

MINUTES

**PIQUA CITY COMMISSION WORK SESSION
201 W. WATER STREET
PIQUA, OHIO
MAY 12, 2008
5:00 P.M.**

Piqua City Commission met on Monday, May 12, 2008 at 5:00 PM at the Municipal Government Complex Commission Chambers for a Work Session to review current service levels and benefits and wages.

Mayor Hudson asked the Acting City Clerk of Commission, Debbie Stein, to call roll: Present: Commissioner Fess, Mayor Hudson, Commissioner Vogt, Commissioner Martin and Commissioner Terry.

City Manager Fred Enderle introduced Department Heads in attendance: Amy Welker, Elaine Barton, Stacy Wall, Andy Burner Ed Krieger (sitting in for Bill Sommer), Gary Connell, Chief Willcox, Tom Zechman, Dean Burch, Cindy Holtzapple.

Mr. Enderle started the presentation by introducing Cindy Holtzapple, Director of Finance. The City of Piqua Core Services were reviewed and is hereto attached as *Exhibit "A."*

Mr. Enderle stated that several meetings were held where Department Heads ranked services and scored the services numerically. Mr. Enderle stated that in the interest of time, high levels of service would not be reviewed this evening, but encouraged Commissioners to review them and provide comment or questions to him or Cindy. Mr. Enderle stated that "Low to Medium" levels of services are the ones, depending how important Commission felt they were, will be reviewed this evening because these are the ones that may need to be cut or we may need to begin charging for some of the services. Mr. Enderle commented that this Work Session this evening is a preliminary study and Commission will need to meet again in August for a more detailed review.

Commissioner Fess asked what might be causing decrease in revenues? Mr. Enderle responded, stating that it includes a number of issues. According to corporations located in the City, the business leaders are saying that business is not bad, but they are holding off on expansions and hiring new employees to wait and see what the economy will do. Mr. Enderle further cautioned Commission that the situation in City finances is not only due to declining revenues, but that revenues cannot accelerate fast enough to balance the budget.

Commissioner Vogt questioned whether mandatory tax filing would help the City. Ms. Holtzapple stated that it could, but she is not sure to what extent. The City is currently evaluating mandatory tax filing.

During the review of the Parks Department "Low Priority" item in regards to the Annual Car Show, Commission Vogt questioned the generated revenues for the car show. Commissioner Vogt stated that he raised \$3,000.00, but found out that the Park Department employees were being paid at time and a half. Mr. Enderle stated that this may be something to look at in the future and maybe we could possibly ask the employees to volunteer instead of being paid.

Commissioner Terry asked if there is a charge for swimming lessons and Ms. Holtzapple reported that we do charge.

Commissioner Fess asked how our rates compare to the YMCA for swimming lessons? Stacy Wall, Law Director reported the YMCA charges \$60.00 for 5 weeks for non-members and \$20.00 for members. Mr. Enderle reminded everyone there is also an annual membership fee.

During the review of "Public Safety" – Low Priority of Direct Service items, Commissioner Martin asked what entailed "Daily property incidents" investigated by the Police was and why it did not generate City revenue? Chief Willcox responded by stating this relates to lost phones or bicycles that are found as a few examples.

During the review of "Administration" – Medium Priority of Direct Service items, Commissioner Fess asked what a special project might be in Administration as listed? Mr. Enderle replied that for example he might ask Human Resources to do an analysis of benefits or any project of that type in-house.

Commissioner Vogt asked if the City received any DARE grants? Chief Willcox reported that the City receives about \$20,000.00 in grants but stated that this does not begin to cover the cost for the DARE program.

Mr. Enderle told the Commissioners there are services provided that may only benefit small special interest groups such as golf lessons, swimming lessons, etc. that should be paying for themselves. He reported that maybe the City should not be subsidizing these types of services.

Commissioner Fess asked how our lesson fees compared to Troy and other communities.

Mr. Enderle commented that the "Low Priority" items should be market rate based. The rest of the citizens should not be paying for some services that only pertain to a small group of individuals. Mr. Enderle further stated that the City needs to look at how much money we are losing with some of these services and then we should look at what other communities are charging to set a rate.

Commissioner Vogt stated that possibly the City could look at raising rates for rental facilities.

Commissioner Fess questioned whether the Wellness Program was a program done internally? Ms. Barton, Human Resources Director stated yes and that the employees have formed a Committee and the Committee has had guest speakers, etc. and they are planning to conduct health risk assessments for employees that may be interested. Mrs. Barton further stated the program is about healthier choices.

Mr. Enderle then presented information on "Benefit Comparisons". This review was of the different levels (Union, Non-Union) compensation packages. The spreadsheet is hereto attached as *Exhibit "B."* Mrs. Barton reported that vacation pay for employee's range between 2-5 weeks dependent upon the years of service. Mr. Enderle reported that one group of employees, while of union, have their own "Memorandum of Understanding."

Commissioner Fess asked about the budgeted \$7,500 for education (Tuition Reimbursement) for the FOP. Commissioner Fess asked how this was dispersed and if this was allocated annually to the City budget? Chief Willcox explained the tuition reimbursement and how they paid for

education within his department. Mr. Enderle indicated it is an annual allocation per the agreements.

Mr. Enderle reviewed the 2007 Gross Wages in descending order of gross pay attached hereto as Exhibit "B." This report is broken down by categories: re: overtime, holiday hours, vacation hours reported City Manager Enderle.

Ms. Holtzapple reminded the Commission that Firefighters have the 56-hour work week.

Mr. Enderle stated that based on the information he was concerned about giving some employees an increase and not others because this could cause morale issues when unions get increases and other groups do not get pay increases.

Commissioner Fess thought it was commendable that the Department Heads gave up their raises due to the circumstances of City finances. Mrs. Fess stated that she is getting "hammered" by citizens that do not agree with the increases, but feels that the employees are deserving of a pay increase.

