	(3,870,474)
HRD Equal Emplymt Opportunity	8,132,608	8,247,570	114,962	8,441,711	194,141
HRD Recruit-Assess-Client Svc	12,517,853	12,831,064	313,211	13,177,366	346,302
HRD Workers Compensation	100,709,000	105,849,624	5,140,624	106,379,225	529,601
HRD Workforce Development	6,770,180	10,389,199	3,619,019	8,211,801	(2,177,398)
Uses by Division Total	**142,684,526**	**152,475,167**	**9,790,641**	**147,585,963**	**(4,889,204)**

BUDGET FORM 2A: Revenue Report

DEPARTMENT: HRD

Please identify proposed revenue changes from the FY 2023-24 and FY 2024-25 Base Budget at the account level.

Note: To submit this information, run the **15.30.005c - Snapshot to Current Comparison by Stage (audit trail)** report from the budget system.

Select the following criteria before running the report:

Snapshot: **Start of Dept**

Budget Stages: **M2 Department Phase**

Account Lvl 5: Filter for all Revenue Account Lvl 5 codes beginning with "4"

GFS Type: Do not select a value.

Do not select values for any other prompts.

For any proposed changes, provide an explanation in the **"Revenue Description & Explanation of Change"** column.

Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.

All submissions must be formatted appropriately so that printed copies are easily readable for the public.

Total BY Revenue Variance: 3,937,849.00 | **Total BY+1 Revenue Variance: 2,177,296.00**

Budget System Report 15.30.005 filtered on Regular Revenues

																	FY 2023-24			FY 2024-25			FORMULA	FILL IN
GFS Type	Dept Grp	Division	Division Title	Section	Section Title	Dept ID	Dept ID Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5 Title	Account - Title	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Revenue Description & Explanation of Change
GFS	HRD					232022	HRD Administration	10010	GF Annual Authority Ctrl	10026742-0001	HR Administration	HR Administration	20992	HR SF Fellows Program	4860ExpRec	486130 - Exp Rec Fr Con-IntrnlAudit AAO	230,000	0	(230,000)	230,000	0	(230,000)	YES	Updated Chartfields; see department ID 232029
GFS	HRD					232022	HRD Administration	10010	GF Annual Authority Ctrl	10026742-0001	HR Administration	HR Administration	20992	HR SF Fellows Program	4860ExpRec	486460 - Exp Rec Fr Muni TransprtnAAO	460,000	0	(460,000)	460,000	0	(460,000)	YES	Updated Chartfields; see department ID 232029
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	4860ExpRec	486990 - Exp Rec-General Unallocated	0	365,500	365,500	0	365,500	365,500	YES	Hiring Modernization infrastructure support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486060 - Exp Rec Fr Art Commission AAO	111,745	234,000	122,255	111,745	234,000	122,255	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486110 - Exp Rec Fr Bldg Inspection AAO	235,630	280,689	45,059	235,630	280,689	45,059	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486190 - Exp Rec Fr Child;Youth&Fam AAO	78,618	98,241	19,623	78,618	78,618	0	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486191 - Exp Rec Fr Early Childhood	0	140,345	140,345	0	140,345	140,345	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486240 - Exp Rec Fr Civil Service (AAO)	22,955	0	(22,955)	22,955	0	(22,955)	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486280 - Exp Rec Fr Ethic Comssn AAO	215,659	280,689	65,030	215,659	215,659	0	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486320 - Exp Rec Fr Environment (AAO)	168,328	280,689	112,361	168,328	280,689	112,361	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486340 - Exp Rec Fr Fire Dept (AAO)	105,429	386,118	280,689	105,429	386,118	280,689	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486410 - Exp Rec Fr Hss (AAO)	311,622	561,379	249,757	311,622	561,379	249,757	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486565 - Exp Rec Fr Police AcctbiltyAAO	102,540	140,345	37,805	102,540	140,345	37,805	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486580 - Exp Rec Fr Human Rights (AAO)	188,734	280,689	91,955	188,734	280,689	91,955	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486610 - Exp Rec Fr Regstar Of Votr AAO	223,773	280,689	56,916	223,773	280,689	56,916	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486670 - Exp Rec Fr Sheriff (AAO)	228,861	284,550	55,689	228,861	284,550	55,689	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486671 - Exp Rec Fr SDA-Accountability	47,184	140,345	93,161	47,184	140,345	93,161	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	486990 - Exp Rec-General Unallocated	0	473,900	473,900	0	854,000	854,000	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	4860ExpRec	487990 - Exp Rec-Unallocated Non-AAO Fd	159,678	0	(159,678)	159,678	0	(159,678)	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	4860ExpRec	486420 - Exp Rec Fr Juvenile Court AAO	5,636	0	(5,636)	5,636	0	(5,636)	YES	Special Project support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	4860ExpRec	486990 - Exp Rec-General Unallocated	392,976	0	(392,976)	392,976	0	(392,976)	YES	Clean up entry
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	4860ExpRec	486070 - Exp Rec Fr Assessor (AAO)	2,700	4,500	1,800	2,700	4,500	1,800	YES	Proctors
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	4860ExpRec	486191 - Exp Rec Fr Early Childhood	265,746	320,626	54,880	265,746	320,626	54,880	YES	Client Services support
GFS	HRD					232025	HRD Recruit-Assess-Client Sv	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	4860ExpRec	486420 - Exp Rec Fr Juvenile Court AAO	240,846	0	(240,846)	240,846	0	(240,846)	YES	Special Project support
GFS	HRD					232029	HRD Workforce Developme	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	4860ExpRec	486990 - Exp Rec-General Unallocated	75,000	0	(75,000)	75,000	0	(75,000)	YES	See Line 56
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486130 - Exp Rec Fr Con-IntrnlAudit AAO	0	240,000	240,000	0	240,000	240,000	YES	SF Fellows
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486190 - Exp Rec Fr Child;Youth&Fam AAO	0	120,000	120,000	0	0	0	YES	SF Fellows
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486420 - Exp Rec Fr Juvenile Court AAO	0	240,000	240,000	0	240,000	240,000	YES	SF Fellows
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486430 - Exp Rec Fr Public Library AAO	0	360,000	360,000	0	0	0	YES	SF Fellows

GFS Type	Dept Grp	Division	Division Title	Section	Section Title	Dept ID	Dept ID Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5 Title	Account - Title	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Revenue Description & Explanation of Change
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486460 - Exp Rec Fr Muni TransprtnAAO	0	460,000	460,000	0	460,000	460,000	YES	SF Fellows
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486690 - Exp Rec Fr Human Services AAO	0	120,000	120,000	0	120,000	120,000	YES	SF Fellows
GFS	HRD					232029	HRD Workforce Developme	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	4860ExpRec	486990 - Exp Rec-General Unallocated	0	1,560,000	1,560,000	0	0	0	YES	SF Fellows
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486030 - Exp Rec Fr Admin Svcs (AAO)	6,440	27,700	21,260	6,440	27,700	21,260	YES	Increased training support per department request
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486070 - Exp Rec Fr Assessor (AAO)	15,000	20,000	5,000	15,000	20,000	5,000	YES	Increased training support per department request
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486195 - EXP REC Fr HomelessnessSvcsAAO	14,000	30,000	16,000	14,000	14,000	0	YES	Increased training support per department request
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486420 - Exp Rec Fr Juvenile Court AAO	38,000	20,000	(18,000)	38,000	20,000	(18,000)	YES	Increased training support per department request
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486640 - Exp Rec Fr Retirement Sys AAO	3,300	22,000	18,700	3,300	22,000	18,700	YES	Increased training support per department request
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486690 - Exp Rec Fr Human Services AAO	0	40,255	40,255	0	40,255	40,255	YES	Increased training support per department request
GFS	HRD					232029	HRD Workforce Developme	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	4860ExpRec	486990 - Exp Rec-General Unallocated	38,639	113,639	75,000	38,639	113,639	75,000	YES	Combined unallocated revenue

BUDGET FORM 3A: Expenditure Changes
DEPARTMENT: HRD
Please identify proposed expenditure changes from the FY 2023-24 and FY 2024-25 Base Budget at the account level.

Note: To submit this information, run the **15.30.005c - Snapshot to Current Comparison by Stage (Audit Trail)** report from BFM Reporting.
Select the following criteria before running the report:
Snapshot: **Start of Dept**
Budget Stages: **M2 Department Phase**
GFS Type: Do not select a value.
Account Lvl 5: Filter for all Expenditure Account Lvl 5 codes beginning with "5"
Do not select values for any other prompts.
For any proposed changes, provide an explanation in the "Explanation of Change" for each Budget Year column.
Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.
All submissions must be formatted appropriately so that printed copies are easily readable for the public.

