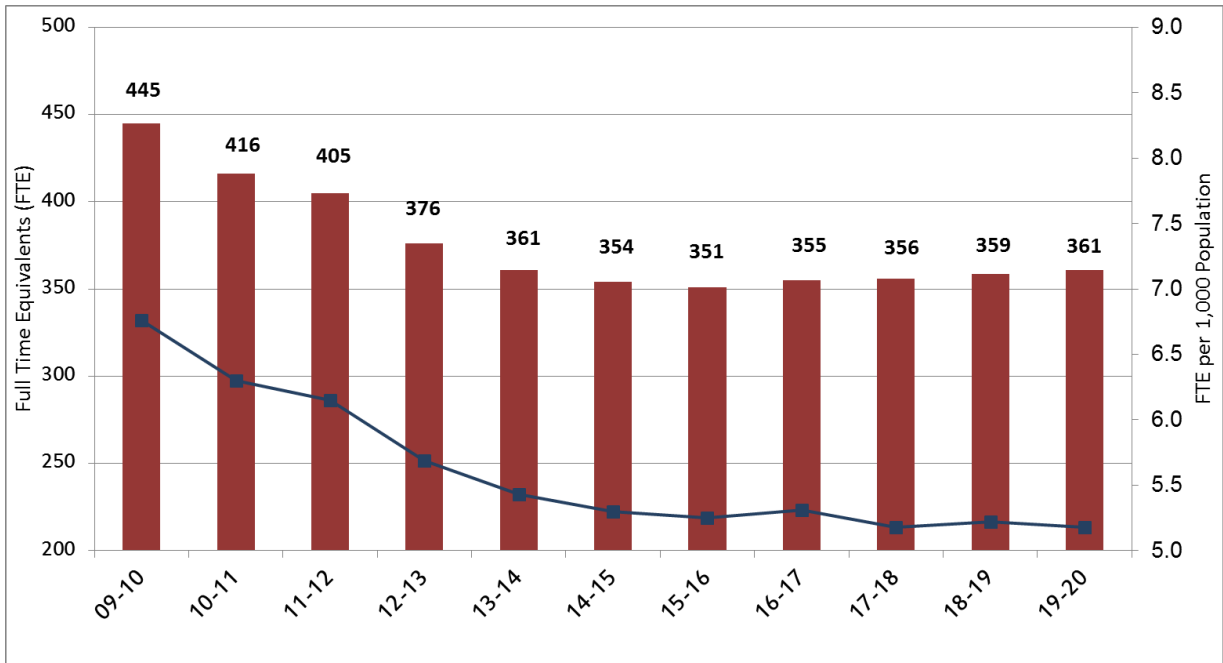


The City Organization

A citywide organizational chart appears in this section, while the graphs below summarize historical citywide staffing changes. The first graph shows a ten-year personnel trend for the city, combining the following positions: all Regular Full Time, Regular Part Time and Special Funded. Temporary positions are not included in this discussion.

Staffing Trends Permanent Employees (FTE) Regular Authorized Positions

Reduction of 23.2% from FY09/10 to FY19/20
Employees per capita:
 6.76 in FY 09/10
 5.19 in FY 19/20



