



**CITY OF LATHROP
CITY COUNCIL SPECIAL MEETING
MONDAY, OCTOBER 21, 2024, 5:00 P.M.
COUNCIL CHAMBER, CITY HALL
390 Towne Centre Drive, Lathrop, CA 95330**

AGENDA

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the office of the City Clerk (209) 941-7230. Notification 48 hours prior to a meeting will enable the City to make reasonable arrangements to ensure accessibility to that meeting [28 CFR 35 .102.35.104 ADA Title II].

This public meeting will be conducted in person; all members of the City Council will attend in person. Members of the public are welcomed in person. This meeting will also be available for public participation by teleconference via ZoomGov at the following link:

<https://www.zoomgov.com/j/1618680816?pwd=bComfpqUD1q1AfpubFZM727bBkcXpj.1>

- ✦ During the meeting, those joining by ZoomGov, will be allowed to speak prior to the close of public comment on an item. If you are using this method, please “raise the hand” feature to inform the City Clerk (meeting host) you wish to speak on the matter. Please ensure your computer speaker and microphone are fully functional.
- ✦ For audio / calling in only, dial: +1 (669) 254-5252 or +1 (669) 216-1590
 - To request to speak (same as the “raise hand” feature) press *9 / When the City Clerk calls your name, press *6 to unmute.
- ✦ Meeting Webinar ID: 161 868 0816 / Passcode: 762324
- ✦ If you are not able to attend the meeting in person or virtually - Public comment / questions will be accepted by email to City Clerk Teresa Vargas at website_cco@ci.lathrop.ca.us or by calling (209) 941-7230. Please reference the Agenda Item, and the date of the City Council Meeting, in your written communication.
- ✦ Questions or comments submitted by email must be submitted by 4:00 p.m., on the day of the meeting.
- ✦ To address City Council in person, please submit a purple card to the City Clerk indicating name, address, and number of the item upon which a person wishes to speak.

Council Meetings are live-streamed (with Closed Captioning) on Comcast Cable Channel 97, and on the City Council Webpage: <https://www.ci.lathrop.ca.us/citycouncil/page/live-stream>

This meeting was called by a majority of the City Council per Government Code Section 54956.5. Members of the public interested in addressing the City Council during this Special Meeting may address the item(s), which have been described in the notice of this Special Meeting in accordance with Government Code Section 54954.3(a).



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MONDAY, OCTOBER 21, 2024, 5:00 P.M.
COUNCIL CHAMBER, CITY HALL
390 Towne Centre Drive, Lathrop, CA 95330**

AGENDA

PLEASE NOTE: There will not be a Closed Session. The Special Meeting will commence at 5:00 p.m.

1. PRELIMINARY

- 1.1 CALL TO ORDER
- 1.2 ROLL CALL
- 1.3 PLEDGE OF ALLEGIANCE
- 1.4 DECLARATION OF CONFLICT(S) OF INTEREST

2. CONSENT ITEM(S)

- 2.1 AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS FOR THE LATHROP POLICE DEPARTMENT
Adopt Resolution Authorizing the Funding of One (1) Additional Sworn Officer, and the Ability to Over-Hire Two (2) Additional Officers, Amending the Position Control Roster, and Approving the Related Budget Amendment

3. ADJOURNMENT

/Teresa Vargas/

Teresa Vargas, MMC
Government Services Director
City Clerk

ITEM 2.1

CITY MANAGER'S REPORT OCTOBER 21, 2024 CITY COUNCIL SPECIAL MEETING

ITEM: **AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS FOR THE LATHROP POLICE DEPARTMENT**

RECOMMENDATION: **Adopt Resolution to Authorize the Funding of One (1) Additional Sworn Officer and Two (2) Additional Over-Hire Sworn Officers, Amend the Position Control Roster, and Approve the Related Budget Amendment**

SUMMARY:

During the October 14, 2024 City Council Meeting, Council directed staff to return with an item to authorize the funding for one (1) additional sworn police officer position and the ability to over-hire two (2) sworn police officer positions in order to maintain authorized staffing levels. The one (1) additional sworn officer position will allow the Lathrop Police Department (LPD) to backfill the patrol vacancy created by the establishment of the new dedicated Traffic Unit. Additionally, the over-hire positions will mitigate delays in filling future vacancies by providing staff the ability to begin the hiring process prior to an officer position being vacated. Due to statutory requirements for officers, the hiring process takes an average of 4-6 months. Waiting until there is a vacancy to begin the hiring process means there is delay in replacing that officer position. The over-hire positions are a proactive measure to shorten the vacancy gap caused by the required hiring process for officers.

