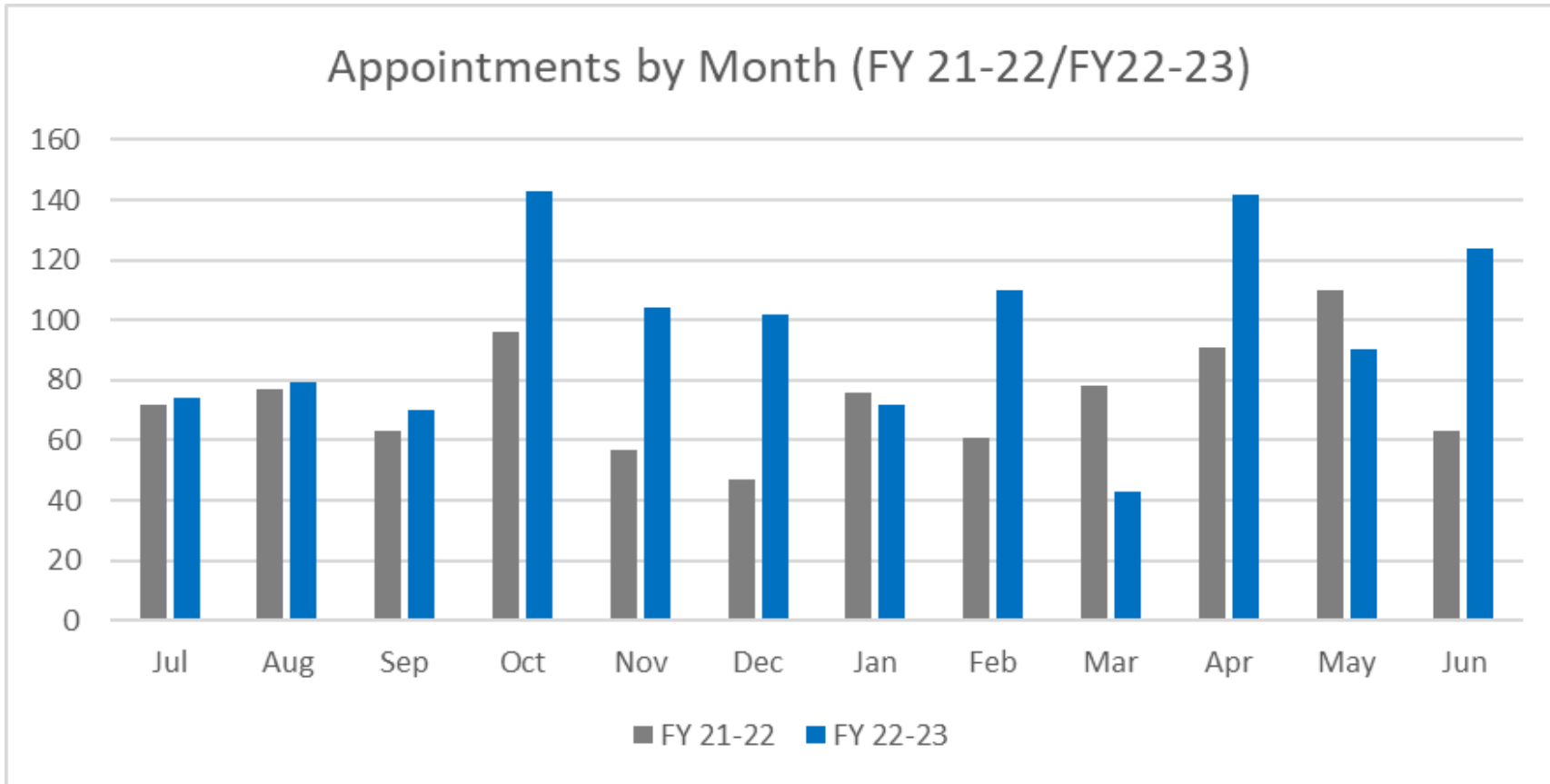# Hiring Summary FY 22-23

Managing the Hiring Pipeline

In FY 2023, the agency completed **1153** appointments, **averaging 287 appointments per quarter.**

Appointments by Month (FY 21-22/FY22-23)

Data pulled from July 1, 2022- June 30, 2023

	FY 21-22	FY 22-23
July	72	74
August	77	79
September	63	70
October	96	143
November	57	104
December	47	102
January	76	72
February	61	110
March	78	43
April	91	142
May	110	90
June	63	124
TOTAL	891	1153

↑ **25% increase**
FY21-22 to FY22-23

Transit Operator (9163) Hiring Summary FY 22-23

Managing the Hiring Pipeline

In FY 2023, the agency has made **424** 9163 appointments, averaging **106 appointments quarterly.**

Transit Operator (9163) Appointments by Month FY 21-22/FY22-23)
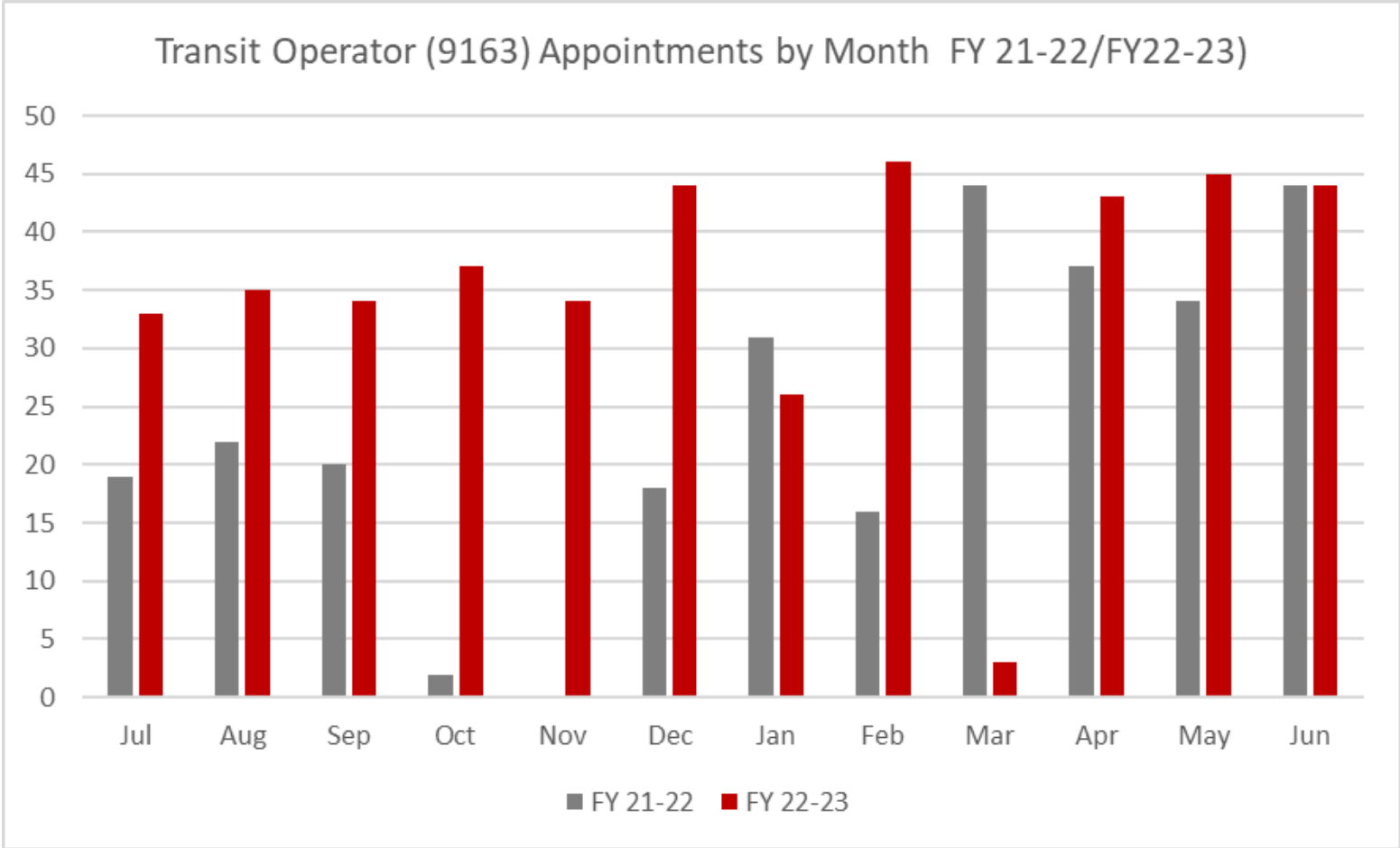
	FY21-22	FY22-23
July	19	33
August	22	35
September	20	34
October	2	37
November	0	34
December	18	44
January	31	26
February	16	46
March	44	3
April	37	43
May	34	45
June	44	44
TOTAL	**287**	**424**

38% increase
FY21-22 to FY22-23

Data pulled from July 1, 2022- June 30, 2023

Hiring Summary FY 22-23

Workforce Requirements

While the Agency was successful at processing **1,153** appointments in FY 2023, only 596 or **52% of those hires were new to the City & MTA**. 362 of these 596 new hires (60.7%) were Transit Operators. This means 234 out of 729 non-Operator appointments (32.1%) were new hires.

Legend: Appointment Categories

COS = Change of Status
HIR = New Hire to City
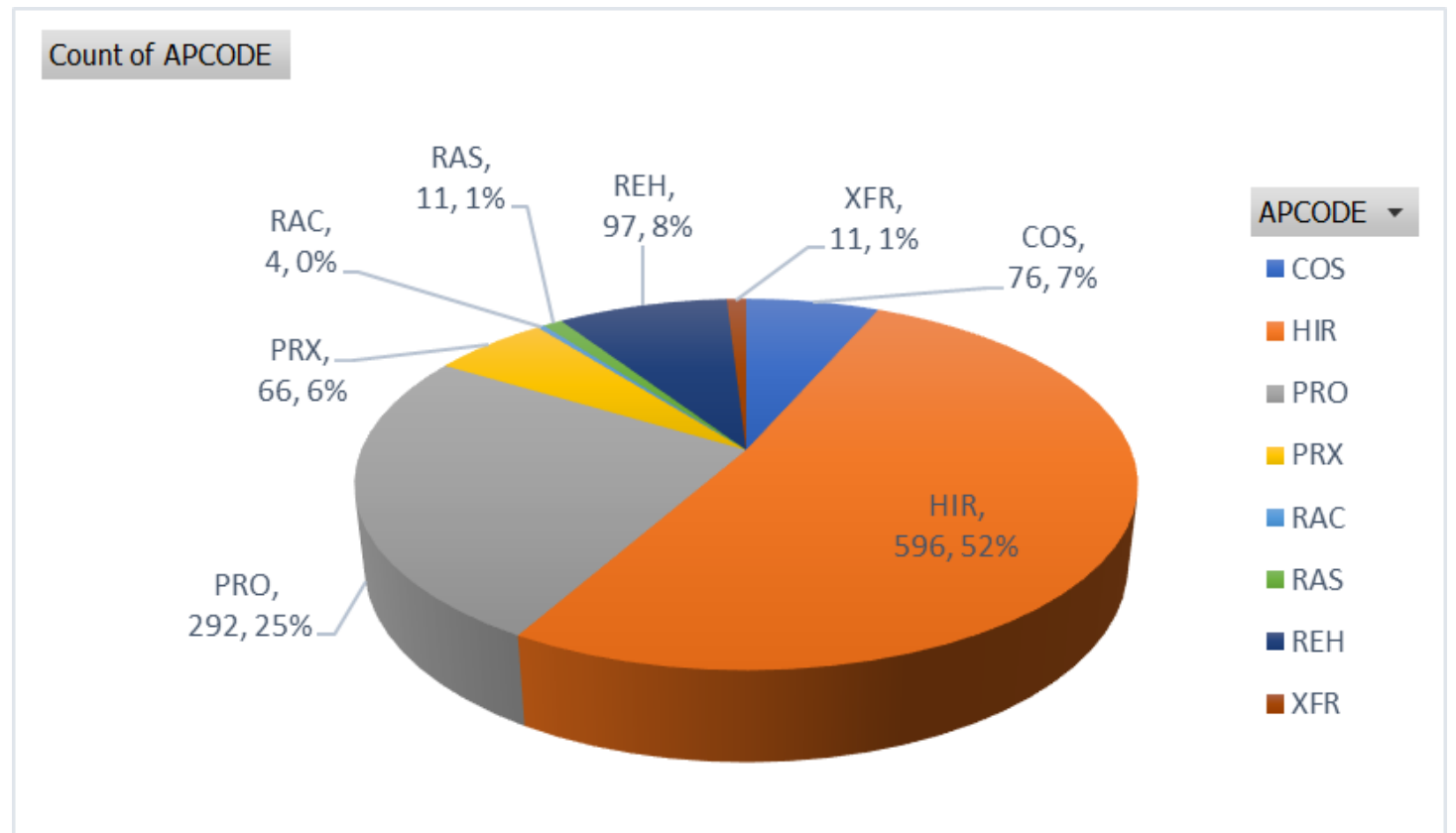PRO = Promotion within MTA
PRX = Promotion from another city dept
RAC = ADA placement (reasonable accommodation)
RAS = Internal reassignment within SFMTA
REH = Rehire
XFR = Transfer (lateral transfer from another dept)

Count of APCODE

RAS, 11, 1%
RAC, 4, 0%
REH, 97, 8%
XFR, 11, 1%
COS, 76, 7%
PRX, 66, 6%
HIR, 596, 52%
PRO, 292, 25%

APCODE
- COS
- HIR
- PRO
- PRX
- RAC
- RAS
- REH
- XFR

Data pulled from July 1, 2022- June 30, 2023

Looking Ahead to FY24

Opportunities

- Larger pool of job applications
- Momentum to structural hiring changes
- Contract bargaining
- EAP Contract & Road to Fitness Program
- Commitment to Diversity & Equity
- Leveraging Tech & Data