Mr. Enderle stated that the 2008 budget was approved by the previous Commission with the increases, with the understanding that in 2008 a Long-Range financial planning process would be undertaken whereby the City would look at all items rather than making cuts that would go from year to year. For example, Mr. Enderle thought that possibly Comp Time might be something to review in the future that might be a better reduction than the annual cost of living increase.

Commissioner Fess stated that the local industries are not giving their employees 3% increases. Mr. Enderle mentioned that he knew of local corporations that have given increases and asked Commissioner Martin if Hartzell Propeller provided their employees with an increase? Commissioner Martin stated he received a 3% increase. Commissioner Fess stated that she understands the pay increases but the citizens of Piqua may not.

Commissioner Martin asked if they put the brakes on the increases now wouldn't that be better now than waiting in 2009?

Mr. Enderle suggested when arbitration over contracts starts to occur that possibly a change in job title and reduction in overtime pay and benefits would be better solutions.

Commissioner Vogt stated that a monetary raise might be the way to go. He mentioned what a local company did with their wage increase. Maybe a fair formula getting away from across the board percentage increases should be looked into stated Commissioner Vogt.

Commissioner Fess stated she remembered back in the early 80' when a "raise freeze" took place for 3 years. Mrs. Fess further stated she knows of no place where they put in 24% for retirement.

Mr. Enderle explained that not all the employees get a 24% retirement, also, the City government jobs are unique and are not a typical local market job for example: Engineers and Police Chiefs are a national market.

Commissioner Fess asked how could we raise fees (revenue generating) from citizens for employee's wages? Mr. Enderle stated that the budget was approved for 2008 that included the increases of all those employees associated in Schedule "A" and no new fee increases were proposed beyond those required to meet mandates. The idea was this year, 2008, that we need to

get through "as is" and figure out where we go in the long term, stated City Manager Enderle. Mr. Enderle further stated that every item in the low-medium priority for Core Services needs to be looked at and those that are non-revenue producing need to be reviewed.

Commissioner Fess asked what the difference in pay was between Police & Fire? She stated that the Firefighters pay looks higher. It was stated that the overtime is the reason. Mr. Enderle stated that both Police and Fire are in the same range of pay.

Commissioner Terry questioned how much money would Comp Time save? Mr. Enderle reported he couldn't give an exact figure but probably in the \$180,000 to \$250,000 range.

It was asked what percentage the employees are currently paying for their healthcare? It is currently 11% stated Mr. Enderle and this is something the staff is reviewing and we will want to look at for healthcare savings costs.

Mr. Enderle talked about HSA/HRA insurance benefits and stated that employees whom are in the HSA fund are managing their fund balance for their healthcare benefits and perhaps we can trade off increases in premium costs for funding HSA's.

Commissioner Terry mentioned that some of the things that help most within the City as far as revenue savings are benefits and insurance costs which could be looked at in the future as well.

Commissioner Fess asked if there was any way of removing or reducing benefits of union employees? Mrs. Fess asked if the Unions were open to the fact that the City is hemorrhaging and are they willing to do anything or change any of their benefits?

Mr. Enderle stated that overtime needs to be reduced and we must find ways to do things differently. It was suggested that a Consultant would cost about \$80,000 for both Police and Fire Departments to review operations in those areas. Commission was concerned about the cost of Consultation.

Commissioner Fess asked if all the employees are aware of the budget constraints? Mr. Enderle replied that he has been to all departments speaking on the topic and the issue has been discussed with all. Mr. Enderle said that he would be meeting with the Fire Department on May 28th.

Commissioner Terry asked what the employee feedback has been? Mr. Enderle stated that the employees do understand, but are uncertain as to what should be done.

Commissioner Fess asked if Mr. Bumgarner had anything in the works as far as Economic Development for the City of Piqua. Mr. Enderle reported a few things are happening with business expansions on new small businesses that may increase employment levels somewhat. Mr. Enderle further stated that the City does have some advantages that other cities do not have such as available land with rail and available buildings, but competition is stiff.

Mr. Enderle asked for direction from Commission in regards to tabled Ord. No. 9-08 for Schedule "A" employees.

Commissioner Fess asked if the Commission could announce at the upcoming Commission meeting the concessions that the Department Heads made? City Manager Enderle stated he could mention it in his introduction of the Ordinance or Commissioners could mention it if they chose to do so.

Commissioner Terry stated that the 2008 budget was approved with the 2008 pay increases for Schedule "A" employees and in good faith she stated that we should give this raise and look at next year with all groups, be it union, non-union as to changes.

Commissioner Terry asked if Schedule "A" would need to be changed again? The language in the Ordinance would need to be modified to exclude Department Heads, but the Schedule would not need changed stated Ms. Wall.

Mr. Enderle stated that another study session would be scheduled for the 1st part of August at which time the insurance information will be reviewed.

Commissioner Fess thanked all the Department Heads for their hard work in creating this information that was provided this evening.

Mr. Enderle stated that the Department Heads are a great group and the best he has ever worked with indicating they have great organizational perspectives and he was very proud of all of them.

Moved by Commissioner Fess and seconded by Commissioner Vogt, to adjourn from the Piqua City Work Session at 7:00 P.M. The motion carried unanimously.