The total cost for one (1) full time Sworn Officer, including salary and benefits, is \$194,000 plus a \$5,000 signing bonus, and is proposed to be funded from Measure C. The funding for the two (2) additional over-hire sworn officer positions is proposed to come from a combination of salary savings from vacant positions or positions out on leave (FMLA or Worker's Compensation) and an additional allocation of \$125,000 plus \$10,000 signing bonus (2 officers @ \$5,000 each), from the General Fund. A budget amendment of \$199,000 from Measure C (Fund 1060) and \$135,000 from the General Fund (1010) is needed to fund the requested positions. Staff recommend Council to approve the funding for the additional sworn positions, approve the proposed amended position control roster, and approve the related budget amendment.

BACKGROUND:

The City of Lathrop Police Department is committed to providing the highest level of public safety and community engagement. Recent trends, including an increase in traffic incidents, population growth, and rising community concerns, have strained existing resources. Currently, all Patrol officers are expected to conduct traffic enforcement when not busy responding to calls for service. LPD has one qualified

CITY MANAGER’S REPORT **PAGE 2**
OCTOBER 21, 2024 CITY COUNCIL SPECIAL MEETING
AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS
FOR THE LATHROP POLICE DEPARTMENT

motor officer that is responsible for providing additional targeted enforcement and investigating serious vehicle collisions for the entire City of Lathrop (approximately 22 square miles), which is insufficient given the increase in traffic density, population growth, reported traffic incidents, development, and additional school traffic enforcement requested by the community.

In response to the increased need for additional traffic enforcement, LPD recently announced the establishment of a dedicated Traffic Unit, staffed by three full-time motor officers and a sergeant. One of the motor officer positions was previously assigned to patrol, and the reassignment will leave one less officer on patrol unless an additional position is approved. Staff requests one (1) additional sworn police officer position to backfill the patrol position that was reassigned to the Traffic Unit.

Additionally, LPD faces a potential gap in staffing due to officer attrition, workers’ compensation leaves, etc. Due to statutory requirements for peace officers, the hiring process takes an average of 4-6 months. Waiting until there is a vacancy to begin this process means that the position will remain vacant during that timeframe. Authorizing the funding and positions for the two (2) over-hire officers will mitigate the delay in replacing sworn officers and ensure LPD is able to maintain operational standards. Staff requests Council authorize the funding of two (2) additional over-hire officers to ensure that staffing levels remain stable and call for service response times remains low despite anticipated separations, long-term absences, or other personnel issues.

REASON FOR RECOMMENDATION:

In response to the increased need for additional traffic enforcement, LPD has recently announced the establishment of a dedicated Traffic Unit. One of the motor officer positions was previously assigned to patrol, and the reassignment will leave one less officer on patrol unless an additional position is approved.

Additionally, LPD faces a potential gap in staffing due to officer attrition, workers’ compensation leaves, etc. Waiting until there is a vacancy to begin the hiring process means that the position will remain vacant during that timeframe. Authorizing staff to over-hire officers will mitigate the delay in replacing sworn officers and ensure the LPD is able to maintain operational standards.

FISCAL IMPACT:

The total cost for one (1) full time Sworn Officer, including salary, benefits and signing bonus, is \$199,000 and is proposed to be funded from Measure C (Fund 1060). The cost for the two over-hire positions is \$135,000, including the signing bonus and will be funded from the General Fund (Fund 1010).

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OCTOBER 21, 2024 CITY COUNCIL SPECIAL MEETING
AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS
FOR THE LATHROP POLICE DEPARTMENT

The following budget amendment is needed:

<u>Increase Transfer Out</u>		
1060-9900-990-9010		\$199,000
<u>Increase Transfer In</u>		
1010-9900-393-000		\$199,000
<u>Increase Expenditures</u>		
1010-4030-410-1100	Salaries	\$319,000
1010-4030-410-1150	Signing Bonus	\$ 15,000

ATTACHMENTS:

- A. Resolution to Authorize the Funding of One (1) Additional Sworn Officer and Two (2) Additional Over-Hire Sworn Officers, Amend the Position Control Roster, and Approve the Related Budget Amendment

