

**City Attorney**



**Page Intentionally Left Blank**



## Department Description

The Office of the City Attorney is among the region's largest law firms and handles a diverse caseload. The Office of the City Attorney advises the Mayor, the City Council, and all City departments and prosecutes or defends lawsuits or cases to which the City may be a party. The City Attorney's Office also serves as the City prosecutor for persons charged with violations of State and local laws occurring within the City's jurisdiction for misdemeanor offenses.

City Attorney Jan Goldsmith, an attorney since 1976, specializes in business litigation. He was appointed San Diego Superior Court Judge in 1998 and retired in December 2008 to assume the office of San Diego City Attorney. Mr. Goldsmith spent his first six years on the bench handling criminal and civil trials and his final years assigned to an independent civil calendar.

Executive Assistant City Attorney Andrew Jones holds the number two management position in the Office. In December 2008, Mr. Jones was appointed Assistant City Attorney and led the Civil Litigation Division. In November 2009, he was tasked to lead the Criminal Division and in January 2011, he was appointed Executive Assistant City Attorney. Mr. Jones was sworn in as a Deputy City Attorney in 1997 and has over 16 years of trial experience. His civil practice includes civil rights, torts, inverse condemnation, unlawful detainers, and breach of contract. He also prosecuted misdemeanor violations and held perpetrators accountable in domestic violence and child abuse cases.

The San Diego City Attorney's Office is divided into five divisions: Economic Development, Government Affairs and Finance, Public Works, Public Safety & Employment Services, and Real Property and Land Use.

**Civil Advisory Division:** The Civil Advisory Division advises the City and each of its departments including the City Council and Mayor. The Civil Advisory Division is divided into four sections: Government Affairs and Finance, Public Works, Real Property and Economic Development, and Public Safety/Labor & Employment Services. This division is under the direction of Assistant City Attorney Mary Jo Lanzafame who has over 26 years of experience as a municipal lawyer in areas of practice including the California Environmental Quality Act (CEQA), planning and zoning, conflict of interest, the Brown Act, real estate, and public works.

**Civil Litigation Division:** The Civil Litigation Division prosecutes or defends civil lawsuits in which the City is a party. The Civil Litigation Division is divided into five units: Civil Prosecution, Workers' Compensation, Land Use Litigation, General Litigation, and Special Litigation. Executive Assistant City Attorney Andrew Jones and Assistant City Attorney Don Worley head this division. Mr. Worley has over 30 years in private practice in land use, real estate, and business litigation.

# City Attorney

**Criminal Division:** The Criminal Division prosecutes criminal misdemeanors and infractions committed within the City's jurisdiction. The Criminal Division is divided into five units: Case Issuance, General Trial, Appellate, Neighborhood Prosecution, and Domestic Violence. This division is under the direction of Assistant City Attorney Marlea Dell'Anno. Ms. Dell'Anno has more than 18 years of experience in criminal prosecution and leadership roles.

**Community Justice Division:** The Community Justice Division prosecutes cases that the community has identified as important to quality of life. Prosecutors work with the community, police, and other law enforcement agencies to establish and maintain security, ensure fair business dealing, and promote justice. The Community Justice Division is divided into two units: Code Enforcement and Consumer & Environmental Protection. This division is also under the direction of Assistant City Attorney Marlea Dell'Anno.

The Office of the City Attorney is built upon the senior partner, junior partner, and associate model used in private law firms. The division leaders, along with City Attorney Jan Goldsmith, have more than 120 years of combined experience.

The Department's mission is:

*Integrity matters! We can best help our city by maintaining our integrity and providing timely, accurate, and high quality legal representation to the City of San Diego. We will be firm, independent, and professional, stopping illegalities while suggesting solutions. We will never forget that we are accountable to the people of San Diego and that we represent the City of San Diego.*

## Goals and Objectives

To be more responsive to the changing criminal justice system and to best serve the citizens of San Diego, the Criminal Division of the City Attorney's Office seeks to more widely implement community prosecution principles across broader categories of criminal activity through the expansion of community courts and the expansion of the Neighborhood Prosecution Unit to more neighborhoods of the City of San Diego.

