Exhibit 3

City of Carson

Department of Community Services

Proposed Department Reorganization - Position Control Summary

Community Services Superintendent 1 Human Services Program Manager 1 1 1	Position Control Add	Position Control Delete	FTE
Human Services Manager -1 Youth Services Officer -1 Human Services Program Coord (Youth & Family)	Community Services Superintendent		1
Youth Services Officer -1	Human Services Program Manager		1
Human Services Program Coord (Youth & Family) Sr. Assisted Living Coordinator II -1		Human Services Manager	-1
Sr. Assisted Living Coordinator II -1 Senior Recration Coordinator I -1 Human Services Assistant Coord. (Geriatrics) 1 Adminstrative Specialist 1 Community Center Manager -1 Community Center Program Manager 1 Division Secretary -1 Senior Clerk (transfer to admin) -1 Typist Clerk II (transfer to rec) -1 Event Services Coordinator (Sales) 1 Senior Clerk (transfer from Comm Ctr) 1 Typist Clerk II (transfer from Comm Ctr) 1 Asst. Recreation Coordinator (Permits) 1 Asst. Recreation Coordinator (Enrichment) 1 Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) 1 Transportation Supervisor - Prop A/C -1		Youth Services Officer	-1
Senior Recration Coordinator I	Human Services Program Coord (Youth & Family)		1
Human Services Assistant Coord. (Geriatrics) Adminstrative Specialist Community Center Manager Community Center Program Manager Division Secretary -1 Senior Clerk (transfer to admin) Typist Clerk II (transfer to rec) Senior Clerk (transfer to rec) 1 Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreation Coordinator (Special Events) Transportation Supervisor - Prop A/C -1		Sr. Assisted Living Coordinator II	-1
Adminstrative Specialist Community Center Manager Community Center Program Manager Division Secretary -1 Senior Clerk (transfer to admin) Typist Clerk II (transfer to rec) Event Services Coordinator (Sales) Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1		Senior Recration Coordinator I	-1
Community Center Manager Community Center Program Manager Division Secretary -1 Senior Clerk (transfer to admin) Typist Clerk II (transfer to rec) Event Services Coordinator (Sales) Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1 Tompist Clerk II (PT) Prev & Aftercare -0.5 -1 Transportation Supervisor - Prop A/C	Human Services Assistant Coord. (Geriatrics)		1
Community Center Program Manager Division Secretary 1 Senior Clerk (transfer to admin) Typist Clerk II (transfer to rec) Event Services Coordinator (Sales) Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1 Transportation Supervisor - Prop A/C	Adminstrative Specialist		1
Division Secretary -1 Senior Clerk (transfer to admin) -1 Typist Clerk II (transfer to rec) -1 Event Services Coordinator (Sales) 1 Senior Clerk (transfer from Comm Ctr) 1 Typist Clerk II (transfer from Comm Ctr) 1 Asst. Recreation Coordinator (Permits) 1 Asst. Recreation Coordinator (Enrichment) 1 Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) 1 Transportation Supervisor - Prop A/C -1		Community Center Manager	-1
Senior Clerk (transfer to admin) -1 Typist Clerk II (transfer to rec) -1 Event Services Coordinator (Sales) 1 Senior Clerk (transfer from Comm Ctr) 1 Typist Clerk II (transfer from Comm Ctr) 1 Typist Clerk II (transfer from Comm Ctr) 1 Asst. Recreation Coordinator (Permits) 1 Asst. Recreation Coordinator (Enrichment) 1 Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) 1 Transportation Supervisor - Prop A/C -1	Community Center Program Manager		1
Typist Clerk II (transfer to rec) Event Services Coordinator (Sales) Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1 Transportation Supervisor - Prop A/C		Division Secretary	-1
Event Services Coordinator (Sales) Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1		Senior Clerk (transfer to admin)	-1
Senior Clerk (transfer from Comm Ctr) Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1		Typist Clerk II (transfer to rec)	-1
Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1	Event Services Coordinator (Sales)		1
Typist Clerk II (transfer from Comm Ctr) Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) Transportation Supervisor - Prop A/C -1	Senior Clerk (transfer from Comm Ctr)		1
Asst. Recreation Coordinator (Permits) Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) 1 Transportation Supervisor - Prop A/C -1		Typist Clerk	-1
Asst. Recreation Coordinator (Enrichment) Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) 1 Transportation Supervisor - Prop A/C -1	Typist Clerk II (transfer from Comm Ctr)		1
Recreation Coordinator II (PT) Prev & Aftercare -0.5 Recreaction Coordinator (Special Events) 1 Transportation Supervisor - Prop A/C -1	Asst. Recreation Coordinator (Permits)		1
Recreaction Coordinator (Special Events) 1	Asst. Recreation Coordinator (Enrichment)		1
Transportation Supervisor - Prop A/C -1		Recreation Coordinator II (PT) Prev & Aftercare	-0.5
	Recreaction Coordinator (Special Events)		1
Transportation Program Manager - Prop A/C 1		Transportation Supervisor - Prop A/C	-1
	Transportation Program Manager - Prop A/C		1

Grand Total 2.5