

### PINOLE/HERCULES WASTEWATER SUBCOMMITTEE AGENDA



JUNE 1, 2017 8:30 A.M. PINOLE CITY HALL. COUNCIL CHAMBER 2131 PEAR STREET **PINOLE, CA 94564** 

- 1. CALL TO ORDER-PLEDGE OF ALLEGIANCE
- 2. ROLL CALL
- 3. Introductions
- 4. CITIZENS TO BE HEARD-FOR ITEMS NOT ON THE AGENDA
- 5. OPERATOR'S REPORT

BY RON TOBEY

- 6. STATUS UPDATE OF RODEO SANITARY DISTRICT OUTFALL TESTING (VERBAL) BY TAMARA MILLER
- 7. CAPITAL PROJECT PH WPCP UPGRADE
  - a. Loan Status (verbal) By Andrea Miller

- **b.** Construction status (Powerpoint) by Tamara Miller/Mike Roberts
- 8. Pinole Draft 2017/18 Budget for WPCP Operations ( Dept 648) BY ANDREA MILLER
- 9. ADJOURN TO THE NEXT REGULAR SUBCOMMITTEE MEETING IN PINOLE





### **AGENDA ITEM 5**

TO: PINOLE HERCULES WASTEWATER SUBCOMMITTEE

FROM: RON TOBEY; PLANT MANAGER

DATE: JUNE 1, 2017

SUBJECT: OPERATIONAL REPORT

Receive a verbal report from the Plant Manager.

Topics will include:

1. Monthly Flow Data

2. Monthly Process Performance Indicators

3. Toxic Pollutants

## Wastewater Treatment Plant ACTIVITY REPORT

### March 2017

PINOLE FLOW DATA	GALLONS
TOTAL FLOW	60,310,000
HIGH DAILY FLOW	3,260,000
LOW DAILY FLOW	1,530,000
AVERAGE DAILY FLOW	1,950,000
HERCULES FLOW DATA	GALLONS
TOTAL FLOW	42,300,000
HIGH DAILY FLOW	1,750,000
LOW DAILY FLOW	1,090,000
AVERAGE DAILY FLOW	1,360,000

**RAINFALL** 

MONTH 3.24 FISCAL YEAR 29.53

## Wastewater Treatment Plant ACTIVITY REPORT

### April 2017

PINOLE FLOW DATA	GALLONS
TOTAL FLOW	54,110,000
HIGH DAILY FLOW	3,230,000
LOW DAILY FLOW	1,380,000
AVERAGE DAILY FLOW	1,800,000
HERCULES FLOW DATA	GALLONS
HERCULES FLOW DATA TOTAL FLOW	GALLONS 41,810,000
TOTAL FLOW	41,810,000

**RAINFALL** 

MONTH 2.64 FISCAL YEAR 32.17

### **March 2017 Process Performance Indicators**

PARAMETER	UNIT	MONTHLY	NTHLY   INFLUENT   EF		%
PARAIVIETER	UNIT	EFF LIMIT	Mo/AVG	Mo/AVG	REMOVAL
cBOD <sub>5</sub>	Mg/L	25	224	6.59	97
TSS	Mg/L	30	322	7.65	98
Coliform	MPN	240	N/A	2	N/A
Enterococcus	MPN	35	N/A 1		N/A
NH <sub>3</sub>	Mg/L	110	-	18	N/A

### **April 2017 Process Performance Indicators**

PARAMETER	UNIT	MONTHL Y EFF LIMIT	INFLUENT Mo/AVG	EFFLUENT Mo/AVG	% REMOVAL
cBOD <sub>5</sub>	Mg/L	25	244	7.88	97
TSS	Mg/L	30	326	6.85	98
Coliform	MPN	240	N/A	1	N/A
Enterococcus	MPN	35	N/A	N/A	N/A
NH <sub>3</sub>	Mg/L	110	-	14	N/A

