

#### CLARKSVILLE CITY COUNCIL SPECIAL SESSION JUNE 29, 2017, 4:30 P.M.

#### COUNCIL CHAMBERS 106 PUBLIC SQUARE CLARKSVILLE, TN

#### AGENDA

#### 1) CALL TO ORDER

- 2) PRAYER AND PLEDGE OF ALLEGIANCE
- 3) ATTENDANCE

#### 4) EMPLOYEE PAY PLAN

1. **ORDINANCE 77-2016-17** (First Reading) Approving and adopting the Fox Lawson & Associates updated pay plan for Fiscal Year 2017-18 (Mayor McMillan; Finance Committee: Approval)

#### 5) MARINA/FREEDOM POINT SETTLEMENT

1. **RESOLUTION 37-2016-17** Approving a settlement of the City v. TMS Contracting, LLC and Fidelity & Deposit Company of Maryland (Surety) lawsuit (*Mayor McMillan; Finance Committee: Approval*)

#### 6) PUBLIC RECORDS POLICY

- 1. **RESOLUTION 38-2016-17** Approving a public records policy (Mayor McMillan; Finance Committee: Approval)
- 7) ADJOURNMENT

#### ORDINANCE 77-2016-17

#### AN ORDINANCE APPROVING AND ADOPTING THE FOX LAWSON & ASSOCIATES UPDATE PAY PLAN FOR FISCAL YEAR 2017-18

- WHEREAS, the City Council has previously adopted budget ordinances 75-2016-17 (General Fund); 73-2016-17 (Gas & Water); 71-2016-17 (CTS); 70-2016-17 Parking Commission); and 69-2016-17 (Housing and Community Development), which contain provisions for the pay / compensation of City employees, to include an across the board 1.5% general pay increase for all City employees, less Clarksville Department of Electricity employees whose pay is separately determined by the Superintendent and Power Board; and
- WHEREAS, the City Council has previously authorized a contract for the conduct of an updated compensation study by an outside consultant, and said consultant, Fox Lawson and Associates, has conducted said study and delivered same to the City, which said study contains the recommendation of an across the board 1.5% general pay increase for all City employees, and in addition thereto, said study recommended an additional amount be paid for some employee positions in order remain competitive with market peers, all as set forth in the power point presentation study and spreadsheet, attached hereto and incorporated herein, as Exhibits A and B respectively; and
- WHEREAS, the City Code at Section 1.5-401 (Employee compensation plan) and Section 1.5-403 (Adjustment of employee compensation plan) provides for the adjustment of employee compensation in order for the City's pay practices to remain competitive with labor market conditions; and
- *WHEREAS*, the City Council finds it to be in the best interests of the City to approve, adopt and to implement the recommendations of said study, to include recommended changes to pay ranges for specific employee job positions, and to include the recommended pay / compensation increases for certain City employee positions as reflected in Exhibit B, in order for the City to remain competitive with market peers.

#### *NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:*

(1) That the updated pay plan study and its recommendations, prepared and presented by Fox Lawson and Associates, Exhibit A hereto, is hereby approved and adopted, to include recommended changes to pay ranges for specific employee job positions, and to include the recommended pay / compensation increases for certain City employee positions as reflected in Exhibit B hereto, in order for the City to remain competitive with market peers.

(2) The Department of Human Resources, in consultation and coordination with the Department of Finance, shall implement the Fox Lawson updated compensation plan, Exhibit A hereto, to include recommended changes to pay ranges for specific employee job positions, and to include the recommended pay / compensation increases for certain City employee positions as reflected in Exhibit B hereto, in order for the City to remain competitive with market peers.

FIRST READING: SECOND READING: EFFECTIVE DATE:



#### City of Clarksville, TN Compensation Study Final Report

JIM FOX | JUNE 2017

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- Pay Practice and Benefits

# Introduction

- City of Clarksville, TN engaged Arthur J. Gallagher (AJG) to conduct a compensation study for all city positions
- The objectives of the study involved
  - Collecting market salary and benefits information from comparable counties and cities
  - Developing salary structures that are market competitive
  - Providing implementation methods and calculating related costs

- The City identified 62 benchmark jobs for the study
- AJG worked with the City to identify 49 comparable County and City governments mainly in the Middle Southeast States as the comparable labor market
- These benchmarks and comparable organizations are the same jobs and organizations that were originally surveyed with
- AJG developed a customized survey covering organizational, pay practice, benefit questions, and a salary reporting form for the benchmarks
- The survey was distributed to the identified organizations
- AJG and made follow-up calls and emails throughout the survey process to encourage participation

- We asked the participants to make a match for only those jobs that reflected at least 70% of the duties as outlined in the benchmark summaries
- We reviewed and compiled the survey data for further analysis
- We followed-up directly with the participants to clarify and validate missing or questionable information
- Survey data was adjusted for the Clarksville, TN labor market using factors from the Economic Research Institute Geographic Assessor, and aged to 1/1/2017

• List of the 49 target survey participants:

No.	Organization	No.	Organization
1	City of Huntsville, AL	26	Anderson County, TN
2	City of Jonesboro, AR	27	Blount County, TN
3	City of Athens, GA	28	Bradley County, TN
4	City of Columbus, GA	29	City of Chattanooga, TN
5	City of Roswell, GA	30	City of Jackson, TN
6	City of Sandy Springs, GA	31	City of Knoxville, TN
7	City of Evansville, IN	32	City of Little Rock, TN
8	City of Bowling Green, KY	33	City of Murfreesboro, TN
9	Boone County, KY	34	City of Nashville, TN
10	Campbell County, KY	35	Clarksville Montgomery County School System, TN
11	Christian County, KY	36	Greene County, TN
12	City of Owensboro, KY	37	Johnson City, TN
13	Daviess County, KY	38	Madison County, TN
14	Hardin County, KY	39	Maury County, TN
15	Kenton County, KY	40	Montgomery County, TN
16	Madison County, KY	41	Putnam County, TN
17	McCracken County, KY	42	Rutherford County, TN
18	Pike County, KY	43	City of Sevierville, TN
19	Warren County, KY	44	Sullivan County, TN
20	City of Asheville, NC	45	Sumner County, TN
21	City of Fayetteville, NC	46	Washington County, TN
22	City of Gastonia, NC	47	Williamson County, TN
23	City of Winston-Salem, NC	48	Wilson County, TN
24	City of Columbia, SC	49	City of Lebanon, TN
25	City of Greenville, SC		

• We obtained salary and benefits information from the following 16 organizations:

City of Athens, GA	Clarksville Montgomery County School System, TN
Boone County, KY	Johnson City, TN
City of Fayetteville, NC	Maury County, TN
City of Gastonia, NC	Putnam County, TN
City of Winston-Salem, NC	City of Sevierville, TN
City of Chattanooga, TN	Williamson County, TN
City of Jackson, TN	Wilson County, TN
City of Murfreesboro, TN	City of Lebanon, TN

General information of the 16 participating organizations:

	Citizens Served	Operating Budget 2016 (Million)	Full-Time Employee	Job Classification
City of Clarksville:	146,000	\$178.8	1184	198
Average:	112,100	\$151.0	1,007	254
25th Percentile:	67,014	\$70.7	463	44
50th Percentile:	102,350	\$161.8	841	247
75th Percentile:	163,770	\$199.1	1,466	369

 The City's operating budget, number of full-time employees and job classifications are at the average level of the identified comparable market

- We follow the U.S. Department of Justice and Federal Trade Commission guidelines that state five job matches should exist per job in order to conduct statistical analyses or for drawing conclusions
- Actual salary data collected for 53 benchmark jobs matched this criterion
- 9 benchmark jobs did not have sufficient matches, and we used the following published survey sources as supplements
  - Towers Watson Surveys
  - Mercer Surveys
  - CompData Surveys
  - Economic Research Institute Salary Assessor

 List of the 9 benchmark jobs that included published survey sources in the market comparison

Customer Service Specialist	Training Specialist
Marketing Specialist	Health and Safety Manager
Project Manager	Security and Loss Prevention Officer
Public Utilities Supervisor	Utility Construction and Maintenance Supervisor
Public Utilities Superintendent	

 Two jobs did not have sufficient matches, and were excluded from the calculation of overall difference between the City and the Market

**Energy Services Coordinator** 

Water Distribution/Wastewater Collection Assistant

- For each benchmark job, the percentage difference was calculated between the City and the market in terms of the City's salary
- The following guidelines are used when determining the competitive nature of the City's salary and benefits data:
  - Positive (+) figures indicate that the City pays above the designated market percentile rate;
  - Negative (-) figures indicate that the City pays below the designated market percentile rate
  - +/- 5% difference between the City and Market 50th percentile rate means that the City is "highly competitive" with the market
  - +/- 10 difference between the City and Market 50th percentile rate means that the City is "competitive" with the market
  - +/- 11-15% difference between the City and Market 50th percentile rate means that the City is "possibly misaligned" with the market
  - More than +/- 15% difference between the City and Market 50th percentile rate means that the City is "significantly misaligned" with the market

- The overall difference between the City and the market regarding base salary:
  - This is the cumulative difference between all the benchmark jobs, not an average of the average differences

Compared to the Market (Base Salary)	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile		
City Difference	10.9%	1.3%	-7.2%		

 The City is <u>highly competitive</u> with the 50th percentile base salary rate of the market because it is within + or - 5% of the market

- Among the 60 benchmarks that have market matches, 15 jobs (25%) are different from the market 50<sup>th</sup> percentile salary rates by more than 15%, which are considered significantly misaligned with the market
- The following lists show the base salary comparison of all benchmarks

				ACTUAL SALARY COMPARISON								
NO.	BENCHMARK TITLE	NO.OF ORG	NO. OF INC	CITY ACTUAL	MKT 25TH	DIFF. WITH MKT 25TH	МКТ 50ТН	DIFF. WITH MKT 50TH	МКТ 75ТН	DIFF. WITH MKT 75TH		
1	Senior Accountant	12	24	\$56,748	\$50,044	13.4%	\$51,136	11.0%	\$53,603	5.9%		
2	Chief Financial Officer	13	20	\$97,483	\$99,518	-2.0%	\$101,186	-3.7%	\$119,297	-18.3%		
3	Accounting Support Assistant	11	34	n/a	\$34,767	n/a	\$36,523	n/a	\$42,814	n/a		
4	Administrative Support Technician	10	171	\$39,020	\$29,720	31.3%	\$32,225	21.1%	\$32,747	19.2%		
5	Administrative Support Specialist	12	125	\$43,070	\$33,076	30.2%	\$34,006	26.7%	\$37,111	16.1%		
6	Code Enforcement Officer	12	45	\$31,548	\$37,999	-17.0%	\$42,884	-26.4%	\$45,591	-30.8%		
7	Customer Service Representative	6	31	\$32,477	\$28,624	13.5%	\$29,799	9.0%	\$31,794	2.1%		
8	Customer Service Specialist	192*	3174*	\$37,557	\$31,140	20.6%	\$33,052	13.6%	\$34,432	9.1%		
9	Customer Service Supervisor	5	7	\$43,674	\$40,202	8.6%	\$41,557	5.1%	\$41,859	4.3%		
11	Senior Engineer	9	24	\$58,618	\$61,165	-4.2%	\$66,578	-12.0%	\$68,197	-14.0%		
12	Engineering Manager	10	13	\$83,969	\$73,908	13.6%	\$84,257	-0.3%	\$91,189	-7.9%		
13	Equipment Maintenance Mechanic	13	57	\$41,027	\$32,803	25.1%	\$34,316	19.6%	\$38,832	5.7%		
14	Senior Equipment Maintenance Mechanic	9	56	\$50,767	\$37,884	34.0%	\$41,086	23.6%	\$43,063	17.9%		
15	Equipment Operator	13	214	\$31,933	\$30,465	4.8%	\$33,871	-5.7%	\$36,410	-12.3%		
16	Equipment Operations Supervisor	7	32	\$55,586	\$44,408	25.2%	\$45,585	21.9%	\$49,203	13.0%		
17	Firefighter	11	800	\$36,720	\$34,887	5.3%	\$38,060	-3.5%	\$39,437	-6.9%		
18	Fire Captain	11	295	\$61,273	\$53,685	14.1%	\$58,783	4.2%	\$61,223	0.1%		
19	Fire Chief	11	11	\$100,779	\$88,363	14.1%	\$90,159	11.8%	\$102,563	-1.7%		
20	Fire Investigator	6	33	n/a	\$46,941	n/a	\$51,412	n/a	\$51,950	n/a		
21	Fire Prevention Officer	6	11	\$58,453	\$51,353	13.8%	\$53,176	9.9%	\$61,182	-4.5%		

\* Include data form published survey sources.

				ACTUAL SALARY COMPARISON							
NO.	BENCHMARK TITLE	NO.OF ORG	NO. OF INC	CITY ACTUAL	MKT 25TH	DIFF. WITH MKT 25TH	МКТ 50TH	DIFF. WITH MKT 50TH	МКТ 75ТН	DIFF. WITH MKT 75TH	
22	GIS Technician	7	14	n/a	\$36,646	n/a	\$37,180	n/a	\$42,738	n/a	
23	Grounds and Facilities Maintenance Assistant	12	195	\$22,544	\$26,690	-15.5%	\$28,671	-21.4%	\$34,244	-34.2%	
24	Grounds and Facilities Maintenance Specialist	9	81	\$39,218	\$31,279	25.4%	\$36,752	6.7%	\$39,790	-1.4%	
25	Grounds and Facilities Maintenance Manager	8	29	\$52,020	\$47,839	8.7%	\$51,665	0.7%	\$56,621	-8.1%	
26	Human Resources Analyst	5	13	\$64,503	\$53,434	20.7%	\$54,110	19.2%	\$55,638	15.9%	
27	Human Resources Director	13	13	\$87,380	\$73,684	18.6%	\$89,450	-2.3%	\$100,758	-13.3%	
28	Information Technology Specialist	10	24	\$39,291	\$38,953	0.9%	\$41,615	-5.6%	\$45,420	-13.5%	
29	Information Technology Administrator	6	17	\$48,815	\$53,097	-8.1%	\$59,691	-18.2%	\$64,457	-24.3%	
30	Applications Developer	6	10	\$56,403	\$57,110	-1.2%	\$64,122	-12.0%	\$67,545	-16.5%	
31	Senior Building Inspector	10	18	\$48,746	\$41,384	17.8%	\$47,182	3.3%	\$56,124	-13.1%	
32	Public Works Inspector	7	29	\$49,261	\$42,197	16.7%	\$43,961	12.1%	\$45,519	8.2%	
33	Lab Technician	5	19	\$33,659	\$35,556	-5.3%	\$38,030	-11.5%	\$38,434	-12.4%	
34	City Attorney	9	11	\$121,059	\$113,348	6.8%	\$135,026	-10.3%	\$157,605	-23.2%	
35	Marketing Specialist	142*	813*	\$35,298	\$36,355	-2.9%	\$39,001	-9.5%	\$41,732	-15.4%	
36	Materials Management Supervisor	5	14	\$41,962	\$33,388	25.7%	\$33,906	23.8%	\$38,177	9.9%	
37	Meter Reader	6	34	\$24,967	\$27,347	-8.7%	\$29,511	-15.4%	\$32,023	-22.0%	
38	Parks and Recreation Supervisor	8	111	\$39,863	\$44,064	-9.5%	\$45,695	-12.8%	\$46,210	-13.7%	
39	Police Officer II	12	1459	\$46,329	\$35,516	30.4%	\$41,367	12.0%	\$44,034	5.2%	
40	Police Officer III	8	414	\$46,825	\$42,741	9.6%	\$44,567	5.1%	\$46,923	-0.2%	
41	Captain	11	50	\$71,521	\$68,992	3.7%	\$71,608	-0.1%	\$78,569	-9.0%	

\* Include data form published survey sources.

					Α	CTUAL S	ALARY CO	MPARISC	N	
NO	. BENCHMARK TITLE	NO.OF ORG	NO. OF INC	CITY ACTUAL	MKT 25TH	DIFF. WITH MKT 25TH	МКТ 50ТН	DIFF. WITH MKT 50TH	МКТ 75TH	DIFF. WITH MKT 75TH
42	Police Chief	13	13	\$100,856	\$90,159	11.9%	\$101,162	-0.3%	\$126,372	-20.2%
43	Dispatcher	12	214	\$37,681	\$33,250	13.3%	\$35,945	4.8%	\$37,722	-0.1%
44	Project Manager	162*	1262*	\$73,354	\$60,152	21.9%	\$70,142	4.6%	\$71,010	3.3%
45	Public Utilities Supervisor	407*	1258*	\$46,669	\$55,256	-15.5%	\$65,793	-29.1%	\$75,783	-38.4%
46	Public Utilities Superintendent	345*	678*	\$121,059	\$102,242	18.4%	\$106,345	13.8%	\$111,054	9.0%
47	Training Specialist	134*	612*	\$38,559	\$43,208	-10.8%	\$46,119	-16.4%	\$46,694	-17.4%
48	Health and Safety Manager	128*	530*	\$68,434	\$55,194	24.0%	\$60,184	13.7%	\$62,419	9.6%
49	Risk Management Coordinator	7	12	n/a	\$41,760	n/a	\$42,938	n/a	\$46,001	n/a
50	Risk Manager	11	12	\$77,345	\$60,773	27.3%	\$70,607	9.5%	\$79,095	-2.2%
51	Security and Loss Prevention Officer	578*	9713*	\$27,040	\$28,264	-4.3%	\$28,322	-4.5%	\$29,590	-8.6%
52	Traffic Control Technician	9	34	\$40,087	\$33,393	20.0%	\$36,036	11.2%	\$37,884	5.8%
53	Transportation Shift Supervisor	5	15	\$44,991	\$40,776	10.3%	\$41,620	8.1%	\$53,311	-15.6%
54	Transportation Director	6	6	\$92,868	\$79,703	16.5%	\$95,544	-2.8%	\$104,729	-11.3%
55	Utility Construction and Maintenance Technician	5	76	\$35,260	\$24,614	43.3%	\$30,975	13.8%	\$31,242	12.9%
00	Utility Construction and Maintenance	Ŭ	10	φ00,200	ΨΖ-1,01-1	-10.070	φ00,070	10.070	ΨΟΤ,242	12.070
56	Supervisor	306*	691*	\$47,771	\$37,945	25.9%	\$41,308	15.6%	\$50,457	-5.3%
57	•	6	36	\$46,387	\$33,331	39.2%	\$37,342	24.2%	\$38,902	19.2%
•	Water/Wastewater Treatment Plant	, i		•••••••	<i>.</i>		••••,•· <u>-</u>	/ 0	<i>+••</i> ,••=	
58	Operations Assistant	5	58	\$28,620	\$30,375	-5.8%	\$33,543	-14.7%	\$34,316	-16.6%
	Water/Wastewater Treatment Plant	Ū		+==,===	<i></i>	0.070	<i></i>	,0	<i>•••</i> .,••••	
59	Operations Specialist	8	97	\$41,626	\$35,966	15.7%	\$40,963	1.6%	\$43,290	-3.8%
	Water Distribution/Wastewater Collection	-		, ,	,		, ,,,,,,,,,		, .,	
61	Supervisor	7	29	\$45,255	\$44,931	0.7%	\$47,979	-5.7%	\$52,176	-13.3%
	Mayor	6	9	\$123,032		6.8%	\$129,020	-4.6%	\$140,850	-12.7%

\* Include data form published survey sources.

- The overall difference between the City and the market regarding salary structure:
  - This is the cumulative difference between all the benchmark jobs, not an average of the average differences

Compared to the Market (Salary Structure)	Minimum	Midpoint	Maximum
City Difference	0.4%	-5.1%	-6.7%

- The City is <u>highly competitive</u> at the salary range minimum because it is within + or - 5% of the market
- The City is <u>competitive</u> with the market for midpoint and maximum because it is within + or - 10% of the market

- Among the 60 benchmarks that have market matches, 13 positions (22%) are different from the market midpoints by more than 15%, which are considered significantly misaligned with the market
- The following lists show the salary range comparison of all benchmarks

			SALARY RANGE COMPARISON									
NO.	BENCHMARK TITLE	CITY MIN	MKT MIN	DIFF. WITH MKT MIN	CITY MID	MKT MID	DIFF. WITH MKT MID	CITY MAX	MKT MAX	DIFF. WITH MKT MAX		
1	Senior Accountant	\$49,531	\$44,088	12.3%	\$59,437	\$58,207	2.1%	\$69,344	\$73,045	-5.1%		
2	Chief Financial Officer	\$75,662	\$82,018	-7.7%	\$98,361	\$104,990	-6.3%	\$121,059	\$130,596	-7.3%		
3	Accounting Support Assistant	n/a	\$31,800	n/a	n/a	\$40,786	n/a	n/a	\$50,926	n/a		
4	Administrative Support Technician	\$33,113	\$27,258	21.5%	\$38,908	\$34,749	12.0%	\$44,703	\$40,633	10.0%		
5	Administrative Support Specialist	\$35,298	\$30,342	16.3%	\$41,475	\$38,441	7.9%	\$47,652	\$44,614	6.8%		
6	Code Enforcement Officer	\$30,929	\$34,190	-9.5%	\$36,342	\$42,565	-14.6%	\$41,755	\$51,885	-19.5%		
7	Customer Service Representative	\$28,996	\$26,832	8.1%	\$33,345	\$34,033	-2.0%	\$37,694	\$41,996	-10.2%		
8	Customer Service Specialist	\$30,929	\$28,601	8.1%	\$36,342	\$38,774	-6.3%	\$41,755	\$50,216	-16.8%		
9	Customer Service Supervisor	\$40,757	\$39,826	2.3%	\$47,889	\$52,379	-8.6%	\$55,022	\$65,853	-16.4%		
11	Senior Engineer	\$49,531	\$55,242	-10.3%	\$59,437	\$70,188	-15.3%	\$69,344	\$81,386	-14.8%		
12	Engineering Manager	\$63,536	\$66,858	-5.0%	\$77,831	\$83,415	-6.7%	\$92,126	\$96,842	-4.9%		
13	Equipment Maintenance Mechanic	\$33,113	\$29,481	12.3%	\$44,068	\$37,415	17.8%	\$55,022	\$46,447	18.5%		
14	Senior Equipment Maintenance Mechanic	\$45,125	\$33,739	33.7%	\$53,022	\$42,738	24.1%	\$60,918	\$52,514	16.0%		
15	Equipment Operator	\$28,996	\$29,059	-0.2%	\$33,345	\$35,800	-6.9%	\$37,694	\$41,302	-8.7%		
16	Equipment Operations Supervisor	\$47,393	\$35,390	33.9%	\$56,871	\$43,770	29.9%	\$66,350	\$52,751	25.8%		
17	Firefighter	\$35,285	\$34,175	3.2%	\$41,460	\$42,233	-1.8%	\$47,634	\$48,023	-0.8%		
18	Fire Captain	\$45,799	\$51,125	-10.4%	\$57,249	\$61,432	-6.8%	\$68,699	\$70,430	-2.5%		
19	Fire Chief	\$69,986	\$79,520	-12.0%	\$90,982	\$101,468	-10.3%	\$111,979	\$122,959	-8.9%		
20	Fire Investigator	n/a	\$43,626	n/a	n/a	\$51,961	n/a	n/a	\$61,316	n/a		
21	Fire Prevention Officer	\$45,799	\$46,867	-2.3%	\$57,249	\$56,756	0.9%	\$68,699	\$66,278	3.7%		

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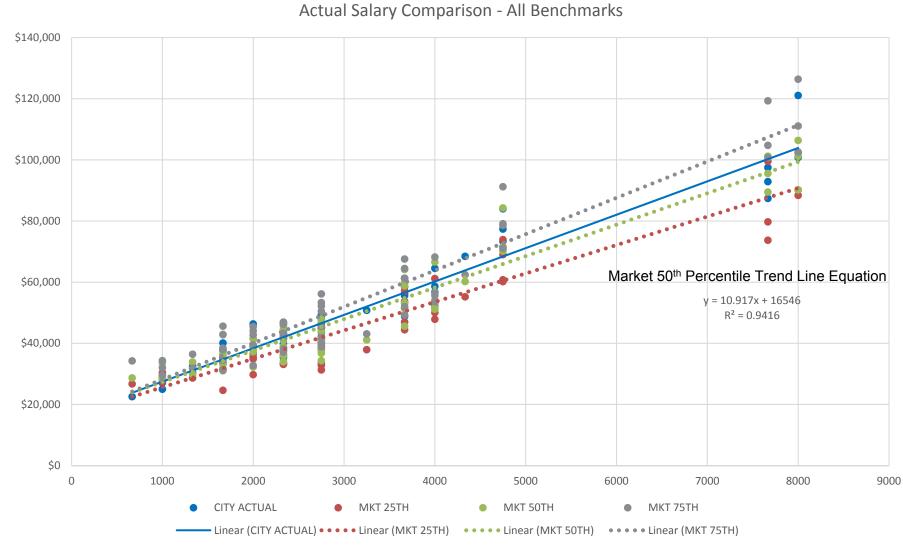
				S	ALARY R	ANGE CO	MPARISC	N		
NO.	BENCHMARK TITLE	CITY MIN	MKT MIN	DIFF. WITH MKT MIN	CITY MID	MKT MID	DIFF. WITH MKT MID	CITY MAX	MKT MAX	DIFF. WITH MKT MAX
22	GIS Technician	n/a	\$37,928	n/a	n/a	\$46,238	n/a	n/a	\$51,809	n/a
23	Grounds and Facilities Maintenance Assistant	\$21,561	\$26,314	-18.1%	\$24,795	\$32,732	-24.2%	\$28,029	\$37,626	-25.5%
24	Grounds and Facilities Maintenance Specialist	\$37,482	\$26,014	44.1%	\$44,041	\$35,152	25.3%	\$50,600	\$45,596	11.0%
25	Grounds and Facilities Maintenance Manager	\$49,531	\$46,383	6.8%	\$59,437	\$59,692	-0.4%	\$69,344	\$69,770	-0.6%
26	Human Resources Analyst	\$49,531	\$42,104	17.6%	\$59,437	\$56,146	5.9%	\$69,344	\$71,677	-3.3%
27	Human Resources Director	\$75,662	\$75,055	0.8%	\$98,361	\$93,799			\$110,144	9.9%
28	Information Technology Specialist	\$35,298	\$39,004	-9.5%	\$41,475	\$48,218	-14.0%	\$47,652		-13.4%
29	Information Technology Administrator	\$47,393	\$52,567	-9.8%	\$56,871	\$65,454	-13.1%	\$66,350	\$74,735	-11.2%
30	Applications Developer	\$47,393	\$50,815	-6.7%	\$56,871	\$64,724	-12.1%	\$66,350	\$79,788	-16.8%
31 32	Senior Building Inspector Public Works Inspector	\$40,757 \$40,757	\$39,760 \$39,661	2.5% 2.8%	\$47,889 \$47,889	\$49,360 \$50,977	-3.0% -6.1%	\$55,022 \$55,022	\$55,190 \$58,881	-0.3% -6.6%
33	Lab Technician	\$30,929	\$35,106	-11.9%	\$36,342	\$45,174	-19.6%	\$41,755	\$50,881 \$51,271	-0.0%
55		\$JU,929	φ33,100	-11.970	φ30,3 <del>4</del> 2	φ <del>4</del> 5,174	-19.070	φ41,755	φ31,271	-10.070
34	City Attorney	\$75,662	\$85,220	-11.2%	\$98,361	\$119,942	-18.0%	\$121.059	\$156,104	-22.5%
35	Marketing Specialist	\$35,298	\$33,506	5.3%	\$41,475	\$42,114	-1.5%	\$47,652		-8.5%
36	Materials Management Supervisor	\$35,298	\$34,550	2.2%	\$41,475	\$45,119	-8.1%	\$47,652	\$51,754	-7.9%
37	Meter Reader	\$24,239	\$27,764	-12.7%	\$27,875	\$35,588	-21.7%	\$31,511	\$40,176	-21.6%
38	Parks and Recreation Supervisor	\$35,298	\$37,750	-6.5%	\$41,475	\$48,247	-14.0%	\$47,652	\$61,669	-22.7%
39	Police Officer II	\$40,002	\$36,447	9.8%	\$44,003	\$45,052	-2.3%	\$48,003	\$51,559	-6.9%
40	Police Officer III	\$43,368	\$41,186	5.3%	\$47,705	\$48,561	-1.8%	\$52,042	\$52,762	-1.4%
41	Captain	\$61,156	\$59,431	2.9%	\$70,330	\$72,548	-3.1%	\$79,504	\$87,687	-9.3%

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				S	ALARY R	ANGE CO	MPARISC	N		
NO.	BENCHMARK TITLE	CITY MIN	MKT MIN	DIFF. WITH MKT MIN	CITY MID	MKT MID	DIFF. WITH MKT MID	CITY MAX	MKT MAX	DIFF. WITH MKT MAX
42	Police Chief	\$80,526	\$82,714	-2.6%	\$100,657	\$104,511	-3.7%	\$120,789	\$126,910	-4.8%
43	Dispatcher	\$35,298	\$32,282	9.3%	\$41,475	\$40,362	2.8%	\$47,652	\$48,271	-1.3%
44	Project Manager	\$57,016	\$51,512	10.7%	\$68,419	\$74,310	-7.9%	\$79,822	\$94,691	-15.7%
45	Public Utilities Supervisor	\$40,757	\$48,796	-16.5%	\$47,889	\$63,538	-24.6%	\$55,022	\$81,362	-32.4%
46	Public Utilities Superintendent	\$78,291	\$71,644	9.3%	\$101,779	\$94,623	7.6%	\$125,266	\$120,207	4.2%
47	Training Specialist	\$35,298	\$43,262	-18.4%	\$41,475	\$53,221	-22.1%	\$47,652	\$65,264	-27.0%
48	Health and Safety Manager	\$51,669	\$47,138	9.6%	\$62,004	\$60,411	2.6%	\$72,337	\$72,821	-0.7%
49	Risk Management Coordinator	n/a	\$41,744	n/a	n/a	\$51,889	n/a	n/a	\$59,848	n/a
50	Risk Manager	\$57,016	\$57,226	-0.4%	\$68,419	\$71,556	-4.4%	\$79,822	\$83,459	-4.4%
51	Security and Loss Prevention Officer	\$24,239	\$25,939	-6.6%	\$27,875	\$32,818	-15.1%	\$31,511	\$39,955	-21.1%
52	Traffic Control Technician	\$30,929	\$31,534	-1.9%	\$36,342	\$39,887	-8.9%	\$41,755	\$46,336	-9.9%
53	Transportation Shift Supervisor	\$40,757	\$40,616	0.3%	\$47,889	\$53,370	-10.3%	\$55,022	\$45,677	20.5%
54	Transportation Director	\$75,662	\$78,636	-3.8%	\$98,361	\$100,520	-2.1%	\$121,059	\$116,544	3.9%
55	Utility Construction and Maintenance Technician	\$30,929	\$28,275	9.4%	\$36,342	\$35,098	3.5%	\$41,755	\$38,993	7.1%
56	Utility Construction and Maintenance Supervisor	\$40,757	\$39,210	3.9%	\$47,889	\$50,325	-4.8%	\$55,022	\$56,159	-2.0%
57	Water/Wastewater Maintenance Mechanic	\$37,482	\$33,199	12.9%	\$44,041	\$43,351	1.6%	\$50,600	\$50,728	-0.3%
58	Water/Wastewater Treatment Plant Operations Assistant	\$24,239	\$30,749	-21.2%	\$27,875	\$39,971	-30.3%	\$31,511	\$44,251	-28.8%
59	Water/Wastewater Treatment Plant Operations Specialist	\$35,298	\$34,750	1.6%	\$41,475	\$44,615	-7.0%	\$47,652	\$53,026	-10.1%
61	Water Distribution/Wastewater Collection Supervisor	\$40,757	\$43,875	-7.1%	\$47,889	\$56,302	-14.9%	\$55,022	\$65,102	-15.5%
62	Mayor	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

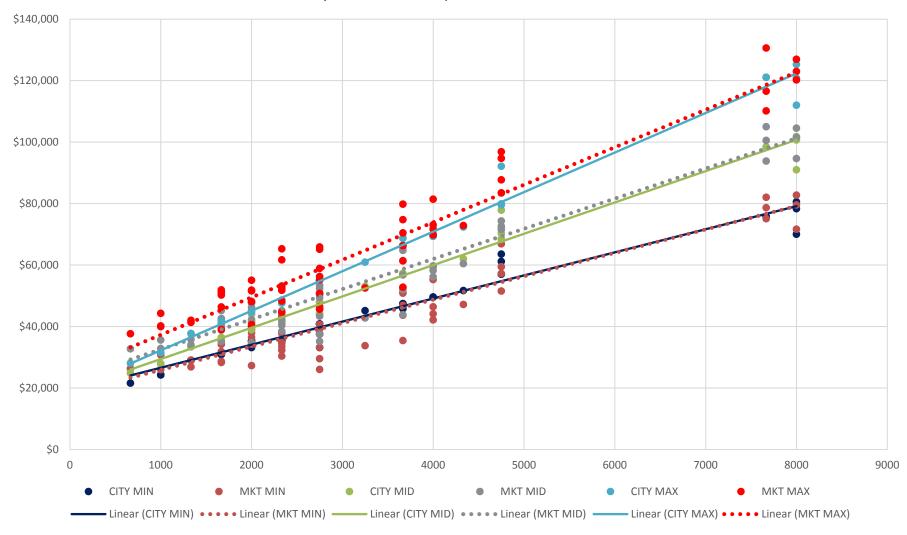
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- The following graphs show the scatter of the base salary and salary structure data for both the City and market
- We combined the market data with the DBM evaluations to develop trend lines through regression analysis
- The trend line (line of best fit) of each data set provides a visual recognition of the overall difference between the market rate and the City's base salary and salary structure data
- The trend lines confirm that the City is highly competitive at the market 50th percentile rate for base salary; and is competitive for the overall salary structure but has a narrower range spread than the market especially for the lower bands



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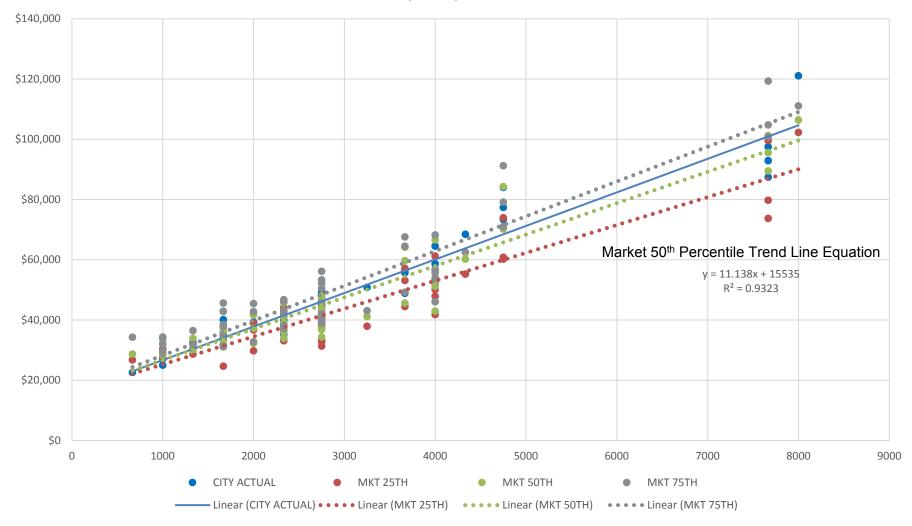
#### Salary Structure Comparison - All Benchmarks



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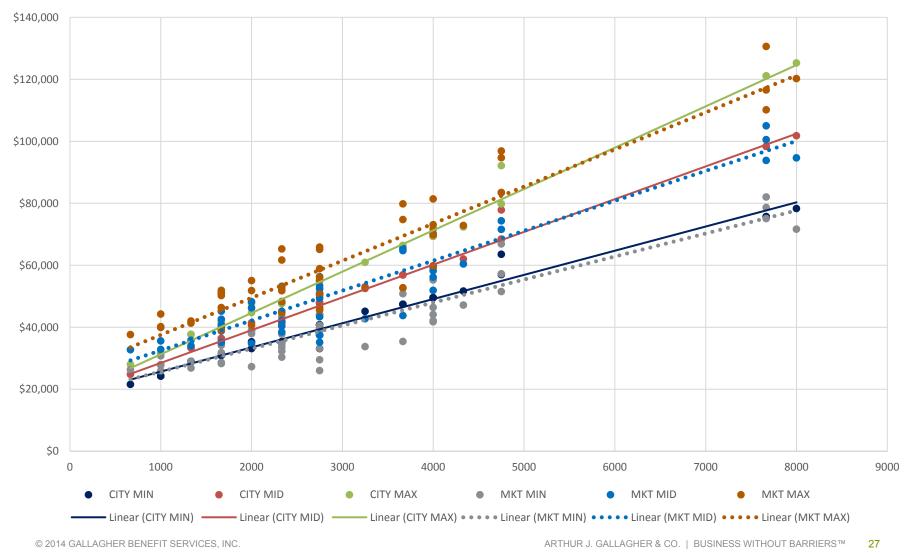
- Because the Fire and Police departments currently have separate salary structures, we did separate regression analyzes for Nonsworn, Fire and Police benchmarks
- The following two charts for Nonsworn positions are similar to the charts of all jobs
  - The base salaries for Nonsworn positions are highly competitive at the market 50th percentile rate
  - The overall salary structure is competitive, but salary range spreads are narrower than the market especially for the lower bands

Actual Salary Comparison - Nonsworn



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#### Salary Structure Comparison - Nonsworn



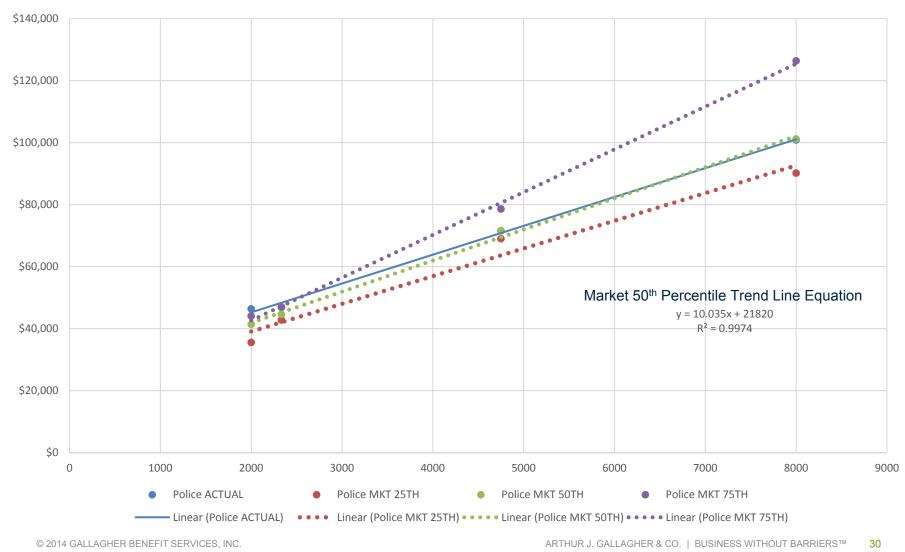
• The difference between the City and the market regarding average salary range spread for Nonsworn positions:

DBM Band	City (Nonsworn)	Market
Band A	30%	48.4%
Band B	35%	48.8%
Band C	40%	51.9%
Band E	60%	55.0%

