



Rebecca Grill
City Administrator
rgrill@westalliswi.gov
414.302.8294

MEMORANDUM

TO: Administration & Finance Committee
FROM: Rebecca Grill, City Administrator
DATE: December 13, 2018
SUBJECT: Department Request to Fill Position

Attached is Dave Wepking's request to fill the vacant position of Equipment Operator in the Department of Public Works, Sanitation and Street Division.

According to our continuing procedure, these requests are formally referred to the Administration & Finance Committee for consideration through its normal Council/Committee referral process.

If you have any questions concerning this request, please contact me.

RG:jfw

cc: Mayor
HR Dept.
Dave Wepking
Tim Last

ADM\Vacpos\VACPOSREQ EquipOprtr SSDiv.121818



Dave Wepking
Director
Department of Public Works
dwekking@westalliswi.gov
414.302.8888

RECEIVED

DEC 07 2018

CITY OF WEST ALLIS
CAO

MEMORANDUM

TO: Rebecca Grill, City Administrator
FROM: Dave Wepking, Director of Public Works *DW*
RE: Request to Fill Vacant Position
DATE: December 6, 2018

The Department of Public Works respectfully requests permission to fill a vacancy in the Sanitation and Street Division. The position of Equipment Operator became vacant December 14, 2017 when the incumbent was terminated.

If this position is filled internally, it is my intention to fill any other vacancies that result. I am available to answer any questions relative to the need to fill this position.

cc: T. Last

h:\my documents\personnel\misc\vis, ed vac



Request to Fill Position

Submit this form, a memorandum and current position description to the City Administrator for review and submittal to the Administration and Finance Committee. To ensure adequate time for review, submit the Friday prior to the Council Agenda Deadline day.



Department/Division: Public Works (San&Street Div) Position Title: Equipment Operator

Reason for Request: New Position OR Replacement to Staff - Date of Vacancy: 12 / 14 / 2017

Person Replaced: Ed Vis

Position Status: Full-time Part-time AND Regular Temporary Provisional Special Other

If other than Full-time or Regular, indicate work schedule (hours per week, days to be worked, etc.) and anticipated duration of employment: _____

Funding Source: Operating Grant Other: _____

Anticipated Date for Filling Position: _____ / _____ / 20 _____



Is the position required for fiduciary, legal or compliance requirements? No Yes, describe: street sweeping is conducted to be consistent with clean water standards

Why is it necessary that this position be filled? What operational needs does this position fulfill? to assure construction projects are repaired in a timely manner and to assure streets are kept clean and maintained consistent with clean water standards

What will be the impacts on service functions to the public if the position is not filled? increased complaints due to longer time to repair streets, streets would not be as clean, and longer time to remove snow

What will be the impacts on service to city staff if the position is not filled? increased time dealing with complaints due to lower service levels

What reorganization possibilities have been considered, such as elimination of the position or combining duties with other existing positions? (If none, provide rationale.) cross training is continuously being done

How has this vacancy/need been covered so far? fill in by capable employees

How many other similar positions exist in this department? 4



Requestor Information

Please Print: Dave Wepking Director of Public Works Public Works (San&Street Div)

Signature/Date: 12 / 7 / 18

Attached: Memorandum Current Position Description



JOB DESCRIPTION QUESTIONNAIRE (JDQ)

SECTION 1 - DEMOGRAPHIC INFORMATION

Class Title	Equipment Operator	Department	Public Works	Division	Sanitation and Street
Classification per 2.76 RMC	<input type="checkbox"/> Executive (City Officer or Department Head) <input type="checkbox"/> Supervisory <input type="checkbox"/> Professional <input type="checkbox"/> Confidential <input type="checkbox"/> General Employee	<input type="checkbox"/> Managerial Service <input type="checkbox"/> Deputy/Assistant <input type="checkbox"/> General Employee	Work Location	<input type="checkbox"/> City Hall <input type="checkbox"/> Fire <input type="checkbox"/> Health <input checked="" type="checkbox"/> Library <input checked="" type="checkbox"/> PW <input type="checkbox"/> Police	
Full-Time / Part-Time	<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time, Hours per week ____	Supervisor Title	Street and Sewer Supervisor	FLSA Code:	<input type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt
HR Only	Working Title	Salary Grade -			

Position Summary – Summarize the purpose and primary responsibilities for this position. (Job Announcement Wording)

Are you currently skilled in a front-end loader and other motorized equipment? Do you like variety in work assignments using a wide range of equipment? If so, then this is the position for you!