### **March 2017 Toxic Pollutants**

PARAMETER	UNIT	AVERAGE	MAXIMUM	EFFLUENT	EFFLUENT		
		MONTHLY	DAILY EFF MONTHLY		DAILY		
		EFF LIMIT	LIMIT AVERAGE		LIMIT AVERAGE		MAX
Mercury	ug/l	0.066	0.072	0.0023	0.0023		
Copper	ug/l	58	120	4.4	4.4		
Cyanide	ug/l	20	43	ND	ND		

### **April 2017 Toxic Pollutants**

PARAMETER	UNIT	AVERAGE	MAXIMUM	EFFLUENT	EFFLUENT
		MONTHLY	DAILY EFF	MONTHLY	DAILY
		EFF LIMIT	LIMIT	AVERAGE	MAX
Mercury	ug/l	0.066	0.072	0.0022	0.0022
Copper	ug/l	58	120	3	3
Cyanide	ug/l	20	<b>43</b> ND		ND

### **ND - Non Detect**

# Update to Pinole-Hercules Wastewater Subcommittee June 1, 2017

# Pinole-Hercules Water Pollution Control Plant Upgrade Project

## **Headworks and Grit Removal**

- The internal wall and floor sections of the headworks are now complete and roof sections are formed to complete structure
- The grit structure wall elevations are being formed and poured.
- Work for these structures is 75% complete





## **Electrical Work in Progress**

 The Electrical building walls have been completed. Electrical panels have been craned in through the open roof and are now being sealed in.





## The solids handling facilities

 The walls for new solids handing building and sludge thickener are now complete and sludge tank top and building roof are being formed.



## The treatment plant site prior to start of construction



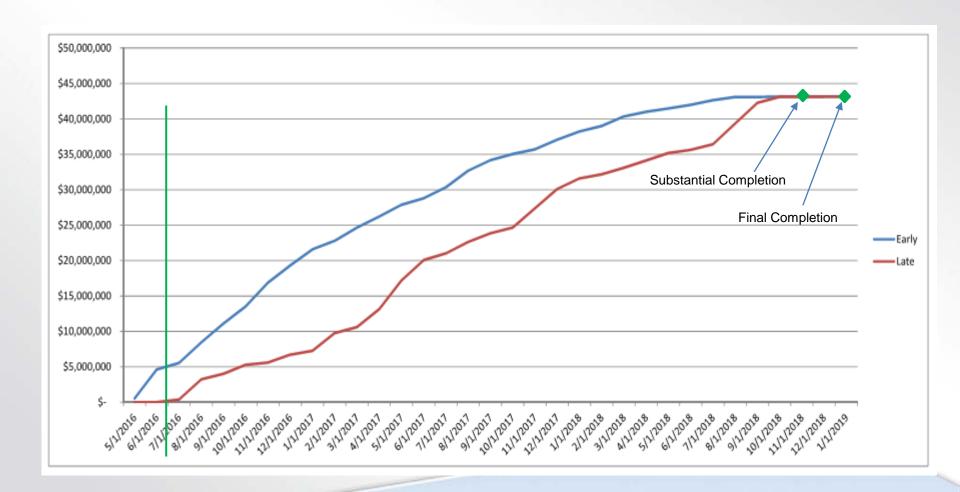
## **Treatment plant south end in May 2017**