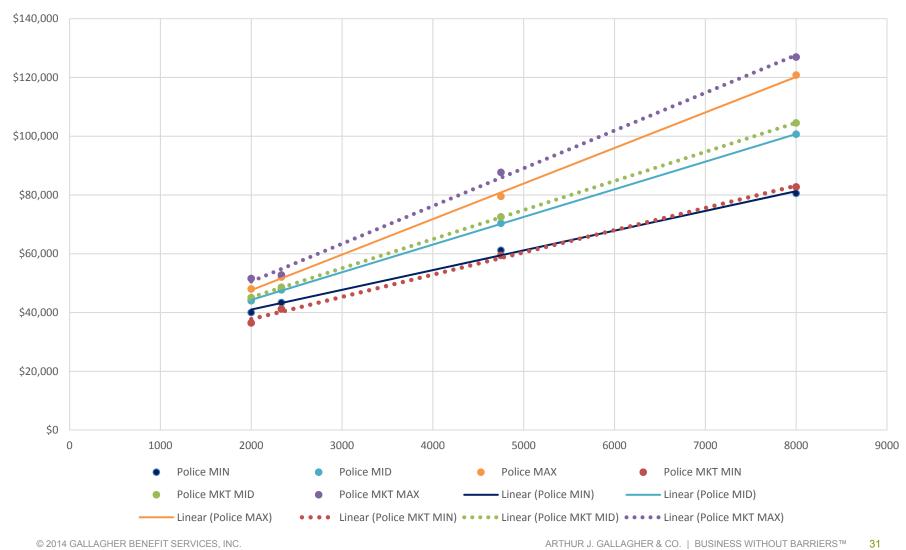
\* No benchmark job from Band D

- The following three charts show base salary and salary structure comparison for Police positions
- Police base salary and salary range midpoints are highly competitive with the market, but salary range spreads are narrower than the market

#### Actual Salary Comparison - Police



#### Salary Range Comparison - Police

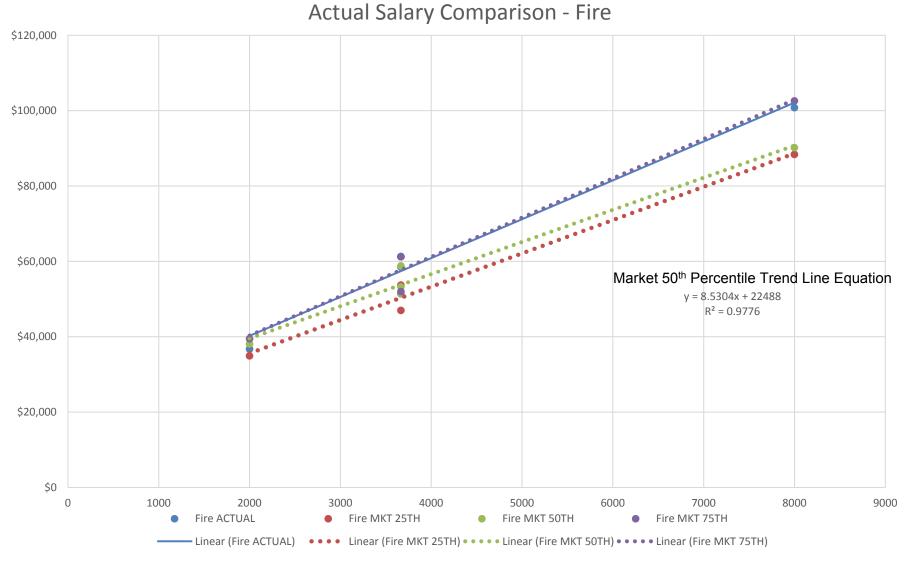


• The difference between the City and the market regarding average salary range spread for Police positions:

DBM Band	City (Police)	Market
Band B	20%	34.8%
Band C	30%	47.5%
Band E	50%	53.4%

- The following three charts show base salary and salary structure comparison for Fire positions
- The overall base salaries for Fire positions are above the market median for 7.1%
- The salary range midpoints are lower than the market midpoints by 5.7%, and salary range spreads are narrower than the market
- The difference between the comparisons of Fire base salary and salary structure suggest that the average salary structure for Fire positions on the market is higher than the City, but the incumbents of the positions on the market are relatively new, thus are paid at the lower end of their salary range

### Survey Results – Regression Analysis



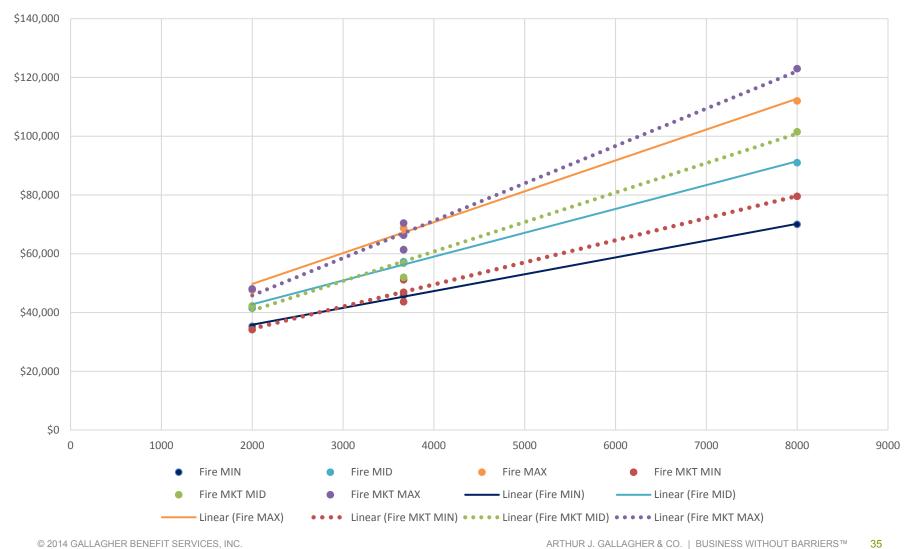
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### Survey Results – Regression Analysis

### Salary Structure Comparison - Fire



## Survey Results – Salary Structure

• The difference between the City and the market regarding average salary range spread for Nonsworn positions:

DBM Band	City (Fire)	Market
Band B	35%	40.5%
Band C	50%	39.9%
Band E	60%	54.6%

- By utilizing the combination of the market data and the current job grade, we are proposing salary structures for the Nonsworn, Police and Fire separately based on their market 50th percentile base salary rate – the midpoints of the structures are based on the market 50th percentile trend lines of the three sets of data
- The formula we used to develop the salary structures are shown on Slide 26, 30 and 34
- We also considered the City's current salary structure and range spreads for different bands in developing the range spreads of the new structures
- We aged the new salary structures to 7/1/2017 using salary structure trend factor from *Worldatwork*

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### • Nonsworn Structure:

DBM Rating	Minimum	Midpoint	Minimum	Salary Range
A11	\$21,561	\$24,795	\$28,029	30%
A12	\$24,239	\$27,875	\$31,511	30%
A13	\$28,996	\$33,345	\$37,694	30%
B21	\$30,929	\$36,342	\$41,755	35%
B22	\$33,113	\$38,908	\$44,703	35%
B23	\$35,298	\$41,475	\$47,652	35%
B24	\$37,482	\$44,041	\$50,600	35%
B31	\$40,757	\$47,889	\$55,022	35%
B25/B32	\$45,125	\$53,022	\$60,918	35%
C41	\$47,393	\$56,871	\$66,350	40%
C42	\$49,531	\$59,427	\$69,344	40%
C43	\$52,063	\$64,434	\$78,094	50%
C44/C51	\$55,853	\$69,125	\$83,779	50%
C45/C52	\$60,398	\$74,750	\$90,597	50%
D61	\$64,188	\$79,441	\$96,282	50%
D62	\$67,215	\$83,187	\$100,822	50%
D63	\$70,242	\$86,933	\$105,362	50%
D64/D71	\$74,032	\$91,624	\$111,048	50%
D65/D72	\$78,577	\$97,248	\$117,865	50%
E81	\$79,199	\$101,939	\$126,718	60%
E82	\$82,109	\$105,685	\$131,375	60%
E83	\$85,020	\$109,431	\$136,032	60%
E91	\$88,664	\$114,122	\$141,863	60%
E92	\$93,034	\$119,747	\$148,855	60%

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### • Police Structure:

DBM Rating	Grade	Minimum	Midpoint	Minimum	Salary Range
A12P	1000	\$33,745	\$33,745	\$33,745	n/a
B21P	1667	\$37,119	\$40,831	\$44,543	20%
B22P	2000	\$40,002	\$44,003	\$48,003	20%
B23P	2333	\$43,368	\$47,705	\$52,042	20%
B31P	2750	\$47,933	\$55,123	\$62,313	30%
C42P	4000	\$54,564	\$62,748	\$70,933	30%
C51P	4750	\$61,156	\$70,330	\$79,504	30%
D61P	5667	\$65,666	\$80,439	\$95,214	45%
E82P	8000	\$80,117	\$103,121	\$128,187	60%

### • Fire Structure:

DBM Rating	Grade	Minimum	Midpoint	Minimum	Salary Range
B21F	1667	\$35,285	\$41,560	\$47,634	35%
B22F	2000	\$37,433	\$43,984	\$50,535	35%
B31F	2750	\$43,884	\$51,564	\$59,244	35%
C41F	3667	\$45,799	\$57,249	\$68,699	50%
C42F	4000	\$48,831	\$61,039	\$73,247	50%
C51F	4750	\$52,167	\$65,208	\$78,249	50%
C52F	5250	\$57,625	\$72,031	\$86,438	50%
D61F	5667	\$62,452	\$78,065	\$93,678	50%
E82F	8000	\$71,196	\$91,639	\$113,914	60%

## Implementation – Costing

- The City agreed to use the same matrix of the 2010 study to calculate individual employee Compa-Ratio based on their years of service for the City, and place all employees in the new structures.
- The following charts show the proposed Compa-Ratio based on employee year of service

# Implementation – Costing

Proposed Compa-Ratio based on employee years of service

Year in Position	Band A	Band B	Band C	Band D	Band E
0	0.88	0.86	0.84	0.82	0.8
1	0.9	0.88	0.86	0.84	0.82
2	0.92	0.9	0.88	0.86	0.84
3	0.94	0.92	0.9	0.88	0.86
4	0.96	0.94	0.92	0.9	0.88
5	0.98	0.96	0.94	0.92	0.9
6	1.00	0.98	0.96	0.94	0.92
7	1.00	1.00	0.98	0.96	0.94
8	1.00	1.00	1.00	0.98	0.96
9	1.00	1.00	1.00	1.00	0.98
10	1.00	1.00	1.00	1.00	1.00
11	1.00	1.00	1.00	1.00	1.00
12	1.00	1.00	1.00	1.00	1.00
13	1.00	1.00	1.00	1.00	1.00
14	1.00	1.00	1.00	1.00	1.00
15	1.00	1.00	1.00	1.00	1.00
16	1.00	1.00	1.00	1.00	1.00
17	1.00	1.00	1.00	1.00	1.00
18	1.00	1.00	1.00	1.00	1.00
19	1.00	1.00	1.00	1.00	1.00
20	1.00	1.00	1.00	1.00	1.00
21	1.00	1.00	1.00	1.00	1.00
22	1.00	1.00	1.00	1.00	1.00
23	1.00	1.00	1.00	1.00	1.00
24	1.00	1.00	1.00	1.00	1.00
25	1.00	1.00	1.00	1.00	1.00
26	1.00	1.00	1.00	1.00	1.00
27	1.00	1.00	1.00	1.00	1.00
28	1.00	1.00	1.00	1.00	1.00
29	1.00	1.00	1.00	1.00	1.00
30	1.00	1.00	1.00	1.00	1.00

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## Implementation – Costing

• Implementation cost

Current Salary Budget:	\$39,010,818
No. of Employee below Minimum:	2
No. of Employee over Maximum:	3
No. of Employee Receive Compa-Ratio Increase:	331
Cost to bring Employee to Compa-Ratio Salary:	\$546,888
% of Salary Budget for Compa-Ratio Increase:	1.40%

### Recommendation

- We recommend the City adopt the proposed three salary structures for Nonsworn, Police and Fire respectively based on market 50th percentile rate as well as the City's current salary structures and allocate employees in the assigned salary range using the Compa-Ration Method
  - The new salary structures reflect updated market pay level
  - The cost for implementing the new salary structures is minimal

### Recommendation

- The salary structures should be adjusted by a structure movement trend factor every year to remain competitive with the market
- In addition to adjusting the salary structures each year to keep pace with the market, the City should conduct a comprehensive market compensation study similar to this one at least every three years

## **Pay Practice**

Average Salary Increase	% General Increase	% Market Adjustment	% COLA	% Merit	% Step	Total % Salary Increase	Date of Increase
Clarksville:	2%	n/a	n/a	n/a	n/a	2%	7/1/2016
Summary:	responded in his category,	2 organizations responded in this category, Average: 1.5%	4 organizations responded in this category, Average: 2.25%	responded in	No organization responded in this category	Average: 2.64%	10 organizations, 71%, reported salary increase during the 2nd half of 2016

Established Salary Structure	YES/NO	Salary Range Adjustment	% Increase
Clarksville:	Yes		n/a
10 organizations, 86%, have e	stablished salary structure.	6 organizations, 43%, report during 2016. The average	

• The City is competitive with the market for salary budget increase and established salary structure

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# **Pay Practice**

Variable Pay Plans	Lump-Sum Bonuses	Gain Sharing	Team Incentives	Skill-Based Pay	Knowledge- Based Pay	Performanc e Pay	Longevity	Executive Incentive Plan	Other (list)
Clarksville:	n/a	n/a	n/a	n/a	n/a	n/a	Yes	n/a	n/a
Summary:	No organization responded in this category	No organization responded in this category	No organization responded in this category	No organization responded in this category	responded in	3 organizations , 21%, responded in this category	, 50%, responded in	responded in	responded in

• The City is competitive with the market for variable pay plans

# **Pay Practice**

Longevity (Year)	Clarksville	Average	25th Percentile	50th Percentile	75th Percentile		
1	n/a	1 organization provides longevity pay for 1 year of service					
2	n/a	2 organiz	ations provide longe	vity pay for 2 years	of service		
3	n/a	3 organiz	ations provide longe	vity pay for 3 years	of service		
4	n/a	3 organiz	ations provide longe	vity pay for 4 years	of service		
5	n/a	310	250	300	375		
6	\$300	369	300	360	450		
7	\$350	427	350	420	525		
8	\$400	486	400	480	600		
9	\$450	544	450	540	675		
10	\$500	620	500	600	750		
11	\$550	679	550	660	825		
12	\$600	737	600	720	900		
13	\$650	796	650	780	975		
14	\$700	854	700	840	1,050		
15	\$750	930	750	900	1,125		
16	\$800	989	800	960	1,200		
17	\$850	1,047	850	1,020	1,275		
18	\$900	1,106	900	1,080	1,350		
19	\$950	1,164	950	1,140	1,425		
20	\$1,000	1,240	1,000	1,200	1,500		
21	\$1,050	1,299	1,050	1,260	1,575		
22	\$1,100	1,357	1,100	1,320	1,650		
23	\$1,150	1,416	1,150	1,380	1,725		
24	\$1,200	1,474	1,200	1,440	1,800		
25	\$1,250	1,533	1,250	1,500	1,875		

1 organization provides longevity plan as a percentage of pay, from 2.5% to 7.5%.

### • The City is below market median for longevity pay

Benefits as % of Salary					
Clarksville:	50%				
Average:	34%				
25th Percentile:	22%				
50th Percentile:	33%				
75th Percentile:	37%				

 The City is above market median for total benefits as % of salary budget

Retirement Plan	% Employer Contribution	% Employee Contribution
Clarksville:	13.8%	0.0%
Average:	7.6%	3.6%
25th Percentile:	4.7%	0.0%
50th Percentile:	7.9%	5.0%
75th Percentile:	8.9%	5.8%

Retiree Insurance Benefits	<b>Retirement Medical</b>	Retirement Dental	Defined Benefit/ Contribution
Clarksville:	Yes	Yes	Defined Benefit
Summary:		2 organizations, 14%, provide current employee with Retiree Dental Insurance.	Among the organizations providing retiree insurance benefits, 55% use defined benefit, 45% use defined contribution.

• The City is above market median for employer contribution to the retirement plans, and is competitive with the market for retiree insurance benefits

Paid Leave (days/year)	Holidays	Personal	Bereavement
Clarksville:	11	0	3
Average:	11	0	2
25th Percentile:	10	0	0
50th Percentile:	12	0	3
75th Percentile:	12	0	3

Carry-over Unused Leave	РТО	Vacation	Sick
Clarksville:	n/a	30	Unlimited
Summary:	<ol> <li>Reported carry-over vacation reported</li> <li>Reported carry-over sick</li> </ol>	low employees to carry-over un on days range from 22 days to u ed unlimited carry-over vacation days range from 60 days to unli ed unlimited carry-over vacation	nlimited. 3 organizations, 21%, days. mited. 8 organizations, 57%,

• The City is competitive with the market for annual paid leave days and carry-over unused leave days

Vacation Days/Year	less than 2 years	2 to 4.9 years	5 to 9.9 years	10 to 14.9 years	15 to 19.9 years	25 or more years
Clarksville:	12	12	12	15	20	30+
Average:	11	12	15	17	19	22
25th Percentile:	10	10	12	15	18	20
50th Percentile:	10	11	15	16	19	21
75th Percentile:	10	13	15	18	20	24

Sick Days/Year	less than 2 years	2 to 4.9 years	5 to 9.9 years	10 to 14.9 years	15 to 19.9 years	25 or more years
Clarksville:	12	12	12	12	12	12
Average:	12	12	12	12	12	12
25th Percentile:	12	12	12	12	12	12
50th Percentile:	12	12	12	12	12	12
75th Percentile:	12	12	12	12	12	12

The City is competitive with the market for annual vacation and sick days

Flexible (Cafeteria) Benefits	Premium Conversion	Flexible Spending Account (FSA)	Simple Choice	Full Flex	Consumer Driven Health Plan (CDHP)
Clarksville:		Х			
Summary:	4 organizations, 29%, responded in this category	12 organizations, 86%, responded in this category	3 organizations, 21%, responded in this category	No organization responded in this category	5 organizations, 36%, responded in this category

• The City is competitive with the market median for flexible benefits

Insurance Employer Contribution	Medical employee only	Medical employee + one	Medical Insurance employee + family	Dental employee only	Dental employee + one	Dental Insurance employee + family	Vision employee only	Vision employee + one	Vision Insurance employee + family
Clarksville:	\$607.36	\$1,052.97	\$1,407.09	\$34.50	\$34.50	\$34.50	n/a	n/a	n/a
Average:	\$529.19	\$1,028.12	\$1,206.01	\$24.22	\$41.21	\$41.72	\$3.35	\$5.11	\$5.11
25th Percentile:	\$379.64	\$774.61	\$857.00	\$18.13	\$29.42	\$32.35	\$2.78	\$4.81	\$4.81
50th Percentile:	\$515.00	\$948.67	\$975.36	\$19.00	\$37.46	\$37.69	\$3.35	\$5.11	\$5.11
75th Percentile:	\$693.00	\$1,146.55	\$1,618.00	\$33.52	\$49.25	\$50.25	\$3.93	\$5.42	\$5.42

Insurance Employee Contribution	Medical employee only	Medical employee + one	Medical Insurance employee + family	Dental employee only	Dental employee + one	Dental Insurance employee + family	Vision employee only	Vision employee + one	Vision Insurance employee + family
Clarksville:	\$56.00	\$180.00	\$246.00	\$0.00	\$38.00	\$88.00	n/a	n/a	n/a
Average:	\$61.13	\$202.32	\$298.25	\$14.59	\$33.57	\$45.90	\$5.10	\$10.22	\$17.61
25th Percentile:	\$4.66	\$100.45	\$202.49	\$7.01	\$16.08	\$16.08	\$3.58	\$6.61	\$14.95
50th Percentile:	\$46.25	\$235.20	\$303.06	\$10.00	\$24.96	\$40.00	\$6.16	\$11.16	\$18.92
75th Percentile:	\$112.81	\$261.42	\$421.96	\$24.90	\$55.79	\$76.32	\$6.79	\$13.32	\$20.83

• The City is above market median for employer contribution to the overall medical+dental+vision insurance plan

Insurance Employer Contribution	Group Life Insurance	Supplemental Life Insurance	Short-Term Disability	Long-Term Disability	Employee Assistance Programs
Clarksville:	\$6.46	n/a	n/a	.43/\$100	\$1.78
Summary:	12 organizations, 86%, provide Group Life Insurance as employer cost.	No organization responded in this category.	provides Short-renn	8 organizations, 57%, provide Long-Term Disability as employer cost.	7 organizations, 50%, provide EAP as employer cost.

Insurance Employee Contribution	Group Life Insurance	Supplemental Life Insurance	Short-Term Disability	Long-Term Disability	Employee Assistance Programs
Clarksville:	\$0.00	Varies by age and level of insurance	n/a	\$0.00	\$0.00
Summary:	\$0.00	12 organizations, 79%, provide employee voluntary Supplemental Life Insurance. The cost varies by age and coverage	6 organizations, 43%, provide employee voluntary Short-Term Disability. The cost varies by employee salary.	provide employee	1 organization, 7%, provides employee voluntary EAP.

 The City is competitive with the market for employer contribution to group life insurance, long-term disability and employee assistance programs



# **Thank You**

Jim Fox | Managing Director Gallagher Benefit Services, Inc. 651.234.0840 Main 651.635.0980 Fax

DBM Rating	Grade	Coeff	Int	Age to Jul 2017	Minimum	Midnoint
	99) (14 Constraints and 16 Constraints (14 Constraints (14 Constraints (14 Constraints (14 Constraints (14 Const	COEII	1 III.			Midpoint
A11	667			1.01	\$21,561	\$24,795
A12	1000			1.01	\$24,239	\$27,875
A13	1333			1.01	\$28,996	\$33,345
B21	1667			1.01	\$30,929	\$36,342
B22	2000			1.01	\$33,113	\$38,908
B23	2333			1.01	\$35,298	\$41,475
B31/B24	2750			1.01	\$40,757	\$47,889
B24	2750			1.01	\$37,482	\$44,041
B31	2750			1.01	\$40,757	\$47,889
B32/B25	3250			1.01	\$45,125	\$53,022
B25	3250			1.01	\$45,125	\$53,022
B32	3250			1.01	\$45,125	\$53,022
C41	3667			1.01	\$47,393	\$56,871
C42	4000	-		1.01	\$49,531	\$59,427
C43	4333	11.14	15535.00	1.01	\$52,063	\$64,434
C51/C44	4750	11.14	15535.00	1.01	\$55,853	\$69,125
C44	4750	11.14	15535.00	1.01	\$55,853	\$69,125
C51	4750	11.14	15535.00	1.01	\$55,853	\$69,125
C52/C45	5250	11.14	15535.00	1.01	\$60,398	\$74,750
C45	5250	11.14	15535.00	1.01	\$60,398	\$74,750
C52	5250	11.14	15535.00	1.01	\$60,398	\$74,750
D61	5667	11.14	15535.00	1.01	\$64,188	\$79,441
D62	6000	11.14	15535.00	1.01	\$67,215	\$83,187
D63	6333	11.14	15535.00	1.01	\$70,242	\$86,933
D71/D64	6750	11.14	15535.00	1.01	\$74,032	\$91,624
D64	6750	11.14	15535.00	1.01	\$74,032	\$91,624
D71	6750	11.14	15535.00	1.01	\$74,032	\$91,624
D72/D65	7250	11.14	15535.00	1.01	\$78,577	\$97,248
D65	7250	11.14	15535.00	1.01	\$78,577	\$97,248
D72	7250	11.14	15535.00	1.01	\$78,577	\$97,248
E81	7667	11.14	15535.00	1.01	\$79,199	\$101,939
E82	8000	11.14	15535.00	1.01	\$82,109	\$105,685
E83	8333	11.14	15535.00	1.01	\$85,020	\$109,431
E91	8750	11.14	15535.00	1.01	\$88,664	\$114,122
E92	9250	11.14	15535.00	1.01	\$93,034	\$119,747

#### **Proposed Structure for all Nonsworn Positions**

### Proposed Structure For Fire Department

				Age to Jul	Fire	
DBM Rating	Grade	Coeff	Int	2017	Minimum	Fire Midpoint
B21F	1667	8.53	22488.00	1.01	\$35,285	\$41,560
B22F	2000	8.53	22488.00	1.01	\$37,433	\$43,984
B31F	2750	8.53	22488.00	1.01	\$43,884	\$51,564
C41F	3667	8.53	22488.00	1.01	\$45,799	\$57,249
C42F	4000	8.53	22488.00	1.01	\$48,831	\$61,039
C51F	4750	8.53	22488.00	1.01	\$52,167	\$65,208
C52F	5250	8.53	22488.00	1.01	\$57,625	\$72,031
D61F	5667	8.53	22488.00	1.01	\$62,452	\$78,065
E82F	8000	8.53	22488.00	1.01	\$71,196	\$91,639

Proposed Structure For Police Department

DBM Rating	Grade	Coeff	Int	Age to Jul 2017	Police Minimum	Police Midpoint
A12P	1000	10.04	21820.00	1.01	\$33,745	\$33,745
B21P	1667	10.04	21820.00	1.01	\$37,119	\$40,831
B22P	2000	10.04	21820.00	1.01	\$40,002	\$44,003
B23P	2333	10.04	21820.00	1.01	\$43,368	\$47,705
B31P	2750	10.04	21820.00	1.01	\$47,933	\$55,123
C42P	4000	10.04	21820.00	1.01	\$54,564	\$62,748
C51P	4750	10.04	21820.00	1.01	\$61,156	\$70,330
D61P	5667	10.04	21820.00	1.01	\$65,666	\$80,439
E82P	8000	10.04	21820.00	1.01	\$80,117	\$103,121

### **Clarksville Current Structu**

	Range
Maximum	Spread
\$28,029	30%
\$31,511	30%
\$37,694	30%
\$41,755	35%
\$44,703	35%
\$47,652	35%
\$55,022	35%
\$50,600	35%
\$55,022	35%
\$60,918	35%
\$60,918	35%
\$60,918	35%
\$66,350	40%
\$69,344	40%
\$78,094	50%
\$83,779	50%
\$83,779	50%
\$83,779	50%
\$90,597	50%
\$90,597	50%
\$90,597	50%
\$96,282	50%
\$100,822	50%
\$105,362	50%
\$111,048	50%
\$111,048	50%
\$111,048	50%
\$117,865	50%
\$117,865	50%
\$117,865	50%
\$126,718	60%
\$131,375	60%
\$136,032	60%
\$141,863	60%
\$148,855	60%

DBM Rating	Grade	Coeff	Int
A11	667		
A12	1000		
A13	1333		
B21	1667		
B22	2000		
B23	2333		
B31/B24	2750		
B24	2750		
B31	2750		
B32/B25	3250		
B25	3250		
B32	3250		
C41	3667		
C42	4000		
C43	4333		
C51/C44	4750		
C44	4750		
C51	4750		
C52/C45	5250		
C45	5250		
C52	5250		
D61	5667		
D62	6000		
D63	6333		
D71/D64	6750		
D64	6750		
D71	6750		
D72/D65	7250		
D65	7250		
D72	7250		
E81	7667		
E82	8000		
E83	8333		
E91	8750		
E92	9250		

### Clarksville Current Struc

DBM Rating	Grade	Coeff Int
B21F	1667	
B22F	2000	
B31F	2750	
C41F	3667	
C42F	4000	
C51F	4750	
C52F	5250	
D61F	5667	
E82F	8000	

### **Clarksville Current Structi**

Fire Maximum	Range Spread			
\$47,634	35%			
\$50,535	35%			
\$59,244	35%			
\$68,699	50%			
\$73,247	50%			
\$78,249	50%			
\$86,438	50%			
\$93,678	50%			
\$113,914	60%			

Police Maximum	Range Spread
\$33,745	n/a
\$44,543	20%
\$48,003	20%
\$52,042	20%
\$62,313	30%
\$70,933	30%
\$79,504	30%
\$95,214	45%
\$128,187	60%

DBM Rating	Grade	Coeff Int
A12P	1000	
B21P	1667	
B22P	2000	
B23P	2333	
B31P	2750	
C42P	4000	
C51P	4750	
D61P	5667	
E82P	8000	

All Minimum	All Midpoint	All Maximum	Range Spread	
\$21,561	\$24,795	\$28,029	30%	
\$24,239	\$27,875	\$31,511	30%	
\$28,996	\$33,345	\$37,694	30%	
\$30,929	\$36,342	\$41,755	35%	
\$33,113	\$38,908	\$44,703	35%	
\$35,298	\$41,475	\$47,652	35%	
\$37,482	\$44,041	\$50,600		
\$37,482	\$44,041	\$50,600	35%	
\$40,757	\$47,889	\$55,022	35%	
Ф.4.5. 4.0.5.	¢50.000	¢c0.019	35%	
\$45,125	\$53,022	\$60,918 \$66,350	40%	
\$47,393	\$56,871	\$69,344	40%	
\$49,531	\$59,427		40%	
\$51,669	\$62,004	\$72,337	40%	
\$53,807	\$64,568	\$75,329	40%	
\$53,807	\$64,568	\$75,329	40%	
\$53,807	\$64,568	\$75,329	40%	
\$61,292	\$73,550	\$85,809	40%	
\$63,536	\$77,831	\$92,126	45%	
\$65,025	\$81,249	\$96,173	48%	
\$69,116	\$84,667	\$100,219	45%	
\$72,611	\$88,948	\$105,285	45%	
Ψ72,011	φ00,040	φ100,200	1070	
\$76,800	\$94,080	\$111,360	45%	
\$75,662	\$98,361	\$121,059	60%	
\$78,291	\$101,779	\$125,266	60%	
\$80,920	\$105,196	\$129,472	60%	
\$82,791	\$107,628	\$132,465	60%	
\$88,161	\$114,608	\$141,056	60%	

#### e For Nonsworn Personnel

### ture For Fire Department

Fire Minimum	Fire Midpoint	Fire Maximum	Range Spread	
\$35,285	\$41,560	\$47,634	35%	
\$37,433	\$43,984	\$50,535	35%	
\$43,884	\$51,564	\$59,244	35%	
\$45,799	\$57,249	\$68,699	50%	
\$48,831	\$61,039	\$73,247	50%	
\$52,167	\$65,208	\$78,249	50%	
\$57,625	\$72,031	\$86,438	50%	
\$62,452	\$78,065	\$93,678	50%	
\$69,986	\$90,982	\$111,979	60%	

### **Jre For Police Department**

Police Minimum	Police Midpoint	Police Maximum	Range Spread n/a	
\$33,745	n/a	n/a		
\$37,119	\$40,831	\$44,543	20%	
\$40,002	\$44,003	\$48,003	20%	
\$43,368	\$47,705	\$52,042	20%	
\$47,933	\$55,123	\$62,313	30%	
\$54,564	\$62,748	\$70,933	30%	
\$61,156	\$70,330	\$79,504	30%	
\$65,666	\$80,439	\$95,214	45%	
\$80,526	\$100,657	\$120,789	50%	

Time in Position

	0	1	2	3	4	5	6	7	8	9	10
А	0.88	0.90	0.92	0.94	0.96	0.98	1.00				
В	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00			
С	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00		
D	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00	
E	0.80	0.82	0.84	0.86	0.88	0.90	0.92	0.94	0.96	0.98	1.00

time in po row

0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11

Option 2						Option 3					
Year in Pos A	В	С	D	Ε		Year in Po: A	В	С	D	Ε	
0	0.88	0.86	0.84	0.82	0.8	0	0.88	0.86	0.84	0.82	0.8
1	0.9	0.88	0.86	0.84	0.82	1	0.9	0.88	0.86	0.84	0.82
2	0.92	0.9	0.88	0.86	0.84	2	0.92	0.9	0.88	0.86	0.84
3	0.94	0.92	0.9	0.88	0.86	3	0.94	0.92	0.9	0.88	0.86
4	0.96	0.94	0.92	0.9	0.88	4	0.96	0.94	0.92	0.9	0.88
5	0.98	0.96	0.94	0.92	0.9	5	0.98	0.96	0.94	0.92	0.9
6	1.00	0.98	0.96	0.94	0.92	6	1.00	0.98	0.96	0.94	0.92
7	1.00	1.00	0.98	0.96	0.94	7	1.01	1.00	0.98	0.96	0.94
8	1.00	1.00	1.00	0.98	0.96	8	1.02	1.01	1.00	0.98	0.96
9	1.00	1.00	1.00	1.00	0.98	9	1.03	1.02	1.01	1.00	0.98
10	1.00	1.00	1.00	1.00	1.00	10	1.04	1.03	1.02	1.01	1.00
11	1.00	1.00	1.00	1.00	1.00	11	1.05	1.04	1.03	1.02	1.01
12	1.00	1.00	1.00	1.00	1.00	12	1.06	1.05	1.04	1.03	1.02
13	1.00	1.00	1.00	1.00	1.00	13	1.07	1.06	1.05	1.04	1.03
14	1.00	1.00	1.00	1.00	1.00	14	1.08	1.07	1.06	1.05	1.04
15	1.00	1.00	1.00	1.00	1.00	15	1.09	1.08	1.07	1.06	1.05
16	1.00	1.00	1.00	1.00	1.00	16	1.10	1.09	1.08	1.07	1.06
17	1.00	1.00	1.00	1.00	1.00	17	1.11	1.10	1.09	1.08	1.07
18	1.00	1.00	1.00	1.00	1.00	18	1.12	1.11	1.10	1.09	1.08
19	1.00	1.00	1.00	1.00	1.00	19	1.13	1.12	1.11	1.10	1.09
20	1.00	1.00	1.00	1.00	1.00	20	1.14	1.13	1.12	1.11	1.10
21	1.00	1.00	1.00	1.00	1.00	21	1.14	1.14	1.13	1.12	1.11
22	1.00	1.00	1.00	1.00	1.00	22	1.14	1.15	1.14	1.13	1.12
23	1.00	1.00	1.00	1.00	1.00	23	1.14	1.15	1.15	1.14	1.13
24	1.00	1.00	1.00	1.00	1.00	24	1.14	1.15	1.16	1.15	1.14
25	1.00	1.00	1.00	1.00	1.00	25	1.14	1.15	1.16	1.16	1.15
26	1.00	1.00	1.00	1.00	1.00	26	1.14	1.15	1.16	1.17	1.16
27	1.00	1.00	1.00	1.00	1.00	27	1.14	1.15	1.16	1.17	1.17
28	1.00	1.00	1.00	1.00	1.00	28	1.14	1.15	1.16	1.17	1.18
29	1.00	1.00	1.00	1.00	1.00	29	1.14	1.15	1.16	1.17	1.18
30	1.00	1.00	1.00	1.00	1.00	30	1.14	1.15	1.16	1.17	1.18

