


M E M O R A N D U M

TO: Honorable Corey Johnson
Speaker of the Council

FROM: Lisette Camilo 
Commissioner

DATE: March 31, 2021

SUBJECT: Report on Provisionals

The City Charter requires the DCAS Commissioner to report quarterly to the Mayor, the City Council, the City Civil Service Commission, and the Equal Employment Practices Commission on the number of provisionally appointed City employees (known as “provisionals”), the length of their provisional service, and the steps taken by the City to reduce their numbers and the length of their service. Attached is the quarterly report on provisional employees due on March 31, 2021 for the period ending February 28, 2021.

Since the last quarterly report, the total count of provisionals has decreased by 359 from 14,232 to 13,873. The number of provisionals without a permanent title (9,716) decreased by 272, while the number of provisionals with a permanent title (4,157) decreased by 87, resulting in a net decrease of 359. Provisionals without a permanent title (“pure” provisionals) represent 70% of the total and provisionals with a permanent title (“step-up” provisionals) represent 30% of the total.

Decreases in the number of provisional employees occurred primarily in the titles of Consultant (Early Childhood Education), Water Use Inspector, and Computer Systems Manager. Decreases in these and a variety of other titles occurred as a result of the use of civil service lists to replace provisionals or to convert provisionals on the lists to permanent status.

The City continues to take various actions intended to decrease the number of provisional appointees while minimizing the operational impact of their replacement by permanent employees. During this period, 28 exams were open for filing and conducted, including exams for the titles of Psychologist, Associate Urban Designer, Probation Officer Trainee, and Inspector (Plumbing).

Additionally, 27 civil service lists were established, and 98 certifications were issued for 54 titles with provisionals serving.

Thank you.