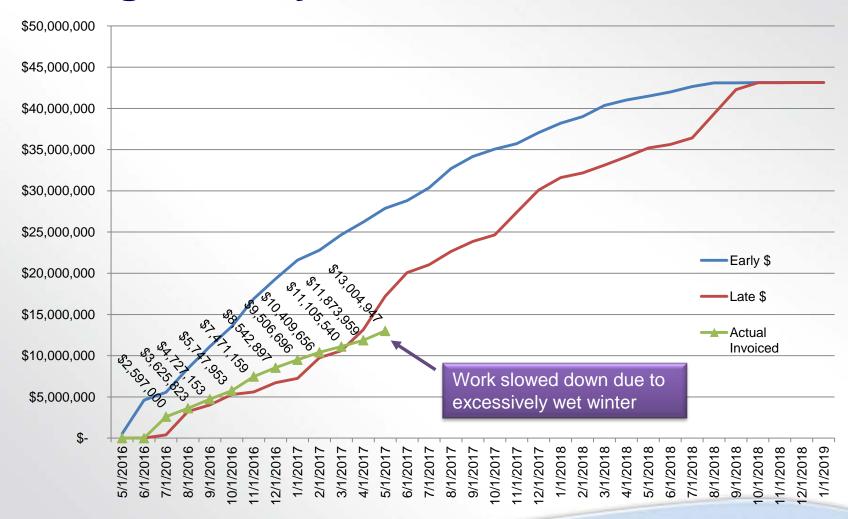
## Plant north end in May 2017



## Original schedule and cost breakdown



## **Progress/Payments to date**

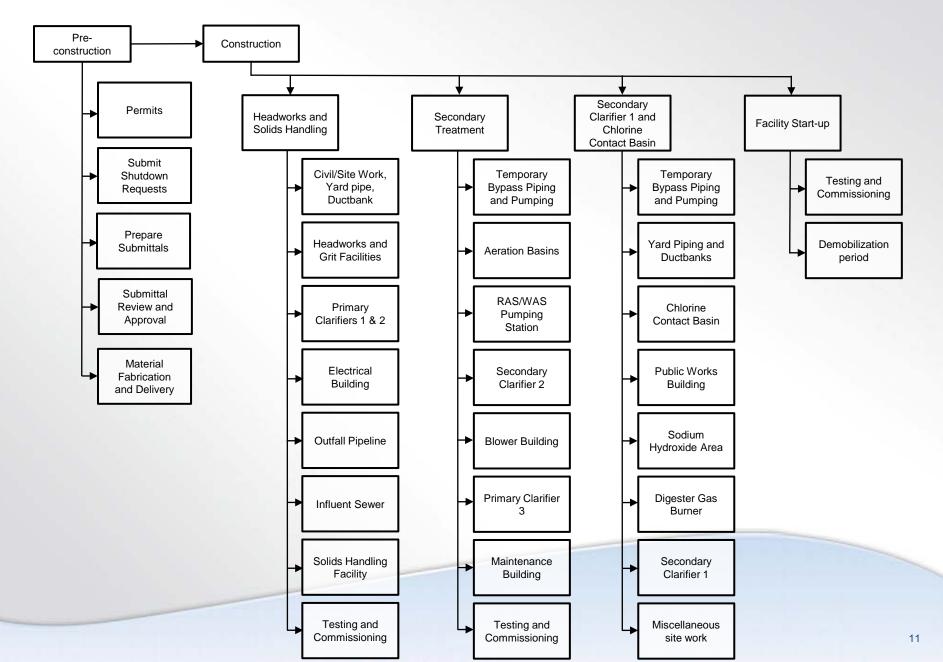


Billings for Work through May 2017 total \$13,004,947

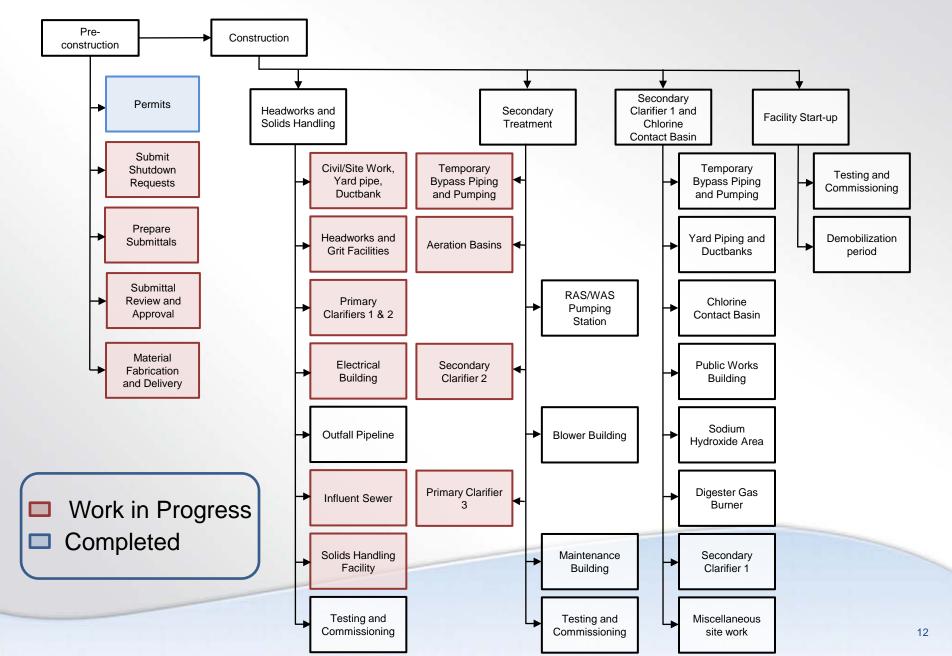
## Work has been re-sequenced to regain time lost to excessive winter weather