- B. Proposed Amended Position Control Roster


CITY MANAGER'S REPORT
OCTOBER 21, 2024 CITY COUNCIL SPECIAL MEETING
AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS
FOR THE LATHROP POLICE DEPARTMENT

APPROVALS:



Stephen Sealy
Chief of Police

10/16/2024
Date



Cari James
Finance Director

10/16/2024
Date




Thomas Hedegard
Deputy City Manager

10/16/2024
Date



Salvador Navarrete
City Attorney

10-16-2024
Date



Stephen J. Salvatore
City Manager

10/17/2024
Date

RESOLUTION NO. 24 -

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LATHROP TO AUTHORIZE THE FUNDING OF ONE (1) ADDITIONAL SWORN OFFICER AND TWO (2) ADDITIONAL OVER-HIRE SWORN OFFICERS, AMEND THE POSITION CONTROL ROSTER, AND APPROVE THE RELATED BUDGET AMENDMENT

WHEREAS, during the October 14, 2024 City Council Meeting, Council directed staff to return with an item to authorize the funding for one (1) additional sworn officer position and two (2) additional over-hire sworn officer positions in order to maintain authorized staffing levels; and

WHEREAS, the City of Lathrop and the Lathrop Police Department (LPD) is committed to providing the highest level of public safety and community engagement; and

WHEREAS, recent trends, including an increase in traffic incidents, population growth, and rising community concerns, have strained existing resources; and

WHEREAS, LPD has one qualified motor officer that is responsible for providing additional targeted enforcement and investigating serious vehicle collisions for the entire City of Lathrop (approximately 22 square miles), which is insufficient given the increase in traffic density, population growth, reported traffic incidents, development, and additional school traffic enforcement requested by the community; and

WHEREAS, in response to the increased need for additional traffic enforcement, LPD recently announced the establishment of a dedicated Traffic Unit, staffed by three full-time motor officers and a sergeant; and

WHEREAS, one of the motor officer positions was previously assigned to patrol, and the reassignment will leave one less officer on patrol unless an additional position is approved; and

WHEREAS, LPD faces a potential gap in staffing due to officer attrition, workers' compensation leaves, etc; and

WHEREAS, due to statutory requirements for peace officers, the hiring process takes an average of 4-6 months and waiting until there is a vacancy to begin this process means that the position will remain vacant during that timeframe; and

WHEREAS, the over-hire positions will mitigate delays in filling future vacancies by providing staff the ability to begin the hiring process prior to an officer position being vacated and ensure LPD is able to maintain operational standards; and

WHEREAS, staff requests Council approve two (2) additional over-hire officer positions to ensure that staffing levels remain stable and call for service response

times remains low despite anticipated separations, long-term absences, or other personnel issues; and

WHEREAS, the total cost for one (1) full time Sworn Officer, including salary, benefits and signing bonus, is \$199,000 and is proposed to be funded from Measure C (Fund 1060); and

WHEREAS, the funding for the two (2) additional over-hire sworn officer positions is proposed to come from a combination of salary savings from vacant positions or positions out on leave and an additional allocation of \$125,000 plus \$10,000 signing bonus from the General Fund (Fund 1010).

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Lathrop does hereby authorize the funding of one (1) additional sworn officer and two (2) additional over-hire sworn officers, amend the position control roster, and approve the related budget amendment as follows:

<u>Increase Transfer Out</u>		
1060-9900-990-9010		\$199,000
<u>Increase Transfer In</u>		
1010-9900-393-000		\$199,000
<u>Increase Expenditures</u>		
1010-4030-410-1100	Salaries	\$319,000
1010-4030-410-1150	Signing Bonus	\$ 15,000

The foregoing resolution was passed and adopted this 21st day of October 2024, by the following vote of the City Council, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sonny Dhaliwal, Mayor

ATTEST:

Teresa Vargas, City Clerk

APPROVED AS TO FORM:



Salvador Navarrete, City Attorney

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

	2023/24 Adopted Budget	2023/24 Amended 07/10/23	2023/24 Amended 12/11/23	2023/24 Amended 03/11/24	2024/25 Amended 07/01/24	2024/25 Amended 10/21/24
CITY MANAGER						
City Manager						
Assistant City Manager	0.25	0.25	0.25	0.25	0.25	0.25
Deputy City Manager	0.00	1.00	1.00	1.00	1.00	1.00
City Engineer	0.00	0.00	0.00	0.00	0.00	0.00
City Manager	1.00	1.00	1.00	1.00	1.00	1.00
Director of Government Services/City Clerk	0.50	0.50	0.50	0.50	0.50	0.50
Economic Development Administrator	1.00	1.00	1.00	1.00	1.00	1.00
Total	2.75	3.75	3.75	3.75	3.75	3.75
CITY MANAGER - Total	2.75	3.75	3.75	3.75	3.75	3.75
CITY CLERK						
City Clerk						
Deputy City Clerk	1.00	1.00	1.00	1.00	1.00	1.00
Director of Government Services/City Clerk	0.50	0.50	0.50	0.50	0.50	0.50
Total	1.50	1.50	1.50	1.50	1.50	1.50
CITY CLERK - Total	1.50	1.50	1.50	1.50	1.50	1.50
CITY ATTORNEY						
City Attorney						
Administrative Assistant I/II/III	1.00	1.00	1.00	0.00	0.00	0.00
City Attorney	1.00	1.00	1.00	1.00	1.00	1.00
Legal Assistant	0.00	0.00	0.00	1.00	1.00	1.00
Legal Secretary	1.00	1.00	1.00	1.00	1.00	1.00
Senior Administrative Assistant	0.00	0.00	0.00	0.00	0.00	0.00
Total	3.00	3.00	3.00	3.00	3.00	3.00
CITY ATTORNEY - Total	3.00	3.00	3.00	3.00	3.00	3.00
HUMAN RESOURCES						
Human Resources						
Human Resources Director	1.00	1.00	1.00	1.00	1.00	1.00
Human Resources Manager	1.00	1.00	1.00	1.00	1.00	1.00
HR Analyst I/II	1.00	1.00	1.00	1.00	1.00	1.00
HR Technician	1.00	1.00	1.00	1.00	1.00	1.00
Total	4.00	4.00	4.00	4.00	4.00	4.00
HUMAN RESOURCES - Total	4.00	4.00	4.00	4.00	4.00	4.00
FINANCE						
Finance						
Accountant I/II	0.00	0.00	0.00	1.00	1.00	1.00
Accounting Manager	0.00	0.00	0.00	0.00	0.00	0.00
Accounting Specialist I/II/Technician	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Technician I/II	1.00	1.00	1.00	1.00	1.00	1.00
Customer Service Representatives I/II	5.00	5.00	5.00	4.00	4.00	4.00
Customer Service Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Deputy Finance Director	1.00	0.00	0.00	0.00	0.00	0.00
Director of Finance	1.00	1.00	1.00	1.00	1.00	1.00
Finance Manager	1.00	1.00	1.00	1.00	1.00	1.00
Management Analyst I/II	2.00	2.00	2.00	2.00	2.00	2.00
Senior Administrative Assistant	0.00	0.00	0.00	0.00	0.00	0.00

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

	2023/24 Adopted Budget	2023/24 Amended 07/10/23	2023/24 Amended 12/11/23	2023/24 Amended 03/11/24	2024/25 Amended 07/01/24	2024/25 Amended 10/21/24
Senior Customer Service Representative	1.00	1.00	1.00	1.00	1.00	1.00
Senior Accountant	1.00	1.00	1.00	1.00	1.00	1.00
Senior Management Analyst	1.00	1.00	1.00	1.00	1.00	1.00
Total	15.00	14.00	14.00	14.00	14.00	14.00
FINANCE - Total	15.00	14.00	14.00	14.00	14.00	14.00
INFORMATION SYSTEMS						
Information Systems						
Administrative Assistant I/II/III	0.00	0.00	0.00	0.00	0.00	0.00
Director of Information Systems	1.00	1.00	1.00	1.00	1.00	1.00
Chief Information Officer	1.00	1.00	1.00	0.00	0.00	0.00
Information Technology Technician	0.00	0.00	0.00	1.00	1.00	1.00
Information Technology Engineer I/II/III	6.00	6.00	6.00	7.00	7.00	7.00
Management Analyst I/II	1.00	1.00	1.00	1.00	1.00	1.00
Total	9.00	9.00	9.00	10.00	10.00	10.00
INFORMATION SYSTEMS - Total	9.00	9.00	9.00	10.00	10.00	10.00
COMMUNITY DEVELOPMENT						
Planning						
Administrative Assistant I/II/III	0.10	0.10	0.10	0.10	0.10	0.10
Assistant Community Development Director	0.00	0.00	0.00	0.00	0.00	0.00
Associate Planner	1.00	1.00	1.00	1.00	1.00	1.00
Director of Community Development	1.00	1.00	1.00	1.00	1.00	1.00
Executive Assistant	1.00	1.00	1.00	1.00	1.00	1.00
Principal Planner	0.00	0.00	0.00	0.00	0.00	0.00
Senior Administrative Assistant	0.00	0.00	0.00	0.00	0.00	0.00
Senior Planner	1.00	1.00	1.00	1.00	1.00	1.00
Total	4.10	4.10	4.10	4.10	4.10	4.10
COMMUNITY DEVELOPMENT - Total	4.10	4.10	4.10	4.10	4.10	4.10
PUBLIC SAFETY						
Police						
Sworn						
Police Captain	0.00	0.00	0.00	2.00	2.00	2.00
Police Chief	1.00	1.00	1.00	1.00	1.00	1.00
Police Corporal	0.00	0.00	0.00	5.00	5.00	5.00
Police Commander	2.00	2.00	2.00	0.00	0.00	0.00
Police Lieutenant	1.00	1.00	1.00	2.00	2.00	2.00
Police Officer	32.00	32.00	32.00	27.00	29.00	30.00
Police Officer (Over Hire Allocation)	0.00	0.00	0.00	0.00	0.00	2.00
Police Sergeant	6.00	6.00	6.00	6.00	6.00	6.00
Total	42.00	42.00	42.00	43.00	45.00	48.00
Non-Sworn						
Police Crime and Intelligence Analyst I/II	0.00	0.00	0.00	1.00	1.00	1.00
Police Records Assistant I/II	2.00	2.00	2.00	2.00	2.00	2.00
Police Records Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Property & Evidence Manager	0.00	0.00	0.00	1.00	1.00	1.00
Property & Evidence Technician	1.00	1.00	1.00	1.00	2.00	2.00
Total	4.00	4.00	4.00	6.00	7.00	7.00
Administration						
Management Analyst I/II	1.00	1.00	1.00	1.00	1.00	1.00
Executive Assistant	1.00	1.00	1.00	1.00	1.00	1.00
Senior Administrative Assistant	0.00	0.00	0.00	0.00	0.00	0.00
Total	2.00	2.00	2.00	2.00	2.00	2.00
Community Services Division						

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

	2023/24 Adopted Budget	2023/24 Amended 07/10/23	2023/24 Amended 12/11/23	2023/24 Amended 03/11/24	2024/25 Amended 07/01/24	2024/25 Amended 10/21/24
Community Services Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Community Services Officer I/II/III	5.00	5.00	5.00	5.00	5.00	5.00
Administrative Assistant I/II/III	1.00	1.00	1.00	1.00	1.00	1.00
Animal Center Assistant	1.00	1.00	4.00	4.00	4.00	4.00
Animal Shelter Supervisor	1.00	1.00	0.00	0.00	0.00	0.00
Animal Center Manager	0.00	0.00	1.00	1.00	1.00	1.00
Animal Services Assistant	0.00	0.00	0.00	0.00	0.00	0.00
Total	9.00	9.00	12.00	12.00	12.00	12.00
PUBLIC SAFETY - Total	57.00	57.00	60.00	63.00	66.00	69.00
PARKS, RECREATION AND MAINTENANCE SERVICES						
Parks and Recreation						
Administrative Assistant I/II/III	3.00	3.00	3.00	3.00	3.00	3.00
Director of Parks, Recreation and Maintenance	1.00	1.00	1.00	1.00	1.00	1.00
Facility Attendant	0.00	0.00	0.00	0.00	0.00	0.00
Deputy Director of Parks, Recreation and Maintenance	0.00	0.00	0.00	0.00	0.00	0.00
Fleet Attendant	0.00	0.00	0.00	0.45	0.45	0.45
Management Analyst I/II	1.00	1.00	1.00	1.00	1.00	1.00
Parks and Recreation Manager	0.00	0.00	0.00	1.00	1.00	1.00
Recreation Coordinator	3.00	3.00	3.00	3.00	3.00	3.00
Recreation Leaders	9.45	9.45	9.45	9.00	9.00	9.00
Recreation Manager	1.00	1.00	1.00	0.00	0.00	0.00
Recreation Supervisor	2.00	2.00	2.00	2.00	2.00	2.00
Senior Accountant	0.00	0.00	0.00	0.00	0.00	0.00
Senior Administrative Assistant	1.00	1.00	1.00	1.00	1.00	1.00
Senior Recreation Leaders	5.00	5.00	5.00	5.00	5.00	5.00
Total	26.45	26.45	26.45	26.45	26.45	26.45
Maintenance Services						
Landscape and Irrigation Specialist	1.00	1.00	1.00	0.00	0.00	0.00
Maintenance Services Supervisor	1.00	1.00	1.00	2.00	2.00	2.00
Maintenance Worker I/II/III	5.00	5.00	5.00	5.00	5.00	5.00
Parks and Facilities Manager	0.00	0.00	0.00	0.00	0.00	0.00
Parks and Recreation Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Senior Recreation Leaders	2.00	2.00	2.00	2.00	2.00	2.00
Total	10.00	10.00	10.00	10.00	10.00	10.00
PARKS, RECREATION AND MAINTENANCE - Total	36.45	36.45	36.45	36.45	36.45	36.45
BUILDING SAFETY AND INSPECTIONS						
Building						
Administrative Assistant I/II/III	0.60	0.60	0.60	0.60	0.60	0.60
Assistant City Manager	0.32	0.32	0.32	0.32	0.32	0.32
Building Inspector I/II/III	3.00	3.00	3.00	3.00	3.00	3.00
Chief Building Official	1.00	1.00	1.00	1.00	1.00	1.00
Management Analyst I/II	1.00	1.00	1.00	1.00	1.00	1.00
Permit and Plan Check Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Permit Technician I/II/III	3.00	3.00	3.00	3.00	3.00	3.00
Total	9.92	9.92	9.92	9.92	9.92	9.92
BUILDING SAFETY AND INSPECTIONS - Total	9.92	9.92	9.92	9.92	9.92	9.92
PUBLIC WORKS						
Public Works						
Administrative Assistant I/II/III	3.30	3.30	3.30	3.30	3.30	3.30
Assistant City Manager	0.43	0.43	0.43	0.43	0.43	0.43

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

	2023/24 Adopted Budget	2023/24 Amended 07/10/23	2023/24 Amended 12/11/23	2023/24 Amended 03/11/24	2024/25 Amended 07/01/24	2024/25 Amended 10/21/24
Assistant Engineer	3.00	3.00	3.00	1.00	1.00	1.00
Associate Engineer	1.00	1.00	1.00	3.00	3.00	3.00
City Engineer	1.00	1.00	1.00	1.00	1.00	1.00
Compliance Engineer	1.00	1.00	1.00	1.00	1.00	1.00
Construction Inspector I/II/III	3.00	3.00	3.00	3.00	3.00	3.00
Construction Superintendent	1.00	1.00	1.00	1.00	1.00	1.00
Director of Public Works	0.00	0.00	0.00	0.00	0.00	0.00
Electrician / Instrument Technician	1.00	1.00	1.00	1.00	1.00	1.00
Executive Assistant	1.00	1.00	1.00	1.00	1.00	1.00
Maintenance Worker I/II/III	3.00	3.00	3.00	3.00	3.00	3.00
Management Analyst I/II	1.00	1.00	1.00	1.00	1.00	1.00
Meter Reader I/II	2.00	2.00	2.00	2.00	2.00	2.00
Principal Engineer	0.00	0.00	0.00	1.00	1.00	1.00
Project Manager	0.00	0.00	0.00	1.00	1.00	1.00
Senior Administrative Assistant	0.00	0.00	0.00	0.00	0.00	0.00
Senior Civil Engineer	2.00	2.00	2.00	1.00	1.00	1.00
Senior Construction Manager	1.00	1.00	1.00	1.00	1.00	1.00
Streets and Maintenance Operation Manager	1.00	1.00	1.00	1.00	1.00	1.00
Utility Operations Superintendent	1.00	1.00	1.00	1.00	1.00	1.00
Utility Operator I/II/III	7.00	7.00	7.00	7.00	7.00	7.00
Utility Plant Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Total	34.73	34.73	34.73	35.73	35.73	35.73
PUBLIC WORKS - Total	34.73	34.73	34.73	35.73	35.73	35.73
Grand Total	177.45	177.45	180.45	185.45	188.45	191.45

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