fective Date:	7/1/2017									New	Salary Structure			Com	pa-Ratio Impleme	entation Cost		Include 1.5% Ge
							Propose	d Pronosed	Proposed			Reco mme nded		Compa-		The Greater of Compa-Ratio and		
		Ferdance Leveller	Faralance	Annual		Veren				Balau			a start start		1 FW Canada	a second and a second		
a laura ID	July Decentrations	Employee Location		Annual Colored Day Coole		an Years			Range	Below	Ourse Mari	a-	Ratio	Ratio	1.5% General	1.5% General	Proposed New	Oursell Cent
iployee ID	Job Description	Code	Department	Salary Pay Grade	Start Date			Mid	Max	Min	Over Max	Ratio	States and the	Increase	increase	Increase	Salary	Overall Cost
	MILITARY & VETERAN:	1100	ADMINISTRATION	\$48,815 C41	12/13/14		\$47,39			17.0215		0.88		\$1,231	\$49,547	Compa-Ratio	\$50,046	\$1,231
	3 CITY CLERK	1100	ADMINISTRATION	\$74,598 C44	and the second second	C 25		. 8. 8.			5555	1	\$74,598		\$75,717	1.5%	\$75,717	\$1,119
	2 SENIOR BUILDING INS	1910	BUILDING & CODES D	e e a de la companya	4/1/07		\$40,75	an and the second second	\$55,022			1	\$47,889	\$3,559	\$44,995	Compa-Ratio	\$47,889	\$3,559
	ADMINISTRATIVE SUP	1910	BUILDING & CODES D		4/16/07			\$ \$41,475				1	\$41,475	\$1,351	\$40,726	Compa-Ratio	\$41,475	\$1,351
1609	BUILDING CODES DIRE	1910	BUILDING & CODES D		7/1/13		100 June 200	\$91,624				0.9	\$82,461	\$7,672	\$75,911	Compa-Ratio	\$82,461	\$7,672
2833	B PERMIT TECHNICIAN	1910	BUILDING & CODES D	en Stanward en en en ander an en en en en	3/16/07		\$30,929	<ul> <li>1 ceppo to encomposition</li> </ul>	Stream and a second second	0000		1	\$36,342	\$1,149	\$35,721	Compa-Ratio	\$36,342	\$1,149
	5 BUILDING INSPECTOR	1910	BUILDING & CODES D	Contraction and the second sec	11/1/04	B 12	22	\$41,475		5000	( <u>1111</u>	1	\$45,825	22224	\$46,512	1.5%	\$46,512	\$687
40770	CODES ENFORCEMEN	1910	BUILDING & CODES D	01 \$30,929 B21	5/1/16	B 1	\$30,929	\$36,342	\$41,755	0.000	1.000000	0.88	\$31,981	\$1,052	\$31,393	Compa-Ratio	\$31,981	\$1,052
9135	5 CODES ENFORCEMEN	1910	BUILDING & CODES D	01 \$44,003 B31	8/1/14	B 2	\$40,75	\$47,889	\$55,022	57,755	80000	0.9	\$44,003	1777775	\$44,663	1.5%	\$44,663	\$660
9934	4 BUILDING INSPECTOR	1910	<b>BUILDING &amp; CODES D</b>	01 \$45,044 B23	11/1/04	B 12	\$35,298	\$41,475	\$47,652	1000	1. <del>11.111</del>	1	\$45,044	100000 (C	\$45,720	1.5%	\$45,720	\$676
39685	5 PERMIT TECHNICIAN	1910	<b>BUILDING &amp; CODES D</b>	N \$36,939 B21	8/1/12	B 4	\$30,929	\$36,342	\$41,755		( <del></del>	0.94	\$36,939		\$37,493	1.5%	\$37,493	\$554
40214	<b>1 BUILDING INSPECTOR</b>	1910	BUILDING & CODES D	01 \$35,298 B23	5/1/16	B 1	\$35,298	\$41,475	\$47,652			0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
40473	BUILDING INSPECTOR	1910	BUILDING & CODES D	01 \$35,298 B23	9/1/15	B 1	\$35,298	\$41,475	\$47,652	1000	10000	0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
39424	SR CODE ENFOREC OF	1910	BUILDING & CODES D	91 \$35,644 B23	7/1/16		\$35,298	\$41,475	\$47,652		811175	0.88	\$36,498	\$854	\$36,179	Compa-Ratio	\$36,498	\$854
39985	GRDS & FAC MTN ASS	1910	BUILDING & CODES D	I \$28,996 A13	7/1/16	A 1	\$28,996	\$33,345	\$37,694		12222	0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
13001	SENIOR BUILDING INS	1910	BUILDING & CODES D	\$54,486 B31	11/1/04	B 12	\$40,75	\$47,889	\$55,022	2022		1	\$54,486	2225	\$55,303	1.5%	\$55,303	\$817
39330	GRDS & FAC MTN ASS	1910	BUILDING & CODES D	1 \$28,996 A13	7/1/16	A 1	\$28,996	\$33,345	\$37,694	7750		0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
39709	MECHANICAL INSPECT	1910	BUILDING & CODES D	\$36,357 B23	9/1/12			\$41,475				0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
38174	GRDS & FACILITIES CR	1910	BUILDING & CODES D		8/16/05			\$47,889	\$55,022			1	\$47,889	\$4,290	\$44,253	Compa-Ratio	\$47,889	\$4,290
	BUILDING OFFICIAL/D	1910	BUILDING & CODES D		8/16/11		\$55,853		\$83,779			0.94	Second Second Second	\$6,250	\$59,608	Compa-Ratio	\$64,977	\$6,250
	DEPUTY BUILDING PLA	1910	BUILDING & CODES D	and the second	11/16/13		a dia amin'ny fisiana amin'ny fisi Indrina amin'ny fisiana ami	\$56,871	Construction of the second	-		0.9	\$51,184	\$2,369	\$49,547	Compa-Ratio	\$51,184	\$2,369
	5 BUILDING INSPECTOR	1910	BUILDING & CODES D		11/16/14	.S		\$41,475		1000	(2000)	0.9	\$37,328	\$2,030	\$35,827	Compa-Ratio	\$37,328	\$2,030
	ADMIN SUPP SUPERVI	1910	BUILDING & CODES D	<ol> <li>Oliver and Society Comparison</li> </ol>	1/1/99		\$47,393			00000		1	\$61,538	<i>42,000</i>	\$62,461	1.5%	\$62,461	\$923
	B PERMIT TECHNICIAN	1910	BUILDING & CODES D	and the second of the second s		B 9		\$36,342		12222		1	\$38,113		\$38,685	1.5%	\$38,685	\$572
	5 BUILDING INSPECTOR	1910	BUILDING & CODES D	Contraction and the second sec	10/1/13		\$35,298		\$47,652			0.92	201 A 121 P	\$1,800	\$36,902	Compa-Ratio	\$38,157	\$1,800
	S SR CODE ENFOREC OF	1910	BUILDING & CODES D					\$41,475		0.57755			\$42,795	\$1,000	\$43,437	1.5%		\$642
	PERMIT TECHNICIAN	1910	BUILDING & CODES D		4/1/14						100000					1.5%	\$43,437	\$594
				S. A.	2/1/14		and Marson Sharara	\$36,342					\$39,622	\$1,577	\$40,216		\$40,216	
	CODES ENFORCEMEN	1910	BUILDING & CODES D	and the American Statistics	2/1/14		\$30,929		\$41,755			0000000000	\$33,435	Section and	\$32,336	Compa-Ratio	\$33,435	\$1,577
	CODES ENFORCEMEN	1910	BUILDING & CODES D	11	5/2/11		\$30,929		\$41,755		(2222)	69266	\$35,615	\$4,686	\$31,393	Compa-Ratio	\$35,615	\$4,686
	G CODES ENFORCEMEN	1910	BUILDING & CODES D		4/16/12			\$36,342	a state of the second	0.0000		- wagering	\$34,888	\$3,030	\$32,336	Compa-Ratio	\$34,888	\$3,030
	SR CODE ENFOREC OF	1910	BUILDING & CODES D	PACE AND A CONTRACT OF ADDRESS	11/29/06		· · · · · · · · · · · · · · · · · · ·	\$41,475	\$47,652			1	\$41,475	\$4,376	\$37,655	Compa-Ratio	\$41,475	\$4,376
	ADMINISTRATIVE SUP	1245	CITY COURT	\$44,268 B22	5/1/93		Construction of the second	\$38,908	\$44,703			1	\$44,268	0202	\$44,932	1.5%	\$44,932	\$664
	ADMINISTRATIVE SUP	1245	CITY COURT	\$44,268 B22		B 24		\$38,908	\$44,703	1. 535555	100000	1	\$44,268		\$44,932	1.5%	\$44,932	\$664
	5 CHF CT CLK/COLL SUP	1245	CITY COURT	\$58,820 C42	6/16/05			\$59,427		3 <del>7777</del>	100000	1	\$59,427	\$607	\$59,702	1.5%	\$59,702	\$882
	ACCOUNTING SUPPOI	1245	CITY COURT	\$34,938 B22	1/1/06			\$38,908	\$44,703	2000		1	\$38,908	\$3,970	\$35,462	Compa-Ratio	\$38,908	\$3,970
39012	2 ADMINISTRATIVE SUP	1245	CITY COURT	\$35,837 B22	9/1/09	B 7	\$33,113	\$38,908	\$44,703			1	\$38,908	\$3,071	\$36,375	Compa-Ratio	\$38,908	\$3,071
38500	EQUIPMENT MAINTER	1960	CITY GARAGE	\$40,757 B31	5/16/07	B 10	\$40,757	\$47,889	\$55,022			1	\$47,889	\$7,132	\$41,368	Compa-Ratio	\$47,889	\$7,132
38499	MATERIALS MANAGEI	1960	CITY GARAGE	\$32,947 A13	6/1/07		Contraction and the second	\$33,345	\$37,694	10000	,	1	\$33,345	\$398	\$33,441	1.5%	\$33,441	\$494
40855	SENIOR EQUIPMENT N	1960	CITY GARAGE	\$45,125 B32	7/1/16		\$45,125	\$53,022	\$60,918		1000	0.88	\$46,659	\$1,534	\$45,802	Compa-Ratio	\$46,659	\$1,534
3278	SENIOR EQUIPMENT N	1960	CITY GARAGE	\$54,768 B32	11/23/87	B 29	\$45,125	\$53,022	\$60,918		2222	1	\$54,768	11232	\$55,590	1.5%	\$55,590	\$822
40419	EQUIPMENT MAINTER	1960	CITY GARAGE	\$41,980 B31	6/1/15	B 2	\$40,757	\$47,889	\$55,022	1.77777	1000000	0.9	\$43,100	\$1,120	\$42,610	Compa-Ratio	\$43,100	\$1,120
7055	EQUIPMENT MAINTER	1960	CITY GARAGE	\$41,755 B21	1/1/06	B 11	\$30,929	\$36,342	\$41,755	37737		1	\$41,755		\$42,381	1.5%	\$42,381	\$626
38273	EQUIPMENT MAINTER	1960	CITY GARAGE	\$46,197 B31	12/16/06	B 10	\$40,757	\$47,889	\$55,022		(*****)	1	\$47,889	\$1,692	\$46,890	Compa-Ratio	\$47,889	\$1,692
	SENIOR EQUIPMENT	1960	CITY GARAGE	\$46,478 B32		B 5	and the second discovery	\$53,022	\$60,918			0.96	\$50,901	\$4,423	\$47,175	Compa-Ratio	\$50,901	\$4,423
	ADMINISTRATIVE SUP	1960	CITY GARAGE	\$44,703 B22	9/1/11			\$38,908				100000000000	\$44,703		\$45,374	1.5%	\$45,374	\$671
	FLEET MANAGER	1960	CITY GARAGE	\$71,400 C51	3/16/07			\$69,125			()	1	\$71,400	10000	\$72,471	1.5%	\$72,471	\$1,071
	EQUIPMENT MAINTER	1960	CITY GARAGE	\$41,980 B31		B 5	and the second sec	\$47,889	\$55,022	01222	12222	0.96	\$45,973	\$3,993	\$42,610	Compa-Ratio	\$45,973	\$3,993
	MATERIALS MANAGEI	1960	CITY GARAGE	\$47,652 B23	7/15/11	0750 0755	and the second second second	\$41,475	\$47,652		10000	11110-011110-01111	\$47,652	<i>\$5,555</i>	\$48,367	1.5%	\$48,367	\$715
21222	. MATERIALS WARAGE	1200	GIT OFINIOL	447,002 020	112111		455,230		241,002			0.00	411,002		V10,007	1.070	440,007	4125

MNDM ACTURNING         Deck         OWNAM ACTURNING         SUBJE         SUBJE        SUBJE        SUBJE<															<b>1</b> .			. 1
Added Substitution         South Construction         C	34412 SENIOR EQUIPMENT M	1960	CITY GARAGE	\$56,695 B32				· ·	\$60,918			-	\$56,695		\$57,545	1.5%	\$57,545	\$850
sert A         Community Genus         Galage							,,	•,				-						
BADE         COMMUNITY 2NUE         Dist         CommUNITY 2NUE         Dist         D				• •								_						· · ·
ANDER MANUMENTANYLUP         COM         COMMUNITANYLUP         COM         Com        Com         Com        Co							1					_	• •					
99100         CONNENT         1500         FMACK 40 ANM         SAMD C1         402 /1 SAMD C2         5311         SAMD C2												1				,		
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BODS         COUNTRY         15.20         FMMCS         MADA         MSS2 24         MILL         MILL         MSS2							· · ·					1						
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JADD         INNAUX         INNAUX <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>• •</td> <td></td> <td></td> <td></td> <td>1</td> <td></td> <td></td> <td></td> <td>•</td> <td>•</td> <td></td>								• •				1				•	•	
MODE STRUCK ACCURTAN         1310         PRANCH ACCURTAN         1310         PRANCH ACCURTAN         1310         PRANCH ACCURTAN         5513         5523         55333         5533         55333					• •		1 · ·											
BBERNER ACCOUNTIAN         1510         PAURE AND ADDM         Socials         1         1         0         1         0        0								• •										
19200         Confer MANKAL, DIF         15.0         FMARE, MANMM         51.0         FMARE         71/12         C         4         75.100         50.718          0.88         57.748          0.88         57.748          0.88         57.748          0.88         57.748          54.374         57.354         55.374         57.374         57.375         57.385         56.125         58.777         57.88         58.377         57.88         58.374          0.88         57.775         57.88         57.375         57.88         57.375         57.385         57.775         57.88         58.371         58.371         58.371         57.375         57.385         57.575         57.355 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>- E C - C - C</td> <td>• •</td> <td></td>							- E C - C - C	• •										
2253         ACCOUNTSQUEME         IS10         PINACE AND ADM         SG7,81         C1         SG7,80         SG7,80        S												-						
bits         bits <td></td>																		
Based AVARCI_ACCC SPC0         L10         PMACE AVD AVDAM         S7239 Buil         P/1/25         B         2         2672         P/2         D <thd< th=""></thd<>																		
abbesit       abbesit       bit       bit<       bit< <td></td> <td></td> <td></td> <td>• •</td> <td></td>				• •														
3887         ACCUMTNON SUPPO         15.00         FINANCE AND AGMN         34.07         32.2         51.01         33.03         64.70         0         65.00         55.02 </td <td>•</td> <td></td> <td></td> <td>• •</td> <td></td> <td>_</td> <td>1 · · ·</td> <td></td>	•			• •		_	1 · · ·											
3883         STAFE AUALYST         1510         FINANCE AND AGMN         594,696         11         91/61         865,871         662,30          0.36         54,308         55,00							1					1						
Basis Precentionnerse         Mode         Precentionnerse         Mode							1					1				•		· · · ·
157       17       910       917       91							1					1				• •		
129         148E: MONCARC         363: 34         160         7         57 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td>0.88</td> <td>· •</td> <td></td> <td></td> <td></td> <td></td> <td></td>							1					0.88	· •					
BBSOF THEE HONNER         BOOD         THE - NON-ACCRUAL         54.209         D27         D27.03         S43.94         S50.953          D38         54.209         D27.05         S41.88         S41.99          D48         54.209         D27.05         S41.88         S41.99         S41.98         D47.05         S41.88         S43.94         S												1 -						
BASEA PREFIGNER         BOD         FRE-NON-ACCUM         541,269 211         671,807         8         0         537,85         541,560         51,320         51,320         51,380         Comp-Atub         51,380         FRE-NON-ACCUM         541,268 21         51,330         51,300         51,380         Comp-Atub         51,340         51,300         51,368         Comp-Atub         51,380         51,300         51,360         5						-	- E' - ' -		•							•		
BBBE PRE FINANCER         BODD         FIRE -NON-ACCIUAL         S41,298 (2)         11/29/16         B         0         537,33         532,33          0.96         541,289          541,888         1515         541,888         5519           40345         FREERONTER         BODD         FRE -NON-ACCIUAL         553,848         1007/16         B         0         553,858          0.86         537,448         5420         553,814         1538         553,814         1538         553,814         1538         553,814         1538         553,814         1538         564,112         1538         564,112         1538         564,112         1538         564,112         1538         564,112         1538         564,112         1538         564,112         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123         1538         564,123 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1 · · ·</td> <td></td> <td></td> <td>—</td> <td>—</td> <td>0.88</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td>							1 · · ·			—	—	0.88						-
4038 PREFIGNTER       8000       FRE - NON-ACCIUAL       \$35,284       217       57,17       8       2       532,285       57,154        -0.9       57,404       55,005       57,404       55,005       57,404       55,005	38504 FIREFIGHTER		FIRE - NON-ACCRUAL	\$40,230 B21F			\$35,285	\$41,560				1		\$1,330				
40041 FREF.NON-ACCULA       532,528 52.17       10/2/16       8       532,728       541,260       573,87        0.84       552,722       542,72       543,742       547,72       543,742       547,72       543,742       547,72       543,742       547,74       542,745       543,742       547,74       543,742       547,743       543,844       552,55        648       547,743       543,844       552,742       547,74       543,742       547,743       543,847       <								• •										
1775       District CHIEF       8000       FRE-NON-ACCRUAL       547,401       64       97,401        0.84       97,401        588,407       1.5%       588,407       51,733       1.5%       588,407       1.5%       588,407       1.5%       588,407       1.5%       588,407       1.5%       588,407       1.5%       588,407       1.5%       588,407       1.5%       588,407       1.5%       581,233       1.5%       551,233       1.5%				· ·		_	1				* <b>*</b>					•		
1751       RFR       BNON       PRE       NON-ACCULUL       37/4762       222       12/4/603       8       13       37/433       343,984       50,535        1       54/402        541,093       15,%       541,293       778         1751       FRE       NON-ACCULUL       531,263       11/1/16       8       0       537,433       543,984       50,535        0.86       541,263        541,888       1.5%       541,283       578         3839       FIRE       NON-ACCULUL       532,258       227       110/1/16       8       0       537,433       543,984       50,535        0.86       541,263        541,888       1.5%       541,283       552,35         4006       FIRE NON-ACCULUL       532,258       521       10/1/16       8       0       537,423       543,944        0.85       531,742       547,834        535,814       1.5%       547,834        547,834        547,834        547,834        547,834        547,834        547,834        547,834        537,444       51,060       535,842	40941 FIREFIGHTER		FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560			N 44 44 44	0.86	\$35,742	\$457		1.5%		\$529
171 FRE ENGINEER       8000       FRE - NON -ACCRUAL       550,552       10/1/9       8       27       37.83       64.398       50.555         0.46       541,263        541,283       1.5%       541,283       57.233       57.85         38339 FIRE ENGINEER       8000       FIRE - NON -ACCRUAL       532,285       811       10/1/16       8       0       532,825       81,8160       47,763        0.46       531,743       5437       533,81       1.5%       533,743       5437       533,741       5437       533,14       1.5%       533,743       537,74       537,743       547,813        547,813        547,813        547,813        547,813        547,813        547,813        547,813        547,813        547,813        547,813        547,813        547,814        547,814        547,814        547,814        547,814        547,814         547,814         547,814         547,814         547,814       <								• •				0.84	• •					
38839 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$31,269       227       10/1/16       8       0       537,333       543,984       \$50,535        0.86       541,269        541,888       1.5%       \$41,888       5519         40967       FIREFINITER       8000       FIRE - NON-ACCRUAL       \$35,161       227       11/2/3/16       8       0       \$37,433       \$43,984       \$50,535        -0.86       \$33,742       \$457       \$35,814       1.5%       \$38,733       \$572         40966       FIREFINITER       8000       FIRE - NON-ACCRUAL       \$35,815       11/2/3/16       8       0       \$35,725       \$41,560       47,634        -0.9       0.86       \$35,742       \$47,781       1.5%       \$47,634        -0.9       \$47,438        53,688       Compa-Ratio       \$37,404       \$1,060         40173       FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344       221       11/2/3/16       8       1       \$37,433       \$43,984       \$50,535        0.98       \$37,403       \$51,602        \$36,889       Compa-Ratio       \$37,404       \$1,060       \$36,881        \$36							1	• •				1	• •					
40967       FIRE-INGI-TER       8000       FIRE - NON-ACCRUAL       \$35,285       10/2/16       B       0       \$37,23       \$47,634        0.86       \$35,742       \$47,573       \$55,814       1.5%       \$53,813       \$5229         39730       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$38,161       \$21       \$37,433       \$43,984       \$50,535        -0.86       \$38,161        \$38,733       \$53,814       1.5%       \$38,733       \$529         2164       FIRE ENON-ACCRUAL       \$32,285       \$81,150       \$47,634         1       \$47,834        \$47,834        \$47,834        \$47,843        \$47,844        \$47,843        \$47,843        \$47,844        \$47,844        \$47,844        \$47,844        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843        \$47,843      <	1751 FIRE ENGINEER			\$50,535 B22F		27							\$50,535					
39730       FIRE       NON-ACCRUAL       \$38, 161       B2F       11/29/16       8       0       \$37, 433       \$43,984       \$50,535         0.86       \$38, 161        S38, 733       \$1,5%       \$38, 733       \$57,23         40946       FIRE NON-ACCRUAL       \$53,285       B21F       10/16       8       0       \$35,285       \$41,50       \$47,634        0.86       \$35,742       \$45,743       \$1,5%       \$35,841       \$1,5%       \$35,841       \$55,742       \$47,733        547,831        547,831        \$57,742       \$45,7133        \$57,942       \$45,743       \$45,943       \$45,945       \$47,544        -0.9       \$37,404       \$1,060       \$36,848       \$50,735       \$47,544        0.9       \$37,404       \$1,060       \$36,889       \$0mpa-Ratio       \$37,404       \$1,060       \$36,889       \$0mpa-Ratio       \$37,404       \$1,060       \$36,889       \$0mpa-Ratio       \$37,404       \$1,060       \$37,434       \$43,984       \$50,535        0.9       \$37,404       \$1,060       \$36,889       \$0mpa-Ratio       \$37,404       \$1,060       \$37,434       \$43,984       \$50,535 <td>38839 FIRE ENGINEER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$41,269 B22F</td> <td>11/1/16 B</td> <td>0</td> <td>\$37,433</td> <td>\$43,984</td> <td>\$50,535</td> <td></td> <td></td> <td>0,86</td> <td>\$41,269</td> <td></td> <td>\$41,888</td> <td>1.5%</td> <td>\$41,888</td> <td>· · · · · · · · · · · · · · · · · · ·</td>	38839 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269 B22F	11/1/16 B	0	\$37,433	\$43,984	\$50,535			0,86	\$41,269		\$41,888	1.5%	\$41,888	· · · · · · · · · · · · · · · · · · ·
40946 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       535,285       101/1/16       8       0       535,285       541,560       547,641        0.86       535,742       5457       535,814       1.5%       535,814       5578         2164       FIRE NON-ACCRUAL       537,428       5227       517,645       547,681        0.9       537,404       51,060       536,888       Compa-Ratio       537,404       51,060         40173       FIRE NON-ACCRUAL       536,344       5217       10/2/7/4       8       2       535,285       54,563        0.9       537,404       51,060       536,888       Compa-Ratio       537,404       51,060         39049       FIRE ENGINEER       8000       FIRE-NON-ACCRUAL       530,152       11/2/9/4       8       1       537,433       543,984       550,555        0.88       537,401       536,733       1.5%       537,333       537,233       537,233       547,92       537,943       543,944       550,555        0.86       537,402       536,733       1.5%       537,403       537,403       537,433       543,944       550,555        0.86       537,402       51,604       537,402       51,604 </td <td>40967 FIREFIGHTER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$35,285 B21F</td> <td>10/1/16 B</td> <td>0</td> <td>\$35,285</td> <td>\$41,560</td> <td>\$47,634</td> <td></td> <td></td> <td>0,86</td> <td>\$35,742</td> <td>\$457</td> <td></td> <td>1.5%</td> <td>\$35,814</td> <td></td>	40967 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/1/16 B	0	\$35,285	\$41,560	\$47,634			0,86	\$35,742	\$457		1.5%	\$35,814	
2164       FIRE - NON-ACCRUAL       \$47,183       22F       \$13,743       \$37,433       \$43,94       \$50,535        -1       \$47,183        \$47,891       1.5%       \$47,891       \$708         40173       FIRE-NON-ACCRUAL       \$36,344       B1F       10/27/14       B       2       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060       \$38,889       Compa-Ratio       \$37,404       \$1,060         39049       FIRE - NON-ACCRUAL       \$36,344       B1F       10/27/14       B       1       \$37,433       \$43,984       \$50,555        0.9       \$37,404       \$1,060       \$38,889       Compa-Ratio       \$37,404       \$1,060         39049       FIRE - NON-ACCRUAL       \$30,9115       B2F       1/29/04       B       12       \$37,433       \$43,984       \$50,555        1       \$50,042        \$53,703       1.5%       \$38,713       \$57,1         39731       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$34,181       B 2       \$37,433       \$43,984       \$50,555        0.98       \$47,692        \$48,407       1.5%       \$48,407       557       547,433	39730 FIRE ENGINEER		FIRE - NON-ACCRUAL	\$38,161 B22F		0	\$37,433	\$43,984	\$50,535			0.86	\$38,161					
40173 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,344 B21F       10/27/14       B       2       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060       \$37,404       \$1,060         40173 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344 B21F       10/27/14       B       2       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060       \$36,889       Compa-Ratio       \$37,404       \$1,060         39049 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$35,042 B22F       11/29/04       B       12       \$37,433       \$43,984       \$50,535        0.9       \$37,404       \$1,560       \$38,733       1.5%       \$39,703       \$5751         39731 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$36,344 B21F       \$1/1715       B       2       \$37,433       \$43,984       \$50,535        0.9       \$37,404       \$1,560       \$48,407       15%         40385 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$42,241       B22F       \$1/1715       B       1       \$37,433       \$43,984       \$50,535        0.9       \$37,404       \$1,600       \$38,482 <td< td=""><td>40946 FIREFIGHTER</td><td>8000</td><td>FIRE - NON-ACCRUAL</td><td>\$35,285 B21F</td><td>10/1/16 8</td><td>0</td><td>\$35,285</td><td>\$41,560</td><td>\$47,634</td><td></td><td></td><td>0.86</td><td>\$35,742</td><td>\$457</td><td></td><td></td><td></td><td></td></td<>	40946 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/1/16 8	0	\$35,285	\$41,560	\$47,634			0.86	\$35,742	\$457				
40171       FIRE - NON-ACCRUAL       \$36,344       B21F       10/27/14       B       2       \$35,285       \$41,560       \$47,634         0.9       \$37,404       \$1,060       \$36,889       Compa-Ratio       \$37,004       \$1,060         39049       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$59,115       227       12/1/15       B       1       \$37,433       \$43,984       \$50,535        0.88       \$39,115        \$39,702       1.5%       \$39,702       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,793       1.5%       \$50,716       \$50,716       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718       \$50,718	2164 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	8/13/07 8	9	\$37,433	\$43,984	\$50,535			1	\$47,183		\$47,891	1.5%	\$47,891	\$708
39049 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$39,115       B2F       12/1/15       B       1       \$37,433       \$43,984       \$50,535         1       \$50,042        \$39,702       1.5%       \$39,702       \$58,793       \$57,733         39731 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,042 B22F       11/29/04       B       12       \$37,433       \$43,984       \$50,535         1       \$50,042        \$58,793       1.5%       \$58,793       \$57,13         39731 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$43,692       \$43,84       \$50,535         0.98       \$37,402       \$38,733       \$572         40385 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$43,944       \$25,535        0.98       \$37,404       \$1,060       \$36,889       Compa-Ratio       \$37,404       \$1,060         38055 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$48,708       B22F       12/1/15       B       1       \$37,433       \$43,984       \$50,535        0.98       \$37,404       \$1,060       \$36,889       Compa-Ratio       \$37,404       \$1,060	40173 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 8	2	\$35,285	\$41,560	\$47,634			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
2734       FIRE       NON-ACCRUAL       \$50,042       B22F       11/29/04       B       12       \$37,433       \$43,984       \$50,535         1       \$50,042        \$50,793       1.5%       \$50,793       \$57,733         39731       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$34,161       822F       11/29/16       B       0       \$37,433       \$43,984       \$50,535         0.86       \$38,161        \$48,407       1.5%       \$48,407       \$572         3257       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       \$41,411       B       6       \$37,433       \$43,984       \$50,535        0.98       \$47,692        \$48,407       \$150         38505       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$42,241       822       \$15,98       \$1,564       \$53,585         1       \$42,875       1.5%       \$42,875       \$1,5%       \$42,875       \$1,5%       \$42,875       \$1,5%       \$42,875       \$1,5%       \$42,875       \$1,5%       \$42,875       \$1,5%       \$42,875       \$1,5%       \$42,875       \$5,577       \$5,58       \$42,875 <td>40171 FIREFIGHTER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$36,344 B21F</td> <td>10/27/14 8</td> <td>2</td> <td>\$35,285</td> <td>\$41,560</td> <td>\$47,634</td> <td></td> <td></td> <td>0.9</td> <td>\$37,404</td> <td>\$1,060</td> <td>\$36,889</td> <td>Compa-Ratio</td> <td>\$37,404</td> <td>\$1,060</td>	40171 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 8	2	\$35,285	\$41,560	\$47,634			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
39731       FIRE       NON-ACCRUAL       \$38,161       B22F       11/29/16       B       O       \$37,433       \$43,984       \$50,535         0.86       \$38,161        \$48,407       1.5%       \$48,407       \$51,573         3257       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       B22F       4/14/11       B       6       \$37,433       \$43,984       \$50,535         0.98       \$47,692        \$48,407       1.5%       \$48,407       \$51,554         40385       FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$43,941       \$22F       \$27,403       \$41,560       \$47,634       0       0.9       \$42,471        \$42,875	39049 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$39,115 B22F	12/1/15 B	1	\$37,433	\$43,984	\$50,535		A. A. M	0.88	\$39,115		\$39,702	1.5%	\$39,702	\$587
3257 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       822F       4/14/11       B       6       \$37,433       \$43,984       \$50,535        0.98       \$47,692        \$48,407       1.5%       \$48,407       \$715         40385 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344       B21F       5/11/15       B       2       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060       \$36,889       Compa-Ratio       \$37,404       \$1,060         38505 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$42,241       B22F       12/1/15       B       1       \$37,433       \$43,984       \$50,535        1.       \$48,780        \$44,9512       1.5%       \$42,875       \$45,634         3232 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$55,879       B31F       2/16/01       B       16       \$43,884       \$50,535        1       \$48,700       \$49,512       \$56,717       \$838         40174 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060         3852 DISTRICT CHIEF	2734 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	11/29/04 8	12	\$37,433	\$43,984	\$50,535	An An an	A. A. M	1	\$50,042		\$50,793	1.5%	\$50,793	\$751
40385       FIRE - NON-ACCRUAL       \$35,344       B21F       5/11/15       B       2       \$35,285       \$41,560       \$47,634         0.9       \$37,404       \$1,060       \$36,889       Compa-Ratio       \$37,404       \$1,060         38505       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$42,211       B22F       12/1/15       B       1       \$37,433       \$43,984       \$50,535        0.9       \$37,404       \$1,060       \$42,875       1.5%       \$42,875       \$43,981       \$303       \$43,984       \$50,535        1       \$48,780        \$44,512       1.5%       \$42,875       \$43,981       \$303       \$43,984       \$50,535        1       \$48,780        \$44,512       1.5%       \$42,875       \$43,981       \$43,984       \$50,535        1       \$48,780        \$44,512       1.5%       \$42,875       \$537,404       \$50,535        1       \$48,780        \$44,51,566       \$47,634         1       \$48,780        \$56,717       1.5%       \$537,404       \$51,060       \$47,634         0.85       \$35,285       \$	39731 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16 B	0	\$37,433	\$43,984	\$50,535	*****	****	0.86	\$38,161		\$38,733	1.5%	\$38,733	
38505 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$42,241       922       12/1/15       B       1       \$37,433       \$43,984       \$50,535         0.88       \$42,241        \$42,875       1.5%       \$42,875       \$43,884       \$50,535         1       \$48,870       \$22.21       \$50,717       \$56,717       \$56,717       \$58,89       \$616       \$63,884       \$516       \$47,634         0.9       \$37,404       \$1,060       \$35,884       \$51,66       \$47,634         0.86       \$35,742       \$457       \$35,814       1.5%       \$35,814       55.5       \$35,814	3257 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	4/14/11 B	6	\$37,433	\$43,984	\$50,535			0.98	\$47,692		\$48,407	1.5%	\$48,407	\$715
3328       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,780       B22F       8/16/98       B       18       \$37,433       \$43,984       \$50,535         1       \$48,780        \$49,512       1.5%       \$49,512       \$57,371         3503       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,879       B31F       2/16/01       B       16       \$43,884       \$51,564       \$59,244         1       \$55,879        \$56,717       1.5%       \$56,717       \$51,614       \$50,793       \$56,717       \$56,717       \$56,717       \$56,717       \$51,614       \$50,793	40385 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	5/11/15 B	2	\$35,285	\$41,560	\$47,634			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
3503       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,879       B31F       2/16/01       B       16       \$43,884       \$51,564       \$59,244         1       \$55,879        \$56,717       1.5%       \$56,717 <td>38505 FIRE ENGINEER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$42,241 B22F</td> <td>12/1/15 B</td> <td>1</td> <td>\$37,433</td> <td>\$43,984</td> <td>\$50,535</td> <td></td> <td></td> <td>0.88</td> <td>\$42,241</td> <td></td> <td>\$42,875</td> <td>1.5%</td> <td>\$42,875</td> <td>\$634</td>	38505 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	12/1/15 B	1	\$37,433	\$43,984	\$50,535			0.88	\$42,241		\$42,875	1.5%	\$42,875	\$634
40174       FIRE-INDN-ACCRUAL       \$36,344       B21F       10/27/14       B       2       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060         40953       FIRE-INDN-ACCRUAL       \$35,285       B21F       10/3/16       B       0       \$35,285       \$41,560       \$47,634        0.9       \$37,404       \$1,060       \$35,814       1.5%       \$35,814       \$529         3852       DISTRICT CHIEF       8000       FIRE - NON-ACCRUAL       \$68,748       C42F       12/2/07       C       9       \$48,831       \$61,039       \$73,247        1       \$68,748        \$69,779       1.5%       \$69,779       \$1,031         3820       FIRE - NON-ACCRUAL       \$44,940       B22F       5/10/16       B       1       \$37,433       \$43,984       \$50,535        0.88       \$44,940        \$45,614       1.5%       \$45,614       \$56       \$67         39211       FIRE - NON-ACCRUAL       \$35,285       B21F       10/3/16       B       0       \$35,285       \$41,560       \$47,634         0.86       \$35,742       \$45,614       1.5%       \$45,614       \$56       \$67	3328 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$48,780 B22F	8/16/98 B	18	\$37,433	\$43,984	\$50,535			1	\$48,780		\$49,512	1.5%	\$49,512	\$732
40953       FIRE - NON-ACCRUAL       \$35,285       B21F       10/3/16       B       0       \$35,285       \$41,560       \$47,634         0.86       \$35,742       \$457       \$35,814       1.5%       \$35,814       \$529         3852       DISTRICT CHIEF       8000       FIRE - NON-ACCRUAL       \$68,748       C42F       12/2/07       C       9       \$48,831       \$61,039       \$73,247         1       \$68,748        \$69,779       1.5%       \$69,779       \$1,5%       \$69,779       \$1,031       \$674         3820       FIRE - NON-ACCRUAL       \$44,940       82F       5/10/16       B       1       \$37,433       \$43,984       \$50,555        0.88       \$44,940        \$45,614       1.5%       \$45,614       \$57         39211       FIRE FIGHTER       8000       FIRE - NON-ACCRUAL       \$53,285       821F       10/3/16       B       0       \$35,285       \$41,560       \$47,634         0.86       \$35,742       \$457       \$35,814       1.5%       \$45,614       \$57       \$57       \$57,574       \$57,574       \$57,574       \$57,574       \$57,574       \$57,574       \$55,739       \$57,57	3503 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	2/16/01 B	16	\$43,884	\$51,564	\$59,244			1	\$55,879		\$56,717	1.5%	\$56,717	\$838
3852 DISTRICT CHIEF       8000       FIRE - NON-ACCRUAL       \$68,748       C42F       12/2/07       C       9       \$48,831       \$61,039       \$73,247        1       \$68,748        \$69,779       1.5%       \$69,779       \$1,5%       \$69,779       \$1,031         3820 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$44,940       822F       5/10/16       B       1       \$37,433       \$43,984       \$50,535        0.88       \$44,940        \$45,614       1.5%       \$45,614       \$674         39211 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       10/3/16       B       0       \$35,285       \$41,560       \$47,634         0.86       \$35,742       \$457       \$35,814       1.5%       \$35,814       \$529         4522 LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$56,723       B31F       11/17/99       B       17       \$43,884       \$51,564       \$59,244         1       \$56,723        \$57,574       1.5%       \$57,574       \$585       \$585       \$51,564       \$59,244         1       \$56,723        \$50,793	40174 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	\$35,285	\$41,560	\$47,634			0,9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
3820 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$44,940       822F       5/10/16       B       1       \$37,433       \$43,984       \$50,535        0.88       \$44,940        \$45,614       1.5%       \$45,614       \$674         39211       FIRE FIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       10/3/16       B       0       \$35,285       \$41,560       \$47,634         0.88       \$44,940        \$45,614       1.5%       \$45,614       \$57         4522       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$56,723       B31F       11/17/99       B       17       \$43,884       \$51,564       \$59,244         1       \$56,723        \$57,574       1.5%       \$57,574       \$58,14       \$50,793       \$51,793       \$50,793       \$50,793       1.5%       \$50,793	40953 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560	\$47,634			0,86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$52 <del>9</del>
39211 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       10/3/16       B       0       \$35,285       \$41,560       \$47,634        0.86       \$35,742       \$457       \$35,814       1.5%       \$35,814       \$529         4522       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$56,723       B31F       11/17/99       B       17       \$43,884       \$51,564       \$59,244         1       \$56,723        \$57,574       1.5%       \$57,574       \$57,574       \$5814         4523       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,042       B22F       7/1/93       B       24       \$37,433       \$43,984       \$50,535         1       \$50,042        \$50,793       1.5%       \$50,793       \$50,793       1.5%       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$51         4561       FIRE - NON-ACCRUAL       \$43,124       B22F       5/1/15       B       2       \$37,433       \$43,984       \$50,535         0.9       \$43,124        \$43,771       1.5%       \$43,771       \$647 <td>3852 DISTRICT CHIEF</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$68,748 C42F</td> <td>12/2/07 C</td> <td>9</td> <td>\$48,831</td> <td>\$61,039</td> <td>\$73,247</td> <td></td> <td></td> <td>1</td> <td>\$68,748</td> <td></td> <td>\$69,779</td> <td>1,5%</td> <td>\$69,779</td> <td>\$1,031</td>	3852 DISTRICT CHIEF	8000	FIRE - NON-ACCRUAL	\$68,748 C42F	12/2/07 C	9	\$48,831	\$61,039	\$73,247			1	\$68,748		\$69,779	1,5%	\$69,779	\$1,031
4522       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$56,723       B31F       11/17/99       8       17       \$43,884       \$51,564       \$59,244         1       \$56,723        \$57,574       1.5%       \$57,574       \$581         4523       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,042       B22F       7/1/93       B       24       \$37,433       \$43,984       \$50,535        1       \$50,042        \$50,793       1.5%       \$50,793       \$57,574       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$50,793       \$51,1564       \$50,535        0.9       \$43,124        \$43,771       1.5%       \$43,771       \$647	3820 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$44,940 B22F	5/10/16 B	1	\$37,433	\$43,984	\$50,535			0.88	\$44,940		\$45,614	1.5%	\$45,614	\$674
4523 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,042 B22F       7/1/93 B       24       \$37,433       \$43,984       \$50,535        1       \$50,042        \$50,793       1.5%       \$50,793 <td>39211 FIREFIGHTER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$35,285 B21F</td> <td>10/3/16 B</td> <td>0</td> <td>\$35,285</td> <td>\$41,560</td> <td>\$47,634</td> <td></td> <td></td> <td>0.86</td> <td>\$35,742</td> <td>\$457</td> <td>\$35,814</td> <td>1.5%</td> <td>\$35,814</td> <td>\$529</td>	39211 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560	\$47,634			0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
4561 FIRE ENGINEER 8000 FIRE - NON-ACCRUAL \$43,124 B22F 5/1/15 B Z \$37,433 \$43,984 \$50,535 0.9 \$43,124 \$43,771 1.5% \$43,771 \$647	4522 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,723 B31F	11/17/99 8	17	\$43,884	\$51,564	\$59,244			1	\$56,723		\$57,574	1.5%	\$57,574	\$851
	4523 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	7/1/93 B	24	\$37,433	\$43,984	\$50,535			1	\$50,042		\$50,793	1.5%	\$50,793	\$751
	4561 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$43,124 B22F	5/1/15 8	2	\$37,433	\$43,984	\$50,535			0.9	\$43,124		\$43,771	1.5%	\$43,771	\$647
40499 FIREFIGHTER 8000 FIRE - NON-ACCRUAL \$35,285 B21F 9/28/15 B 1 \$35,285 \$41,560 \$47,634 0.88 \$36,573 \$1,288 \$35,814 Compa-Ratio \$36,573 \$1,288	40499 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288