- City staff and design engineer were consulted about starting demolition of secondary clarifier 2 and construction of primary clarifier 3 earlier to begin in May 2017.
- Staff and designer have confirmed that there is sufficient treatment capability for the dry weather season without secondary 2 available.
- New headworks and grit handling facilities will be online before start of wet season and facilitate treatment capacity in lieu of secondary clarifier 2.
- This re-sequence resulted in gaining back most of the float lost to the past winter at no additional cost.

### **Baseline Overview of Schedule Work Activities**



## Activities started early to recover weather impacts



## **Upcoming Notable Activities**

- Start-up of new Headworks
  - July 28, 2017
- Work on plant outfall pipeline
  - August 8, 2017
- Start-up of new Grit Handling facility
  - August 24, 2017

## **Change Orders Executed To Date**

Number	Subject	Cost
1	Temporary Public Restrooms and Wash Station during construction	\$ 21,271.00
2	New AC Road along the Northeast Side of the Plant for Continued County Access	\$ 32,363.00
3	Credit for Deleting Two Duck Bill Check Valves at Aeration Basins	\$(12,018.00)
4	Revised Davis Bacon wage determination	\$ 0.00
5	Concrete Scanning for Existing Primary Clarifiers	\$ 2,320.00
6	Headworks - Concrete Fillets and Fills Modifications	\$ 22,893.60
7	RTU Modifications to Control Plant Instrumentation	\$ 21,621.00
8	Replace Carbon Steel Low Pressure Air Piping with Stainless Steel	\$ 77,431.00
9	Install Polymer System Progressive Cavity Pumps in-Lieu of Specified Peristaltic Pumps	\$ 3,299.00
10	Relocate Headworks and Ferric Chloride Storage Facilities	\$ 0.00
11	Re-route natural gas line around MH-1	\$ (1,705.00)
12	Change masonry block from normal weight to medium weight	\$ (1,401.00)
13	Remove and dispose of asbestos cement pipe at mixed liquor box	\$ 2,154.00
14	Pump discharge piping changes at headworks	\$ 35,036.00
15	Deletion of water stop and influent pump pads at headworks	\$ (5,094.00)
	TOTAL EXECUTED CHANGE ORDERS	\$ 198,170.60

Executed change orders total 1.5 percent of work completed to date

## Potential Change Order Requests Currently In Review

Number	Subject
1	Demolish and replace approximately 50 feet of existing asbestos cement 24-inch effluent line
2	Reroute existing utilities at surge tank
3	Add electric hoist at influent pumps
4	Credit for deletion of grit handling water stop
5	Headworks hatch modifications
6	Guard rail modifications at headworks and aeration basin
7	Electrical conduit and wire modifications
8	Credit for reduced strength concrete for fill walls at headworks
9	Lead paint abatement at existing polymer building
10	Influent sewer modifications
11	Aeration basin modifications for contact stabilization
12	SCADA system updates
13	Paving and grading modifications at Solids building
14	Composite sampler modifications
15	Tree removal at new PG&E service location
16	Re-coating existing centrifuge
17	Modifications to Primary flow distribution box

## **Schedule**

- Actual Notice to Proceed
  - May 11, 2016
- Substantial Completion Date
  - October 28, 2018
- Final Completion Date
  - December 26, 2018

### **PUBLIC WORKS WATER POLLUTION CONTROL PLANT - 641**

### **Mission**

The mission of the Water Pollution Control Plant (WPCP) is to treat the wastewater for the City of Pinole and the City of Hercules.