Both the Criminal Division and the Neighborhood Prosecution Unit will increase participation of misdemeanor offenders in community courts. This removes some of the work from the court system and leads to additional community service by offenders which improve neighborhoods at no expense to taxpayers. Additionally, we will expand programs that are alternatives to placing people in jail for low-level offenses. In categories of criminal behavior prosecuted in significant numbers such as domestic violence, sex crimes, driving under the influence, drug crimes, and crimes committed by the homeless population, there must be a renewed focus on prevention programs and sentencing alternatives that prevent future criminal behavior. In order to provide an increased level of service to additional communities, the Department will work on the expansion of NPU deputies to additional neighborhoods, implementation of a citywide community court and alternative sentencing structure, and expansion of Instant Justice to reach more communities.

The Community Justice Division will continue to aggressively prosecute a variety of code enforcement and public nuisance cases through its Code Enforcement Unit. Attorneys in this unit will work with community members, police officers and code inspectors to achieve a long-term solution to properties attracting nuisance activity and jeopardizing the safety of neighborhoods. Violations include illegal construction, fire and safety violations, destruction of environmental resources, substandard housing and numerous zoning violations.

One of the goals of the Consumer & Environmental Protection Unit (CEPU) of the Community Justice Division is to reduce the incidence of fraud by educating the public to recognize and protect consumers before they become victims. To meet this goal, CEPU will provide information through media outlets, social media, newsletters, and attending consumer events.

The Civil Litigation Division will provide specialized knowledge and skills to represent the City pursuant to Charter Section 40. These specialized skills are important to the City as most cases have enormous economic implications

which require attorneys capable of navigating the complex and unique issues these cases raise. Without that knowledge, the City could be liable for significant damages and attorneys' fee claims.

The goal of the Workers' Compensation Unit is to ensure that every City employee that is injured on the job receives all legally-entitled benefits while preventing fraudulent claims and abuses. Accomplishing these seemingly conflicting objectives requires a strong emphasis on personal integrity and professional independence.

The Civil Advisory Division will communicate in a timely and effective manner with the Mayor, City Council, and City departments to ensure that Council has the information it needs to make well-informed decisions and that City contracts conform to Charter and Municipal Code requirements. This division will continue to prepare and approve all ordinances, resolutions, and contracts, and work closely with the City regarding the City's disclosure obligations with respect to State and federal securities laws. Attorneys in this unit will produce legal opinions and memorandum of law on a wide variety of issues as requested by the Mayor, City Council, or City departments.

## Service Efforts and Accomplishments

The Public Safety Unit defended the City's ordinance prohibiting the operation of nude entertainment establishments between 2:00 a.m. and 6:00 a.m. One San Diego establishment had repeatedly violated that ordinance. After administrative action by the Chief of Police, the case ended up at the Fourth District Court of appeal. The establishment alleged that the ordinance infringed upon First Amendment rights; the Court concluded otherwise and upheld the City's ordinance as constitutional.

**Tax Claim Procedures:** In response to new case law and a recent local ruling, the Office drafted San Diego Municipal Code (SDMC) section 22.1708. It distinguishes between the administrative procedure used to challenge the amount of a tax assessment and the process used to challenge the legality of a City tax, penalty, or assessment. The addition also makes clear that a claimant may not sue the City to prevent or enjoin the collection of a tax unless the claimant first pays the disputed tax, interest, or penalties, exhausts administrative remedies, where applicable, and files a properly executed government claim. Lastly, SDMC section 22.1708 prohibits a claimant from bringing a class action tax claim against the City.

**Litigation-Related Records:** This unit has taken the lead in creating a citywide legal hold procedure that addresses investigations, audits, and anticipated and pending litigation. The new Administrative Regulation provides a detailed description of the procedure, a notice of legal hold form, a form terminating a legal hold, and a referral form for Risk Management to use when referring cases to the Office for a legal hold determination.

**Food Truck Grading System:** The Government Affairs section worked with the County of San Diego to adopt a mobile food vendor grading system, much like the current restaurant grading system. This ordinance took effect early in 2013. The program, administered by the County, will give the public better information on good safe dining choices in the City.

The Civil Litigation Division achieved several significant accomplishments including a \$27 million dollar settlement with SDG&E that resolves the City's claims against SDG&E arising from the 2007 wildfires. The City losses included fire emergency response costs, loss of lease revenue, damage to City structures including the City's reservoir, as well as ecological/habitat damage.

