

Public Service Employment

The purpose of this inquiry is to estimate the degree to which local governments in the United States could be expanding their delivery of services to their community and citizens, if the usually cited obstacles to such expansion did not exist (such as budgets).

We would appreciate your answers to the following questions after consulting with the heads and personnel chiefs in the types of agencies listed below, if such a survey has not already been conducted.

I. Assuming no limitations in budgets and facilities (including provisions and requirements for recruiting and training new personnel), in which of the following municipal functions do you believe there is a need for at least a 10% increase in services and/or personnel? Please answer in col. 1.

<u>Department or Function</u>	1 Need for Increases? (please check if need exists)	2 Ideal Staffing Increases (enter number)	3 Nonprofession- al as % of col. 2
Anti-pollution enforcement
Education
General administration
Health and hospitals
Highway and/or traffic dept.
Planning codes and inspection
Library
Police
Public works
Recreation and parks
Urban renewal (or rehabilitation) - including Model Cities
Waste sanitation
Water and sewer
Other:
_____ (please name)
_____ (please name)

II. In column 2, could you provide estimates of how many additional personnel would be needed to implement these increased services? Plausible, reasonable estimates are perfectly satisfactory here. We are not insisting on precise to-the-last-man figures.

III. In many of these potentially expanded departments and functions, there is always the strong probability that new professional personnel may not be available in the numbers desired. Partly as a means of solving this type of personnel shortage, some agencies around the country have recently begun to recruit and train

(A) men and women without the regularly required advanced preparation to perform those aspects of "professional" jobs which actually could be performed by such men and women. In other departments and functions needing more personnel, the only major reason for not hiring them is simply the problem of inadequate funds, and ^(B) men and women could be employed in a variety of jobs that are not rigidly professional in nature (for example, playground aides, urban beautification personnel, certain kinds of hospital employees, etc.).

In column 3, would you indicate what percent of the numbers cited in column 2 might consist of these two types ^{and B} of new employees? In answering this question, please do not feel constrained by any existing budgetary or entrance-requirement limitations. Again, no iron-clad precise percentage is requested here -- only your best estimate as to what proportion of these jobs could conceivably be filled by nonprofessional personnel.

Please fill in below, name of city and person responsible

CITY _____

name _____