### **Program Description**

Produce an effluent that meets or exceeds State and Federal standards, minimize the emission of unpleasant odors, and meet the Air Quality Control Board requirements, while processing solids in a safe manner.

### **Key Objectives**

- Operate the facility in compliance with standards set by the Regional Water Quality Control Board.
- Support the construction activities of the WPCP Upgrade.
- > Support the ongoing training needs of the WPCP Staff.

#### **Success Indicators**

- Permit Compliance
- Certified Staff
- Preventive Maintenance of Assets

### **Position Summary**

Position	2013-14	2014-15	2015-16	2016-17	2017-18
Treatment Plant Manager	1.00	1.00	1.00	1.00	1.00
Administrative Secretary	0.00	0.50	0.00	0.00	0.00
Water Pollution Control Plant					
Supervisor	1.00	1.00	1.00	1.00	0.00
Water Pollution Control Plant					
Operation Supervisor	0.00	0.00	0.00	0.00	1.00
Environmental Analyst	1.00	1.00	1.00	1.00	1.00
Environmental Assistant	1.00	1.00	1.00	1.00	1.00
Operator	6.00	6.00	6.00	6.00	6.00
Water Pollution Control Plant Intern	0.00	0.46	0.46	0.46	0.46
Total	10.00	10.96	10.46	10.46	10.46

### SEWER ENTERPRISE FUND - 500 SEWER TREATMENT PLANT - 641

### **EXPENDITURE SUMMARY**

	FY 2013-14 Actual	FY 2014-15 Actual	FY 2015-16 Actual	FY 2016-17 Budget	FY 2017-18 Proposed	\$ Chg	% Chg
Personnel							
Full-time Salary - 40101	647,086	644,908	672,214	778,744	762,478	(16,266)	-2%
Overtime - 40201	24,355	20,952	18,787	54,000	34,500	(19,500)	-57%
FLSA Overtime- 40202	-	-	-	-	2,885	2,885	100%
Holiday Pay - 40105	7,068	7,503	10,423	-	43,069	43,069	100%
Part-time Salary - 40102	223,457	14,136	(101)	20,000	11,856	(8,144)	-69%
Vacation Accrued - 40103	14,477	36,250	7,621	-	-	-	0%
Long-Term Disability - 41008	-	214,207	145,264	-	-	-	0%
Clothing Allowance - 40305				2,000	2,000	-	0%
Benefits & Insurance - 46123	348,979	380,387	407,564	429,110	417,506	(11,604)	-3%
Total Salary & Benefits	1,265,422	1,318,343	1,261,774	1,283,854	1,274,294	(9,560)	-1%
Services and Supplies							
Safety Clothing - 44410	15,305	12,889	16,890	15,040	15,040	-	0%
Equipment Maintenance - 42107	208,097	170,875	166,438	269,080	269,080	-	0%
Fuel - 44301	-	-	3,258	-	-	-	0%
Maintenance Structure/Imp - 42108	7,330	16,029	21,882	42,000	42,000	-	0%
Memberships - 42401	2,018	2,015	2,477	5,000	5,000	-	0%
Office Expense - 42201	2,423	5,395	3,840	5,000	5,000	-	0%
Professional Services - 42101	49,131	31,733	16,414	90,000	127,500	37,500	29%
Equipment Rental - 42511	-	-	-	1,000	1,000	-	0%
Settlement -42508	-	-	10,000	-	-	-	0%
Special Department Expense - 42514	3,894	-	235	-	-	-	0%
Travel & Training - 42301	4,429	1,897	2,893	7,000	7,000	-	0%
Utilities - 4310X	485,957	526,157	528,443	575,000	600,000	25,000	4%
Compliance Inspections - 42109	24,759	9,671	32,332	25,000	25,000	-	0%
WPCP Sludge Removal - 44302	83,505	80,230	80,279	85,000	90,000	5,000	6%
WPCP Chemicals - 44303	692,166	582,946	574,335	688,000	688,000	-	0%
WPCP Permit Fees - 44304	44,832	38,274	56,543	50,000	64,588	14,588	23%
WPCP Lab Operations - 44305	78,780	87,522	64,976	85,000	85,000	-	0%
<b>Total Services and Supplies</b>	1,702,626	1,565,633	1,581,235	1,942,120	2,024,208	82,088	4%
Capital Outlay							
Equipment - 42107		38,116	24,168	-	-	-	0%
Total Capital Outlay		38,116	24,168	-	-	-	0%
Internal Cost Allocations							
Administrative Debits - 46122	233,777	200,212	159,674	261,144	258,820	(2,324)	-1%
IS Charges - 46124	28,366	25,679	15,084	23,287	38,533	15,246	40%
Legal Charges - 46126	20,000	20,073	2,235	50,000	50,000		0%
Total Internal Cost Allocations	262,143	225,891	176,992	334,431	347,353	12,922	4%
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Total	3,230,191	3,147,983	3,044,169	3,560,405	3,645,855	85,450	2%