The primary duties of this position are operating various types of equipment and machinery such as, but not limited to: truck, tandem, asphalt roller, skid steer, large rubber tire end loader, street sweeper, snow blower for front-end loader, articulating holder, street grinder, Dickey John salt spreading system and refuse or recycling packers. Assists in snow removal, salt and sanding operations, performs routine manual labor associated with equipment operation in construction maintenance and service activities, keeps work records and compiles related reports. This position is involved with construction, maintenance and service activities for which the department is responsible.

The ideal candidate for this position is a high energy, positive thinking individual that is comfortable utilizing technology and learning new equipment. Must be adaptable to the changing needs and priorities of the department and the City.

SECTION 2 - DESCRIPTION OF EXPECTED WORK HOURS/CORE FUNCTIONS, ESSENTIAL DUTIES & RESPONSIBILITIES

The core functions/essential duties/responsibilities of the job, which are the most important aspects of the job. This section is focused on WHAT is done rather than HOW it is done. Wording that provides a clear for someone not familiar with the work is used. Terminology or acronyms that are not widely known are avoided. The list includes the duties that are most important at the top, and the estimated percentage of the total annual time that each item takes. (FYI - 10% equates to roughly 200 hours of a work year.) Duties and responsibilities that account for as close to 100% of work time as possible are listed. Catch-all categories may be included but are not evaluated as part of the classification for the position (e.g. misc. duties, other duties as assigned, etc.), those sections will likely NOT be evaluated. **Frequency Codes:** Daily [D] / Weekly [W] / Bi-Weekly [B] / Monthly [M] / Quarterly [Q] / Annually [A] / As Needed [N]

Expected Work Hours	Frequency	% of Annual Total Time
<input checked="" type="checkbox"/> Normal Business Hours (M-F, 7am-3pm); but may work alternative schedules as required <input type="checkbox"/> Full-time salaried position ¹		
<input checked="" type="checkbox"/> Emergency call outs, before and after standard scheduled hours of work including weekends and holidays <input type="checkbox"/> Watch Duty <input type="checkbox"/> Other, describe:	N N N	30 1 5
Front end loader, break out street repair, plow when needed with V blade		
Backhoe, dig street cuts, underground repair		
Load trucks with spoils, salt, stone, gravel, etc.		
SEE ATTACHED		
And other duties that from time to time may be required and assigned.	N	1

¹ with expectations for coverage during core business hours and flexibility required as necessary to accommodate business needs. Accessible by cell phone and/or to report to the worksite outside of regular office hours, including but not limited to, nights, weekends, holidays, etc.

SECTION 3 - COMPETENCIES, KNOWLEDGE, SKILLS AND ABILITIES

Accountable	Responsive to the community's interests and needs; timely, dependable; consistent; answerable; effective in the use of resources; adheres to established policies and procedures as appropriate; able to justify decisions and actions.
Driven	Goal oriented, creative in problem solving; exhibits initiative; sets and pursues high standards; motivated to succeed.
Dedicated	Demonstrates service to others; is customer focused; displays cultural competency and professionalism.
Integrity	Sincere, honest, trustworthy, and ethical; models values and embodies competencies.
Technical	Has and grows knowledge and skill in area of expertise; is competent and proficient in the use of available technology; develops cross-functional skills.
United	Encourages and exemplifies teamwork, positive attitude, and emotional intelligence; is an effective communicator, tactful and diplomatic; mentors others; regularly gives and receives feedback.
Progressive	Strategic, innovative, skilled in change management and agile; challenges the status quo; explores and drives continuous improvement opportunities.
	<ul style="list-style-type: none"> Recommend changes in procedures and processes to improve efficiency; Support initiatives such as strategic planning, LEAN, and innovation; Maintain prompt, predictable, and regular physical attendance; Provide truthful and accurate written and verbal communications; Process the knowledge, skill and ability to meet physical demands and requirements, effectively function in the work environment and efficiently utilize the tools listed in Section 7 at the proficiency levels listed.
	If checked the following are applicable to the position: <input type="checkbox"/> maintains the ability to competently and credibly testify in court; <input type="checkbox"/> maintains ability to lawfully operate designated motor vehicles at all times when driving duties are performed; <input type="checkbox"/> maintains the ability to travel throughout and enter all different properties in the jurisdiction
	List the desired knowledge, skills, and abilities needed to be successful in performing the position (e.g., knowledge of local government organization and administration; skill in listening, critical thinking, problem analysis and problem-solving; ability to quickly adapt and learn specialized software systems and databases)
	Good knowledge of the tools, methods and materials commonly used in the construction and maintenance of public works projects and public grounds; skill in the operation of motorized equipment; ability to operate a front-end loader and street sweeper; ability to make minor repairs and adjustments to equipment; thorough knowledge of occupational hazards and safe work practices; ability to understand and effectively carry out verbal and written instructions.