The City of San Diego and Rural/Metro entered into a Mediation Resolution Agreement which includes a full settlement and release of claims by all parties. Under the agreement, the City will receive a net amount of \$1.4 million as reimbursement for the time and effort devoted to the process by the City Attorney's Office, City Auditor's Office and other City officials. The agreement resolved questions of accounting irregularities concerning the City's contract for emergency medical services including allegations raised in a "qui tam" lawsuit filed by a former Rural/Metro employee in September 2010.

The Workers' Compensation Unit had over 1,501 open, active cases resulting in 338 hearings, 80 depositions, 1 appeal, and 37 trials at the Workers' Compensation Appeals Board. These actions resulted in costs savings of more than \$6.2 million for the City of San Diego.

# City Attorney

As a member of the City's Drug Abatement Response Team (DART), the Code Enforcement Unit worked on a case that was referred by the Gang Unit of the Police Department. The property had a long history of drug sales and gang activity by the tenants. The tenant's son was involved in a gang-related assault against a neighbor and then he participated in a drive by shooting in the neighborhood. A search warrant was executed at the property and officers recovered unregistered firearms, ammunition, and marijuana. DART met with the property owner who was not aware of the criminal activity, but understood he could be held liable for the illegal activity at his property. The owner evicted the tenants.

The Neighborhood Prosecution Unit (NPU) screened and processed 2,448 quality-of-life cases in 2012 including many graffiti and gang cases. Additionally, NPU works with SDPD to monitor compliance of chronic offenders with probationary conditions and files probation revocation motions when appropriate.

NPU was recognized by the San Diego Military Advisory Council (SDMAC) by being presented with an achievement award for their participation in Homeless Court. The Homeless Court Team was one of the recipients, given the unique way the court, prosecution, public defender, and local service providers collaborate to help the local homeless population. Approximately 35% of San Diego's homeless populations are veterans; Homeless Court gives many of these veterans an opportunity to get their lives back on track.

NPU also participated in Community Justice 2012, 2<sup>nd</sup> International Conference of Community Courts. The Chief Deputy served as faculty hosting a session entitled, "Community: What's the Role of the Justice System" which was a general session where conference members posed questions involving community engagement and how it can strengthen the role of the courts.

The Consumer & Environmental Protection Unit joined prosecutors in nearly every California county to bring two large retailers to court for illegally disposing of household hazardous materials. CVS Pharmacy and Walgreen Co. disposed of products they sell which had become damaged and were hazardous to the environment by sending them to landfills. CVS paid penalties and costs of \$13.7 million and Walgreen paid penalties and costs of over \$16.5 million to resolve these lawsuits. They also instituted programs to ensure that future similar wastes will be handled as required by the Hazardous Waste Control Act.

## Department Summary

	FY2012 Actual	FY2013 Budget	FY2014 Adopted	FY2013–2014 Change
FTE Positions (Budgeted)	343.35	345.99	<b>345.86</b>	(0.13)
Personnel Expenditures	\$ 38,538,637	\$ 40,180,235	<b>\$ 42,469,694</b>	\$ 2,289,459
Non-Personnel Expenditures	3,270,206	3,421,796	<b>3,219,749</b>	(202,047)
<b>Total Department Expenditures</b>	<b>\$ 41,808,843</b>	<b>\$ 43,602,031</b>	<b>\$ 45,689,443</b>	<b>\$ 2,087,412</b>
<b>Total Department Revenue</b>	<b>\$ 8,548,692</b>	<b>\$ 4,656,169</b>	<b>\$ 5,581,169</b>	<b>\$ 925,000</b>

## General Fund

### Department Expenditures

	FY2012 Actual	FY2013 Budget	FY2014 Adopted	FY2013–2014 Change
Administration	\$ 4,192,239	\$ 5,286,544	<b>\$ 5,477,664</b>	\$ 191,120
Civil Advisory	10,622,640	11,060,702	<b>12,480,369</b>	1,419,667
Civil Litigation	10,932,389	10,235,734	<b>10,757,713</b>	521,979
Community Justice	4,458,148	4,844,529	<b>4,670,392</b>	(174,137)
Criminal Litigation	11,603,427	12,174,522	<b>12,303,305</b>	128,783
<b>Total</b>	<b>\$ 41,808,843</b>	<b>\$ 43,602,031</b>	<b>\$ 45,689,443</b>	<b>\$ 2,087,412</b>