THOMAS D. HUDSON, MAYOR

PASSED: _____

ATTEST: _____
DEBORAH A. STEIN
ACTING CITY CLERK OF COMMISSION

CITY OF PIQUA



CORE SERVICES

May 12, 2008

GOVERNMENTAL

- **Administration** (City Manager, Human Resources, Law, Engineering, Finance, Purchasing, Income Tax)
- **Development** (Economic Development, Community Development, Planning & Zoning)
- **Health**
- **Parks** (Parks, Streets, Pool, Golf, Recreation)
- **Public Safety** (Fire & Police)

Core Service Key Evaluation Areas

- **Service:** Describes the service we are providing our citizens and other departments
- **Direct/Support Service:** A direct service means direct contact with citizens. A support service means indirect contact with citizens and interdepartmental support.
- **Current Service Level:** Percentage of overall citizens receiving a service
Low, Medium or High

Core Service Key Evaluation Areas

- **Frequency of Service:** Number of times daily, daily, weekly, monthly, periodically, annually or other
- **Priority of Service:** High, Medium, Low
- **City Revenue:** Whether a fee is charged (yes or no) and annual dollars of revenue generated
- **Comment:** Other pertinent information regarding service

LOW PRIORITY

- We are defining a low priority as ranking lowest as to completing a service; tasks addressed after medium and high priority services are complete

ADMINISTRATION - LOW PRIORITY OF DIRECT SERVICE ITEMS

SERVICE	Revenue to City?
Periodically issue permits for reserved handicap parking spaces	No
Semi-annually coordinate tree plantings throughout the City	No
Annually provide Arbor Day activities for the school aged children in Piqua	No
Periodically issue permits for the placement of dumpsters	No

**GOLF – LOW PRIORITY
OF DIRECT SERVICE ITEMS**

SERVICE	Revenue to City?
Daily golf concessions	Yes \$72,744
Daily golf pro shop	Yes \$63,819
Annual Business Appreciation Golf Outing	No
Weekly golf club rentals	Yes \$200

**POOL – LOW PRIORITY
OF DIRECT SERVICE ITEMS**

SERVICE	Revenue to City?
Seasonal pool concessions	Yes \$22,000
Seasonal swim lessons	Yes \$1,500
Wading Pool	No

**PUBLIC SAFETY – LOW PRIORITY
OF DIRECT SERVICE ITEMS**

SERVICE	Revenue to City?
Periodical blood pressure checks at the Fire Dept.	No
Mercury recovery program at Fire	No
Daily Police Warrant Service	No
Daily vacation house check by Police	No
Daily property incidents investigated by Police	No

**PUBLIC SAFETY – LOW PRIORITY
OF SUPPORT SERVICE ITEMS**

SERVICE	Revenue to City?
Monthly background checks for other City Departments by Police	No

MEDIUM PRIORITY

- We are defining a medium priority as ranking in the middle as a service, tasks addressed after high priority services are complete and before low priority services are addressed.

**ADMINISTRATION – MEDIUM PRIORITY
OF DIRECT SERVICE ITEMS**

SERVICE	Revenue to City?
Inspect monthly the construction work zones for street closings and block way permits	No
Special projects for City Manager as needed	No
Daily tax return preparation for citizens	No

**PUBLIC SAFETY – MEDIUM PRIORITY
OF DIRECT SERVICE ITEMS**

SERVICE	Revenue to City?
Loud noise complaints investigated by Police	No
Parking complaints investigated by Police	No
Police Dept. assisting other governmental agencies	No
Community contacts and meetings with Police	No

**PUBLIC SAFETY – MEDIUM PRIORITY
OF SUPPORT SERVICE ITEMS**

SERVICE	Revenue to City?
Civil Service agility testing by Fire	No

Any Questions ?