Job Specific

SECTION 4 - JUDGMENTS / DECISION-MAKING

Five of the most typical judgments/decisions made in performing the job as well as the solutions to these problems, and the resource, input or guidance others provide in arriving at the decision. Who reviews, if anyone.

Typical Problems/Challenges	Possible Solution(s) to Problem/Challenge	Resources Available and/or Used	Job Title of Who Reviews
SEE ATTACHED			

SECTION 5 - WORKING RELATIONSHIPS / INTERACTIONS / CONTACTS Typical work relationships with persons inside or outside of the City of West Allis.

Title of individuals with whom this position typically interacts	Interaction Description.	Why is it necessary?
Fellow operators	How we work together	So job runs smoothly
Street Maintainers	Where, when and what needs to be done	To get the job done correctly
Truck Drivers	Where to park to be loaded and where to go	How much to load truck
Street and Sewer Supervisor	Get orders, ask questions	So I know what is expected of me
Residents	Ask questions	Public relations

SECTION 6 - EDUCATION, EXPERIENCE, CERTIFICATION, LICENSURE, TRAINING REQUIRED²

Less than High School High School/GED One Year Certificate Associate's Degree Bachelor's Degree Master's Degree
 Professional Degree (Engineering, Law, Library, Medicine Nursing, etc.) Field of Study:
 Additional Information (e.g., specific coursework, etc.):
 No Experience < 2 yr. 2 to 3 yrs. 4 to 5 yrs. 6 to 7 yrs. 8 to 9 yrs. 10 to 11 yrs. ≥ 12 yrs.
 Describe Specifics regarding required experience (e.g. 5 total years of customer service experience 2 of which were in a supervisory capacity): SEE ATTACHED

Required Certification/Licensure/Training ³	How Attained/Provided	Required Upon Hire?	May Obtain After Hire?
CDL (Class B, C with airbrakes, tanker endorsement)	DMV	Yes	
All heavy equipment	on the job training		X
National Incident Management System's (NIMS) ICS-100 and 700 training	Provided by City		X (within 6 months)
Lean/Six Sigma Training, Preferred	Provided by City		X

Describe any current practices as it relates to licensure or certification (e.g. extra pay for certification, employer payment for obtaining or renewing, etc.):

The City of West Allis will pay for certifications directly related to job duties.

List preferred Education, Experience, Certification, Licensure or Training - SEE ATTACHED

SECTION 7 - SUPERVISION / MANAGEMENT

A. Supervision Received by this position upon successful completion of a training period:

- Close Supervision: Assigned duties according to specified procedures and receives detailed instructions. Work is checked frequently.
- Supervision: Performs a variety of routine work within established policies and procedures, and receives detailed instructions on new projects and assignments.
- General Supervision: Normally receives little instruction on day-to-day work and receives general instructions on new assignments.
- Direction: Establishes methods and procedures for attaining specific goals and objectives, and receives guidance in terms of broad goals. Only the final results of work are typically reviewed.
- General Direction: Exercises wide latitude in determining objectives and approaches to critical assignments.