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40954 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/1/16 B	0	\$35,285 \$41,5			 0.86		\$457	\$35,814	1.5%	\$35,814	\$529
4652 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	12/16/03 B	13	\$43,884 \$51,5			 1	\$55,879		\$56,717	1.5%	\$56,717	\$838
4638 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$46,251 B22F	8/1/14 B	2	\$37,433 \$43,9			 0.9	\$46,251		\$46,945	1.5%	\$46,945	\$694
5027 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$48,489 B22F	3/1/10 8	7	\$37,433 \$43,9			 1	\$48,489		\$49,216	1.5%	\$49,216	\$727
5200 ASSISTANT CHIEF FIRE	8000	FIRE - NON-ACCRUAL	\$76,640 C51F	2/21/02 C	15	\$52,167 \$65,2	38 \$78,249	**	 1	\$76,640		\$77,790	1.5%	\$77,790	\$1,150
40500 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285 \$41,5	50 \$47,634		 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
39295 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	2/28/11 B	6	\$35,285 \$41,5	50 \$47,634		 0.98	540,729	\$4,385	\$36,889	Compa-Ratio	\$40,729	\$4,385
38383 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$43,134 B22F	5/10/16 B	1	\$37,433 \$43,9	84 \$50,535		 0.88	\$43,134		\$43,781	1.5%	\$43,781	\$647
5531 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	9/1/12 B	4	\$37,433 \$43,9	84 \$50,535		 0.94	S47 692		\$48,407	1.5%	\$48,407	\$715
39695 FIRE ENGINEER	8000	FIRE ~ NON-ACCRUAL	\$38,161 B22F	10/21/16 B	0	\$37,433 \$43,9	34 \$50,535		 0.86	\$38,161		\$38,733	1.5%	\$38,733	\$572
38506 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	5/1/15 B	2	\$37,433 \$43,9	34 \$50,535		 0.9	\$42,241		\$42,875	1.5%	\$42,875	\$634
39480 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	9/12/11 B	5	\$35,285 \$41,5	50 \$47,634		 0.96	\$39,898	\$3,554	\$36,889	Compa-Ratio	\$39,898	\$3,554
40507 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285 \$41,5			 0,88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
6410 LIEUTENANT – FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 831F	12/1/15 B	1	\$43,884 \$51,5			 0.88	\$53,709		\$54,515	1.5%	\$54,515	\$806
6639 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$46,681 B22F	4/1/17 B	0	\$37,433 \$43,9			 0.86	\$46,681		\$47,381	1.5%	\$47,381	\$700
6679 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	7/16/08 B	8	\$37,433 \$43,9			 1	\$47,692		\$48,407	1.5%	\$48,407	\$715
38251 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$43,193 B22F	5/1/15 B	2	\$37,433 \$43,9			 0.9	\$43,193		\$43,841	1.5%		\$648
39516 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16 B	0	\$37,433 \$43,9			 0.86	\$38,161				\$43,841	
40209 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	\$35,285 \$41,5						\$38,733	1.5%	\$38,733	\$572
40502 FIREFIGHTER	8000	FIRE - NON-ACCRUAL					. ,		 0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40513 FIREFIGHTER	8000		\$35,285 B21F	9/28/15 8	1	\$35,285 \$41,5			 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
		FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285 \$41,5			 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38507 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	12/1/15 B	1	\$37,433 \$43,9			 0.88	\$42,241		\$42,875	1.5%	\$42,875	\$634
7056 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,193 B31F	2/16/00 B	17	\$43,884 \$51,5			 1	\$56,193		\$57,036	1.5%	\$57,036	\$843
8038 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	4/26/11 B	6	\$37,433 \$43,9			 0.98	\$47,692		\$48,407	1.5%	\$48,407	\$715
39697 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 BZ2F	11/1/16 B	0	\$37,433 \$43,9			 0.86	\$38,161		\$38,733	1.5%	\$38,733	\$572
8035 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,094 B22F	11/16/01 B	15	\$37,433 \$43,9	\$50,535	****	 1	\$49,094		\$49,830	1.5%	\$49,830	\$736
40200 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	\$35,285 \$41,5	50 \$47,634		 0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
39308 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	\$35,285 \$41,5	60 \$47,634	0.775	 0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
9115 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$45,818 B22F	5/1/15 B	2	\$37,433 \$43,9	\$50,535		 0.9	\$45,818		\$46,505	1.5%	\$46,505	\$687
40498 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285 \$41,5	60 \$47,634		 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38375 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 822F	2/2/16 B	1	\$37,433 \$43,9	\$50,535		 0.88	\$42,241		\$42,875	1.5%	\$42,875	\$634
40503 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285 \$41,5	50 \$47,634		 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
10006 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	5/1/08 B	9	\$43,884 \$51,5	\$59,244		 1	\$55,879		\$56,717	1.5%	\$56,717	\$838
10220 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$54,783 B31F	6/1/12 B	5	\$43,884 \$51,5	\$59,244		 0.96	\$54,783		\$55,605	1.5%	\$55,605	\$822
40955 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285 \$41,5	0 \$47,634		 0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
10213 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$45,834 B21F	5/16/17 B	0	\$35,285 \$41,5	-		 0.86	\$45,834		\$46,522	1.5%	\$46,522	\$688
10302 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,077 B22F	11/29/04 8	12	\$37,433 \$43,9			 1	\$49,077		\$49,813	1.5%	\$49,813	\$736
10351 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	1/1/96 B	21	\$37,433 \$43,9			 1	\$50,042		\$50,793	1.5%	\$50,793	\$751
11830 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$42,800 B21F	1/5/04 B	13	\$35,285 \$41,5			 1	\$42,800		\$43,442	1.5%	\$43,442	\$642
40208 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	\$35,285 \$41,5			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40515 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285 \$41,5			 0.88	\$36,573	\$1,080 \$1,288	\$35,814	Compa-Ratio		
12260 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$44,459 B21F	5/16/17 B	0	\$35,285 \$41,5					⊋1,260 			\$36,573	\$1,288
12401 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	10/1/01 B	15				0.86 1	\$44,459		\$45,126	1.5%	\$45,126	\$667
40516 FIREFIGHTER	8000	FIRE - NON-ACCRUAL			15	1			 -	\$55,879		\$56,717	1.5%	\$56,717	\$838
40945 FIREFIGHTER	8000		\$35,285 B21F	9/28/15 B		\$35,285 \$41,5			 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
		FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285 \$41,5			 0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
12426 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	5/16/05 B	12	\$43,884 \$51,5			 1	\$55,879		\$56,717	1.5%	\$56,717	\$838
12703 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	7/16/04 B	12	\$37,433 \$43,9			 1	\$47,692		\$48,407	1.5%	\$48,407	\$715
39983 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	1/6/14 B	3	\$35,285 \$41,5				\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
13601 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$47,634 B21F	5/16/17 B	0	\$35,285 \$41,5			 0.86	\$47,634		\$48,349	1.5%	\$48,349	\$715
13703 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,200 822F	11/1/15 B	1	\$37,433 \$43,9	4 \$50,535		 0.88	\$42,200	****	\$42,833	1.5%	\$42,833	\$633
14214 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 822F	1/12/03 B	14	\$37,433 \$43,9	4 \$50,535		 1	\$47,692		\$48,407	1.5%	\$48,407	\$715
14205 ASSISTANT CHIEF FIRE	8000	FIRE - NON-ACCRUAL	\$70,083 C51F	9/1/05 C	11	\$52,167 \$65,20	8 \$78,249		 1	\$70,083		\$71,134	1.5%	\$71,134	\$1,051
39294 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	2/2/16 B	1	\$37,433 \$43,98	4 \$50,535		 0.88	\$38,706	\$545	\$38,733	1.5%	\$38,733	\$572
40667 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16 B	1	\$35,285 \$41,50	0\$47,634		 0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40951 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285 \$41,50	0 \$47,634		 0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
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			A10 010 0005			L 607 400	642.004	¢50 525			1.000	642.240		[ ¢42.842	1 50/	64D 942	\$633
38508 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,210 B22F	5/10/16 B	1		\$43,984	\$50,535				\$42,210		\$42,843	1.5%	\$42,843 \$39,066	\$2,722
39765 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	3/4/13 B	4		\$41,560	\$47,634	_		0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio		
14940 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	12/1/15 B	1		\$51,564	\$59,244			0.88	\$53,709		\$54,515	1.5%	\$54,515	\$806
38663 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,150 B22F	3/1/16 B	1		\$43,984	\$50,535			0.88	\$41,150		\$41,767	1.5%	\$41,767	\$617 ¢530
40944 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0		\$41,560	\$47,634			0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
39101 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$58,671 C41F	11/1/14 C	2		\$57,249	\$68,699			0.88	\$58,671		\$59,551	1.5%	\$59,551	\$880
38517 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	2/2/16 B	1	1	\$43,984	\$50,535			0.88	\$42,241		\$42,875	1.5%	\$42,875	\$634
16207 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	10/15/06 B	10	1	\$43,984	\$50,535			1	\$47,692		\$48,407	1.5%	\$48,407	\$715
17033 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	12/1/16 B	0		\$51,564	\$59,244			0.86	\$52,144		\$52,926	1.5%	\$52,926	\$782
17204 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$47,634 B21F	11/29/04 B	12		\$41,560	\$47,634			1	\$47,634		\$48,349	1.5%	\$48,349	\$715
17210 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	12/16/03 8	13		\$43,984	\$50,535			1	\$47,692		\$48,407	1.5%	\$48,407	\$715
39767 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16 8	0		\$43,984	\$50,535		**	0.86	\$38,161		\$38,733	1.5%	\$38,733	\$572
40514 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	1 · · ·	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40504 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1		\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
39102 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$39,115 B22F	4/12/10 B	7		\$43,984	\$50,535			1	\$43,984	\$4,869	\$39,702	Compa-Ratio	\$43,984	\$4,869
17526 ASSISTANT CHIEF FIRE	8000	FIRE - NON-ACCRUAL	\$73,629 C51F	6/1/12 C	5	1	\$65,208	\$78,249			0. <del>9</del> 4	\$73,629		\$74,733	1.5%	\$74,733	\$1,104
17704 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	7/1/07 B	10	1	\$51,564	\$59,244	A		1	\$55,879		\$56,717	1.5%	\$56,717	\$838
17825 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	11/1/16 B	0	1 ' '	\$51,564	\$59,244	14 <b>4</b>		0,86	\$52,144		\$52,926	1.5%	\$52,926	\$782
18153 FIRE ENGINEER	8000	FIRE ~ NON-ACCRUAL	\$50,535 B22F	10/1/89 B	27	1 · ·	\$43,984	\$50,535			1	\$50,535		\$51,293	1.5%	\$51,293	\$758
18155 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,723 B31F	1/1/99 B	18	\$43,884	\$51,564	\$59,244			1	\$56,723		\$57,574	1.5%	\$57,574	\$851
18629 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	5/1/15 B	2	\$43,884	\$51,564	\$59,244			0,9	\$53,709		\$54,515	1.5%	\$54,515	\$806
18829 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,969 B22F	2/16/01 B	16	1	\$43,984	\$50,535			1	\$49,969		\$50,719	1.5%	\$50,719	\$750
38037 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$44,106 B22F	7/1/15 B	2	\$37,433	\$43,984	\$50,535			0.9	\$44,106		\$44,768	1.5%	\$44,768	\$662
39986 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	1/6/14 B	3	\$35,285	\$41,560	\$47,634			0.92	\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
40517 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
19628 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	1/1/05 B	12	\$37,433	\$43,984	\$50,535			1	\$47,692		\$48,407	1,5%	\$48,407	\$715
39621 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	\$35,285	\$41,560	\$47,634			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
19730 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	7/1/13 B	4	\$43,884	\$51,564	\$59,244			0.94	\$53,709		\$54,515	1.5%	\$54,515	\$806
19778 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	9/1/05 B	11	\$43,884	\$51,564	\$59,244			1	\$55,879		\$56,717	1.5%	\$56,717	\$838
40949 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560	\$47,634		An An An An An	0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
20290 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$44,522 B21F	5/16/17 B	0	\$35,285	\$41,560	\$47,634		Read Acres	0.86	\$44,522		\$45,190	1.5%	\$45,190	\$668
40959 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560	\$47,634	*	1	0,86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
40958 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560	\$47,634	*		0,86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$52 <del>9</del>
39481 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	11/29/16 B	0	\$37,433	\$43,984	\$50,535			0.86	\$38,161		\$38,733	1.5%	\$38,733	\$572
40506 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38518 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	12/1/15 B	1	\$37,433	\$43,984	\$50,535			0.88	\$42,241		\$42,875	1.5%	\$42,875	\$634
39764 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	3/4/13 B	4	\$35,285	\$41,560	\$47,634			0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
21111 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	12/1/16 B	0	\$43,884	\$51,564	\$59,244			0.86	\$52,144		\$52,926	1.5%	\$52,926	\$782
40952 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/1/16 B	σ	\$35,285	\$41,560	\$47,634			0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
40666 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16 B	1	\$35,285	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
22080 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$64,154 C42F	1/1/13 C	4	\$48,831	\$61,039	\$73,247			0.92	\$64,154		\$65,116	1,5%	\$65,116	\$962
39729 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/16/12 B	4	\$35,285	\$41,560	\$47,634			0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
22307 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	12/1/03 B	13	\$43,884	\$51,564	\$59,244			1	\$55,879		\$56,717	1.5%	\$56,717	\$838
22328 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$50,042 B22F	8/1/98 B	18	\$37,433	\$43,984	\$50,535			1	\$50,042		\$50,793	1.5%	\$50,793	\$751
40942 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	o	\$35,285	\$41,560	\$47,634			0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
22803 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	9/16/01 B	15	\$43,884	\$51,564	\$59,244			1	\$55,879		\$56,717	1.5%	\$56,717	\$838
38880 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$40,344 B22F	11/29/16 B	0	\$37,433	\$43,984	\$50,535			0.86	\$40,344		\$40,949	1.5%	\$40,949	\$605
22908 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$62,932 C41F	1/1/05 C	12	\$45,799	\$57,249	\$68,699		4	1	\$62,932		\$63,876	1.5%	\$63,876	\$944
40501 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	1 C C	\$41,560	\$47,634		****	0,88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
39696 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	8/6/12 B	4		\$41,560	\$47,634			0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio	\$39,066	\$2,722
38439 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	5/11/15 B	2	1 · · ·	\$41,560	\$47,634			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
40175 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	10/27/14 B	2	1 · · ·	\$41,560	\$47,634			0.9	\$37,404	\$1,060	\$36,889	Compa-Ratio	\$37,404	\$1,060
23657 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$61,698 C41F	4/1/17 C	c		\$57,249	\$68,699			0.84	\$61,698		\$62,623	1.5%	\$62,623	\$925
40509 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1		\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
40668 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16 B	1	\$35,285		\$47,634			1	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
10000 ( market) Lit	0000	THE HOR REGIONE		., 10, 10 0	-	1 400,200	,				1	,0.0	,			. ,	. , 1

Areal mutantame         Mode         File interactionality         State         State         Interactionality         State         State <th></th>																		
NAME         BURDE         UNL         UNL         State         Stat									. ,			0.86	\$52,144		\$52,926	1.5%	\$52,926	\$782
description         Mode         Mile - More-Account.         92,228 July         92,218 July									\$50,535			0.9	\$46,132		\$46,824	1.5%	\$46,824	\$692
NOM       UNITABILITY MIT - FRE       BOO       PRE- IND ACCOME       S21/16       B       Diff       BALLE       S21/16       B       S21/16       B       S21/16       B       S21/16			FIRE - NON-ACCRUAL	\$49,969 822F	2/16/01 B	16	\$37,433	\$43,984	\$50,535			1	\$49,969		\$50,719	1.5%	\$50,719	\$750
Model PR Consistenti         6020         FIR.: Non XCDUAL         64.08 B27         11/1/67 B         0         70.20         12.50 S         57.00 S<	40508 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
Model         Pers. Non. XCDIMA         44/09 R077         (1/15)         9         9         90.70         1.55         50.70         7775           2507 PEE FORMER         ECO         FRF. HOR. XCDIMA         65/478         10.7155         8         10.7135         8/178         8/178         8/178         1.5         50.727         5/687         1.55         50.727         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687         50.728         5/687<	26174 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$53,709 B31F	12/1/15 B	1	\$43,884	\$51,564	\$59,244			0.88	\$53,709		\$54,515	1.5%	\$54,515	\$806
1252     1252	38662 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269 B22F	11/1/16 8	0	\$37,433	\$43,984	\$50,535			0.86	\$41,269		\$41,888	1.5%	\$41,888	\$619
pp:         pp: <td>24806 FIRE ENGINEER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$49,969 B22F</td> <td>8/16/01 B</td> <td>15</td> <td>\$37,433</td> <td>\$43,984</td> <td>\$50,535</td> <td></td> <td></td> <td>1</td> <td>\$49,969</td> <td></td> <td>\$50,719</td> <td>1.5%</td> <td>\$50,719</td> <td>\$750</td>	24806 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,969 B22F	8/16/01 B	15	\$37,433	\$43,984	\$50,535			1	\$49,969		\$50,719	1.5%	\$50,719	\$750
system         mode         mit         mit<	25209 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	10/15/06 B	10	\$37,433	\$43,984	\$50,535			1	\$47,692		\$48,407	1.5%	\$48,407	\$715
37376       HERMONK       BRD       MER       MAXABA       ASSAME       SAUAR       SAUAR      SAUAR       SAUAR	39517 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	5/10/16 B	1	\$37,433	\$43,984	\$50,535			0.88	538,706	\$545	\$38,733	1.5%	\$38,733	\$572
2557       2147.000       000       101       0000       00000       0000	39766 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	3/4/13 B	4	\$35,285	\$41,560	\$47,634			0.94	\$39,066	\$2,722	\$36,889	Compa-Ratio		
128000         1000000000000000000000000000000000000	25332 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	4/15/02 B	15	\$37,433	\$43,984	\$50,535			1	-			=		
Interfact         BUX         PRE - NON-ACTULE         33,249         21.7         My/14         0         35.25         54.250         54.256	25800 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,604 B31F	11/17/99 8	17	1					1		*****				
19971       IRLEFINGTER       8000       FREE KREAKCHALL       55.444 B1F       19/14       6       2       53.528       51.508       51.508       51.508       51.508       51.508       55.508 <td>40948 FIREFIGHTER</td> <td>8000</td> <td></td> <td>\$35,285 B21F</td> <td></td> <td>0</td> <td>\$35,285</td> <td>\$41,560</td> <td></td> <td></td> <td></td> <td>0.86</td> <td></td> <td>Ś457</td> <td>1 · · ·</td> <td></td> <td></td> <td></td>	40948 FIREFIGHTER	8000		\$35,285 B21F		0	\$35,285	\$41,560				0.86		Ś457	1 · · ·			
etcl:       etcl: <th< td=""><td>39971 FIREFIGHTER</td><td>8000</td><td>FIRE - NON-ACCRUAL</td><td>\$36.344 B21F</td><td></td><td>3</td><td></td><td>\$41.560</td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td></th<>	39971 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36.344 B21F		3		\$41.560						-				
21313       PRI NONKERT       600       PRE -NON-ACCUAL       SSGAP 2027       N//9       8       SSGAP 2023       SSGAP 2023       SGAP 2023       SG	40172 FIREFIGHTER	8000										1						
04055         0100         01100         0100         <	26133 FIRE ENGINEER											F						
Catca         Catca         Catca         Catca         Sacta         Sacta <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>. ,</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>· · · · · · · · · · · · · · · · · · ·</td></th<>									. ,									· · · · · · · · · · · · · · · · · · ·
02604         PRE         PRE </td <td></td> <td>,</td> <td></td> <td>· · ·</td>																,		· · ·
26799       LUTUPANT - FRE       8000       FRE - NOA-ACCRUM, 555,155       317       1/2/2/07       8       10       543,88       51,564       507,44        -1       556,273        556,777       358         27030       FRE NOA-ACCRUM, 57,782       10.74       10       9       537,43       543,88       51,564       50,535        1       547,83        556,717       538       778       578       778       577,83       578,717       538       577,89       555,29       557,29        1       565,797       158       556,717       538       557,99        555,79							1											
2698         UNTENNET-RE         8000         PHE - NON-ACCULAL         2537 Bits         11.01/C0         8         1.5         54.01.0         50.03.3          1         55.07.0         55.07.0         55.07.0         55.07.0         57.07.																		
27213         PHE - NON-ACCUAL         474 (99)         277 (99)         513 (339)         513 (339)         513 (339)         513 (347)         <												f -						
27207       PIRE - NON-ACCULAL       S71,381       CP       S71,381       S71,381 <td></td> <td>_</td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td>												_					-	
27276         FREE NON-ACCULAL         503.202         3/1.200         8         273         51.238         53.2						-		, ,										i i
B847 PREFIGHTER       9000       FRE -NON-ACCIUAL       4/0.20 U21       1//1.07       0       10       53.825       541.560       51.300       54.305       54.305       54.305       54.305       54.305       54.305       54.305       54.305       54.305       54.305       54.305       54.305       54.305       55.717       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718       55.718 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>· · ·</td></th<>							1											· · ·
27710       UUTINATT - FRE       8000       HE - NOWACCRUAL       \$53,790       11/1/3       8       4       543,884       \$51,564       \$52,244         0.24       \$53,790        S56,717       S55,717       S55,717<							1					-						· · ·
29200         LIGUTENANT - FRE         8000         FIRE - NON-ACCILLAL         553,279         1158         555,777         158         557,772         158         557,772         557,772         557,772         557,772         557,772         555,778         158         557,772         555,778         158         557,772         555,778         557,772         558,775         558,775         558,777																-		
down free/solver       8000       FIRE - NON ACCRUAL       \$55,285 8.91 f       10//10       B       5       547,88       547,86       47,664        0.86       557,72       555,81       1.5%       \$35,814       552,822         2335 HRE ENGINEER       8000       FIRE - NON ACCRUAL       \$50,742       213,748       \$43,848       \$51,560       \$59,244        0.96       \$54,782        \$55,601       15%       \$50,793       1.5%       \$57,783       \$71,83       \$22,92         29331 FRE ENGINEER       8000       FIRE - NON ACCRUAL       \$47,622        1       \$47,692        \$48,407       1.5%       \$48,407       7.15%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       551       30.02       UURNAMT - FIRE       8000       FIRE - NON-ACCRUAL       \$50,728       1.5%       \$53,53        1       \$57,62       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%       \$57,72       1.5%																		· · ·
29352       IER - HON-ACCRUAL       \$54,782       Bit 5       \$44,884       \$51,564       \$52,44        1       \$55,042       1.58       \$55,564       \$32,783         29352       IFRE - NON-ACCRUAL       \$54,782       \$31,198       \$51,783       \$43,284       \$50,535        1       \$57,783       1.58       \$55,504       \$50,793       1.58       \$55,504       \$50,793       1.58       \$55,504       \$50,793       1.58       \$55,604       \$50,793       1.58       \$55,604       \$50,793       1.58       \$55,704       \$50,793       1.58       \$55,704       \$50,793       1.58       \$55,704       \$50,793       1.58       \$50,793       1.58       \$50,793       1.58       \$54,748       \$50,792        \$64,407       1.58       \$64,407       1.58       \$64,847       \$715         30102       IUUTRANT - FIRE       8000       FIRE - NON-ACCRUAL       \$54,728       \$51,748       \$50,751       \$51,748       \$51,748       \$55,721       \$53,78       \$51,58       \$51,563       \$52,725       \$15,85       \$51,654       \$59,244        1       \$55,721       \$56,726       \$53,38       \$51,564       \$59,744        1       \$55,757       \$15,85							E ' '	• •		****		-	· · ·					
2932         PRE - NON-ACCRUAL         SSO,042         2027         3/1/398         8         19         57/33         543,584         550,535          11         560,042          560,073         1.5%         590,793         57.1           29802         PRE MON-ACCRUAL         547,183         237,483         543,984         550,535          1         547,183          548,407         1.5%         547,407         1.5%         547,407         1.5%         547,407         1.5%         548,407         1.5%         548,407         1.5%         548,407         1.5%         558,778         581,718         581,718         581,718         581,718         581,718         581,718         581,718         583,718         543,848         551,554         559,244          1         556,778         1.5%         556,718         583,718         583,78							1	. ,		****				\$457				· 1
29802         PRE - NORM-ACCRUAL         \$47,183         0.22         \$37,433         \$43,984         \$50,535          1         \$47,183          547,891         \$57,781           29832         PRE ENGINEER         8000         FIRE - NOM-ACCRUAL         \$47,692         201         \$47,692          \$48,407         \$1,58         \$47,897          \$47,692          \$48,407         \$1,58         \$47,897          \$48,407         \$57,88           29834         FIRE ENGINEER         8000         FIRE - NON-ACCRUAL         \$47,692          \$48,407         \$57,15         \$48,407         \$57,15         \$48,407         \$57,15         \$48,407         \$57,15         \$48,407         \$57,16         \$58,718         \$43,884         \$51,564         \$59,244           1         \$56,721         \$58,716         \$58,318           31012         LUETRANT - FIRE         8000         FIRE - NON-ACCRUAL         \$52,8216         \$1,838         \$51,565         \$57,44          1         \$56,721         \$58,716         \$58,31         \$1,288           31301         LUETRANT - FIRE         8000         FIRE - NON-ACCRUAL         \$52,285         \$1,566						-		· · ·		****		0.96	\$54,782		\$55,604	1.5%	\$55,604	\$822
2933       IRE ENGINEER       8000       FIRE - NON-ACCRUAL       547,692       1/1/108       8       9       \$37,433       \$43,984       \$50,535        1       \$47,692        \$48,407       1.5%       \$48,407       \$715         2983       FIRE - NON-ACCRUAL       \$47,692       R2       91/106       8       10       \$37,33       \$43,984       \$50,535        1       \$47,692        \$48,407       1.5%       \$48,407       \$715         31005       LICUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,778       811       10/108       8       \$43,884       \$51,564       \$59,274        \$56,716       5383         31012       LICUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,878       811       10/1/16       8       1       \$35,285       \$41,560       \$67,634        0.88       \$14,264        \$56,716       \$33,814       \$52,916       \$10/116       8       0       \$32,825       \$41,560       \$47,634         0.88       \$14,264       \$55,717       \$53,814        \$55,717       \$53,814       \$55,918       \$11,58       \$32,826       \$12,728       \$51,							1					1	\$50,042		\$50,793	1.5%	\$50,793	\$751
29854       RRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,92       B2F       9/10       8       10       \$37,33       \$43,984       \$50,535        11       \$47,692        \$44,407       \$57,572       1.5%       \$56,712       3.1%         31002 LUEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,878       517,573       1.5%       \$57,572       1.5%       \$57,572       1.5%       \$57,572       1.5%       \$57,572       1.5%       \$57,572       1.5%       \$57,572       1.5%       \$57,572       1.5%       \$57,12       1.5%       \$57,12       1.5%       \$57,12       1.5%       \$57,12       1.5%       \$57,12       1.5%       \$56,713       \$1,288       \$51,565       \$55,284        0.88       \$35,573       \$1,288       \$51,561       \$55,285       \$1,560       \$7,634        0.88       \$35,573       \$35,814       \$52,925       \$57,21       1.5%       \$55,717       \$58,717       \$58,717       \$58,717       \$58,717       \$58,717       \$58,717       \$58,718       \$58,717       \$58,718       \$51,71       \$58,717       \$58,718       \$57,717       \$58,718       \$57,717       \$58,718       \$57,71       \$58,718       \$57,717 <t< td=""><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>1</td><td></td><td></td><td>\$47,891</td><td>1.5%</td><td>\$47,891</td><td>\$708</td></t<>						-						1			\$47,891	1.5%	\$47,891	\$708
31006       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$56,721       B18       \$43,884       \$51,564       \$59,244        1       \$56,721        \$57,572       1.5%       \$57,572       \$57,572       \$57,572        \$57,572        \$57,572        \$57,572        \$57,572       \$57,575       \$57,572       \$57,572			FIRE - NON-ACCRUAL	\$47,692 B22F	7/1/08 B	9	\$37,433	\$43,984	\$50,535			1	\$47,692		\$48,407	1.5%	\$48,407	\$715
31012 LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,878       311       10/1/08       8       8       \$43,884       \$51,564       \$59,244        1       \$55,878        \$56,716       1.5%       \$56,716       \$333         38841 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$55,878       811       \$37,433       \$43,984       \$50,535        0.88       \$81,269        \$41,888       \$51,536       \$1,585       \$41,580       \$41,888       \$51,285       \$41,560       \$47,634        0.88       \$56,773       \$1,288       \$55,878       \$1,560       \$47,634        0.86       \$35,742       \$45,77       \$35,814       1.5%       \$35,814       \$529         31150 LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$52,719       81,766       \$59,244         0.86       \$35,742       \$45,717       1.5%       \$56,717       \$58,781       \$50,717       \$58,781       \$50,717       \$58,781       \$50,717       \$58,781       \$50,717       \$58,781       \$50,782       \$51,781       \$51,782       \$51,781       \$56,717       \$58,781       \$50,782       \$51,781       \$51,782       \$51,781       \$51,783 <t< td=""><td></td><td></td><td>FIRE - NON-ACCRUAL</td><td>\$47,692 B22F</td><td></td><td></td><td>\$37,433</td><td>\$43,984</td><td>\$50,535</td><td></td><td></td><td>1</td><td>\$47,692</td><td></td><td>\$48,407</td><td>1.5%</td><td>\$48,407</td><td>\$715</td></t<>			FIRE - NON-ACCRUAL	\$47,692 B22F			\$37,433	\$43,984	\$50,535			1	\$47,692		\$48,407	1.5%	\$48,407	\$715
38841 FIRE ENGINEER         8000         FIRE - NON-ACCRUAL         \$41,269         B22F         12/1/15         B         1         \$37,433         \$43,984         \$50,535          0.88         \$41,269          \$41,888         1.5%         \$41,888         \$519           40512         FIRE FIGHTER         8000         FIRE - NON-ACCRUAL         \$35,285         81,760         \$47,634          0.86         \$35,742         \$52,814         Compa-Ratio         \$36,573         \$1,288           040900         FIRE FIGHTER         8000         FIRE - NON-ACCRUAL         \$55,879         811F         91/06         6         10         \$43,884         \$51,564         \$59,244          0.86         \$35,742         \$457         \$56,717         1.5%         \$56,717         1.5%         \$56,717         1.5%         \$56,717         1.5%         \$52,926         \$5782           31150         LIEUTNANT - FIRE         8000         FIRE - NON-ACCRUAL         \$47,183         \$17,433         \$43,984         \$50,535          0.94         \$47,183	31006 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$56,721 B31F	6/2/99 B	18	\$43,884	\$51,564	\$59,244	*****		1	\$56,721		\$57,572	1.5%	\$57,572	\$851
40512       FIRE-NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        D.88       \$35,735       \$1,288       \$33,814       \$53,735       \$1,288         409502       FIRE-NON-ACCRUAL       \$35,285       B21F       10/2/16       B       0       \$35,285       \$41,560       \$47,634        D.88       \$35,772       \$457       \$35,814       1.5%       \$33,814       \$529         31150       LICUTENANT -FIRE       8000       FIRE - NON-ACCRUAL       \$52,714       B1       1/1/18       B       0       \$43,884       \$51,564       \$59,244        D.86       \$52,712       1.5%       \$52,926       \$782         31150       LICUTENANT -FIRE       8000       FIRE - NON-ACCRUAL       \$43,948       \$51,564       \$59,244        D.86       \$52,144        \$54,983       \$1,5%       \$43,983       \$1,564       \$59,244        D.86       \$52,144        \$43,983       \$1,643,994       \$20,535        D.94       \$47,183        \$43,830       \$1,62       \$43,984       \$50,535        D.94       \$47,183        \$43,843	31012 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,878 831F	10/1/08 B	8	\$43,884	\$51,564	\$59,244			1	\$55,878		\$56,716	1.5%	\$56,716	\$838
4095D FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       \$21,710       \$35,285       \$41,560       \$47,634        0.06       \$35,742       \$457       \$33,814       1,5%       \$35,814       \$559         31150 LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,879       B31F       2/1/16       B       0       \$43,884       \$51,564       \$59,244         1       \$55,879        \$52,926       1.5%       \$52,926       1.5%       \$52,926       \$782         31150 LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$47,183       B22F       1/1/13       B       4       \$37,433       \$43,984       \$50,535        .0.64       \$52,144        \$43,884       \$51,564       \$59,244        .0.64       \$52,148        \$47,891       1.5%       \$47,891       \$506       \$53,742       \$47.891       1.5%       \$47,891       \$506       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926       \$52,926 </td <td>38841 FIRE ENGINEER</td> <td>8000</td> <td>FIRE - NON-ACCRUAL</td> <td>\$41,269 B22F</td> <td>12/1/15 B</td> <td>1</td> <td>\$37,433</td> <td>\$43,984</td> <td>\$50,535</td> <td></td> <td></td> <td>0.88</td> <td>\$41,269</td> <td></td> <td>\$41,888</td> <td>1.5%</td> <td>\$41,888</td> <td>\$619</td>	38841 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$41,269 B22F	12/1/15 B	1	\$37,433	\$43,984	\$50,535			0.88	\$41,269		\$41,888	1.5%	\$41,888	\$619
31150       LIEUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$55,879       B31F       9/1/06       B       10       \$43,884       \$51,564       \$59,244        In       \$56,717       1.5%       \$56,717       \$233         31154       LIUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$52,144       B0       \$43,884       \$51,564       \$59,244        0.86       \$52,144        \$47,891       1.5%       \$47,891       \$57,829       \$3736       \$3736       \$43,984       \$50,535        0.94       \$47,183        \$47,891       1.5%       \$47,891       \$55,605       \$47,83       \$3736       \$3736       \$3736       \$3736       \$3736       \$3743       \$43,984       \$50,535        0.86       \$54,783        \$47,891       1.5%       \$47,891       \$55,605       \$55,	40512 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15 B	1	\$35,285	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
31154       LIUTENANT - FIRE       8000       FIRE - NON-ACCRUAL       \$52,144       B317       12/1/16       B       0       \$43,884       \$51,564       \$59,244        0.94       \$47,183        \$47,891       1.5%       \$47,891       \$52,926       5782         31565       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,183       B22F       1/1/1       8       4       \$37,433       \$43,984       \$50,535        0.94       \$47,183        \$47,891       1.5%       \$47,891       \$55,605       \$55,560       \$57,823       \$57,603       \$55,605       \$57,833       \$50,535       \$51,560       \$47,891       \$55,605       \$5,573       \$51,560       \$47,891       \$56,59,733       \$51,560       \$4	40950 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	10/3/16 B	0	\$35,285	\$41,560	\$47,634			0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
31656 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,183       B22F       1/1/13       B       4       \$37,433       \$43,984       \$50,535        0.94       \$47,183        \$47,891       \$57,891       \$77,891       \$77,891         31708       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,094       B22F       9/18/01       B       15       \$37,433       \$43,984       \$50,535        1       \$49,094        \$49,830       1.5%       \$47,891       \$50,605       \$52,805	31150 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	9/1/06 B	10	\$43,884	\$51,564	\$59,244			1	\$55,879		\$56,717	1.5%	\$56,717	\$838
31656 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,183 B2F       1/1/3       B       4       \$37,33       \$43,984       \$50,535        1       \$47,891       1.5%       \$47,891       \$708         31705 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,094 B22F       9/18/01       B       15       \$37,433       \$43,984       \$50,535        1       \$49,094        \$49,830       1.5%       \$49,830       \$736         31755 CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$54,7133       B21F       4/1/17       B       0       \$43,884       \$50,535        0.86       \$54,783        \$47,891       1.5%       \$47,891       \$706         31764       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$39,162       821F       11/29/16       B       0       \$37,433       \$43,984       \$50,535        0.86       \$39,162        \$39,749       1.5%       \$47,891       \$56,793       1.5%       \$47,891       \$50,793       \$56,793       \$56,793       \$56,793       \$56,793       \$56,793       \$56,793       \$56,793       \$56,793       \$56,876       \$51,293       1.5%       \$63,876 <t< td=""><td>31154 LIEUTENANT - FIRE</td><td>8000</td><td>FIRE - NON-ACCRUAL</td><td>\$52,144 B31F</td><td>12/1/16 B</td><td>0</td><td>\$43,884</td><td>\$51,564</td><td>\$59,244</td><td></td><td></td><td>0.86</td><td>\$52,144</td><td></td><td>\$52,926</td><td>1.5%</td><td>\$52,926</td><td>\$782</td></t<>	31154 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$52,144 B31F	12/1/16 B	0	\$43,884	\$51,564	\$59,244			0.86	\$52,144		\$52,926	1.5%	\$52,926	\$782
31755 CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$54,783       831F       4//17       B       0       \$43,884       \$51,564       \$59,244        0.86       \$54,783        \$55,605       1.5%       \$55,605       \$822         31764       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,183       B22F       8/11/12       B       4       \$37,433       \$43,984       \$50,535        0.94       \$47,183        \$47,891       1.5%       \$51,605       \$58,703       \$733         39216       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,9162       22F       11/10/4       B       12       \$37,433       \$43,984       \$50,535        1       \$50,042        \$50,793       \$751         32508       CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$50,535       822F       11/10/4       B       12       \$37,433       \$43,984       \$50,535        1       \$50,042        \$50,793       \$751         32508       CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$50,535       81,293       353,255        1       \$50,265       1.5%       \$5	31656 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	1/1/13 B	4	\$37,433	\$43,984	\$50,535			0.94	\$47,183		\$47,891	1.5%	\$47,891	\$708
31755 CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$54,783       911/1       8       0       \$43,88       \$51,560       \$52,605       1.5%       \$55,605       \$58,205         31764       FIRE E NGINEER       8000       FIRE - NON-ACCRUAL       \$47,183       B22F       8/11/12       B       4       \$37,433       \$43,984       \$50,535        0.94       \$47,183        \$47,891       1.5%       \$47,891       \$55,605       \$50,793       \$57,793       \$50,793       \$57,793       \$50,793       1.5%       \$50,793       \$57,793       \$50,792       \$57,793       \$50,793       1.5%       \$50,793       \$57,793       \$50,793       1.5%       \$50,793       \$51,293       \$50,793       \$57,593       \$50,793       \$57,593       \$50,793       \$57,793       \$50,793       \$57,793       \$50,793       \$55,793       \$50,793       \$55,793       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793       \$55,695       \$50,793	31708 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$49,094 B22F	9/18/01 B	15	\$37,433	\$43,984	\$50,535			1	\$49,094		\$49,830	1.5%	\$49,830	\$736
31764       FIRE       NON-ACCRUAL       \$47,183       B22F       8/11/12       B       4       \$37,433       \$43,984       \$50,535        0.94       \$47,183        \$47,891       1.5%       \$47,891       \$708         39216       FIRE       NON       FIRE       NON-ACCRUAL       \$39,162       B22F       11/29/16       B       0       \$37,433       \$43,984       \$50,535        0.86       \$39,162        \$39,749       1.5%       \$39,749       \$587         31972       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,042       B22F       11/104       B       12       \$37,433       \$43,984       \$50,535        1       \$50,042        \$50,793       1.5%       \$50,793       \$57.143       \$43,984       \$50,535        1       \$50,042        \$50,793       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       1.5% <t< td=""><td>31755 CAPTAIN-FIRE</td><td>8000</td><td>FIRE - NON-ACCRUAL</td><td>\$54,783 B31F</td><td>4/1/17 B</td><td>0</td><td>\$43,884</td><td>\$51,564</td><td>\$59,244</td><td></td><td></td><td>0.86</td><td>\$54,783</td><td></td><td>\$55,605</td><td>1.5%</td><td></td><td>· 1</td></t<>	31755 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$54,783 B31F	4/1/17 B	0	\$43,884	\$51,564	\$59,244			0.86	\$54,783		\$55,605	1.5%		· 1
39216       FIRE       NON-ACCRUAL       \$39,162       822.F       11/29/16       B       0       \$37,433       \$43,984       \$50,535         0.86       \$39,749       \$1.5%       \$39,749       \$58.7         31972       FIRE       8000       FIRE - NON-ACCRUAL       \$50,042       822.F       11/104       8       12       \$37,433       \$43,984       \$50,535         1       \$50,042        \$50,793       1.5%       \$50,793       \$57,149       \$50,733       \$751         32508       CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$50,535       82.F       8/1/87       B       29       \$37,433       \$43,984       \$50,535        1       \$50,535        \$50,793       1.5%       \$53,876       \$944         32800       FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,535       82.F       8/1/87       B       29       \$37,433       \$43,984       \$50,535        1       \$50,535        \$50,565        \$50,265       1.5%       \$51,293       1.5%       \$51,293       1.5%       \$51,293       \$57,433       \$3932       \$43,984       \$50,535	31764 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	8/11/12 B	4	\$37,433	\$43,984			****	1						
31972 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,042       822F       11/1/04       8       12       \$37,433       \$43,984       \$50,535        1       \$50,793       1.5%       \$50,793       \$751         32508 CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$62,932       C41F       9/1/05       C       11       \$45,799       \$57,249       \$68,699        1       \$62,932        \$63,876       1.5%       \$63,876       \$944         32800 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,535       822F       8/1/87       B       29       \$37,433       \$43,984       \$50,535        1       \$50,535        \$51,293       1.5%       \$51,293       1.5%       \$51,293       \$758         32807 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,522       B22F       5/16/01       B       16       \$37,433       \$43,984       \$50,535        1       \$49,522        \$50,265       1.5%       \$50,265       \$743         39732 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$47,692       B       1       \$35,285       \$41,560       \$47,634        1	39216 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$39,162 B22F		0	\$37,433	\$43,984										
32508 CAPTAIN-FIRE       8000       FIRE - NON-ACCRUAL       \$62,932       C1       \$45,799       \$57,249       \$68,699        1       \$62,932        \$63,876       1.5%       \$63,876       \$944         32800 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,535       822F       8/1/87       B       29       \$37,433       \$43,984       \$50,535        1       \$50,535        \$51,293       1.5%       \$51,293       \$758         32807 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,522       822F       5/16/01       B       16       \$37,433       \$43,984       \$50,535        1       \$49,522        \$50,265       1.5%       \$50,265       \$743         39732 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344       821F       10/16/12       B       4       \$35,285       \$41,560       \$47,634         1       \$47,692       \$50,265       1.5%       \$50,265       \$743         33327 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       12/1/03       B       13       \$37,433       \$43,984       \$50,535        1       \$47,692	31972 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL			12					becaused.		-					
32800 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$50,535       822F       8/1/87       B       29       \$37,433       \$43,984       \$50,535        1       \$50,535        51,293       1.5%       \$51,293       775         32807 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,522       822F       5/16/01       B       16       \$37,433       \$43,984       \$50,535        1       \$49,522        \$50,265       1.5%       \$50,265       \$743         39732 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344       821F       10/16/12       B       4       \$35,285       \$41,560       \$47,634        0.94       \$39,066       \$2,722       \$36,889       Compa-Ratio       \$39,066       \$2,722         33327 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       12/1/03       B       13       \$37,433       \$43,984       \$50,535        1       \$47,692        \$48,407       \$1.5%       \$48,407       \$715         40505 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       9/28/15       B       1       \$35,285       \$41,560       \$47,634	32508 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL															
32807 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$49,522       5/16/01       B       16       \$37,433       \$43,984       \$50,535        1       \$49,522        \$50,265       1.5%       \$50,265       \$743         39732 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344       821F       10/16/12       B       4       \$35,285       \$41,560       \$47,634        0.94       \$39,066       \$2,722       \$36,889       Compa-Ratio       \$39,066       \$2,722         33327 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       12/1/03       B       13       \$37,433       \$43,984       \$50,535        1       \$47,692        \$48,407       \$1.5%       \$50,265       \$743         33327 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       12/1/03       B       13       \$37,433       \$43,984       \$50,535        1       \$47,692        \$48,407       \$1.5%       \$48,407       \$715         40505 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       <							1											
39732 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$36,344       B21F       10/16/12       B       4       \$35,285       \$41,560       \$47,634        1       \$47,692        \$48,407       \$15,39,066       \$2,722         33327 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       12/1/03       B       13       \$37,433       \$43,984       \$50,535        1       \$47,692        \$48,407       \$715         40505 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40510 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40510 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       821F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$																		
33327 FIRE ENGINEER       8000       FIRE - NON-ACCRUAL       \$47,692       12/1/03       B       13       \$37,433       \$43,984       \$50,535        1       \$47,692        \$48,407       1.5%       \$48,407       \$715         40505 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40510 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40518 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40518 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>_</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>												_						
40505 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40510 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40510 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40518 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40518 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285						-	1 · ·											
40510 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40518 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288         40518 FIREFIGHTER       8000       FIRE - NON-ACCRUAL       \$35,285       B21F       9/28/15       B       1       \$35,285       \$41,560       \$47,634        0.88       \$36,573       \$1,288       \$35,814       Compa-Ratio       \$36,573       \$1,288												1						
40518 FIREFIGHTER 8000 FIRE - NON-ACCRUAL \$35,285 B21F 9/28/15 B 1 \$35,285 \$41,560 \$47,634 D.88 \$36,573 \$1,288 \$35,814 Compa-Ratio \$36,573 \$1,288																-		
							3									-		
34343 THE ENGINEER 6000 THE THORACCIONE \$44,340 022F 3/1/13 B 2 [\$21/433 \$45,384 \$20,555 U.3 \$44,340 \$45,614 1.5% \$45,614 \$674 ]						-										-		
	54545 FIRE ENGINEER	8000	THE " NON-ACCRUAL	244,340 DZZF	2/1/12 B	7	J 237,433	743,904	\$\$U,535			0.9	Ş44,940		\$45,614	1.5%	\$45,614	\$674