2007 Gross Wages in Descending Order of Gross Pay
(only includes currently active employees as of 5/1/08)

Code	Last Name	First Initial	Title	Gross Pay	Regular Hours	Overtime Hours	Holiday Hours	Vacation Hours	Sick Hours	Personal Hours	Other Hours	Total Hours	Hours in Excess*	Hourly Rate	Regular Pay	Overtime Pay	Holiday Pay	Vacation Pay	Sick Pay	Personal Pay**	Other Pay**	
A	ZECHMAN	T	PUBLIC WKS DIR	163,843	1,930	758	80	252	1,246	76	61	3,545	1,465	46.50	84,236	3,686	14,702	57,964	3,485	2,420		
CM	WILLER	F	POLICE MANAGER	117,498	1,908		80	40	12	40	2,080	388	54.35	108,269	4,285	2,174	693	2,136	365			
A/P	WILCOX	W	POLICE CHIEF	114,150	1,976		120	212	80	72	8	2,468	388	46.04	92,154	5,396	9,477	3,540	3,218			
A	SOMMER	W	POWER SYS DIR	112,583	1,817		80	155	56	72	60	2,240	328	33.21	89,169	4,000	7,853	3,033	3,666			
A	CONNELL	W	FIRE CHIEF	107,203	2,712		80	168	112	48	120	3,240	328	23.92	83,864	25,645	1,853	4,281	3,669			
F	STEVENS	J	FIRE CAPTAIN	101,513	2,725		81	187	160	96	4,007	1,085	40.77	80,039	5,589	5,829	1,854	1,908	5,251			
A/P	JAMISON	B	DEPUTY CHIEF	99,769	1,919		138	132	40	48	129	2,406	326	44.91	84,626	3,541	5,390	1,797	1,908	359		
A	KRIEGER	E	ASST POW DIR	97,858	1,904		80	120	40	48	8	2,200	120	41.34	79,390	4,034	5,403	3,275	1,908	4,647		
A/P	CHRISTY	T	DEPUTY CHIEF	97,657	1,910		100	132	80	48	115	2,384	342	30.73	78,792	3,522	5,045	1,466	2,892	1,555		
A	MAGGERT	H	ASST FIRE CHIEF	95,605	1,886		118	168	184	98	53	3,254	342	46.50	86,755	3,614	1,466	1,466	1,445	2,325		
A	BUMGARDNER	R	ASST CM/DEVELOP	95,020	2,641		80	32	112	32	50	2,080	337	30.13	77,253	3,065	7,098	3,276	2,808	1,521		
F	PELLTIER	M	ASST FIRE CHIEF	94,643	1,834		80	105	243	96	52	3,249	337	46.50	83,540	13,742	3,580	4,209	1,728	1,566		
A	HOLTZAPPLE	C	FINANCE DIRECTOR	92,487	2,803		107	205	282	96	35	3,637	725	23.62	68,757	2,467	11,467	4,708	5,320	2,201	585	
F	MECKSTROTH	V	FIRE CAPTAIN	91,560	2,348		91	392	184	96	20	3,131	192	30.13	68,672	2,667	2,667	11,467	5,382	2,808	4,124	
F	RINDLER	J	ASST FIRE CHIEF	91,066	2,587		80	184	88	24	141	3,104	192	29.53	75,664	2,340	2,340	5,382	2,574	983	870	
A	BURCH	M	DIR INFO TECH	88,395	1,859		80	123	2	46	21	2,141	61	41.74	77,217	11,172	3,291	5,085	2,866	1,541	2,142	
A/P	SPEER	D	LIEUTENANT	84,657	1,734		226	93	215	92	66	2,474	394	33.07	59,667	11,654	2,864	5,039	2,078	1,874	771	
A/P	DOCK	J	LIEUTENANT	83,981	2,600		237	88	164	58	24	2,453	373	33.07	59,667	22,401	2,124	3,391	2,555	642	160	
F	STEIN	J	FIRETR 7/PARM	81,987	1,815		105	168	128	32	8	3,801	889	20.65	66,404	22,401	2,913	7,390	1,478	1,435	2,366	
A	STEAHL	D	POWER DIST MAN	81,812	1,799		56	200	40	48	65	2,240	160	36.95	57,129	11,593	1,773	5,275	2,167	1,496	2,380	
A/P	STENER	T	LIEUTENANT	80,637	2,408		142	187	259	120	47	3,485	372	32.42	53,150	12,263	3,022	4,073	5,511	2,618	2,908	
F	POHLSCHNEIDER	B	FIRE CAPTAIN	80,509	1,807		80	80	191	47	8	2,200	120	36.95	56,508	8,074	1,806	9,697	2,406	472	771	
A	WHEELLOCK	W	POWER P MANGER	79,793	1,725		165	56	296	73	15	2,4	273	33.07	50,668	17,473	2,230	5,006	3,855	321	1,219	
A/P	CRON	R	LIEUTENANT	78,904	1,696		110	248	189	16	24	3,916	704	20.65	50,668	3,021	2,230	5,006	1,340	834	1,102	
F	LARGER	D	FIREFIGHTER 7	78,904	1,758		80	210	248	25	33	2,080	284	32.42	56,200	8,944	3,048	5,765	1,636	1,102	1,219	
A	BARTON	E	HR DIRECTOR	78,904	1,758		186	96	180	52	68	2,374	284	32.42	56,200	15,749	1,838	5,040	2,849	486	1,739	
A/P	GALLER	W	LIEUTENANT	78,904	2,540		530	91	248	132	24	3,565	619	20.65	50,054	16,501	2,244	5,648	2,643	321	4,435	
F	GANGER	K	FIREFIGHTER 7	77,411	2,456		541	110	280	128	16	3,631	619	20.65	50,054	14,404	2,376	4,434	2,541	845	3,151	
F	BLOOM	R	FIREFIGHTER 7	75,757	2,582		491	118	216	128	32	3,537	825	20.45	51,503	12,542	2,254	4,434	2,158	1,356	3,151	
F	WEER	B	FIREFIGHTER 6	75,647	1,865		80	158	77	38	38	2,507	427	28.69	53,201	12,542	2,227	3,700	1,611	1,356	3,151	
P	BEASLEY	R	POLICE OFF 6	75,002	1,787		298	80	132	58	112	2,514	434	29.10	52,773	12,730	1,449	2,223	4,399	318	1,739	
P	LEE	K	POLICE OFF 7	73,893	1,734		256	82	185	48	62	2,508	320	31.47	50,672	10,857	2,145	2,248	1,585	1,221	4,435	
A/P	PICKLESIMER	L	FF VI (PARAM)	73,135	1,794		368	80	99	45	164	2,508	483	20.65	50,735	10,781	2,008	3,368	1,585	1,221	4,435	
P	WEBER	J	POLICE OFF 5	73,025	1,710		360	99	168	209	16	3,395	483	20.65	50,735	10,781	2,008	3,368	1,585	1,221	4,435	
P	DRIELING	J	FIREFTR VII	72,293	2,503		333	110	200	163	40	3,379	467	20.45	51,126	10,069	2,222	3,989	3,246	808	3,151	
F	RISNER	T	FIREFIGHTER 6	71,461	2,533		80	184	116	42	7	2,200	120	32.72	57,405	11,559	2,580	5,988	3,752	1,353	2,28	
A	BURNER JR	A	DEPUTY ASST CM	71,295	1,772		273	90	52	24	8	2,385	305	28.97	53,447	11,559	2,501	1,463	675	1,350	2,28	
P	GEORGE	B	POLICE OFF 6	70,993	1,890		394	89	112	24	24	3,379	481	20.45	55,570	10,953	1,771	2,223	4,476	476	2,28	
F	RICHARD	J	FIREFIGHTER 6	70,887	2,504		358	99	136	24	24	3,393	481	20.45	49,693	10,687	1,964	2,706	5,360	1,216	1,577	
F	GRILLIOT	A	FIREFIGHTER 6	70,790	1,700		358	99	136	24	24	3,393	481	20.45	49,693	10,687	1,964	2,706	5,360	1,216	1,577	
P	CANTRELL	S	POLICE OFF 8	70,280	2,061		339	59	192	43	56	2,395	315	28.46	41,770	9,929	1,201	3,951	13,107	3,21	2,471	
P	MELLING JR	W	FIREFIGHTER 8	70,210	1,776		164	88	141	16	16	2,318	295	29.46	50,937	2,218	2,218	1,144	1,144	1,163	2,471	
P	O'REILLY	K	POLICE OFF 8	70,099	1,857		172	80	140	64	24	2,364	140	31.92	58,505	7,366	2,516	2,043	2,043	1,163	1,763	
P	SCHMIESING	C	PLANNING SUPR	70,007	1,855		172	80	140	64	24	2,364	140	31.92	58,505	7,366	2,516	2,043	2,043	1,163	1,763	
P	LARGER	D	POLICE OFF 10	69,940	1,787		160	80	187	59	48	2,348	268	29.33	50,464	7,715	2,278	5,265	1,633	1,881	2,28	
P	GODSEY JR	R	POLICE OFF 10	68,677	1,714		160	80	187	59	48	2,348	268	29.33	50,464	7,715	2,278	5,265	1,633	1,881	2,28	
P	WEHRMAN	R	PP ASST MGR	68,641	1,724		231	80	153	102	13	2,120	40	32.72	46,757	9,416	3,890	3,890	1,092	1,548	3,795	
A	THOMAS	W	POLICE OFF 6	68,602	1,676		217	50	116	40	57	1,411	269	28.97	46,749	9,175	1,365	3,260	2,571	1,615	3,866	
P	BYRON	R	POLICE OFF 6	68,056	1,854		126	80	166	73	57	2,346	266	28.93	52,425	5,330	2,231	4,365	2,061	1,614	3,866	
P	TAYLOR	J	POLICE OFF 10	67,876	1,778		178	80	200	47	23	2,160	80	32.72	55,842	7,534	2,494	6,316	1,469	739	1,015	
P	CRUSEY	P	ASSOC ENGINEER	67,748	1,715		178	80	200	47	23	2,160	80	32.72	55,842	7,534	2,494	6,316	1,469	739	1,015	
P	HAVENAR	A	ENGINEER	67,692	1,860		178	80	200	47	23	2,160	80	32.72	55,842	7,534	2,494	6,316	1,469	739	1,015	
F	KUHN	A	FIREFIGHTER 5	67,449	2,370		319	81	56	455	24	2,080	391	18.66	46,950	8,937	1,565	1,069	9,051	4,77	2,393	
F	SULLENBERGER	J	FIREFIGHTER 2 PAR	67,192	2,776		821	54	56	24	8	3,738	827	17.38	45,496	19,333	878	945	4,966	476	2,393	
F	KENNEDY	C	FIREFIGHTER 6	66,992	1,821		147	80	99	80	40	3,188	276	20.45	57,548	3,925	1,934	1,588	4,966	476	2,393	

2007 Gross Wages in Descending Order of Gross Pay
(only includes currently active employees as of 5/1/08)

Code	Last Name	First Initial	Title	Gross Pay	Regular Hours	Overtime Hours	Holiday Hours	Vacation Hours	Sick Hours	Personal Hours	Other Hours	Total Hours	Hours in Excess*	Hourly Rate	Regular Pay	Overtime Pay	Holiday Pay	Vacation Pay	Sick Pay	Personal Pay	Other Pay**
P	SHORT	D	POLICE OFF 7	64,759	174	108	108	108	135	52	96	2,218	3,692	29.10	43,630	7,305	2,799	3,061	3,794	1,469	2,712
F	STEWART	L	FIRETR 2 PAR	64,618	100	652	100	100	86	24	24	3,692	680	17.38	43,905	16,221	1,764	917	1,416	385	445
A	CAVENDER	L	ACCT/FIX MGR	64,489	80	1,937	80	80	35	15	15	2,160	80	31.15	57,864	3,784	2,445	2,374	386	1,014	3,567
A	KLIMA	R	WATER SUPERINT	64,277	80	1,786	80	80	44	9	9	2,080	80	31.15	55,147	3,499	2,445	1,404	287	381	2,721
A	WELKER	A	HEALTH DIRECTR	63,245	80	1,814	80	80	82	24	24	2,080	587	31.15	55,248	3,499	2,398	2,476	301	409	2,265
F	BROWN	P	FIR FIGHT 2 PA	62,603	89	1,514	89	89	112	24	24	3,489	587	28.57	46,886	3,499	2,073	2,600	1,717	596	2,265
B	STABILL	R	EJOURNEY LN LDR	62,572	101	1,769	101	101	156	24	24	2,080	220	28.57	46,886	3,499	2,073	2,600	1,717	596	2,265
P	BEAVER	W	POLICE OFF 5	60,596	143	178	78	78	108	66	52	2,268	186	27.85	44,488	5,584	1,978	2,684	2,859	1,729	1,285
B	BARGA	A	DURNY LN LEADER	60,559	135	1,822	80	80	193	21	64	2,339	259	25.98	45,039	5,526	1,965	2,350	577	1,572	3,666
A	DAVIS	D	WW SUPERVISOR	60,431	179	1,796	80	80	156	42	21	2,160	80	28.25	50,232	2,227	4,381	2,395	1,168	1,240	511
P	PRESTON	M	POLICE OFF 5	60,363	179	1,793	80	80	156	42	20	2,251	171	27.85	46,469	6,108	2,366	1,532	2,118	1,240	511
B	THOMPSON	J	EJOURNEY LN WKR	60,330	131	1,711	80	80	135	15	15	2,339	319	27.87	43,236	6,053	1,988	2,793	1,793	390	374
B	WATSON JR	K	EJOURNEY LN WKR	60,014	137	1,711	80	80	135	15	15	2,339	319	27.87	43,236	6,053	1,988	2,793	1,793	390	374
P	RONDRIQUEZ	M	POLICE OFF 4	59,267	223	1,831	70	24	139	15	108	2,271	181	26.30	45,552	8,339	1,727	561	3,957	1,193	270
A	HUNGERFORD	R	UTIL OFF MANAG	59,131	162	1,768	80	146	139	43	9	2,080	272	25.29	42,570	5,435	1,908	3,959	1,432	1,033	3,534
B	DEMBSKI	J	GLOR CREW LEAD	58,030	175	1,768	80	80	135	15	15	2,339	319	27.85	43,236	6,053	1,988	2,793	1,793	390	374
B	DONNELLY	R	TRAFFIC SGT	56,483	224	1,768	80	80	135	15	15	2,339	319	27.85	43,236	6,053	1,988	2,793	1,793	390	374
P	MARRS	B	POLICE OFF 4	56,045	197	1,839	52	60	49	48	48	2,283	213	26.30	44,656	7,171	1,267	1,444	1,196	1,155	1,155
P	STEIN	S	POLICE OFF 3	57,969	208	1,876	80	84	3	52	44	2,365	275	24.79	44,117	7,459	2,056	1,999	69	1,231	1,038
A	FOX	K	GOLF PROFESSNL	57,041	1,723	2,776	1	80	80	36	240	1,702	421	17.38	48,485	8,843	1,702	973	774	5,158	774
F	ADAMS	L	FIR FIGHT 2 PA	57,003	2,776	399	102	56	56	13	44	3,333	421	17.38	48,485	8,843	1,702	973	774	5,158	774
P	CRAFT	T	POLICE OFF 4	56,318	145	1,676	73	118	181	13	44	2,248	169	26.30	40,656	5,232	1,762	2,622	4,475	313	1,059
B	PEAKE	M	EJOURNEYMAN	55,248	92	1,554	80	80	80	48	44	2,277	187	27.37	41,225	3,425	1,755	1,081	1,081	347	1,658
B	BECKMAN	M	EJOURNEYMAN WKR	55,664	135	1,735	80	80	108	39	336	2,009	209	21.05	36,800	3,680	1,870	2,658	3,927	939	3,176
B	HARDING	M	ENGR TECH III	55,102	135	1,735	80	80	108	39	336	2,009	209	21.05	36,800	3,680	1,870	2,658	3,927	939	3,176
B	GRONSTEAD	K	EJOURNEYMAN LN	54,748	137	1,768	80	80	114	17	216	2,314	234	23.77	41,974	2,932	1,784	2,051	353	988	2,650
P	VOSKJHL	M	POLICE 2	54,656	178	1,768	232	96	41	52	2,264	164	24.30	40,826	7,958	2,198	967	1,182	607	1,182	816
B	HELMAN	C	WORKING SUPERV	54,401	184	1,782	80	164	81	58	2,354	274	21.67	38,109	7,057	1,733	3,560	1,769	1,403	1,403	
B	WERST	C	WORKING SUPERV	54,074	200	1,816	80	80	108	40	240	2,187	240	21.87	39,190	3,175	1,724	3,494	1,161	209	1,403
G	FEISBACH	M	ACCOUNTANT III	53,612	160	1,850	80	80	108	40	240	2,187	240	21.87	39,190	3,175	1,724	3,494	1,161	209	1,403
B	SMITH	R	OP W/TKG SUP	53,406	198	1,808	80	80	108	40	240	2,187	240	21.87	39,190	3,175	1,724	3,494	1,161	209	1,403
B	PARKER	T	LAB TECHNICIAN	52,925	212	1,781	80	88	88	34	40	2,286	216	22.01	37,966	3,991	1,735	1,707	1,622	832	832
B	LANGSTON	F	SANT WKG SUPV	52,905	136	1,840	80	80	108	40	240	2,187	240	21.87	39,190	3,175	1,724	3,494	1,161	209	1,403
A	GRAESER	R	DEV PRO MANAGR	52,880	1,851	1,851	80	20	82	32	16	2,080	-	26.26	47,142	5,042	2,012	525	1,967	810	404
A	BROWN	S	MASTER ELECT	52,839	179	1,799	43	80	152	75	46	2,032	-	27.57	50,542	42,661	1,623	3,592	1,655	1,098	192
A	BOEKE	C	SANITARIAN II	52,617	179	1,739	80	88	114	56	4	2,090	-	26.91	44,087	4,407	2,001	2,243	2,909	1,405	80
B	CASTO	M	OPERATOR III	52,587	173	1,793	80	80	108	40	41	2,322	242	22.01	38,557	5,542	1,735	3,074	2,923	886	886
B	DAVIS JR	L	WATER MECHANIC	51,900	160	1,863	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	HANSELMAN	R	OPERATOR III	51,206	151	1,718	80	80	108	40	46	2,366	276	18.79	37,801	3,780	1,589	1,735	1,740	1,041	1,041
B	JENNINGS	R	OPERATOR 3	51,176	168	1,864	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	HUEMMER	K	GLF WKG SUPERV	50,943	175	1,705	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	FOUITZ	J	AJOURNEY LN WKR	50,915	180	1,780	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	MILLER	A	EQUIPMENT OP 3	49,933	176	1,768	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	SCHERER	M	WATER OPERAT 2	48,978	176	1,768	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	WITTHROW	J	OPERATOR II	48,947	175	1,725	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	CLINE	D	AJOURNEY LN WKR	48,750	122	1,756	80	80	108	40	48	2,179	399	20.26	35,627	7,459	1,511	1,402	1,166	910	910
B	BEUSLE	M	WW OPERATOR I	48,516	179	1,859	80	88	47	48	48	2,299	219	20.26	37,663	5,638	1,697	1,755	957	909	3,249
B	PETTY	R	POL SER AIDE	48,249	175	1,924	80	80	104	51	42	2,375	295	19.80	37,178	5,148	1,561	2,009	1,008	807	807
B	CROMES	S	COLL WPKG SUPE	47,989	175	1,757	51	80	168	62	55	2,171	91	21.87	38,018	2,071	1,724	3,614	1,365	1,187	327
B	GERLACH	C	PROGRAMANALYST	47,037	147	1,820	80	80	144	22	20	2,084	4	23.93	40,103	2,876	1,608	2,817	964	595	595
B	MALLORY	W	OPERATOR III	46,873	172	1,720	80	80	144	27	27	2,266	186	20.84	36,658	4,613	1,550	2,817	964	595	
B	ALLEN	M	FAPP LINE WKR	46,849	188	1,687	80	80	144	27	27	2,234	154	19.25	34,769	4,605	1,574	1,768	3,042	840	2,427
B	SIDERS	E	PP MAINT WORKR	46,824	133	1,831	80	80	104	60	32	2,168	116	19.25	28,374	3,401	1,400	1,700	3,860	612	612
B	JOHNSON	R	DISTRIBUTION SUP	46,646	114	1,802	80	80	104	60	32	2,234	154	19.25	28,374	3,401	1,400	1,700	3,860	612	612
B	WILES	L	WW OPERATOR 3	46,534	172	1,762	80	80	104	60	32	2,234	154	19.25	28,374	3,401	1,400	1,700	3,860	612	612
B	MELVIN	C	PRETREATM COR	46,509	176	1,763	80	80	104	60	32	2,234	154	19.25	28,374	3,401	1,400	1,			

