



CITY OF CLEVELAND  
Mayor Justin M. Bibb

City of Cleveland

# 2026 Budget

*Civil Service Operational Oversight Hearings*



# Agenda

- I. Departmental Overview
- II. Core Initiatives and 2025 Progress
- III. Staffing Levels



# Departmental Overview

## Mission Statement

To create and implement policies and procedures to attract, hire and promote qualified candidates. To establish, ensure and maintain an equitable and creditable system for public service employment who will best serve the needs of the citizens of the City of Cleveland. To maintain, administer and enforce Civil Service Rules, and conduct meetings and administrative hearings as required.

## Objectives

- ✓ Ensure the integrity of the process for hiring and promotions.
- ✓ Attract and retain qualified employees who will provide efficient and effective services to the citizens.
- ✓ Select qualified candidates through examinations, designed to establish baseline knowledge and skill set for classified civil service positions, and determines whether or not a candidate meets the established minimum qualifications.



# Departmental Overview

**Total:**

Output Metric	2023	2024	2025
1. Job Postings	537	547	525
2. Test Bulletins	154	115	119
3. Applicants	24,604	36,531	46,422

**Department of Public Safety:**

Applications	2023	2024	2025
1. Police	825	1,717	2,379
2. Fire	722	989	1,342
3. EMS	361	489	443



# Departmental Overview

## *Applicant Demographics as of 10/1/25*

Ethnicity	Applied	Percentages
Black / AA	23,061	50%
White	13,542	29%
Hispanic or Latino	2,411	5.2%
Two or more races	1,987	4.3%
Undisclosed	1,522	3.3%
Asian	3,163	6.8%
Other	434	0.9%
American Indian Alaska Native	174	0.4%
Native Hawaiian/Other Pacific Islander	67	0.1%
N/A (Non-U.S.)	60	0.1%
Not Answered	1	.002%



# Core Initiatives and 2025 Progress

Initiative	Summary
<b>Job Classification Review</b>	Modernize and streamline classifications through targeted updates, tiering, and career ladders to ensure relevance, support growth, and align with organizational needs. Archived 425 unused/outdated classifications. Revise antiquated classifications, and update the pay band ordinance accordingly.
<b>Career Ladder:</b> <ul style="list-style-type: none"><li>✓ Architecture</li><li>✓ Engineering</li><li>✓ Information Systems</li><li>✓ Project Management</li></ul>	Establish clear pathways for growth from entry level to the highest achievable level, with increasing responsibility and pay. Career ladders foster development, reduce turnover, lower hiring costs, and attract talent through training and advancement opportunities.
<b>Tiering &amp; Clustering Classifications</b>	Group classifications by job family and introduce tiered levels to create clear career pathways, ensure consistent titles and pay alignment, reduce redundancy, and improve organizational clarity.



# Core Initiatives and 2025 Progress - Continued

Initiative	Summary
<b>Pay Band Reconciliation</b>	Cross-reference job classifications with the pay band ordinance to ensure alignment and accuracy. Continue reviewing classifications to establish realistic minimum salaries based on median, baseline, and competitive market rates.
<b>Eligible List Oversight</b>	Continuously monitor eligible lists to ensure qualified candidates are available and enforce proper use of classifications, avoiding broad, catch-all titles such as <i>Project Coordinator</i> .
<b>Electronic Examinations</b>	Transition to online or hybrid civil service exams to increase efficiency, accessibility, and security—reducing administrative burden, accelerating scoring, and expanding candidate reach.



# Core Initiatives and 2025 Progress - Continued

Initiative	Summary
<b>Recruitment</b>	<p data-bbox="1003 462 2007 505"><i>Build Stronger Relationships &amp; Expand Our Presence</i></p> <p data-bbox="749 576 2232 619">Annual Citywide <b>Success Fair</b> (August 2025 – Huntington Convention Center)</p> <ul data-bbox="749 634 2232 962" style="list-style-type: none"><li>✓ Attendance: 1,785 (Doubled from 2024)</li><li>✓ 260 residents received assistance through on-site legal services, including expungement support, driver’s license reinstatement, child support resolution, and warrant assistance</li><li>✓ 210 Level I Food Safety Certifications earned</li><li>✓ 245 employers &amp; resource partners engaged</li></ul> <p data-bbox="749 1033 2007 1076">Partner to provide assistance and support for re-entry initiatives</p>



# Staffing

2025 Budgeted Headcount	FTEs as of 10-1-25	Current Vacancies
17	15	1 Project Coordinator

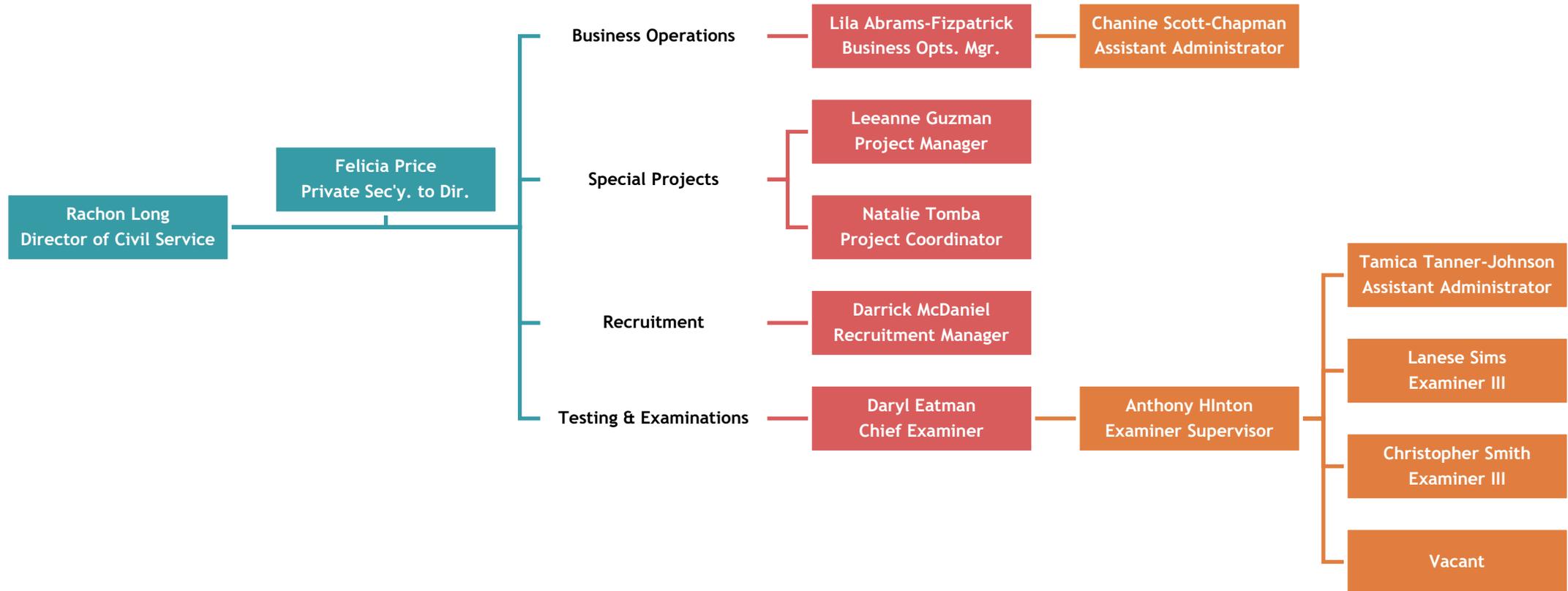
## Civil Service Commission Members:

**Pastor Gregory E. Jordan, President**  
**Michael Flickinger, Vice President**  
**India Pierce Lee, Secretary**  
**Nicole Carlton, Member**  
**Cyrus Patton, Member**



# Staffing

## Department of Civil Service





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# Thank You!

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