### Department Personnel

	FY2012 Budget	FY2013 Budget	FY2014 Adopted	FY2013–2014 Change
Administration	26.00	28.00	<b>27.36</b>	(0.64)
Civil Advisory	72.42	74.19	<b>75.18</b>	0.99
Civil Litigation	81.38	80.14	<b>82.00</b>	1.86
Community Justice	39.21	39.02	<b>39.95</b>	0.93
Criminal Litigation	124.34	124.64	<b>121.37</b>	(3.27)
<b>Total</b>	<b>343.35</b>	<b>345.99</b>	<b>345.86</b>	<b>(0.13)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Salary and Benefit Adjustments</b> Adjustments to reflect the annualization of the Fiscal Year 2013 negotiated salary compensation schedule, changes to savings resulting from positions to be vacant for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiation adjustments.	0.00	\$ 2,797,796	\$ -
<b>Non-Discretionary Adjustment</b> Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	15,630	-
<b>New Global Positioning System (GPS) Contract</b> Addition of expenditures for data/service plan associated with new GPS contract.	0.00	216	-
<b>Non-Standard Hour Personnel Funding</b> Adjustment to expenditures according to a zero-based annual review of non-standard hour personnel funding requirements.	(0.13)	(109)	-

# City Attorney

## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Equipment/Support for Information Technology</b> Adjustment to expenditure allocations according to a zero-based annual review of information technology funding requirements and priority analyses.	0.00	(217,893)	-
<b>Personnel Expenditures Adjustment</b> Adjustment to personnel expenditures to set the Office of the City Attorney's Fiscal Year 2014 Adopted Budget at the approved level.	0.00	(508,228)	-
<b>Consumer and Environmental Protection &amp; Proposition 64 Revenue</b> Addition of revenue from the Consumer and Environmental Protection Unit Fund and the Proposition 64 Fund for legal work relating to the enforcement of consumer and environmental protection law.	0.00	-	925,000
<b>Total</b>	<b>(0.13)</b>	<b>\$ 2,087,412</b>	<b>\$ 925,000</b>

## Expenditures by Category

	FY2012 Actual	FY2013 Budget	FY2014 Adopted	FY2013-2014 Change
<b>PERSONNEL</b>				
Personnel Cost	\$ 23,765,720	\$ 24,529,692	\$ 24,719,948	\$ 190,256
Fringe Benefits	14,772,917	15,650,543	17,749,746	2,099,203
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 38,538,637</b>	<b>\$ 40,180,235</b>	<b>\$ 42,469,694</b>	<b>\$ 2,289,459</b>
<b>NON-PERSONNEL</b>				
Supplies	\$ 254,797	\$ 301,892	\$ 293,156	\$ (8,736)
Contracts	585,287	662,619	673,395	10,776
Information Technology	1,477,401	2,177,021	1,864,570	(312,451)
Energy and Utilities	61,610	88,624	86,551	(2,073)
Other	117,474	191,640	302,077	110,437
Transfers Out	773,637	-	-	-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 3,270,206</b>	<b>\$ 3,421,796</b>	<b>\$ 3,219,749</b>	<b>\$ (202,047)</b>
<b>Total</b>	<b>\$ 41,808,843</b>	<b>\$ 43,602,031</b>	<b>\$ 45,689,443</b>	<b>\$ 2,087,412</b>

## Revenues by Category

	FY2012 Actual	FY2013 Budget	FY2014 Adopted	FY2013-2014 Change
Charges for Services	\$ 3,039,692	\$ 2,638,292	\$ 3,563,292	\$ 925,000
Fines Forfeitures and Penalties	5,436,613	1,650,000	1,650,000	-
Licenses and Permits	4,090	3,500	3,500	-
Other Revenue	82	-	-	-
Rev from Other Agencies	68,215	364,377	364,377	-
<b>Total</b>	<b>\$ 8,548,692</b>	<b>\$ 4,656,169</b>	<b>\$ 5,581,169</b>	<b>\$ 925,000</b>

## Personnel Expenditures

Job Number	Job Title / Wages	FY2012 Budget	FY2013 Budget	FY2014 Adopted	Salary Range	Total
<b>FTE, Salaries, and Wages</b>						
20000011	Account Clerk	1.00	1.00	1.00	\$31,491 - \$37,918	\$ 37,444
20000012	Administrative Aide 1	2.00	2.00	2.00	36,962 - 44,533	83,449

# City Attorney

## Personnel Expenditures (Cont'd)

Job Number	Job Title / Wages	FY2012 Budget	FY2013 Budget	FY2014 Adopted	Salary Range	Total
20001076	Assistant City Attorney	4.00	6.00	<b>6.00</b>	73,008 - 291,595	944,047
21000179	Assistant Dispute Resolution Officer	0.00	0.00	<b>1.00</b>	44,470 - 54,059	53,383
20000049	Assistant Management Analyst	1.00	1.00	<b>0.00</b>	44,470 - 54,059	-
20000119	Associate Management Analyst	2.00	2.00	<b>2.00</b>	54,059 - 65,333	128,574
20000171	Auto Messenger 1	2.00	2.00	<b>2.00</b>	26,208 - 31,491	62,194
20001070	City Attorney	1.00	1.00	<b>1.00</b>	193,648 - 193,648	193,648
20000610	City Attorney Investigator	21.00	21.00	<b>21.00</b>	58,219 - 70,429	1,387,634
90000610	City Attorney Investigator - Hourly	1.00	0.46	<b>0.40</b>	58,219 - 70,429	23,288
20000539	Clerical Assistant 2	26.00	23.00	<b>23.00</b>	29,931 - 36,067	653,198
90000539	Clerical Assistant 2 - Hourly	0.00	0.19	<b>0.00</b>	29,931 - 36,067	-
20001159	Confidential Secretary to the City Attorney	1.00	1.00	<b>1.00</b>	16,827 - 105,518	81,002
20000351	Court Support Clerk 1	17.00	19.00	<b>19.00</b>	31,491 - 37,918	703,008
90000351	Court Support Clerk 1 - Hourly	0.00	0.20	<b>0.00</b>	31,491 - 37,918	-
20000353	Court Support Clerk 2	12.00	13.00	<b>13.00</b>	32,968 - 39,811	507,549
90000353	Court Support Clerk 2 - Hourly	0.00	0.00	<b>0.10</b>	32,968 - 39,811	3,297
20001117	Deputy City Attorney	135.75	136.75	<b>135.75</b>	17,805 - 204,214	13,866,576
90001117	Deputy City Attorney - Hourly	0.47	0.72	<b>0.80</b>	17,805 - 204,214	88,808
20001258	Deputy City Attorney - Unrepresented	5.00	5.00	<b>6.00</b>	17,805 - 204,214	734,426
20001168	Deputy Director	1.00	1.00	<b>1.00</b>	46,966 - 172,744	114,100
20000392	Dispute Resolution Officer	1.00	1.00	<b>1.00</b>	54,059 - 65,333	64,516
20000290	Information Systems Analyst 2	1.00	1.00	<b>1.00</b>	54,059 - 65,333	64,516
20000293	Information Systems Analyst 3	1.00	1.00	<b>1.00</b>	59,363 - 71,760	70,863
20000377	Information Systems Technician	2.00	2.00	<b>2.00</b>	42,578 - 51,334	93,270
90001128	Legal Intern - Hourly	0.96	1.00	<b>1.00</b>	39,000 - 47,424	39,000
90000335	Legal Secretary 1 - Hourly	0.06	0.00	<b>0.00</b>	36,067 - 43,514	-
20000587	Legal Secretary 2	35.25	35.25	<b>35.25</b>	43,555 - 52,666	1,721,902
90000587	Legal Secretary 2 - Hourly	0.00	0.00	<b>0.10</b>	43,555 - 52,666	4,356
20000911	Librarian 3	1.00	1.00	<b>1.00</b>	55,266 - 67,101	66,262
20000614	Paralegal	20.00	20.00	<b>20.00</b>	52,374 - 63,190	1,100,094
90000172	Payroll Specialist 1 - Hourly	0.40	0.00	<b>0.00</b>	33,093 - 39,832	-
20000680	Payroll Specialist 2	2.00	2.00	<b>2.00</b>	34,611 - 41,787	74,013
20001141	Principal Assistant to the City Attorney	1.00	1.00	<b>1.00</b>	26,395 - 160,430	77,247
20000747	Principal City Attorney Investigator	1.00	1.00	<b>1.00</b>	70,221 - 85,051	83,988
20000741	Principal Clerk	1.00	1.00	<b>1.00</b>	43,555 - 52,666	49,051
20000380	Principal Legal Secretary	1.00	1.00	<b>1.00</b>	50,398 - 60,736	59,977
20000063	Principal Paralegal	1.00	1.00	<b>1.00</b>	63,586 - 76,502	75,546
20001222	Program Manager	2.00	2.00	<b>2.00</b>	46,966 - 172,744	182,716
20000783	Public Information Clerk	1.00	1.00	<b>1.00</b>	31,491 - 37,918	-
20000933	Senior City Attorney Investigator	5.00	5.00	<b>5.00</b>	63,794 - 77,314	229,044

