



RESOLUTION NO. 2008-163

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO
ESTABLISHING THE NUMBER OF POSITIONS AUTHORIZED
IN THE VARIOUS DEPARTMENTS AND OFFICES OF THE
CITY FOR FY 2009

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FRESNO:

Part I

THAT the number of permanent full-time positions in which persons may be employed by the City during Fiscal Year is hereby established and shall be as set forth in Part V of this Resolution, and the number of permanent part-time and permanent intermittent positions in which persons may be employed by the City during Fiscal Year is hereby established and shall be as set forth in Part VI of this Resolution; and,

Part II

THAT a change in the total number of permanent full-time positions authorized in a department or office in any section of Part V or permanent part-time and permanent intermittent positions authorized in a department or office in any section of Part VI shall only be accomplished by Resolution of the Council. That the number of persons employed in permanent full-time positions shall not exceed the total number of authorized positions in a department or office in any section of Part V, and that the number of persons employed in permanent part-time or permanent intermittent positions shall not exceed the total number of authorized positions or their full-time equivalency in a department or office in any section of Part VI; except as noted in Part III(e); and,

Part III

THAT the number of permanent positions allocated by class to divisions is for budgeting consideration and convenience only, and is not intended to constitute separate authorization of permanent positions by class; provided, however,

(a) that the number of permanent full-time positions allocated to any division may be adjusted, provided that the total number of permanent full-time positions authorized in any section of Part V does not change, and that there are sufficient unspent appropriations available to provide funds for the adjustment; and,

(b) that the City Manager or his designee may, upon the recommendation of the Director of the Personnel Services Department, adjust the number of permanent full-time positions allocated by class within any section of Part V provided that the total number of permanent positions authorized in any section of Part V does not change, and that there are sufficient unspent appropriations as verified by the Budget Division available to provide funds for the adjustment; and,

Approved 6/24/08
Approved 7/15/08
Efficient 7/15/08



(c) that the number of permanent part-time and permanent intermittent positions allocated to any division may be adjusted provided that the total number of permanent part-time and permanent intermittent positions or their full-time equivalency in a department or office in any section of Part VI does not change, and that there are sufficient unspent appropriations available to provide funds for the adjustment; and,

(d) that the City Manager or his designee may, upon recommendation of the Director of the Personnel Services Department, adjust the number of permanent part-time or permanent intermittent positions or their full-time equivalency allocated by class within any section of Part VI provided that the total number of permanent part-time and permanent intermittent positions or their full-time equivalency authorized in any section of Part VI does not change, and that there are sufficient unspent appropriations as verified by the Budget Division available to provide funds for the adjustment; and,

(e) that the City Manager may, at his discretion, extend for a period of up to two months, positions scheduled to be eliminated so as to ensure a smooth transition due to bumping, demotions, and other personnel adjustments required by attempting to accommodate employees affected by layoffs, provided that funds have been budgeted for the transition period; and

(f) that any adjustment made pursuant to (a), (b), (c), (d), or (e) above shall only be made within guidelines established by the City Manager; and,

(g) by adoption of this Resolution, the City Council and Mayor hereby directs responsible City staff to make necessary technical and clerical corrections to this Resolution to implement the intent of the Council and Mayor. Such corrections shall not alter, in any manner, the substance or intent of the City Council and Mayor in adopting this budget Resolution.

Part IV

THAT pursuant to Charter Section 1000, permanent positions in the unclassified service shall be designated either by such charter section or by inclusion in the executive pay plan in any current salary resolution; and,

Part V

THAT the following permanent positions are authorized in the various departments and offices, as listed by section, in the attached ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009.



Part VI

THAT the following permanent part-time and permanent intermittent positions are authorized in the various departments and offices, as listed by section, in the attached ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009.

///

CLERK'S CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF FRESNO)

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the COUNCIL of the City of Fresno, California, at a regular meeting thereof, held on the 24th day of June, 2008.