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38513 CAPTAIN-FIRE	8000	FIRE - NON-ACCRUAL	\$61,698 C41F	8/24/10		6		\$57,249	\$68,699			0.96	\$61,698		\$62,623	1.5%	\$62,623	\$925
40664 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	4/25/16		1	1	\$41,560	\$47,634			0,88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
35008 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F	1/1/05		12		\$43,984	\$50,535			1	\$47,692		\$48,407	1.5%	\$48,407	\$715
39694 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	,,	8	0		\$43,984	\$50,535			0.86	\$38,161		\$38,733	1.5%	\$38,733	\$572
35663 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$54,783 B31F	-, -,	8	5		\$51,564	\$59,244			0.96	\$54,783		\$55,605	1.5%	\$55,605	\$822
40511 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	9/28/15		1	1	\$41,560	\$47,634			0.88	\$36,573	\$1,288	\$35,814	Compa-Ratio	\$36,573	\$1,288
38514 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$42,241 B22F	5/1/15	в	2	1	\$43,984	\$50,535			0.9	\$42,241		\$42,875	1.5%	\$42,875	\$634
40957 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F		в	0	1	\$41,560	\$47,634			0.86	\$35,742	\$457	\$35,814	1.5%	\$35,814	\$529
38035 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$42,006 B21F	4/18/05	в	12	1 · ·	\$41,560	\$47,634			1	\$42,005		\$42,636	1.5%	\$42,636	\$630
38384 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$36,344 B21F	-, -, - ,	в	3	1 · ·	\$41,560	\$47,634	_		0,92	\$38,235	\$1,891	\$36,889	Compa-Ratio	\$38,235	\$1,891
36403 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,692 B22F		в	14	1 · ·	\$43,984	\$50,535			1	\$47,692		\$48,407	1,5%	\$48,407	\$715
36534 LIEUTENANT - FIRE	8000	FIRE - NON-ACCRUAL	\$55,879 B31F	12, 10, 02	В	14	1 · ·	\$51,564	\$59,244			1	\$55,879		\$56,717	1.5%	\$56,717	\$838
36539 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F	-, -,	В	2		\$43,984	\$50,535			0.9	\$47,183		\$47,891	1.5%	547,891	\$708
36565 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$47,183 B22F		в	5	1	\$43,984	\$50,535			0.96	\$47,183		\$47,891	1.5%	\$47,891	\$708
39972 FIREFIGHTER	8000	FIRE - NON-ACCRUAL	\$35,285 B21F	1/6/14	в	3	\$35,285	\$41,560	\$47,634			0.92	\$38,235	\$2,950	\$35,814	Compa-Ratio	\$38,235	\$2,950
39521 FIRE ENGINEER	8000	FIRE - NON-ACCRUAL	\$38,161 B22F	2/15/16	В	1	\$37,433	\$43,984	\$50,535			0.88	\$38,706	\$545	\$38,733	1.5%	\$38,733	\$572
4551 CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$61,698 C41F	10/15/10	¢	6	S45,799	\$57,249	\$68,699			0.96	\$61,698		\$62,623	1.5%	\$62,623	\$925
6338 ASSISTANT CHIEF	2200	FIRE DEPARTMENT	\$70,083 C51F	10/1/16	С	0	\$52,167	\$65,208	\$78,249			0.84	\$70,083		\$71,134	1.5%	\$71,134	\$1,051
8481 CAPTAIN-FIRE	2200	FIRE DEPARTMENT	\$61,698 C41F	10/22/12	С	4	\$45,799	\$57,249	\$68,699			0.92	\$61,698		\$62,623	1.5%	\$62,623	\$925
9326 ASSISTANT CHIEF	2200	FIRE DEPARTMENT	\$73,629 C51F	8/31/11	С	5	\$52,167	\$65,208	\$78,249			0.94	\$73,629		\$74,733	1.5%	\$74,733	\$1,104
10203 FIRE LIEUTENANT	2200	FIRE DEPARTMENT	\$54,782 B31F	5/25/10	в	7	\$43,884	\$51,564	\$59,244			1	\$54,782		\$55,604	1.5%	\$55,604	\$822
13313 ADMIN SUPP SUPERVI	2200	FIRE DEPARTMENT	\$48,815 C41	1/1/13	С	4	\$47,393	\$56,871	\$66,350			0.92	\$52,321	\$3,506	\$49,547	Compa-Ratio	\$52,321	\$3,506
15332 FIRE PREVENTION OFF	2200	FIRE DEPARTMENT	\$60,063 C41F	1/25/13	С	4	\$45,799	\$57,249	\$68,699			0.92	\$60,063		\$60,964	1.5%	\$60,964	\$901
38223 CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$60,063 C41F	10/1/16	С	0	\$45,799	\$57,249	\$68,699			0.84	\$60,063		\$60,964	1.5%	\$60,964	\$901
20437 ASSISTANT CHIEF	2200	FIRE DEPARTMENT	\$72,185 C51F	8/1/14	С	2	\$52,167	\$65,208	\$78,249		the sale data sale	0,88	\$72,185		\$73,268	1.5%	\$73,268	\$1,083
39742 ADMINISTRATIVE SUP	2200	FIRE DEPARTMENT	\$38,427 B22	12/1/12	В	4	\$33,113	\$38,908	\$44,703			0.94	\$38,427		\$39,003	1,5%	\$39,003	\$576
22011 CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$62,932 C41F	2/16/06	С	11	\$45,799	\$57,249	\$68,699			1	\$62,932		\$63,876	1.5%	\$63,876	\$944
40150 ADMINISTRATIVE SUP	2200	FIRE DEPARTMENT	\$24,967 A12	7/1/14	А	3	\$24,239	\$27,875	\$31,511		*****	0.94	\$26,203	\$1,236	\$25,342	Compa-Ratio	\$26,203	\$1,236
38222 CAPTAIN FIRE	2200	FIRE DEPARTMENT	\$58,671 C41F	12/16/15	С	1	\$45,799	\$57,249	\$68,699			0.86	\$58,671		\$59,551	1.5%	\$59,551	\$880
27100 CHIEF FIRE	2200	FIRE DEPARTMENT	\$100,779 E82F	10/8/99	£	17	\$71,196	\$91,639	\$113,914			1	\$100,779		\$102,291	1.5%	\$102,291	\$1,512
38511 LIEUTENANT - FIRE	2200	FIRE DEPARTMENT	\$52,144 B31F	11/16/16	в	0	\$43,884	\$51,564	\$59,244			0.86	\$52,144		\$52,926	1.5%	\$52,926	\$782
36102 DEPUTY CHIEF FIRE	2200	FIRE DEPARTMENT	\$80,572 D61F	8/1/16	Ð	0	\$62,452	\$78,065	\$93,678			0.82	\$80,572		\$81,781	1.5%	\$81,781	\$1,209
38022 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$34,373 A13	4/1/05	А	12	\$28,996	\$33,345	\$37,694			1	\$34,373		\$34,889	1.5%	\$34,889	\$516
529 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$37,366 B21	3/15/11	В	6	\$30,929	\$36,342	\$41,755			0,98	\$37,366		\$37,926	1.5%	\$37,926	\$560
40233 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$28,996 A13	9/1/16	А	0	\$28,996	\$33,345	\$37,694			0,88	\$29,344	\$348	\$29,431	1.5%	\$29,431	\$435
1362 EQUIPMENT OPERATO	3100	HIGHWAY'S & STREET	\$34,317 A13	7/1/04	Α	13	\$28,996	\$33,345	\$37,694			1	\$34,317		\$34,832	1.5%	\$34,832	\$515
39368 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$29,866 A13	5/16/11	А	6	\$28,996	\$33,345	\$37,694			1	\$33,345	\$3,479	\$30,314	Compa-Ratio	\$33,345	\$3,479
40047 TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$33,113 B22	12/16/15	8	1	\$33,113	\$38,908	\$44,703			0.88	\$34,239	\$1,126	\$33,610	Compa-Ratio	\$34,239	\$1,126
2102 ASSISTANT DIRECTOR	3100	HIGHWAY'S & STREET	\$78,007 D61	5/1/13	D	4	\$64,188	\$79,441	\$96,282			0.9	\$78,007		\$79,177	1.5%	\$79,177	\$1,170
38616 TRAFFIC CONTROL 5PI	3100	HIGHWAY'S & STREET	\$35,662 822	9/5/07	8	9	\$33,113	\$38,908	\$44,703			1	\$38,908	\$3,246	\$36,197	Compa-Ratio	\$38,908	\$3,246
20255 EQUIPMENT OPERATO	3100	HIGHWAY'S & STREET	\$36,339 A13	7/1/04	А	13	\$28,996	\$33,345	\$37,694			1	\$36,339		\$36,884	1.5%	\$36,884	\$545
38653 ENGINEER	3100	HIGHWAY'S & STREET	\$58,618 C42	12/16/07	С	9	\$49,531	559,427	\$69,344			1	\$59,427	\$809	\$5 <del>9</del> ,497	1.5%	\$59,497	\$879
3357 LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$41,980 831	7/1/13	8	4	\$40,757	\$47,889	\$55,022			0.94	\$45,016	\$3,036	\$42,610	Compa-Ratio	\$45,016	\$3,036
40348 EQUIPMENT OPERATO	3100	HIGHWAY'S & STREET	\$28,996 A13	1/16/16	А	1	\$28,996	\$33,345	\$37,694			0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
4921 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$32,220 A13	1/16/16	А	1	\$28,996	\$33,345	\$37,694			0.9	\$32,220		\$32,703	1.5%	\$32,703	\$483
38911 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$23,905 A11	4/16/09	А	8	\$21,561	\$24,795	\$28,029			1	\$24,795	\$890	\$24,264	Compa-Ratio	\$24,795	\$890
38252 TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$36,969 822	4/1/06	8	11	\$33,113	\$38,908	\$44,703			1	\$38,908	\$1,939	\$37,524	Compa-Ratio	\$38,908	\$1,939
38851 ENGINEERING MANAC	3100	HIGHWAY'S & STREET	\$74,180 C51		С	8		\$69,125	\$83,779			1	\$74,180		\$75,293	1.5%	\$75,293	\$1,113
40974 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11	10/1/16	A	σ	\$21,561	\$24,795	\$28,029			0,88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
39916 ADMINISTRATIVE SUP	3100	HIGHWAY'S & STREET	\$34,107 B22		В	2		\$38,908	\$44,703			0.9	\$35,017	\$910	\$34,619	Compa-Ratio	\$35,017	\$910
6581 PUBLIC WORKS INSPE	3100	HIGHWAY'S & STREET	\$50,983 B31	3/15/11		6	E C C	\$47,889	\$55,022			0,98	\$50,983		\$51,748	1.5%	\$51,748	\$765
7064 LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$53,538 831	5/1/01		16		\$47,889	\$55,022			1	\$53,538		\$54,341	1.5%	\$54,341	\$803
40814 GROUNDS & FACILITIE	31,00	HIGHWAY'S & STREET	\$21,561 A11		A	1	1 · · ·	S24,7 <del>9</del> 5	\$28,029			0.9	\$22,316	\$755	\$21,884	Compa-Ratio	\$22,316	\$755
40160 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$28,996 A13		A	1		\$33,345	\$37,694			0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
9826 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET		3/15/11		6	\$28,996		\$37,694			1	\$37,694		\$38,259	1.5%	\$38,259	\$565
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40159 NPDES COORDINATOF	3100	HIGHWAY'S & STREET	\$57,783 C42	8/1/14 (	2	\$49,531	\$59,427	\$69,344			0.88	\$57,783		\$58,650	1.5%	\$58,650	\$867
39675 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$29,866 A13	5/1/14 4	а з	\$28,996	\$33,345	\$37,694			0.94	\$31,344	\$1,478	\$30,314	Compa-Ratio	\$31,344	\$1,478
38249 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$33,629 A13	4/1/05 /	A 11	\$28,996	\$33,345	\$37,694			1	\$33,629		\$34,133	1.5%	\$34,133	\$504
10215 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$41,980 B31	3/16/17 E	з о	\$40,757	\$47,889	\$55,022			0.86	\$41,980		\$42,610	1.5%	\$42,610	\$630
10311 SENIOR ENGINEERING	3100	HIGHWAY'S & STREET	\$84,298 D61	3/1/08 E	) 9	\$64,188	\$79,441	\$96,282			1	\$84,298		\$85,562	1.5%	\$85,562	\$1,264
10339 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$25,518 A11	10/5/05 A	A 11	\$21,561	\$24,795	\$28,029				\$25,518		\$25,901	1.5%	\$25,901	\$383
38310 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$34,264 B21	8/16/13 E		\$30,929		\$41,755				\$34,264		\$34,778	1.5%	\$34,778	\$514
39925 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$31,858 B21	3/1/14 E	3 3	\$30,929		\$41,755				\$33,435	\$1,577	\$32,336	Compa-Ratio	\$33,435	\$1,577
11263 PUBLIC WORKS INSPE	3100	HIGHWAY'S & STREET	\$50,689 B31	6/1/11 E				\$55,022			1	\$50,689		\$51,449	1.5%	\$51,449	\$760
12428 TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$43,398 B22	3/15/11 6		\$33,113		\$44,703			E CONTRACTOR	\$43,398		\$44,049	1.5%	\$44,049	-
31932 ADMINISTRATIVE SUP	3100	HIGHWAY'S & STREET	\$39,087 B22	3/15/11 E		\$33,113		\$44,703				\$39,087		\$39,673	1.5%		\$651 ¢Eoc
39737 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$31,061 B21	8/1/16 8				\$41,755								\$39,673	\$586
14938 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$37,328 A13	3/15/11 A								\$31,254	\$193	\$31,527	1.5%	\$31,527	\$466
15305 LEAD TRAFFIC CONTR	3100	HIGHWAY'S & STREET				\$28,996		\$37,694				\$37,328		\$37,888	1.5%	\$37,888	\$560
15623 LEAD EQUIPMENT OP			\$48,317 831	3/15/11 E		\$40,757		\$55,022			1	\$48,317		\$49,042	1.5%	\$49,042	\$725
	3100	HIGHWAY'S & STREET	\$45,308 831	3/15/11 B		\$40,757		\$55,022				\$46,931	\$1,623	\$45,988	Compa-Ratio	\$46,931	\$1,623
38309 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$25,000 A11	6/1/06 A		1		\$28,029			1	\$25,000		\$25,375	1.5%	\$25,375	\$375
39367 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$29,866 A13	5/16/11 A		\$28,996		\$37,694			1	\$33,345	\$3,479	\$30,314	Compa-Ratio	\$33,345	\$3,479
40341 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11	5/4/15 A		\$21,561		\$28,029				\$22,811	\$1,250	\$21,884	Compa-Ratio	\$22,811	\$1,250
39024 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$32,538 B21	10/1/16 B	0	\$30,929	\$36,342	\$41,755			0.86	\$32,538		\$33,026	1.5%	\$33,026	\$488
39982 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$29,866 A13	9/16/14 A	2	\$28,996	\$33,345	\$37,694			0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
18974 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$37,328 A13	3/15/11 A	6	\$28,996	\$33,345	\$37,694			1	\$37,328		\$37,888	1.5%	\$37,888	\$560
40983 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11	10/1/16 A	0	\$21,561	\$24,795	\$28,029			0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
40094 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$28,996 A13	11/16/15 A	. 1	\$28,996	\$33,345 \$	\$37,694			0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30.011	\$1,015
39704 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$28,996 A13	10/16/15 A	. 1	\$28,996	\$33,345	\$37,694				\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
39915 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$29,866 A13	4/1/15 A	2			\$37,694	****			\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
19951 GRDS & FACILITIES CR	3100	HIGHWAY'S & STREET	\$45,919 B31	3/15/11 B				\$55,022				\$46,931	\$1,012	\$46,608	Compa-Ratio	\$46,931	\$1,012
40339 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11	5/4/15 A		\$21,561		\$28.029				\$22,811	\$1,250	\$21,884	Compa-Ratio	\$22,811	\$1,012
38237 LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$41,980 631	2/1/14 B		\$40,757		\$55.022				\$44,058	\$2,078	\$42,610	-		
39332 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$22,207 A11	4/1/11 A			- /	\$28,029			1				Compa-Ratio	\$44,058	\$2,078
22951 TRAFFIC CONTROL TE	3100	HIGHWAY'S & STREET	\$40,087 B21	3/15/11 8		1		\$41,755	****			\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
22946 TRAFFIC CONTROL SU	3100	HIGHWAY'S & STREET						-				\$40,087		\$40,688	1.5%	\$40,688	\$601
40644 EQUIPMENT OPERAT(	3100		\$60,009 C41	3/15/11 C				\$66,350				\$60,009		\$60,909	1.5%	\$60,909	\$900
38491 SENIOR ACCOUNTANT		HIGHWAY'S & STREET	\$28,996 A13	3/1/16 A				\$37,694	****			\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
	3100	HIGHWAY'S & STREET	\$58,694 C42	5/1/07 C				\$69,344				\$59,427	\$733	\$59,574	1.5%	\$59,574	\$880
38655 GIS ADMINISTRATOR	3100	HIGHWAY'S & STREET	\$56,383 C42	12/16/07 C				\$69,344			1	\$59,427	\$3,044	\$57,229	Compa-Ratio	\$59,427	\$3,044
39133 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$30,548 A13	5/1/10 A		1	• • •	\$37,694			1	\$33,345	\$2,797	\$31,006	Compa-Ratio	\$33,345	\$2,797
38716 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$23,905 A11	9/16/08 A				\$28,029			1 :	\$24,795	\$890	\$24,264	Compa-Ratio	\$24,795	\$890
24626 PUBLIC WORKS INSPE	3100	HIGHWAY'S & STREET	\$53,516 B31	3/15/11 B	6	\$40,757	\$47,889 \$	\$55,022			0.98	\$53,516		\$54,319	1.5%	\$54,319	\$803
24700 LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$47,249 B31	3/15/11 8	6	\$40,757	\$47,889 \$	\$55,022	****		0.98	\$47,249		\$47,958	1.5%	\$47,958	\$709
39712 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$28,996 A13	9/1/16 A	0	\$28,996	\$33,345 \$	\$37,694			0.88	\$29,344	\$348	\$29,431	1.5%	\$29,431	\$435
39835 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$22,207 A11	11/16/13 A	3	\$21,561	\$24,795	\$28,029			0.94	\$23,307	\$1,100	\$22,540	Compa-Ratio	\$23,307	\$1,100
26212 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$40,579 821	1/8/05 B	12	\$30,929	\$36,342 \$	\$41,755			1 ;	\$40,579		\$41,188	1.5%	\$41,188	\$609
40962 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11	9/1/16 A	0	\$21,561	\$24,795 \$	\$28,029			0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
39934 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$31,857 B21	1/16/15 B	2	\$30,929	\$36,342 \$	\$41,755			0.9	\$32,708	\$851	\$32,335	Compa-Ratio	\$32,708	\$851
40973 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11	10/1/16 A		\$21,561		\$28,029				\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
28205 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$40,489 B21	3/15/11 8				\$41,755		L		\$40,489		\$41,096	1.5%	\$41,096	\$607
29300 DIRECTOR	3100	HIGHWAY'S & STREET	\$92,656 E81	11/1/07 E				126,718				\$99,901	\$7,245	\$94,046	Compa-Ratio	\$99,901	\$7,245
39334 LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$40,757 B31	10/16/15 B	1	\$40,757	. , .	\$55,022				\$42.142	\$1,385	\$41,368	Compa-Ratio	\$99,901 \$42,142	
31702 ENGINEERING SUPPO	3100	HIGHWAY'S & STREET	\$56,472 C42	8/15/07 C		\$49,531		\$69,344				\$59,427	\$2,955	\$57,319	Compa-Ratio		\$1,385
22895 PUBLIC WORKS INSPE	3100	HIGHWAY'S & STREET	\$49,397 B31	3/15/01 B	6			\$55,022			1	\$39,427 \$49,397			•	\$59,427	\$2,955
32104 EQUIPMENT OPERATI	3100	HIGHWAY'S & STREET	\$64,049 C45								1		CA 721	\$50,138 \$65,010	1.5%	\$50,138	\$741
38197 EQUIPMENT OPERATI				6/16/13 C		\$60,398		\$90,597				\$68,770	\$4,721	\$65,010	Compa-Ratio	\$68,770	\$4,721
	3100	HIGHWAY'S & STREET	\$55,144 C41	11/16/13 C		\$47,393		\$66,350				\$55,144		\$55,971	1.5%	\$55,971	\$827
33401 EQUIPMENT OPERATI	3100	HIGHWAY'S & STREET	\$55,660 C41	8/1/13 C				\$66,350				\$55,660		\$56,495	1.5%	\$56,495	\$835
38259 EQUIPMENT OPERAT(	3100	HIGHWAY'S & STREET	\$33,629 A13	4/1/06 A	11	\$28,996		\$37,694				\$33,629		\$34,133	1.5%	\$34,133	\$504
34203 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$37,328 A13	3/15/11 A	6			\$37,694				\$37,328		\$37,888	1.5%	\$37,888	\$560
34829 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$41,755 821	3/15/11 B	6	\$30,929	A	\$41,755			0.98	\$41,755		\$42,381	1.5%	\$42,381	\$626

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39868 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$29,866 A13	12/16/14		2	1	\$33,345	\$37,694				\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
38387 SENIOR EQUIPMENT (	3100	HIGHWAY'S & STREET	\$33,508 B21	3/1/14	в	з	1	\$36,342	\$41,755			0.92	\$33,508	<b></b>	\$34,011	1.5%	\$34,011	\$503
36105 ADMINISTRATIVE SUP	3100	HIGHWAY'S & STREET	\$47,536 B23	3/15/11	8	6	1	\$41,475	\$47,652			0.98	\$47,536		\$48,249	1.5%	\$48,249	\$713
36111 TRAFFIC CONTROL SPI	3100	HIGHWAY'S & STREET	\$41,002 B22	3/15/11	8	6		\$38,908	\$44,703			0.98	\$41,002		\$41,617	1.5%	\$41,617	\$615
38020 EQUIPMENT OPERATC	3100	HIGHWAY'S & STREET	\$34,373 A13	4/1/05	A	12	1	\$33,345	\$37,694			1	\$34,373		\$34,889	1.5%	\$34,889	\$516
38996 LEAD EQUIPMENT OP	3100	HIGHWAY'S & STREET	\$42,681 B31	-1-4	в	3	1	\$47,889	\$55,022	_		0.92	\$44,058	\$1,377	\$43,321	Compa-Ratio	\$44,058	\$1,377
40645 GROUNDS & FACILITIE	3100	HIGHWAY'S & STREET	\$21,561 A11		А	1		\$24,795	\$28,029	_		0.9	\$22,316	\$755	\$21,884	Compa-Ratio	\$22,316	\$755
40638 SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040 A12		А	1		\$27,875	\$31,511			0.9	\$27,040		\$27,446	1.5%	\$27,446	\$406
40806 SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040 A12	5/1/16	A	1	1 · ·	\$27,875	\$31,511			0,9	\$27,040		\$27,446	1.5%	\$27,446	\$406
40637 SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040 A12		A	1	1 · ·	\$27,875	\$31,511	10.00 at 10		0,9	\$27,040		\$27,446	1.5%	\$27,446	\$406
39615 RISK MANAGEMENT A	1550	HUMAN RESOURCES	\$77,345 C51		С	5	1	\$69,125	\$83,779			0.94	\$77,345		\$78,505	1.5%	\$78,505	\$1,160
38036 HEALTH & SAFETY MA	1550	HUMAN RESOURCES	\$68,434 C43		С	1	1 ' '	\$64,434	\$78,094			0.86	\$68,434		\$69,461	1.5%	\$69,461	\$1,027
16204 HUMAN RESOURCES /	1550	HUMAN RESOURCES	\$66,404 C42	6/1/98	С	19	1	\$59,427	\$69,344			1	\$66,404		\$67,400	1.5%	\$67,400	\$996
40805 SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040 A12		А	1	1	\$27,875	\$31,511			0.9	\$27,040		\$27,446	1.5%	\$27,446	\$406
40575 HUMAN RESOURCES /	1550	HUMAN RESOURCES	\$61,200 C42	-, -, - :	С	1	1	\$59,427	\$69,344	*****		0.86	\$61,200		\$62,118	1.5%	\$62,118	\$918
38961 CLAIMS SPECIALIST	1550	HUMAN RESOURCES	\$44,203 B31	3/16/11	в	6		\$47,889	\$55,022	*****		0.98	\$46,931	\$2,728	\$44,866	Compa-Ratio	\$46,931	\$2,728
35108 HUMAN RESOURCES S	1550	HUMAN RESOURCES	\$49,384 B31	· · · · · · · ·	В	4	1	\$47,889	\$55,022			0.94	\$49,384		\$50,125	1.5%	\$50,125	\$741
40636 SECURITY & LOSS PRE	1550	HUMAN RESOURCES	\$27,040 A12	2/1/16	А	1	1	\$27,875	\$31,511			0.9	\$27,040		\$27,446	1.5%	\$27,446	\$406
38854 DIRECTOR	1550	HUMAN RESOURCES	\$87,380 E81	12/15/08	£	8	\$79,199	\$101,939	\$126,718			0.96	\$97,862	\$10,482	\$88,691	Compa-Ratio	\$97,862	\$10,482
38032 HUMAN RESOURCES /	1550	HUMAN RESOURCES	\$67,106 C42	4/4/05	С	12	1	\$59,427	\$69,344			1	\$67,106		\$68,113	1.5%	\$68,113	\$1,007
39505 INFO TECH ADMINSITI	1920	INFORMATION SYSTEM	\$48,815 C41	12/5/11	С	5	1	\$56,871	\$66,350			0.94	\$53,459	\$4,644	\$49,547	Compa-Ratio	\$53,459	\$4,644
40013 APPLICATIONS ANALY	1920	INFORMATION SYSTEM	\$56,298 C42	2/16/14	С	3	\$49,531	\$59,427	\$69,344			0.9	\$56,298		\$57,142	1.5%	\$57,142	\$844
40010 INFO TECHNOLOGY SF	1920	INFORMATION SYSTEM	\$37,893 B22	2/16/14	в	3	\$33,113	\$38,908	\$44,703			0.92	\$37,893		\$38,461	1.5%	\$38,461	\$568
39319 INFO TECHNOLOGY SF	1920	INFORMATION SYSTEM	\$39,928 B22	3/16/11	В	6	\$33,113	\$38,908	\$44,703			0.98	\$39,928		\$40,527	1.5%	\$40,527	\$599
39926 APPLICATIONS ANALY	1920	INFORMATION SYSTEP	\$54,132 C42	7/1/13	С	4	1	\$59,427	\$69,344		44 million	0.92	\$54,673	\$541	\$54,944	1.5%	\$54,944	\$812
14525 ADMINISTRATIVE SUP	1920	INFORMATION SYSTEM	\$41,417 B22	7/1/03	В	14	\$33,113	\$38,908	\$44,703			1	\$41,417		\$42,038	1.5%	\$42,038	\$621
19941 SENIOR IT ADMINISTR	1920	INFORMATION SYSTEP	\$64,519 C42	7/1/06	С	11	\$49,531	\$59,427	\$69,344	*****		1	\$64,519		\$65,487	1.5%	\$65,487	\$968
39252 INFO TECH ADMINSITI	1920	INFORMATION SYSTEM	\$48,815 C41	1/1/14	С	3	\$47,393	\$56,871	\$66,350			0.9	\$51,184	\$2,369	\$49,547	Compa-Ratio	\$51,184	\$2,369
25321 SENIOR IT ADMINISTR	1920	INFORMATION SYSTEM	\$64,118 C42	7/1/08	С	9	\$49,531	\$59,427	\$69,344			1	\$64,118		\$65,080	1.5%	\$65,080	\$962
38236 APPLICATIONS DEVEL	1920	INFORMATION SYSTEP	\$56,403 C41	1/1/06	C	11	1	\$56,871	\$66,350			1	\$56,871	\$468	\$57,249	1.5%	\$\$7,249	\$846
40982 APPLICATIONS SPECIA	1920	INFORMATION SYSTEM	\$40,000 B23	10/1/16	в	0	1	\$41,475	\$47,652			0.86	\$40,000		\$40,600	1.5%	\$40,600	\$600
39760 INFO TECHNOLOGY DI	1920	INFORMATION SYSTEM	\$85,583 E81	2/1/13	E	4	\$79,199	\$101,939	\$126,718			0.88	\$89,707	\$4,124	\$86,867	Compa-Ratio	\$89,707	\$4,124
40274 INTERNAL AUDITOR II	1521	INTERNAL AUDITOR	\$68,289 C43	4/13/15	С	2	\$52,063	\$64,434	\$78,094		_	0.88	\$68,289		\$69,313	1.5%	\$69,313	\$1,024
39947 INTERNAL AUDITOR II	1521	INTERNAL AUDITOR	\$71,454 C43	11/1/13	С	3	\$52,063	\$64,434	\$78,094		_	0.9	\$71,454		\$72,526	1.5%	\$72,526	\$1,072
40867 INTERNAL AUDIT DIRE	1521	INTERNAL AUDITOR	\$85,000 D71	7/1/16	D	1	\$74,032	\$91,624	\$111,048			0.84	\$85,000		\$86,275	1.5%	\$86,275	\$1,275
38820 CITY ATTORNEY	1250	LEGAL DEPT	\$121,059 E81	8/1/08	E	8	\$79,199	\$101,939	\$126,718		****	0.96	\$121,059		\$122,875	1.5%	\$122,875	\$1,816
39636 DEPUTY CITY ATTORN	1250	LEGAL DEPT	\$91,616 D71	5/16/12	D	5	\$74,032	\$91,624	\$111,048			0,92	\$91,616	1	\$92,990	1.5%	\$92,990	\$1,374
39967 STAFF ATTORNEY 2	1250	LEGAL DEPT	\$68,111 C44	11/1/13	С	3	\$55,853	\$69,125	\$83,779			0,9	\$68,111		\$69,133	1.5%	\$69,133	\$1,022
16333 LEGAL EXECUTIVE ASS	1250	LEGAL DEPT	\$50,108 B24	7/1/13	В	4	\$37,482	\$44,041	\$50,600			0.94	\$50,108		\$50,860	1.5%	\$50,860	\$752
14910 ASST GOLF COURSE St	5610	MASON RUDOLPH GC	\$40,027 B22	3/1/04	В	13	\$33,113	\$38,908	\$44,703			1	\$40,027		\$40,627	1.5%	\$40,627	\$600
40934 STAFF ATTORNEY/MA	1310	MAYOR'S OFFICE	\$51,669 C43	8/1/16	С	0	\$52,063	\$64,434	\$78,094	\$394		0.84	\$54,124	\$2,455	\$52,444	Compa-Ratio	\$54,124	\$2,455
40228 CHIEF OF ADMINISTR/	1310	MAYOR'S OFFICE	\$90,553 D71	1/1/15	D	2	\$74,032	\$91,624	\$111,048			0.86	\$90,553		\$91,911	1.5%	\$91,911	\$1,358
40490 CHIEF ADMINISTRATI\	1310	MAYOR'S OFFICE	\$47,393 C41	8/16/16	С	0	\$47,393	\$56,871	\$66,350		****	0.84	\$47,772	\$379	\$48,104	1.5%	\$48,104	\$711
40924 PUBLIC INFORMATION	1310	MAYOR'S OFFICE	\$60,000 C43	8/1/16	С	0	\$52,063	\$64,434	\$78,094		******	0.84	\$60,000		\$60,900	1.5%	\$60,900	\$900
29131 PROJECT MANAGER	1970	MUNICIPAL PROPERTI	\$73,354 C51	8/1/01	С	15	\$55,853	\$69,125	\$83,779			1	\$73,354		\$74,454	1.5%	\$74,454	\$1,100
38658 ADMINISTRATIVE SUP	1511	PARKING AUTHORITY	\$34,704 B22	1/2/08	в	9	\$33,113	\$38,908	\$44,703			1	\$38,908	\$4,204	\$35,225	Compa-Ratio	\$38,908	\$4,204
38361 PARKING ENFORCEME	1511	PARKING AUTHORITY	\$24,967 A12	2/1/15	А	2	\$24,239	\$27,875	\$31,511			0.92	\$25,645	\$678	\$25,342	Compa-Ratio	\$25,645	\$678
38008 PARKING MANAGER	1511	PARKING AUTHORITY	\$54,040 C42	1/16/05	С	12	\$49,531	\$59,427	\$69,344			1	\$59,427	\$5,387	\$54,851	Compa-Ratio	\$59,427	\$5,387
40877 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	1/1/17	А	0	\$21,561	\$24,795	\$28,029			0.88	\$21,820	\$259	\$21,884	1.5%	\$21,884	\$323
38878 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	1/1/11	А	6	\$21,561	\$24,795	\$28,029			1	\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
18 PARKS & REC SUPERIN	5100	PARKS & RECREATION	\$57,409 C42	3/16/11	С	6	\$49,531	\$59,427	\$69,344			0.96	\$57,409		\$58,270	1.5%	\$58,270	\$861
643 COMMUNITY CENTER	5100	PARKS & RECREATION	\$26,057 A12	11/1/09	А	7	\$24,239	\$27,875	\$31,511			1	\$27,875	\$1,818	\$26,448	Compa-Ratio	\$27,875	\$1,818
39219 ADMIN SUPP SUPERVI	5100	PARKS & RECREATION	\$53,711 C41		С	6	\$47,393	\$56,871	\$66,350			0.96	\$54,596	\$885	\$54,517	Compa-Ratio	\$54,596	\$885
38950 FACILITY PROMOTION	5100	PARKS & RECREATION	\$40,800 831	8/1/15	в	1	\$40,757	\$47,889	\$55,022			0.88	\$42,142	\$1,342	\$41,412	Compa-Ratio	\$42,142	\$1,342
40375 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	2/1/16	А	1	\$21,561	\$24,795	\$28,029			0,9	\$22,316	\$755	\$21,884	Compa-Ratio	\$22,316	\$755
				• •			•					-						-