B. Type of Responsibility/Area of Action performed by this position:

	Yes	No	Provides Input
Screen / Interview Applicants			
Hire / Promote Employees		X	
Provide Written/Verbal Warnings		X	
Suspend Employees		X	
Terminate Employees		X	
Prepare Work Schedules For Others		X	
Project Management		X	
Provide Work Direction For Others			X
Evaluate Performance Of Others		X	
Counsel Employees		X	

² Equivalencies are used where deemed appropriate with regard to education and experience requirements. Combinations of education and experience which are likely to lead to success with essential duties and responsibilities are considered. Generally 2 years of relevant experience may be substituted for each year of education. This does not apply to required professional degrees, licensures, or certifications (e.g., juris doctorate, public health nurse, etc.). If equivalency was indicated for Educational requirements, it should be taken into consideration when determining work experience requirements.

³ including but not limited to: valid WI Driver's License, valid WI Commercial Driver's License (CDL), confined space training, blood borne pathogen training, etc.

Train Employees (As Part Of The Normal Duties Of The Job)									
Approve Overtime									
Approve Time Off Request For Others									X
Develop / Implement Policies									X
Direct supervision⁴ of any employees.									X
Number of FTEs and job titles of those employees listed below:									
Job Title									# of FTEs

SECTION 8 - PHYSICAL DEMANDS AND REQUIREMENTS /WORK ENVIRONMENT/TOOLS

N=Never (0 minutes per day) S=Seldom (1 to 5% of time, 1-25 Minutes a Day) O=Occasional (5 to 33% of time, 26 minutes to 2.5 hours per day)
 F=Frequent (34 to 66% of time, 2.6 - 5.25 hours per day) C=Constant (67 to 100% of time, 5.26 and above hours per day)

Possess the physical capacity to perform the duties of the position including, but not limited to -

	Never	Seldom	Occasional	Frequent	Constant
Carry/Lift/Lower/Push/Pull Objects or Materials of 10 - 50 Pounds					
Carry/Lift/Push/Pull Objects or Materials of > 50 Pounds; Handle Odd Objects			X		
Alternate Sit/Stand or Walk at Will - The ability to alternate between sitting and standing is present when a worker has the flexibility to choose between sitting or standing as needed when this need cannot be accommodated by scheduled breaks and/or lunch period.			X		
Climbing Ramps/Stairs - Ascending or descending ramps and/or stairs using feet and legs. Hands and arms may be used for balance (e.g., to hold a railing).				X	
Climbing Ladders/Ropes/Scaffolding - Ascending or descending ladders, scaffolding, ropes, poles and the like using feet/legs and/or hands/arms.			X		
Communicating Verbally - Expressing or exchanging ideas by means of the spoken word to impart oral information to clients or the public and to convey detailed spoken instructions to other workers accurately, loudly, or quickly.			X		
Crawling - Moving about on hands and knees or hands and feet.				X	
Crouching - Bending body downward and forward by bending legs and spine.			X		
Far Visual Acuity - Clarity of vision at 20 feet or more. This is not just the ability to see a person or object, but the ability to recognize features as well.			X		
Fine Manipulation - Picking, pinching, or otherwise working primarily with fingers rather than the whole hand or arm as in gross manipulation.				X	
Foot/Leg Controls - Use of one or both feet or legs to move controls on machinery or equipment. Controls include, but are not limited to, pedals, buttons, levers, and cranks.		X			
Gross Manipulation - Seizing, holding, grasping, turning, or otherwise working with hand(s). Note: Fingers are involved only to the extent that they are an extension of the hand.				X	
Hearing Requirements					X
The ability to hear, understand, and distinguish speech and/or other sounds (e.g., machinery alarms, medical codes/alarms). A yes or no answer is captured for each of the five hearing requirements listed:					
One-on-one (in person)					X
Group or conference (in person)					X
Telephone		X			
Other sounds			X		
Passing of hearing test required			X		
Keyboarding - Entering text or data into a computer or other machine by means of a keyboard. Devices include traditional keyboard, tablet, 10 key pad, touch screen, smart phone, etc.			X		
Kneeling - Bending legs at knees to come to rest on knee(s)			X		
Lifting/Carrying - Lifting is to raise or lower an object from one level to another (includes upward pulling). Carrying is to transport an object - usually by holding it in the hands or arms, but may occur on the shoulder.			X		
Near Visual Acuity - Clarity of vision at approximately 20 inches or less (i.e., working with small objects or reading small print), including use of			X		

⁴ Section 111.70 (1)(o) Wis. Stats. defines a **supervisor** as, "...any individual who has authority, in the interest of the municipal employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or to adjust their grievances or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."