2007 Gross Wages in Descending Order of Gross Pay
(only includes currently employed as of 5/1/08)

Code	Last Name	First Initial	Title	Gross Pay	Regular Hours	Overtime Hours	Holiday Hours	Vacation Hours	Sick Hours	Personal Hours	Other Hours	Total Hours	Hours In Excess*	Hourly Rate	Regular Pay	Overtime Pay	Holiday Pay	Vacation Pay	Sick Pay	Personal Pay**	Other Pay**	
B	WILLIAMS	R	EQUIPMENT OP 3	45,561	527	225	30	39	14	32	12	1,080	48	20.25	10,655	2,731	577	1,350	1,687	2,731	640	43
A	WALL	S	LAW DIRECTOR	45,547	2	1,008	32	40				1,080		42.17	42,510	1,037						43
C	MANIACI	S	AGT CLERK	45,272	47	31	80	27	67	37	10	335	28	13.50	6,345	1,612	1,486	1,486	1,612	1,486	1,612	161
B	BROOKHART	B	EQUIP OPER	45,176	795	18	80	37	69	56	30	1,065	22	19.25	19,857	2,611	587	2,173	8,805	2,611	587	161
B	BATEMAN	R	WV OPERATOR	45,226	423	71	80	36	125	56	19	717	11	30.25	13,035	2,611	587	2,173	8,805	2,611	587	161
C	SCHINBEL	J	AGT CLERK	44,933	60	30	80	38	80	38	10	335	28	13.50	6,345	1,612	1,486	1,486	1,612	1,486	1,612	161
B	BOGGS	J	FAPP LINEWRKR	44,938	685	135	80	113	111	40	70	1,345	285	18.25	12,475	1,719	1,430	2,078	2,078	1,430	1,719	81
B	HERSBERGER	C	EQUIPMENT OP 2	44,931	456	165	80	129	370	43	5	1,018	61	19.25	7,044	5,995	518	2,446	7,991	518	595	86
B	KIRBY	K	EQUIPMENT OP 2	44,489	850	270	80	82	22	18	219	219	182	18.25	15,536	2,959	372	1,440	3,757	3,757	3,757	272
B	NOVOTNY SR	R	MECHANIC	44,107	727	76	80	56	76	58	8	1,000	77	18.25	18,505	1,481	1,430	3,130	1,430	1,430	1,430	143
B	STEPHENSON	D	EQUIP OPER	44,107	745	184	80	80	49	26	2	1,080	14	18.25	19,258	5,633	468	1,430	2,703	2,703	468	177
B	ROOT	G	MTRNS REPR	43,525	747	117	80	176	29	49	9	1,097	11	20.25	22,145	1,814	1,587	3,534	3,534	1,587	1,814	394
A	TAMPLIN	D	HUMAN RES ASST	43,484	1,901	25	80	120	23	35	20	2,205	125	19.80	37,255	743	1,551	2,375	452	713	1,551	713
A	KING	M	ADMIN SECRETAR	43,147	1,734	80	80	279	45	55	8	2,200	120	19.80	33,968	921	1,661	5,521	871	1,071	1,661	164
B	SCHULZ	J	MAINTENANCE WK	42,532	842	66	80	136	27	36	35	1,166	66	19.25	21,720	1,270	1,200	2,608	516	655	1,200	516
B	LEE	C	REFUSE DRIVER	42,111	776	70	80	216	48	40	40	1,230	50	18.75	23,037	1,947	1,481	3,994	902	902	1,481	752
B	GRAU	M	REFUSE DRIVER	42,074	744	93	80	152	104	40	40	1,230	33	18.75	22,509	2,571	1,481	3,994	1,947	1,481	1,481	952
A	COLLIER	J	ADM SECRETARY	42,061	1,703	17	80	78	74	57	36	2,137	57	19.80	33,332	488	1,561	3,474	1,448	1,448	1,561	701
A	DANKWORTH	R	SR RECORD CLK	42,020	1,819	73	80	79	75	64	3	2,183	113	19.04	34,282	2,065	1,501	1,499	1,414	1,414	1,501	57
B	MITCHELL	S	SERVICE REP	41,988	1,729	40	80	99	109	40	24	2,120	40	19.25	33,073	2,238	1,575	1,675	2,084	1,575	1,675	449
B	SNIPES	G	DIST MAINWKR	41,864	1,761	67	80	80	142	17	17	2,117	51	19.25	33,545	2,232	1,516	1,675	2,084	1,516	1,675	323
B	SCHNEIDER	J	REFUSE DRIVER	41,789	1,824	109	80	112	24	40	40	2,189	109	18.00	33,925	3,016	1,481	2,082	442	752	1,481	752
C	FRANCIS	J	AGT CLERK	41,725	37	30	80	41	51	30	8	233	30	13.50	3,033	753	1,486	1,486	1,486	1,486	1,486	1,486
A	MECKSTROTH	R	ADM SECRETARY	41,563	1,745	80	80	134	46	32	82	2,120	40	19.80	34,222	1,551	2,623	946	615	1,551	2,623	1,551
B	GROGAN	K	WM MAINWORKER	41,458	1,760	57	80	150	88	56	35	2,181	01	19.25	33,045	1,677	1,452	3,009	1,677	1,452	1,677	1,050
B	TAMPLIN	L	EQU OPERATE	41,391	1,753	104	80	200	40	47	47	2,224	44	18.32	31,785	2,195	1,444	3,616	728	1,444	1,444	849