40723 PARKS & REC SUPERVI	5100	PARKS & RECREATION	\$40,000 B23	4/1/16	B 1	\$35,298	\$41,475	\$47,652			0,88	\$40,000		\$40,600	1.5%	\$40,600	\$600
2815 PARKS & REC SUPERIN	5100	PARKS & RECREATION	\$57,284 C42	3/16/11	C 6	\$49,53	\$59,427	\$69,344	*****		0.96	\$57,284		\$58,143	1.5%	\$58,143	\$859
3128 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$32,018 A13	3/16/11	A 6	\$28,990	5 \$33,345	\$37,694	***		1	\$33,345	\$1,327	\$32,498	Compa-Ratio	\$33,345	\$1,327
39512 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$29,866 A13	1/16/12	A 5	\$28,990	5 \$33,345	\$37,694	***		0.98	\$32,678	\$2,812	\$30,314	Compa-Ratio	\$32,678	\$2,812
38455 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	1/1/11	A 6	\$21,56	\$24,795	\$28,029			1	S24 795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
40519 DEPUTY DIRECTOR	5100	PARKS & RECREATION	\$70,236 C51	12/13/16	C 0	\$55.853	\$69,125	\$83,779			1	\$70,236		\$71,290	1.5%	\$71,290	\$1,054
4948 GRDS & FACILITIES CR	5100	PARKS & RECREATION	\$49,253 B31	3/15/11		\$40,75		\$55,022				\$49,253		\$49,992	1.5%	\$49,992	\$739
36312 SENIOR ACCOUNTANT	5100	PARKS & RECREATION	\$61,215 C42	3/16/11			\$59,427	\$69,344				\$61,215		\$62,133	1.5%	\$62,133	\$918
5728 COMMUNITY CENTER	5100	PARKS & RECREATION	\$24,724 A12	6/1/15			\$27,875	\$31,511				\$25,645	\$921	\$25,095	Compa-Ratio	\$25,645	\$921
38444 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$28,996 A13	11/16/15		\$28,996		\$37,694				\$30,011	\$1,015	\$29,431		- /	
39010 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	12/16/10		\$21,561		\$28,029							Compa-Ratio	\$30,011	\$1,015
10633 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$35,196 A13					• •			-	\$24,795	\$2,588	\$22,540	Compa-Ratio	\$24,795	\$2,588
38062 PARKS & REC SUPERIN	5100	PARKS & RECREATION	• •	7/1/11			\$33,345	\$37,694			1	\$35,196	 	\$35,724	1.5%	\$35,724	\$528
10851 PARKS & REC SUPERVI			\$51,017 C42	3/16/15			\$59,427	\$69,344			•	\$52,296	\$1,279	\$51,782	Compa-Ratio	\$52,296	\$1,279
	5100	PARKS & RECREATION	\$41,152 B23	4/1/06		\$35,298		\$47,652				541,475	\$323	\$41,769	1.5%	\$41,769	\$617
40576 ADMINISTRATIVE SUP	5100	PARKS & RECREATION	\$33,113 B22	1/1/17		\$33,113		\$44,703				533,461	\$348	\$33,610	1.5%	\$33,610	\$497
38276 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$33,503 A13	7/16/06		\$28,996		\$37,694				\$33,503		\$34,006	1.5%	\$34,006	\$503
40849 GRDS & FACILITIES CR	5100	PARKS & RECREATION	\$40,757 B31	6/1/16		\$40,757		\$55,022			0.88	\$42,142	\$1,385	\$41,368	Compa-Ratio	\$42,142	\$1,385
39937 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$29,866 A13	8/16/13	A 3	\$28,996	\$33,345	\$37,694	****		0.94	531,344	\$1,478	\$30,314	Compa-Ratio	\$31,344	\$1,478
39617 AQUA FACILITY MANA	5100	PARKS & RECREATION	\$24,763 A12	5/1/15	A 2	\$24,239	\$27,875	\$31,511	****		0.92	\$25,645	\$882	\$25,134	Compa-Ratio	\$25,645	\$882
40525 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	9/1/16	A 0	\$21,561	\$24,795	\$28,029			0.88	521,820	\$259	\$21,884	1.5%	\$21,884	\$323
15543 GRDS & FACILITIES CR	5100	PARKS & RECREATION	\$42,441 B31	12/16/10	B 6	\$40,757	\$47,889	\$55,022			0.98	546,931	\$4,490	\$43,078	Compa-Ratio	\$46,931	\$4,490
40258 RECREATION PROGRA	5100	PARKS & RECREATION	\$36,356 B23	4/1/15	B 2	\$35,298	\$41,475	\$47,652			0.9	\$37,328	\$972	\$36,901	Compa-Ratio	\$37,328	\$972
40078 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$38,606 B24	5/16/14	B 3	\$37,482	\$44,041	\$50,600			0.92	\$40,518	\$1,912	\$39,185	Compa-Ratio	\$40,518	\$1,912
39840 ASSOCIATE HISTORICA	5100	PARKS & RECREATION	\$36,357 B23	5/16/15	B 2	\$35,298	\$41,475	\$47,652			0.9	37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
16905 COMMUNITY CENTER	5100	PARKS & RECREATION	\$24,967 A12	6/1/15	A 2	\$24,239	\$27,875	\$31,511				525,645	\$678	\$25,342	Compa-Ratio	\$25,645	\$678
31750 FORESTER	5100	PARKS & RECREATION	\$51,017 C42	10/1/13	С 3	\$49,531	\$59,427	\$69,344			1	53,484	\$2,467	\$51,782	Compa-Ratio	\$53,484	\$2,467
40913 DEPARTMENT HUMAI	5100	PARKS & RECREATION	\$40,000 B24	8/1/16		\$37,482		\$50,600			ŧ	40,000		\$40,600	1.5%	\$40,600	\$600
39196 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$28,996 A13	7/16/15		\$28,996		\$37,694			1 I I I I I I I I I I I I I I I I I I I	30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
40033 EVENT PLANNING SPE	5100	PARKS & RECREATION	\$43,075 B31	1/20/16				\$55,022				543,075		\$43,721	1.5%	\$43,721	\$646
3862 DIRECTOR	5100	PARKS & RECREATION	\$89,966 E81	10/1/16				\$126,718				89,966		\$91,315	1.5%	\$91,315	\$1,349
18953 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$30,251 A13	12/16/07		\$28,996		\$37,694				33,345	\$3,094	\$30,705	Compa-Ratio		
40471 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,992 A11	8/1/15		\$21,561		\$28,029			1				-	\$33,345	\$3,094
38412 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$29,866 A13	4/1/15		\$28,996		\$28,029 \$37,694			1	522,316	\$324	\$22,322	1.5%	\$22,322	\$330
40470 GRDS & FAC MTN ASS	5100		\$28,996 A13			1						30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
		PARKS & RECREATION		2/1/17		\$28,996		\$37,694				529,344	\$348	\$29,431	1.5%	\$29,431	\$435
38245 DEPUTY DIRECTOR	5100	PARKS & RECREATION	\$70,236 C51	12/13/16		\$55,853		\$83,779				570,236		\$71,290	1.5%	\$71,290	\$1,054
20271 GRDS & FAC MAINTEN	5100	PARKS & RECREATION	\$52,020 C42		C 2	\$49,531		\$69,344				52,296	\$276	\$52,800	1.5%	\$52,800	\$780
23574 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$46,460 B24	3/16/11		\$37,482		\$50,600		<u></u>		\$46,460		\$47,157	1.5%	\$47,157	\$697
39318 HISTORICAL INTEPRET	5100	PARKS & RECREATION	\$48,815 C41	3/16/11		\$47,393		\$66,350				54,596	\$5,781	\$49,547	Compa-Ratio	\$54,596	\$5,781
40987 ATHLETIC COORDINAT	5100	PARKS & RECREATION	\$35,298 B23	11/1/16		\$35,298		\$47,652			0.86	35,669	\$371	\$35,827	1.5%	\$35,827	\$529
39917 EVENT PLANNING SUF	5100	PARKS & RECREATION	\$51,000 C42	2/8/16	C 1	\$49,531	\$59,427	\$69,344			0.86 \$	51,107	\$107	\$51,765	1.5%	\$51,765	\$765
38618 ADMINISTRATIVE SUP	5100	PARKS & RECREATION	\$37,472 B22	10/16/07	B 9	\$33,113	\$38,908	\$44,703		<b></b>	1 \$	38,908	\$1,436	\$38,034	Compa-Ratio	\$38,908	\$1,436
38879 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$40,754 B24	4/1/09	B 8	\$37,482	\$44,041	\$50,600			1 \$	44,041	\$3,287	\$41,365	Compa-Ratio	\$44,041	\$3,287
40688 PARKS & REC SUPERVI	5100	PARKS & RECREATION	\$35,298 B23	2/6/17	в о	\$35,298	\$41,475	\$47,652			0.86	35,669	\$371	\$35,827	1.5%	\$35,827	\$529
40102 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	5/1/14	А 3	\$21,561	\$24,795	\$28,029			0.94	23,307	\$1,746	\$21,884	Compa-Ratio	\$23,307	\$1,746
40346 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	12/1/14	A 2	\$21,561	\$24,795	\$28,029			0.92 \$	22,811	\$1,250	\$21,884	Compa-Ratio	\$22,811	\$1,250
40398 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$21,561 A11	2/1/17	A 0	\$21,561	\$24,795	\$28,029			0.88	21,820	\$259	\$21,884	1.5%	\$21,884	\$323
40799 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$37,482 B24	5/1/16		\$37,482		\$50,600				38,756	\$1,274	\$38,044	Compa-Ratio	\$38,756	\$1,274
40800 ATHLETIC COORDINAT	5100	PARKS & RECREATION	\$35,298 B23	5/1/16		\$35,298		\$47,652				36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
39327 GROUNDS & FACILITIE	5100	PARKS & RECREATION	\$22,207 A11	2/16/12		\$21,561		\$28,029	****			24,299	\$2,092	\$22,540	Compa-Ratio	\$24,299	\$2,092
40453 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$37,482 B24	7/1/15		\$37,482		\$50,600				39,637	\$2,155	\$38,044	Compa-Ratio	\$24,299 \$39,637	\$2,092 \$2,155
40034 GRDS & FAC MTN SPE	5100	PARKS & RECREATION	\$38,606 B24		B 3	\$37,482		\$50,600				40.518	\$1,912	\$39,185		\$39,637 \$40,518	
39071 MARKETING COORDIN	5100	PARKS & RECREATION	\$49,932 C41	3/16/11		\$47,393		\$66,350							Compa-Ratio		\$1,912
40990 MARKETING SPECIALI	5100	PARKS & RECREATION	\$35,298 B23			\$35,298						54,596	\$4,664	\$50,681	Compa-Ratio	\$54,596	\$4,664
				11/1/16				\$47,652				35,669	\$371	\$35,827	1.5%	\$35,827	\$529
39259 AQUA COORDINATOR 35533 GRDS & FAC MTN ASS	5100	PARKS & RECREATION	\$36,357 B23	5/1/15		\$35,298		\$47,652				37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
A A A A A A A A A A A A A A A A A A A	5100	PARKS & RECREATION	\$30,346 A13	4/1/09	A 8	1 528 996	\$33,345	\$37,694	****		1 \$	33,345	\$2,999	\$30,801	Compa-Ratio	\$33,345	\$2,999

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Jobs Part Hear Server       Junce DePartment       Server       Solds	\$562 \$563 i1,385 \$910 i3,459 \$529 \$601 \$781 \$916 \$670 \$651 \$557 \$553 i1,513 \$573 i1,037 \$660
38229       EVENT PLANNING SPE       5100       PARKS & RECREATION       540,757       917,76       B       1       540,757       547,889       \$55,022        0.98       542,142       \$1,385       \$41,368       Compa-Ratio       \$42,142         26       LUUTENANT POLICE       2100       POLICE DEPARTIMENT       560,655       \$62,748       \$70,933        0.94       \$66,655        \$61,565       1.5%       \$61,653       1.5%       \$61,565       1.5%       \$61,565       1.5%       \$61,565       1.5%       \$61,653       1.5%       \$61,653       1.5%       \$61,653       1.5%       \$61,653       1.5%       \$61,653       1.5%       \$61,653       1.5%       \$61,653       1.5%	11,385 \$910 33,459 \$529 \$601 \$781 \$916 \$670 \$651 \$557 11,513 \$573 \$573 11,037
Date Deletion Holds       2100       Police DePARTMENT       560,555       627,248       570,933        0.94       50,555        \$61,565         39509       DISPATCHER       2100       POLICE DEPARTMENT       536,555       723       71/12       8       5       535,298       \$14,75       \$74,765         0.96       \$39,816       \$33,827       1.5%       \$39,816       \$35,827       1.5%       \$39,816       \$33,827       1.5%       \$39,816       \$33,827       1.5%       \$39,816       \$30,827       1.5%       \$30,827       1.5%       \$40,653       \$52,823       \$41,475       \$47,652         0.88       \$40,052       \$37,15       \$40,653       1.5%       \$40,653       \$52,827       1.5%       \$40,653       \$52,042        1       \$52,042        \$52,042        \$52,042        \$52,042        \$52,042        \$52,042        \$52,042        \$52,042        \$52,042        \$43,368       \$47,05       \$52,042         \$61,953       \$61,953       \$62,902       1.5%       \$62,002       33,667       1.5%       \$37,676	\$910 \$3,459 \$529 \$601 \$781 \$916 \$670 \$651 \$557 \$,513 \$573 \$573 \$1,037
Detect       Dispericient       State       11/112       B       State	3,459 \$529 \$601 \$781 \$916 \$670 \$651 \$557 \$1,513 \$573 \$1,037
Dispartuler       2100       Police DPARTMENT       53,28 B23       9/1/16 B       0       53,28 S41,475       547,652        0.86       535,669       5371       535,827       1.5%       535,827         40738 INFO TECHNOLOGY S5       2100       POLICE DEPARTMENT       540,052       122       4/1/16       8       1       533,113       538,098       544,703        0.86       \$52,042        \$52,042        \$52,042        552,042        1       \$52,042        1       \$61,086        \$52,042        1       \$61,086        \$52,042        1       \$61,086        \$52,042        1       \$61,086        \$52,042         0.86       \$37,119       \$45,522       1.5%       \$45,222       1.5%       \$45,222       1.5%       \$45,222       1.5%       \$45,222       1.5%       \$45,222       1.5%       \$45,222       1.5%       \$46,019       1.5%       \$44,019       1.5%       \$44,019       1.5%       \$44,019       1.5%       \$44,019       1.5%       \$44,019       1.5%       \$44,019       1.5%       \$44,633        0.95	\$529 \$601 \$781 \$916 \$670 \$651 \$557 \$1,513 \$573 \$1,037
40738       DRO TECHNOLOGY SF       2100       POLICE DEPARTMENT       \$40,052       E22       4/1/16       6       1       \$33,113       \$33,908       \$44,703         1       \$52,042        \$52,823       1.5%       \$40,653         30205       SERGEANT       2100       POLICE DEPARTMENT       \$50,062       B23       112/15/06       8       21       \$43,368       \$47,705       \$52,042        1       \$51,022       1.5%       \$52,823         30205       SERGEANT       2100       POLICE DEPARTMENT       \$61,066       B31P       12/15/01       8       1       \$43,368       \$47,705       \$52,042        -1       1       \$61,065        \$45,322       1.5%       \$45,322         39483       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$33,618       10/1/15       8       1       \$43,368       \$47,705       \$52,042        -0.88       \$43,368        \$44,019       1.5%       \$44,019         40727       POLICE OFRARTMENT       \$33,813       \$33,113       \$33,8047705       \$52,042        -0.88       \$43,368        \$44,019       .5%       .5%       .5%<	\$601 \$781 \$916 \$670 \$651 \$557 \$1,513 \$573 \$1,037
TODICE OFFICER II       2100       POLICE DPARTMENT       \$52,042       B32       1/29/96       B       211       \$43,368       \$47,705       \$52,042         1       \$52,042        \$52,823         30205       SERGEANT       2100       POLICE DEPARTMENT       \$61,086       B31P       12/15/01       6       15       \$43,368       \$47,705       \$52,042         1       \$52,082        \$62,002       1.5%       \$62,002         39483       POLICE OFFICER III       2100       POLICE DEPARTMENT       \$43,368       \$47,705       \$52,042         0.88       \$43,368        \$44,619         40672       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$37,119       B21P       11/12/16       B       0       \$37,119       \$40,831       \$44,543        0.88       \$37,119       S01,059       \$203       \$100,239       \$103,205       \$103,295       \$102,399       \$128,170       \$37,676       \$23,942       \$103,595       \$204        0.88       \$37,119       \$40,035       \$44,613        \$44,019       \$52,942        9.88       \$10,59       \$701,155       \$	\$781 \$916 \$670 \$651 \$557 \$1,513 \$573 \$1,037
Diame       Diame <th< td=""><td>\$916 \$670 \$651 \$557 \$1,513 \$573 \$573</td></th<>	\$916 \$670 \$651 \$557 \$1,513 \$573 \$573
39483 POLICE OFFICER III       2100       POLICE DEPARTMENT       \$44,652       E23P       11/1/14       B       2       \$43,368       \$47,705       \$52,042         0.88       \$43,368        \$44,019       1.5%       \$44,019         39483 POLICE OFFICER III       2100       POLICE DEPARTMENT       \$43,368       \$47,705       \$52,042         0.88       \$43,368        \$44,019       1.5%       \$44,019         40672 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$37,119       \$40,831       \$44,543        0.88       \$37,119       \$30,368       \$37,119       \$40,331       \$44,543        0.9       \$34,368        \$38,806       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,676       1.5%       \$37,179       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806       1.5%       \$38,806       1.5%       \$38,806       1.5%       \$38,806       1.5%       \$38,806       1.5%	\$670 \$651 \$557 \$1,513 \$573 \$1,037
3948 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$43,368       10/1/15       B       1       \$43,368       \$44,019       1.5%       \$44,019         40672 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$37,119       B21P       11/12/16       B       0       \$37,119       \$40,831       \$44,543        0.88       \$43,368        \$37,676       1.5%       \$37,676         827       CHIEF OF POLICE       2100       POLICE DEPARTMENT       \$100,856       E82P       9/25/07       E       9       \$80,117       \$103,121       \$128,187        0.98       \$101,059       \$203       \$102,369       1.5%       \$38,806         40085       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$38,382       P1P       12/20/14       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,203        \$38,806       1.5%       \$36,806       1.5%       \$37,19       \$40,830        0.88       \$44,003        \$38,806       1.5%       \$70,185       1.5%       \$70,185       1.5%       \$70,185       1.5%       \$70,185       1.5%       \$44,663       1.5%       \$44,663       1.5%	\$651 \$557 1,513 \$573 1,037
Joint of the left of th	\$557 1,513 \$573 1,037
BODY FOLICE OFFICER I       2100       POLICE OEPARTMENT       \$10,355       E827       9/25/07       E       9       \$80,117       \$103,121       \$128,187        0.98       \$102,059       \$203       \$102,369       1.5%       \$102,369         40085 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/20/14       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806         830 LIEUTENANT POLICE       2100       POLICE DEPARTMENT       \$69,148       C42P       8/16/01       C       15       \$54,564       \$62,748       \$70,933        1       \$69,148        \$70,185       1.5%       \$70,185         39241 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$54,003       B2P       12/1/15       B       1       \$40,002       \$44,003        0.88       \$44,003        \$44,663       1.5%       \$44,663         1128 LIEUTENANT POLICE       2100       POLICE DEPARTMENT       \$41,980       B31       1/1/14       B       3       \$40,757       \$47,889       \$55,022        0.92       \$44,058       \$	1,513 \$573 1,037
D2/       CHICL OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       1/20/14       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806         830       LEUTENANT POLICE       2100       POLICE DEPARTMENT       \$69,148       C42P       B/101       C       15       \$54,564       \$62,748       \$70,933        1       \$69,148        \$70,185       1.5%       \$70,185         39241       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$44,003       B2P       12/115       B       1       \$40,002       \$44,003       \$48,003        0.94       \$58,983       \$1,114       \$58,737       Compa-Ratio       \$58,983         1128       LICUTENANT POLICE       2100       POLICE DEPARTMENT       \$41,980       B31       1/1/14       B       3       \$40,757       \$47,889       \$55,022        0.92       \$44,058       \$2,078       \$42,610       Compa-Ratio       \$44,058         40008       GRDS & FACLUTIES CR       2100       POLICE DEPARTMENT       \$41,980       B31       1/1/14       B       2       \$40,002       \$44,0	\$573 1,037
Bit of the left of the	1,037
39241 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$44,033       B22P       12/1/15       B       1       \$40,002       \$44,003        0.88       \$44,003        \$44,663       1.5%       \$44,663         1128       LIEUTENANT POLICE       2100       POLICE DEPARTMENT       \$57,859       C42P       8/1/11       C       5       \$54,564       \$62,748       \$70,933        0.94       \$58,983       \$1,114       \$58,737       Compa-Ratio       \$58,983         40008       GRDS & FACILITIES CR       2100       POLICE DEPARTMENT       \$41,980       B31       1/1/14       B       3       \$40,0757       \$47,889       \$55,022        0.92       \$44,058       \$2,078       \$42,610       Compa-Ratio       \$44,058         40212       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$44,235       B23P       71/16       B       1       \$43,368       \$47,705       \$52,042        0.95       \$45,203        \$44,093       1.5%       \$44,693         39676       POLICE OFFICER III       2100       POLICE DEPARTMENT       \$44,235       B23P       71/16       B       1       \$43,368       \$47,705	
1128       LIGUTE NART POLICE       2100       POLICE DEPARTMENT       \$57,869       C42P       8/1/11       C       5       \$54,544       \$62,748       \$70,933        0.94       \$58,933       \$1,114       \$58,737       Compa-Ratio       \$58,983         40008       GRDS & FACILITIES CR       2100       POLICE DEPARTMENT       \$41,980       B31       1/1/14       B       3       \$40,757       \$47,889       \$55,022        0.92       \$44,058       \$2,078       \$42,610       Compa-Ratio       \$44,058         40016       OFLICE DEPARTMENT       \$45,323       B22P       11/1/14       B       2       \$40,002       \$44,003       \$48,003        0.9       \$45,323        \$46,003       1.5%       \$46,003         39676       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$44,235       B23P       7/1/16       B       1       \$43,368       \$47,705       \$52,042        0.96       \$42,6109       Compa-Ratio       \$44,899         1520       SENIOR ACCOUNTANI       2100       POLICE DEPARTMENT       \$42,250       B23P       7/1/16       B       1       \$43,368       \$47,705       \$52,042        0.96       \$6	
Allo Holler officer       Folder       Folder officer       Folder o	1,114
40212 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,323       B22P       11/1/14       B       2       \$40,003       \$48,003        0.9       \$45,323        \$46,003       1.5%       \$46,003         39676 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$44,235       B23P       7/1/16       B       1       \$43,368       \$47,705       \$52,042        0.9       \$44,899       1.5%       \$44,899         1520 \$ENIOR ACCOUNTANI       2100       POLICE DEPARTMENT       \$62,669       24       31/6/11       C       6       \$49,531       \$59,427       \$69,344        0.96       \$62,669        \$63,609       1.5%       \$63,609         38648 POLICE OFFICER III       2100       POLICE DEPARTMENT       \$45,519       B23P       1/16/12       B       5       \$43,368       \$47,705       \$52,042        0.96       \$62,669        \$63,609       1.5%       \$63,609         38648 POLICE OFFICER III       2100       POLICE DEPARTMENT       \$45,519       B23P       1/16/12       B       \$37,119       \$40,831       \$44,543        0.96       \$45,777       \$278       \$46,202       1.5%       \$46	2,078
39677 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$44,235       B23P       7/1/16       B       1       \$43,368       \$47,705       \$52,042        0.88       \$44,235        \$44,899       1.5%       \$44,899         1520       5ENIOR ACCOUNTANI       2100       POLICE DEPARTMENT       \$52,669       242       3/16/11       C       6       \$49,531       \$59,427       \$69,344        0.96       \$62,669        \$63,609       1.5%       \$63,609         38648       POLICE OFFICER III       2100       POLICE DEPARTMENT       \$45,519       B23P       1/16/12       B       5       \$43,368       \$47,705       \$52,042        0.96       \$45,797       \$278       \$46,202       1.5%       \$46,202         39677       POLICE OFFICER II       2100       POLICE DEPARTMENT       \$38,233       B21P       3/10/13       B       4       \$37,119       \$40,831       \$44,543        0.94       \$38,81       \$148       \$38,806       1.5%       \$38,806	\$680
1520 SENIOR ACCOUNTANI       2100       POLICE DEPARTMENT       \$12,669       242       3/16/11       C       6       \$49,531       \$59,427       \$69,344        0.96       \$62,669        \$63,609       1.5%       \$63,609         3B648       POLICE OFFICER III       2100       POLICE DEPARTMENT       \$45,519       B23P       1/16/12       B       5       \$43,368       \$47,705       \$52,042        0.96       \$45,797       \$278       \$46,202       1.5%       \$46,202         39677       POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       3/10/13       B       4       \$37,119       \$40,831       \$44,543        0.94       \$38,81       \$148       \$38,806       1.5%       \$38,806	\$664
38648 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,519       82.P       1/16/12       B       5       \$43,368       \$47,705       \$52,042        0.96       \$45,797       \$278       \$46,202       1.5%       \$46,202         39677 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B2IP       3/10/13       B       4       \$37,119       \$40,831       \$44,543        0.94       \$38,881       \$148       \$38,806       1.5%       \$38,806	\$940
39677 POLICE OFFICER 1 2100 POLICE DEPARTMENT \$38,233 B21P 3/10/13 B 4 \$37,119 \$40,831 \$44,543 0.94 \$38,381 \$148 \$38,806 1.5% \$38,806	\$683
	\$573
1653 POLICE OFFICER II 2100 POLICE DEPARTMENT \$47,534 B22P 8/16/06 B 10 \$40,002 \$44,003 \$48,003 1 \$47,534 \$48,247 1.5% \$48,247	\$713
	\$660
	\$573
	\$545
	\$720
	\$723
	\$506
	\$695
	\$784
	\$784 \$573
	\$970 ·
	\$557
	\$337 \$710
	\$694
	\$670 \$670
	\$573
	3373 51,342
	\$916
39079 DOMESTIC VIOLENCE 2100 POLICE DEPARTMENT \$40,559 B23 3/16/10 B 7 \$35,298 \$41,475 \$47,652 1 \$41,475 \$916 \$41,167 Compa-Ratio \$41,475	\$573
	\$573 \$664
39678 POLICE OFFICER III 2100 POLICE DEPARTMENT \$44,235 B23P 7/1/16 B 1 \$43,368 \$47,705 \$52,042 0.88 \$44,235 \$44,899 1.5% \$44,899 1.5\% \$44,8	
	\$709 \$709
2814 POLICE OFFICER II 2100 POLICE DEPARTMENT \$47,277 B22P 4/1/03 B 14 \$40,002 \$44,003 \$48,003 11 \$47,277 \$47,986 1.5% \$47,986	-
2816 POLICE OFFICER III 2100 POLICE DEPARTMENT \$50,199 B23P 10/1/06 B 10 \$43,368 \$47,705 \$52,042 1 \$50,199 \$50,952 1.5% \$50,952	\$753 \$6667
38219 POLICE OFFICER II 2100 POLICE DEPARTMENT \$44,445 B22P 12/16/10 B 6 \$40,002 \$44,003 \$48,003 0.98 \$44,445 \$45,112 1.5% \$45,112	\$667
	2,008
38832 SERGEANT 2100 POLICE DEPARTMENT \$47,933 B31P 1/1/16 B 1 \$47,933 \$55,123 \$62,313 0.88 \$48,508 \$575 \$48,652 1.5% \$48,652	\$719 ¢580
3154 ADMIN SUPPORT REC 2100 POLICE DEPARTMENT \$39,236 B21 7/1/98 B 19 \$30,929 \$36,342 \$41,755 1 \$39,236 \$39,825 1.5% \$39,825	\$589 ¢720
3255 POLICE OFFICER II 2100 POLICE DEPARTMENT \$48,003 B22P 8/1/02 B 14 \$40,002 \$44,003 \$48,003 1 \$48,003 \$48,723 1.5% \$48,723	
25313 ADMINISTRATIVE SUP 2100 POLICE DEPARTMENT \$41,026 B23 10/1/14 B 2 \$35,298 \$41,475 \$47,652 0.9 \$41,026 \$41,641 1.5% \$41,641	\$720
39066 POLICE OFFICER II 2100 POLICE DEPARTMENT \$48,107 B22P 12/16/15 B 1 \$40,002 \$44,003 \$48,003 \$104 0.88 \$48,107 \$48,829 1.5% \$48,829	\$615
	\$615 \$722
3408 LIEUTENANT POLICE 2100 POLICE DEPARTMENT \$59,365 C42P 6/15/13 C 4 \$54,564 \$62,748 \$70,933 0.92 \$59,365 \$60,255 1.5% \$60,255	\$615

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38409 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	1/16/15		2	\$35,298	\$41,475	\$47,652		 0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
39372 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P			6	\$43,368	\$47,705	\$52,042		 0.98	\$46,751	\$3,383	\$44,019	Compa-Ratio	\$46,751	\$3,383
40835 POLICE OFFICER	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	в	0	\$37,119	\$40,831	\$44,543		 0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
3817 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,936 B23P	8/1/11	в	5	\$43,368	\$47,705	\$52,042		 0.96	\$49,936		\$50,685	1.5%	\$50,685	\$749
40836 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	в	0	\$37,119	\$40,831	\$44,543	****	 0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
4403 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	7/1/97	в	20	\$40,002	\$44,003	\$48,003		 1	\$48,003		\$48,723	1.5%	\$48,723	\$720
38857 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,652 B23P	9/15/12	В	4	\$43,368	\$47,705	\$52,042		 0.94	\$45,652		\$46,337	1.5%	\$46,337	\$685
4530 SERGEANT	2100	POLICE DEPARTMENT	\$51,998 B31P	8/1/11	В	5	\$47,933	\$55,123	\$62,313		 0.96	\$52,918	\$920	\$52,778	Compa-Ratio	\$52,918	\$920
4531 LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$62,122 C42P	11/1/08	С	8	\$54,564	\$62,748	\$70,933		 1	\$62,748	\$626	\$63,054	1.5%	\$63,054	\$932
4643 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,191 B23P	3/15/07	8	10	\$43,368	\$47,705	\$52,042		 1	\$49,191		\$49,929	1.5%	\$49,929	\$738
40897 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	А	0	\$33,745	\$33,745	\$33,745		 0.88	\$33,745		\$34,251	1.5%	\$34,251	\$506
40898 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/19/17	в	0	\$37,119	\$40,831	\$44,543		 0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
40355 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	В	1	\$37,119	\$40,831	\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
5303 SERGEANT	2100	POLICE DEPARTMENT	\$61,084 B31P	12/15/01	В	15	\$47,933	\$55,123	\$62,313		 1	\$61,084		\$62,000	1.5%	\$62,000	\$916
39913 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	6/16/13		4	\$35,298	\$41,475	\$47,652		 0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
39928 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/1/17		0	\$37,119	\$40.831	\$44,543		 0.86	\$38,233		\$38,806	1.5%	\$38,806	\$573
5486 DISPATCHER	2100	POLICE DEPARTMENT	\$45,179 B23	2/1/99	В	18	\$35,298	\$41,475	\$47,652		 1	\$45,179		\$45,857	1.5%	\$45,857	\$678
5485 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	7/1/02	8	15	\$40,002	\$44,003	\$48,003	·····		\$48,003		\$48,723	1.5%	\$48,723	\$720
38450 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$35,048 B21	9/16/07	8	9	\$30,929	\$36,342	\$41,755			\$36,342	\$1,294	\$35,574	Compa-Ratio	\$36,342	\$1,294
5934 CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$68,652 C51P	8/1/11	c	5	\$61,156	\$70,330	\$79,504		 0.94	\$68,652	91,2 <i>3</i> 4	\$69,682	1.5%	\$69,682	\$1,030
6103 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	6/16/05	R	12	\$40,002	\$44,003	\$48,003		 1	\$47,534		\$48,247	1.5%	\$48,247	\$713
40450 DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 B23	7/1/15	B	2	\$35,298	\$41,475	\$47,652		 0.9						
6202 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	1/6/96	В	21	\$40,002	\$44,003	\$47,832 \$48,003		 1	\$37,328	\$2,030	\$35,827	Compa-Ratio	\$37,328	\$2,030
39035 POLICE OFFICER III	2100				B	3			-		F -	\$48,003		\$48,723	1.5%	\$48,723	\$720
		POLICE DEPARTMENT	\$45,624 B23P	8/1/13	5		\$43,368	\$47,705	\$52,042		 0.92	\$45,624		\$46,308	1.5%	\$46,308	\$684
6402 SERGEANT	2100	POLICE DEPARTMENT	\$61,705 831P	3/1/97	8	20	\$47,933	\$55,123	\$62,313		 1	\$61,705		\$62,631	1.5%	\$62,631	\$926
40155 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 823	7/16/14	8	2	\$35,298	\$41,475	\$47,652		 0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
40219 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	7/22/15		1	\$37,119	\$40,831	\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
40357 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15		1	\$37,119	\$40,831	\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
38467 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,593 B23P	8/1/11	В	5	\$43,368	\$47,705	\$52,042		 0.96	\$45,797	\$204	\$46,277	1.5%	\$46,277	\$684
38625 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,479 B22P	10/1/12		4	\$40,002	\$44,003	\$48,003		 0.94	\$45,479		\$46,161	1.5%	\$46,161	\$682
38904 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$33,162 B21	9/1/11	В	5	\$30,929	\$36,342	\$41,755		 0.96	\$34,888	\$1,726	\$33,659	Compa-Ratio	\$34,888	\$1,726
38230 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,751 B22P	12/16/10	В	6	\$40,002	\$44,003	\$48,003		 0.98	\$46,751		\$47,452	1.5%	\$47,452	\$701
7151 SENIOR INFORMATION	2100	POLICE DEPARTMENT	\$46,093 823	7/1/00	В	17	\$35,298	\$41,475	\$47,652		 1	\$46,093		\$46,784	1.5%	\$46,784	\$691
7303 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 822P	12/1/00		16		\$44,003	\$48,003		 1	\$47,534		\$48,247	1.5%	\$48,247	\$713
40188 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 821P	5/7/15	В	2	\$37,119	\$40,831	\$44,543		 0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
39215 DISPATCHER	2100	POLICE DEPARTMENT	\$37, <b>1</b> 66 B23	9/1/10	B	6	\$35,298	\$41,475	\$47,652		 0.98	\$40,646	\$3,480	\$37,723	Compa-Ratio	\$40,646	\$3,480
39681 POLICE OFFICER	2100	POLICE DEPARTMENT	\$38,233 B21P	3/22/13	8	4	\$37,119	\$40,831	\$44,543		 0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
7815 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	8/16/08	8	8	\$40,002	\$44,003	\$48,003		 1	\$47,534		\$48,247	1.5%	\$48,247	\$713
38649 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$46,429 B23P	12/1/11	В	5	\$43,368	\$47,705	\$52,042		 0.96	\$46,429		\$47,125	1.5%	\$47,125	\$696
40899 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	А	0	\$33,745	\$33,745	\$33,745		 0.88	\$33,745		\$34,251	1.5%	\$34,251	\$506
39043 ACCOUNTING SUPPOR	2100	POLICE DEPARTMENT	\$36,224 B22	11/16/11	В	5	\$33,113	\$38,908	\$44,703		 0.96	\$37,352	\$1,128	\$36,767	Compa-Ratio	\$37,352	\$1,128
39044 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$32,640 B21	7/1/12	В	5	\$30,929	\$36,342	\$41,755		 0.96	\$34,888	\$2,248	\$33,130	Compa-Ratio	\$34,888	\$2,248
39952 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/26/14	В	3	\$37,119	\$40,831	\$44,543		 0.92	\$38,233		\$38,806	1.5%	\$38,806	\$573
40837 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/21/17	В	0	\$37,119	\$40,831	\$44,543		 0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
8450 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,350 B23P	7/16/09	В	7	\$43,368	\$47,705	\$52,042		 1	\$47,705	\$355	\$48,060	1.5%	\$48,060	\$710
40157 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 823	7/16/14	В	2	\$35,298	\$41,475	\$47,652		 0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
38201 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,770 B22P	10/16/10	8	6	\$40,002	\$44,003	\$48,003		 0.98	\$46,770		\$47,472	1.5%	\$47,472	\$702
38615 DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$42,701 831	10/16/11	8	5	\$40,757	\$47,889	\$55,022		 0.96	\$45,973	\$3,272	\$43,342	Compa-Ratio	\$45,973	\$3,272
39720 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 821P	5/1/13		4		\$40,831	\$44,543			\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
9502 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	6/16/93	в	24		\$44,003	\$48,003		 1	\$48,003		\$48,723	1.5%	\$48,723	\$720
9718 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,216 B23P	5/1/08	в	9		\$47,705	\$52,042		 1	\$48,216		\$48,939	1.5%	\$48,939	\$723
9817 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,734 B23P	7/15/10	в	6		\$47,705	\$52,042		 -	\$46,751	\$1,017	\$46,420	Compa-Ratio	\$46,751	\$1,017
39929 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/7/14	В	3		\$40,831	\$44,543		 	\$38,233		\$38,806	1.5%	\$38,805	\$573
9921 SERGEANT	2100	POLICE DEPARTMENT	\$60,514 B31P	5/1/02	в	15		\$55,123	\$62,313			\$60,514		\$61,422	1.5%	\$61,422	\$908
39245 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	4/21/11	B	6	\$37,119		\$44,543			\$40,014	\$1,781	\$38,806	Compa-Ratio	\$40,014	\$508 \$1,781
		. which was continued to	TANJORA DETI	72111	2	5			4-1-1,4-1-4-4		0.00	410,014	Ŷ1,/01	000,000	companatio	970,014	10,101