**CITYWIDE
HUMAN RESOURCES FY 19/20**

Position Title	16/17 FTE's	17/18 FTE's	18/19 FTE's	19/20 FTE's
ACCOUNTANT I	0.00	0.00	1.00	2.00
ACCOUNTANT II	1.00	1.00	0.00	0.00
ACCOUNTING ASST	7.00	7.00	7.00	6.00
ACCOUNTING & FISCAL ANALYST I *	1.00	1.00	1.00	1.00
ACCOUNTING & FISCAL ANALYST I	2.00	2.00	0.00	0.00
ACCOUNTING & FISCAL ANALYST II	1.00	0.00	1.00	1.00
ADMINISTRATIVE AIDE	4.00	5.00	5.00	5.00
ADMINISTRATIVE AIDE - CONF	2.00	1.00	1.00	1.00
ADMINISTRATIVE ANALYST I	3.00	2.00	1.00	0.00
ADMINISTRATIVE ANALYST II	1.00	4.00	5.00	0.00
ADMINISTRATIVE OPERATIONS SUPV	1.00	1.00	1.00	0.00
ASSISTANT CHIEF BLDG OFFICIAL	1.00	1.00	1.00	1.00
ASSISTANT CITY ENGINEER TRAFFIC	1.00	1.00	1.00	1.00
ASSISTANT CITY MANAGER	2.00	2.00	2.00	2.00
ASSISTANT COMMUNITY DEV DIRECTOR	1.00	2.00	1.00	1.00
ASSISTANT DIRECTOR PARKS & COMM SVCS	0.00	1.00	1.00	1.00
ASSISTANT PUBLIC WORKS DIR.	1.00	1.00	1.00	1.00
ASSOCIATE CIVIL ENGINEER	3.00	3.00	3.00	3.00
BICYCLE/PEDESTRIAN COORDINATOR	1.00	1.00	1.00	1.00
BUDGET MANAGER	0.00	1.00	1.00	0.00
BUILDING INSPECTOR I	5.00	3.00	3.00	2.00
BUILDING INSPECTOR II	1.00	2.00	2.00	3.00
BUILDING MAINT CREW SUPV	1.00	1.00	1.00	1.00
BUILDING MAINT WORKER I	0.00	0.00	1.00	1.00
BUILDING MAINT WORKER II	2.00	2.00	1.00	1.00
BUILDING/PLANNING TECH I	1.00	1.00	1.00	0.00
BUILDING/PLANNING TECH II	1.00	2.00	2.00	3.00
BUSINESS & COMMUNITY ENGAGEMENT DIR	0.00	0.00	1.00	1.00
CHIEF BUILDING OFFICIAL	1.00	0.00	0.00	0.00
CHIEF INNOVATION OFFICER	1.00	1.00	0.00	0.00
CITY CLERK	1.00	1.00	1.00	1.00
CITY ENGINEER	1.00	1.00	1.00	1.00
CITY MANAGER	1.00	1.00	1.00	1.00
COLLECTIONS SYSTEM SUPERVISOR	1.00	2.00	2.00	1.00
COLLECTIONS SYSTEMS TECHNICIAN	3.00	3.00	3.00	3.00
COLLECTIONS SYSTEM WORKER	2.00	2.00	2.00	2.00
COMMUNICATIONS & CUST SVC MGR	0.00	0.00	0.00	2.00
COMM SERVICES PRGM COORD	4.00	4.00	4.00	4.00
COMMUNITY DEVELOPMENT ADMINISTRATOR	1.00	1.00	1.00	1.00
COMMUNITY DEVELOPMENT DIRECTOR	0.00	0.00	1.00	0.00
COMMUNITY SERVICES SUPERVISOR	3.00	3.00	3.00	4.00
COMMUNITY SVCS SUPERINTENDENT	1.00	0.00	0.00	0.00
COMPUTER SUPPORT TECH II	2.00	2.00	2.00	2.00
CONSERVATION COORDINATOR	2.00	2.00	2.00	2.00
CONSTRUCTION MANAGER	0.00	1.00	1.00	1.00
CUSTODIAN II	2.00	2.00	2.00	2.00

**CITYWIDE
HUMAN RESOURCES FY 19/20**

Position Title	16/17 FTE's	17/18 FTE's	18/19 FTE's	19/20 FTE's
DEPARTMENT SR SYSTEMS ANALYST	1.00	1.00	1.00	1.00
DEPUTY CITY CLERK I	1.00	1.00	1.00	1.00
DEPUTY INNOVATION OFFICER	1.00	1.00	1.00	1.00
DEPUTY POLICE CHIEF	2.00	2.00	1.00	1.00
ELECTRICIAN	4.00	4.00	5.00	5.00
ENVIRONMENTAL LAB SUPERVISOR	1.00	1.00	1.00	1.00
ENVIRONMENTAL PROGRAM SPECIALIST	2.00	3.00	3.00	3.00
ENVIRONMENTAL RESOURCES MANAGER	1.00	1.00	1.00	1.00
EQUIPMENT MECHANIC II	2.00	2.00	2.00	2.00
EXECUTIVE ASSISTANT - CONF	1.00	1.00	1.00	1.00
FACILITIES MANAGER	1.00	1.00	1.00	1.00
FINANCE ADMINISTRATOR	1.00	1.00	1.00	0.00
FINANCIAL ANALYST II	0.00	0.00	0.00	1.00
FINANCE DIRECTOR	0.00	0.00	0.00	1.00
FINANCIAL SERVICES MANAGER	1.00	1.00	2.00	1.00
FINANCIAL SUPERVISOR	0.00	0.00	1.00	1.00
FIRE ASSISTANT CHIEF	0.00	0.00	1.00	1.00
FIRE CAPTAIN	9.00	9.00	9.00	9.00
FIRE CHIEF	0.00	1.00	1.00	1.00
FIRE DIVISION CHIEF	4.00	4.00	4.00	4.00
FIRE INSPECTION SPECIALIST	1.00	1.00	1.00	1.00
FIREFIGHTER I	5.00	7.00	6.00	11.00
FIREFIGHTER II	22.00	20.00	21.00	19.00
FLEET MANAGER	1.00	1.00	1.00	1.00
GIS SYSTEMS ANALYST	0.00	1.00	1.00	1.00
HOUSING/HUMAN SVCS PROG SUPT	1.00	0.00	0.00	0.00
HUMAN RESOURCES ADMINISTRATOR	1.00	0.00	0.00	0.00
HUMAN RESOURCES ANALYST I	0.00	0.00	1.00	1.00
HUMAN RESOURCES ANALYST II	1.00	1.00	0.00	0.00
HUMAN RESOURCES ASST - CONF	2.00	1.00	0.00	0.00
HUMAN RESOURCES DIRECTOR	0.00	1.00	1.00	1.00
HUMAN RESOURCES TECH - CONF	1.00	2.00	3.00	3.00
INFORMATION TECH ADMIN	1.00	1.00	1.00	1.00
IPM SPECIALIST	1.00	1.00	1.00	1.00
IRRIGATION CREW SUPERVISOR	1.00	0.00	0.00	0.00
IRRIGATION SPECIALIST	2.00	2.00	2.00	3.00
IS ADMINISTRATIVE MANAGER	1.00	0.00	0.00	0.00
MANAGEMENT ANALYST I	0.00	0.00	0.00	1.00
MANAGEMENT ANALYST II	0.00	0.00	0.00	6.00
MEDIA & COMMUNICATIONS OFFICER	1.00	1.00	1.00	0.00
MEDIA SERVICES SPECIALIST	1.00	1.00	1.00	1.00
MIS SENIOR SYSTEM ANALYST	3.00	1.00	1.00	1.00
MIS SYSTEM ANALYST	1.00	2.00	2.00	2.00
OFFICE ASSISTANT II	9.00	8.00	8.00	8.00
OFFICE ASSISTANT II *	0.00	1.00	0.00	0.00
OFFICE ASSISTANT II - CONF	1.00	1.00	1.00	1.00

**CITYWIDE
HUMAN RESOURCES FY 19/20**

Position Title	16/17 FTE's	17/18 FTE's	18/19 FTE's	19/20 FTE's
OPEN SPACE LANDS MANAGER	1.00	1.00	1.00	1.00
PARK MAINT CREW SUPERVISOR	2.00	2.00	2.00	1.00
PARK MAINT WORKER II	7.00	8.00	8.00	8.00
PARKS & COMMUNITY SERVICES DIRECTOR	1.00	1.00	1.00	1.00
PARKS SUPERINTENDENT	1.00	1.00	1.00	1.00
PARKS SUPERVISOR	2.00	2.00	2.00	2.00
PAYROLL TECHNICIAN I	0.00	0.00	1.00	1.00
PAYROLL TECHNICIAN II	0.00	1.00	0.00	0.00
PD INTELLIGENCE/RESOURCE MANAGER	1.00	1.00	0.00	0.00
PLANNER	3.00	3.00	3.00	3.00
POLICE CHIEF	1.00	1.00	1.00	1.00
POLICE CORPORAL	6.00	6.00	6.00	6.00
POLICE LIEUTENANT	3.00	3.00	4.00	4.00
POLICE OFFICER	40.00	40.00	40.00	40.00
POLICE RECORDS SPECIALIST II	4.00	4.00	4.00	4.00
POLICE SERGEANT	9.00	9.00	9.00	9.00
POLICE SERVICE SPECIALIST	10.00	10.00	10.00	10.00
POLICE SERVICE SPECIALIST SUPERVISOR	1.00	2.00	2.00	2.00
POOL MAINTENANCE CREW SUPRVR	1.00	1.00	1.00	1.00
POOL MAINTENANCE WORKER II	1.00	1.00	1.00	1.00
PRINCIPAL CIVIL ENGINEER	2.00	1.00	1.00	1.00
PRINCIPAL PLANNER	1.00	1.00	1.00	1.00
PROJECT MANAGER	1.00	1.00	0.00	0.00
PROPERTY MANAGEMENT COORD	1.00	1.00	1.00	1.00
PUBLIC RELATIONS MANAGER II	1.00	1.00	1.00	1.00
PUBLIC SAFETY DISPATCH SUPERV	1.00	1.00	1.00	1.00
PUBLIC SAFETY DISPATCHER I	2.00	1.00	1.00	3.00
PUBLIC SAFETY DISPATCHER II	10.00	11.00	11.00	9.00
PUBLIC WORKS ADMINISTRATION MANAGER	1.00	1.00	1.00	1.00
PUBLIC WORKS DIRECTOR	1.00	1.00	1.00	1.00
PUBLIC WORKS INSP I	0.00	1.00	0.00	1.00
PUBLIC WORKS INSP II	2.00	1.00	2.00	2.00
PUBLIC WORKS INSPECTION SUPV	1.00	1.00	1.00	0.00
PUBLIC WORKS MAINT WKR I	2.00	2.00	2.00	3.00
PUBLIC WORKS MAINT WKR II	5.00	5.00	5.00	4.00
PUBLIC WORKS SUPERVISOR	0.00	1.00	1.00	2.00
RECORDS & COMMUNICATIONS MANAGER	1.00	1.00	1.00	1.00
RECORDS SUPERVISOR	1.00	1.00	1.00	1.00
SENIOR BUILDING INSPECTOR	1.00	1.00	1.00	1.00
SENIOR CIVIL ENGINEER	1.00	1.00	2.00	2.00
SENIOR COMMUNITY SERVICES SUPV	1.00	1.00	1.00	1.00
SENIOR ELECTRICIAN	2.00	2.00	1.00	1.00
SENIOR ENGINEERING ASSISTANT	3.00	3.00	3.00	3.00
SENIOR OFFICE ASSISTANT	3.00	3.00	3.00	2.00
SENIOR PARKS SUPERVISOR	1.00	1.00	1.00	1.00
SENIOR PUBLIC WORKS SUPVR	1.00	1.00	1.00	1.00

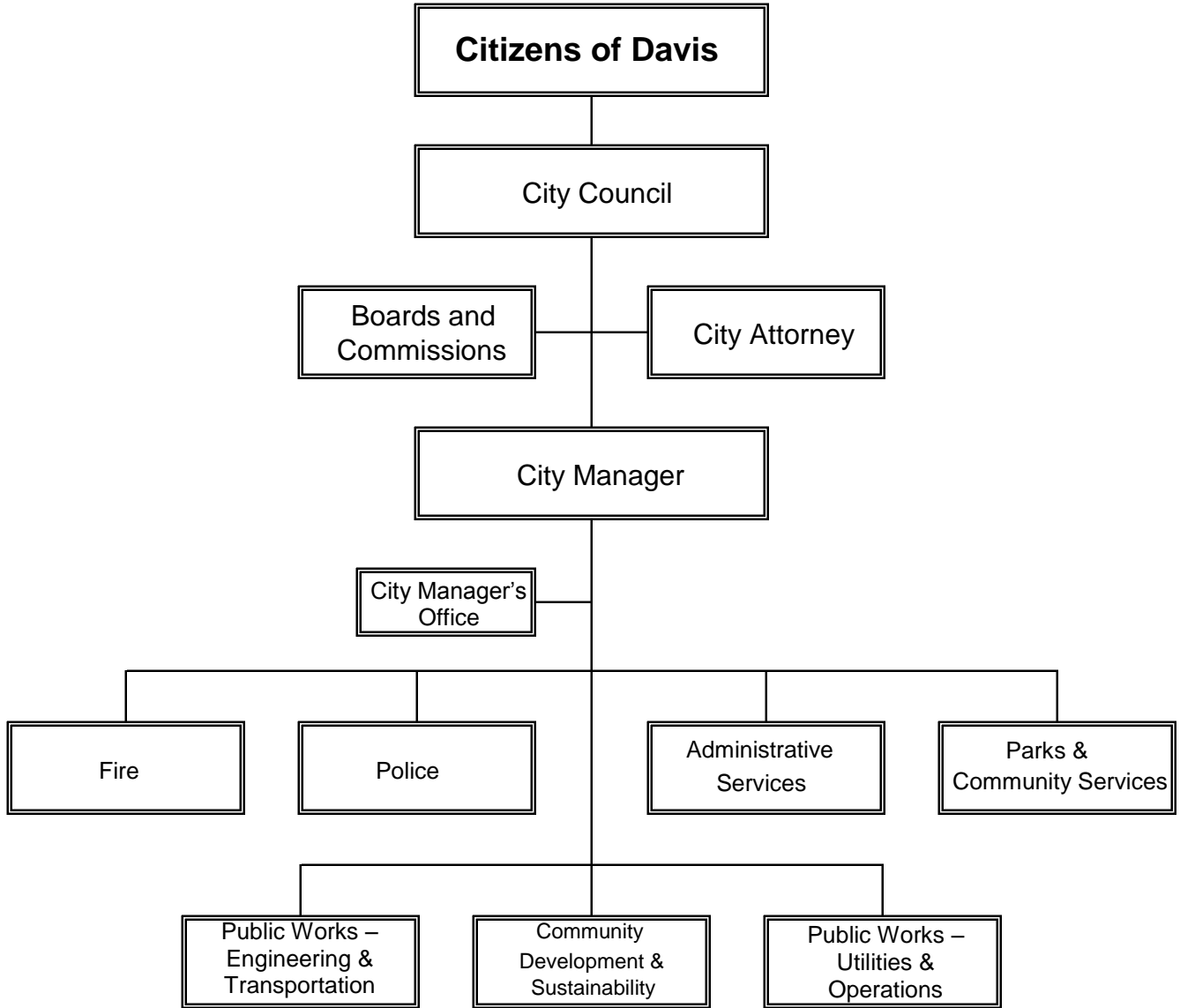
**CITYWIDE
HUMAN RESOURCES FY 19/20**

Position Title	16/17 FTE's	17/18 FTE's	18/19 FTE's	19/20 FTE's
SMALL TREE SPECIALIST	1.00	0.00	0.00	0.00
SR ACCOUNTING ASSISTANT	2.00	2.00	2.00	2.00
SR PW COLLECTIONS SUPERVISOR	1.00	1.00	1.00	1.00
SR TRANSPORTATION PLANNER	1.00	1.00	1.00	1.00
SR UTILITY RESOURCE SPECIALIST	1.00	0.00	0.00	0.00
STOREKEEPER	1.00	1.00	1.00	1.00
SUPPORT SERVICES MANAGER	0.00	0.00	1.00	1.00
SUSTAINABILITY PROG COORD	1.00	1.00	1.00	1.00
TECHNICAL SERVICES MANAGER	1.00	2.00	2.00	2.00
TRANSPORTATION PROG CREW SUP	1.00	0.00	0.00	0.00
URBAN FOREST MANAGER	1.00	1.00	1.00	1.00
URBAN FOREST SUPERVISOR	1.00	1.00	1.00	1.00
URBAN FOREST TECHNICIAN	0.00	1.00	1.00	1.00
UTILITY PROGRAM COORDINATOR	1.00	1.00	1.00	0.00
UTILITY/SCADA CONTROL SYS TECH	2.00	2.00	2.00	2.00
WASTEWATER DIVISION MANAGER	0.00	0.00	1.00	1.00
WATER DISTRIBUTION CREW SUPV	1.00	1.00	1.00	1.00
WATER DISTRIBUTION OPERATOR I	4.00	3.00	3.00	4.00
WATER DISTRIBUTION OPERATOR II	2.00	3.00	3.00	2.00
WATER DISTRIBUTION PRGM SUPV	1.00	1.00	1.00	1.00
WATER DIVISION MANAGER	1.00	1.00	1.00	1.00
WATER PRODUCTION SYSTEM OPER	2.00	2.00	2.00	2.00
WATER QUALITY COORDINATOR	0.00	2.00	2.00	2.00
WATER QUALITY PERMITTING SPEC	2.00	0.00	0.00	0.00
WATER PRODUCTION SYSTEM SUPV	1.00	1.00	1.00	1.00
WATER SYSTEM MAINT WORKER	2.00	2.00	2.00	2.00
WILDLIFE RES SPECIALIST	1.00	1.00	1.00	1.00
WWTP LABORATORY ANALYST	1.00	1.00	1.00	2.00
WWTP LEAD OPERATOR	4.00	4.00	4.00	4.00
WWTP MAINTENANCE TECHNICIAN I	0.00	0.00	1.00	1.00
WWTP MAINTENANCE TECHNICIAN II	3.00	3.00	2.00	2.00
WWTP SENIOR OPERATOR	2.00	1.00	1.00	1.00
WWTP SR MAINTENANCE TECHNICIAN	2.00	2.00	2.00	2.00
WWTP SUPERINTENDENT	1.00	1.00	0.00	0.00
YOUTH INTERVENTION SPECIALIST	1.00	1.00	1.00	0.00
TOTAL REGULAR FULL-TIME FTE'S	345.00	349.00	350.00	351.00
ADMINISTRATIVE AIDE	0.75	0.50	0.50	0.50
ADMINISTRATIVE ANALYST II	0.75	0.00	0.00	0.00
COMM SERVICES PRGM COORD - 75%	2.25	2.25	2.25	3.00
CUSTODIAN II	0.75	0.75	0.75	0.75
IRRIGATION SPECIALIST 75%	0.75	0.75	0.75	0.75
MIS SYSTEMS ANALYST CONT 75%	0.75	0.00	0.00	0.00
OFFICE ASSISTANT II	0.50	0.00	0.50	1.25

**CITYWIDE
HUMAN RESOURCES FY 19/20**

Position Title	16/17 FTE's	17/18 FTE's	18/19 FTE's	19/20 FTE's
STOCK CLERK	0.00	0.00	0.50	0.50
SUPPORT SVCS TECH 50% - CONF	0.50	0.00	0.00	0.00
TOTAL REGULAR PART-TIME FTE'S	7.00	4.25	5.25	6.75
PARATRANSIT COORDINATOR	1.00	1.00	2.00	2.00
PARATRANSIT SPECIALIST	1.00	1.00	0.00	0.00
PARATRANSIT SUPERVISOR	1.00	1.00	1.00	1.00
TOTAL SP FUNDED REG FULL-TIME FTE'S	3.00	3.00	3.00	3.00
BUILDING INSPECTOR I	2.00	3.44	3.44	3.44
BUILDING INSPECTOR II	0.00	0.00	1.97	1.97
BUILDING/PLANNING TECH I	1.00	0.00	0.00	0.00
COMM SVCS SPEC III (BUDGET)	0.30	0.30	0.30	0.30
COMM SVCS SPEC IV (BUDGET)	41.46	44.08	41.91	40.63
COMM SVCS SPEC V (BUDGET)	0.48	0.48	0.00	0.00
COMM SVCS SPEC VI (BUDGET)	0.36	0.22	0.22	0.22
COMM SVCS SPEC X	0.58	0.10	0.08	0.08
COMM SVCS SPEC XI	0.48	0.48	0.00	0.00
COMMUNITY SRVC OFFCR (BUDGET)	2.55	2.55	3.71	3.71
CONSERVATION COORDINATOR	0.00	1.29	1.32	1.32
CUSTODIAN AIDE II (BUDGET)	0.20	0.20	0.20	0.20
ELECTRICIAN	0.24	0.24	0.24	0.24
ENGINEERING INTERN (BUDGET)	1.80	1.80	1.80	1.80
MAINTENANCE AIDE II (BUDGET)	7.75	7.35	6.94	6.22
MIS INTERN	0.16	0.16	0.16	0.16
OFFICE ASSISTANT I	0.50	2.06	0.89	0.94
OFFICE ASSISTANT II	0.48	0.48	0.48	1.51
PARATRANSIT VEHICLE OPERATOR	5.82	6.87	6.87	5.70
PARK MAINT WORKER I	0.63	0.63	0.63	0.63
PARK MAINT WORKER II	0.00	0.56	0.19	0.18
POLICE OFFICER TRAINEE	1.22	1.22	1.22	1.22
PROGRAM ASSISTANT	0.48	0.48	0.48	0.48
PUBLIC SAFETY DISPATCHER II	0.17	0.17	0.17	0.17
PUBLIC WORKS MAINT WKR I	3.85	6.59	6.59	6.59
SENIOR UTILITY PROGRAM TECH	0.14	0.00	0.00	0.00
WWTP OPERATOR IN TRAINING	0.98	0.98	0.98	0.98
TOTAL TEMPORARY PART-TIME FTE'S	73.63	82.73	81.29	79.19
TOTAL CITYWIDE FTE's	428.63	438.98	439.54	439.94

City of Davis Organizational Chart



CITY OF DAVIS

COUNCIL - MANAGER FORM OF GOVERNMENT

The Davis City Council consists of five members, elected at-large for four-year terms (two members at one election, three members at the following election). Council members must be residents of the city. After each council election, the Councilmember receiving the highest number of votes in the previous election is appointed to serve as Mayor. The Mayor conducts the council meetings and represents the City on ceremonial occasions.

The council appoints the City Manager, City Attorney and all members of the various boards and commissions which serve in an advisory capacity to the City Council, with the council having final authority. The council sets policy on all public matters relating to the City of Davis, and adopts an annual budget in which the year's approved programs, projects, and services are financed. The City Council periodically establishes citywide goals. The council periodically updates the General Plan and Zoning Ordinance.

Role of the City Commissions

The primary role of a city commission is to review and make recommendations to the council on matters within the commission's scope of responsibility, and to promote increased public awareness, public input, and citizen participation in determination of city policies. On specific matters referred to them by the City Council, commissions serve as the principal reviewing body of the City. All recommendations, however, are subject to approval and revision by the City Council.

Bicycling, Transportation and Street Safety Commission

The Bicycling, Transportation and Street Safety Commission monitors and facilitates implementation of the General Plan Transportation Element, Transportation Plan, Beyond Platinum – Bicycle Action Plan, and Downtown Parking Management Plan amongst others; to periodically make recommendations to the city council on matters relating to bicycle, pedestrian and auto safety, including such items as speed limits and appropriate regulatory warning devices; to review all traffic safety proposals and make recommendations to the city council and to approve the acts of the traffic engineer whenever the requirements of this chapter require such approval.

Civic Arts Commission

The City of Davis encourages and supports a variety of arts programs and facilities. The Civic Arts Commission considers and makes recommendations to the City Council on cultural and artistic matters by: 1) generating public input concerning the arts; 2) reviewing arts contract proposals; and 3) recommending art intended for public places. The Civic Arts Commission may also review and make recommendations on the City of Davis budgets for arts programs, and facilities, and on the incorporation of art into the city's capital improvement projects.

Finance and Budget Commission

The Finance and Budget Commission advises the City Council and staff on issues pertaining to the budget and the implementation of the Development Impact Fee Study recommendations. In addition, advice on other financial and economic issues may be requested of the commission by the City Council including, but not limited to, a broad review of the city's financial structure, the comparative analysis of tax burdens in The City of Davis, and the promotion of increased understanding of the City budget.

Historical Resources Management Commission

This commission advises the City Council on matters pertaining to historical resources, maintains an inventory of historical resources, reviews and recommends designation of historical resources, and reviews applications for alteration permits for historical structures.

Human Relations Commission

The Human Relations Commission shall promote mutual respect, understanding and tolerance among all persons. The Commission shall seek to build a community where relationships among diverse peoples are valued by all, discrimination and hate are not tolerated, the voices of the voiceless are heard, and where citizens can address issues dealing with hatred, discrimination and alienation through education, outreach, studies and recommendations to the City Council.

Natural Resources Commission

The commission's mission is to provide the City Council with recommendations on natural resource issues facing the City of Davis. Some of the issues under the commission's purview include water conservation, air pollution, waste management, recycling, and monitoring the clean-up of hazardous waste sites.

Open Space and Habitat Commission

The Open Space and Habitat Commission serves as the focal point for the community and city government for open space and habitat projects and issues. They advise the council on all matters relating to open space and habitat, monitor and facilitate implementation of open space objectives, and identify solutions to implementation problems.

Planning Commission

In accordance with City Code, the Planning Commission is the city's planning agency authorized by state statutes. As such, this commission hears matters relating to zoning regulations (i.e., annexations, pre-zoning, rezoning, development agreements, final planned developments, use permits, variances, zoning interpretations and ordinance amendments) and subdivision matters. It also hears General Plan amendment applications associated with development applications. The Planning Commission develops the General Plan and specific plans as necessary.

Police Accountability Commission

Council created the Police Accountability Commission in December 2018, and the new members of the Commission started meeting in 2019. The Commission works closely with the contract Independent Police Auditor regarding issues related to the interface between policing and the community in Davis. These include development of a community outreach plan, input into Police Department policies, procedures and training, and assessing the work of the Independent Police Auditor.

Recreation and Park Commission

The Recreation and Park Commission advises City Council on matters pertaining to recreation programs, parks, and other public use facilities. The Commission provides recommendations and feedback on park and public facilities policies, amenities, use, cost recovery and planning. Similarly the Commission advises City Council on recreation program development, strategic planning and cost recovery. Also the Commission provides the community with a forum to share information, make requests, and voice concerns related to the Commission's charge.

Senior Citizens Commission

The primary function of the Senior Citizens Commission is to advise the City Council and city staff on all matters relating to policies and programs that will serve senior citizens in the community, including identifying needs, to create a citizen awareness of needs, to render advice and assistance to other city departments and private agencies on matters affecting seniors.

Social Services Commission

The commission acts in an advisory capacity to the City Council on matters pertaining to social issues which affect the citizens of Davis, including but not limited to the issues of social services in health, affordable housing, homelessness, hunger, transit and other low income needs. The commission serves as a liaison between community groups organized around issues of social services and city government.

Tree Commission

The Tree Commission establishes rules and regulations relating to the planting, care and maintenance of trees and other plants which overhang public streets, and makes recommendations to the City Council on all street tree removal requests.

Utility Rate Advisory Commission

The Utility Rate Advisory Commission was established in November 2013 with the general purpose to advise the City Council on the City's utility rates, assumptions and programs, and related utility matters as directed by the City Council.