⁵ <https://www.bls.gov/news/releases/physical.htm>

	Never	Seldom	Occasional	Frequent	Constant
computers					
Peripheral Vision - Observing an area that can be seen up and down or to right or left while eyes are fixed on a given point.					X
Pushing/Pulling - Pushing/pulling may involve use of hands/arms, feet/legs, and/or feet only done with one side of the body or both sides.					X
Pushing - Exerting force upon an object so that the object moves away from the force; Pulling - Exerting force upon an object so that the object moves toward the force					
Reaching A/Below Shoulder Level - Extending hand and arms from 0 up to 150 degrees in a vertical arc. Reaching requires the straightening and extension of the arm and elbow and the engagement of the shoulder. The elbow does not need to be locked at any time and the arm does not need to remain in a continuously straight position.			X		
Reaching Overhead - Extending hands and arms in a 150 to 180 degrees vertical arc. Reaching requires the straightening and extension of the arm and elbow and the engagement of the shoulder. The elbow does not need to be locked at any time and the arm does not need to remain in a continuously straight position.			X		
Sitting - Remaining in a seated position.					X
Standing/Walking - Standing is to remain on one's feet in an upright position at a workstation without moving about. Walking is to move about on foot.			X		
Stooping - Bending the body downward and forward by bending the spine at the waist - requiring full use of the lower extremities and back muscles.			X		
Possess the capacity to effectively and efficiently work within the following conditions -	Never	Seldom	Occasional	Frequent	Constant
Indoor/Office Work Environment		X			
Outdoor Work Environment Extreme Hot/Cold Temperatures (>90 degrees / <40 degrees)					X
Insects					
Rodents			X		
Exposure to Various Lighting Conditions (High, Low, LED, etc.)			X		
Noise >85dB (e.g. mower, heavy traffic, milling machine, etc.)			X		
Outdoor Weather Conditions (Dry/Wet/Slippery)			X		X
Hazardous Fumes or Odors / Toxic Chemicals			X		X
Confined Spaces (as identified by OSHA)			X		
Close Proximity to Moving Machinery / Equipment			X		
Bodily Fluids / Communicable Diseases		X			
Working Alongside Moving Traffic on Roads					X
Electrical Hazards					X
Vibrations				X	
Dust				X	
Interact with persons of various social, cultural, economic, personal hygiene standards, mental capacities, and educational backgrounds.					X
Other:					
Tools Used (add as needed)	Never	Seldom	Occasional	Frequent	Constant
Office Equipment: Desktop Computer, Copier, Phone, Fax, Scanner, etc.					
Field Technology: Ipad/Laptop/Smartphone			X		
Microsoft Outlook			X		
Microsoft Word			X		
Microsoft Excel			X		
Microsoft Access		X			
Microsoft PowerPoint	X				
Adobe Acrobat Professional	X				
Legistar/Granicus	X				
BP Logix	X				
Novatime	X				
HTE/Sungard	X				

⁶ Basic - Fundamental knowledge of common usage; Intermediate - able to perform independently with occasional guidance a majority of tasks related to position, utilizes tools in the most efficient and effective manner, able to perform independently all tasks related to position, constantly utilizes tools in the most efficient and effective manner, able to implement and make suggestions on how the tools could improve processes and productivity; Expert - Recognized Authority, Go to person, able to teach others