Size Service         120         POLYC COMMIN         21/08 bit 2         21/28 bit 2 <th< th=""><th></th><th>2100</th><th></th><th>¢F3 700 8318</th><th>3/1/10 B</th><th>7</th><th>\$47,933</th><th>\$55.123</th><th>\$62,313</th><th></th><th></th><th>1 1</th><th>\$55,123</th><th>\$1,414</th><th>\$54,515</th><th>Compa-Ratio</th><th>S55 123</th><th>\$1,414</th></th<>		2100		¢F3 700 8318	3/1/10 B	7	\$47,933	\$55.123	\$62,313			1 1	\$55,123	\$1,414	\$54,515	Compa-Ratio	S55 123	\$1,414
International and the state of the	9936 SERGEANT	2100	POLICE DEPARTMENT	\$53,709 B31P	-, -,			, ,	•							-		\$835
Same Pull-Control III 2000         PULC OPENALITY         SAME PULC OPENALITY <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1. /</td> <td></td> <td></td> <td></td> <td></td> <td>0.94</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$807</td>							1. /					0.94						\$807
BODD CONCENT         2000         POLCE DIFFICIL								,,										\$670
19:03       SOLUC OFFICEID       20:00       POLCE							1		• •			Į.						\$573
abesis         construct         c						-						1						\$573
abors         product office Ref         1200         Product office Ref						-	1					E Contraction						\$1,200
dees         Digit of Processing         2100         Processing         27119							1									•		\$573
ABBO         DUILL DIVERTIMENT         STATES ALTP         PATES         A         STATES         STATES <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td>1. 7</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$557</td></th<>							1. 7											\$557
andso         colury operation         iso         region         pix region         system         <							1					1						\$506
Inters         200         POLIC DEPARTMENT         251,877 319         477,171         8         477,38         252,23         201,23 <th< td=""><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$557</td></th<>						-												\$557
19935 POLIC CUPRENT         2000         POLIC ELVATIVES         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.01         0.01         547.00<					• •													\$1.081
1005       SUBJEAN       21.00       POULE DPARTMENT       54.018       P1       247.03       54.02       247.03       52.2       20.23       P       P       0.22       54.030       P       52.0       5							1											\$671
sector police OFICERIL         2000         POLICE DEVERTMENT         246.305         POLICE DEVERTMENT         250.40         250.40         POLICE DEVERTMENT         250.40         250.40         250.40         POLICE DEVERTMENT         250.40        250.40         250.40						-	1		• •									\$916
1935 SOLTAN POLICE         2000         POLICE EXPARTMENT         523,581         CD         POLICE OF         FALSS         STALES					• •		1					_						\$695
1555         00LC DEPARTMENT         52.024         D12         17.0678         8         16         53.00         52.00          16         52.00          52.00         52.00          52.00         52.00          52.00         52.00          52.00         52.00          52.00				• •		-	1											\$1,100
Basis         POLKE DIPARTMENT         SACADE         222         37/27         B         1         4000         544,003          0.88         540,003          0.88         540,003          0.88         540,003          0.88         540,003          0.88         540,003          0.88         540,003          0.88         540,003          540,403							1					_						\$781
BUDDE OFFICER         2100         FOLCE DEPARTMENT         552.25         2219         17/1/1         8         3         571.9         90.012         0.012         572.33          538.06         1.5%         588.06         558.05           BBST, FOLCO OFFICER         2100         FOLCE DEPARTMENT         556.05         571.05         64.003         54.003         54.003          0.98         552.33          54.003         54.003         54.003         54.003         550.05         571.05         571.05         571.05         571.05         571.05         571.05         571.05         571.05         571.05         571.05         571.05         571.05         573.05         571.15         573.05         1.5%         582.77         57.5         575.05         573.15         571.05         573.05         1.5%         583.77         57.5         575.05         573.15         573.05         1.5%         583.77         57.5         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05         575.05					• •		1					-						\$761 \$660
Bissop       DULC DPREMENT       SALES       Distance       Distance <th< td=""><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td></th<>						-												-
38380         POLIC DEFERENT         2100         POLICE DEPARTMENT         544,733         POLIC         544,733         POLIC         544,733         POLIC         544,733         POLIC         547,734         POLIC         547,735         POLIC         FORMITAINT         542,335         POLIC         PO				• •	• •		ş · ·											
1055         40000         POLICE DEPARTMENT         547,387         11,35         547,857          1         547,857          548,857          548,857          548,857          547,857          548,857          548,857          548,857          548,857          548,857          548,857          548,857          548,857          548,857          548,857         <							1											\$680
11120 EURIFY CHIEF       12100       POLICE DEPARTMENT       582,566       580,480       592,24         1       582,750       1558       583,789       553,766       553,766       553,766       553,766       553,766       553,766       553,766       553,766       553,766       553,766       553,766       555,766       553,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,766       555,756       555,766       555,766       555,756       555,766       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755       555,755					• •		1											-
Modes         POLICE OFFICERI         2100         244,643							1		• •			-						
Adds7 POLICE DEFARTMENT         S2120         POLICE DEFARTMENT         S213 B 21P         1/2/0/4         B         2         S713         S44,53          0.0         S32,33          S38,806         L55K         S37,806         S57,19         S40,831         S44,543          C0.0         S37,176         L55K         S37,66         L55K         S37,806         S57,19         S40,831         S44,543          C0.0         S32,233          S38,806         L55K         S37,806         S57,19         S40,831         S44,543          C0.0         S46,259         L55K         S38,806         S57,19         S40,033          C0.0         S46,259         L55K         S46,953         L55K         S46,952         L55K         S46,952         L55K         S46,952         L55K </td <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$1,238</td>						-	1					-						\$1,238
Mage Police OFFICER I         2100         POLICE DEPARTMENT         537,179         41/21/6         8         1         537,179         540,831         544,831          -0.85         537,119          537,676         1.5%         537,676         557,676         1.5%         537,676         557,876         1.5%         538,866         1.5%         538,866         1.5%         548,253         557           39066 POLCE OFFICER I         2100         POLICE DEPARTMENT         542,358         217,175         8         2         564,033          0.46         547,333          546,253          546,553          546,053          546,053          546,053          546,053          546,053          546,053          546,053          546,053          547,076         58         57,036         58         57,036         58         57,036         58         57,036         58         57,036         58         57,036         58         57,036         58         57,036         58         57,036         58         57,57,046         1.5%         546,533          546,533 <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td>1</td> <td></td> <td>-</td>						-	1											-
39951 POLICE OFFICER I       2100       POLICE DEPARTMENT       38,233 B21P       10/1/13       B       3       57,119       408,31       54,431        -0.92       58,233        58,806       1.5%       S8,806       55         39056 POLCE OFFICER I       2100       POLUCE DEPARTMENT       56,238       12/1/15       B       2       540,002       544,003        0.68       547,333        546,553       1.5%       546,553       557         12300       UEULE DEPARTMENT       56,193       C/2       11/1/16       C       1       544,664       562,748       70,933        0.68       547,033        546,661       1.5%       544,663       56         393455 <polce ii<="" officer="" td="">       2100       POLICE DEPARTMENT       544,568       E2P       5/1/13       8       4       540,002       544,003        0.95       544,668        543,686       1.5%       543,686       545,586       545,586       545,586       1.5%       545,586       545,586       545,586       545,586       545,586       545,586       1.5%       545,546       545,586       545,586       545,586       545,586       545,586       1.5%       5</polce>							1	•										\$573
333568 FOLCE OFFICER II       2100       POLCE DEPARTMENT       542,259       22.29       21.71/15       8       2       640,002       544,003        0.85       546,239        546,652       57.736       1.5%       546,652       57.736       1.5%       546,652       57.736       1.5%       546,653       55.733				· ·		_	1 '											\$557
3885 SERVIT       2100       POLICE DEPARTMENT       \$47,933       B31P       2/16/77       B       547,933       \$55,123       \$62,313        0.86       \$74,933        \$48,552       1.5%       \$48,552       57,036       557,037       557,					• •	-	1											\$573
JALOG MICHTENN POLICE       2100       POLICE DEPARTMENT       551,33       C/L       57,033         0.86       556,613        557,036       1.5%       557,036       58         33485 POLIC OFFICER II       2100       POLICE DEPARTMENT       554,030       C22       4/1/1       B       540,002       544,003        0.86       544,063        544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       544,663       1.5%       543,540       55         38414 POLICE OFFICER II       2100       POLICE DEPARTMENT       543,745       217,717       A       533,745       533,745        0.98       534,231        538,806       1.5%       543,805       55         40138 POLICE OFFICER II       2100       POLICE DEPARTMENT       533,745       337,717       A       533,745       533,745        0.88       538,203        534,251       15%						_	1											-
12-15       12-16       12-16       12-17       12-17       12-17       12-10       12-16       12-17 <th< td=""><td></td><td></td><td></td><td></td><td>• •</td><td>-</td><td>1</td><td></td><td>•</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$719</td></th<>					• •	-	1		•									\$719
B3748       DULCE OFFICER II       2100       POLICE DEPARTMENT       \$45,458       B22P       6/1/13       B       4       \$40,002       \$44,003       \$48,003        0.94       \$14,558        \$46,140       1.5%       \$46,140       5%       \$46,140       5%       \$46,140       5%       \$46,140       5%       \$45,368       5% <td></td> <td></td> <td></td> <td></td> <td></td> <td>_</td> <td>1</td> <td></td> <td>\$843</td>						_	1											\$843
12727       POLICE OFFICER III       2100       POLICE DEPARTMENT       \$44,698       B22P       \$1/6/11       B       6       \$40,002       \$44,003       \$40,003       \$44,698        \$44,588       \$1.5%       \$45,368       \$45,368       \$45,368       \$47,368       \$52,042         0.98       \$44,843       \$1.73       \$45,340       \$45,340       \$55,383       \$45,340       \$55,2042         0.94       \$44,843       \$1.73       \$45,340       \$1.5%       \$45,340       \$55,2042         0.93       \$43,843       \$1.73       \$45,340       \$1.5%       \$45,340       \$55,2042         0.94       \$44,843       \$1.73       \$43,806       1.5%       \$43,806       55         40383 POLICE OFFICER CADE       2100       POLICE DEPARTMENT       \$38,238       \$212       \$2/1/17       A       0       \$33,745         \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%       \$34,251       1.5%						•	1		•									\$660 \$660
38414 POLICE OFFICER II       2100       POLICE DEPARTMENT       544,670       B32P       71/13       B       4       543,86       547,705       552,042         0.94       544,843       5173       545,340       1.5%       543,340       56         40339 POLICE OFFICER II       2100       POLICE DEPARTMENT       533,745       21217       A       0       533,745       543,745        0.98       533,745        538,806       1.5%       543,251       552       552       552,042        0.98       533,745        538,806       1.5%       548,231       557       548,251       1.5%       548,251       552       552       552,23       52,233        1       548,003        1.5%       548,251       1.5%       548,723       1.5%       548,723       1.5%       548,723       557       548,620       1.5%       548,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5%       538,806       1.5% <td>38748 POLICE OFFICER II</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>***</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$682</td>	38748 POLICE OFFICER II										***							\$682
40193       POLICE OFFICER I       2000       POLICE DEPARTMENT       \$38,233       21       \$37,15       b       2       \$37,11       \$40,831       \$44,543        -0.9       \$38,233        \$38,806       1.5%       \$38,806       \$55         40183       POLICE OFFICER CADE       2100       POLICE DEPARTMENT       \$33,745       \$12P       \$2/107       A       0.9       \$38,745       \$33,745        \$38,806       1.5%       \$34,251       \$55         14216 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/10/12       B       4       \$37,119       \$40,803        1.5       \$48,003        \$48,003        1.5       \$48,003        \$48,003        1.5       \$58,010       1.5%       \$38,806       \$55         14216 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/10/12       B       4       \$37,119       \$40,803        1.5       \$55,613        \$38,806       1.5%       \$38,806       555         14302 SEPOLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,801       1.5%       \$40,703       \$55,123	12727 POLICE OFFICER II		POLICE DEPARTMENT			•	1				—							\$670
AD339       POLICE OFFICER ADE       2100       POLICE DEPARTMENT       S33,745       S33,745 <t< td=""><td>38414 POLICE OFFICER III</td><td></td><td></td><td></td><td></td><td></td><td>1</td><td>•</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\$670</td></t<>	38414 POLICE OFFICER III						1	•										\$670
House Folder Gree       Line        Line       Li	40193 POLICE OFFICER	2100		\$38,233 B21P	5/5/15 B	2												\$573
139745       POLICE OFFICER I       2100       POLICE DEPARTMENT       538,233       B21P       12/10/12       B       4       537,19       540,33       544,543        0.94       538,381       5148       538,806       1.5%       538,806       55         14213       SERGEANT       2100       POLICE DEPARTMENT       555,801       B31P       2/16/08       9       547,933       551,22       562,313        0.88       538,203        556,638       1.5%       538,806       55         14502       SERGEANT       2100       POLICE DEPARTMENT       547,933       851,12       562,313        0.88       548,508       5575       548,652       1.5%       538,806       1.5%       538,806       57         38396       POLICE DEPARTMENT       547,933       831P       4/1/1       B       5       540,002       544,003       548,033        0.96       546,207        546,900       1.5%       546,900       55         38306       POLICE DEPARTMENT       54,770       532,042        0.94       548,759        546,900       1.5%       546,900       55       541,475       546,900       55 </td <td>40839 POLICE OFFICER CADE</td> <td></td> <td>POLICE DEPARTMENT</td> <td>• •</td> <td></td> <td>-</td> <td></td> <td></td> <td>• •</td> <td></td> <td></td> <td>0.88</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$506</td>	40839 POLICE OFFICER CADE		POLICE DEPARTMENT	• •		-			• •			0.88						\$506
132103       FOLLE DEPARTMENT       255,801       BATA       BATA       FOLL       FOLL <t< td=""><td>14216 POLICE OFFICER II</td><td></td><td>POLICE DEPARTMENT</td><td>\$48,003 B22P</td><td></td><td></td><td>1</td><td></td><td></td><td></td><td></td><td>1</td><td></td><td></td><td></td><td></td><td></td><td>\$720</td></t<>	14216 POLICE OFFICER II		POLICE DEPARTMENT	\$48,003 B22P			1					1						\$720
14302       1000       POLICE DEPARTMENT       538,233       821P       12/9/15       8       1       547,119       540,803        0.88       538,233        538,806       1.5%       538,806       \$57         38396       POLICE DEPARTMENT       \$47,933       B31P       4/1/6       B       1       \$47,933       \$55,123       \$62,313        0.88       \$48,508       \$575       \$48,652       1.5%       \$48,652       \$77         38396       POLICE DEPARTMENT       \$46,207       B22P       10/1/11       B       5       \$40,002       \$44,003       \$48,003        0.96       \$46,207        \$46,900       1.5%       \$46,900       \$46,900       546,900	39745 POLICE OFFICER {	2100	POLICE DEPARTMENT	\$38,233 B21P	12/10/12 B	4	1		• •	—				\$148				\$573
14502       FOLCE DEPARTMENT       2100       POLICE DEPARTMENT       \$47,933       \$55,123       \$62,313        0.88       \$48,502       \$575       \$48,652       \$77         38396       POLICE DEPARTMENT       \$46,207       B22P       10/111       B       5       \$40,002       \$44,003       \$48,003        0.96       \$46,207        \$46,900       1.5%       \$46,900       \$66         39169       DISPATCHER       2100       POLICE DEPARTMENT       \$37,166       B23       6/16/10       B       7       \$35,298       \$41,475       \$47,652        1       \$41,475       \$43,309       \$37,723       Compa-Ratio       \$41,475       \$44,388       \$47,705       \$52,042        0.94       \$48,759        \$49,490       1.5%       \$49,490       \$49,490       \$49,490       \$49,490       \$49,490       \$49,490       \$44,493       \$44,0002       \$44,0003       \$48,003        0.94       \$45,759       \$49,490       \$57       \$49,490       \$57       \$46,161       1.5%       \$47,141       \$56       \$47,141       \$57       \$48,003        0.94       \$45,714       \$56       \$47,141       \$56       \$47,141	14213 SERGEANT	2100	POLICE DEPARTMENT	\$55,801 B31P	• •	9	1 . /				A							\$837
BR302 DRUCE OFFICER II       2100       POLCE DEPARTMENT       \$46,207       B22P       10/1/11       B       5       \$40,002       \$44,003       \$48,003        1       \$41,475       \$4,309       \$37,723       Compa-Ratio       \$41,475       \$46,900       1.5%       \$46,900       557,723       Compa-Ratio       \$41,475       \$46,900       1.5%       \$46,900       \$57,723       Compa-Ratio       \$41,475       \$46,900       1.5%       \$46,900       \$57,723       Compa-Ratio       \$41,475       \$46,900       1.5%       \$46,900       \$57,723       Compa-Ratio       \$41,475       \$40,002       \$40,002       \$44,003       \$48,003        1       \$41,475       \$4,309       \$37,723       Compa-Ratio       \$41,475       \$40,002       \$40,002       \$44,003       \$48,003        10       \$41,475       \$43,309       \$37,723       Compa-Ratio       \$41,475       \$40,002       \$44,003       \$48,003        10.94       \$48,759        \$46,161       1.5%       \$46,161       1.5%       \$46,161       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141 </td <td>40359 POLICE OFFICER (</td> <td>2100</td> <td>POLICE DEPARTMENT</td> <td>\$38,233 B21P</td> <td>12/9/15 B</td> <td>1</td> <td>1</td> <td></td> <td></td> <td></td> <td>Au 12 12 19</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>\$573</td>	40359 POLICE OFFICER (	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15 B	1	1				Au 12 12 19							\$573
39160       DISPATCHER       2100       POLICE DEPARTMENT       \$37,166       B23       6/16/10       B       7       \$35,28       \$41,475       \$43,099       \$37,723       Compa-Ratio       \$41,475       \$43,099         3B160       DISPATCHER       2100       POLICE DEPARTMENT       \$37,166       B23       6/16/10       B       7       \$35,288       \$41,475       \$47,552        1       \$41,475       \$43,309       \$37,723       Compa-Ratio       \$41,475       \$44,309       \$37,723       Compa-Ratio       \$41,475       \$44,949       1.5%       \$49,490       1.5%       \$49,490       \$47,141       \$45,499       \$47,141       \$45,499       \$47,141       \$45,499       \$47,141       \$46,161       \$45,479        \$46,161       1.5%       \$46,161       \$66,161       \$47,141       \$46,161       \$46,161       \$46,161       \$46,444       \$47,141       \$46,548       \$47,141       \$46,538       \$47,141       \$46,538       \$47,055       \$52,042        \$46,638       \$1.5%       \$46,161       \$56,54       \$47,141       \$56,548       \$47,141       \$56,564        \$46,308       \$56,543       \$47,141       \$56,564       \$47,236       \$1.5%       \$46,308       \$66,558	14502 SERGEANT	2100	POLICE DEPARTMENT	\$47,933 <b>B</b> 31P	4/1/16 B	1	\$47,933	\$55,123			Ba da 88		\$48,508	\$575				\$719
3BOD GOLINE OFFICER II       2100       POLICE DEPARTMENT       \$48,759       8/16/12       B       4       \$43,368       \$47,705       \$52,042        0.94       \$43,749        \$49,490       1.5%       \$46,161       1.5%       \$46,161       1.5%       \$46,161       1.5%       \$46,161       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$47,141       1.5%       \$46,308       1.5%       \$47,236	38396 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,207 B22P	10/1/11 B	5	1		\$48,003			0,96	\$46,207					\$693
38623 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,479       B2P       10/1/12       B       4       \$40,002       \$44,003       \$48,003        0.94       \$45,479        \$46,161       1.5%       \$46,161       \$6         38623 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,479       B2P       10/1/12       B       4       \$43,368       \$47,705       \$52,042        0.94       \$45,474        \$46,161       1.5%       \$47,141       \$6         38640 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,624       B3P       10/16/13       B       3       \$43,368       \$47,705       \$52,042        0.92       \$45,624        \$46,308       1.5%       \$46,308       \$6         15206 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$46,538       B22P       1/1/05       B       12       \$40,002       \$44,003       \$48,003         1       \$46,308       1.5%       \$46,308       56         15206 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$42,668       B23       9/3/04       B       12       \$35,298       \$41,75       \$47,652	39169 DISPATCHER	2100	POLICE DEPARTMENT	\$37,166 B23	6/16/10 B	7	\$35,298	\$41,475	\$47,652			1	\$41,475	\$4,309				\$4,309
38464 POLICE OFFICER III       2100       POLICE DEPARTMENT       \$46,444       B23P       1/1/16       B       1       \$43,368       \$47,705       \$52,042        0.88       \$46,444        \$46,308       1.5%       \$46,308       \$66         39040 POLICE OFFICER III       2100       POLICE DEPARTMENT       \$46,644       B23P       10/16/13       B       3       \$43,368       \$47,705       \$52,042        0.92       \$45,624        \$46,308       1.5%       \$46,308       \$66         15206 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$46,538       B22P       11/105       B       12       \$48,003        1       \$46,538        \$47,124       1.5%       \$47,236       1.5%       \$46,308       \$66         15206 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$46,538       B22P       11/105       B       12       \$35,298       \$41,475       \$47,652        1       \$46,308       1.5%       \$43,308       \$66         40360 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/9/15       B       1       \$37,119       \$40,831       \$44,543        <	38046 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,759 B23P	8/16/12 B	4	\$43,368	\$47,705	\$52,042			0,94	\$48,759					\$731
3904 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,624       B23P       10/16/13       B       3       \$43,368       \$47,705       \$52,042        1       \$46,308       1.5%       \$46,308       \$66       \$63         15200 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$45,624       B23P       10/16/13       B       3       \$43,368       \$47,705       \$52,042        1       \$46,308       1.5%       \$46,308       \$67,726       \$66         15210       DISPATCHER       2100       POLICE DEPARTMENT       \$44,638       B12       \$35,298       \$41,475       \$47,652        1       \$46,308       1.5%       \$43,308       \$66         40360       POLICE DEPARTMENT       \$38,233       B21P       12/9/15       B       1       \$37,119       \$40,831       \$44,543         1       \$46,308       1.5%       \$43,308       \$56         39980       POLICE DEPARTMENT       \$38,233       B21P       12/9/15       B       1       \$37,119       \$40,831       \$44,543         0.88       \$38,806       1.5%       \$38,806       55       \$38,806       55       \$38,806       55 <td>38623 POLICE OFFICER II</td> <td>2100</td> <td>POLICE DEPARTMENT</td> <td>\$45,479 B22P</td> <td>10/1/12 B</td> <td>4</td> <td>\$40,002</td> <td>\$44,003</td> <td>\$48,003</td> <td></td> <td></td> <td>0.94</td> <td>\$45,479</td> <td></td> <td>\$46,161</td> <td>1.5%</td> <td></td> <td>\$682</td>	38623 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,479 B22P	10/1/12 B	4	\$40,002	\$44,003	\$48,003			0.94	\$45,479		\$46,161	1.5%		\$682
15206 POLICE OFFICER II       2100       POLICE DEPARTMENT       \$46,538       B22P       1/1/05       B       12       \$40,002       \$44,003       \$48,003        1       \$46,538        \$47,236       1.5%       \$47,236       \$66       \$67,236       \$47,236       1.5%       \$47,236       \$66       \$66       \$67,236       \$1521       \$1521       \$1521       \$1521       \$1200       POLICE DEPARTMENT       \$42,668       B23       9/3/04       B       12       \$35,298       \$41,475       \$47,652        1       \$42,668        \$43,308       1.5%       \$43,308       \$66         40360       POLICE DEPARTMENT       \$38,233       B21P       12/9/15       B       1       \$37,119       \$40,831       \$44,543         0.88       \$38,203        \$38,806       1.5%       \$43,308       \$55         39980       POLICE DEPARTMENT       \$38,233       B21P       12/16/12       B       4       \$37,119       \$40,831       \$44,543         0.94       \$38,806       1.5%       \$38,806       55         39980       POLICE DEPARTMENT       \$38,233       B21P       12/16/12       B       4 </td <td>38464 POLICE OFFICER III</td> <td>2100</td> <td>POLICE DEPARTMENT</td> <td>\$46,444 B23P</td> <td>1/1/16 B</td> <td>1</td> <td>\$43,368</td> <td>\$47,705</td> <td>\$52,042</td> <td>*****</td> <td></td> <td>0.88</td> <td>\$46,444</td> <td></td> <td>\$47,141</td> <td>1.5%</td> <td>\$47,141</td> <td>\$697</td>	38464 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$46,444 B23P	1/1/16 B	1	\$43,368	\$47,705	\$52,042	*****		0.88	\$46,444		\$47,141	1.5%	\$47,141	\$697
15231 DISPATCHER       2100       POLICE DEPARTMENT       \$42,668       B23       9/3/04       B       12       \$35,298       \$41,475       \$47,652        1       \$42,668        \$43,308       1.5%       \$43,308       \$6         40360 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/9/15       B       1       \$37,119       \$40,831       \$44,543        0.88       \$38,233        \$38,806       1.5%       \$38,806       \$55         39980 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/16/12       B       4       \$37,119       \$40,831       \$44,543        0.94       \$38,806       1.5%       \$38,806       \$55         40194 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       5/7/15       B       2       \$37,119       \$40,831       \$44,543        0.94       \$38,806       1.5%       \$38,806       \$55         40194 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       5/7/15       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,806       1.5%	39040 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,624 B23P	10/16/13 B	3	\$43,368	\$47,705	\$52,042	****		0.92	\$45,624					\$684
40360 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/9/15       B       1       \$37,119       \$40,831       \$44,543        0.88       \$38,233        \$38,806       1.5%       \$38,806       \$55         39980 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/16/12       B       4       \$37,119       \$40,831       \$44,543        0.94       \$38,806       1.5%       \$38,806       \$55         40194 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       5/7/15       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806       \$55         40194 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       5/7/15       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806       \$55         40194 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       \$7/15       B       2       \$37,119       \$40,831       \$44,543        0.9	15206 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,538 B22P	1/1/05 B	12	\$40,002	\$44,003	\$48,003			1	\$46,538		\$47,236	1.5%		\$698
39980 POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       12/16/12       B       4       \$37,119       \$40,831       \$44,543        0.94       \$38,381       \$148       \$38,806       1.5%       \$38,806       \$5         40194       POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       5/7/15       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806       \$5         40194       POLICE OFFICER I       2100       POLICE DEPARTMENT       \$38,233       B21P       5/7/15       B       2       \$37,119       \$40,831       \$44,543        0.9       \$38,233        \$38,806       1.5%       \$38,806       \$5	15231 DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	9/3/04 B	12	\$35,298	\$41,475	\$47,652			1	\$42,668		\$43,308	1.5%	\$43,308	\$640
40194 POLICE OFFICER I 2100 POLICE DEPARTMENT \$38,233 B21P 5/7/15 B 2 \$37,119 \$40,831 \$44,543 0.9 \$38,233 \$38,806 1.5% \$38,806 \$5	40360 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15 B	1	\$37,119	\$40,831	\$44,543			0.88	\$38,233					\$573
	39980 POLICE OFFICER	2100	POLICE DEPARTMENT	\$38,233 B21P	12/16/12 B	4	\$37,119	\$40,831	\$44,543			0.94	\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
	40194 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/7/15 B	2	\$37,119	\$40,831	\$44,543			0.9	\$38,233		\$38,805	1.5%	\$38,806	\$573
15527 SERGEANT 2100 POLICE DEPARTMENT \$62,224 B31P 4/1/95 B 22 \$47,933 \$55,123 \$62,313 1 \$62,224 \$63,157 1.5% \$63,157 \$9						22	\$47,933	\$55,123	\$62,313			1	\$62,224		\$63,157	1.5%	\$63,157	\$933
15612 POLICE OFFICER III 2100 POLICE DEPARTMENT \$48,157 823P 10/1/08 B 8 \$43,368 \$47,705 \$52,042 1 \$48,157 \$48,879 1.5% \$48,879 \$7	15612 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,157 823P	10/1/08 B	8	\$43,368	\$47,705	\$52,042			1	\$48,157		\$48,879	1.5%	\$48,879	\$722
		2100	POLICE DEPARTMENT	\$44,235 823P	7/1/16 B	1	\$43,368	\$47,705	\$52,042			0,88	\$44,235		\$44,899	1.5%	\$44,899	\$664

40904 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16	А	0	\$33,745 \$3	33,745	\$33,745			0.88	\$33,745		\$34,251	1.5%	\$34,251	\$506
15724 SERGEANT	2100	POLICE DEPARTMENT	\$48,838 B31P	1/1/16	₿	1	\$47,933 \$5	5,123	\$62,313			0.88	\$48,838		\$49,571	1.5%	\$49,571	\$733
38377 ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$36,914 B22	8/16/06	8	10	\$33,113 \$3	88,908	\$44,703			1	\$38,908	\$1,994	\$37,468	Compa-Ratio	\$38,908	\$1,994
16212 DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$49,268 B31	6/3/04	В	13	\$40,757 \$4	7,889	\$55,022			1	\$49,268		\$50,007	1.5%	\$50,007	\$739
40017 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	2/16/14	В	3	\$35,298 \$4	1,475	\$47,652			0.92	\$38,157	\$1,800	\$36,902	Compa-Ratio	\$38,157	\$1,800
39776 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	3/1/13	В	4	\$35,298 \$4	1,475	\$47,652			0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
16219 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,781 B23P	7/15/10	В	6	\$43,368 \$4	7,705	\$52,042			0.98	\$46,751	\$970	\$46,468	Compa-Ratio	\$46,751	\$970
38047 SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	10/16/15	В	1	\$47,933 \$5	5,123	\$62,313			0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
40456 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/21/16	в	1	\$37,119 \$40	0,831	\$44,543			0.88	\$37,119		\$37,676	1.5%	\$37,676	\$557
20254 DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$44,800 B31			3	\$40,757 \$4	7,889	\$55,022	****		0.92	\$44,800		\$45,472	1.5%	\$45,472	\$672
36529 SERGEANT	2100	POLICE DEPARTMENT	\$54,143 B31P		8	4	\$47,933 \$5		\$62,313			0.94	\$54 143		\$54,955	1.5%	\$54,955	\$812
38815 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,458 823P			3			\$52,042	****		0.92	\$45,458		\$46,140	1.5%	\$46,140	\$682
39719 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	3/16/17					\$52,042			0.86	\$44,235		\$44,899	1.5%	\$44,899	\$664
17705 SERGEANT	2100	POLICE DEPARTMENT	\$52,051 B31P						\$62,313		1-11-11	0.92	\$52,051		\$52,832	1,5%	\$52,832	\$781
40088 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P			i			\$44,543			0.9	\$38,233		\$38,806	1,5%	\$32,832 \$38,806	\$573
40674 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P			_			\$44,543			0.86	\$37,119		\$37,676		\$37,676	\$557
40539 DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 B23									1				1.5%		
	2100			1/1/16					\$47,652			0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
18173 POLICE OFFICER II		POLICE DEPARTMENT	\$47,534 B22P						\$48,003			1	\$47,534		\$48,247	1.5%	\$48,247	\$713
18157 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	7/8/95			• • • • •	•	\$48,003			1	\$48,003		\$48,723	1.5%	\$48,723	\$720
40675 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/16/16			• • •		\$44,543	<b>.</b>		0.88	\$37,119		\$37,676	1.5%	\$37,676	\$557
39931 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P		-	1			\$44,543			0.92	\$38,233	****	\$38,806	1.5%	\$38,806	\$573
18435 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,902 B23P	- <b>1</b> = -					\$52,042			1	\$51,902	*****	\$52,681	1.5%	\$52,681	\$779
18436 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	,,					\$48,003			1	\$47,534	****	\$48,247	1.5%	\$48,247	\$713
38210 DISPATCHER	2100	POLICE DEPARTMENT	\$41,799 B23	1/16/06	В	1	\$35,298 \$41	1,475	\$47,652			1	\$41,799		\$42,426	1.5%	\$42,426	\$627
18438 LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$59,275 C42P	8/1/11	С	5	\$54,564 \$62	2,748	\$70,933			0.94	\$59,275		\$60,164	1.5%	\$60,164	\$889
18416 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 B22P	1/1/08	8	9	\$40,002 \$44	4,003	\$48,003			1	\$47,534		\$48,247	1.5%	\$48,247	\$713
40457 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	7/1/15	В	2	\$37,119 \$40	0,831 3	\$44,543			0.9	\$37,119		\$37,676	1.5%	\$37,676	\$557
39532 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 821P	3/1/17	В	D	\$37,119 \$40	0,831	\$44,543			0.86	\$38,233		\$38,806	1.5%	\$38,806	\$573
39247 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	5/16/15	В	2	\$43,368 \$47	7,705	\$52,042			0.9	\$44,670	****	\$45,340	1.5%	\$45,340	\$670
18463 LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$55,798 C42P	11/16/15	С	1	\$54,564 \$62	2,748	\$70,933			0.86	\$55,798		\$56,635	1.5%	\$56,635	\$837
39950 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	6/29/14	В	3	\$37,119 \$40	0,831 ;	\$44,543			0.92	\$38,233	****	\$38,806	1.5%	\$38,806	\$573
40767 GRDS & FAC MTN ASS	2100	POLICE DEPARTMENT	\$28,996 A13	5/1/16	A	1	\$28,996 \$33	3,345	\$37,694			0.9	\$30,011	\$1,015	\$29,431	Compa-Ratio	\$30,011	\$1,015
17462 DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	3/8/04	B	3	\$35,298 \$41	1,475	\$47,652			1	\$42,668		\$43,308	1.5%	\$43,308	\$640
38018 MATERIALS MANAGEI	2100	POLICE DEPARTMENT	\$41,877 B23		В	1			\$47,652			0.88	\$41,877		\$42,505	1.5%	\$42,505	\$628
39303 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P		В				\$52,042			0.9	\$44,670		\$45,340	1.5%	\$45,340	\$670
18929 LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$60,953 C42P						\$70,933			0.86	\$60,953		\$61,867	1.5%	\$61,867	\$914
18912 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,137 B23P					· ·	\$52,042			1	\$51,137		\$51,904	1.5%	\$51,904	\$767
40197 DISPATCHER	2100	POLICE DEPARTMENT	\$37,423 B23						\$47,652			_	\$37,423	****	\$37,984	1.5%	\$37,984	\$561
38465 SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	11/1/16					\$62,313			0.86	\$47,933	****	\$48,652	1.5%	\$48,652	\$719
40220 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 821P	7/22/15					\$44,543			0.88	\$38,233		\$38,806	1.5%	\$48,832 \$38,806	\$573
39643 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23						\$47,652					\$3,459				
40494 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P						\$44,543			1	\$39,816	,,439 ,	\$36,902	Compa-Ratio	\$39,816 ¢27.676	\$3,459
19734 ADMINISTRATIVE SUP	2100		•									0.88	\$37,119		\$37,676	1.5%	\$37,676	\$557
		POLICE DEPARTMENT	\$43,582 B23	12/16/08	-				\$47,652			1	\$43,582		\$44,236	1.5%	\$44,236	\$654
38650 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,458 B22P	,.,					\$48,003			1	\$45,458		\$46,140	1.5%	\$46,140	\$682
39679 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/26/13					\$44,543				\$38,381	\$148	\$38,806	1.5%	\$38,806	\$573
40843 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P						\$33,745			0,88	\$33,745		\$34,251	1.5%	\$34,251	\$506
40676 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	-				\$44,543				\$37,119		\$37,676	1.5%	\$37,676	\$557
40842 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	2/21/17	A	)	\$33,745 \$33	3,745 \$	\$33,745			0,88	\$33,745		\$34,251	1.5%	\$34,251	\$506
38668 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$45,458 B22P	3/1/13	8	4	\$40,002 \$44	4,003 \$	\$48,003			0,94	\$45,458		\$46,140	1.5%	\$46,140	\$682
39243 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	12/1/15		1	\$43,368 \$47	7,705 \$	\$52,042			0.88	\$43,368		\$44,019	1.5%	\$44,019	\$651
20307 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,536 B23P	8/15/02	B 1	4	\$43,368 \$47	7,705 \$	\$52,042			1	\$51,536		\$52,309	1.5%	\$52,309	\$773
40187 POLICE OFFICER	2100	POLICE DEPARTMENT	\$38,233 B21P	5/7/15	В	2	\$37,119 \$40	0,831 \$	\$44,543			0,9	\$38,233		\$38,806	1.5%	\$38,806	\$573
20312 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,166 B22P	3/1/09	В	3	\$40,002 \$44	4,003 \$	\$48,003			1	\$47,166		\$47,873	1.5%	\$47,873	\$707
39067 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$46,516 B23P	3/1/14	В	3	\$43,368 \$47	7,705 \$	\$52,042			0.92	\$46,516		\$47,214	1.5%	\$47,214	\$698
39639 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	8/1/15	В	L   1	\$43,368 \$47	7,705 \$	\$52,042				\$43,368		\$44,019	1.5%	\$44,019	\$651
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40458 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/25/16	8	1		\$40,831	\$44,543				\$37,119		\$37,676	1.5%	\$37,676	\$557
38855 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$48,176 B22P	12/1/15	8	1	\$40,002	\$44,003	\$48,003		\$173	0.88	\$48,176		\$48,899	1.5%	\$48,899	\$723
21556 SERGEANT	2100	POLICE DEPARTMENT	\$52,202 B31P	8/1/11	8	5	\$47,933	\$55,123	\$62,313			0.96	\$52,918	\$716	\$52,985	1.5%	\$52,985	\$783
21586 SERGEANT	2100	POLICE DEPARTMENT	\$61,084 B31P	12/15/01	8	15	1	\$55,123	\$62,313			1	\$61,084		\$62,000	1.5%	\$62,000	\$916
40905 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	533,745 A12P	9/1/16	А	0	\$33,745	\$33,745	\$33,745			0.88	\$33,745		\$34,251	1.5%	\$34,251	\$506
21624 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$47,534 822P	7/1/08	8	9	\$40,002	\$44,003	\$48,003			1	\$47,534	—	\$48,247	1.5%	\$48,247	\$713
21802 SERGEANT	2100	POLICE DEPARTMENT	\$61,705 831P	10/29/98	8	18	\$47,933	\$55,123	\$62,313			1	\$61,705	—	\$62,631	1.5%	\$62,631	\$926
40195 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/5/15	В	2	\$37,119	\$40,831	\$44,543			0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
22346 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$49,008 B23P	5/15/11	В	6	\$43,368	\$47,705	\$52,042	*		0.98	\$49,008		\$49,743	1.5%	\$49,743	\$735
39932 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/28/14	8	3	\$37,119	\$40,831	\$44,543			0.92	\$38,233		\$38,806	1.5%	\$38,806	\$573
22349 ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$41,529 B23	11/1/14	В	2	\$35,298	\$41,475	\$47,652			0.9	\$41,529		\$42,152	1.5%	\$42,152	\$623
40218 EVIDENCE CUSTODIAN	2100	POLICE DEPARTMENT	\$35,298 B23	8/1/16	В	0	\$35,298	\$41,475	\$47,652			0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
22527 DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	3/31/04	В	13	\$35,298	\$41,475	\$47,652			1	\$42,668		\$43,308	1.5%	\$43,308	\$640
40189 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/5/15	в	2	\$37,119	\$40,831	\$44,543			0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
39487 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	9/1/16	в	0	\$43,368	\$47,705	\$52,042		—	0.86	\$43,368		\$44,019	1.5%	\$44,019	\$651
39488 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$43,368 B23P	7/1/16	в	1	\$43,368	\$47,705	\$52,042		—	0.88	\$43,368		\$44,019	1.5%	\$44,019	\$651
39779 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	7/1/16	в	1	\$43,368	\$47,705	\$52,042			0.88	\$44,235		\$44,899	1.5%	\$44,899	\$664
40382 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	9/16/15	В	1	\$37,119	\$40,831	\$44,543			0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
39034 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,605 B23P	8/1/13	в	3	\$43,368	\$47,705	\$52,042			0.92	\$45,605		\$46,289	1.5%	\$46,289	\$684
22923 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	1/10/93	в	24	\$40,002	\$44,003	\$48,003			1	\$48,003		\$48,723	1.5%	\$48,723	\$720
22950 SERGEANT	2100	POLICE DEPARTMENT	\$53,604 B31P	11/16/15	В	1	\$47,933	\$55,123	\$62,313			0.88	\$53,604		\$54,408	1.5%	\$54,408	\$804
40677 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	В	0	\$37,119	\$40,831	\$44,543			0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
23004 SERGEANT	2100	POLICE DEPARTMENT	\$53,529 B31P	9/1/10	В	6	\$47,933	\$55,123	\$62,313			0.98	\$54,021	\$492	\$54,332	1.5%	\$54,332	\$803
23208 SERGEANT	2100	POLICE DEPARTMENT	\$55,806 B31P	11/1/08	B	8	\$47,933	\$55,123	\$62,313			1	\$55,806		\$56,643	1.5%	\$56,643	\$837
38049 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,256 B23P	2/16/08	В	9	\$43,368	\$47,705	\$52,042		****	1	\$48,256		\$48,980	1.5%	\$48,980	\$724
21156 ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$43,846 B23	7/1/14	в	з	\$35,298	\$41,475	\$47,652			0.92	\$43,846		\$44,504	1.5%	\$44,504	\$658
40365 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/21/15	В	1	\$37,119	\$40,831	\$44,543			0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
23944 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,165 B22P	5/1/09	в	8	\$40,002	\$44,003	\$48,003			1	\$47,166		\$47,873	1.5%	\$47,873	\$707
39501 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P		в	0	\$40,002	\$44,003	\$48,003			0.86	\$44,003		\$44,663	1.5%	\$44,663	\$660
23925 DEPUTY CHIEF	2100	POLICE DEPARTMENT	\$82,451 D61P	2/16/08	Ð	9	\$65,666	\$80,439	\$95,214			1	\$82,451		\$83,688	1.5%	\$83,688	\$1,237
23931 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,536 B23P	12/1/03	в	13	\$43,368	\$47,705	\$52,042			1	\$51,536		\$52,309	1.5%	\$52,309	\$773
24054 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$51,536 B23P		в	15	\$43,368	\$47,705	\$52,042			1	\$51,536		\$52,309	1.5%	\$52,309	\$773
39302 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	9/1/14	в	2	\$43,368	\$47,705	\$52,042			0,9	\$44,670		\$45,340	1.5%	\$45,340	\$670
38983 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,613 B23P	1/1/13	В	4	\$43,368	\$47,705	\$52,042			0.94	\$45,613		\$46,297	1.5%	\$46,297	\$684
24810 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P		в	17	\$40,002	\$44,003	\$48,003			1	\$48,003		\$48,723	1.5%	\$48,723	\$720
40459 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/23/16	в	1	S37.119	\$40,831	\$44,543			0.88	\$37,119		\$37,676	1.5%	\$37,676	\$557
39721 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,235 B23P	7/1/16	в	1	S43.368	\$47,705	\$52,042			0.88	\$44,235		\$44,899	1.5%	\$44,899	\$664
38406 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$35,794 821		8	10	\$30,929	\$36,342	\$41,755			1	\$36,342	\$548	\$36,331	Compa-Ratio	\$36,342	\$548
24629 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P		8	23	S40.002	\$44,003	\$48,003			1	\$48,003		\$48,723	1.5%	\$48,723	\$720
24649 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,088 B23P	10/1/11	8	5		\$47,705	\$52,042			0.96	\$49,088		\$49,824	1.5%	\$49,824	\$736
40633 DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 823	2/1/16		1	\$35,298	\$41,475	\$47,652			0.88	\$36,498	\$1,200	\$35,827	Compa-Ratio	\$36,498	\$1,200
39500 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	12/1/16		0	\$40,002	\$44,003	\$48,003			0.86	\$44,003		\$44,663	1.5%	\$44,663	\$660
40211 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	3/24/15		2	1	\$40,831	\$44,543			0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
26118 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$40,114 821		в	19	\$30,929	\$36,342	\$41,755			1	\$40,114		\$40,716	1.5%	\$40,716	\$602
26144 SERGEANT	2100	POLICE DEPARTMENT	\$60,516 B31P	5/1/02		15	\$47,933	\$55,123	\$62,313			1	\$60,516		\$61,424	1.5%	\$61,424	\$908
38825 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,458 B23P		8	3	1	\$47,705	\$52,042			0.92	\$45,458		\$46,140	1.5%	\$46,140	\$682
40222 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 821P		8	1	\$37,119	\$40,831	\$44,543			0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
26219 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,655 B23P	9/1/12	-	4	\$43,368	\$47,705	\$52,042			0,94	\$48,655		\$49,385	1.5%	\$49,385	\$730
39371 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	5/1/16		1	1	\$44,003	\$48,003			0,88	\$44,003		\$44,663	1.5%	\$44,663	\$660
40496 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	4/27/16		1	\$37,119	\$40,831	\$44,543			0.88	\$37,119		\$37,676	1.5%	\$37,676	\$557
40496 POLICE OFFICER T	2100	POLICE DEPARTMENT	\$33,745 A12P		A	Ô		\$33,745	\$33,745			0.88	\$33,745		\$34,251	1.5%	\$34,251	\$506
38418 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$32,640 B21	7/1/12		5	1	\$36,342	\$41,755			0.96	\$34,888	\$2,248	\$33,130	Compa-Ratio	\$34,888	\$2,248
	2100	POLICE DEPARTMENT	\$43,948 B31		р В	2	\$40,757	\$47.889	\$41,733 \$55,022			0.9	\$43,948		\$44,607	1.5%	\$44,607	\$659
27112 DISPATCH SUPERVISO	2100	POLICE DEPARTMENT	\$36,357 B23		В	4	\$35,298	\$47,685 \$41,475	\$33,022 \$47,652			0.94	\$38,987	\$2,630	\$36,902	Compa-Ratio	\$38,987	\$2,630
39777 DISPATCHER	2100			3/1/13	-	4	1					Ł	\$38,233	\$2,030	\$38,805	1.5%	\$38,806	\$573
40089 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/22/14	D	~	1 227,113	-,-,0,0,r	244,243			1 0.5	قدف شکر ت ک کې		000,000	1.070	200,000	4-10 L