B	OFTREICHER	T	REFUSE COLLECT	40,766	1,682	78	80	65	89	26	11	2,155	76	17.88	31,018	2,357	1,487	1,196	1,996	1,487	1,196	485
B	WARD	D	GOLF MAINWK 2	40,365	1,818	51	80	69	51	68	51	2,131	51	18.75	33,308	1,693	1,451	1,283	953	1,451	1,283	1,111
B	WENRICK	J	METER READER	40,324	1,835	96	80	99	27	40	40	2,176	96	18.32	33,279	2,593	1,444	1,609	1,444	1,609	1,444	1,609
B	NICHOLS	R	REFUSE DRIVER	40,075	1,744	60	80	100	112	40	40	2,130	50	18.75	32,431	1,956	1,481	1,941	2,078	1,481	1,941	2,078
A	HAYSLETT	V	ADMIN SECRETAR	39,682	1,798	5	80	96	59	45	3	2,095	40	19.80	35,548	151	1,438	1,727	1,068	805	1,438	805
B	PHILLIPS JR	H	WM COLL OPER	39,628	1,838	24	80	72	59	35	20	2,107	24	18.25	34,133	556	1,468	1,847	937	1,468	1,847	937
B	BRADLEY	S	EQUIPMENT OPI	39,594	1,940	263	80	41	20	20	263	41	263	65	17.88	30,794	3,566	2,800	3,566	2,800	3,566	315
B	REINBO	N	REFUSE COLLECT	39,570	1,576	75	80	80	26	40	40	2,167	107	17.88	33,483	1,956	1,410	1,543	453	1,410	1,543	711
C	STOLER	O	SECRETARY	39,200	782	37	80	151	52	35	13	1,125	77	13.50	9,715	1,723	1,486	1,486	1,486	1,486	1,486	148
B	STEINKE	D	EQUIPMENT OPI	38,528	1,960	230	64	16	16	16	8	2,278	98	16.73	31,143	5,988	1,015	1,378	1,352	860	1,015	128
B	JAMISON	J	WATER DIS MAIN	38,334	1,829	71	80	80	49	42	2	2,151	71	18.27	31,957	1,722	1,378	1,378	1,378	1,378	1,378	128
B	KASER	M	REFUSE COLLECT	38,167	1,952	72	80	80	5	5	2	2,182	112	17.52	35,986	1,780	1,318	1,384	1,384	1,318	1,384	180
B	GANGER	J	SECRETARY	37,803	1,794	10	80	88	83	33	3	2,080	10	18.24	32,363	256	1,438	1,605	1,504	1,605	1,504	593
B	HENDERSON	J	EQUIP OPI	37,760	793	52	80	200	863	44	21	2,132	52	18.32	13,971	384	3,395	3,461	16,979	3,395	3,461	769
C	DEBROSSE	S	AGT CLERK	37,745	781	30	80	130	32	32	24	1,080	32	13.50	9,274	1,612	1,486	1,486	1,486	1,486	1,486	148
B	WENGER	J	ADMIN SECRETAR	36,515	1,751	1,882	118	80	77	117	40	2,114	34	17.85	28,460	3,205	1,338	1,254	1,970	1,338	1,254	346
B	YOUNT	B	PUR ANALYST I	35,776	1,639	80	80	88	63	72	26	2,080	-	17.96	30,770	1,780	1,383	1,560	1,105	1,239	1,383	458
C	WRIGHT	T	SECRETARY	35,668	1,674	80	80	128	81	31	8	2,080	8	18.24	28,722	1,654	1,378	1,378	1,378	1,378	1,378	166
C	MAY	P	AGT CLERK	35,615	1,754	80	80	215	21	12	8	2,080	8	17.52	30,003	1,654	1,378	1,378	1,378	1,378	1,378	166
A	ALEXANDER	D	CODE ENFOR OFF	34,021	1,721	48	80	55	18	8	5	1,800	-	19.99	32,514	1,500	1,181	822	119	1,181	822	94
C	LUKICH	L	AGT CLERK	33,064	1,905	11	80	95	8	24	5	2,091	11	15.31	28,247	252	1,149	1,183	1,149	1,183	1,149	346
A	HERRON	D	CUSTODIAN	31,790	1,968	7	80	80	8	24	2	2,167	87	15.59	28,844	1,445	1,149	1,235	1,149	1,235	1,149	346
C	DYE	N	CLERK	31,474	1,807	2	80	98	38	16	11	2,122	72	15.12	25,965	531	1,149	1,149	1,149	1,149	1,149	114
A	DAVIS	J	SECRETARY	30,803	1,913	27	80	32	33	14	8	2,107	27	15.00	27,768	539	1,149	480	492	480	492	210
C	PHILLIPS	L	CLERK CASHIER	30,771	1,678	80	80	64	198	20	19	2,180	24	13.69	24,718	468	1,043	13	994	1,043	994	510
C	JACKSON	S	POL RECORD CLK	27,778	1,682	24	80	1	76	38	3	2,104	24	13.69	24,718	468	1,043	13	994	1,043	994	510
C	RICHARD	J	ACCOUNT CLERK	27,769	1,650	50	80	30	8	8	6	1,907	50	16.21	25,210	1,443	615	615	615	615	615	556
B	CARNAHAN	R	METER READER	20,161	2,127	34	32	16	16	3	12	1,210	795	17.96	13,723	108	431	363	431	363	431	54
P	COOK	J	ADM SECRETARY	14,316	2	764	4	24	3	3	293	293	293	23.35	5,985</							