Docuware (Document Management System)	n/a	<input type="checkbox"/> Basic <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced <input type="checkbox"/> Expert	X	
Neogov (Insight, Perform)	n/a	<input type="checkbox"/> Basic <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced <input type="checkbox"/> Expert		X
CivicPlus (Internet, Intranet CMS)	n/a	<input type="checkbox"/> Basic <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced <input type="checkbox"/> Expert	X	
Internet		<input type="checkbox"/> Basic <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced <input type="checkbox"/> Expert		X
Personal Vehicle		Maintain Wisconsin Driver's License.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
City Vehicle		Maintain Wisconsin Driver's License.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Basic <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced <input type="checkbox"/> Expert		
		<input type="checkbox"/> Basic <input type="checkbox"/> Intermediate <input type="checkbox"/> Advanced <input type="checkbox"/> Expert		

Section 9 - Additional Comments

Any additional information: **Bulldozer and backhoe experience a plus but not necessary.**

The City of West Allis is an Equal Opportunity/Affirmative Action Employer and does not discriminate against individuals on the basis of race, color, religion, age, marital or veterans' status, sex, national origin, disability, or any other legally protected status in the admission or access to, or treatment or employment in, its services, programs or activities. Upon reasonable notice the City will furnish appropriate auxiliary aids and services when necessary to afford individuals with disabilities an equal opportunity to participate in and to enjoy the benefits of a service, program or activity provided by the City. It is the policy of the City of West Allis to provide language access services to populations of persons with Limited English Proficiency (LEP) who are eligible to be served or likely to be directly affected by our programs. Such services will be focused on providing meaningful access to our programs, services and/or benefits.

This JDQ has been prepared to assist in defining job responsibilities, physical demands, and skills needed. It is not intended as a complete list of job duties, responsibilities, and/or essential functions. This description is not intended to limit or modify the right of any supervisor to assign, direct, and control the work of employees under supervision. I understand that the City retains and reserves any or all rights to change, modify, amend, add to or delete from, any section of this document as it deems, in its judgment, to be proper.

EMPLOYEE: _____ DATE: _____ SUPERVISOR: _____ DATE: _____
 DEPT. HEAD: _____ DATE: _____ HR REP: _____ DATE: _____

Equipment Operator - DPW, Sanitation and Street Division

SECTION 2 - DESCRIPTION OF EXPECTED WORK HOURS/CORE FUNCTIONS, ESSENTIAL DUTIES & RESPONSIBILITIES continued		
Expected Works Hours/Core Functions/Essential Duties and Responsibilities of the Position	Frequency	% of Annual Total Time
Form, grade and finish concrete	N	3
Asphalt roller plus finish asphalt	N	3
Set tubs, lids, rings, and grates for sewers	N	3
Drive dump truck	N	5
Plow and salt as needed in tandem truck with or without wing blade	N	5
Street sweeper/vac-all	N	30
Drive asphalt truck/fill pot holes	N	15

SECTION 4 - JUDGMENTS / DECISION-MAKING continued			
Typical Problems/Challenges	Possible Solution(s) to Problem/Challenge	Resources Available and/or Used	Job Title of Who Reviews
Dig, backhoe next to gas line, electrical lines, water lines	Dig slow and steady/eye and hand coordination	Maps and hotlines	Street and Sewer Supervisor
Working in traffic	Barricades, flag person	Building and Sign	Street and Sewer Supervisor, Safety Coordinator
Weather/snow	Take time/traffic is a challenge	Plows/salt and sand	Sanitation and Street Superintendent

SECTION 6 - EDUCATION, EXPERIENCE, CERTIFICATION, LICENSURE, TRAINING REQUIRED continued			
Experience	How Attained/Provided	Required Upon Hire?	May Obtain After Hire?
3 years of recent work experience in the operation of specialized motorized equipment used in Public Works construction, maintenance, and service systems. Ability to learn and operate specialized municipal equipment such as street sweeper, specialized snow removal equipment etc.			
Required Certification/Licensure/Training			
Forklift training and certification	On the job training		X
Safe lifting	CVMIC		X
Anti-harassment/sexual harassment classes	CVMIC		X
Bullying and respect in the workplace	CVMIC		X
Violence in the workplace	CVMIC		X
Blood borne pathogens	CVMIC		X
Hearing conservation	CVMIC		X
Employee assistance program	CVMIC		X
Performance evaluation training	CVMIC		X
Work zone traffic safety	CVMIC		X
Defensive driving classes	CVMIC		X