### **MAJOR NON-PERSONNEL EXPENSE DETAILS**

			FY 2016-17		F١	<b>/ 2017-18</b>
44410 Safety Clething			\$	15,040	\$	15,040
Laundry service for uniforms, safety shoes/boots, gloves, etc.	\$	15,040	Ψ	13,040	Ψ	13,040
,,,,,,,	Ť	-,-				
42107 Equipment Maintenance			¢	269,080	¢	269,080
Repairs as needed to treatment plant equipment:	\$	269,080	Ψ	209,000	Ψ	209,000
pumps, motors, machine work, instrumentation,	Ψ	200,000				
electric parts, gas, oil, tires hose replacement, etc.						
42108 Maintenance Structure/Imp			\$	42,000	\$	42,000
Maintenance and repairs to grounds and facilities:			• •	,	•	,
Janitorial services	\$	10,000				
Various structure refurbishment		20,000				
Cathodic inspection for Rodeo Sanitary District outfall - Pinole Share		12,000				
42401 Memberships			\$	5,000	\$	5,000
Memberships:	\$	5,000	•			
CA Water Environment Association (CWEA)						
Traffic Control Supervisors Association (TCSA)						
Water Environment Federation (WEF)						
Technical publications						
42201 Office Expense			\$	5,000	\$	5,000
Basic stationery, supplies, fax paper, copying paper, computer paper,	\$	5,000	•			
books, maps and periodicals, etc.						
42101 Professional Services			\$	90,000	\$	127,500
Engineering Services	\$	10,000	• •	,	•	,
NPDES permit renewal application process and documentation prep		40,000				
Assessment of headlosses in pipe to outfall (carry forward)		40,000				
PCTV quarterly subcommittee meeting Wastewater fee model update		2,500 35,000				
Wastewater ree moder update		35,000				
42511 Equipment Rental	Φ.	4.000	\$	1,000	\$	1,000
	\$	1,000				
42301 Travel and Training			\$	7,000	\$	7,000
Training of State Certified Operators in new procedures	\$	7,000	•			
related to upgrades.						
4310X Utilities			\$	575,000	\$	600,000
PG&E	\$	540,000				
EBMUD		60,000				
42109 Compliance Inspections			\$	25,000	\$	25,000
Public outreach materials, Sampling and analysis,	\$	25,000				
laboratory supplies and safety equipment.						
44302 WPCP Sludge Removal			\$	85,000	\$	90,000

44303 WPCP Chemicals Chemicals for Plant Operations	\$ 688,000	_ \$	688,000	\$ 688,000
A4304 WPCP Permit Fees  NPDES renewal permit fee  County Fuel Tank Fees, and Air Toxic Fees.	\$ 62,088 2,500	\$	50,000	\$ 64,588
44305 WPCP Laboratory Operations A-Laboratory supplies B-Accelerated Chronic Toxinicy Testing	\$ 70,000 15,000	_ \$	85,000	\$ 85,000

\$

90,000

Sludge hauling to EBMUD and Landfill.

CITY OF PINOLE												
SEWER ENTERPRISE FUND - 500												
	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18							
REVENUE:	ACTUAL	ACTUAL	ACTUAL	REVISED BUDGET	PROPOSED							
Charges for Services	5,670,160	6,024,646	6,117,244	7,214,424	7,214,424							
Other Revenue	5,219	8,692	30,288	-	-							
TOTAL SEWER ENTERPRISE REVENUE	5,675,379	6,033,338	6,147,532	7,214,424	7,214,424							
EXPENSES:												
Sewer Treatment Plant	3,230,191	3,147,983	3,020,001	3,560,405	3,645,855							
Sewer Collection	535,184	623,780	604,971	1,181,149	1,086,651							
WPCP Equipment & Debt Service	434,949	410,772	910,225	636,488	526,948							
Depreciation Expense	660,644	646,842	783,754	580,000	580,000							
TOTAL SEWER ENTERPRISE EXPENSE	4,860,968	4,829,377	5,318,951	5,958,042	5,839,454							
NET RESULTS	814,411	1,203,961	828,581	1,256,382	1,374,970							
FUND BALANCE, JULY 1	4,792,415	5,606,826	6,810,787	7,639,368	8,895,750							
FUND BALANCE, JUNE 30	5,606,826	6,810,787	7,639,368	8,895,750	10,270,720							

### PROPOSED BUDGET FY 2017-18 LABOR COST ALLOCATIONS

			Sewer	Sewer											
	Total Wages		Enterprise	Enterprise	Successor	Housing	Gas Tax	Building	Measure "S-			Strom	Refuse	Measure	_
Position Title	and Benefits	General Fund	(WWTP)	(Corp Yard)	Agency	Admin	Fund	Fund	2014"	PSAF	SLESF	Water	Mgmt	"J"	Total
Council Members (5)	93,264	69,948	-	23,316	-	-	-	-	-		-	-	-	-	93,264
City Manager	294,263	102,992	14,713	73,566	73,566	14,713	-	14,713	-		-	-	-	-	294,263
City Clerk	166,168	124,626	-	-	41,542	-	-	-	-		-	-	-	-	166,168
Treasurer	24,065	18,049	-	6,016	-	-	-	-	-		-	-	-	-	24,065
Finance Director	227,223	122,700	34,083	-	59,078	11,361	-	-	-		-	-	-	-	227,223
Accounting Specialist (2)	212,809	180,888	31,921	-	-	-	-	-	-		-	-	-	-	212,809
Accounting Intern	17,215	14,633	2,582	-	-	-	-	-	-		-	-	-	-	17,215
Assistant City Manager	244,069	146,441	24,407	-	61,017	12,203	-	-	-		-	-	-	-	244,069
HR Specialist	99,072	84,211	9,907	-	-	4,954	ı	-	-		-	-	ı	-	99,072
Police Officer (Canine)	144,534	130,081	ı	-	-	-	ı	-	1		14,453	-	1	-	144,534
Police Officer	149,463	67,258	-	-	-	-	-	-	-		82,205	-	-	-	149,463
Police Officer	158,799	7,940								150,859	-				158,799
PW Director/City Eng	228,093	11,405	114,047	11,405	-	-	22,809	22,809	-		-	22,809	22,809	-	228,093
PW Specialist	113,753	22,751	-	28,438	-	-	17,063	22,751	-		-	11,375	11,375	-	113,753
Admin Secretary	108,635	10,864	27,159	54,318	-	-	16,295	-	-		-	-	-	-	108,635
Public Works Manager	147,081	73,541	-	29,416	-	-	7,354	-	-		-	29,416	7,354	-	147,081
PW Maint. Supervisor	134,920	60,714	-	33,730	-	-	6,746	-	-		-	26,984	6,746	-	134,920
Maintenance Workers (4)	363,718	109,115	-	72,744	-	-	36,372	-	-		-	72,744	18,186	54,558	363,718
Maintenance Worker (1)	89,966	-	-	-	-	-	-	-	89,966		-	-	-	-	89,966
PW Maint. Supervisor	114,029	-	-	85,522	-	-	5,701	-	-		-	11,403	5,701	5,701	114,029
Maintenance Workers (2)	171,053	-	-	128,290	-	-	8,553	-	-		-	17,105	8,553	8,553	171,053
Planning Manager	166,912	8,346	-	-	-	8,346	-	150,221	-		-	-	-	-	166,912
Building Inspector/Code Enf office	118,245	59,123	-	-	-	-	-	59,123	-	-	-	-	-	-	118,245
Project Manager	108,891	-	-	27,223	-	-	-	-	54,446		-	-	-	27,223	108,891
, ,				·											
	\$ 3,696,240	\$ 1,425,624	\$ 258,820	\$ 573,982	\$ 235,203	\$ 51,577	\$ 120,893	\$ 269,616	\$ 144,412	\$ 150,859	\$ 96,658	\$ 191,837	\$ 80,725	\$ 96,035	- \$ 3,696,240
PERCENTAGE OF TOTAL		39%	7%	16%	6%	1%	3%	7%	4%	4%	3%	5%	2%	3%	100%