Budget System Report 15.30.005 filtered on Gross Expenditures

																	Total BY Expenditure Variance:		7,530,150.00	Total BY+1 Expenditure Variance:		2,001,370.00		
																	FY 2023-24			FY 2024-25			FORMULA	FILL IN
GFS Type	Dept Grp	Division	Division Title	Section	Section Title	Dept ID	Dept ID Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5 Title	Account - Title	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	Change submitted?	Explanation of Change
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010 - Perm Salaries-Misc-Regular	1,986,122	2,005,895	19,773	2,101,087	2,121,691	20,604		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	505010 - Temp Misc Regular Salaries	0	50,000	50,000	0	50,192	50,192		Temporary Salary budget for department 232022
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010 - Retire City Misc	282,366	284,654	2,288	253,664	255,590	1,926		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010 - Social Security (OASDI & HI)	98,019	102,344	4,325	107,450	111,840	4,390		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020 - Social Sec-Medicare(HI Only)	28,797	29,809	1,012	30,464	31,491	1,027		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010 - Health Service-City Match	10,435	9,326	(1,109)	11,142	9,959	(1,183)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020 - Retiree Health-Match-Prop B	12,306	12,738	432	13,019	13,457	438		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	7,557	7,822	265	7,991	8,260	269		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710 - Dependent Coverage	(74,233)	(72,708)	1,525	(79,243)	(77,614)	1,627		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010 - Dental Coverage	(5,536)	(5,456)	80	(5,701)	(5,619)	82		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120 - Long Term Disability Insurance	2,681	2,703	22	2,914	2,936	22		Upward substitutions and corresponding fringe benefits
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5200OHAllo	579990 - Allocated Chrgs-Spec Sources	(3,381,591)	(3,511,780)	(130,189)	(3,381,591)	(3,551,060)	(169,469)		
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5010Salary	501010 - Perm Salaries-Misc-Regular	694,006	0	(694,006)	723,192	0	(723,192)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	513010 - Retire City Misc	100,544	0	(100,544)	88,707	0	(88,707)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514010 - Social Security (OASDI & HI)	39,300	0	(39,300)	41,846	0	(41,846)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514020 - Social Sec-Medicare(HI Only)	10,063	0	(10,063)	10,486	0	(10,486)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515010 - Health Service-City Match	17,145	0	(17,145)	18,303	0	(18,303)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515020 - Retiree Health-Match-Prop B	4,300	0	(4,300)	4,480	0	(4,480)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	2,640	0	(2,640)	2,752	0	(2,752)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515710 - Dependent Coverage	48,055	0	(48,055)	51,294	0	(51,294)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	516010 - Dental Coverage	4,872	0	(4,872)	5,019	0	(5,019)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	519110 - Flexible Benefit Package	4,786	0	(4,786)	5,109	0	(5,109)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	519120 - Long Term Disability Insurance	1,822	0	(1,822)	1,898	0	(1,898)		Updated chartfields
GFS	HRD					232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5210NPSvcs	522210 - Fees Licenses Permits	25,000	0	(25,000)	25,000	0	(25,000)		Updated chartfields
GFS	HRD					232022	HRD Administration	10010	GF Annual Authority Ctrl	10026742-0001	HR Administration	HR Administration	20992	Operating	5060ProgPr	HR SF Fellows Program	690,000	0	(690,000)	0	0	0		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5010Salary	501010 - Perm Salaries-Misc-Regular	0	694,006	694,006	0	723,192	723,192		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	513010 - Retire City Misc	0	100,544	100,544	0	88,707	88,707		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	514010 - Social Security (OASDI & HI)	0	39,300	39,300	0	41,846	41,846		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	514020 - Social Sec-Medicare(HI Only)	0	10,063	10,063	0	10,486	10,486		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	515010 - Health Service-City Match	0	17,145	17,145	0	18,303	18,303		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	515020 - Retiree Health-Match-Prop B	0	4,300	4,300	0	4,480	4,480		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	0	2,640	2,640	0	2,752	2,752		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	515710 - Dependent Coverage	0	48,055	48,055	0	51,294	51,294		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	516010 - Dental Coverage	0	4,872	4,872	0	5,019	5,019		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	519110 - Flexible Benefit Package	0	4,786	4,786	0	5,109	5,109		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5130Fringe	519120 - Long Term Disability Insurance	0	1,822	1,822	0	1,898	1,898		Updated chartfields
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5210NPSvcs	521010 - Training Costs Paid To Vendors	0	16,000	16,000	0	16,000	16,000		Training
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5210NPSvcs	522210 - Fees Licenses Permits	0	229,500	229,500	0	229,500	229,500		Technology infrastructure support costs
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	MODERNIZATION	5810OthDep	581140 - DT Technology Projects	0	145,000	145,000	0	145,000	145,000		Technology infrastructure support costs
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5010Salary	505010 - Temp Misc Regular Salaries	463,306	0	(463,306)	465,088	0	(465,088)		Zeroed out "Housing Authority" project budget and created "Career Center" project budget
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	514010 - Social Security (OASDI & HI)	28,725	0	(28,725)	28,835	0	(28,835)		Zeroed out "Housing Authority" project budget and created "Career Center" project budget
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	514020 - Social Sec-Medicare(HI Only)	6,718	0	(6,718)	6,744	0	(6,744)		Zeroed out "Housing Authority" project budget and created "Career Center" project budget
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	515020 - Retiree Health-Match-Prop B	2,871	0	(2,871)	2,882	0	(2,882)		Zeroed out "Housing Authority" project budget and created "Career Center" project budget
GFS	HRD					232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	1,763	0	(1,763)	1,769	0	(1,769)		Zeroed out "Housing Authority" project budget and created "Career Center" project budget
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010 - Perm Salaries-Misc-Regular	4,736,247	4,768,385	32,138	4,941,544	4,975,034	33,490		Upward substitutions and corresponding fringe benefits
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010 - Retire City Misc	690,814	695,625	4,811	611,004	615,274	4,270		Upward substitutions and corresponding fringe benefits
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010 - Social Security (OASDI & HI)	289,263	291,256	1,993	304,289	306,365	2,076		Upward substitutions and corresponding fringe benefits
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020 - Social Sec-Medicare(HI Only)	69,237	69,704	467	72,209	72,695	486		Upward substitutions and corresponding fringe benefits
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020 - Retiree Health-Match-Prop B	29,589	29,788	199	30,855	31,062	207		Upward substitutions and corresponding fringe benefits
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	18,159	18,282	123	18,948	19,075	127		Upward substitutions and corresponding fringe benefits
GFS	HRD					232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120 - Long Term Disability Insurance	14,123	14,248	125	14,740	14,871	131		Upward substitutions and corresponding fringe benefits
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5010Salary	505010 - Temp Misc Regular Salaries	445,635	1,945,635	1,500,000	447,349	447,349	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	514010 - Social Security (OASDI & HI)	34,754	127,754	93,000	35,517	35,517	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	514020 - Social Sec-Medicare(HI Only)	8,127	29,877	21,750	8,305	8,305	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	515020 - Retiree Health-Match-Prop B	3,473	12,767	9,294	3,550	3,550	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	515030 - RetireeHthCare-	2,132	7,838	5,706	2,179	2,179	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5210NPSvcs	526010 - Arbitrators	0	60,000	60,000	0	25,000	25,000		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5210NPSvcs	526310 - Court Reporters	16,000	40,000	24,000	16,000	16,000	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5210NPSvcs	527990 - Other Professional Services	162,072	622,172	460,100	388,261	388,261	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5210NPSvcs	531310 - Office Machine Rental	5,000	35,000	30,000	5,000	5,000	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5210NPSvcs	553210 - Litigation Expenses	25,000	0	(25,000)	25,000	0	(25,000)		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5400Mat&Su	540000 - Materials & Supplies-Budget	1,000	9,650	8,650	9,650	9,650	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5400Mat&Su	546990 - Food	0	500	500	500	500	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5400Mat&Su	549250 - Minor Data Processing Equipment	0	2,000	2,000	2,000	2,000	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5400Mat&Su	550010 - Equipm(Exld'_Controlled Asset)	0	10,000	10,000	10,000	10,000	0		Labor project
GFS	HRD					232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5810OthDep	581000 - GF City Service	500,000	2,500,000	2,000,000	500,000	500,000	0		Labor project
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010 - Perm Salaries-Misc-Regular	5,667,290	6,244,016	576,726	5,929,961	6,530,945	600,984		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	505010 - Temp Misc Regular Salaries	356,628	306,628	(50,000)	357,808	307,808	(50,192)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010 - Retire City Misc	823,699	907,324	83,625	731,124	804,912	73,788		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010 - Social Security (OASDI & HI)	359,435	388,381	28,946	378,694	410,463	31,769		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020 - Social Sec-Medicare(HI Only)	87,343	94,982	7,639	91,167	99,555	7,388		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010 - Health Service-City Match	212,455	226,159	13,704	226,783	241,412	14,629		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020 - Retiree Health-Match-Prop B	37,318	40,579	3,261	38,967	42,381	3,414		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	22,911	24,914	2,003	23,925	26,023	2,098		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710 - Dependent Coverage	421,564	457,834	36,270	450,017	488,733	38,716		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010 - Dental Coverage	45,830	49,559	3,729	47,197	51,038	3,841		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519110 - Flexible Benefit Package	23,930	33,502	9,572	25,545	35,763	10,218		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120 - Long Term Disability Insurance	18,214	19,001	787	19,069	19,893	824		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5200OHAllo	579990 - Allocated Chrgs-Spec Sources	1,138,995	1,269,184	130,189	1,138,995	1,308,464	169,469		
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5010Salary	501010 - Perm Salaries-Misc-Regular	360,570	0	(360,570)	375,732	0	(375,732)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	513010 - Retire City Misc	53,233	0	(53,233)	47,126	0	(47,126)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514010 - Social Security (OASDI & HI)	22,355	0	(22,355)	23,296	0	(23,296)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514020 - Social Sec-Medicare(HI Only)	5,228	0	(5,228)	5,447	0	(5,447)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515010 - Health Service-City Match	15,262	0	(15,262)	16,291	0	(16,291)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515020 - Retiree Health-Match-Prop B	2,234	0	(2,234)	2,328	0	(2,328)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515030 - RetireeHthCare-CityMatchProgC	1,371	0	(1,371)	1,430	0	(1,430)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515710 - Dependent Coverage	30,224	0	(30,224)	32,264	0	(32,264)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	516010 - Dental Coverage	3,281	0	(3,281)	3,379	0	(3,379)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HT-IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	519120 - Long Term Disability Insurance	1,406	0	(1,406)	1,465	0	(1,465)		Updated chartfields
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5010Salary	501010 - Perm Salaries-Misc-Regular	1,147,246	959,540	(187,706)	1,196,889	1,001,290	(195,599)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	513010 - Retire City Misc	165,367	138,173	(27,194)	146,198	122,206	(23,992)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	514010 - Social Security (OASDI & HI)	67,349	56,971	(10,378)	71,757	60,447	(11,310)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	514020 - Social Sec-Medicare(HI Only)	16,635	13,913	(2,722)	17,353	14,517	(2,836)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	515010 - Health Service-City Match	34,717	29,810	(4,907)	37,059	31,821	(5,238)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	515020 - Retiree Health-Match-Prop B	7,107	5,944	(1,163)	7,418	6,206	(1,212)		Upward substitutions and corresponding fringe benefits
GFS	HRD					232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	H

BUDGET FORM 3B: Position Changes
DEPARTMENT: HRD
Please identify proposed position changes from the FY 2023-24 and FY 2024-25 Base Budget at the account level (reflecting both salary and discretionary special class changes).

Note: To submit this information, run the **15.30.004 Position Snapshot Comparison (Audit Trail)** report from the BFM Reporting.
Select the following criteria before running the report:
Snapshot: **Start of Dept**
Budget Stages: **M2 Department Phase**
GFS Type: Do not select a value.
Do not select values for any other prompts.
For any proposed changes, provide an explanation in the **"Explanation of FTE and/or Amount Change"** column.
Please contact your Mayor's Office or Controller's Office Analyst if you need assistance running this report.
All submissions must be formatted appropriately so that printed copies are easily readable for the public.