AYES: Calhoun, Caprioglio, Dages, Duncan, Perea, Sterling, Xiong
NOES: None
ABSENT: None
ABSTAIN: None

Mayor Approval: N/A, 2008
Mayor Approval/No Return: N/A, 2008
Mayor Veto: July 7, 2008
Council Override Veto: July 15, 2008

REBECCA E. KLISCH
City Clerk

Rebecca Klisch

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: Tommy Daghasteh
Chief Assistant City Attorney
Deputy

June 25, 2008

Council Adoption: 6/24/08

Mayor Approval:

Mayor Veto:

Override Request:



RECEIVED

TO: MAYOR ALAN AUTRY

FROM: REBECCA E. KLISCH, CMC
City Clerk

REK

2008 JUL -7 PM 3:52

CITY CLERK, FRESNO CA

SUBJECT: TRANSMITTAL OF COUNCIL ACTION FOR APPROVAL OR VETO

At the Council meeting of 6/24/08, Council adopted the attached Resolution No. 2008-163 entitled **Adopting the Fiscal Year 2009 Position Authorization Resolution (PAR)**, Item No. **2:00 P.M. A-2**, by the following vote:

Ayes	:	Calhoun, Caprioglio, Dages, Duncan, Perea, Sterling, Xiong
Noes	:	None
Absent	:	None
Abstain	:	None

Please indicate either your formal approval or veto by completing the following sections and executing and dating your action. Please file the completed memo with the Clerk's office on or before July 7, 2008. In computing the ten day period required by Charter, the first day has been excluded and the tenth day has been included unless the 10th day is a Saturday, Sunday, or holiday, in which case it has also been excluded. Failure to file this memo with the Clerk's office within the required time limit shall constitute approval of the ordinance, resolution or action, and it shall take effect without the Mayor's signed approval.

Thank you.

APPROVED: Except for line item vetoes and reconsiderations as noted on attachment.

VETOED for the following reasons: (Written objections are required by Charter; attach additional sheets if necessary.)


Alan Autry, Mayor

Date: 7/7/08

COUNCIL OVERRIDE ACTION:

Date: _____

Ayes	:	SEE MINUTES -
Noes	:	JULY 15, 2008
Absent	:	
Abstain	:	



RECEIVED

2008 JUL -7 PM 3:53
CITY CLERK, FRESNO CA

MAYOR ALAN AUTRY

Mayor's Response to Council Adopted FY 2008-2009 Budget

July 7, 2008

Introduction

Thanks to the strong leadership of Council President Blong Xiong and the entire City Council, this year's budget proved to be smooth and collaborative.

I would be remiss if I did not acknowledge the leadership of Andy Souza and Bruce Rudd, the extraordinary efforts of Renena Smith and the entire Budget Division staff and all of our Department Directors. The ability to successfully implement the budget process through these difficult financial times is a testament to the hard work that began with the new budget process 2 years ago.

In this year's budget, we have continued with our commitment to the people of Fresno to be good stewards of their hard earned tax dollars.

After careful and thorough review of the revisions made to the Proposed FY09 Budget, I am in disagreement with only a few, but extremely important, actions taken by the City Council. I feel it necessary that these items be addressed. In addition, I have commented on two items without issuing vetoes or requests for reconsideration for the purpose of stating my position on the record.

Motion 12: Eliminate the IPA Position

I am asking that the City Council reconsider this item. I have stated on numerous occasions that I believe we have the best police department in the nation. My support of an Independent Police Auditor reflects this confidence by increasing the transparency of our Police Department, which in turn enhances the level of trust that our community has in the officers who protect them. I also believe that an Independent Police Auditor will protect our officers from unjustified complaints made against them by providing an independent review of their actions. The IPA will give us civilian oversight with checks and balances, instead of being forced to implement a Civilian Review Board, which I do not support.



Motion 16: Defund the Solar Rebate Program

I am asking the Council to reconsider this item. I understand the concerns expressed by Council with regarding the disproportionate number of residents utilizing this program who live in the Northern section of the City. However, as identified in the Fresno Green plan, the primary purpose of this program was to "encourage further use of solar energy as an alternative source of power, thereby reducing the use of traditional power production methods. This benefits the City of Fresno and the Central Valley region by promoting renewable energy use." The program structure was two-fold: 1) Residents who qualify may receive a rebate of up to 10 percent of the total purchase price of the solar system, including installation, after all applicable Federal, State and energy company rebates have been applied to total purchase price. The maximum rebate allowable shall be \$2,000 per each qualified solar system installed; and 2) Residents who qualify may receive a loan for up to 75 percent of the total purchase price of the solar system, including installation, after all applicable Federal, State and energy company rebates have been applied to total purchase price. The loan must be paid back in monthly installments over a five year period. The rebate program was open to residents who own and occupy a home in the City of Fresno. The loan program was available to residents who own and occupy a home in the City of Fresno and have an income of 120% of the median income.

As part of this reconsideration request, I am recommending that the program be modified in two ways: 1) Limit the rebate portion of the program to \$75,000 of the total program. Qualified residents would include those who have an income of 120% of median income. This would allow more residents with low/moderate incomes to participate; 2) Modify the loan program to retain the income limit of up to 120% of median, but raise the loan amount to up to \$20,000, fully amortized to a longer time (20 years). In addition, allow single family housing developers to apply for a reservation of loan funds during housing construction. City would provide a second loan on the property, for the amount of the loan, secured by a deed, at closing (to escrow). The homebuyer would have to be identified at loan reservation for income qualification, creditworthiness and or other qualifications. The loan program should be heavily marketed to housing rehabilitation program applicants (both the City's Home Improvement Program, and the RDA's rehabilitation program). The loan would remain zero percent interest, city wide.

I think the changed identified above adequately address the valid concerns raised by Council and I urge you to grant this reconsideration.

Motion 17: Reallocate \$400,000 of General Fund and \$3.5 Million of Section 108 Loan proposed for Sportstown to contingency

I am vetoing the action to move \$400,000 of this funding to contingency. I ask that you reconsider the \$400,000 of General Fund money to continue the Sportstown project from Van Ness to the Fulton Mall. I believe strongly that the current Sportstown on Kern Street project is making a positive impact on downtown, but the project remains unfinished. Completing the Van Ness to Fulton segment will allow a consistent feature on Kern Street from the Galleria into the Stadium and I strongly encourage you to support the reconsideration.



I am not vetoing the action to move \$3.5 million of Section 108 loan proceeds to contingency. As this funding is intended for the acquisition of downtown property, maintaining the full amount of funding in contingency until the property is purchased is acceptable.

Motion 26: Defund the Education Liaison position as of January 7, 2009 and remove from the PAR

I am strongly urging Council to reconsider this action.

It is impossible to separate the health of a city from the health of its K-12 education system. According to the Vision Statement for the California Mayors Education Roundtable, Mayors are held responsible for the health, safety, economy, and education of their cities whether or not they have legal authority or responsibility for these areas. The time is appropriate for mayors and City government to join with the leaders of education systems in their cities and the state to help improve the lives of the children.

The Education Liaison position has played a crucial role in connecting the City with our local educational institutions. Every day, we hear the frustration of families who realize that their children are being short-changed educationally. Our jails, unemployment and welfare lines are full of these young adults. Fresno Unified has had a long history of turbulence, but districts throughout the Valley and State struggle to graduate career-ready graduates, particularly large urban districts serving large numbers of students living in poverty and English learners.

Meeting the educational and social needs of our children and youth is more than just a school issue. As Mayor, I have taken an active role in state and local conversations as new policies, programs, and practices are discussed and developed. The vision for education in this state must be expanded beyond a goal of improving test scores of children in K-12 to increasing educational attainment, and providing integrated and comprehensive support for youth.

We need to examine the policy barriers – legislation, rules, guidelines and practices – that prevent flexibility in the use of state and local funds to address the needs of our children and youth; increase the capacity of cities to address their needs; link funds and programs across agencies and authorities; and encourage partnerships, joint ventures, and working relationships between and among agencies and organizations.

The Education Liaison is responsible for the following:

- Encourage collaboration and cooperation between the City, County and local school districts, with a focus on Fresno Unified and its 70,000+ students, to develop policies, procedures and programs to better serve high risk youth. We all have a stake in ensuring high risk youth living in single parent homes or homes impacted by chronic poverty, domestic violence, substance abuse or incarcerated parents remain engaged in school and don't drop out onto our streets without a realistic hope of becoming productive citizens.



Emphasize the need to target City resources and services on those youth most in need.

Serve as liaison to Interagency Commission on Children and Families, Fresno County Office of Education, Fresno, Central and Clovis Unified School Districts and Fresno County Children and Family Services.

Regularly attend FUSD Board meetings and review Board communications so that City staff understands current programs, initiatives and concerns of Fresno Unified.

Work closely with FCOE Foster Youth Services and foster youth liaisons in our urban districts to address issues confronting foster, group home and homeless youth and articulate, and hopefully develop solutions to, the problems out-of-county group home students pose for local schools.

Collaborate with FUSD to develop a joint use agreement for our High School Athletic Facilities partnership. We have just begun discussions to renew the district wide Joint Use Agreement, which expired June 30, 2008.

Monitor and assess educational services offered through our PARCS programs and the Mayor's Gang Prevention Initiative.

Develop an Urban Charter Initiative; adopting a City Ordinance to establish a Charter School Planning Development Team to expedite the processing of city permits for urban site-based charter schools.

Professionals must be able to share information about students, while protecting privacy. Play a lead role in local efforts to share information on a Juvenile Information Sharing system to focus resources / target services on those youth most in need.

Passage of Juvenile Accountability Ordinance. Encourage PARCS to develop programs that will engage students with chronic attendance issues in PARCS recreation and BEST programs.

Advocate for educational reform at the state and local level. As a result of our advocacy efforts, County Offices of Education, with a keen insight on the strengths and weaknesses of their local districts, are playing a more active role in the academic oversight of struggling districts. The Mayor continues to advocate for other major reform initiatives so that struggling districts have the financial and programmatic flexibility to ensure students most in need are effectively served.

➤ Greater local flexibility over how resources are allocated (categorical flexibility).



- Simplify the waiver process so districts can obtain waivers of State statutes or regulations that hinder their ability to implement key educational strategies.
- Develop a comprehensive K-12 data system that links student, teacher, school, and district data, with the capacity to link to college, work and social services data, so we better understand what instructional strategies and reforms are working and what's not – and for whom.

Participate in San Joaquin Valley Partnership K-12 Work Group, which provides the Central Valley with the opportunity to engage in meaningful discussions around education reform and a collective voice in Sacramento.

Serve as an active member of the California Mayors Education Roundtable, which currently focuses on ways to collaborate across sectors to address the staggering dropout issue problem and implement comprehensive youth support programs and systems.

As you can see from the above, this position plays a pivotal role in our City and I request you keep the position in order to keep our City moving forward and improving upon the partnerships developed with our educational institutions. To defund this position would be a huge leap backward for our city.

Motion 27: Defund the Fresno West Coalition CDBG Request for Leadership Training \$49,000

Fresno West has been a valuable partner in connecting the City to the residents of West Fresno. Along with Councilmember Sterling's great work, our partnership with West Fresno has allowed us to reach out to a part of our City that has long been ignored. I would ask that you reconsider this motion and fund Fresno West's request for leadership training in order to allow them to continue to assist us in reaching out to the poorest and disenfranchised residents of our City.

Closing

Once again, I'd like to thank the Council for their thoughtful deliberations during this budget process. I believe that we have again succeeded in providing the citizens of Fresno with a well thought-out and structurally sound work plan that will help us to achieve the vision of a united city working together to ensure equal access to opportunity, education, and quality of life for every man, woman, and child regardless of their race, religion, age or socio-economic status.

ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009



Part V

THAT the following permanent positions are authorized in the various departments and offices, as listed by section, as follows:

Department	Months Authorized	Number of Positions Authorized
COUNCIL DISTRICT 1 OFFICE		
Section 1.1 Council District 1 Office Division	Full Year	3
COUNCIL DISTRICT 2 OFFICE		
Section 2.1 Council District 2 Office Division	Full Year	2
COUNCIL DISTRICT 3 OFFICE		
Section 3.1 Council District 3 Office Division	Full Year	2
COUNCIL DISTRICT 4 OFFICE		
Section 4.1 Council District 4 Office Division	Full Year	2
COUNCIL DISTRICT 5 OFFICE		
Section 5.1 Council District 5 Office Division	Full Year	2
COUNCIL DISTRICT 6 OFFICE		
Section 6.1 Council District 6 Office Division	Full Year	2
COUNCIL DISTRICT 7 OFFICE		
Section 7.1 Council District 7 Office Division	Full Year	2
CITY COUNCIL OPERATING		
Section 8.1 Council City Support Division	Full Year	3
MAYOR'S OFFICE		
Section 9.1 Office of the Mayor Division	Full Year	5
AIRPORTS DEPARTMENT		
Section 10.1 FYI Division; Airports Projects Administration Division	Full Year	77
	Oct-June	3
		<u>80</u>
10.2 Chandler Downtown Airport Division	Full Year	3
CITY ATTORNEY'S OFFICE		
Section 11.1 City Attorney's Office Division	Full Year	44
CITY CLERK'S OFFICE		
Section 12.1 City Clerk's Office Division	Full Year	7
CITY MANAGER'S OFFICE		
Section 13.1 City Manager's Division; Office of Education Division; Customer Service Center Division	Full Year	19
	July-Jan 6	1
		<u>20</u>
ECONOMIC DEVELOPMENT DEPARTMENT		
Section 15.1 Economic Development Division; Film Commission Division	Full Year	10



ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009

	Department	Months Authorized	Number of Positions Authorized
FINANCE DEPARTMENT			
Section 16.1	Administration Division; Accounting Division	Full Year	42
16.2	Budget Division	Full Year	15
16.3	Business License/Utility Billing and Collection Division	Full Year	73
FIRE DEPARTMENT			
Section 17.1	Administration Division; Fire Suppression and Emergency Response Division; Fire Prevention and Investigation Division; Training & Support Services Division	Full Year	453
GENERAL CITY PURPOSE DEPARTMENT			
Section 18.1	Redevelopment Services Division	Full Year	3
18.2	Retirement Division	Full Year	10
GENERAL SERVICES DEPARTMENT			
Section 19.1	General Services Administration Division	Full Year	4
19.2	Purchasing Division	Full Year	17
19.3	Central Printing Division	Full Year	8
19.4	Fleet Management Division; Fleet Equip Acq Division	Full Year	72
		Oct-June	<u>2</u>
			74
19.5	Facilities Management Division; Facilities Special Projects Division	Full Year	36
INFORMATION SERVICES DEPARTMENT			
Section 20.1	Information Services Administration Division; System Application Division; Computer Services Division	Full Year	65
20.2	Communication Services Division	Full Year	11
PARKS, AFTER SCHOOL, RECREATION, AND COMMUNITY SERVICES DEPARTMENT			
Section 21.1	Parks & Recreation Administration Division; Community Services Division; Recreation Division; After School Division, Parks Division	Full Year	152
		July-Aug	<u>1</u>
			153
PERSONNEL DEPARTMENT			
Section 22.1	Personnel Services Administration Division; Organizational Dev. & Training Division; Human Resources Operations Division; Human Resources Services Division; Labor Relations Division; Human Resources Class & Comp Division	Full Year	31
22.2	Risk Management Division	Full Year	10



ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009

Department		Months Authorized	Number of Positions Authorized
PLANNING & DEVELOPMENT DEPARTMENT			
Section 23.1	Administration Division; Planning Division; Building & Safety Services Division	Full Year	115
23.2	Housing & Community Development Division; Code Enforcement Division	Full Year	87
POLICE DEPARTMENT			
Section 24.1	Office of the Chief Division; Administrative Services Division; Patrol Division; Patrol Support Division; Investigative Services Division; Federal Grants Division, State Grants Division; Local Grants Division; Other Grants Division; Police Training Division	Full Year Oct-June	1,287 <u>6</u> 1,293
DEPARTMENT OF PUBLIC UTILITIES			
Section 25.1	Administration Division	Full Year	20
25.2	Water Division	Full Year	166
25.3	Solid Waste Management Division	Full Year Oct-June	257 <u>1</u> 258
25.4	Sewer Maintenance Division; Wastewater Management Division	Full Year Oct-June	164 <u>4</u> 168
25.5	Community Sanitation Division	Full Year	58
PUBLIC WORKS DEPARTMENT			
Section 26.1	Administration Division; Engineering Services Division; Capital Management Division; Street Maintenance Division; Traffic Signals and Streetlights Division	Full Year	255
26.2	Parking Services Division	Full Year	21
26.3	Public Works Capital	Full Year	52
TRANSPORTATION DEPARTMENT			
Section 27.1	FAX Operating Division; Transportation Maintenance Division; Transportation Administration Division; Transportation Planning Division	Full Year	400

ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009



Part VI

THAT the following permanent part-time and permanent intermittent positions and their full-time equivalencies are authorized in the various departments and offices, as listed by section, as follows:

Department		Months Authorized	Number of Positions Authorized	Full-Time Equivalent
FINANCE DEPARTMENT				
Section 16.1	Administration Division; Accounting Division	Full Year	1	0.65
PARKS, RECREATION, AND COMMUNITY SERVICES DEPARTMENT				
Section 21.1	Parks & Recreation Administration Division; Community Services Division; Recreation Division; Parks Division	Full Year	23	17.95
PLANNING & DEVELOPMENT DEPARTMENT				
Section 23.2	Housing and Community Development Division; Code Enforcement Division	Full Year	2	1.03
POLICE DEPARTMENT				
Section 24.1	Office of the Chief Division; Administrative Services Division; Patrol Division; Patrol Support Division; Investigative Services Division; Federal Grants Division, State Grants Division; Local Grants Division; Other Grants Division; Police Training Division	Full Year	22	15.80
PUBLIC WORKS DEPARTMENT				
Section 26.1	Administration Division; Engineering Services Division; Capital Management Division; Street Maintenance Division; Traffic Signals and Streetlights Division	Full Year	13	10.40
TRANSPORTATION DEPARTMENT				
Section 27.1	FAX Operating Division; Transportation Maintenance Division; Transportation Administration Division; Transportation Planning Division	Full Year	26	20.80



RECEIVED

2008 JUN 24 PM 3:02

CITY CLERK, FRESNO CA



BUDGET AND MANAGEMENT STUDIES DIVISION

June 24, 2008

TO: REBECCA E. KLISCH, City Clerk
City Clerk's Office

THROUGH: R. RENENA SMITH, Budget Director *RS*
Budget and Management Studies Division

FROM: JANE SUMPTER, Principal Budget Analyst *JS*
Budget and Management Studies Division

SUBJECT: TECHNICAL CORRECTION TO FY 2009 POSITION AUTHORIZATION
RESOLUTION

It has come to the attention of the Budget Office that a technical correction is necessary to the Position Authorization Resolution. On pages 6 and 8, the title for the Parks Department should be updated to include the words "After School" and the After School Division should be added to the division listing. All other items in the resolution are correct.

We are requesting that this memo and the attached corrected resolution be included in the public record.

If you have any questions regarding this memo, please contact me at 621-7070.

Attachments

*OK
rek 6-24-08*

ANNUAL POSITION AUTHORIZATION RESOLUTION FY 2009



Department		Months Authorized	Number of Positions Authorized
FINANCE DEPARTMENT			
Section 16.1	Administration Division; Accounting Division	Full Year	42
16.2	Budget Division	Full Year	15
16.3	Business License/Utility Billing and Collection Division	Full Year	73
FIRE DEPARTMENT			
Section 17.1	Administration Division; Fire Suppression and Emergency Response Division; Fire Prevention and Investigation Division; Training & Support Services Division	Full Year	453
GENERAL CITY PURPOSE DEPARTMENT			
Section 18.1	Redevelopment Services Division	Full Year	3
18.2	Retirement Division	Full Year	10
GENERAL SERVICES DEPARTMENT			
Section 19.1	General Services Administration Division	Full Year	4
19.2	Purchasing Division	Full Year	17
19.3	Central Printing Division	Full Year	8
19.4	Fleet Management Division; Fleet Equip Acq Division	Full Year	72
		Oct-June	<u>2</u>
			74
19.5	Facilities Management Division; Facilities Special Projects Division	Full Year	36
INFORMATION SERVICES DEPARTMENT			
Section 20.1	Information Services Administration Division; System Application Division; Computer Services Division	Full Year	65
20.2	Communication Services Division	Full Year	11
PARKS, RECREATION, AND COMMUNITY SERVICES DEPARTMENT			
Section 21.1	Parks & Recreation Administration Division; Community Services Division; Recreation Division; Parks Division	Full Year	152
		July-Aug	<u>1</u>
			153
PERSONNEL DEPARTMENT			
Section 22.1	Personnel Services Administration Division; Organizational Dev. & Training Division; Human Resources Operations Division; Human Resources Services Division; Labor Relations Division; Human Resources Class & Comp Division	Full Year	31
22.2	Risk Management Division	Full Year	10