# City Attorney

## Personnel Expenditures (Cont'd)

Job Number	Job Title / Wages	FY2012 Budget	FY2013 Budget	FY2014 Adopted	Salary Range	Total
20000935	Senior City Attorney Investigator	1.00	1.00	1.00	63,794 - 77,314	76,348
90000933	Senior City Attorney Investigator - Hourly	0.00	0.14	0.10	63,794 - 77,314	6,379
20000927	Senior Clerk/Typist	8.00	8.00	8.00	36,067 - 43,514	299,566
20001144	Senior Legal Intern	1.00	1.00	1.00	47,466 - 57,658	56,937
20000843	Senior Legal Secretary	6.00	6.00	6.00	48,006 - 57,845	342,732
20000015	Senior Management Analyst	1.00	1.00	1.00	59,363 - 71,760	70,863
20000845	Senior Paralegal	5.00	5.00	5.00	57,658 - 69,410	205,626
90001146	Student Intern - Hourly	0.46	0.28	0.36	18,616 - 22,318	6,702
20000970	Supervising Management Analyst	1.00	1.00	1.00	66,768 - 80,891	79,880
20001057	Victim Services Coordinator	4.00	4.00	4.00	36,962 - 44,533	174,568
20000756	Word Processing Operator	5.00	5.00	5.00	31,491 - 37,918	71,978
	Adjust Budget To Approved Levels					(508,228)
	Bilingual - Regular					20,384
	Master Library Degree					3,355
	Overtime Budgeted					10,512
	Termination Pay Annual Leave					80,360
<b>FTE, Salaries, and Wages Subtotal</b>		<b>343.35</b>	<b>345.99</b>	<b>345.86</b>		<b>\$ 24,719,948</b>
		<b>FY2012 Actual</b>	<b>FY2013 Budget</b>	<b>FY2014 Adopted</b>		<b>FY2013-2014 Change</b>
<b>Fringe Benefits</b>						
	Employee Offset Savings	\$ 439,010	\$ 567,664	\$ 581,617		\$ 13,953
	Flexible Benefits	2,081,278	2,166,108	2,355,230		189,122
	Long-Term Disability	138,884	142,619	135,379		(7,240)
	Medicare	343,262	347,652	354,980		7,328
	Other	(1,291)	-	-		-
	Other Post-Employment Benefits	829,532	2,073,637	2,033,004		(40,633)
	Retiree Health Contribution	858,380	-	-		-
	Retiree Medical Trust	6,062	5,842	7,943		2,101
	Retirement 401 Plan	24,557	24,085	32,478		8,393
	Retirement ARC	8,289,068	8,269,704	10,006,583		1,736,879
	Retirement DROP	34,574	30,712	45,700		14,988
	Retirement Offset Contribution	30,574	34,999	-		(34,999)
	Risk Management Administration	328,465	341,451	308,487		(32,964)
	Supplemental Pension Savings Plan	1,059,711	1,150,169	1,194,629		44,460
	Unemployment Insurance	76,042	72,715	71,856		(859)
	Unused Sick Leave	(11)	-	-		-
	Workers' Compensation	234,819	423,186	621,860		198,674
<b>Fringe Benefits Subtotal</b>		<b>\$ 14,772,917</b>	<b>\$ 15,650,543</b>	<b>\$ 17,749,746</b>		<b>\$ 2,099,203</b>
<b>Total Personnel Expenditures</b>					<b>\$ 42,469,694</b>	