	Special		Sewer	Successor		
<b>General Fund</b>	Revenue	E	Enterprise	Agency	N	Measure S
1,425,624	\$ 907,341	\$	832,802	\$ 235,203	\$	144,412

	100-0221	100-0222	100-0223	100-0342	100-0343	100-0351	209-0595	209-0592	Total
Police Chief	222,883		24,765						247,648
Lieutenant	156,319		39,080						195,399
Recreation Leaders (Seasonal)							11,184	24,893	36,077
Maintenance Workers (4)				21,823	43,646	43,646			109,115

### PROPOSED BUDGET FY 2017-18

### LABOR COST ALLOCATION PERCENTAGES

			Sewer	Sewer	•		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	. I ENGLINING							
	Total Wages	General	Enterprise	Enterprise	Successor	Housing	Gas Tax	Building	Measure		aa-	Storm	Refuse	Measure	
Position Title	and Benefits	Fund*	(WWTP)	(Corp Yard)	Agency	Admin	Fund	Fund	"S-2014"	PSAF	SLESF	Water	Mgmt	"J" 	Total
Carra di Marahara (5)	02.264	750/		250/											1000/
Council Members (5)	93,264	75%		25%		F0/		F0/							100%
City Manager	294,263	35%	5%	25%		5%		5%							100%
City Clerk	166,168	75%			25%										100%
Treasurer	24,065	75%		25%											100%
Finance Director	227,223	54%	15%		26%	5%									100%
Accounting Specialist (2)	212,809	85%													100%
Accounting Intern	17,215	85%													100%
Assistant City Manager	244,069	60%	10%		25%	5%									100%
HR Specialist	99,072	85%	10%			5%									100%
Police Officer (Canine)	144,534	90%									10%				100%
Police Officer	149,463	45%									55%				100%
Police Officer	158,799	5%								95%					100%
PW Director/City Eng	228,093	5%	50%	5%			10%	10%				10%	10%		100%
PW Specialist	113,753	20%		25%			15%	20%				10%	10%		100%
Admin Secretary	108,635	10%	25%	50%			15%								100%
Public Works Manager	147,081	50%		20%			5%					20%	5%		100%
PW Maint. Supervisor	134,920	45%		25%			5%					20%	5%		100%
Maintenance Workers (4)	363,718	30%		20%			10%					20%	5%	15%	100%
Maintenance Worker (1)	89,966	0%							100%						100%
PW Maint. Supervisor	114,029	0%		75%			5%					10%	5%	5%	100%
Maintenance Workers (2)	171,053	0%		75%			5%					10%	5%	5%	100%
Planning Manager	166,912	5%				5%		90%							100%
Building Inspector/Code Enf Office	118,245	50%						50%							100%
Project Manager	108,891	0%		25%					50%					25%	100%
	,														
															-
	\$ 3,696,240	39%	7%	16%	6%	1%	3%	7%	4%	4%	3%	5%	2%	3%	100%

	100-0221	100-0222	100-0223	100-0342	100-0343	100-0351	209-0595	209-0592		Total
Police Chief	90%		10%							100%
Lieutenant	80%		20%							100%
Recreation Leaders (Seasonal)							31%	69%		100%
Maintenance Workers (4)				6%	12%	12%				30%