Budget System Report 15.30.004 filtered on Gross Expenditures																																	
																				Total BY FTE Variance:	14.54		Total BY Amount Variance:	1,986,370.00		Total BY+1 FTE Variance:	4.11		Total BY+1 Amount Variance:	539,719.00			
																				FY 2023-24					FY 2024-25						FORMULA		FILL IN
GFS Type	Dept Grp	Dept ID	Dept ID Title	Fund	Fund Title	Project-Activity	Project Title	Activity Title	Authority	Authority Title	Account Lvl 5 Title	Account	Account Title	Class	Job Class Title	Ret	Status	Action	Start Dept FTE	End Dept FTE	Var Dept FTE	Start Dept Amt	End Dept Amt	Var Dept Amt	Start BY+1 Dept FTE	End BY+1 Dept FTE	Var BY+1 Dept FTE	Start BY+1 Dept Amt	End BY+1 Dept Amt	Var BY+1 Dept Amt	FTE Changes Submitted?	Amount Changes Submitted?	Explanation of FTE and/or Amount Change
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1801_C	Analyst Trainee	C	O		$19	0.00	($19)	$0	0	$0	$19	0.00	($19)	$0	0	$0	YES	NO	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1822_C	Administrative Analyst	C	A		$1	0.00	($1)	$119,525	0	($119,525)	$1	0.00	($1)	$124,552	0	($124,552)	YES	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1822_C	Administrative Analyst	C	O	0	0.00	$1	$1	0	$0	$0	0.00	$1	$1	0	$0	$0	YES	NO	Off Budet Position
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1823_C	Senior Administrative Analyst	C	A	S	0.00	$1	$1	0	$139,298	$139,298	0.00	$1	$1	$0	$145,156	$145,156	YES	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	505010	Temp Misc Regular Salaries	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	$0	$0	0	$50,000	$50,000	0.00	$0	$0	0	$50,192	$50,192	YES	YES	
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1822_C	Administrative Analyst	C	A		$0	0.00	$0	$17,893	0	($17,893)	$0	0.00	$0	$15,879	0	($15,879)	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1823_C	Senior Administrative Analyst	C	A	S	0.00	$0	$0	0	$20,181	$20,181	0.00	$0	$0	0	$17,805	$17,805	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1822_C	Administrative Analyst	C	A		$0	0.00	$0	$7,411	0	($7,411)	$0	0.00	$0	$7,722	0	($7,722)	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1823_C	Senior Administrative Analyst	C	A	S	0.00	$0	$0	0	$8,636	$8,636	0.00	$0	$0	0	$9,000	$9,000	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	$0	$0	0	$3,100	$3,100	0.00	$0	$0	0	$3,112	$3,112	NO	YES	
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1822_C	Administrative Analyst	C	A		$0	0.00	$0	$1,733	0	($1,733)	$0	0.00	$0	$1,806	0	($1,806)	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1823_C	Senior Administrative Analyst	C	A	S	0.00	$0	$0	0	$2,020	$2,020	0.00	$0	$0	0	$2,105	$2,105	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	$0	$0	0	$725	$725	0.00	$0	$0	0	$728	$728	NO	YES	
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1822_C	Administrative Analyst	C	A		$0	0.00	$0	$5,448	0	($5,448)	$0	0.00	$0	$5,815	0	($5,815)	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1823_C	Senior Administrative Analyst	C	A	S	0.00	$0	$0	0	$4,339	$4,339	0.00	$0	$0	0	$4,632	$4,632	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1822_C	Administrative Analyst	C	A		$0	0.00	$0	$741	0	($741)	$0	0.00	$0	$772	0	($772)	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1823_C	Senior Administrative Analyst	C	A	S	0.00	$0	$0	0	$863	$863	0.00	$0	$0	0	$899	$899	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	$0	$0	0	$310	$310	0.00	$0	$0	0	$311	$311	NO	YES	Temporary salaries
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1822_C	Administrative Analyst	C	A		$0	0.00	$0	$455	0	($455)	$0	0.00	$0	$474	0	($474)	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1823_C	Senior Administrative Analyst	C	A	S	0.00	0	0	0	530	530	0.00	0	0	0	552	552	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	0	0	0	190	190	0.00	0	0	0	191	191	NO	YES	Temporary salaries
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1822_C	Administrative Analyst	C	A		0	0.00	0	10138	0	-10138	0	0.00	0	10822	0	-10822	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1823_C	Senior Administrative Analyst	C	A	S	0.00	0	0	0	11663	11663	0.00	0	0	0	12449	12449	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1822_C	Administrative Analyst	C	A		0	0.00	0	1107	0	-1107	0	0.00	0	1141	0	-1141	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1823_C	Senior Administrative Analyst	C	A	S	0.00	0	0	0	1187	1187	0.00	0	0	0	1223	1223	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1822_C	Administrative Analyst	C	A		0	0.00	0	466	0	-466	0	0.00	0	486	0	-486	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1823_C	Senior Administrative Analyst	C	A	S	0.00	0	0	0	488	488	0.00	0	0	0	508	508	NO	YES	Upward substitutions
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	20992	HR SF Fellows Program	5010Salary	501010	Perm Salaries-Misc-Regular	1801_C	Analyst Trainee	C	O		7	0.00	-7	0	0	0	7	0.00	-7	0	0	0	YES	NO	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	0923_C	Manager II	C	A		1	0.00	-1	173536	0	-173536	1	0.00	-1	180834	0	-180834	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1044_C	IS Engineer-Principal	C	A		1	0.00	-1	221379	0	-221379	1	0.00	-1	230689	0	-230689	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1053_C	IS Business Analyst-Senior	C	A		1	0.00	-1	153305	0	-153305	1	0.00	-1	159752	0	-159752	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1063_C	IS Programmer Analyst-Senior	C	A		1	0.00	-1	145786	0	-145786	1	0.00	-1	151917	0	-151917	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	513010	Retire City Misc	0923_C	Manager II	C	A		0	0.00	0	25141	0	-25141	0	0.00	0	22181	0	-22181	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	513010	Retire City Misc	1044_C	IS Engineer-Principal	C	A		0	0.00	0	32072	0	-32072	0	0.00	0	28297	0	-28297	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	513010	Retire City Misc	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	22210	0	-22210	0	0.00	0	19595	0	-19595	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	513010	Retire City Misc	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	21121	0	-21121	0	0.00	0	18634	0	-18634	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	0923_C	Manager II	C	A		0	0.00	0	10378	0	-10378	0	0.00	0	11212	0	-11212	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1044_C	IS Engineer-Principal	C	A		0	0.00	0	10378	0	-10378	0	0.00	0	11310	0	-11310	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	9505	0	-9505	0	0.00	0	9905	0	-9905	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	9039	0	-9039	0	0.00	0	9419	0	-9419	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	0923_C	Manager II	C	A		0	0.00	0	2516	0	-2516	0	0.00	0	2622	0	-2622	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1044_C	IS Engineer-Principal	C	A		0	0.00	0	3210	0	-3210	0	0.00	0	3345	0	-3345	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	2223	0	-2223	0	0.00	0	2316	0	-2316	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	2114	0	-2114	0	0.00	0	2203	0	-2203	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515010	Health Service-City Match	0923_C	Manager II	C	A		0	0.00	0	4128	0	-4128	0	0.00	0	4407	0	-4407	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515010	Health Service-City Match	1044_C	IS Engineer-Principal	C	A		0	0.00	0	4339	0	-4339	0	0.00	0	4632	0	-4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515010	Health Service-City Match	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	4339	0	-4339	0	0.00	0	4632	0	-4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515010	Health Service-City Match	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	4339	0	-4339	0	0.00	0	4632	0	-4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	0923_C	Manager II	C	A		0	0.00	0	1075	0	-1075	0	0.00	0	1120	0	-1120	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1044_C	IS Engineer-Principal	C	A		0	0.00	0	1372	0	-1372	0	0.00	0	1429	0	-1429	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	950	0	-950	0	0.00	0	990	0	-990	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	903	0	-903	0	0.00	0	941	0	-941	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	0923_C	Manager II	C	A		0	0.00	0	660	0	-660	0	0.00	0	688	0	-688	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1044_C	IS Engineer-Principal	C	A		0	0.00	0	842	0	-842	0	0.00	0	878	0	-878	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	583	0	-583	0	0.00	0	608	0	-608	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	555	0	-555	0	0.00	0	578	0	-578	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515710	Dependent Coverage	0923_C	Manager II	C	A		0	0.00	0	13066	0	-13066	0	0.00	0	13947	0	-13947	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515710	Dependent Coverage	1044_C	IS Engineer-Principal	C	A		0	0.00	0	11663	0	-11663	0	0.00	0	12449	0	-12449	NO	YES	Updated chartfields, no net increase

GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515710	Dependent Coverage	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	11663	0	-11663	0	0.00	0	12449	0	-12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	515710	Dependent Coverage	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	11663	0	-11663	0	0.00	0	12449	0	-12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	516010	Dental Coverage	0923_C	Manager II	C	A		0	0.00	0	1311	0	-1311	0	0.00	0	1350	0	-1350	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	516010	Dental Coverage	1044_C	IS Engineer-Principal	C	A		0	0.00	0	1187	0	-1187	0	0.00	0	1223	0	-1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	516010	Dental Coverage	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	1187	0	-1187	0	0.00	0	1223	0	-1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	516010	Dental Coverage	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	1187	0	-1187	0	0.00	0	1223	0	-1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	519110	Flexible Benefit Package	0923_C	Manager II	C	A		0	0.00	0	4786	0	-4786	0	0.00	0	5109	0	-5109	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1044_C	IS Engineer-Principal	C	A		0	0.00	0	775	0	-775	0	0.00	0	807	0	-807	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1053_C	IS Business Analyst-Senior	C	A		0	0.00	0	537	0	-537	0	0.00	0	559	0	-559	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10000	GF Annual Account Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1063_C	IS Programmer Analyst-Senior	C	A		0	0.00	0	510	0	-510	0	0.00	0	532	0	-532	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5010Salary	501010	Perm Salaries-Misc-Regular	0923_C	Manager II	C	A	S	0.00	1	1	0	173536	173536	0.00	1	1	0	180834	180834	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5010Salary	501010	Perm Salaries-Misc-Regular	1044_C	IS Engineer-Principal	C	A	S	0.00	1	1	0	221379	221379	0.00	1	1	0	230689	230689	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5010Salary	501010	Perm Salaries-Misc-Regular	1053_C	IS Business Analyst-Senior	C	A	S	0.00	1	1	0	153305	153305	0.00	1	1	0	159752	159752	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5010Salary	501010	Perm Salaries-Misc-Regular	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	1	1	0	145786	145786	0.00	1	1	0	151917	151917	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	513010	Retire City Misc	0923_C	Manager II	C	A	S	0.00	0	0	0	25141	25141	0.00	0	0	0	22181	22181	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	513010	Retire City Misc	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	32072	32072	0.00	0	0	0	28297	28297	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	513010	Retire City Misc	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	22210	22210	0.00	0	0	0	19595	19595	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	513010	Retire City Misc	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	21121	21121	0.00	0	0	0	18634	18634	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514010	Social Security (OASDI & HI)	0923_C	Manager II	C	A	S	0.00	0	0	0	10378	10378	0.00	0	0	0	11212	11212	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514010	Social Security (OASDI & HI)	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	10378	10378	0.00	0	0	0	11310	11310	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514010	Social Security (OASDI & HI)	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	9505	9505	0.00	0	0	0	9905	9905	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514010	Social Security (OASDI & HI)	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	9039	9039	0.00	0	0	0	9419	9419	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514020	Social Sec-Medicare(HI Only)	0923_C	Manager II	C	A	S	0.00	0	0	0	2516	2516	0.00	0	0	0	2622	2622	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514020	Social Sec-Medicare(HI Only)	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	3210	3210	0.00	0	0	0	3345	3345	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514020	Social Sec-Medicare(HI Only)	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	2223	2223	0.00	0	0	0	2316	2316	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	514020	Social Sec-Medicare(HI Only)	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	2114	2114	0.00	0	0	0	2203	2203	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515010	Health Service-City Match	0923_C	Manager II	C	A	S	0.00	0	0	0	4128	4128	0.00	0	0	0	4407	4407	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515010	Health Service-City Match	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	4339	4339	0.00	0	0	0	4632	4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515010	Health Service-City Match	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	4339	4339	0.00	0	0	0	4632	4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515010	Health Service-City Match	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	4339	4339	0.00	0	0	0	4632	4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515020	Retiree Health-Match-Prop B	0923_C	Manager II	C	A	S	0.00	0	0	0	1075	1075	0.00	0	0	0	1120	1120	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515020	Retiree Health-Match-Prop B	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	1372	1372	0.00	0	0	0	1429	1429	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515020	Retiree Health-Match-Prop B	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	950	950	0.00	0	0	0	990	990	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515020	Retiree Health-Match-Prop B	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	903	903	0.00	0	0	0	941	941	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	0923_C	Manager II	C	A	S	0.00	0	0	0	660	660	0.00	0	0	0	688	688	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	842	842	0.00	0	0	0	878	878	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515030	CityMatchPropC	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	583	583	0.00	0	0	0	608	608	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	555	555	0.00	0	0	0	578	578	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515710	Dependent Coverage	0923_C	Manager II	C	A	S	0.00	0	0	0	13066	13066	0.00	0	0	0	13947	13947	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515710	Dependent Coverage	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	11663	11663	0.00	0	0	0	12449	12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515710	Dependent Coverage	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	11663	11663	0.00	0	0	0	12449	12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	515710	Dependent Coverage	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	11663	11663	0.00	0	0	0	12449	12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	516010	Dental Coverage	0923_C	Manager II	C	A	S	0.00	0	0	0	1311	1311	0.00	0	0	0	1350	1350	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	516010	Dental Coverage	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	1187	1187	0.00	0	0	0	1223	1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	516010	Dental Coverage	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	1187	1187	0.00	0	0	0	1223	1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	516010	Dental Coverage	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	1187	1187	0.00	0	0	0	1223	1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	519110	Flexible Benefit Package	0923_C	Manager II	C	A	S	0.00	0	0	0	4786	4786	0.00	0	0	0	5109	5109	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	519120	Long Term Disability Insurance	1044_C	IS Engineer-Principal	C	A	S	0.00	0	0	0	775	775	0.00	0	0	0	807	807	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	519120	Long Term Disability Insurance	1053_C	IS Business Analyst-Senior	C	A	S	0.00	0	0	0	537	537	0.00	0	0	0	559	559	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10033390-0001	HIRING MODERNIZATION	Hiring Modernization	20357	HIRING MODERNIZATION	5130Fringe	519120	Long Term Disability Insurance	1063_C	IS Programmer Analyst-Senior	C	A	S	0.00	0	0	0	510	510	0.00	0	0	0	532	532	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5010Salary	505010	Temp Misc Regular Salaries	TEMPM_E	Temporary - Miscellaneous	E	S		3.672398	0	-3.6724	463306	0	-463306	3.686523	0	-3.686523	465088	0	-465088	YES	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	514010	Social Security (OASDI & HI)	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	28725	0	-28725	0	0	0	28835	0	-28835	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	514020	Social Sec-Medicare(HI Only)	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	6718	0	-6718	0	0	0	6744	0	-6744	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	515020	Retiree Health-Match-Prop B	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	2871	0	-2871	0	0	0	2882	0	-2882	NO	YES	Updated chartfields, no net increase
GFS	HRD	232022	HRD Administration	10020	GF Continuing Authority Ctrl	10035015-0001	HOUSING AUTHORITY TRANSITION	HOUSING AUTHORITY TRANSITION	20989	HOUSING AUTHORITY TRANSITION	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	1763	0	-1763	0	0	0	1769	0	-1769	NO	YES	Updated chartfields, no net increase
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1404_C	Clerk	C	A		1	0.00	-1	73892	0	-73892	1	0.00	-1	76999	0	-76999	YES	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1406_C	Senior Clerk	C	A	S	0.00	1	1	0	92938	92938	0.00	1	1	0	96846	96846	YES	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1840_C	Junior Management Assistant	C	A		3	2	-1	290772	193848	-96924	3	2	-1	303000	202000	-101000	YES	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1842_C	Management Assistant	C	A	S	0.00	1	1	0	110016	110016	0.00	1	1	0	114643	114643	YES	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1404_C	Clerk	C	A		0	0.00	0	11062	0	-11062	0	0.00	0	9817	0	-9817	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	13913	13913	0.00	0	0	0	12347	12347	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1840_C	Junior Management Assistant	C	A		0	0	0	43530	29020	-14510	0	0	0	38628	25752	-12876	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1842_C	Management Assistant	C	A	S	0.00	0	0	0	16470	16470	0.00	0	0	0	14616	14616	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1404_C	Clerk	C	A		0	0.00	0	4581	0	-4581	0	0.00	0	4774	0	-4774	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	5762	5762	0.00	0	0	0	6004	6004	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1840_C	Junior Management Assistant	C	A		0	0	0	18027	12018	-6009	0	0	0	18786	12524	-6262	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1842_C	Management Assistant	C	A	S	0.00	0	0	0	6821	6821	0.00	0	0	0	7108	7108	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1404_C	Clerk	C	A		0	0.00	0	1071	0	-1071	0	0.00	0	1116	0	-1116	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	1348	1348	0.00	0	0	0	1404	1404	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1840_C	Junior Management Assistant	C	A		0	0	0	4215	2810	-1405	0	0	0	4392	2928	-1464	NO	YES	Upward substitutions

GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1842_C	Management Assistant	C	A	S	0.00	0	0	0	1595	1595	0.00	0	0	0	1662	1662	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1404_C	Clerk	C	A		0	0.00	0	5448	0	-5448	0	0.00	0	5815	0	-5815	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	5448	5448	0.00	0	0	0	5815	5815	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1840_C	Junior Management Assistant	C	A		0	0	0	16344	10896	-5448	0	0	0	17445	11630	-5815	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1842_C	Management Assistant	C	A	S	0.00	0	0	0	5448	5448	0.00	0	0	0	5815	5815	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1404_C	Clerk	C	A		0	0.00	0	458	0	-458	0	0.00	0	477	0	-477	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	576	576	0.00	0	0	0	600	600	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1840_C	Junior Management Assistant	C	A		0	0	0	1803	1202	-601	0	0	0	1878	1252	-626	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1842_C	Management Assistant	C	A	S	0.00	0	0	0	682	682	0.00	0	0	0	710	710	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1404_C	Clerk	C	A		0	0.00	0	281	0	-281	0	0.00	0	293	0	-293	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	354	354	0.00	0	0	0	368	368	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1840_C	Junior Management Assistant	C	A		0	0	0	1107	738	-369	0	0	0	1152	768	-384	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1842_C	Management Assistant	C	A	S	0.00	0	0	0	419	419	0.00	0	0	0	436	436	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1404_C	Clerk	C	A		0	0.00	0	10138	0	-10138	0	0.00	0	10822	0	-10822	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	10138	10138	0.00	0	0	0	10822	10822	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1840_C	Junior Management Assistant	C	A		0	0	0	30414	20276	-10138	0	0	0	32466	21644	-10822	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1842_C	Management Assistant	C	A	S	0.00	0	0	0	10138	10138	0.00	0	0	0	10822	10822	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1404_C	Clerk	C	A		0	0.00	0	1107	0	-1107	0	0.00	0	1141	0	-1141	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	1107	1107	0.00	0	0	0	1141	1141	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1840_C	Junior Management Assistant	C	A		0	0	0	3321	2214	-1107	0	0	0	3423	2282	-1141	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1842_C	Management Assistant	C	A	S	0.00	0	0	0	1107	1107	0.00	0	0	0	1141	1141	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1404_C	Clerk	C	A		0	0.00	0	288	0	-288	0	0.00	0	300	0	-300	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1406_C	Senior Clerk	C	A	S	0.00	0	0	0	362	362	0.00	0	0	0	378	378	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1840_C	Junior Management Assistant	C	A		0	0	0	1134	756	-378	0	0	0	1182	788	-394	NO	YES	Upward substitutions
GFS	HRD	232023	HRD Equal Emplymt Opportunity	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1842_C	Management Assistant	C	A	S	0.00	0	0	0	429	429	0.00	0	0	0	447	447	NO	YES	Upward substitutions
GFS	HRD	232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5010Salary	505010	Temp Misc Regular Salaries	TEMPM_E	Temporary - Miscellaneous	E	S		3.532328	15.422087	11.88976	445635	1945635	1500000	3.545914	3.545914	0	447349	447349	0	YES	YES	Labor project
GFS	HRD	232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	514010	Social Security (OASDI & HI)	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	27629	120629	93000	0	0	0	27736	27736	0	NO	YES	Labor project
GFS	HRD	232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	514020	Social Sec-Medicare(HI Only)	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	6462	28212	21750	0	0	0	6487	6487	0	NO	YES	Labor project
GFS	HRD	232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	515020	Retiree Health-Match-Prop B	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	2761	12055	9294	0	0	0	2772	2772	0	NO	YES	Labor project
GFS	HRD	232024	HRD Employee Relations	10010	GF Annual Authority Ctrl	10024330-0001	Labor Relations	Labor Relations	17360	Labor Relations	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	1695	7401	5706	0	0	0	1702	1702	0	NO	YES	Labor project
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	0931_C	Manager III	C	A	S	0.00	2	2	0	374282	374282	0.00	2	2	0	390022	390022	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1202_C	Personnel Clerk	C	A	S	0.00	1	1	0	82269	82269	0.00	1	1	0	85728	85728	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1202_C	Personnel Clerk	C	A		5	0.00	-5	411345	0	-411345	5	0.00	-5	428640	0	-428640	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1204_C	Senior Personnel Clerk	C	A	S	0.00	5	5	0	476135	476135	0.00	5	5	0	496160	496160	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1241_C	Human Resources Analyst	C	A	R	0.00	1	1	0	132321	132321	0.00	1	1	0	137885	137885	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1241_C	Human Resources Analyst	C	A		3	1	-2	396963	132321	-264642	3	1	-2	413655	137885	-275770	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1244_C	Senior Human Resources Analyt	C	A	R	0.00	1	1	0	154357	154357	0.00	1	1	0	160848	160848	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1244_C	Senior Human Resources Analyt	C	A	S	0.00	2	2	0	308714	308714	0.00	2	2	0	321696	321696	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1244_C	Senior Human Resources Analyt	C	A		20	17	-3	3087140	2624069	-463071	20	17	-3	3216960	2734416	-482544	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1246_C	Principal Human Resources Ana	C	A	S	0.00	3	3	0	563118	563118	0.00	3	3	0	586797	586797	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1246_C	Principal Human Resources Ana	C	A		3	1	-2	563118	187706	-375412	3	1	-2	586797	195599	-391198	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1404_C	Clerk	C	A	R	0.00	1	1	0	73892	73892	0.00	1	1	0	76999	76999	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1404_C	Clerk	C	A		4	3	-1	295568	221676	-73892	4	3	-1	307996	230997	-76999	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	505010	Temp Misc Regular Salaries	TEMPM_E	Temporary - Miscellaneous	E	S		2.826814	2.430489	-0.39633	356628	306628	-50000	2.837689	2.439842	-0.397847	358000	307808	-50192	YES	YES	Transfer Temp from ES to Admin
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	0931_C	Manager III	C	A	S	0.00	0	0	0	54224	54224	0.00	0	0	0	47840	47840	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	12316	12316	0.00	0	0	0	10930	10930	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1202_C	Personnel Clerk	C	A		0	0.00	0	61580	0	-61580	0	0.00	0	54650	0	-54650	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	71280	71280	0.00	0	0	0	63255	63255	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	19809	19809	0.00	0	0	0	17579	17579	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1241_C	Human Resources Analyst	C	A		0	0	0	59427	19809	-39618	0	0	0	52737	17579	-35158	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	22362	22362	0.00	0	0	0	19730	19730	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	44724	44724	0.00	0	0	0	39460	39460	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1244_C	Senior Human Resources Analyt	C	A		0	0	0	447240	380154	-67086	0	0	0	394600	335410	-59190	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	81582	81582	0.00	0	0	0	71976	71976	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1246_C	Principal Human Resources Ana	C	A		0	0	0	81582	27194	-54388	0	0	0	71976	23992	-47984	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1404_C	Clerk	C	A	R	0.00	0	0	0	11062	11062	0.00	0	0	0	9817	9817	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1404_C	Clerk	C	A		0	0	0	44248	33186	-11062	0	0	0	39268	29451	-9817	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	0931_C	Manager III	C	A	S	0.00	0	0	0	20756	20756	0.00	0	0	0	22620	22620	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	5101	5101	0.00	0	0	0	5315	5315	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1202_C	Personnel Clerk	C	A		0	0.00	0	25505	0	-25505	0	0.00	0	26575	0	-26575	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	29520	29520	0.00	0	0	0	30760	30760	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	8204	8204	0.00	0	0	0	8549	8549	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1241_C	Human Resources Analyst	C	A		0	0	0	24612	8204	-16408	0	0	0	25647	8549	-17098	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	9570	9570	0.00	0	0	0	9973	9973	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	19140	19140	0.00	0	0	0	19946	19946	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1244_C	Senior Human Resources Analyt	C	A		0	0	0	191400	162690	-28710	0	0	0	199460	169541	-29919	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	31134	31134	0.00	0	0	0	33930	33930	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1246_C	Principal Human Resources Ana	C	A		0	0	0	31134	10378	-20756	0	0	0	33930	11310	-22620	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1404_C	Clerk	C	A	R	0.00	0	0	0	4581	4581	0.00	0	0	0	4774	4774	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1404_C	Clerk	C	A		0	0	0	18324	13743	-4581	0	0	0	19096	14322	-4774	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	22111	19011	-3100	0	0	0	22196	19084	-3112	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	0931_C	Manager III	C	A	S	0.00	0	0	0	5428	5428	0.00	0	0	0	5656	5656	NO	YES	Upward substitutions

GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	1193	1193	0.00	0	0	0	1243	1243	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1202_C	Personnel Clerk	C	A		0	0.00	0	5965	0	-5965	0	0.00	0	6215	0	-6215	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	6905	6905	0.00	0	0	0	7195	7195	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	1919	1919	0.00	0	0	0	1999	1999	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1241_C	Human Resources Analyst	C	A		0	0	0	5757	1919	-3838	0	0	0	5997	1999	-3998	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	2238	2238	0.00	0	0	0	2332	2332	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	4476	4476	0.00	0	0	0	4664	4664	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1244_C	Senior Human Resources Analyt	C	A		0	0	0	44760	38046	-6714	0	0	0	46640	39644	-6996	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	8166	8166	0.00	0	0	0	8508	8508	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1246_C	Principal Human Resources Ana	C	A		0	0	0	8166	2722	-5444	0	0	0	8508	2836	-5672	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1404_C	Clerk	C	A	R	0.00	0	0	0	1071	1071	0.00	0	0	0	1116	1116	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1404_C	Clerk	C	A		0	0	0	4284	3213	-1071	0	0	0	4464	3348	-1116	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	5171	4446	-725	0	0	0	5191	4463	-728	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	0931_C	Manager III	C	A	S	0.00	0	0	0	8256	8256	0.00	0	0	0	8814	8814	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	5448	5448	0.00	0	0	0	5815	5815	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1202_C	Personnel Clerk	C	A		0	0.00	0	27240	0	-27240	0	0.00	0	29075	0	-29075	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	27240	27240	0.00	0	0	0	29075	29075	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	4907	4907	0.00	0	0	0	5238	5238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1241_C	Human Resources Analyst	C	A		0	0	0	14721	4907	-9814	0	0	0	15714	5238	-10476	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	4907	4907	0.00	0	0	0	5238	5238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	9814	9814	0.00	0	0	0	10476	10476	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1244_C	Senior Human Resources Analyt	C	A		0	0	0	98140	83419	-14721	0	0	0	104760	89046	-15714	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	14721	14721	0.00	0	0	0	15714	15714	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1246_C	Principal Human Resources Ana	C	A		0	0	0	14721	4907	-9814	0	0	0	15714	5238	-10476	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1404_C	Clerk	C	A	R	0.00	0	0	0	5448	5448	0.00	0	0	0	5815	5815	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1404_C	Clerk	C	A		0	0	0	21792	16344	-5448	0	0	0	23260	17445	-5815	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	0931_C	Manager III	C	A	S	0.00	0	0	0	2318	2318	0.00	0	0	0	2416	2416	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	510	510	0.00	0	0	0	531	531	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1202_C	Personnel Clerk	C	A		0	0.00	0	2550	0	-2550	0	0.00	0	2655	0	-2655	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	2950	2950	0.00	0	0	0	3075	3075	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	820	820	0.00	0	0	0	854	854	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1241_C	Human Resources Analyst	C	A		0	0	0	2460	820	-1640	0	0	0	2562	854	-1708	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	956	956	0.00	0	0	0	997	997	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	1912	1912	0.00	0	0	0	1994	1994	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1244_C	Senior Human Resources Analyt	C	A		0	0	0	19120	16252	-2868	0	0	0	19940	16949	-2991	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	3489	3489	0.00	0	0	0	3636	3636	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1246_C	Principal Human Resources Ana	C	A		0	0	0	3489	1163	-2326	0	0	0	3636	1212	-2424	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1404_C	Clerk	C	A	R	0.00	0	0	0	458	458	0.00	0	0	0	477	477	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1404_C	Clerk	C	A		0	0	0	1832	1374	-458	0	0	0	1908	1431	-477	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	2210	1900	-310	0	0	0	2218	1907	-311	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	0931_C	Manager III	C	A	S	0.00	0	0	0	1424	1424	0.00	0	0	0	1484	1484	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	313	313	0.00	0	0	0	326	326	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1202_C	Personnel Clerk	C	A		0	0.00	0	1565	0	-1565	0	0.00	0	1630	0	-1630	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	1810	1810	0.00	0	0	0	1890	1890	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	503	503	0.00	0	0	0	525	525	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1241_C	Human Resources Analyst	C	A		0	0	0	1509	503	-1006	0	0	0	1575	525	-1050	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	587	587	0.00	0	0	0	612	612	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	1174	1174	0.00	0	0	0	1224	1224	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1244_C	Senior Human Resources Analyt	C	A		0	0	0	11740	9979	-1761	0	0	0	12240	10404	-1836	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	2142	2142	0.00	0	0	0	2232	2232	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1246_C	Principal Human Resources Ana	C	A		0	0	0	2142	714	-1428	0	0	0	2232	744	-1488	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1404_C	Clerk	C	A	R	0.00	0	0	0	281	281	0.00	0	0	0	293	293	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1404_C	Clerk	C	A		0	0	0	1124	843	-281	0	0	0	1172	879	-293	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	TEMPM_E	Temporary - Miscellaneous	E	S		0	0	0	1357	1167	-190	0	0	0	1362	1171	-191	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	0931_C	Manager III	C	A	S	0.00	0	0	0	26132	26132	0.00	0	0	0	27894	27894	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	10138	10138	0.00	0	0	0	10822	10822	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1202_C	Personnel Clerk	C	A		0	0.00	0	50690	0	-50690	0	0.00	0	54110	0	-54110	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	50690	50690	0.00	0	0	0	54110	54110	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	10043	10043	0.00	0	0	0	10721	10721	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1241_C	Human Resources Analyst	C	A		0	0	0	30129	10043	-20086	0	0	0	32163	10721	-21442	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	10043	10043	0.00	0	0	0	10721	10721	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	20086	20086	0.00	0	0	0	21442	21442	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1244_C	Senior Human Resources Analyt	C	A		0	0	0	200860	170731	-30129	0	0	0	214420	182257	-32163	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	30129	30129	0.00	0	0	0	32163	32163	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1246_C	Principal Human Resources Ana	C	A		0	0	0	30129	10043	-20086	0	0	0	32163	10721	-21442	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1404_C	Clerk	C	A	R	0.00	0	0	0	10138	10138	0.00	0	0	0	10822	10822	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1404_C	Clerk	C	A		0	0	0	40552	30414	-10138	0	0	0	43288	32466	-10822	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	0931_C	Manager III	C	A	S	0.00	0	0	0	2622	2622	0.00	0	0	0	2700	2700	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	1107	1107	0.00	0	0	0	1141	1141	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1202_C	Personnel Clerk	C	A		0	0.00	0	5535	0	-5535	0	0.00	0	5705	0	-5705	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	5535	5535	0.00	0	0	0	5705	5705	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	1087	1087	0.00	0	0	0	1119	1119	NO	YES	Upward substitutions

GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1241_C	Human Resources Analyst	C	A		0	0	0	3261	1087	-2174	0	0	0	3357	1119	-2238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	1087	1087	0.00	0	0	0	1119	1119	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	2174	2174	0.00	0	0	0	2238	2238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1244_C	Senior Human Resources Analyt	C	A		0	0	0	21740	18479	-3261	0	0	0	22380	19023	-3357	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	3261	3261	0.00	0	0	0	3357	3357	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1246_C	Principal Human Resources Ana	C	A		0	0	0	3261	1087	-2174	0	0	0	3357	1119	-2238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1404_C	Clerk	C	A	R	0.00	0	0	0	1107	1107	0.00	0	0	0	1141	1141	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1404_C	Clerk	C	A		0	0	0	4428	3321	-1107	0	0	0	4564	3423	-1141	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519110	Flexible Benefit Package	0931_C	Manager III	C	A	S	0.00	0	0	0	9572	9572	0.00	0	0	0	10218	10218	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1202_C	Personnel Clerk	C	A	S	0.00	0	0	0	321	321	0.00	0	0	0	334	334	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1202_C	Personnel Clerk	C	A		0	0.00	0	1605	0	-1605	0	0.00	0	1670	0	-1670	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1204_C	Senior Personnel Clerk	C	A	S	0.00	0	0	0	1855	1855	0.00	0	0	0	1935	1935	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1241_C	Human Resources Analyst	C	A	R	0.00	0	0	0	516	516	0.00	0	0	0	538	538	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1241_C	Human Resources Analyst	C	A		0	0	0	1548	516	-1032	0	0	0	1614	538	-1076	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1244_C	Senior Human Resources Analyt	C	A	R	0.00	0	0	0	602	602	0.00	0	0	0	627	627	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1244_C	Senior Human Resources Analyt	C	A	S	0.00	0	0	0	1204	1204	0.00	0	0	0	1254	1254	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1244_C	Senior Human Resources Analyt	C	A		0	0	0	12040	10234	-1806	0	0	0	12540	10659	-1881	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1246_C	Principal Human Resources Ana	C	A	S	0.00	0	0	0	2196	2196	0.00	0	0	0	2289	2289	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1246_C	Principal Human Resources Ana	C	A		0	0	0	2196	732	-1464	0	0	0	2289	763	-1526	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1404_C	Clerk	C	A	R	0.00	0	0	0	288	288	0.00	0	0	0	300	300	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10000	GF Annual Account Ctrl	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1404_C	Clerk	C	A		0	0	0	1152	864	-288	0	0	0	1200	900	-300	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5010Salary	501010	Perm Salaries-Misc-Regular	1241_C	Human Resources Analyst	C	A		1	0.00	-1	132321	0	-132321	1	0.00	-1	137885	0	-137885	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5010Salary	501010	Perm Salaries-Misc-Regular	1244_C	Senior Human Resources Analyt	C	A		1	0.00	-1	154357	0	-154357	1	0.00	-1	160848	0	-160848	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5010Salary	501010	Perm Salaries-Misc-Regular	1404_C	Clerk	C	A		1	0.00	-1	73892	0	-73892	1	0.00	-1	76999	0	-76999	YES	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	513010	Retire City Misc	1241_C	Human Resources Analyst	C	A		0	0.00	0	19809	0	-19809	0	0.00	0	17579	0	-17579	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	513010	Retire City Misc	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	22362	0	-22362	0	0.00	0	19730	0	-19730	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	513010	Retire City Misc	1404_C	Clerk	C	A		0	0.00	0	11062	0	-11062	0	0.00	0	9817	0	-9817	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514010	Social Security (OASDI & HI)	1241_C	Human Resources Analyst	C	A		0	0.00	0	8204	0	-8204	0	0.00	0	8549	0	-8549	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514010	Social Security (OASDI & HI)	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	9570	0	-9570	0	0.00	0	9973	0	-9973	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514010	Social Security (OASDI & HI)	1404_C	Clerk	C	A		0	0.00	0	4581	0	-4581	0	0.00	0	4774	0	-4774	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514020	Social Sec-Medicare(HI Only)	1241_C	Human Resources Analyst	C	A		0	0.00	0	1919	0	-1919	0	0.00	0	1999	0	-1999	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514020	Social Sec-Medicare(HI Only)	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	2238	0	-2238	0	0.00	0	2332	0	-2332	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	514020	Social Sec-Medicare(HI Only)	1404_C	Clerk	C	A		0	0.00	0	1071	0	-1071	0	0.00	0	1116	0	-1116	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515010	Health Service-City Match	1241_C	Human Resources Analyst	C	A		0	0.00	0	4907	0	-4907	0	0.00	0	5238	0	-5238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515010	Health Service-City Match	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	4907	0	-4907	0	0.00	0	5238	0	-5238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515010	Health Service-City Match	1404_C	Clerk	C	A		0	0.00	0	5448	0	-5448	0	0.00	0	5815	0	-5815	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515020	Retiree Health-Match-Prop B	1241_C	Human Resources Analyst	C	A		0	0.00	0	820	0	-820	0	0.00	0	854	0	-854	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515020	Retiree Health-Match-Prop B	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	956	0	-956	0	0.00	0	997	0	-997	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515020	Retiree Health-Match-Prop B	1404_C	Clerk	C	A		0	0.00	0	458	0	-458	0	0.00	0	477	0	-477	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1241_C	Human Resources Analyst	C	A		0	0.00	0	503	0	-503	0	0.00	0	525	0	-525	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	587	0	-587	0	0.00	0	612	0	-612	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1404_C	Clerk	C	A		0	0.00	0	281	0	-281	0	0.00	0	293	0	-293	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515710	Dependent Coverage	1241_C	Human Resources Analyst	C	A		0	0.00	0	10043	0	-10043	0	0.00	0	10721	0	-10721	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515710	Dependent Coverage	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	10043	0	-10043	0	0.00	0	10721	0	-10721	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	515710	Dependent Coverage	1404_C	Clerk	C	A		0	0.00	0	10138	0	-10138	0	0.00	0	10822	0	-10822	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	516010	Dental Coverage	1241_C	Human Resources Analyst	C	A		0	0.00	0	1087	0	-1087	0	0.00	0	1119	0	-1119	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	516010	Dental Coverage	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	1087	0	-1087	0	0.00	0	1119	0	-1119	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	516010	Dental Coverage	1404_C	Clerk	C	A		0	0.00	0	1107	0	-1107	0	0.00	0	1141	0	-1141	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	519120	Long Term Disability Insurance	1241_C	Human Resources Analyst	C	A		0	0.00	0	516	0	-516	0	0.00	0	538	0	-538	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	519120	Long Term Disability Insurance	1244_C	Senior Human Resources Analyt	C	A		0	0.00	0	602	0	-602	0	0.00	0	627	0	-627	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10010	GF Annual Authority Ctrl	10024336-0001	HR IT Project Hire	Hiring Project	17366	It Project Hire	5130Fringe	519120	Long Term Disability Insurance	1404_C	Clerk	C	A		0	0.00	0	288	0	-288	0	0.00	0	300	0	-300	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5010Salary	501010	Perm Salaries-Misc-Regular	1246_C	Principal Human Resources Ana	C	A		3	2	-1	563118	375412	-187706	3	2	-1	586797	391198	-195599	YES	YES	Moving position position offbudget
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5010Salary	501010	Perm Salaries-Misc-Regular	1246_C	Principal Human Resources Ana	C	O	C	0.00	1	1	0	0	0	0.00	1	1	0	0	0	YES	NO	Changed from onbudget to offbudget
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	513010	Retire City Misc	1246_C	Principal Human Resources Ana	C	A		0	0	0	81582	54388	-27194	0	0	0	71976	47984	-23992	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	514010	Social Security (OASDI & HI)	1246_C	Principal Human Resources Ana	C	A		0	0	0	31134	20756	-10378	0	0	0	33930	22620	-11310	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	514020	Social Sec-Medicare(HI Only)	1246_C	Principal Human Resources Ana	C	A		0	0	0	8166	5444	-2722	0	0	0	8508	5672	-2836	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	515010	Health Service-City Match	1246_C	Principal Human Resources Ana	C	A		0	0	0	14721	9814	-4907	0	0	0	15714	10476	-5238	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	515020	Retiree Health-Match-Prop B	1246_C	Principal Human Resources Ana	C	A		0	0	0	3489	2326	-1163	0	0	0	3636	2424	-1212	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1246_C	Principal Human Resources Ana	C	A		0	0	0	2142	1428	-714	0	0	0	2232	1488	-744	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	515710	Dependent Coverage	1246_C	Principal Human Resources Ana	C	A		0	0	0	30129	20086	-10043	0	0	0	32163	21442	-10721	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	516010	Dental Coverage	1246_C	Principal Human Resources Ana	C	A		0	0	0	3261	2174	-1087	0	0	0	3357	2238	-1119	NO	YES	Upward substitutions
GFS	HRD	232025	HRD Recruit-Assess-Client Svc	10060	GF Work Order	10026742-0001	HR Administration	HR Administration	10002	Interdepartmental-Overhead	5130Fringe	519120	Long Term Disability Insurance	1246_C	Principal Human Resources Ana	C	A		0	0	0	2196	1464	-732	0	0	0	2289	1526	-763	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	0922_C	Manager I	C	A	S	0.00	1	1	0	161657	161657	0.00	1	1	0	168454	168454	YES	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	0923_C	Manager II	C	A		2	1	-1	347072	173536	-173536	2	1	-1	361668	180834	-180834	YES	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	0931_C	Manager III	C	A	S	0.00	1	1	0	187141	187141	0.00	1	1	0	195011	195011	YES	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1232_C	Training Officer	C	A		2	1	-1	271000	135500	-135500	2	1	-1	282396	141198	-141198	YES	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1280_C	Employee Relations Representa	C	A		2	1	-1	308714	154357	-154357	2	1	-1	321696	160848	-160848	YES	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	513010	Retire City Misc	0922_C	Manager I	C	A	S	0.00	0	0	0	23420	23420	0.00	0	0	0	20663	20663	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	513010	Retire City Misc	0923_C	Manager II	C	A		0	0	0	50282	25141	-25141	0	0	0	44362	22181	-22181	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	513010	Retire City Misc	0931_C	Manager III	C	A	S	0.00	0	0	0	27112	27112	0.00	0	0	0	23920	23920	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	513010	Retire City Misc	1232_C	Training Officer	C	A		0	0	0	39262	19631	-19631	0	0	0	34638	17319	-17319	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	513010	Retire City Misc	1280_C	Employee Relations Representa	C	A		0	0	0	44724	22362	-22362	0	0	0	39460	19730	-19730	NO	YES	Upward substitutions

GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	0922_C	Manager I	C	A	S	0.00	0	0	0	10023	10023	0.00	0	0	0	10444	10444	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	0923_C	Manager II	C	A		0	0	0	20756	10378	-10378	0	0	0	22424	11212	-11212	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	0931_C	Manager III	C	A	S	0.00	0	0	0	10378	10378	0.00	0	0	0	11310	11310	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1232_C	Training Officer	C	A		0	0	0	16802	8401	-8401	0	0	0	17508	8754	-8754	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1280_C	Employee Relations Representa	C	A		0	0	0	19140	9570	-9570	0	0	0	19946	9973	-9973	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	0922_C	Manager I	C	A	S	0.00	0	0	0	2344	2344	0.00	0	0	0	2443	2443	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	0923_C	Manager II	C	A		0	0	0	5032	2516	-2516	0	0	0	5244	2622	-2622	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	0931_C	Manager III	C	A	S	0.00	0	0	0	2714	2714	0.00	0	0	0	2828	2828	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1232_C	Training Officer	C	A		0	0	0	3930	1965	-1965	0	0	0	4094	2047	-2047	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1280_C	Employee Relations Representa	C	A		0	0	0	4476	2238	-2238	0	0	0	4664	2332	-2332	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515010	Health Service-City Match	0922_C	Manager I	C	A	S	0.00	0	0	0	4128	4128	0.00	0	0	0	4407	4407	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515010	Health Service-City Match	0923_C	Manager II	C	A		0	0	0	8256	4128	-4128	0	0	0	8814	4407	-4407	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515010	Health Service-City Match	0931_C	Manager III	C	A	S	0.00	0	0	0	4128	4128	0.00	0	0	0	4407	4407	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515010	Health Service-City Match	1232_C	Training Officer	C	A		0	0	0	8678	4339	-4339	0	0	0	9264	4632	-4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515010	Health Service-City Match	1280_C	Employee Relations Representa	C	A		0	0	0	6108	3054	-3054	0	0	0	6518	3259	-3259	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	0922_C	Manager I	C	A	S	0.00	0	0	0	1002	1002	0.00	0	0	0	1044	1044	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	0923_C	Manager II	C	A		0	0	0	2150	1075	-1075	0	0	0	2240	1120	-1120	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	0931_C	Manager III	C	A	S	0.00	0	0	0	1159	1159	0.00	0	0	0	1208	1208	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1232_C	Training Officer	C	A		0	0	0	1680	840	-840	0	0	0	1750	875	-875	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1280_C	Employee Relations Representa	C	A		0	0	0	1912	956	-956	0	0	0	1994	997	-997	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	0922_C	Manager I	C	A	S	0.00	0	0	0	615	615	0.00	0	0	0	641	641	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	0923_C	Manager II	C	A		0	0	0	1320	660	-660	0	0	0	1376	688	-688	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	0931_C	Manager III	C	A	S	0.00	0	0	0	712	712	0.00	0	0	0	742	742	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1232_C	Training Officer	C	A		0	0	0	1030	515	-515	0	0	0	1074	537	-537	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1280_C	Employee Relations Representa	C	A		0	0	0	1174	587	-587	0	0	0	1224	612	-612	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515710	Dependent Coverage	0922_C	Manager I	C	A	S	0.00	0	0	0	13066	13066	0.00	0	0	0	13947	13947	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515710	Dependent Coverage	0923_C	Manager II	C	A		0	0	0	26132	13066	-13066	0	0	0	27894	13947	-13947	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515710	Dependent Coverage	0931_C	Manager III	C	A	S	0.00	0	0	0	13066	13066	0.00	0	0	0	13947	13947	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515710	Dependent Coverage	1232_C	Training Officer	C	A		0	0	0	23326	11663	-11663	0	0	0	24898	12449	-12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515710	Dependent Coverage	1280_C	Employee Relations Representa	C	A		0	0	0	30984	15492	-15492	0	0	0	33072	16536	-16536	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	516010	Dental Coverage	0922_C	Manager I	C	A	S	0.00	0	0	0	1311	1311	0.00	0	0	0	1350	1350	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	516010	Dental Coverage	0923_C	Manager II	C	A		0	0	0	2622	1311	-1311	0	0	0	2700	1350	-1350	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	516010	Dental Coverage	0931_C	Manager III	C	A	S	0.00	0	0	0	1311	1311	0.00	0	0	0	1350	1350	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	516010	Dental Coverage	1232_C	Training Officer	C	A		0	0	0	2374	1187	-1187	0	0	0	2446	1223	-1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	516010	Dental Coverage	1280_C	Employee Relations Representa	C	A		0	0	0	2914	1457	-1457	0	0	0	3002	1501	-1501	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	519110	Flexible Benefit Package	0922_C	Manager I	C	A	S	0.00	0	0	0	4786	4786	0.00	0	0	0	5109	5109	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	519110	Flexible Benefit Package	0923_C	Manager II	C	A		0	0	0	9572	4786	-4786	0	0	0	10218	5109	-5109	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	519110	Flexible Benefit Package	0931_C	Manager III	C	A	S	0.00	0	0	0	4786	4786	0.00	0	0	0	5109	5109	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1232_C	Training Officer	C	A		0	0	0	948	474	-474	0	0	0	988	494	-494	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10000	GF Annual Account Ctrl	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1280_C	Employee Relations Representa	C	A		0	0	0	1204	602	-602	0	0	0	1254	627	-627	NO	YES	Upward substitutions
GFS	HRD	232029	HRD Workforce Development	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	5010Salary	501010	Perm Salaries-Misc-Regular	1801_C	Analyst Trainee	C	O	R	0.00	26	26	0	0	0	0.00	26	26	0	0	0	YES	NO	
GFS	HRD	232029	HRD Workforce Development	10010	GF Annual Authority Ctrl	10039847-0001	HRD-SF Fellows	HRD-SF Fellows	20992	HR SF Fellows Program	5010Salary	501010	Perm Salaries-Misc-Regular	1822_C	Administrative Analyst	C	O	N	0.00	0.79	0.79	0	0	0	0.00	1	1	0	0	0	YES	NO	
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5010Salary	501010	Perm Salaries-Misc-Regular	1232_C	Training Officer	C	A	N	0.00	0.79	0.79	0	107143	107143	0.00	1	1	0	141198	141198	YES	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5010Salary	505010	Temp Misc Regular Salaries	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	0.792651	0.792651	0	100000	100000	0.00	0.795702	0.795702	0	100385	100385	YES	YES	
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	513010	Retire City Misc	1232_C	Training Officer	C	A	N	0.00	0	0	0	15522	15522	0.00	0	0	0	17319	17319	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	514010	Social Security (OASDI & HI)	1232_C	Training Officer	C	A	N	0.00	0	0	0	6643	6643	0.00	0	0	0	8754	8754	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	514010	Social Security (OASDI & HI)	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	0	0	0	6200	6200	0.00	0	0	0	6224	6224	NO	YES	
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	514020	Social Sec-Medicare(HI Only)	1232_C	Training Officer	C	A	N	0.00	0	0	0	1554	1554	0.00	0	0	0	2047	2047	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	514020	Social Sec-Medicare(HI Only)	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	0	0	0	1450	1450	0.00	0	0	0	1456	1456	NO	YES	
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	515010	Health Service-City Match	1232_C	Training Officer	C	A	N	0.00	0	0	0	3375	3375	0.00	0	0	0	4632	4632	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	515020	Retiree Health-Match-Prop B	1232_C	Training Officer	C	A	N	0.00	0	0	0	664	664	0.00	0	0	0	875	875	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	515020	Retiree Health-Match-Prop B	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	0	0	0	620	620	0.00	0	0	0	622	622	NO	YES	
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1232_C	Training Officer	C	A	N	0.00	0	0	0	408	408	0.00	0	0	0	537	537	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	TEMPM_E	Temporary - Miscellaneous	E	S		0.00	0	0	0	380	380	0.00	0	0	0	382	382	NO	YES	
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	515710	Dependent Coverage	1232_C	Training Officer	C	A	N	0.00	0	0	0	9071	9071	0.00	0	0	0	12449	12449	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	516010	Dental Coverage	1232_C	Training Officer	C	A	N	0.00	0	0	0	923	923	0.00	0	0	0	1223	1223	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10020	GF Continuing Authority Ctrl	10039849-0001	HRD Career Center	HRD Career Center	22446	HRD Career Center	5130Fringe	519120	Long Term Disability Insurance	1232_C	Training Officer	C	A	N	0.00	0	0	0	375	375	0.00	0	0	0	494	494	NO	YES	Citywide Career Center
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1232_C	Training Officer	C	A	R	0.00	1	1	0	135500	135500	0.00	1	1	0	141198	141198	YES	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	513010	Retire City Misc	1232_C	Training Officer	C	A	R	0.00	0	0	0	19631	19631	0.00	0	0	0	17319	17319	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1232_C	Training Officer	C	A	R	0.00	0	0	0	8401	8401	0.00	0	0	0	8754	8754	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1232_C	Training Officer	C	A	R	0.00	0	0	0	1965	1965	0.00	0	0	0	2047	2047	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515010	Health Service-City Match	1232_C	Training Officer	C	A	R	0.00	0	0	0	4339	4339	0.00	0	0	0	4632	4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1232_C	Training Officer	C	A	R	0.00	0	0	0	840	840	0.00	0	0	0	875	875	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1232_C	Training Officer	C	A	R	0.00	0	0	0	515	515	0.00	0	0	0	537	537	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	515710	Dependent Coverage	1232_C	Training Officer	C	A	R	0.00	0	0	0	11663	11663	0.00	0	0	0	12449	12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	516010	Dental Coverage	1232_C	Training Officer	C	A	R	0.00	0	0	0	1187	1187	0.00	0	0	0	1223	1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1232_C	Training Officer	C	A	R	0.00	0	0	0	474	474	0.00	0	0	0	494	494	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5010Salary	501010	Perm Salaries-Misc-Regular	1232_C	Training Officer	C	A	R	0.00	1	1	0	135500	135500	0.00	1	1	0	141198	141198	YES	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5010Salary	501010	Perm Salaries-Misc-Regular	1232_C	Training Officer	C	A		2	1	-1	271000	135500	-135500	2	1	-1	282396	141198	-141198	YES	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	513010	Retire City Misc	1232_C	Training Officer	C	A	R	0.00	0	0	0	19631	19631	0.00	0	0	0	17319	17319	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	513010	Retire City Misc	1232_C	Training Officer	C	A		0	0	0	39262	19631	-19631	0	0	0	34638	17319	-17319	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	514010	Social Security (OASDI & HI)	1232_C	Training Officer	C	A	R	0.00	0	0	0	8401	8401	0.00	0	0	0	8754	8754	NO	YES	Updated chartfields, no net increase

GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	514010	Social Security (OASDI & HI)	1232_C	Training Officer	C	A		0	0	0	16802	8401	-8401	0	0	0	17508	8754	-8754	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	514020	Social Sec-Medicare(HI Only)	1232_C	Training Officer	C	A	R	0.00	0	0	0	1965	1965	0.00	0	0	0	2047	2047	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	514020	Social Sec-Medicare(HI Only)	1232_C	Training Officer	C	A		0	0	0	3930	1965	-1965	0	0	0	4094	2047	-2047	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515010	Health Service-City Match	1232_C	Training Officer	C	A	R	0.00	0	0	0	4339	4339	0.00	0	0	0	4632	4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515010	Health Service-City Match	1232_C	Training Officer	C	A		0	0	0	8678	4339	-4339	0	0	0	9264	4632	-4632	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515020	Retiree Health-Match-Prop B	1232_C	Training Officer	C	A	R	0.00	0	0	0	840	840	0.00	0	0	0	875	875	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515020	Retiree Health-Match-Prop B	1232_C	Training Officer	C	A		0	0	0	1680	840	-840	0	0	0	1750	875	-875	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1232_C	Training Officer	C	A	R	0.00	0	0	0	515	515	0.00	0	0	0	537	537	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1232_C	Training Officer	C	A		0	0	0	1030	515	-515	0	0	0	1074	537	-537	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515710	Dependent Coverage	1232_C	Training Officer	C	A	R	0.00	0	0	0	11663	11663	0.00	0	0	0	12449	12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	515710	Dependent Coverage	1232_C	Training Officer	C	A		0	0	0	23326	11663	-11663	0	0	0	24898	12449	-12449	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	516010	Dental Coverage	1232_C	Training Officer	C	A	R	0.00	0	0	0	1187	1187	0.00	0	0	0	1223	1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	516010	Dental Coverage	1232_C	Training Officer	C	A		0	0	0	2374	1187	-1187	0	0	0	2446	1223	-1223	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	519120	Long Term Disability Insurance	1232_C	Training Officer	C	A	R	0.00	0	0	0	474	474	0.00	0	0	0	494	494	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10026743-0001	HR Workforce Development	HR Workforce Development	10002	Interdepartmental-Overhead	5130Fringe	519120	Long Term Disability Insurance	1232_C	Training Officer	C	A		0	0	0	948	474	-474	0	0	0	988	494	-494	NO	YES	Updated chartfields, no net increase
GFS	HRD	232029	HRD Workforce Development	10060	GF Work Order	10039850-0001	HRD-Tech Apprentice	HRD-Tech Apprentice	10002	Interdepartmental-Overhead	5010Salary	501010	Perm Salaries-Misc-Regular	1241_C	Human Resources Analyst	C	O	0	0.00	0.79	0.79	0	0	0	0.00	1	1	0	0	0	YES	NO	
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1840_C	Junior Management Assistant	C	A		3	1	-2	290772	96924	-193848	3	1	-2	303000	101000	-202000	YES	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	1842_C	Management Assistant	C	A	S	0.00	2	2	0	220032	220032	0.00	2	2	0	229286	229286	YES	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0.79	0.79	0	94512	94512	0.00	1	1	0	124552	124552	YES	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5010Salary	501010	Perm Salaries-Misc-Regular	8165_C	Worker's Compensation Superv	C	A	N	0.00	1.58	1.58	0	240060	240060	0.00	2	2	0	316362	316362	YES	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1840_C	Junior Management Assistant	C	A		0	0	0	43530	14510	-29020	0	0	0	38628	12876	-25752	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	1842_C	Management Assistant	C	A	S	0.00	0	0	0	32940	32940	0.00	0	0	0	29232	29232	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	14149	14149	0.00	0	0	0	15879	15879	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	513010	Retire City Misc	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	34778	34778	0.00	0	0	0	38806	38806	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1840_C	Junior Management Assistant	C	A		0	0	0	18027	6009	-12018	0	0	0	18786	6262	-12524	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	1842_C	Management Assistant	C	A	S	0.00	0	0	0	13642	13642	0.00	0	0	0	14216	14216	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	5860	5860	0.00	0	0	0	7722	7722	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514010	Social Security (OASDI & HI)	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	14884	14884	0.00	0	0	0	19614	19614	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1840_C	Junior Management Assistant	C	A		0	0	0	4215	1405	-2810	0	0	0	4392	1464	-2928	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	1842_C	Management Assistant	C	A	S	0.00	0	0	0	3190	3190	0.00	0	0	0	3324	3324	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	1370	1370	0.00	0	0	0	1806	1806	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	514020	Social Sec-Medicare(HI Only)	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	3480	3480	0.00	0	0	0	4588	4588	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1840_C	Junior Management Assistant	C	A		0	0	0	16344	5448	-10896	0	0	0	17445	5815	-11630	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	1842_C	Management Assistant	C	A	S	0.00	0	0	0	10896	10896	0.00	0	0	0	11630	11630	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	4237	4237	0.00	0	0	0	5815	5815	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515010	Health Service-City Match	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	8474	8474	0.00	0	0	0	11630	11630	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1840_C	Junior Management Assistant	C	A		0	0	0	1803	601	-1202	0	0	0	1878	626	-1252	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	1842_C	Management Assistant	C	A	S	0.00	0	0	0	1364	1364	0.00	0	0	0	1420	1420	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	586	586	0.00	0	0	0	772	772	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515020	Retiree Health-Match-Prop B	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	1488	1488	0.00	0	0	0	1960	1960	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1840_C	Junior Management Assistant	C	A		0	0	0	1107	369	-738	0	0	0	1152	384	-768	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	1842_C	Management Assistant	C	A	S	0.00	0	0	0	838	838	0.00	0	0	0	872	872	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	360	360	0.00	0	0	0	474	474	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515030	RetireeHlthCare-CityMatchPropC	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	914	914	0.00	0	0	0	1204	1204	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1840_C	Junior Management Assistant	C	A		0	0	0	30414	10138	-20276	0	0	0	32466	10822	-21644	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	1842_C	Management Assistant	C	A	S	0.00	0	0	0	20276	20276	0.00	0	0	0	21644	21644	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	7885	7885	0.00	0	0	0	10822	10822	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	515710	Dependent Coverage	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	15770	15770	0.00	0	0	0	21644	21644	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1840_C	Junior Management Assistant	C	A		0	0	0	3321	1107	-2214	0	0	0	3423	1141	-2282	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	1842_C	Management Assistant	C	A	S	0.00	0	0	0	2214	2214	0.00	0	0	0	2282	2282	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	861	861	0.00	0	0	0	1141	1141	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	516010	Dental Coverage	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	1722	1722	0.00	0	0	0	2282	2282	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1840_C	Junior Management Assistant	C	A		0	0	0	1134	378	-756	0	0	0	1182	394	-788	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	1842_C	Management Assistant	C	A	S	0.00	0	0	0	858	858	0.00	0	0	0	894	894	NO	YES	Upward substitutions
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	8141_C	Worker's Compensation Adjuste	C	A	N	0.00	0	0	0	369	369	0.00	0	0	0	486	486	NO	YES	Three new positions to accommodate workers' compensation claims volume
NGFS	HRD	232027	HRD Workers Compensation	12460	SR Workers' Compensation	10026742-0001	HR Administration	HR Administration	10000	Operating	5130Fringe	519120	Long Term Disability Insurance	8165_C	Worker's Compensation Superv	C	A	N	0.00	0	0	0	936	936	0.00	0	0	0	1234	1234	NO	YES	Three new positions to accommodate workers' compensation claims volume

DEPARTMENT OF HUMAN RESOURCES
PROPOSED FUNCTIONAL ORGANIZATIONAL CHART
FY23/24

F	Filled
IP	Recruitment in Progress
A	Vacant for Attrition
N	New Position
S	Substitution

1293 HUMAN RESOURCES DIRECTOR
CAROL ISEN

1454 EXECUTIVE ASSISTANT

0954 MANAGING DEPUTY DIRECTOR

ADMINISTRATION, FINANCE, TECHNOLOGY

0953 DEPUTY DIRECTOR, FINANCE & ADMINISTRATION

Accounting

DHR Budget

DHR Contracts

Information Technology

Citywide PSC and Tuition Processing

STATUS: A

Class	F	IP	A	N	S
953	1	0	0	0	0
954	1	0	0	0	0
1043	1	0	0	0	0
1053	2	0	0	0	0
1094	1	0	0	0	0
1244	1	0	0	0	0
1293	1	0	0	0	0
1652	1	0	0	0	0
1657	1	0	0	0	0
1822	1	0	0	0	0
1823	0	1	0	0	0
1824	1	0	0	0	0
1844	1	0	0	0	0
	13	**1**	0	0	**0**

CLASSIFICATION AND COMPENSATION

1282 CLASSIFICATION & COMPENSATION DIRECTOR

Classify City's positions

STATUS: A

Class	F	IP	A	N	S
1282	1	0	0	0	0
1280	2	0	0	0	0
	3	0	0	0	0

EMPLOYEE RELATIONS DIVISION

1283 EMPLOYEE RELATIONS DIRECTOR

Collective bargaining

Grievance Management

Meet and Confer

STATUS: A

Class	F	IP	A	N	S
1280	3	0	1	0	0
1281	1	0	0	0	0
1282	2	0	0	0	0
1283	1	0	0	0	0
1840	1	0	0	0	0
	8	0	1	0	0

EMPLOYMENT SERVICES

0953 EMPLOYMENT SERVICES DIRECTOR

Client Services Consulting

Miscellaneous Exams

Operations

Public Safety Exams

Special Projects

STATUS: A

Class	F	IP	A	N	S
	0	0	0	0	0
931	3	0	0	0	2
932	2	0	0	0	0
953	1	0	0	0	0
1202	1	1	0	0	-5
1203	1	0	0	0	0
1204	8	0	0	0	5
1241	1	0	0	0	-2
1244	21	2	0	0	-1
1246	5	0	3	0	1
1404	5	0	0	0	0
1842	1	0	0	0	0
	49	**3**	3	0	0

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

0953 EEO AND LEAVE PROGRAMS DIRECTOR

EEO Investigations

Harassment Prevention Training

Reasonable accommodations

STATUS: A

Class	F	IP	A	N	S
923	2	2	0	0	0
931	1	1	0	0	0
953	1	0	0	0	0
1231	7.5	6.5	0	0	0
1233	8	0	0	0	0
1404	0	0	0	0	-1
1406	1	0	0	0	1
1822	1	0	0	0	0
1840	1	1	0	0	-1
1842	1	0	0	0	1
	23.5	**11**	**0**	0	0

POLICY

0953 CHIEF OF POLICY

Policy

Sunshine Requests

STATUS: A

Class	F	IP	A	N	S
953	1	0	0	0	0
1822	0	0	0	0	-1
1823	1	1	0	0	1
	2	**1**	0	0	0

WORKERS' COMPENSATION

0953 WORKERS' COMPENSATION DIRECTOR

Workers' Compensation management

STATUS: A

Class	F	IP	A	N	S
922	1	0	0	0	0
923	0	0	1	0	0
932	1	1	0	0	0
953	1	0	0	0	0
1209	7	4	0	0	0
1404	3	2	0	0	0
1424	1	0	0	0	0
1654	1	0	0	0	0
1822	0	0	1	0	0
1840	1	0	0	0	-2
1842	2	0	0	0	2
1844	1	0	0	0	0
2233	1	0	0	0	0
2322	1	0	0	0	0
5177	1	0	0	0	0
8141	27	1	2	1	0
8165	7	0	0	2	0
	56	**8**	**4**	**3**	0

WORKFORCE DEVELOPMENT

0953 WORKFORCE DEVELOPMENT DIRECTOR

Apprenticeship and Fellowship Coordination

Diversity, Equity, and Inclusion

Instructional Design

Training

STATUS: A

Class	F	IP	A	N	S
922	2	0	0	0	1
923	0	0	1	0	-1
931	2	0	0	0	1
952	0	1	0	0	0
953	1	0	0	0	0
1230	2	0	0	0	0
1232	3	1	0	1	0
1244	0	0	1	0	0
1250	4	0	0	0	0
1280	1	0	0	0	-1
1822	2	0	0	0	0
1823	1	0	0	0	0
1824	0	0	1	0	0
	18	**2**	**3**	**1**	**0**

EMERGENCY PLANNING

Emergency Management

STATUS: A

Class	F	IP	A	N	S
922	0	0	1	0	0
	0	**0**	**1**	**0**	**0**

INTERNAL HR TEAM

Department Personnel Oficer

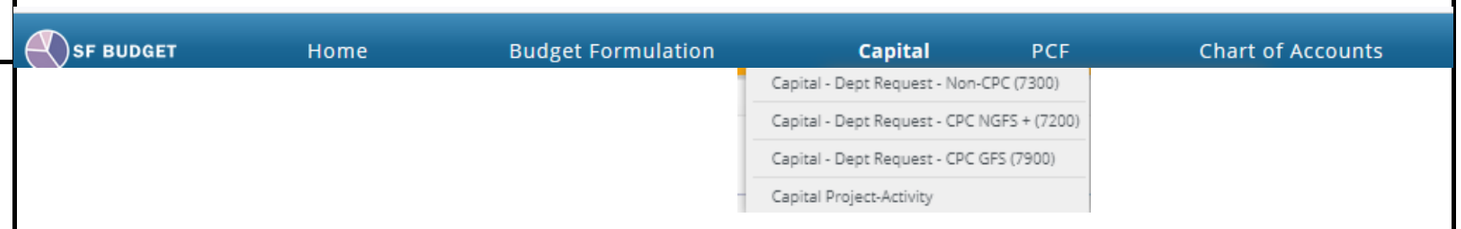
STATUS: A

Class	F	IP	A	N	S
1241	1	0	0	0	0
1244	1	0	0	0	0
1246	1	0	0	0	0
	3	0	0	**0**	0

HR MODERNIZATION PROJECT

Special project to improve the City's human resources practices and procedures.

STATUS: A

Class	F	IP	A	N	S
923	1	0	0	0	0
1044	1	0	0	0	0
1053	1	0	0	0	0
1063	1	0	0	0	0
	4	0	0	0	0

	COIT and Capital Budget Submissions FY 2023-24 and FY 2024-25
COIT ------->	**Please submit the following request at the given links, and refer to Budget Instructions document for more information.** **Technology project proposals:** https://sfgov1.sharepoint.com/sites/ADM-COIT/SitePages/Budget%20FY2023-24.aspx#/ **GFS CPC Capital Requests:** Please enter in BFM form, **Capital - Dept Request - CPC GFS (7900)** **NGFS CPC Capital Requests:** Please enter in BFM form, **Capital - Dept Request - CPC NGFS+ (7200)** **All Other Capital Requests:** Please enter in BFM form, **Capital - Dept Request -Non-CPC (7300)**
CAPITAL ------>