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40379 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15 B	1	\$37,119		\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
38621 SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	4/30/16 B	1	\$47,933	\$55,123	\$62,313		 0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
27639 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,089 B23P	12/16/08 B	8	\$43,368	\$47,705	\$52,042	****	 1	\$48,089		\$48,810	1.5%	\$48,810	\$721
38812 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,818 B23P	2/16/13 B	4	\$43,368	\$47,705	\$52,042		 0.94	\$44,843	\$25	\$45,490	1.5%	\$45,490	\$672
40090 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/19/14 B	2	\$37,119	\$40,831	\$44,543		 0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
38661 DISPATCHER	2100	POLICE DEPARTMENT	\$39,981 B23	1/2/08 B	9	\$35,298	\$41,475	\$47,652		 1	\$41,475	\$1,494	\$40,581	Compa-Ratio	\$41,475	\$1,494
27654 SERGEANT	2100	POLICE DEPARTMENT	\$61,085 B31P	12/15/01 B	15	\$47,933	\$55,123	\$62,313		 1	\$61,085		\$62,001	1.5%	\$62,001	\$916
28305 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,745 B23P	11/3/05 B	11	\$43,368	\$47,705	\$52,042		 1	\$50,745		\$51,506	1.5%	\$51,506	\$761
28310 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,663 B22P	1/1/08 8	9	\$40,002	\$44,003	\$48,003		 1	\$46,663		\$47,363	1.5%	\$47,363	\$700
28352 SERGEANT	2100	POLICE DEPARTMENT	\$54,498 B31P	10/1/09 B	7	\$47,933	\$55,123	\$62,313		 1	\$55,123	\$625	\$55,315	1.5%	\$55,315	\$817
29011 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,182 B23P	10/16/06 B	10	\$43,368	\$47,705	\$52,042		 1	\$50,182	••••	\$50,935	1.5%	\$50,935	\$753
40190 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/11/15 B	2	\$37,119	\$40,831	\$44,543		 0.9	\$38,233		\$38,806	1,5%	\$38,806	\$573
38192 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,804 B23P	12/15/12 B	4	\$43,368	\$47,705	\$52,042		 0.94	\$47,804		\$48,521	1.5%	\$48,521	\$717
40678 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16 B	C	\$37,119	\$40,831	\$44,543		 0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
40183 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	1/29/15 B	2	\$37,119	\$40,831	\$44,543		 0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
29829 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$48,003 B22P	8/8/99 B	17	\$40,002	\$44,003	\$48,003		 1	\$48,003		\$48,723	1.5%	\$48,723	\$720
38221 SERGEANT	2100	POLICE DEPARTMENT	\$49,371 B31P	5/1/14 8	3	\$47,933	\$55,123	\$62,313		 0.92	\$50,713	\$1,342	\$50,112	Compa-Ratio	\$50,713	\$1,342
29861 SERGEANT	2100	POLICE DEPARTMENT	\$49,371 B31P	6/15/13 B	4	\$47,933	\$55,123	562,313		 0.94	\$51,816	\$2,445	\$50,112	Compa-Ratio	\$51,816	\$2,445
22949 ADMINISTRATIVE SUP	2100	POLICE DEPARTMENT	\$46,749 B23	7/1/14 B	3	\$35,298	\$41,475	\$47,652		 0.92	\$46,749		\$47,450	1.5%	\$47,450	\$701
30652 CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$73,367 C51P	2/16/08 C	9	\$61,156	\$70,330	579,504		 1	\$73,367		\$74,468	1.5%	\$74,468	\$1,101
30813 DISPATCHER	2100	POLICE DEPARTMENT	\$42,668 B23	1/16/04 B	13	\$35,298	\$41,475	\$47,652		 1	\$42,668		\$43,308	1.5%	\$43,308	\$640
39378 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	5/1/11 B	6	\$40,002	\$44,003	\$48,003		 0.98	\$44,003		\$44,663	1.5%	\$44,663	\$660
40416 DISPATCHER	2100	POLICE DEPARTMENT	\$36,357 B23	6/1/15 B	2		\$41,475	\$47,652		 0.9	\$37,328	\$971	\$36,902	Compa-Ratio	\$37,328	\$971
39037 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,605 BZ3P	8/1/13 B	3	\$43,368	\$47,705	\$52,042		 0.92	\$45,605		\$46,289	1.5%	\$46,289	\$684
40362 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	5/1/16 8	1		\$40,831	\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
40223 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	7/22/15 B	1	\$37,119	\$40,831	\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
38590 SERGEANT	2100	POLICE DEPARTMENT	\$47,933 B31P	11/1/15 B	1		\$55,123	\$62,313		 0.88	\$48,508	\$575	\$48,652	1.5%	\$48,652	\$719
31427 CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$73,509 C51P	2/16/08 C	9		\$70,330	\$79,504		 1	\$73,509		\$74,612	1.5%	\$74,612	\$1,103
31612 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$50,503 B23P	5/15/11 B	6		\$47,705	\$52,042		 0.98	\$50,503		\$51,261	1.5%	\$51,261	\$758
39250 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	10/1/14 B	2		\$47,705	\$52,042		 0.9	\$44,670		\$45,340	1.5%	\$45,340	\$670
40361 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 821P	12/13/15 B	1		\$40,831	\$44,543		 0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
40930 DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 823	9/1/16 B	0		\$41,475	\$47,652		 0.86	\$35,669	\$371	\$35,827	1.5%	\$35,827	\$529
39450 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$44,670 B23P	10/1/14 B	2		\$47,705	\$52,042		 0.9	\$44,670		\$45,340	1.5%	\$45,340	\$670
31943 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,220 B23P	1/1/16 B	1		\$47,705	\$52,042		 0.88	\$45,220		\$45,898	1.5%	\$45,898	\$678
38244 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$46,300 B22P	3/16/13 8	4	1	\$44,003	\$48,003		 0.94	\$46,300		\$46,995	1.5%	\$46,995	\$694
38281 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$43,574 B22P	5/16/11 B	6		\$44,003	\$48,003		 0.98	\$43,574		\$44,228	1.5%	\$44,228	\$654
32402 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,591 B23P	9/1/13 B	3	1	\$47,705	\$52,042			\$49,591		\$50,335	1.5%	\$50,335	\$744
39168 DOMESTIC VIOLENCE	2100	POLICE DEPARTMENT	\$40,559 B23	6/16/10 B	7		\$41,475	\$47,652		 1	\$41,475	\$916	\$41,167	Compa-Ratio	\$41,475	\$916
32520 SERGEANT	2100	POLICE DEPARTMENT	\$50,086 B31P	7/1/16 B	1		\$55,123	\$62,313		 0.88	\$50,086		\$50,837	1.5%	\$50,837	\$751
40840 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	2/17/17 B	0		\$40,831	\$44,543		 0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
40092 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/20/14 B	2			\$44,543		 0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
39301 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	10/16/11 B	5		\$40,831	\$44,543			\$39,198	\$965	\$38,806	Compa-Ratio	\$39,198	\$965
33028 CAPTAIN POLICE	2100	POLICE DEPARTMENT	\$68,720 C51P	8/1/11 C	5		\$70,330	\$79,504		 0.94	\$68,720		\$69,751	1.5%	\$69,751	\$1,031
38620 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,539 B23P	4/1/11 B	6		\$47,705	\$52,042			\$46,751	\$1,212	\$46,222	Compa-Ratio	\$46,751	\$1,031
40679 POLICE OFFICER	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16 8	õ		\$40,831	\$44,543			\$37,119	₽1,212 	\$37,676	1.5%	\$37,676	\$557
39331 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	7/22/15 8	1		\$40,831	\$44,543	****		\$38,233		\$38,806	1.5%	\$38,806	\$573
40009 GRDS & FAC MTN ASS	2100	POLICE DEPARTMENT	\$29,866 A13	2/1/14 A	3			\$37,694			\$31,344	\$1,478	\$30,314	Compa-Ratio	\$31,344	
33735 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$48,242 B23P	5/1/08 B	9		\$47,705	\$52,042	****	 1	\$48,242	J1,478	\$48,966	1.5%		\$1,478
33831 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$49,262 B23P	11/1/14 B	9 2	1 C C	\$47,703 \$47,705	\$52,042 \$52,042		 0.9	\$48,242 \$49,262		\$48,966 \$50,001	1.5%	\$48,966 \$50,001	\$724
38051 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,803 B23P	11/1/14 B	0		\$47,703 \$47,705	\$52,042 \$52,042	****		\$49,262 \$47,803		\$50,001 \$48,520		\$50,001 \$48,500	\$739
38195 SERGEANT	2100	POLICE DEPARTMENT	\$50,051 B31P	5/1/14 B	3		\$55,123	\$62,313						1.5%	\$48,520 \$50,800	\$717
40895 POLICE OFFICER CADE	2100	POLICE DEPARTMENT	\$33,745 A12P	9/1/16 A	5 0		\$33,745	\$33,745			\$50,713 \$33,745	\$662 	\$50,802	1.5%	\$50,802 \$24,251	\$751 ¢roc
39377 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	5/1/16 A	1		\$33,745 \$44,003	\$33,745 \$48,003			\$33,745 \$44,003		\$34,251 \$44,663	1.5%	\$34,251 \$44,662	\$506 ¢cca
40648 DISPATCHER	2100	POLICE DEPARTMENT	\$35,298 823	3/1/16 B	1		\$44,003 \$41,475	\$48,003 \$47,652						1.5%	\$44,663 \$26,408	\$660
34639 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$47,534 822P	8/16/08 B	8	\$40,002		\$48,003			\$36,498 \$47,534	\$1,200	\$35,827 \$48,247	Compa-Ratio 1.5%	\$36,498 \$48,247	\$1,200
54555 FOELCE OFFICERIE	2100	I OLICE DEL MATIMENT	9477034 UZZE	0/10/00 B	o	1 240,002	944,003	940,003		 1 1	947,354		/ 24م,444	1.5%	\$48,247	\$713

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34937 LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$62,324 C42P	2/16/08	С	9	<b>*</b>	\$62,748	\$70,933			1	\$62,748	\$424	\$63,259	1.5%	\$63,259	\$935
39427 MATERIALS MANAGE	2100	POLICE DEPARTMENT	\$36,357 B23	6/1/11	8	6		\$41,475	\$47,652		<b>2 . . . . .</b>	0.98	\$40,646	\$4,289	\$36,902	Compa-Ratio	\$40,646	\$4,289
35101 SERGEANT	2100	POLICE DEPARTMENT	\$61,705 B31P	11/30/04	В	12	1 1	\$55,123	\$62,313			1	\$61,705		\$62,631	1.5%	\$62,631	\$926
40681 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$37,119 B21P	10/27/16	в	0	\$37,119	\$40,831	\$44,543			0.86	\$37,119		\$37,676	1.5%	\$37,676	\$557
40387 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/9/15	в	1	\$37,119	\$40,831	\$44,543			0.88	\$38,233		\$38,806	1.5%	\$38,806	\$573
39369 POLICE OFFICER II	2100	POLICE DEPARTMENT	\$44,003 B22P	5/1/16	В	1	\$40,002	\$44,003	\$48,003	*		0,88	\$44,003		\$44,663	1.5%	\$44,663	\$660
27307 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$36,342 821	8/1/15	В	1	\$30,929	\$36,342	\$41,755			0,88	\$36,342		\$36,887	1.5%	\$36,887	\$545
38162 EVIDENCE CUSTODIAN	2100	POLICE DEPARTMENT	\$41,877 B23	7/12/05	В	11	\$35,298	\$41,475	\$47,652			1	\$41,877		\$42,505	1.5%	\$42,505	\$628
39851 ADMIN SUPPORT REC	2100	POLICE DEPARTMENT	\$31,858 B21	5/1/13	В	4	\$30,929	\$36,342	\$41,755			0,94	\$34,161	\$2,303	\$32,336	Compa-Ratio	\$34,161	\$2,303
40093 POLICE OFFICER I	2100	POLICE DEPARTMENT	\$38,233 B21P	12/22/14	В	2	\$37,119	\$40,831	\$44,543			0.9	\$38,233		\$38,806	1.5%	\$38,806	\$573
36229 LIEUTENANT POLICE	2100	POLICE DEPARTMENT	\$58,093 C42P	6/15/13	С	4	\$54,564	\$62,748	\$70,933		****	0.92	\$58,093		\$58,964	1.5%	\$58,964	\$871
39069 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,624 B23P	9/16/13	В	3	\$43,368	\$47,705	\$52,042			0.92	\$45,624		\$46,308	1.5%	\$46,308	\$684
36535 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$45,804 B23P	2/1/11	8	6	\$43,368	\$47,705	\$52,042			0.98	\$46,751	\$947	\$46,491	Compa-Ratio	\$46,751	\$947
36544 POLICE OFFICER III	2100	POLICE DEPARTMENT	\$47,193 B23P	1/1/10	8	7	\$43,368	\$47,705	\$52,042	******		1	\$47,705	\$512	\$47,901	1.5%	\$47,901	\$708
38871 SENIOR PURCHASING	1518	PURCHASING OFFICE	\$45,125 832	4/1/16		1	\$45,125	\$53,022	\$60,918		·	0.88	\$46,659	\$1,534	\$45,802	Compa-Ratio	\$46,659	\$1,534
32819 PURCHASING SUPERV	1518	PURCHASING OFFICE	\$65,442 D61	1/1/15		2		S79.441	\$96,282			0.86	\$68,319	\$2,877	\$66,424	Compa-Ratio	\$68,319	\$2,877
40813 EQUIP MTN MECHANI	5620	SWAN LAKE GOLF COL	\$36,000 B23			1	\$35,298	S41 475	\$47,652			0.88	\$36,498	\$498	\$36,540	1.5%	\$36,540	\$540
12270 GOLF COURSE MAINT	5620	SWAN LAKE GOLF COL	\$37,251 821		в	12	\$30,929	S36.342	\$41,755			1	\$37,251		\$37,810	1.5%	\$37,810	\$559
20441 PRO SHOP ASSISTANT	5620	SWAN LAKE GOLF COL	\$35,412 A13	5/15/08	A	9	\$28,996	\$33,345	\$37,694			1	\$35,412		\$35,943	1.5%	\$35,943	\$531
40262 GOLF COURSE SUPERI	5620	SWAN LAKE GOLF COL	\$49,378 C41	3/16/15		2		\$56,871	\$66,350			0.88	\$50,046	\$668	\$50,119	1.5%	\$50,119	\$741
34206 GOLF COURSE MANA	5620	SWAN LAKE GOLF COL	\$73,329 C51		c	12	\$55,853	S69 125	\$83,779			1	\$73,329		\$74,429	1.5%	\$74,429	\$1,100
40544 TRANSIT OPERATION !	9000	TRANSIT	\$50,944 C41		c	5	\$47,393	\$56,871	\$66,350			0.94	\$53,459	\$2,515	\$51,708	Compa-Ratio	\$53,459	\$2,515
	9000	TRANSIT	\$92,868 E81	10/13/14		2	1 · · ·	\$101,939	\$126,718			0.84	\$92,868	·	\$94,261	1,5%	\$94,261	\$1,393
40546 TRANSIT DIRECTOR	9000			11/1/99	В	17	\$40,757	\$47,889	\$55,022			1	\$50,316		\$51,071	1.5%	\$51,071	\$755
40547 TRANSIT SHIFT SUPER		TRANSIT	\$50,316 B31			6	\$40,737 \$47,393	\$56,871	\$66,350			0.96	\$59,811		\$60,708	1.5%	\$60,708	\$897
40549 TRANSIT OPERATIONS	9000	TRANSIT	\$59,811 C41	4/1/11 8/1/16		0	S47,393	\$56,871	\$66,350 \$66,350			0.84	\$54,628		\$55,447	1.5%	\$55,447	\$819
40550 EQUIPMENT OPERATI	9000	TRANSIT	\$54,628 C41			_	\$40,757	\$36,871 \$47,889	\$66,330 \$55,022			0.84	\$42,142	\$1,385	\$41,368	Compa-Ratio	\$42,142	\$1,385
40551 TRANSIT EQUIPMENT	9000	TRANSIT	\$40,757 831	9/16/15		1						0.86	\$41,185	\$428	\$41,368	1.5%	\$41,368	\$611
41018 TRANSIT EQUIPMENT	9000	TRANSIT	\$40,757 831	1/1/17		0	\$40,757	\$47,889	\$55,022 \$55,022			0.85	\$43,100	\$1,120	\$42,610	Compa-Ratio	\$43,100	\$1,120
40552 TRANSIT SHIFT SUPER	9000	TRANSIT	\$41,980 B31	20/2/01		2	\$40,757	\$47,889	•			0.9	\$43,100 \$42,142	\$1,120 \$665	\$42,010	Compa-Ratio	\$42,142	\$665
40553 TRANSIT SHIFT SUPER	9000	TRANSIT	\$41,477 831	9/1/15		1	\$40,757	\$47,889	\$55,022 ¢28,020			0.92		\$603 \$603	\$22,541	Compa-Ratio	\$22,811	\$603
40554 TRANSIT GROUNDS &	9000	TRANSIT	\$22,208 A11	7/1/15		2	1.1	\$24,795	\$28,029	A			\$22,811 \$25,088	\$849	\$22,541 \$24,603	Compa-Ratio	\$25,088	\$849
40652 TRANSIT EQUIPMENT	9000	TRANSIT	\$24,239 A12	- <b>,</b> - <b>,</b>	A	1	\$24,239	\$27,875	\$31,511			0.9		Ş849 	\$24,605 \$65,853	1.5%	\$65,853	\$973
40556 TRANSIT SENIOR ACCO	9000	TRANSIT	\$64,880 C42	5/1/01		16	1	\$59,427	\$69,344			1	\$64,880			L.⊐‰ Compa-Ratio		\$1,688
40562 TRANSIT ACCOUNTING	9000	TRANSIT	\$34,107 B22	-,,		3	\$33,113	\$38,908	\$44,703			0.92	\$35,795	\$1,688	\$34,619		\$35,795	\$562
40566 TRANSIT GROUNDS &	9000	TRANSIT	\$37,482 B24	12/16/16	В	0	\$37,482	\$44,041	\$50,600			0.86	\$37,875	\$393	\$38,044	1.5%	\$38,044	\$711
41016 TRANSIT ACCOUNTAN	9000	TRANSIT	\$47,393 C41	1/1/17		0	\$47,393	\$56,871	\$66,350			0,84	\$47,772	\$379	\$48,104	1.5%	\$48,104	
40630 TRANSIT DISPATCHER	9000	TRANSIT	\$30,929 B21	2/1/16		1	\$30,929	\$36,342	\$41,755		- <b>10</b> To - <b>10</b>	0,88	\$31,981	\$1,052	\$31,393	Compa-Ratio	\$31,981	\$1,052
40567 TRANSIT EQUIPMENT	9000	TRANSIT	\$44,202 B31	4/1/09		8	\$40,757	\$47,889	\$55,022			1	\$47,889	\$3,687	\$44,865	Compa-Ratio	\$47,889	\$3,687
40579 TRANSIT DISPATCHER	9000	TRANSIT	\$33,660 A13	2/16/06	А	11	S28,996	\$33,345	\$37,694	_		1	\$33,660		\$34,165	1.5%	\$34,165	\$505
40584 TRANSIT DISPATCHER	9000	TRANSIT	\$32,835 B21	1/15/00	в	17	\$30,929	\$36,342	\$41,755			1	\$36,342	\$3,507	\$33,328	Compa-Ratio	\$36,342	\$3,507
40586 TRANSIT SHIFT SUPER	9000	TRANSIT	\$46,190 B31	- 7 - 7 - 7	В	14	\$40,757	\$47,889	\$55,022			1	\$47,889	\$1,699	\$46,883	Compa-Ratio	\$47,889	\$1,699
40591 TRANSIT EQUIPMENT	9000	TRANSIT	\$37,308 B21	3/1/03	в	14	\$30,929	\$36,342	\$41,755			1	\$37,308		\$37,868	1.5%	\$37,868	\$560
40854 TRANSIT EQUIPMENT	9000	TRANSIT	\$24,239 A12	6/1/16	А	1	\$24,239	\$27,875	\$31,511			0.9	\$25,088	\$849	\$24,603	Compa-Ratio	\$25,088	\$849
39713 TRANSIT BUSINESS AN	9000	TRANSIT	\$53,220 C43	5/1/15	С	2	\$52,063	\$64,434	\$78,094			0.88	\$56,702	\$3,482	\$54,018	Compa-Ratio	\$56,702	\$3,482
40598 TRANSIT MARKET COC	9000	TRANSIT	\$55,261 C41	9/1/15	С	1	\$47,393	\$56,871	\$66,350			0.86	\$55,261		\$56,090	1.5%	\$56,090	\$829
40613 TRANSIT EQUIPMENT	9000	TRANSIT	\$40,757 B31	8/1/14	в	2	\$40,757	\$47,889	\$55,022	****		0.9	\$43,100	\$2,343	\$41,368	Compa-Ratio	\$43,100	\$2,343
40616 TRANSIT MATERIALS T	9000	TRANSIT	\$29,866 A13	9/1/14	Α	2	\$28,996	\$33,345	\$37,694			0.92	\$30,677	\$811	\$30,314	Compa-Ratio	\$30,677	\$811
40570 TRANSIT FINANCE DIR	9000	TRANSIT	\$63,536 D61	3/1/17	D	0	\$64,188	\$79,441	\$96,282	\$652		0.82	\$65,141	\$1,605	\$64,489	Compa-Ratio	\$65,141	\$1,605
40625 TRANSIT ADMIN SUPP	9000	TRANSIT	\$36,797 823	2/16/06	В	11	\$35,298	\$41,475	\$47,652			1	\$41,475	\$4,678	\$37,349	Compa-Ratio	\$41,475	\$4,678
40622 TRANSIT DISPATCHER	9000	TRANSIT	\$30,929 821	12/1/14	8	2	\$30,929	\$36,342	\$41,755			0.9	\$32,708	\$1,779	\$31,393	Compa-Ratio	\$32,708	\$1,779
40628 TRANSIT EQUIPMENT	9000	TRANSIT	\$59,763 C44	12/1/08	с	8	\$55,853	\$69,125	\$83,779			1	\$69,125	\$9,362	\$60,659	Compa-Ratio	\$69,125	\$9,362
40627 TRANSIT GROUNDS &	9000	TRANSIT	\$25,600 A11	8/1/07	А	9	\$21,561	\$24,795	\$28,029			1	\$25,600		\$25,984	1.5%	\$25,984	\$384
										•		-						

Salary Budget: #####

No. of EE below Min: 2

No. of EE over Max: 3 No. of EE Receive Compa-Ratio Increase: 331

Cost to bring EE to Compa-Ratio Salary: #####

% of Salary Budget for Compa-Ratio Increase: 1.40%

Overall Cost that include 1.5% General Increase and the Compa-Ratio Increase, whichever is Greater: \$956,916

#### **RESOLUTION 37-2016-17**

# A RESOLUTION TO APPROVE A SETTLEMENT OF THE CITY V TMS CONTRACTING LLC AND FIDELITY & DEPOSIT COMPANY OF MARYLAND (SURETY) LAWSUIT

- WHEREAS, the City, as previously authorized and approved by the City Council, has pursued a lawsuit against TMS Contracting LLC and its Surety company (Fidelity & Deposit Co. of Maryland) in connection with construction defects at Liberty Park, to include paver stone settlement and revetment failure issues at Freedom Point, revetment stone issues at Overlook Plaza, and stone block washout issues at the Pedestrian Bridge; and
- WHEREAS, the Defendant, TMS Contracting LLC, and its Surety company, along with three sub-contractors that have been sued by TMS in connection with the City lawsuit (Co-defendants Jackson Masonry; GEOS; Civil Construction), have offered to settle the lawsuit by payment to the City of the total sum of SIX-HUNDRED AND TWENTY FIVE THOUSAND DOLLARS AND ZERO CENTS (\$625,000.00), to be paid not later than August 1, 2017, in consideration of the City dismissing any and all claims against any of the Defendants, now known or which may become known hereafter, and to provide a general and full release to said effect to each of the Defendants; and
- *WHEREAS,* the City Council finds that settlement of the lawsuit for said sums, and upon said terms and conditions, and for such consideration, is in the best interests of the City.

# NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:

That the City Council hereby approves and authorizes settlement of the lawsuit City v. TMS Contracting LLC and Surety company, in the total amount of \$625,000.00 to be paid by Defendants to the City, prior to August 1, 2017, and in consideration therefore, the City shall dismiss any and all claims against any of the Defendants (to include the three named sub-contractors (Jackson Masonry; GEOS; Civil Construction), now known or which may become known hereafter, and to provide a general and full release to said effect to each of the Defendants.

ADOPTED:

### A RESOLUTION APPROVING A PUBLIC RECORDS POLICY

- *WHEREAS, Tennessee Code Annotated* §10-7-503(g) requires local governments to adopt a public records policy; and
- *WHEREAS,* the City Council finds that open access to public records furthers the laudable goal of transparency in government, and that adoption of such public records policy as set forth in Exhibit A satisfies its legal obligations and would serve the goal of transparency in government, and would be in the best interests of the City;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:

That the Public Records Policy attached hereto and incorporated herein as Exhibit A is hereby approved, and which policy shall govern public records access and processing of requests for public records not inconsistent with and in accordance with the Tennessee Public Records Act (TPRA); *Tenn. Code Ann.* §10-7-501, et. seq., and exceptions thereto as otherwise provided by general law.

ADOPTED:

### EXHIBIT A

# PUBLIC RECORDS POLICY FOR CITY OF CLARKSVILLE

Pursuant to Tenn. Code Ann. § 10-7-503(g), the following Public Records Policy for the City of Clarksville is hereby adopted by the Clarksville City Council to provide economical and efficient access to public records as provided under the Tennessee Public Records Act ("TPRA") in Tenn. Code Ann. § 10-7-501, et seq.

The TPRA provides that all state, county and municipal records shall, at all times during business hours, which for public hospitals shall be during the business hours of their administrative offices, be open for personal inspection by any citizen of this state, and those in charge of the records shall not refuse such right of inspection to any citizen, unless otherwise provided by state law. See Tenn. Code Ann. § 10-7-503(a)(2)(A). Accordingly, the public records of the City of Clarksville are presumed to be open for inspection unless otherwise provided by law.

Personnel of the City of Clarksville shall timely and efficiently provide access and assistance to persons requesting to view or receive copies of public records. No provisions of this Policy shall be used to hinder access to open public records. However, the integrity and organization of public records, as well as the efficient and safe operation of the City of Clarksville, shall be protected as provided by current law. Concerns about this Policy should be addressed to the Public Records Request Coordinator for the City of Clarksville or to the Tennessee Office of Open Records Counsel ("OORC").

This Policy is available for inspection and duplication in the office of the Public Records Request Coordinator. This Policy is posted online at cityofclarksville.com. This Policy shall be reviewed every two years.

This Policy shall be applied consistently throughout the various offices, departments, and/or divisions of the City of Clarksville.

#### I. Definitions:

- A. <u>Records Custodian</u>: The office, official or employee lawfully responsible for the direct custody and care of a public record. See Tenn. Code Ann. § 10-7-503(a)(1)(C). The records custodian is not necessarily the original preparer or receiver of the record.
- B. <u>Public Records</u>: All documents, papers, letters, maps, books, photographs, microfilms, electronic data processing files and output, films, sound recordings, or other material, regardless of physical form or characteristics, made or received pursuant to law or ordinance or in connection with the transaction of official business by any governmental agency. See Tenn. Code Ann. § 10-7-503(a)(1)(A).

- C. <u>Public Records Request Coordinator</u>. The individual, or individuals, designated in Section III, A.3 of this Policy who has, or have, the responsibility to ensure public record requests are routed to the appropriate records custodian and are fulfilled in accordance with the TPRA. See Tenn. Code Ann. § 10-7-503(a)(1)(B). The Public Records Request Coordinator may also be a records custodian.
- D. <u>Requestor</u>. A person seeking access to a public record, whether it is for inspection or duplication.

#### **II.** Requesting Access to Public Records

- A. Public record requests shall be made to the Public Records Request Coordinator ("PRRC") or his/her designee or via online submission in order to ensure public record requests are routed to the appropriate records custodian and fulfilled in a timely manner.
- B. Requests for inspection only cannot be required to be made in writing. The PRRC should request a mailing or email address from the requestor for providing any written communication required under the TPRA.
- C. Requests for inspection may be made orally or in writing using the Public Records Request Form developed by the OORC, by mail at 1 Public Square, Clarksville, Tennessee 37040, by email at <u>publicrecords@cityofclarksville.com</u> or by phone at 931-553-2463. The Public Records Request form developed by the OORC can be found online at cityofclarksville.com.
- D. Requests for copies, or requests for inspection and copies, shall be made in writing using the Public Records Request Form developed by the OORC at 1 Public Square, Clarksville, Tennessee 37040 or by email at <u>publicrecords@cityofclarksville.com</u>.
- E. Proof of Tennessee citizenship by presentation of a valid Tennessee driver's license or ID is required as a condition to inspect or receive copies of public records. In addition, permanent change of station orders showing that a requestor is an active duty military member stationed at the Ft. Campbell Army Base or their dependent, along with presentation of a military ID, will also be considered proof of Tennessee citizenship for the purposes of this public records policy.
- F. Notices of public meetings and corresponding agendas including city council meeting agendas, minutes and video recordings from 2013 to present are available online at <u>www.cityofclarksville.com</u>. Agendas and minutes for meetings prior to 2013 can be requested through a public records request.

#### III. Responding to Public Records Requests

- A. Public Record Request Coordinator
  - 1. The PRRC shall review public record requests and make an initial determination of the following:
    - a. If the requestor provided evidence of Tennessee citizenship;
    - b. If the records requested are described with sufficient specificity to identify them; and
    - c. If the City of Clarksville is the custodian of the records.

- 2. The PRRC shall acknowledge receipt of the request and take any of the following appropriate action(s):
  - a. Advise the requestor of this Policy and the elections made regarding:
    - i. Proof of Tennessee citizenship;
    - ii. Form(s) required for copies;
    - iii. Fees (and labor threshold and waivers, if applicable); and
    - iv. Aggregation of multiple or frequent requests.
  - b. If appropriate, deny the request in writing, providing the appropriate ground such as one of the following:
    - i. The requestor is not, or has not presented evidence of being, a Tennessee citizen.
    - ii. The request lacks specificity.
    - iii. An exemption makes the record not subject to disclosure under the TPRA.
    - iv. The City of Clarksville is not the custodian of the requested records.
    - v. The records do not exist.
  - c. If appropriate, contact the requestor to see if the request can be narrowed.
  - d. Forward the records request to the appropriate records custodian in the City of Clarksville.
  - e. If requested records are in the custody of a different governmental entity, and the PRRC knows the correct governmental entity, advise the requestor of the correct governmental entity and PRRC for that entity if known.
- 3. The designated PRRC shall be a designated member of the Mayor's staff whose name is to be published online at www.cityofclarksville.com.
  - a. Contact information: by mail at 1 Public Square, Clarksville, TN 37040, by phone at (931) 645-7444 and by email at <u>publicrecords@cityofclarksville.com</u>.
- 4. The PRRC shall report to the city council on an annual basis about the City of Clarksville's compliance with the TPRA pursuant to this Policy and shall make recommendations, if any, for improvement or changes to this Policy.

#### B. Records Custodian

- 1. Upon receiving a public records request, a records custodian shall promptly make requested public records available in accordance with Tenn. Code Ann. § 10-7-503. If the records custodian is uncertain that an applicable exemption applies, the custodian may consult with the PRRC, counsel, or the OORC.
- 2. If not practicable to promptly provide requested records because additional time is necessary to determine whether the requested records exist; to search for, retrieve, or otherwise gain access to records; to determine whether the records are open; to redact records; or for other similar reasons, then a records custodian shall, within seven (7) business days from the records custodian's receipt of the request, send the requestor a completed Public Records Request Response Form as developed by the OORC.
- 3. If a records custodian denies a public record request, he or she shall deny the request in writing as provided in Section III.A.2.b using the Public Records Request Response Form.
- 4. If a records custodian reasonably determines production of records should be segmented because the records request is for a large volume of records, or additional time is necessary to prepare the records for access, the records custodian shall use the Public Records Request Response Form to notify the requestor that production of the records will be in segments and that a records production schedule will be provided as expeditiously as practicable. If appropriate, the records custodian should contact the requestor to see if the request can be narrowed.
- 5. If a records custodian discovers records responsive to a records request were omitted, the records custodian should contact the requestor concerning the omission and produce the records as quickly as practicable.

## C. <u>Redaction</u>

- If a record contains confidential information or information that is not open for public inspection, the records custodian shall prepare a redacted copy prior to providing access. If questions arise concerning redaction, the records custodian should coordinate with counsel or other appropriate parties regarding review and redaction of records. The records custodian and the PRRC may also consult with the OORC.
- 2. Whenever a redacted record is provided, a records custodian should provide the requestor with the basis for redaction. The basis given for redaction shall be general in nature and not disclose confidential information.

#### **IV. Inspection of Records**

- A. There shall be no charge for inspection of open public records.
- B. The location for inspection of records within the offices of the City of Clarksville should be determined by either the PRRC or the records custodian.
- V. Under reasonable circumstances, the PRRC or a records custodian may require an appointment for inspection or may require inspection of records at an alternate location.

#### **VI. Copies of Records**

- A. A records custodian shall promptly respond to a public record request for copies in the most economic and efficient manner practicable.
- B. Copies will be available for pickup at a location specified by the records custodian.
- C. Upon payment for postage, copies will be delivered to the requestor's home address by the United States Postal Service.
- D. A requestor will not be allowed to make copies of records with personal equipment. Requesters are encouraged to provide a records custodian with their own storage device such as a flash drive.

#### VII. Fees and Charges and Procedures for Billing and Payment

- A. Fees and charges for copies of public records should not be used to hinder access to public records.
- B. Records custodians shall provide requestors with an itemized estimate of the charges prior to producing copies of records and may require pre-payment of such charges before producing requested records.
- C. When fees for copies and labor do not exceed \$7.50, the fees may be waived. Requests for waivers for fees above \$7.50 must be presented to the City Attorney, who is authorized to determine if such waiver is in the best interest of the City of Clarksville and for the public good. Fees associated with aggregated records requests will not be waived.
- D. Fees and charges for copies are charged based on the Office of Open Records Counsel Schedule of Reasonable Charges and are as follows:
  - 1. \$0.15 per page for letter- and legal-size black and white copies.
  - 2. \$0.50 per page for letter- and legal-size color copies.
  - 3. Other: \$4.00 per disc for requests that require documents to be placed on a disc.
  - 4. Labor when time exceeds 1 hour.
  - 5. If an outside vendor is used, the actual costs assessed by the vendor.
- E. No duplication costs will be charged for requests for less than 50 pages black and white copies or less than 15 pages color copies.
- F. Payment is to be made in cash or by personal check payable to the City of Clarksville presented to the records custodian.
- G. Payment in advance will be required when costs are estimated to exceed \$20.00.
- I. Aggregation of Frequent and Multiple Requests
  - 1. The City of Clarksville will aggregate record requests in accordance with the Frequent and Multiple Request Policy promulgated by the OORC when more than (4) requests are received within a calendar month (either from a single individual or a group of individuals deemed working in concert).

- 2. Aggregation Policy:
  - a. The level at which records requests will be aggregated is by city department.
  - b. The PRRC is responsible for making the determination that a group of individuals are working in concert. The PRRC or the records custodian must inform the individuals that they have been deemed to be working in concert and that they have the right to appeal the decision to the OORC.

ADOPTED: