



City of Gainesville

**REQUEST FOR PROPOSAL: # RMDX-210000-GD
Group Life Insurance**

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City of Gainesville

REQUEST FOR PROPOSAL: # RMDX-210000-GD

Group Life Insurance

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PROPOSAL

Brighter under the sun

Created for:
City of Gainesville

Introduction

Thank you for the opportunity to offer this proposal to you.

Proposal presented to

City of Gainesville
200 E UNIVERSITY AVE
Gainesville, FL 32601-5456

SIC Code: 9311

Proposal presented by

Sun Life Financial

Benefits quoted

Employee Basic Life

Proposed Effective Date

January 1, 2021

Things to know

- This proposal shows a summary of proposed benefits, rates, and underlying assumptions. It is not part of the group policy or an administrative services agreement with Sun Life or its affiliated companies.
- This proposal is valid for 60 days, starting from September 25, 2020, and only for the proposed Effective Date.
- This proposal is for fully insured, nonparticipating coverage that terminates at retirement, unless otherwise noted.
- For fully insured coverages, the rates shown may be subject to recalculation pending a) final enrollment, b) census data, and c) review of any additional data requested in the proposal. Please review the assumptions for information about how the rates were derived.
- For fully insured coverages, we require that you provide a copy of the current carrier's policy or certificate, and for self-funded plans we require your Plan Document at time of sale.

Producer licensing

All Sun Life companies require producers who use insurance quotes for the purpose of soliciting, selling, or negotiating insurance to be licensed both by the state where the prospective client is located and by any state where the solicitation, sale, or negotiation of insurance occurs, if different. This requirement pertains to all forms of solicitation, sale, or negotiation of insurance, including but not limited to solicitation, sale, or negotiation conducted in person or by telephone, by e-mail, by fax, or otherwise.

Producer compensation

We encourage brokers and their clients to discuss what commission or other compensation may be paid in connection with the purchase of products and services from Sun Life companies. All Sun Life companies may pay the selling broker, agency, or third party administrator for the promotion, sale, and renewal of the products and services offered in this proposal. In addition to our standard compensation arrangements, we may make additional cash payments or reimbursements to selling brokers in recognition of their marketing and distribution activities, persistency levels, and volume of business. For New York-issued cases, producers must comply with the specific compensation disclosure requirements of New York Regulation 194.

Plan and rates

This proposal may be based on employee census information provided by the employer. Acceptance of the group and final rates will be determined by Sun Life based on actual enrollment and case experience, if required. Terms and conditions of any coverage under the policy may be determined by all required final data and by underwriting rules, minimum participation requirements, and policy provisions in effect on the date coverage begins.

Underwriting companies

The Sun Life Financial group of companies operates under the "Sun Life Financial" name strictly as a marketing name, and no legal significance is expressed or implied. In the United States and elsewhere, insurance products are offered by members of the Sun Life Financial group that are insurance companies. Sun Life Financial Inc., the publicly traded holding company for the Sun Life Financial group of companies, is not an insurance company and does not guarantee the obligations of these insurance companies. Each insurance company relies on its own financial strength and claims-paying ability.



Life

We are pleased to offer Life insurance to employers, with the benefits employees want. Here are some highlights:

- **Value-Added Services:** Employers can choose one of the Value-Added Services packages that best fits the needs of their employees. These noninsurance services are included in the price of the Life coverage.
 - **Choice #1:** Emergency Travel Assistance for employees and dependents traveling 100+ miles from home, and Identity Theft Protection for employees. Services provided by Assist America.²
 - **Choice #2:** Online Will Preparation for employees and spouses, and Claimant Support Services for claimants and families who need professional grief, legal, or financial counseling. Services are provided over the telephone by ComPsych®.²
- **Accelerated Benefits:** Terminally ill employees may access a portion of their death benefit while they are alive.
- **Waiver of Premium:** This benefit helps employees maintain important Life coverage when they become Totally Disabled, as defined by the policy, and meet age requirements. Employers can customize the Elimination Period or choose no Elimination Period—a popular choice because it means easy tracking and immediate benefits for eligible employees.
- **Claims Settlement:** Beneficiaries may elect to receive either a complimentary interest-bearing account or a lump-sum payment. Availability may vary by state.
- **Accidental Death & Dismemberment (AD&D) Coverage also Available:** Protection for covered Accidental Death and covered injuries resulting in Speech/Hearing Loss, Loss of Limb, Loss of Thumb and Index Finger, and Loss of Use of a Limb Due to Quadriplegia, Paraplegia, or Hemiplegia—all with a standard 365-day loss period. Many optional riders can be added, including Seat Belt, Air Bag, Helmet, Business Travel, Bereavement Counseling, and Child and/or Spouse Education. Availability may vary by state.
- **Enrollment Campaigns and Support:** We work with benefits managers to ensure easy enrollment and provide a wide range of tools to help ensure maximum participation at no additional cost.
- **Portability/Continuation:** Allows employees to take their group Life insurance with them (Portability) or continue their Life insurance (Continuation) under the group policy when coverage ends for reasons other than sickness, injury, retirement, or termination of the employer's plan. Employees can apply for portable or continued Term Life coverage without satisfying Evidence of Insurability. Continuation is available in lieu of Portability in states where Portability is not available.
- **Service Guarantees:** We are pleased to offer a Life Service Guarantee, which covers the speed and accuracy of our claims processing as well as how quickly we respond to our customers' phone calls. In addition, we include an overall satisfaction guarantee to ensure that our customers are 100% satisfied with our service. If we do not meet our service standards, the employer will receive a refund via check. Sun Life's maximum liability under this guarantee for any policy year is limited to the lesser of 3% of the policyholder's annual Life premium or \$5,000. The maximum payment for a breach of any one component is one-third of the maximum liability (lesser of 1% or \$1,667). If a policyholder has more than one line of insurance coverage, the Overall Satisfaction component will be paid only if the service issue arises under this guarantee. Certain limitations apply.

Footnote information is located in the General Disclosures section on the last page of this proposal.

Group Life coverage is underwritten by Sun Life Assurance Company of Canada
(Wellesley Hills, MA) under Policy Form Series 15-GP-01.

September 25, 2020

Case ID: 1607308

rev. 06090615 GGOT-1288

Basic Life

Plan design and rates

Employee Basic Life plan design

Employee Basic Life			
Eligible employees	All Full-Time United States Employees working in the United States who are scheduled to work a minimum of 20 hours per week for Classes 1, 2		
	All Eligible Retired Employees for Class 3		
Effective Date	January 1, 2021		
	Class 1	Class 2	Class 3
Class description	Chartered Officers	All Other Active Employees	Retirees
Waiting Period	30 days of employment	30 days of employment	Not Applicable
Benefit amount	Flat \$250,000	2 times annual earnings	Amount in force prior to Effective Date
Maximum benefit	\$250,000	\$50,000	\$25,000
Guaranteed Issue amount	Lesser of current amount or \$250,000	Lesser of current amount or \$50,000	
Contributions	Noncontributory	Noncontributory	Noncontributory
Participation requirement	100%	100%	

Basic Life rates

Coverage	Total employees	Monthly rate	Total estimated monthly volume	Total estimated monthly premium	Total estimated annual premium
Employee Basic Life	3669	\$0.297	\$122,857,000	\$36,489	\$437,862
Total estimated premium				\$36,489	\$437,862
Rate basis: Per \$1,000 of volume					
Sequence Number: 3					

Included in this plan:

- A flat 5% broker commission
- 36-month rate guarantee from the Effective Date
- Employee age reductions: None for Classes 1, 2.
- Employee age reductions: Benefits will reduce by 10% of the original benefit amount each year on the anniversary date of your retirement. This reduction will be effective on the first of the month coincident with or next following the date of change. The reduced amount will of coverage will be rounded up to the next higher multiple of \$1,000 to a minimum of \$5,000. for Class 3.
- Waiver of Premium: For employees with an approved disability prior to age 65, premium is waived until age 65 or for 12 months (whichever is later). For employees disabled on or after age 65 but prior to age 70, premium is waived for 12 months. There is an Elimination Period of 6 months which must be satisfied before the waiver of premium begins. The definition of Total Disability is disabled from any occupation. This provision is applicable to Classes 1, 2.

Waiver of premium is provided on the following benefits: Employee Basic Life.

- Portability: Coverage may be ported upon termination of active employment for Classes 1, 2.

Group Basic Life coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 15-GP-01.

September 25, 2020

Case ID: 1607308

- Conversion Privilege
- Employee Accelerated Death Benefit of 75% to a maximum of \$500,000 for Classes 1, 2.
- If Value-Added Services Choice #1 is selected, Emergency Travel Assistance is included for all employees and their dependents, and Identity Theft Protection is included for all employees.²
- If Value-Added Services Choice #2 is selected, Claimant Support Services and Online Will Preparation are included for all employees and their dependents.²
- Coverage will be continued on a premium-paying basis for a period of 1 month during a layoff for Classes 1, 2.
- Coverage will be continued on a premium-paying basis for a period of 1 month during a leave of absence approved by the policyholder for Classes 1, 2.
- Coverage will be continued on a premium-paying basis for a period of 12 months during a period of injury or sickness for Classes 1, 2.
- Employee coverage is rounded to the next highest \$1,000 for Class 2.

Classes 1, 2

- Earnings definition: Earnings are defined as the current earnings reported by the employer. Earnings include deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. Earnings do not include commissions, bonuses, overtime, or any other compensation.

Footnote information is located in the General Disclosures section on the last page of this proposal.

Group Basic Life coverage is underwritten by Sun Life Assurance Company of Canada
(Wellesley Hills, MA) under Policy Form Series 15-GP-01.

Assumptions

- Standard Sun Life policy language, as filed in the policyholder's situs state, is offered. No special language or state filings are included unless approved in advance and policy provisions are subject to state requirements and availability.
- Completion and approval of the Group Life Insurance Transition Statement prior to the Effective Date. This statement addresses employees who are not Actively at Work.
- An employee must be Actively at Work on his/her Effective Date for coverage to become effective. If an employee is not Actively at Work on his or her Effective Date, coverage will not become effective until the employee is again Actively at Work. Continuity of coverage may apply for takeover plans.
- If the minimum participation requirement is not met for any contributory or employee paid coverage, the policy provisions, Guaranteed Issue amount, and rates are subject to change.
- Receipt of a copy of the prior carrier's policy or certificate at the point of sale.
- Sun Life requires a final census before the point of sale and reserves the right to re-rate the proposal upon verification of dates of birth, genders, salaries, and occupations.
- Common ownership of the business units.
- Notification of any employer-completed merger or acquisition.
- Evidence of Insurability is required for late entrants, coverage increases, and coverage in excess of the Guaranteed Issue amount.

Group Life coverage is underwritten by Sun Life Assurance Company of Canada
(Wellesley Hills, MA) under Policy Form Series 15-GP-01.

Disclosures

Policy disclosures

Life

The group policy, which is described in this proposal, may include exclusions. Exclusions may prevent any benefits from being payable based on certain circumstances. For life insurance, subject to state variations, these circumstances may include suicide, and for AD&D insurance, subject to state variations, they may include intentionally self-inflicted injuries, war, active participation in a riot, committing or attempting to commit a criminal act, injury sustained from any aviation activities (other than riding as a fare-paying passenger), bodily or mental infirmity or disease of any kind, infection unless due to an accidental cut or wound, voluntary use of any controlled substance, or operation of any motorized vehicle while intoxicated.

The Accelerated Benefit is not long term care insurance. It will reduce the total amount of your life insurance benefit payable under the Policy by the amount of the accelerated payment. Receipt of an Accelerated Benefit may be taxable; you should consult your tax advisor for specific advice. Receipt of an Accelerated Benefit may affect your eligibility for public assistance programs.

The above material is provided for informational purposes only, and the exclusions may vary by policy issue state. For a complete list of exclusions, please refer to the policy documents.

General disclosures

1. For current financial ratings, please visit www.sunlife.com.

The Sun Life Financial group of companies operates under the “Sun Life Financial” name strictly as a marketing name, and no legal significance is expressed or implied. In the United States and elsewhere, insurance products are offered by members of the Sun Life Financial group that are insurance companies. Sun Life Financial Inc., the publicly traded holding company for the Sun Life Financial group of companies, is not an insurance company and does not guarantee the obligations of these insurance companies. Each insurance company relies on its own financial strength and claims-paying ability.

2. Value-added services are not insurance, are offered only on specific lines of coverage, and carry a separate charge, which is added to the cost of the insurance. The cost is included in the total amount billed. Emergency Travel Assistance is provided by Assist America®. Identity Theft Protection is provided by SecurAssist®, an Assist America program. ComPsych® is a registered trade mark of ComPsych Corporation. The entities that provide the value-added services are not subcontractors of Sun Life and Sun Life is not responsible or liable for the care, services, or advice provided by them. Sun Life reserves the right to discontinue any of the Services at any time. Employers who provide group insurance coverage and make available value added services within an I.R.C. Section 125 cafeteria plan should consult a tax professional to determine whether those services are Qualified Benefits for Section 125 plans.

Service guarantees: If we do not meet the terms of a guarantee, a policyholder may request in writing a service guarantee review. Sun Life will determine whether it failed to meet the guarantee and whether a payment is made. If the request is approved, payment will be made by check during the policy year, as long as the policy remains in force during this time. Sun Life’s maximum liability under a guarantee for any policy year is limited to the lesser of 3% of the policyholder’s annual premium or \$5,000 for each line of coverage. The maximum payment for a breach of any one component of a guarantee is one-third of the maximum liability (lesser of 1% or \$1,667). If a policyholder has more than one line of insurance coverage, the Overall Satisfaction component will be paid under the guarantee under which the service issue arises. Please note the Service Guarantees apply to Life, STD (including ASO), LTD and Dental (including ASO). For ASO contracts, service guarantee payments will be based on the annual service fee. Service Guarantees are not available for Stop Loss, Accident, Critical Illness, Cancer or Gap.

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 15-GP-01, 98P-ADD, 07-SL REV 7-12, 07P-LH-PT/07C-LH-PT, 01P-ADD-PT/01C-ADD-PT, GP-A, GC-A, 12-GP-01, 16-DEN-C-01, 12-DI-C-01, 16-DI-C-01, 13-SD-C-01, 12-AC-C-01, 16-AC-C-01, 16-ACPort-C-01, 13-ADD-C-01, 15-ADD-C-01, 12-GPPort-P-01, 13-ADDPort-C-01, 12-STDPort-C-01, ACPort-C-01, 13-SDPort-C-01, 16-SD-C-01, 16-SDPort-C-01, 16-CAN-C-01, 16-CANPort-C-01, 15-LF-C-01, 15-LFPort-C-01, 16-VIS-C-01, TDBPOLICY-2006, and TDI-POLICY. In New York, group insurance policies are underwritten by Sun Life and Health Insurance Company (U.S.) (Lansing, MI) under Policy Form Series 15-GP-01, 13-GP-LF-01, 13-LF-C-01, 13-GP-LH-01, 13-ADD-C-01, 12-DI-C-01, 13-LTD-C-01, 13-STD-C-01, 06P-NY-DBL, 06P-NY-DBL-R-PFL, 07-NYSL REV 7-12, GC-A, GP-A, 12-GP-SD-01, 13-SD-C-01, 12-GP-01, 12-AC-C-01, 12-GPPort-01, 13-LFPort-C-01, 13-ADDPort-C-01, 15-LF-GP-01, 15-SD-GP-01, 12-STDPort-C-01, 12-ACPort-C-01 and 13-SDPort-C-01. Prepaid dental products are provided and administered by Sun Life Assurance Company of Canada (SLOC) under Form Series BDC-GDSA, PDC, and are provided by prepaid dental companies, affiliated with SLOC, under Form Series BDC-GDSA, UDC-CA-GA06-UDC, UDC-CA-GA06-89, FB-NJ-0281, UDC-09-GDSA-TX, PDC in certain states except New York. Prepaid dental companies are Denticare of Alabama, Inc., United Dental Care of Arizona, Inc., UDC Dental California, Inc., United Dental Care of Colorado, Inc., Union Security DentalCare of Georgia, Inc., United Dental Care of Missouri, Inc., Union Security DentalCare of New Jersey, Inc., United Dental Care of New Mexico, Inc., UDC Ohio, Inc., United Dental Care of Texas, Inc., and United Dental Care of Utah, Inc. In New York, prepaid dental products are provided and administered by Sun Life and Health Insurance Company (U.S.) (SLHIC) (Lansing, MI) under Form Series BDC-GDSA-NY. Product offerings may not be available in all states and may vary depending on state laws and regulations.

This coverage does not constitute comprehensive health insurance (often referred to as “major medical coverage”) and does not satisfy the requirement for Minimum Essential Coverage under the Affordable Care Act.

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Minimum Qualifications

All insurance companies submitting proposals must be:

- 1. Licensed by the State of Florida and have a record of good performance with governmental agencies within Florida.**

Sun Life began doing business in Florida in March of 1927.

- 2. Be willing to commit to the specified level of service and quality.**

Sun Life is pleased to offer service guarantees. Our guarantees cover the speed and accuracy of our claims processing, speed of response to Client inquiries, and overall satisfaction.

Life

- **Claims Service:** We guarantee that 100% of claims will be processed within 10 business days provided that we receive complete claim documentation. If we require additional information to process a claim, we will send a request within five business days. Claims processing will be 100% accurate.
- **Customer Service:** We will respond to all telephone calls from policyholders and claimants within one business day.
- **Overall Satisfaction Guarantee:** We're committed to service. If a policyholder is not satisfied with their Sun Life experience—for any reason—we will provide payment under this section.

- 3. Must provide a toll-free service to handle inquiries directly from plan members as well as City of Gainesville officials.**

Our toll-free Customer Service Center number is 1-800-247-6875. Policyholders and employees may call our toll-free number Monday through Friday from 8:00 a.m. to 8:00 p.m. Eastern Time.

- 4. Minimally, the insurance company must have an A M Best rating of A5 or its equivalent.**

Sun Life Assurance Company of Canada's (SLA) currently has the following financial strength ratings (FSR) with stable outlook from four credit rating agencies we engage.

Standard & Poor's:	AA (Very Strong) (3rd of 21 rating categories)
Moody's:	Aa3 (High Quality) (4th of 21 categories)
A.M. Best:	A+ (Superior) (2nd of 13 rating categories)
DBRS:	AA (Excellent) (3rd of 20 ratings categories)

The most recent date ratings and outlooks affirmed:

Standard & Poor's:	March 11, 2020
Moody's:	April 19, 2017

A.M. Best: December 4, 2019
DBRS: October 16, 2019 (ratings upgraded to AA from AA(low))

The most recent credit report publication date:

Standard & Poor's: December 17, 2019
Moody's: July 5, 2019
A.M. Best: December 19, 2019
DBRS: October 24, 2019

Ratings are subject to change. Sun Life Assurance Company of Canada is a member of the Sun Life Financial group of companies. To see current independent financial ratings, visit www.sunlife.com, go to the Investor section, and choose Ratings.

5. Insurer must waive actively at-work requirement and guarantee no gain-no loss provision.

On our effective date, an employee needs to be actively at work in order to be eligible for benefits unless he/she meets the criteria for continuance under our Continuity of Coverage provision.

Sun Life's Policy/Certificate contains a Continuity of Coverage provision that protects insured employees who are not actively at work on our effective date from losing coverage due solely to a change in the insurance carrier. Certain criteria must be met, and the individual will be covered for the lesser of what they had under the prior contract or what they have under the Sun Life contract.

6. Must comply with schedule of benefits as described in Attachment 1.

Upon selection as finalist we will be happy to discuss your concerns in greater detail.

City of Gainesville
Pricing Proposal Response Form
GROUP TERM LIFE INSURANCE COVERAGE

RMDX-210000-GD

Group Life Insurer: Sun Life Assurance Company of Canada

Best's Rating:

Proposer Name: Dominic Monfred

Toll Free Phone:

Telephone: (904) 465-1131

FAX:

Agent/Broker: Baldwin Krystyn Sherman
Partners

Telephone:

FAX:

Place rate for each year proposed, including any expected increases in rate.

Policy Year	Rate per \$ 1,000	Agent / Broker Remuneration - Commission
01/01/21-12/31/21	.297	5%
01/01/22-12/31/22	.297	5%
01/01/23-12/31/23	.297	5%

Policy Year	Rate per \$ 1,000	Agent / Broker Remuneration - Fee Based
01/01/21-12/31/21		
01/01/22-12/31/22		
01/01/23-12/31/23		

QUESTIONS: Attach necessary explanations and/or deviations.		Y / N
1. Does your proposed program comply with all applicable Florida and Federal Statutes?		Yes
2. Will you waive actively at work provisions for currently covered City of Gainesville employees? On our effective date, an employee needs to be actively at work in order to be eligible for benefits unless he/she meets the criteria for continuance under our Continuity of Coverage provision. Sun Life's Policy/Certificate contains a Continuity of Coverage provision that protects insured employees who are not actively at work on our effective date from losing coverage due solely to a change in the insurance carrier. Certain criteria must be met, and the individual will be covered for the lesser of what they had under the prior contract or what they have under the Sun Life contract.		No
3. Does your proposal match current benefits without modification? Please state any exceptions.		Yes
4. Does the rate include Agent/Broker remuneration?		Yes
5. Describe claimant's payment options. Sun Life offers several settlement options. For benefit amounts less than \$10,000: • Send a lump-sum check to the beneficiary or plan administrator For benefit amounts greater than \$10,000, we offer the following options:		

- Deposit the benefit amount into an interest-bearing account in the beneficiary's name*, or
- Send a lump-sum check to the plan administrator, to provide to the beneficiary, or
- Send a lump sum check directly to the beneficiary.

The beneficiary selects the payment option on the claim form.

*For policies issued in and for residents of Kentucky, Maryland, New Hampshire, New Jersey, and Rhode Island, payment will be made by check. The bank account option is not available in these states.

6. Describe your waiver of premium provision.

Our Group Life Waiver of Premium provision applies to both Basic and Optional Life and is designed to preserve the Life insurance benefit for totally disabled employees. Some highlights of this feature include:

- Totally disabled employees can immediately apply
- Protection doesn't end upon policy termination
- Coverage extends to age 65, depending on the plan design quoted
- Accelerated Death Benefit provision is available to terminally ill employees who are totally disabled

7. Describe fully any exclusions or limitations to the coverage you are proposing. Specifically address: Suicide, piloting an airplane, skydiving or recreational diving. –

Our contract includes a suicide provision that applies to Voluntary Life coverage. This provision stipulates that an employee/spouse must be insured for his/her life insurance benefit, as indicated below, for at least 24 months or no amount of insurance will be payable if the cause of death is deemed to be suicide.

- No Voluntary Life Insurance death benefit amount is payable if suicide occurs within 24 months from the date the Voluntary Life Insurance starts. Any period of time an employee/spouse was insured for the same amount of Voluntary Life Insurance under the Employer's prior group life policy will count towards completion of the 24 months.
- No increased or additional amount of Employee/Spouse Voluntary Life Insurance requested is payable if the suicide occurs within 24 months from the date of the requested increased or additional amount of Employee/Spouse Voluntary Life Insurance starts.
- No requested amount of Employee/Spouse Life Insurance over the Guaranteed Issue Amount is payable if the suicide occurs within 24 months from the date of the requested amount over the Guaranteed Issue Amount starts.

8. Provide the name, address and telephone number of the office that will service this account. Also, provide the name of the person who will have overall responsibility for servicing this account.

We will assign a Client Relationship Executive (CRE) to service the City's account. The CRE will be regionally aligned to Baldwin Krystyn Sherman Partners. Each CRE works with an internal partner, the Client advocate. The Client Advocate is a service partner to the CRE and an additional resource to the Client. In addition, the City can call our Customer Service Center for assistance as an additional resource.

9. Provide the location from which claims will be paid.

We process Life and AD&D claims from our Portsmouth, New Hampshire claims office, our Kansas City, Missouri claims office, and our Scarborough, Maine claims office.

10. What is the proposed claim office's current turnaround time (in business days) for life claims, from the receipt of properly completed claim forms to the mailing of the claim payment?

Our actual turnaround time for Life and AD&D claims in 2019 was 6.4 business days.

Comments:

BID COVER PAGE



Procurement Division
200 E University Avenue, Rm 339
Gainesville, FL 32601
(352) 393-8789
Issue Date: September 7, 2020

REQUEST FOR PROPOSAL: # RMDX-210000-GD
Group Life Insurance

PRE-PROPOSAL MEETING: [] Non-Mandatory [] Mandatory [x] N/A [] Includes Site Visit
DATE: N/A TIME: N/A
LOCATION: N/A

QUESTION SUBMITTAL DUE DATE: September 17, 2020, 3:00pm

DUE DATE FOR UPLOADING PROPOSAL: September 30, 2020, 3:00pm

SUMMARY OF SCOPE OF WORK:
The Group Life Insurance program will provide eligible City of Gainesville employees and retirees with group life insurance.
The city expects the selected vendor to place and administer the group life product for the initial term of the agreement of
the three years. The City prefers a rate guarantee for three years. The benefit is paid by the employer.

For questions relating to this solicitation, contact: Gayle Dykeman, dykemangb@cityofgainesville.org

Bidder is not in arrears to City upon any debt, fee, tax or contract: [x] Bidder is NOT in arrears [] Bidder IS in arrears
Bidder is not a defaulter, as surety or otherwise, upon any obligation to City: [x] Bidder is NOT in default [] Bidder IS in default

Bidders who receive this bid from sources other than City of Gainesville Procurement Division or DemandStar.com MUST contact the
Procurement Division prior to the due date to ensure any addenda are received in order to submit a responsible and responsive offer.
Uploading an incomplete document may deem the offer non-responsive, causing rejection.

ADDENDA ACKNOWLEDGMENT: Prior to submitting my offer, I have verified that all addenda issued to date are considered as
part of my offer: Addenda received (list all) # _____

Legal Name of Bidder: Sun Life Assurance Company of Canada
DBA: Sun Life, Inc.
Authorized Representative Name/Title: David Healy, SVP, Group Benefits
E-mail Address: dominic.monfred@sunlife.com FEIN: 38-1082080
Street Address: One Sun Life Executive Park Wellesley Hills, MA 02481
Mailing Address (if different):
Telephone: (800) SUN-LIFE Fax: ()

By signing this form, I acknowledge I have read and understand, and my business complies with all General Conditions and requirements
set forth herein; and,
[] Proposal is in full compliance with the Specifications.
[] Proposal is in full compliance with the Specifications except as specifically stated and attached hereto.

SIGNATURE OF AUTHORIZED REPRESENTATIVE: [Handwritten Signature]

SIGNER'S PRINTED NAME: David Healy DATE: 9/25/20

This page must be completed and uploaded to DemandStar.com with your Submittal.

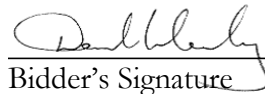
DRUG-FREE WORKPLACE FORM

The undersigned bidder in accordance with Florida Statute 287.087 hereby certifies that

Sun Life Assurance Company of Canada _____ does:
(Name of Bidder)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for the drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this bidder complies fully with the above requirements.



Bidder's Signature

9/25/20
Date

In the event of a tie bid, bidders with a Drug Free Workplace Program will be given preference. To be considered for the preference, this document must be completed and uploaded to DemandStar.com with your Submittal.

BIDDER VERIFICATION FORM

LOCAL PREFERENCE (Check one)

Local Preference requested: YES NO

A copy of the following documents must be included in your submission if you are requesting Local Preference:

- Business Tax Receipt
- Zoning Compliance Permit

QUALIFIED SMALL BUSINESS AND/OR SERVICE DISABLED VETERAN BUSINESS STATUS (Check one)

Is your business qualified, in accordance with the City of Gainesville's Small Business Procurement Program, as a local Small Business? YES X NO this is not applicable.

Is your business qualified, in accordance with the City of Gainesville's Small Business Procurement Program, as a local Service-Disabled Veteran Business? YES X NO this is not applicable.

LIVING WAGE COMPLIANCE

See Living Wage Decision Tree:

(Check one)

- Living Wage Ordinance does not apply (check all that apply)
- Not a covered service
 - Contract does not exceed \$100,000
 - Not a for-profit individual, business entity, corporation, partnership, limited liability company, joint venture, or similar business, who or which employs 50 or more persons, but not including employees of any subsidiaries, affiliates or parent businesses.
 - Located within the City of Gainesville enterprise zone.
- Living Wage Ordinance applies and the completed Certification of Compliance with Living Wage is included with this bid.

NOTE: If Contractor has stated Living Wage Ordinance does not apply and it is later determined Living Wage Ordinance does apply, Contractor will be required to comply with the provision of the City of Gainesville's living wage requirements, as applicable, without any adjustment to the bid price.

REGISTERED TO DO BUSINESS IN THE STATE OF FLORIDA

Is Bidder registered with Florida Department of State's, Division of Corporations, to do business in the State of Florida?

YES NO (refer to Part 1, 1.6, last paragraph)

If the answer is "YES", provide a copy of SunBiz registration or SunBiz Document Number (# _____)

If the answer is "NO", please state reason why: _____

DIVERSITY AND INCLUSION (Applies to solicitations above \$50,000)

Does your company have a policy on diversity and inclusion? YES NO

If yes, please attach a copy of the policy to your submittal.

Note: Possessing a diversity and inclusion policy will have no effect on the City's consideration of your submittal, but is simply being requested for information gathering purposes.

Sun Life Assurance Company of Canada

Bidder's Name

David Healy, SVP, Group Benefits

Printed Name/Title of Authorized Representative



Signature of Authorized Representative

9/25/20

Date

This page must be completed and uploaded to DemandStar.com with your Submittal.

REFERENCE FORM

Name of Bidder: Sun Life Assurance Company of Canada

Due to the large number of reference requests we receive, and out of consideration for the privacy of our Clients, we would be happy to provide references at the finalist stage.

Provide information for three references of similar scope performed within the past three years. You may include photos or other pertinent information.

#1 Year(s) services provided (i.e. 1/2015 to 12/2018): _____

Company Name: _____
Address: _____
City, State Zip: _____
Contact Name: _____
Phone Number: _____ Fax Number: _____
Email Address (if available): _____

#2 Year(s) services provided (i.e. 1/2015 to 12/2018): _____

Company Name: _____
Address: _____
City, State Zip: _____
Contact Name: _____
Phone Number: _____ Fax Number: _____
Email Address (if available): _____

#3 Year(s) services provided (i.e. 1/2015 to 12/2018): _____

Company Name: _____
Address: _____
City, State Zip: _____
Contact Name: _____
Phone Number: _____ Fax Number: _____
Email Address (if available): _____

Form **W-8ECI**

(Rev. July 2017)

Department of the Treasury
Internal Revenue Service

Certificate of Foreign Person's Claim That Income Is Effectively Connected With the Conduct of a Trade or Business in the United States

▶ Section references are to the Internal Revenue Code.
▶ Go to www.irs.gov/FormW8ECI for instructions and the latest information.
▶ Give this form to the withholding agent or payer. Do not send to the IRS.

OMB No. 1545-1621

Note: Persons submitting this form must file an annual U.S. income tax return to report income claimed to be effectively connected with a U.S. trade or business. See instructions.

Do not use this form for:

- A beneficial owner solely claiming foreign status or treaty benefits W-8BEN or W-8BEN-E
- A foreign government, international organization, foreign central bank of issue, foreign tax-exempt organization, foreign private foundation, or government of a U.S. possession claiming the applicability of section(s) 115(2), 501(c), 892, 895, or 1443(b) W-8EXP

Instead, use Form:

Note: These entities should use Form W-8ECI if they received effectively connected income and are not eligible to claim an exemption for chapter 3 or 4 purposes on Form W-8EXP.

- A foreign partnership or a foreign trust (unless claiming an exemption from U.S. withholding on income effectively connected with the conduct of a trade or business in the United States) W-8BEN-E or W-8IMY
 - A person acting as an intermediary W-8IMY
- Note:** See instructions for additional exceptions.

Part I Identification of Beneficial Owner (see instructions)

1 Name of individual or organization that is the beneficial owner SUN LIFE ASSURANCE COMPANY OF CANADA	2 Country of incorporation or organization CANADA
---	--

3 Name of disregarded entity receiving the payments (if applicable)

4 Type of entity (check the appropriate box):

<input type="checkbox"/> Partnership	<input type="checkbox"/> Simple trust	<input type="checkbox"/> Individual	<input checked="" type="checkbox"/> Corporation
<input type="checkbox"/> Government	<input type="checkbox"/> Grantor trust	<input type="checkbox"/> Complex trust	<input type="checkbox"/> Estate
<input type="checkbox"/> Private foundation	<input type="checkbox"/> International organization	<input type="checkbox"/> Central bank of issue	<input type="checkbox"/> Tax-exempt organization

5 Permanent residence address (street, apt. or suite no., or rural route). **Do not use a P.O. box or in-care-of address.**

1 YORK STREET

City or town, state or province. Include postal code where appropriate.

TORONTO, ONTARIO M5J 0B6	Country CANADA
---------------------------------	--------------------------

6 Business address in the United States (street, apt. or suite no., or rural route). **Do not use a P.O. box or in-care-of address.**

ONE SUN LIFE EXECUTIVE PARK, SC 3331

City or town, state, and ZIP code

WELLESLEY, MASSACHUSETTS 02481 USA

7 U.S. taxpayer identification number (required—see instructions) <input type="checkbox"/> SSN or ITIN <input checked="" type="checkbox"/> EIN 38-1082080	8 Foreign tax identifying number 105071005RC0002
--	---

9 Reference number(s) (see instructions)	10 Date of birth (MM-DD-YYYY)
---	--------------------------------------

11 Specify each item of income that is, or is expected to be, received from the payer that is effectively connected with the conduct of a trade or business in the United States (attach statement if necessary). INTEREST

AND

SEE ATTACHED STATEMENT

Part II Certification

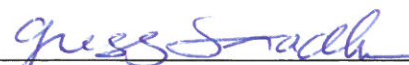
Sign Here

Under penalties of perjury, I declare that I have examined the information on this form and to the best of my knowledge and belief it is true, correct, and complete. I further certify under penalties of perjury that:

- I am the beneficial owner (or I am authorized to sign for the beneficial owner) of all the payments to which this form relates,
- The amounts for which this certification is provided are effectively connected with the conduct of a trade or business in the United States,
- The income for which this form was provided is includible in my gross income (or the beneficial owner's gross income) for the taxable year, and
- The beneficial owner is not a U.S. person.

Furthermore, I authorize this form to be provided to any withholding agent that has control, receipt, or custody of the payments of which I am the beneficial owner or any withholding agent that can disburse or make payments of the amounts of which I am the beneficial owner.

I agree that I will submit a new form within 30 days if any certification made on this form becomes incorrect.

	Gregg Fradkin	01-02-2020
Signature of beneficial owner (or individual authorized to sign for the beneficial owner)	Print name	Date (MM-DD-YYYY)

I certify that I have the capacity to sign for the person identified on line 1 of this form.



Statement of Exemption from Withholding Tax

W-8ECI Attachment

Sun Life Assurance Company of Canada (E.I.N. 38-1082080) is a foreign insurance company operating a U.S. Branch that files a National Association of Insurance Commissioners (“NAIC”) annual statement with the insurance department of the state of Michigan. All payments to the U.S. Branch of Sun Life Assurance Company of Canada are presumed to be effectively connected with the conduct of a trade or business within the United States and backup withholding is not required.

Please refer to the instructions for Form W-8ECI which states that payments to a U.S. Branch of certain foreign persons is presumed to be effectively connected with the conduct of a trade or business within the United States even if the foreign person does not give you a Form W-8ECI. Branches to which this presumption applies included a U.S. branch of a foreign insurance company required to file a NAIC annual statement with the insurance department of a state, territory, or the District of Columbia.



VP, Specialty Tax Compliance

01-02-2020

Date

**SUN LIFE ASSURANCE COMPANY
OF CANADA**

Is hereby authorized to transact
insurance in the State of Florida.

This certificate signifies that the company
has satisfied all requirements of the
Florida Insurance Code for the issuance
of a license and remains subject to
all applicable laws of Florida.

Date of Issuance: March 15, 1927
No. 91-38-1082080

Tom Gallagher

Tom Gallagher
Treasurer and Insurance Commissioner



Florida
Department
of Insurance

Exceptions

RECORDS/AUDIT

Contractor shall maintain records sufficient to document their completion of the scope of services established by this Contract. These records shall be subject at all reasonable time to review, inspect, copy and audit by persons duly authorized by the City. These records shall be kept for a minimum of three (3) years after completion of the Contract. Records which relate to any litigation, appeals or settlements of claims arising from performance under this Order shall be made available until a final disposition has been made of such litigation, appeals, or claims.

Sun Life will allow audits by the Client, provided the specifics of which, including but not limited to frequency, duration, scope, subject matter and use and disclosure of information, are determined and agreed to by both Sun Life and the policyholder prior to the audit. For fully insured plans, the policyholder is not entitled to review claims that contain protected information under the privacy laws. The cost of any such audit will be at the expense of the policyholder.

We will also make information available at no cost to certain personnel from the Client necessary to complete an audit, but only to the extent that such information is not protected by attorney-client privilege or considered confidential by Sun Life. Audits are subject to 30 days' notice and appropriate confidentiality measures.

Records are retained in accordance with applicable legal, regulatory, and contractual requirements.

INDEMNIFICATION

We do not provide indemnification. Sun Life stands behind its claim determinations. If an employer/policyholder is named as a defendant in a lawsuit based upon a claim determination made by Sun Life, Sun Life will work with the employer/policyholder to obtain its dismissal from the case where appropriate.

TERMINATION

The Policy will terminate on the earliest of:

- the last day of the grace period if premiums remain unpaid
- the termination date requested by the Policyholder in writing but no earlier than the last date for which premium has been paid
- the date that we specify in advance written notice to the Policyholder. We may give this notice at any time, but not less than 31 days in advance of such date. Occasions on which we may give this notice include but are not limited to:
 - a) at any time when the Policyholder fails:
 - to furnish promptly any information that we may reasonably require; or

- to perform any other obligations pertaining to this Policy;
- b) at any time when the Policyholder ceases to qualify for insurance coverage under this Policy in accordance with our then current standard underwriting rules and practices
- any date the Policyholder does not have at least 10 Employees insured under this Policy
- any date the Policyholder is not actively engaged in the business that we agreed to insure

The Policy may be terminated on the policy anniversary after we give the Policyholder at least 60 days notification of our intent to terminate.

During the ordinary course of its business, Sun Life is involved in claims-related litigation involving the group insurance policies sold by it. There have been no lawsuits or administrative charges/complaints that would impact our ability to provide the requested insurance.



City of Gainesville

Budget and Finance Department
Purchasing Division

Addendum Publish Date: September 10, 2020

Group Life Insurance Bid No.: RMDX-210000-GD ADDENDUM NO. 1

Bid Due Date: September 30, 2020, 3:00pm

NOTE: The original Specifications remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary:

Please find attached:

- a) Excel version of Attachment 2 – Retiree Life Insurance Census
- b) Excel version of Attachment 3 – Risk Life Insurance Census
- c) Copy of the Cone of Silence period information (Financial Procedures Manual Section 41-424 Prohibition of lobbying in procurement matters).

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 1 by his or her signature below, **and a copy of this Addendum to be returned with proposal.**

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 1 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER COMPANY NAME: Sun Life Assurance Company of Canada

SIGNATURE: David Healy

LEGIBLY PRINT NAME: David Healy _____

DATE: September 25, 2020



City of Gainesville

Budget and Finance Department
Purchasing Division

CITY OF
GAINESVILLE

FINANCIAL SERVICES
PROCEDURES MANUAL

41-424 Prohibition of lobbying in procurement matters

Except as expressly set forth in Resolution 170116, Section 9, during the Cone of Silence as defined herein no person may lobby, on behalf of a competing party in a particular procurement process, City Officials or employees, except the Procurement Division or the procurement designated staff contact person. Violation of this provision shall result in disqualification of the party on whose behalf the lobbying occurred.

Cone of Silence period means the period between the issue date which allows for immediate submittals to the City of Gainesville Procurement Division in response to an invitation to bid, or a request for proposal, or qualifications, or information, or an invitation to negotiate, as applicable, and the time that City Officials or the Procurement Division, or City Department awards the contract.

Lobbying means when a person seeks to influence or attempt to influence City Officials or employees with respect to a decision of the City, except as authorized by procurement procedures.

BID COVER PAGE



Procurement Division
200 E University Avenue, Rm 339
Gainesville, FL 32601
(352) 393-8789
Issue Date: September 7, 2020

REQUEST FOR PROPOSAL: # RMDX-210000-GD
Group Life Insurance

PRE-PROPOSAL MEETING: [] Non-Mandatory [] Mandatory [x] N/A [] Includes Site Visit
DATE: N/A TIME: N/A
LOCATION: N/A

QUESTION SUBMITTAL DUE DATE: September 17, 2020, 3:00pm

DUE DATE FOR UPLOADING PROPOSAL: September 30, 2020, 3:00pm

SUMMARY OF SCOPE OF WORK:
The Group Life Insurance program will provide eligible City of Gainesville employees and retirees with group life insurance.
The city expects the selected vendor to place and administer the group life product for the initial term of the agreement of
the three years. The City prefers a rate guarantee for three years. The benefit is paid by the employer.

For questions relating to this solicitation, contact: Gayle Dykeman, dykemangb@cityofgainesville.org

Bidder is not in arrears to City upon any debt, fee, tax or contract: [x] Bidder is NOT in arrears [] Bidder IS in arrears
Bidder is not a defaulter, as surety or otherwise, upon any obligation to City: [x] Bidder is NOT in default [] Bidder IS in default

Bidders who receive this bid from sources other than City of Gainesville Procurement Division or DemandStar.com MUST contact the
Procurement Division prior to the due date to ensure any addenda are received in order to submit a responsible and responsive offer.
Uploading an incomplete document may deem the offer non-responsive, causing rejection.

ADDENDA ACKNOWLEDGMENT: Prior to submitting my offer, I have verified that all addenda issued to date are considered as
part of my offer: Addenda received (list all) # _____

Legal Name of Bidder: Sun Life Assurance Company of Canada
DBA: Sun Life, Inc.
Authorized Representative Name/Title: David Healy, SVP, Group Benefits
E-mail Address: dominic.monfred@sunlife.com FEIN: 38-1082080
Street Address: One Sun Life Executive Park Wellesley Hills, MA 02481
Mailing Address (if different):
Telephone: (800) SUN-LIFE Fax: ()

By signing this form, I acknowledge I have read and understand, and my business complies with all General Conditions and requirements
set forth herein; and,

[] Proposal is in full compliance with the Specifications.
[] Proposal is in full compliance with the Specifications except as specifically stated and attached hereto.

SIGNATURE OF AUTHORIZED REPRESENTATIVE: [Handwritten Signature]

SIGNER'S PRINTED NAME: David Healy DATE: 9/25/20

PART 1 – REQUEST FOR PROPOSAL INFORMATION

Thank you for your interest in working with the City of Gainesville.

Pertinent information and required documents regarding this bid as part of a responsive offer are listed below:

BID COVER PAGE.....	1
PART 1 – REQUEST FOR PROPOSAL INFORMATION	2
PART 2 – PROJECT OVERVIEW.....	5
PART 3 – PRICE PROPOSAL.....	6
PART 4 – HOW TO SUBMIT A PROPOSAL.....	7
PART 5 – EVALUATION PROCESS.....	11
PART 6 – SELECTION PROCESS.....	12
PART 7 – AWARD.....	13
PART 8 – GENERAL INFORMATION.....	14
PART 9 – SAMPLE CONTRACT	17
PART 10 – EXHIBITS	24
PART 11 – NO BID SURVEY	30
PART 12 – ATTACHMENTS.....	31

1.1 DISTRIBUTION OF INFORMATION

The City posts and distributes information pertaining to its procurement solicitations on DemandStar (www.demandstar.com). ~~The City has transitioned from accepting hard (paper) copy submittals to accepting submittals through “E-Bidding” on DemandStar.com. In order to submit a bid response to this solicitation the bidder must be registered with DemandStar.~~ There is no cost to the bidder to register with DemandStar.

It is the responsibility of the vendor to monitor DemandStar. Properly registered vendors can expect to receive automatic notification of solicitations for bids and proposals, by participating purchasing entities. Bidder’s failure to retrieve available, required procurement information from DemandStar and include the appropriate documentation and information in solicitation responses may result in disqualification.

1.2 PRE-PROPOSAL MEETING/QUESTIONS/CLARIFICATIONS AND BID OPENING

No Pre-Proposal Meeting is scheduled for this solicitation.

~~If scheduled (refer to Bid Cover Page), attending a pre-proposal meeting is strongly recommended as the project’s scope of work, procedures, and specifications will be discussed at this time. It is the only time during the bid process that bidders may ask questions directly of the end user.~~

~~NOTE: For a bidder’s attendance of a mandatory pre-proposal meeting to count, the bidder must sign in before the Procurement Specialist calls the end of that meeting. If the bidder is not signed in by that time, they will be disqualified from bidding on the project. If the mandatory pre-proposal meeting also includes a required site visit, then bidder must sign in, both at the pre-proposal meeting, and again at the end of the site visit, in order to have their attendance count and not be disqualified from submitting a proposal.~~

~~**NOTE: Failure to attend a mandatory pre-proposal meeting will result in disqualification of your proposal.**~~

~~If special accommodations are needed in order to attend a pre-proposal meeting or a bid opening, please contact the Procurement Division at least 72 hours in advance.~~

All questions that occur outside of the pre-proposal meeting must be submitted to Procurement only, and must be received by the date indicated on the Bid Cover Page to be considered. Technical and/or specification questions will not be answered over the phone; they must be submitted by email directed to the Procurement Specialist conducting the solicitation (refer to Bid Cover Page). All questions will be answered via Addendum which will be posted on DemandStar.com for vendor access. All addenda must be acknowledged by the bidder on the Bid Cover Page.

*****IMPORTANT NOTICE REGARDING BID OPENING*****

The scheduled bid opening will occur via ZOOM. The information to join the bid opening is provided below. Attendance (live viewing) of the bid opening is not required. However, to join the bid opening you must register. The bid opening will be recorded for Public Record.

<https://us02web.zoom.us/j/81480090097?pwd=SFRMQVczWGVsa0xyUGZ5UGxXZXBOQT09>

Meeting ID: 814 8009 0097

Passcode: h725DW

One tap mobile

+19292056099,,81480090097#,,,,,0#,,834672# US (New York)

+13017158592,,81480090097#,,,,,0#,,834672# US (Germantown)

Dial by your location

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 814 8009 0097

Passcode: 834672

Find your local number: <https://us02web.zoom.us/j/81480090097?pwd=SFRMQVczWGVsa0xyUGZ5UGxXZXBOQT09>

1.3 RFP TIME TABLE

The anticipated schedule for the RFP and contract approval is as follows:

ACTIVITY	DAY	TENTATIVE DATE	TIME	LOCATION	COMMENTS
RFP on DemandStar	Monday	09/07/20			Cone of Silence Begins
Deadline for receipt of questions	Thursday	09/17/20	3:00pm		dykemangb@cityofgainesville.org
Deadline for receipt of proposals	Wednesday	09/30/20	3:00pm	DemandStar	
Oral presentations, if conducted	Friday	10/16/20	12:00-3:00pm	Zoom	
5-Day Period Posting		10/22-10/28/2020		DemandStar	
Recommendation of Award to City Commission	Thursday	11/05/20	1:00pm	Zoom	Cone of Silence Ends
Contract Finalization Period		2-5 weeks			
Purchase Order issued		1 day			
Projected contract start date		01/01/21			

All dates are subject to change. Bidders will be notified via Addendum posted in [DemandStar.com](https://www.demandstar.com) in event of any schedule change.

1.4 PROHIBITION OF LOBBYING

To ensure fair consideration, consistent and accurate dissemination of information for all bidders, the City prohibits communication to or with any department, employee, or agent evaluating or considering proposals during the submission process, except as authorized by the Procurement Division representative. **Additionally, the City prohibits communication**

initiated by a bidder to any city official or employee evaluating or considering the proposals (up to and including the City Commissioners) before the time an award decision has been made. Any communication between bidder and the City required to obtain information or clarification for preparing a bid or to enable a proper, accurate evaluation of a proposal will be handled solely through the Procurement Division staff. **Any communications initiated between the bidder and the City outside these parameters may be grounds for disqualifying the offending bidder from consideration for award of the proposal and/or any future proposal.**

1.5 CONE OF SILENCE

During the Cone of Silence (formerly called Blackout period) as defined in the next paragraph, except as pursuant to an authorized appeal, no person may lobby (as defined in section 1.4) on behalf of a competing party in a particular procurement process, City officials or employees except the Procurement designated staff contact in the Procurement division. Violation of this provision shall result in disqualification of the party on whose behalf the lobbying occurred.

The Cone of Silence is the period between the issue date of the RFP, which allows for immediate submittals to the City of Gainesville Procurement Division for the Request for Proposal and the time the City Officials and Employee awards the contract.

1.6 DETERMINATION OF RESPONSIBILITY OF BIDDERS

The specific qualifications of bidders for this specific Request for Proposal are included in Part 3, 3.1, d) Qualifications. Bidder must also demonstrate that it is responsible as defined in the City of Gainesville's [Financial Services Procedures Manual](#), Section 41-522, as may be amended.

As a part of the proposal evaluation process, City reserves the right to conduct a background investigation of bidder, including a record check by the Gainesville Police Department if the qualifications require it. Bidder's submission of a proposal constitutes acknowledgment of the process and consent to such investigation.

No contract will be awarded to any proposer that is in arrears to City upon any debt, fee, tax or contract, or who is a defaulter, as surety or otherwise, upon any obligation to City, or who is otherwise determined to be not responsible by City pursuant to Section 41-522, [Financial Services Procedures Manual](#), following:

These criteria consider the bidder's capability to perform:

- a) The ability of the bidder to successfully carry out a proposed contract.
- b) Past performance (including reference check), experience, business and financial capabilities, skills, technical organization, legal eligibility and reliability.
- c) Current litigation pending between the bidder and the City.
- d) Bidder has paid all debts owed to the City.
- e) Bidder possesses all required licenses.

If it is determined that the bidder is not responsible, City will notify bidder of its finding, including evidence used, and allow bidder the opportunity to come into compliance within three (3) business days of notification.

Successful Bidder must either update or complete City's vendor application, pay business tax (if applicable), and register with the State of Florida. Please be advised that the City Attorney's office will not approve a contract with any vendor unless the corporation or partnership is registered with the Division of Corporations with the State of Florida (www.sunbiz.org).

1.7 RESPONSIVENESS OF PROPOSAL

Each proposal will be reviewed to determine if the proposal is responsive to the submission requirements outlined in the RFP. A responsive proposal is one which follows the requirements of the RFP, includes all required documentation, is submitted in the format outlined in the RFP, is of timely submission (via upload to DemandStar.com), and has the appropriate signatures as required on each document. Failure to comply with these requirements may deem the proposal non-responsive (see Section 41-444 of the [Financial Services Procedures Manual](#)).

PART 2 – PROJECT OVERVIEW

2.1 GENERAL DESCRIPTION

It is the intent of the City of Gainesville (City) to obtain proposals for a Group Life Insurance Program. This program will provide eligible City of Gainesville employees and retirees with group life insurance. The city expects the selected vendor to place and administer the group life product for the initial term of the agreement of the three years. The City prefers a rate guarantee for three years. The benefit is paid by the employer.

2.2 PROJECT SPECIFICATIONS

The City of Gainesville located in north-central Florida in Alachua County, is seeking proposals for Group Life Insurance. The City is looking for a vendor that can provide Group Term Life insurance with No-Loss, No Gain. The effective date of coverage is January 1, 2021. It is the goal of the City to reduce cost while offering comprehensive and competitive benefits to their employees.

Proposals must include a demonstrated ability to provide quarterly reports and/or upon request by the City of Gainesville.

Proposals must demonstrate a sufficient number of claims and customer service representatives who are available during normal working hours (8:00am – 5:00pm, ET) for claims processing and insurance verification.

The initial contract will be for three (3) years, with the opportunity to extend for one (1) two-year period. Insurance companies with a three-year rate guarantee are preferred.

The Group Life benefit covers its eligible employees, retirees, and appointed and elected officials. There are approximately 3,682 benefit eligible employees, retirees and appointed and elected officials. The City has a volume of \$123,063,538.34.

[THE REMAINDER OF THIS PAGE IS INTENTIONALLY BLANK]

PART 3 – PRICE PROPOSAL

3.1 Price Proposal Response Form –

Use Word Document “210000-Pricing Proposal” in a separate document included in the bid package to respond to pricing proposal.

[THE REMAINDER OF THIS PAGE IS INTENTIONALLY BLANK]

PART 4 – HOW TO SUBMIT A PROPOSAL

Instructions to bidders: Proposals must contain each of the documents listed below; each fully completed, signed, and notarized as required. Proposals submitted which do not include the following items may be deemed non-responsive and may not be considered for contract award.

4.1 FORMAT OF PROPOSAL

a) Table of Contents

The table of contents should outline in sequential order the major areas of the proposal, and all pages of the proposal, including the enclosures, must be clearly and consecutively numbered and correspond to the table of contents.

b) Technical Proposals

The technical proposal is a narrative which addresses the scope of work, the proposed approach to the work, the schedule of the work, and any other information called for by the RFP which the bidder deems relevant.

c) Qualifications

The response to the minimum qualification requirements should address each of the qualifications set out in the section below. Bidders must provide documentation which demonstrates their ability to satisfy all of the minimum qualification requirements. Bidders who do not meet the minimum qualification requirements or who fail to provide supporting documentation will not be further considered. If a prescribed format, or required documentation for the response to minimum qualification requirements is stated below, bidders must use said format and supply said documentation.

Minimum Qualifications

All insurance companies submitting proposals must be:

1. Licensed by the State of Florida and have a record of good performance with governmental agencies within Florida.
2. Be willing to commit to the specified level of service and quality.
3. Must provide a toll-free service to handle inquiries directly from plan members as well as City of Gainesville officials.
4. Minimally, the insurance company must have an A M Best rating of A5 or its equivalent.
5. Insurer must waive actively at-work requirement and guarantee no gain-no loss provision.
6. Must comply with schedule of benefits as described in Attachment 1.

d) Price Proposal

The price proposal is a presentation of the bidder's total offering price including the estimated cost for providing each component of the required goods or services.

Bidders should indicate the dollar amount which will be attributed to each sub-contractor, if any.

If a prescribed format for the price proposal is appended, bidders must use it; otherwise, bidders may use formats of their choice.

e) Required Documents

In addition to the documents listed in section 4.1, the final section of the proposal should contain all required documents, completed and signed as needed, as indicated below:

- a. RFP Cover Page
- b. Bidder Verification Form
- c. Drug-Free Workplace Form
- d. References Form
- e. ~~Certification of Compliance with Living Wage, if applicable to bidder.~~ - Not applicable to this solicitation
- f. Bidder's W-9
- g. Copy of any applicable, current licenses and/or certification required by City/County/State
- g. Exceptions to the RFP (refer to Part 4, 4.5 Exception to the RFP)

- h. Statement addressing Investigation of Alleged Wrongdoings, Litigations/Settlements/Fines/Penalties (see Section 8.10).

4.3 PROPOSAL SUBMISSION INSTRUCTIONS

The bid response, containing all required documents, with authorized signatures, must be received by 3:00 p.m. on the due date indicated on the Bid Cover Page for this project. The bidder's complete pdf response must be uploaded into DemandStar.com prior to the 3:00 p.m. deadline. The DemandStar platform will not accept late submittals.

Upload bid response as a pdf formatted document only, unless the solicitation states otherwise. The pdf document should be titled with bidder's name, bid number, and, if the response is submitted in parts, include "Part # of x".

~~On occasion, the City will request proposals present pricing separately from the main proposal. If separate pricing is requested, upload a separate document that indicates Pricing as its content. No separate pricing sheet is required for this solicitation.~~

Modifications to or withdrawal of a bidder's submittal can be made up to the deadline date. Modifications and withdrawals must be documented in DemandStar.com in order to be recognized by the City. Any bid not withdrawn will constitute an irrevocable offer, for a period of one hundred twenty (120) days, to provide the City adequate time to award the Contract for the services specified in this solicitation.

Both the response and the price proposal, ~~if required to be submitted as a separate document~~, must be signed by an officer of the business who is legally authorized to enter into a contractual relationship in the name of the bidder. An authorized representative who is not an officer may sign the proposal, but must attach a corporate resolution granting authorization to the representative to execute on behalf of the business.

The submittal of a response by a bidder will be considered by the City as constituting an offer by the bidder to perform the required services at the stated fees.

4.4 DISCLOSURE AND CONFIDENTIALITY

Florida's Public Records Law, Chapter 119, Florida Statutes, includes numerous exemptions to the general requirement to disclose information to the public in response to a public record's request. Exemptions are found in various provisions of the Florida Statutes, including but not limited to Section 119.071, Florida Statutes (General exemptions from inspection or copying of public records), and Section 119.0713, Florida Statutes (Local government agency exemptions from inspection or copying of public records). Section 815.045, Florida Statutes (Trade secret information), provides that trade secret information as defined in Section 812.081, Florida Statutes (Trade secrets; theft, embezzlement; unlawful copying; definitions; penalty) is confidential and exempt from disclosure because it is a felony to disclose such records. The Parties understand and agree that Florida's Public Records Law is very broad and that documents claimed by a Party to be confidential and exempt from public disclosure pursuant to the Public Records Law may in fact not be deemed such by a court of law. Accordingly, the following provisions shall apply:

- (i) Identifying Trade Secret or Otherwise Confidential and Exempt Information. For any records or portions thereof that bidder claims to be Trade Secret or otherwise confidential and exempt from public disclosure under the Public Records Law, bidder shall:
 - a. Specifically identify the records or specific portions thereof that are confidential and exempt and reference the particular Florida Statute that grants such status. Provide one redacted copy of the record and one copy of the record with the confidential and exempt information highlighted as outlined in 1 and 2 on the following page. Bidder shall take care to redact only the confidential and exempt information within a record.
 - b. Provide an affidavit or similar type of evidence that describes and supports the basis for Contractor's claim that the information is confidential and exempt from public disclosure.
- (ii) Request for Trade Secret or Otherwise Confidential and Exempt Information.
 - a. In the event City receives a public records request for a record with information labeled by bidder as Trade Secret or otherwise as confidential and exempt, City will provide the public record requester with the redacted copy of the record and will notify bidder of the public records request.
 - b. However and notwithstanding the above, in the event that City in its sole discretion finds no basis for bidder's claim that certain information is Trade Secret or otherwise confidential and exempt under Florida's Public Records Law, then City shall notify bidder in writing of such conclusion and provide bidder a reasonable amount of time to file for declaratory action requesting a court of law to deem the requested information as Trade Secret or otherwise as

confidential and exempt under Florida's Public Records Law. If bidder fails to file for declaratory action within the reasonable amount of time provided, then City will disclose the information requested.

- c. If a public records lawsuit is filed against CITY requesting public disclosure of the information labeled by bidder as Trade Secret or otherwise as confidential and exempt, CITY shall notify bidder and bidder shall intervene in the lawsuit to defend the nondisclosure of such information under Florida's Public Records Law.
- d. Bidder hereby indemnifies and holds CITY, its officers and employees harmless from any and all liabilities, damages, losses, and costs of any kind and nature, including but not limited to attorney's fees, that arise from or are in any way connected with bidder's claim that any information it provided to CITY is Trade Secret or otherwise confidential and exempt from public disclosure under Florida's Public Records Law.

How to Designate Trade Secret or Otherwise Confidential and Exempt Information

If a bidder believes that its response contains trade secret or otherwise confidential and exempt information (as defined by Florida or Federal law) and should be withheld from disclosure to the public, in such cases the bidder must provide a redacted copy of the proposal for public access.

- Redacted means that the confidential/proprietary information in the proposal has been obscured so that it cannot be read.
 - Unredacted means that the entire document, including the confidential/proprietary information, has not be obscured and is visible for the evaluation team to use in their evaluation process.
1. Upload a pdf version response of the complete UNREDACTED proposal. Include "UNREDACTED, CONFIDENTIAL" in document title. This is the version that will be used by the evaluators when they are reviewing your proposal. It is essential that the items that will be redacted are highlighted in yellow to prevent the evaluation team from discussing these items after the award. The first page of the document for the **unredacted** document should provide a general description of the information bidder has designated as confidential and/or exempt, and provide a reference to the appropriate Florida or Federal statute supporting the confidential and/or exempt classification.
 2. Upload a pdf version response of the REDACTED copy of the proposal. Include "REDACTED" in the document title. This copy will be used to support any public records requests that may arise from this solicitation.

How the City will Handle Material Identified as Trade Secret or Otherwise Confidential and Exempt Information

The City's evaluators will be provided with the complete unredacted proposal, including any trade secret or otherwise confidential and exempt information. The City evaluators will maintain the confidentiality of the information through the evaluation process, including any recorded evaluation team meetings.

In the event a public record request is made to view the information which bidder claims is confidential and/or exempt, the City will notify the bidder and give the bidder a reasonable opportunity (generally 2 business days) to institute appropriate legal action to prevent the disclosure of the information claimed as confidential and/or exempt.

All public records submitted to the City, including those claimed as confidential and/or exempt, will be retained by the City and will not be returned to a bidder at the conclusion of the bidding process.

4.5 EXCEPTIONS TO THE RFP

Bidders may take exceptions to any of the terms of this RFP unless the RFP specifically states where exceptions may not be taken. Should a bidder take exception where none is permitted, the proposal will be rejected as non-responsive. All exceptions taken must be specific, and the bidder must indicate clearly what alternative is being offered to allow the City a meaningful opportunity to evaluate and rank proposals.

Where exceptions are permitted, the City shall determine the acceptability of the proposed exceptions and the proposals will be evaluated based on the proposals as submitted. The City, after completing evaluations, may accept or reject the exceptions. Where exceptions are rejected, the City may request that the bidder furnish the services or goods described herein, or negotiate an acceptable alternative.

NOTE: Bidders are strongly encouraged to submit any deviations or exceptions to the City before the question submittal deadline or proposals are due, so that based upon the City's response in the addendum, the bidder can determine if it is in their best interest to submit a response or not.

4.6 ONLY ONE BID

Only one bid from any individual, firm, corporation, organization or agency under the same or different name shall be considered. Should it appear to the City that any bidder has a financial interest in more than one submission under this bid, all bids in which such bidder has a financial interest will be rejected. A subcontractor is permitted to appear in more than one submittal for the same bid, as long as the subcontractor is not a lead bidder in any of the submittals. The City considers a financial interest to include, but not be limited, to joint ventures and, partnerships.

4.7 FULLY INFORMED BIDDER

A bidder is expected to fully inform itself as to the requirements of the Specifications and Contract terms and conditions; failure to do so will be at its own risk. A bidder shall not expect to secure relief on the plea of error.

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PART 5 – EVALUATION PROCESS

5.1 EVALUATION CRITERIA

a) **Selection and Evaluation Criteria**

Proposals will be evaluated in accordance with the procedures described in the City's, [Professional Services Evaluation Handbook](#).

The proposals will be evaluated using the following process: Qualifications Evaluation, Written Proposal Evaluation and/or Presentation/Interview Evaluation, and Other Factors as deemed appropriate. The City shall consider the ability of the firm's professional personnel, willingness to meet time and budget requirements, workload, location, past performance, volume of previous work with the City, and location. The Evaluation process provides a structured means for consideration of all these areas.

b) **Technical Qualifications Evaluation**

The Technical Qualifications Evaluation will assess each responding firm's ability based on experience and qualifications of key team members, the firm's capability of meeting time and budget requirements, and the firm's record with regard to this type of work, particularly in the City of Gainesville or in the State of Florida. This stage does not involve review and evaluation of a proposal addressing the project scope of work. Consideration will be given to the firm's current workload, financial stability, and the location where the majority of the technical work will be produced. The City will not be impressed with excessive amounts of boilerplate, excessive numbers of resumes, excessive length of resumes, excessive numbers of photographs, work that distant offices have performed, or work not involving personnel to be assigned to the proposed project.

c) **Written Proposal Evaluation**

The Written Proposal Evaluation will assess the firm's understanding of the project and the proposed approach to be undertaken as addressed in a written proposal. The evaluation process will assess how effectively the requirements of the scope of services have been addressed. The written proposal should identify a project manager and other key members of the project/service team. It should relate the capabilities of the project/service team to the requirements of the scope of services.

d) **Presentation/Interview Evaluation**

The Proposal Presentation/Interview Evaluation is based on an oral presentation that addresses both the technical qualifications of the firm and the approach to the project. Importance is given to the firm's understanding of the project scope of work, the placement of emphasis on various work tasks, and the response to questions. The evaluation process will assess the project manager's capability and understanding of the project and his/her ability to communicate ideas. The role of key members of the project/service team should be established based on the scope of services and the firm's approach to the project/service. The role of any subcontracted firm in the proposal should be clearly identified. Unique experience and exceptional qualifications may be considered with emphasis on understanding of the project/service, particularly "why it is to be done" as well as "what is to be done". The City of Gainesville will not be impressed with excessive boilerplate, excessive participation by "business development" personnel, and the use of "professional" presenters who will not be involved in the project or future presentations.

e) **Other factors**

The Other Factors to be considered, based upon the specific project (but not limited to), are those items, such as Small or Service-Disabled Veteran Business and/or Local Preference. Fee proposals, when requested and deemed appropriate, are also to be considered in the evaluation process, where the request for such fees is in accordance with the City's Procurement Policies and Procedures.

PART 6 – SELECTION PROCESS

The bidder(s) will be selected from the qualified, responsive and responsible bidders submitting responses to this Request for Proposal. The selection process will be as follows:

1. Evaluators consisting of City staff will review the proposals. The evaluation process provides a structured means for consideration of all proposals.
2. Upon review and evaluation, the City may request oral presentations from the top ranked bidders. During the oral presentations, the bidders shall further detail their qualifications, approach to the project and ability to furnish the required services. These presentations shall be made at no cost to the City. Bidders selected for further presentations should provide one (1) electronic copy of materials presented in PDF format on a USB Flashdrive.
3. The final ranking of bidders will be in accordance with the procedures described in the City's [Professional Services Evaluation Handbook](#).
4. If required, the final ranking of bidders will be presented to the City Commission. The City Commission will be requested to approve the recommended ranking and authorize negotiation and execution of the contract beginning with the top ranked bidder.
5. Provided that the City Commission approves the ranking and an award, the City will negotiate a contract with the top ranked bidder. Should the City be unable to negotiate a satisfactory contract with the top ranked bidder, negotiations will be terminated with that bidder and negotiations will be initiated with the second most qualified bidder, and so on until a satisfactory contract is negotiated.

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PART 7 – AWARD

7.1 TIE

Whenever two or more bids which are equal with respect to price, quality and service are received, preference shall be given in the following order: (1) Bidders submitting the attached Drug-Free Workplace form with their bid/proposal certifying they have a drug free workplace in accordance with Section 287.087, Florida Statutes; (2) Bidders located within the City of Gainesville, if not subject to the Local Preference Ordinance; (3) Bidders located within Alachua County; (4) Bidders located within the State of Florida; and (5) coin toss.

7.2 DRUG-FREE WORKPLACE

Preference shall be given to submitters providing a certification with their qualifications certifying they have a drug-free workplace whenever two or more bids which are equal with respect to price, quality, and service are received in accordance with Section 287.087, Florida Statutes. The attached form should be filled out and returned with the qualifications in order to qualify for this preference.

7.3 CONTRACT TERMS AND CONDITIONS

The City may award a contract on the basis of initial offers received, without discussions. A sample contract is attached to the bid. Therefore, each initial offer should contain the bidder's best terms from a cost or price and technical standpoint and any changes to the sample contract.

The City reserves the right to enter into contract negotiations with the selected bidder regarding the terms and conditions of the contract and technical terms. Price will not be negotiated. If the City and the selected bidder cannot negotiate a successful contract, the City may terminate said negotiations and begin negotiations with the next selected bidder. This process will continue until a contract has been executed or all bidders have been rejected. No bidder shall have any rights against the City arising from such negotiations.

7.4 CONTRACT AWARD

The award(s), if any, shall be made to the bidder(s) whose proposal(s) shall be deemed by the City to be in the best interest of the City. The decision of the City of whether to make the award(s) and which proposal is in the best interest of the City shall be final.

7.5 CONTRACT

The Contract to be entered into will designate the successful bidder as the City's Contractor. The successful bidder will be required to execute an agreement with the City in substantially the same format as found in Part 9.

7.6 BID PROTEST

Participants in this solicitation may protest the RFP specifications or award in accordance with Section 41-580 of the [Financial Services Procedures Manual](#).

7.7 RFP POSTPONEMENT/CANCELLATION/WAIVER OF IRREGULARITIES

The City may, at its sole and absolute discretion, reject any and all, or parts of any and all, proposals; re-advertise this RFP; postpone or cancel, at any time, this RFP process; or waive any irregularities in this RFP or in the proposals received as a result of this RFP. See Section 41-444 [Financial Services Procedures Manual](#).

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PART 8 – GENERAL INFORMATION

8.1 LOCAL PREFERENCE

In bidding of, or letting contracts for procurement of, supplies, materials, equipment and services, as described in the purchasing policies, the city commission, or other purchasing authority, may give a preference to local businesses in making such purchase or awarding such contract in an amount not to exceed five percent of the local business' total bid price, and in any event the cost differential should not exceed \$25,000.00. Total bid price shall include not only the base bid price but also all alterations to that base bid price resulting from alternates which were both part of the bid and actually purchased and awarded by the City Commission or other authority. In the case of requests for proposals, letter of interest, best evaluated bids, qualifications or other solicitations and competitive negotiation and selection in which objective factors are used to evaluate the responses. Local Businesses are assigned five (5) percent of the total points of the total evaluation points.

Local business means the vendor has a valid business tax receipt, issued by the City of Gainesville at least six months prior to bid or proposal opening date, to do business in said locality that authorizes the business to provide the goods, services, or construction to be purchased, and a physical business address located within the limits of said locality, in an area zoned for the conduct of such business, from which the vendor operates or performs business on a day-to-day basis. Post office boxes are not verifiable and shall not be used for the purpose of establishing said physical address. In order to be eligible for local preference, in the Bid or RFP evaluation, the vendor must provide a copy of the business tax receipt and Zoning Compliance Permit. For more information on City's Local Preference Policy: [Municipal Code Article X Local Preference Policy](#).

8.2 SMALL AND SERVICE-DISABLED VETERAN BUSINESS

Small or Service-Disabled Veteran's Business Enterprise Definition: A Small Business or a Service-Disabled Veteran's Business, which is duly licensed and authorized to engage in business and maintains a permanent principal place of operation with full time personnel within Alachua, Bradford, Columbia, Gilchrist, Levy, Putnam, or Union County and possess a current City business tax receipt as required, and is so certified by the Small and Service-Disabled Veteran's Business Program Coordinator.

It is the policy of the City of Gainesville that small and service-disabled veteran businesses as defined in the Small and Service-Disabled Veteran Business Program, have the maximum practical opportunity to participate in contracting opportunities provided by the City. In keeping with this policy, each bidder is asked to state whether it will utilize small and service-disabled veteran businesses that are eligible for assistance to perform work on the project(s) being advertised.

For bidders not yet certified by the City, a small and service-disabled veteran application may be accessed via the [Office of Equal Opportunity](#) website. To be considered as a certified small and/or service-disabled veteran business, a bidder must have a current certificate at the time of the solicitation submittal due date. For more information on certified small and service-disabled veteran businesses, please visit the [Office of Equal Opportunity](#) website.

8.3 LIVING WAGE POLICY &

- This contract is a covered service. (Refer to the Living Wage Decision Tree in Part 9 - Exhibits)
- This contract is **not** a covered service.

Living Wage ordinance, Ordinance 020663, as amended in [Ordinance 030168](#), and as shown on the City's web page, applies to certain contracts for specific "Covered Services," which the City has determined may include services purchased under this Contract, depending upon the cost/price of the contract awarded. Bidders should consider the effect/cost of compliance, if any, with the requirements of the Living Wage Ordinance if the services purchased are "Covered Services", the prime contract amount exceeds the threshold amount, the bidder meets the definition of Service Contractor/Subcontractor (and is not otherwise excluded from the application of the ordinance) and the ordinance provisions, which are incorporated herein, apply to any Covered Employees.

If applicable, the adjusted Living Wage for this contract will be \$ _____ per hour (Living Wage with Health Benefits) or \$ _____ per hour if Health Benefits are not offered.

If applicable, a successful Service Contractor/Subcontractor shall be required to execute the Certification of Compliance with Living Wage (refer to form in Part 9 – Exhibits), prior to the City executing the contract. Once executed, such certification will become part of the contract; however, failure to sign such certification will prevent execution of the contract, may result in forfeiture of any applicable bid or proposal bond, and could result in other adverse action.

During the performance of this contract, the Contractor agrees as follows:

- (1) The Contractor shall comply with the provisions of the City of Gainesville's living wage requirements, as applicable. Failure to do so shall be deemed a breach of contract and shall authorize the City to withhold payment of funds until the living wage requirements have been met.
- (2) The Contractor will include the provision of (1) above in each subcontract for Covered Services with a Service Contractor/Subcontractor, as defined herein, so that the provisions of (1) above will be binding upon each such Service Contractor/Subcontractor. The Contractor will take such action with respect to any such subcontract as may be directed by the contract administrator as a means of enforcing such provisions; provided, however, the City shall not be deemed a necessary or indispensable party in any litigation between the contractor and a subcontractor concerning compliance with living wage requirements.

8.4 TAXES, CHARGES AND FEES

The bidder agrees that any applicable Federal, State and Local sales and use taxes, which are to be paid by City of Gainesville, are included in the stated bid prices. Since the City of Gainesville is often exempt from taxes for equipment, materials and services, it is the responsibility of the Contractor to determine whether sales taxes are applicable. The Contractor is liable for any applicable taxes which are not included in the stated bid prices.

8.5 COSTS INCURRED BY BIDDERS

All expenses involved with the preparation and submission of proposals to the City, or any work performed in connection therewith shall be borne by the bidder(s). No payment will be made for any responses received, nor for any other effort required of or made by the bidder(s) prior to commencement of work as defined by a contract approved by the City Commission (if so required).

8.6 RULES; REGULATIONS; LICENSING REQUIREMENT

The bidder shall comply with all laws, ordinances and regulations applicable to the services contemplated herein, including those applicable to conflict of interest and collusion. Bidders are presumed to be familiar with all Federal, State and local laws, ordinances, codes and regulations that may in any way affect the services offered.

8.7 RECORDS/AUDIT

Contractor shall maintain records sufficient to document their completion of the scope of services established by this Contract. These records shall be subject at all reasonable time to review, inspect, copy and audit by persons duly authorized by the City. These records shall be kept for a minimum of three (3) years after completion of the Contract. Records which relate to any litigation, appeals or settlements of claims arising from performance under this Order shall be made available until a final disposition has been made of such litigation, appeals, or claims.

8.8 DEBARMENT, SUSPENSION, OTHERWISE EXCLUDED

By submitting this proposal, bidder agrees that it:

- Is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
- Has not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against it for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements or receiving stolen property;
- Is not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission or any of the offenses enumerated in paragraph (2) of this certification; and
- Has not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

8.9 PUBLIC ENTITY CRIME INFORMATION STATEMENT

Section 287.133 (2)(a), Florida Statutes, contains the following provisions: "A person or affiliate who has been placed on the convicted vendor list following a conviction for public entity crime may not submit a bid on a contract to provide any goods or services to a public entity, may not submit a bid on a contract with a public entity for the construction or repair of a public building or public work, may not submit bids on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business

with any public entity, in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.”

8.10 INVESTIGATION OF ALLEGED WRONGDOINGS, LITIGATION/ SETTLEMENTS/FINES/PENALTIES

The City Commission specifically requests that responders to this document indicate in writing any investigations of wrongdoings, litigation and/or settlements, and fines or penalties (anywhere in the U.S) involving the bidder and specific contractors listed as projected to provide services to the City. You may be required to respond to questions on this subject matter.

8.11 NON-DISCRIMINATION POLICY AND COMMERCIAL NON-DISCRIMINATION REQUIREMENT

As a condition of entering into this agreement, the company represents and warrants that it will comply with Title VI and Title VII of the Civil Rights Act of 1964 and all other federal, state or local laws prohibiting discrimination. The company shall not discriminate on the basis of race, color, religion, gender, national origin, marital status, sexual orientation, age, disability or gender identity, or other unlawful forms of discrimination in the solicitation, selection, hiring, commercial treatment of subcontractors, vendors, suppliers or commercial customers, nor shall the company retaliate against any person for reporting instances of such discrimination.

The City reserves the right to investigate any claims of illegal discrimination by the Contractor and in the event a finding of discrimination is made and upon written notification thereof, the Contractor shall take all necessary steps to cure and rectify such action to the reasonable satisfaction of the City. The company understands and agrees that a violation of this clause shall be considered a material breach of this agreement and may result in termination of this agreement, disqualification of the company from participating in City contracts, or other sanctions. This clause is not enforceable by or for the benefit of, and creates no obligation to, any third party.

For more information on this policy and requirement, please visit the [Office of Equal Opportunity](#).

8.12 USE OF RFP REPLY IDEAS

The City has the right to use any or all information presented in any response to the RFP, whether amended or not, except as prohibited by law. Selection or rejection of the submittal does not affect this right.

8.13 SPECIALTY FUNDING, IF APPLICABLE - INTENTIONALLY LEFT BLANK-

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PART 9 – SAMPLE CONTRACT

CONTRACT FOR _____

THIS CONTRACT (“Contract”), entered into on the _____ day of _____, 2015 between the CITY OF GAINESVILLE, a Florida municipal corporation, (“City”), **insert address** and _____, (“Contractor”), **insert address**, taken together, shall be known as “Parties”.

WHEREAS, clauses that briefly describe project and history of project (if applicable)

NOW, THEREFORE, in consideration of the foregoing premises and the mutual covenants contained herein, the Parties agree as follows:

1. EFFECTIVE DATE AND TERM OF CONTRACT.

The term of the Contract shall be one year, commencing on **insert date** and terminating on **insert date**. The Contract may be extended for an additional year, upon mutual agreement of the Parties. Upon extension of the Contract term, the Contract Price may be increased or decreased based upon the Consumer Price Index as of **insert date**.

Or

The term of the Contract shall be effective on the **insert date** and shall expire upon the Contractor’s satisfactory completion of the Scope of Services, unless otherwise terminated pursuant to this Contract.

AND In some instances

The terms and conditions of this Contract shall extend beyond the termination of this Contract for all orders or services placed under this contract prior to the termination date of this Contract.

2. MULTI-YEAR CONTRACT.

The obligations of the City as to any funding required pursuant to this Contract shall be limited to an obligation in any given year to budget and appropriate from legally available funds, after monies for essential City services have been budgeted and appropriated, sufficient monies for the funding that is required during that year. Notwithstanding the foregoing, the City shall not be prohibited from pledging any legally available non-ad valorem revenues for any obligations heretofore or hereafter incurred, which pledge shall be prior and superior to any obligation of the City pursuant to this Contract.

3. SCOPE OF SERVICES.

Project or Product or Service Description:

,as more specifically described in the Specifications.

4. CONTRACT DOCUMENTS.

A. The Contract consists of the following documents, whether attached to this Contract or incorporated by reference (collectively the ‘Contract Documents’):

- i. Contract;
- ii. Addenda to Bid Documents (*attach and identify by title, number and date*);
- iii. Bid Documents (*attach and identify by title, number and date*); and
- iv. Contractor’s response to Bid documents (*attach and identify by title, number and date*).

B. The Contract Documents constitute the entire contract between the City and Contractor. In the event of conflict or inconsistency between the Contract Documents, the order of precedence for interpretation shall be the order in which the Contract Documents are listed above. Conflict or inconsistency within a particular contract document shall be resolved by having the more specific reference to the matter prevail.

5. DELIVERY SCHEDULE: *(to be included for goods)*

The delivery schedule is hereby defined as the period which will elapse between receipt of a purchase order and the arrival of the materials or equipment at the designated point of delivery. Meeting specified delivery schedules is of the essence of this Contract and is a significant part of the performance of the Contract. Failure to meet such schedules may result in Termination of the Contract as described in Paragraph 10 of this Contract.

A DELIVERY LOCATION:

All materials or equipment shall be bid F.O.B. Gainesville, Florida.

B. DELAY

Notwithstanding the delivery schedule, the City shall have the right to delay the delivery for up to three months as necessary or desirable and such delay shall not be deemed a breach of contract, but the delivery schedule shall be extended for a period equivalent to the time lost by reason of the City's delay.

If the project for which the delivery is required is stopped or delayed for more than three months, either in whole or in substantial part, and either the City or Vendor elects to terminate the Contract because of such delay, if such stoppage or delay is due to actions taken by the City within its control, Vendor's sole remedy under the Contract shall be reimbursement for costs reasonably expended in preparation for or in performance of the work to the date of termination.

[OR]

5. TIME FOR PERFORMANCE *(To be included for services, if needed)*

The Parties agree that time is of the essence for the Scope of Services. Contractor shall complete the work on or before [date].

[OR]

5. PARAGRAPH 5 INTENTIONALLY OMITTED.

[In some contracts, there is no need to put a provision in for completion. For instance, if you have hired a janitorial service on an annual contract, there would not be a need to have a time of performance or completion date]

6. COMPENSATION/PAYMENT.

City will pay Contractor in an amount not to exceed (\$amount bid if lump sum or budget amount if annual agreement) for the term of the contract. Payment shall be based upon *(describe whether City is paying on an hourly basis, or for a percentage of work completed, amount of material delivered or some other measurement)*.

City shall make payments in accordance with the Local Government Prompt Payment Act, Sections 218.70, et. seq. Florida Statutes.

7. INDEMNIFICATION.

Contractor shall indemnify the City, its officials, agents and employees, and hold it harmless from suits, actions, damages, liability, expenses, losses and costs, including, but not limited to reasonable attorney's fees in connection with loss of life, bodily or personal injury, or property damage arising from or occasioned by any act or omission or negligence or intentional wrongdoing on the part of the Contractor and other persons employed or utilized by the Contractor.

[OR]

The Contractor agrees, at its sole cost and expense, to indemnify, hold harmless, and defend the City and its officers, employees, and agents from all liabilities, damages, losses, claims, suits, causes of action, costs, or expenses of any kind or nature, including but not limited to reasonable attorneys' fees, for personal injury, death, property damage, or any other losses that arise from or

are in any way connected with the negligence, recklessness, or intentional wrongful conduct of the Contractor and its officers, employees, and agents under the performance of this Contract. In effectuating the above, the Contractor shall at its sole expense assume and defend not only itself but also the City from any such claims, even if the claim is groundless, false, or fraudulent, provided the City retains the right to participate in the defense with its own counsel or counsel of its choosing at the City's own expense for attorneys' fees. This indemnification is not limited in any way by a limitation of the amount or type of damages or compensation payable by or for the Contractor under workers' compensation, disability, or other employee benefit acts, or the acceptance of insurance certificates required by this Contract, or the terms, applicability, or limitations of any insurance held by the Contractor. The City does not waive any rights against the Contractor that it may have by reason of this indemnification because of the City's acceptance of Contractor's insurance policies required by the City, and this indemnification applies to all damages and claims for damages of any kind suffered regardless of whether such insurance policies are determined to be applicable to any such damages or claims for damages. Nothing contained in this Contract may be interpreted as a waiver of the City's sovereign immunity as provided in Section 768.28, Florida Statutes, or as denying the City any remedy or defense available at law.

This section and indemnification will survive and be in full force and effect after any termination or expiration of this Contract.

Or for intergovernmental or Interlocal agreements:

Each party shall be solely responsible for the negligent or wrongful acts of its officials, agents and employees.

8. INSURANCE. (Check with risk for required coverage and amounts)

A. During the term of this Contract, Contractor shall maintain insurance as follows:

Workers' Compensation insurance	providing coverage in compliance with Florida Statutes
Professional Liability insurance	[\$contact risk] per occurrence combined single limit for bodily injury and property damage
Public Liability insurance (other than automobile) consisting of broad form comprehensive general liability insurance including contractual coverage	[\$contact risk] per occurrence combined single limit for bodily injury and property damage
Automobile Liability insurance	[\$contact risk] per occurrence combined single limit for bodily injury and property damage
Property Damage insurance	[\$contact risk] per occurrence combined single limit for bodily injury and property damage

B. Prior to the effective date of this Contract, Contractor shall provide to City a certificate of insurance certifying such insurance and naming City as additional insured and that City will be notified in writing at least thirty (30) days before any such insurance is canceled or materially changed.

C. Insurance must be written by a company licensed to do business in the State of Florida and satisfactory to City.

9. SOVEREIGN IMMUNITY.

Nothing in the Contract Documents shall be interpreted as a waiver of the City's sovereign immunity as granted under Section 768.28, Florida Statutes.

10. TERMINATION.

A. If the Contractor fails to observe or perform in accordance with the Contract Document (a "Default"), then the City, after providing at least ten (10) days written notice to the Contractor of the Default and the City's intent to terminate if such

Default continues unremedied during the ten (10) day period, may terminate this Contract without prejudice to any other rights or remedies the City may have under this Contract and Florida law.

B. This Contract may be terminated by the City, without cause, upon thirty (30) days written notice to the Contractor. In the event this Contract is so terminated, the Contractor shall be compensated for services rendered through the effective date of the termination.

11. INDEPENDENT CONTRACTOR.

Contractor shall be considered an independent contractor and as such shall not be entitled to any right or benefit to which City employees are or may be entitled to by reason of employment. Except as specifically noted in the Contract Documents, Contractor shall be solely responsible for the means, method, techniques, sequences, and procedures utilized by the Contractor for the full performance of the Contract Documents.

12. INTELLECTUAL PROPERTY AND WORK PRODUCT.

A. Ownership and Publication of Materials. All reports, information, data, and other materials prepared by the Contractor pursuant to the Contract Documents, except those separately identified in the Scope of Services or in other written agreements between the Parties, are owned by the City. The City has the exclusive and unrestricted authority to release, publish or otherwise use, in whole or in part, information contained therein and relating thereto. No material produced in whole or in part under the Contract Documents may be copyrighted or patented in the United States or in any other country without prior written approval of the City.

B. Intellectual Property. Contractor warrants that it owns or has rights to use all intellectual property used for the scope of each project, including patent rights, copyrights, or other intellectual property rights, except with respect to designs, processes or products of a particular manufacturer expressly required by the City [or process or product is an infringement of a patent, copyright or other intellectual property, the Contractor shall promptly give City [and Professional if applicable] written notice of the infringement.

13. RECORDS AND RIGHT-TO-AUDIT.

Contractor shall maintain records sufficient to document completion of the scope of services established by the Contract Documents. These records shall be subject at all reasonable time to review, inspect, copy and audit by persons duly authorized by the City. These records shall be kept for a minimum of three (3) years after termination of the Contract. Records that relate to any litigation, appeals or settlements of claims arising from performance under this Contract shall be made available until a final disposition has been made of such litigation, appeals, or claims.

14. CONTRACTOR'S ASSURANCES.

Contractor warrants that the goods and services supplied to the City pursuant to this Contract shall at all times fully conform to the specifications set forth in the Invitation to Bid and be of the highest quality. In the event the City, in the City's sole discretion, determines that any product or services supplied pursuant to this Contract is defective or does not conform to the specifications set forth in the Invitation to Bid, the City reserves the right unilaterally to cancel an order or cancel this Contract upon written notice [and an opportunity to cure if applicable] to the Contractor, and reduce commensurately any amount of money due the Contractor.

15. WARRANTY.

[are there specific warranties requested in the bid? If so, list them here or reference them here]

16. PUBLIC RECORDS.

Florida has a very broad public records law and certain records of a contractor may be considered public records. Accordingly, by entering into an agreement with the City, contractor must:

1. Keep and maintain public records required by the public agency to perform the service.
2. Upon request from the public agency's custodian of public records, provide the public agency with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the contractor does not transfer the records to the public agency.

4. Upon completion of the contract, transfer, at no cost, to the public agency all public records in possession of the contractor or keep and maintain public records required by the public agency to perform the service. If the contractor transfers all public records to the public agency upon completion of the contract, the contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the contractor keeps and maintains public records upon completion of the contract, the contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the public agency, upon request from the public agency's custodian of public records, in a format that is compatible with the information technology systems of the public agency.

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT (telephone number, e-mail address, and mailing address).

<http://www.cityofgainesville.org/ClerkOfTheCommission/PublicRecordsRequests/RequestingPublicRecord.aspx>

17. DISPUTE RESOLUTION

Except as otherwise provided in this Contract, any dispute concerning a question of fact or of interpretation of a requirement of the Contract which is not disposed of by mutual consent between the parties shall be decided by the City Manager or designee, who shall reduce the decision to writing and furnish a copy thereof to the parties. In connection with any dispute proceeding under this clause each party shall be afforded an opportunity to be heard and to offer evidence in support of its version of the facts and interpretation of the Contract. The City Manager or designee shall make such explanation as may be necessary to complete, explain or make definite the provisions of this Contract and the findings and conclusions shall be final and binding on both parties. Pending the final decisions of a dispute hereunder, Contractor shall proceed diligently with its performance of the Contract in accordance with the preliminary directions of the City Manager or designee.

18. ATTORNEY'S FEES AND COSTS.

The prevailing party to any litigation filed in state or federal court, shall be entitled to attorney's fees and costs, including any attorney's fees and costs incurred on appeal.

19. FORCE MAJEURE (not needed if paragraph 5 is blank)

If the performance of the Contract is delayed by fire, lightning, earthquake, cyclone, or other such cause completely beyond the control of either the City or the Contractor, then the time for completion of the Contract shall be extended for a period equivalent to the time lost by reason of any of the aforesaid causes.

[OR]

19. PARAGRAPH INTENTIONALLY OMITTED

20. APPLICABLE LAW AND VENUE.

This Contract shall be governed by and construed in accordance with the laws of the State of Florida, notwithstanding any Florida conflict of law provision to the contrary. In the event of any legal action under this Contract, venue shall be in Alachua County, Florida.

21. DEFAULT AND REMEDIES.

The non-breaching party shall have available all remedies at law.

22. NOTICES.

Any notices from either party to the other party must be in writing and sent by certified mail, return requested, overnight courier service or delivered in person with receipt to the following:

CITY:
City of Gainesville
Insert Department Name
Attn:
Insert Address

CONTRACTOR:
Insert Contractor's Information

23. SEVERABILITY.

If any provision of this Contract is declared void by a court of law, all other provisions will remain in full force and effect.

24. INTEGRATION/MERGER.

This Contract, together with the attached bid documents, contains the entire contract and understanding of the Parties regarding the matters set forth herein and supersedes all previous negotiations, discussions, and understandings, whether oral or written, regarding such matters. The Parties acknowledge that they have not relied on any promise, inducement, representation, or other statement made in connection with this agreement that is not expressly contained in this Contract. The terms of this Contract are contractual and not merely recital.

25. MODIFICATION AND WAIVER.

The provisions of this Contract may only be modified or waived in writing signed by all the Parties. No course of dealing shall be deemed a waiver of rights or a modification of this Contract. The failure of any party to exercise any right in this contract shall not be considered a waiver of such right. No waiver of a provision of the Contract shall apply to any other portion of the Contract. A waiver on one occasion shall not be deemed to be a waiver on other occasions.

26. CAPTIONS AND SECTION HEADINGS.

Captions and section headings used herein are for convenience only and shall not be used in construing this Contract.

27. ASSIGNMENT OF INTEREST.

Neither party will assign or transfer any interest in the Contract without prior written consent of the other party.

28. SUCCESSORS AND ASSIGNS.

The Parties each bind the other and their respective successors and assigns in all respects to all the terms, conditions, covenants, and provisions of this Contract.

29. THIRD PARTY BENEFICIARIES.

This Contract does not create any relationship with, or any rights in favor of, any third party.

30. CONSTRUCTION.

This Contract shall not be construed more strictly against one party than against the other merely by virtue of the fact that it may have been prepared by one of the Parties. It is recognized that both Parties have substantially contributed to the preparation of this Contract.

31. COUNTERPARTS.

This Contract may be executed in any number of and by the different Parties hereto on separate counterparts, each of which when so executed shall be deemed to be an original, and such counterparts shall together constitute but one and the same instrument.

32. EXHIBITS.

All exhibits attached to this Contract are incorporated into and made part of this Contract by reference.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement, or caused to be executed by their duly authorized officials, on the day and year first written above.

NAME OF COMPANY:

CITY OF GAINESVILLE:

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

APPROVED AS TO FORM AND LEGALITY

City Attorney

PART 10 – EXHIBITS

The following documents/forms are included in this section:

- Drug-Free Workplace Form
- Bidder Verification Form
- Reference Form
- Living Wage Decision Tree (not applicable to this solicitation)
- Certification of Compliance with Living Wage (not applicable to this solicitation)

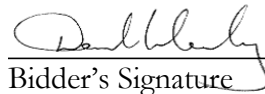
DRUG-FREE WORKPLACE FORM

The undersigned bidder in accordance with Florida Statute 287.087 hereby certifies that

Sun Life Assurance Company of Canada _____ does:
(Name of Bidder)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for the drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this bidder complies fully with the above requirements.



Bidder's Signature

9/25/20
Date

In the event of a tie bid, bidders with a Drug Free Workplace Program will be given preference. To be considered for the preference, this document must be completed and uploaded to DemandStar.com with your Submittal.

BIDDER VERIFICATION FORM

LOCAL PREFERENCE (Check one)

Local Preference requested: YES NO

A copy of the following documents must be included in your submission if you are requesting Local Preference:

- Business Tax Receipt
- Zoning Compliance Permit

QUALIFIED SMALL BUSINESS AND/OR SERVICE DISABLED VETERAN BUSINESS STATUS (Check one)

Is your business qualified, in accordance with the City of Gainesville's Small Business Procurement Program, as a local Small Business? YES X NO this is not applicable.

Is your business qualified, in accordance with the City of Gainesville's Small Business Procurement Program, as a local Service-Disabled Veteran Business? YES X NO this is not applicable.

LIVING WAGE COMPLIANCE

See Living Wage Decision Tree:

(Check one)

- Living Wage Ordinance does not apply (check all that apply)
- Not a covered service
 - Contract does not exceed \$100,000
 - Not a for-profit individual, business entity, corporation, partnership, limited liability company, joint venture, or similar business, who or which employees 50 or more persons, but not including employees of any subsidiaries, affiliates or parent businesses.
 - Located within the City of Gainesville enterprise zone.
- Living Wage Ordinance applies and the completed Certification of Compliance with Living Wage is included with this bid.

NOTE: If Contractor has stated Living Wage Ordinance does not apply and it is later determined Living Wage Ordinance does apply, Contractor will be required to comply with the provision of the City of Gainesville's living wage requirements, as applicable, without any adjustment to the bid price.

REGISTERED TO DO BUSINESS IN THE STATE OF FLORIDA

Is Bidder registered with Florida Department of State's, Division of Corporations, to do business in the State of Florida?

YES NO (refer to Part 1, 1.6, last paragraph)

If the answer is "YES", provide a copy of SunBiz registration or SunBiz Document Number (# _____)

If the answer is "NO", please state reason why: _____

DIVERSITY AND INCLUSION (Applies to solicitations above \$50,000)

Does your company have a policy on diversity and inclusion? YES NO

If yes, please attach a copy of the policy to your submittal.

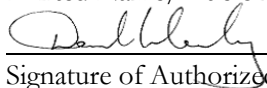
Note: Possessing a diversity and inclusion policy will have no effect on the City's consideration of your submittal, but is simply being requested for information gathering purposes.

Sun Life Assurance Company of Canada

Bidder's Name

David Healy, SVP, Group Benefits

Printed Name/Title of Authorized Representative



Signature of Authorized Representative

9/25/20

Date

This page must be completed and uploaded to DemandStar.com with your Submittal.

REFERENCE FORM

Name of Bidder: Sun Life Assurance Company of Canada

Due to the large number of reference requests we receive, and out of consideration for the privacy of our Clients, we would be happy to provide references at the finalist stage.

Provide information for three references of similar scope performed within the past three years. You may include photos or other pertinent information.

#1 Year(s) services provided (i.e. 1/2015 to 12/2018): _____

Company Name: _____
Address: _____
City, State Zip: _____
Contact Name: _____
Phone Number: _____ Fax Number: _____
Email Address (if available): _____

#2 Year(s) services provided (i.e. 1/2015 to 12/2018): _____

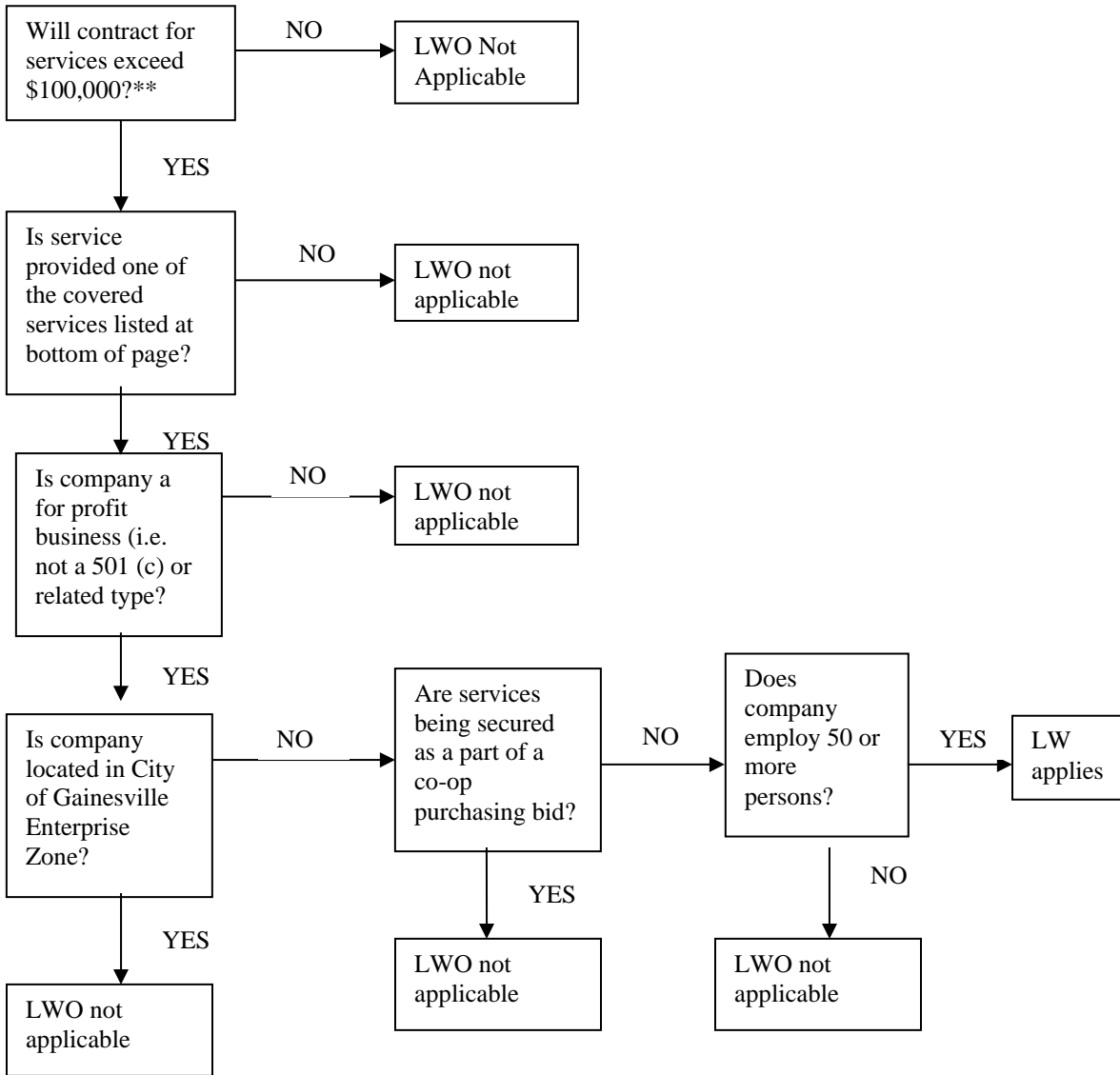
Company Name: _____
Address: _____
City, State Zip: _____
Contact Name: _____
Phone Number: _____ Fax Number: _____
Email Address (if available): _____

#3 Year(s) services provided (i.e. 1/2015 to 12/2018): _____

Company Name: _____
Address: _____
City, State Zip: _____
Contact Name: _____
Phone Number: _____ Fax Number: _____
Email Address (if available): _____

LIVING WAGE DECISION TREE

While not all encompassing, the following is provided as a guideline for contractors in determining whether the City of Gainesville Living Wage Ordinance applies to their firm in the performance of specified service contracts for covered services* with the City. Contractors are advised to review the entire text of the Living Wage Ordinance in conjunction with this guideline.



*Covered Services: food preparation and/or distribution; custodial/cleaning; refuse removal; maintenance and repair; recycling; parking services; painting/refinishing; printing and reproduction services; landscaping/grounds maintenance; agricultural/forestry services; and construction services
 **Total value of contract.

LIVING WAGE ORDINANCE NOT APPLICABLE TO THIS SOLICITATION

~~CERTIFICATION OF COMPLIANCE WITH LIVING WAGE~~

~~The undersigned hereby agrees to comply with the terms of the Living Wage Ordinance and to pay all covered employees, as defined by City of Gainesville Ordinance 020663 as amended at 030168 (Living Wage Ordinance), during the time they are directly involved in providing covered services under the contract with the City of Gainesville for _____ a living wage of \$ _____ per hour to covered employees who receive Health Benefits from the undersigned employer and \$ _____ per hour to covered employees not offered health care benefits by the undersigned employer.~~

Name of Service Contractor/Subcontractor: _____

Address: _____

Phone Number: _____

Name of Local Contact Person: _____

Address: _____

Phone Number: _____

\$ _____
(Amount of Contract)

Printed Name/Title of Authorized Representative

Signature of Authorized Representative

Date

LIVING WAGE ORDINANCE NOT APPLICABLE TO THIS SOLICITATION

*This page must be completed and uploaded to DemandStar.com with your Submittal,
if the Living Wage Ordinance applies to bidder.*

PART 11 – NO BID SURVEY

GENERAL GOVERNMENT PROCUREMENT DIVISION SURVEY BID INFORMATION

RFP #: RMDX-210000-GD

DUE DATE: September 30, 2020
@ 3:00 pm

PROPOSAL TITLE: GROUP LIFE INSURANCE FOR CITY EMPLOYEES AND RETIREES

IF YOU DO NOT BID

Please check the appropriate or explain:

- _____ 1. Not enough bid response time.
- _____ 2. Specifications not clear.
- _____ 3. Do not submit bids to Municipalities.
- _____ 4. Current work load does not permit time to bid.
- _____ 5. Delay in payment from Governmental agencies.
- _____ 6. Do not handle this item.
- _____ 7. Other: _____

Bidder Name: _____

Address: _____

Are you a small business? YES NO

Are you a service-disabled veteran business? YES NO

If you choose to not bid, complete this form, and either upload it into DemandStar.com or email to the procurement specialist.

PART 12 – ATTACHMENTS

The following documents are included in this section:

1. Schedule of Benefits
2. Life Incurral
3. Retiree Life Insurance Census
4. Risk Life Insurance City Paid Census

ATTACHMENT 1
Schedule of Benefits Covered Members

An active employee of the Employer working 20 hours per week

An employee of the Employer who retired under the Employer's retirement program

Class 1: Charter Officers (6)

Class 2: Employees- \$50,000 and Commissioners (7)-2,222

Class 3: Retired Members-1,454

Plan	Class 1	Class 2	Class 3
Benefit Formula	Flat \$250,000	2x/ Annual Earnings	½ Benefit in force
Rounding	N/A	Next Higher \$1,000	Next Higher \$1,000
Maximum Benefit	N/A	\$50,000	\$25,000
Guarantee Issue	Full Benefit	Full Benefit	Reduced by \$5k for 5 years and remains at \$5k
Employer Contribution	100%	100%	100%



Policyholder Name:	The City of Gainesville
Policy Number:	01-016672-00
Policy Effective Date:	10/01/2014
Valuation Date:	6/30/2020

Life Incurral Exhibit

Basic Employee Life

Incurral Period		Number of Months	Average Lives	Average Volume	Earned Premium	Total Expense Amount	Total Approved Benefits	Premium Waiver Reserve	IBNR	Total Incurred	Loss Ratio	Death Claims	Waiver Claims	Death Incidence Per 1000	Waiver Incidence Per 1000
7/1/2015	6/30/2016	12	3,210	\$112,714,275	\$290,773	\$0	\$285,000	\$0	\$0	\$285,000	98.01%	32	0	9.97	0.00
7/1/2016	6/30/2017	12	3,324	\$115,092,565	\$296,939	\$0	\$465,000	\$0	\$0	\$465,000	156.60%	33	0	9.93	0.00
7/1/2017	6/30/2018	12	3,398	\$114,897,029	\$328,810	\$0	\$380,000	\$0	\$0	\$380,000	115.57%	43	0	12.65	0.00
7/1/2018	6/30/2019	12	3,492	\$118,827,343	\$373,593	\$0	\$315,058	\$0	\$0	\$315,058	84.33%	40	0	11.45	0.00
7/1/2019	6/30/2020	12	3,591	\$121,915,476	\$421,939	\$0	\$390,000	\$0	\$52,457	\$442,457	104.86%	28	0	7.80	0.00
Totals		60	3,403	\$116,689,338	\$1,712,055	\$0	\$1,835,058	\$0	\$52,457	\$1,887,514	110.25%	176	0	10.34	0.00

Total Approved Benefits includes Benefits, Expenses, Interest and Pending Claims

Exhibit does not reflect rate or plan changes

Attachment 2
Retiree Life Insurance Census

City of Gainesville
RMDX-210000-GD - Group Life Insurance

BIRTH_DT	ZIP
20-Mar-49	32327
25-Aug-58	32608
17-May-56	32605
6-May-60	32640
11-Oct-59	32640
1-Dec-61	32618
8-Oct-59	32618
22-Nov-51	32641
27-Apr-59	32653
8-Dec-61	32653
3-Nov-51	32054
20-Mar-34	32667
6-Apr-37	32605
10-Aug-60	32653
23-Oct-65	32615
21-Jul-47	32615
26-Jun-48	32038
31-Dec-60	05301
29-Dec-45	32605
6-Feb-56	32669
26-Jul-65	32054
25-Mar-52	32839
29-Jun-60	33950
6-Jun-57	32640
15-Jan-67	32653
25-Jan-48	32042
12-Jan-61	32615
4-Dec-55	32653
4-Oct-60	32641
25-Mar-60	32164
21-Aug-57	32615
4-Apr-49	32669
24-Oct-40	32608
28-Jul-58	32605
17-Dec-50	LOF 1J0
10-Feb-70	32066
26-Mar-36	32609
10-Mar-53	32669
28-Oct-47	32608
4-Oct-39	32653

BIRTH_DT	ZIP
13-Mar-47	32696
22-Jul-59	32608
9-Jun-60	32615
22-Aug-55	32615
16-Jan-56	32641
2-Apr-62	32044
24-Jul-52	32643
30-Dec-58	32669
4-Mar-47	32669
21-Jan-55	32601
13-Jul-54	32609
23-Nov-66	32696
19-Jul-56	32669
13-Oct-47	85614
20-Sep-68	32643
14-Mar-50	32607
9-Jun-61	32653
11-Jan-42	33463
20-Nov-44	32607
2-Jan-55	31554
7-Nov-60	32669
19-Aug-62	32626
26-Oct-48	32641
7-Mar-29	32641
7-Jun-48	32622
4-Jul-55	32609
27-Nov-47	32641
14-Jan-43	32605
24-Apr-38	32091
25-Dec-61	36207
28-Jun-53	32656
11-Jul-63	32656
10-Sep-53	32608
5-May-54	32607
10-Oct-55	32606
9-Mar-64	32640
26-Sep-48	32615
10-May-60	32605
1-Jun-64	32042
11-Apr-58	32042
31-May-51	32605
1-Oct-50	32359
29-Apr-49	32359
5-Jan-57	32615
12-Mar-54	32694
21-Apr-51	32607

BIRTH_DT	ZIP
20-Sep-38	32609
3-Nov-54	32653
30-Jan-47	89005
13-Jun-56	32607
5-Jun-54	32607
17-Jun-61	32605
9-Apr-41	32615
28-Jul-59	32656
6-May-51	32615
15-Aug-46	32606
16-Jun-63	34240
27-Oct-53	32607
24-Nov-53	32618
21-Feb-55	32618
2-Jul-50	32641
24-Feb-59	32641
8-Mar-58	32669
17-Dec-53	32601
20-Mar-43	32605
19-Apr-45	32054
22-Aug-38	32643
12-Apr-65	32615
8-Jun-66	32608
17-Jan-38	32608
10-Jan-48	32609
1-Jan-67	32092
22-Jun-66	66048
27-Sep-63	32605
29-Dec-54	32609
24-Nov-49	32038
2-Sep-67	32694
8-Jul-43	32643
14-Oct-53	32054
15-Jan-49	32653
10-Feb-50	32615
12-Aug-49	32607
8-Jun-49	32667
25-Oct-40	32605
8-Oct-50	34484
1-Feb-56	32669
7-Nov-41	32696
2-Aug-51	32696
29-Jul-58	32601
25-Nov-60	32669
16-Oct-54	32669
4-Oct-57	32618

BIRTH_DT	ZIP
12-Sep-44	32606
22-Oct-51	37716
4-Jun-48	37716
16-Nov-56	32259
9-Feb-48	32113
14-Dec-44	32640
19-Oct-52	32640
2-Jul-61	34602
15-Jul-53	32666
31-Dec-60	32666
26-Mar-33	32750
19-Jun-64	32694
22-May-46	32615
9-Aug-41	32667
21-Apr-65	32605
15-Jan-52	32606
25-Sep-53	32606
17-Aug-53	32615
1-Aug-50	32615
17-Mar-67	32655
18-Sep-53	30512
15-Jul-61	32669
12-Aug-61	32615
8-Jul-70	32641
13-Jul-47	32193
26-Aug-56	32653
9-Aug-51	32038
18-Sep-61	32667
21-Nov-46	32640
17-Jul-46	32667
21-Jan-48	32024
8-Sep-58	32606
23-Jan-46	32096
21-Jul-46	32641
5-Nov-50	34482
23-Apr-44	32656
25-Jun-69	32627
3-Jul-68	35111
4-Jun-48	32615
9-Feb-55	32666
8-Mar-58	32653
12-May-57	32609
14-Sep-32	80234
21-Dec-45	32331
29-Jan-58	32606
19-Mar-59	32656

BIRTH_DT	ZIP
17-Nov-65	32615
15-Jul-62	32609
9-May-56	32653
30-Nov-78	32258
6-Jan-64	32608
29-Sep-48	32696
21-Sep-55	32607
13-Oct-50	32607
6-Mar-54	32601
26-Sep-69	32038
9-Jun-47	32003
31-Jan-68	32608
27-Aug-54	32696
7-Jan-52	32643
10-Nov-49	32666
15-Dec-42	32609
1-Sep-62	32615
22-Mar-41	32615
5-Nov-46	32615
16-Oct-46	32608
14-Oct-51	32625
15-Jan-69	32606
7-Jun-56	32605
11-Feb-61	32726
12-Feb-58	32905
8-Oct-53	32606
5-Feb-56	32084
17-Mar-60	32615
16-Aug-49	81147
23-Jul-49	32606
31-May-56	32656
19-Aug-43	32601
23-Mar-51	32606
6-Feb-53	32669
20-Apr-49	32084
22-Nov-42	32656
24-May-54	32669
24-Dec-56	32615
18-Jul-43	32615
18-Aug-55	32609
11-Aug-47	32656
30-Mar-68	32669
31-May-54	32605
10-Jul-64	32658
19-Jan-60	30513
24-Oct-50	32317

BIRTH_DT	ZIP
7-Sep-65	34482
14-Jun-42	32615
9-Apr-47	87123
27-Aug-57	32643
16-Mar-45	32607
18-Dec-47	32641
23-Sep-72	32608
26-Dec-45	32606
4-Mar-50	32605
31-May-45	32656
27-Apr-52	32641
14-Jan-56	32526
31-Dec-40	32601
22-Jan-58	32666
19-May-60	32666
11-May-53	32640
14-Jan-54	32601
23-Mar-43	32615
24-Jun-70	37188
26-Dec-54	32643
7-Jun-58	32615
30-Jun-64	32615
1-Jan-33	32216
2-May-60	33609
11-Jan-56	32696
5-Apr-29	32832
25-Jul-62	32615
1-Nov-57	31709
24-Sep-42	32601
3-Feb-47	56466
14-Nov-58	34429
23-Jul-57	32606
13-Feb-54	32609
11-Mar-59	32609
30-May-47	32044
9-Sep-55	32655
9-Sep-69	32605
27-Dec-49	32618
7-Oct-76	32038
16-Aug-42	32044
19-Aug-57	32038
14-Jan-48	32656
15-Oct-66	32615
10-Mar-44	32656
15-Jun-54	78537
11-Aug-46	32686

BIRTH_DT	ZIP
2-Jun-42	32615
15-Jan-45	32177
29-Apr-39	32666
18-May-49	32609
4-Aug-55	32606
26-Aug-50	32080
20-Aug-52	32609
12-Jul-63	29730
21-Dec-35	32640
3-Feb-59	32640
12-Apr-64	32656
16-Aug-46	32615
3-Oct-50	32174
6-Jun-43	32669
11-Mar-59	32607
23-Aug-35	32664
16-Jun-57	32640
10-Sep-60	32605
20-Oct-63	32666
14-May-56	32653
1-Aug-65	33611
25-Mar-51	32609
2-Jun-67	32609
14-Aug-43	24325
10-Oct-48	32640
25-Jun-57	32605-1820
20-Jul-49	32605-1820
11-Feb-56	32641
7-Jul-58	32714
23-Dec-51	32635-8800
30-Dec-62	32605
15-Nov-53	32669
1-Apr-45	32640
4-Mar-36	32640
3-Nov-59	32622
29-Oct-56	32622
27-Sep-39	32609
16-Dec-48	32606
14-Apr-57	32606
23-Jun-48	34946
5-Jun-60	32641
2-Sep-51	32616
19-Sep-38	32615
26-Jun-60	32615
22-Aug-62	32618
11-Jan-60	32526

BIRTH_DT	ZIP
4-Feb-68	32693
26-Jul-44	32693
3-Feb-43	32669
10-Jul-42	32643
27-Sep-43	32621
14-Oct-48	32259
14-Nov-56	01223
3-Jul-56	32640
28-Jul-56	34982
10-Sep-64	32667
27-Sep-66	32640
17-Aug-47	32669
3-Mar-52	32164
10-Apr-37	32643
30-Oct-51	32666
25-Jan-73	98433
16-Jun-59	32669
15-Oct-51	32641
23-Aug-49	32609
28-Sep-56	30523
16-Aug-60	32609
10-Jan-65	32615
27-Jan-52	32608
28-Apr-57	32607
8-Aug-58	32615
30-Jun-48	32669
24-Oct-63	32658
15-Jan-53	32643
6-Jul-49	32653
9-Aug-40	32606
1-Mar-49	32606
14-Jul-56	34423
15-Sep-64	32044
3-Apr-59	32606
16-Oct-60	32640
4-Jan-48	34711
29-Mar-53	32192
6-Apr-47	32696
1-Mar-55	32189
20-May-58	32083
7-Jun-40	34715
7-Jul-69	32626
27-Dec-53	32162
28-Mar-50	32669
31-Aug-52	32618
18-Aug-53	32641

BIRTH_DT	ZIP
24-Aug-49	34476
28-Oct-50	32080
13-Mar-33	32605
22-Mar-51	32080
27-Feb-52	32024
17-Oct-52	34668
31-Dec-49	32667
10-Mar-41	32615
27-Aug-48	32608
15-Nov-38	32605
1-Oct-54	32622
21-Feb-41	32666
19-Sep-64	32622
26-Oct-65	32669
15-Sep-54	32038
20-Oct-44	34442
26-Jan-61	32608
25-Feb-38	32062
8-Jun-53	32025
13-Sep-56	32043
16-Oct-55	32091
27-Mar-61	31404
21-Feb-52	32405
14-Nov-53	32618
21-Jan-63	32615
3-Oct-59	32640
27-Apr-49	32615
30-Aug-36	32038
5-Feb-61	32042
26-Nov-49	32626
24-Oct-55	32643
27-Jul-46	32606
31-May-57	33919
3-May-54	32609
18-May-61	32608
16-Jan-48	34479
9-Mar-50	34997
20-Nov-50	32608
5-Oct-50	32605
13-Dec-49	32617
4-Jan-52	32608
19-Mar-64	32640
25-Apr-52	32607
14-Feb-53	32640
15-Aug-53	32605
19-Jun-43	32606

BIRTH_DT	ZIP
16-Jul-54	32607
20-Nov-59	32643
30-Jul-43	33647
3-Oct-50	32669
6-Dec-56	32640
17-Oct-56	32608
23-Jan-65	32615
15-Aug-51	32640
23-Oct-55	32608
16-Sep-45	32615
9-Aug-63	32605
28-Oct-53	32641
13-Sep-60	32643
23-Jul-42	32694
17-Nov-57	34488
25-Sep-54	32137
5-Feb-61	32669
19-Mar-30	32606
23-Sep-48	32667
29-Sep-41	32615
4-Mar-41	32605
27-Dec-42	32609
14-May-61	32666
29-Sep-29	32605
21-Jan-41	32643
22-Oct-51	32609
19-Sep-49	32601
7-Aug-63	32606
14-Dec-47	28739
2-Sep-51	32693
9-Apr-60	32627
20-Jul-50	32615
1-Feb-55	32669
8-Jun-53	32656
8-Nov-50	32666
2-Oct-34	32693
22-Nov-49	32605
3-Aug-50	32643
14-Dec-53	32607
19-Sep-77	32605
14-Apr-55	32091
24-Feb-48	31029
7-Aug-68	32054
29-Aug-55	32024
21-Jun-63	32609
15-May-46	32686

BIRTH_DT	ZIP
4-Dec-49	32686
9-Apr-37	32601
5-Feb-43	32618
1-Mar-61	32653
26-Nov-57	32609
11-Dec-34	32044
12-Jan-43	32054
1-Apr-55	32666
11-Aug-58	32667
10-May-58	32615
9-Sep-71	32656
23-Sep-54	32643
31-Aug-33	32164
21-Aug-43	32091
11-Feb-73	32615
9-Apr-55	32608
9-Jan-43	32640
8-Dec-71	32091
26-Oct-49	32609
29-Jun-48	32606
24-Jul-56	32643
15-Jun-55	32605
12-Dec-59	32606
23-Nov-49	32666
30-Jan-45	32113
16-Dec-61	32607
26-Jul-49	32608
29-Aug-62	32615
8-Sep-47	32641
12-Nov-51	32609
11-Mar-62	32680
16-Aug-41	32641
30-Aug-36	32068-5835
28-Nov-54	32686
30-Jun-62	31523
10-Dec-49	32038
6-Sep-50	32605
20-Nov-73	32669
11-Mar-59	32605
16-Sep-55	32605
21-Dec-51	32694
8-May-61	32640
15-May-43	32619
30-Nov-58	32043
25-Sep-53	32618
29-Dec-52	32359

BIRTH_DT	ZIP
23-Aug-38	32043
9-Aug-47	32653
15-Feb-48	32666
10-Jan-52	32605
20-Mar-56	32667
22-Aug-46	32609
22-Jun-48	32160
13-Oct-41	36207
25-Jul-40	36207
13-Feb-41	31635
20-May-63	32667
29-Feb-56	32044
3-Nov-50	32008
15-Aug-40	32640
5-Mar-56	32606
2-Apr-59	32606
11-Jul-62	32091
13-Apr-54	32606
25-Dec-60	32008
20-Jun-53	32696
10-Nov-61	32621
16-Dec-53	32694
20-Apr-65	32137
31-Dec-63	32137
7-Feb-48	32609
22-Feb-50	32640
21-May-70	32669
2-Aug-46	32669
17-Nov-37	34785
7-Sep-38	32601
12-Nov-59	32680
7-Dec-54	32615
7-Sep-38	32601
11-Oct-38	32641
22-Jul-35	32609
31-Jul-55	32696
3-Sep-46	32148
30-Dec-51	32641
8-Dec-58	32609
3-Sep-46	32148
8-Mar-52	32609
24-May-56	34480
8-Oct-53	32696
8-Jan-50	32653
2-Oct-56	32038
19-Aug-44	32653

BIRTH_DT	ZIP
21-Oct-52	32038
21-Apr-39	32210
6-Jun-43	32625
16-Nov-60	27889
23-Oct-50	33598
6-May-47	32669
15-Nov-59	32609
12-Feb-61	32608
15-Apr-58	32656
20-Feb-49	32658
2-Dec-32	32618
10-Jun-69	32091
25-Jul-41	30529-7157
14-Mar-61	34471
13-Apr-62	32653
18-Sep-46	32653
6-May-39	72023
25-Aug-36	32640
21-Feb-51	32618
11-Sep-47	32605
27-Mar-53	34613
17-Aug-54	32653
31-Oct-53	34117
31-Dec-31	37421
3-Jun-47	32953
25-Jan-61	32641
24-Feb-46	32626
19-Jul-58	32609
11-Nov-56	32643
9-Feb-59	32643
27-Feb-38	32618
10-Mar-51	32618
25-Mar-44	32653
23-Mar-53	32054
29-Aug-46	32615
20-Oct-58	32605
15-Dec-41	32655
20-May-51	34498
5-Sep-55	32042
24-Apr-51	32615
29-Jun-36	32605
16-May-62	32615
20-Feb-45	32608
10-Jan-45	32669
8-Aug-65	32605
15-Dec-54	32605

BIRTH_DT	ZIP
24-Nov-50	32618
12-Oct-55	32618
10-Jun-49	30540
11-Mar-54	32605
11-Aug-60	32669
15-Apr-50	32606
30-Jul-53	32605
19-Feb-65	32669
26-Dec-43	32669
15-Sep-56	32607
15-Jul-62	32058
18-Oct-43	34957
27-Jul-49	32666
25-Oct-47	04464
29-Jun-63	32605
1-Apr-59	32656
12-Oct-64	32615
3-Feb-52	32606
13-Dec-57	32694
18-Apr-67	32618
21-Aug-48	32656-6400
28-Dec-52	32609
21-Mar-57	32084
18-Dec-54	32614
29-Sep-52	32669
22-Jul-54	33070
26-Jul-49	32640
12-Apr-57	32058
15-Aug-60	76048
22-Jan-67	32669
4-Jul-62	32606
8-Sep-71	32696
22-Nov-44	32359
5-Nov-51	32669
12-Dec-46	76522
24-Oct-55	32605
8-Aug-48	85935
1-May-36	32669
14-Feb-61	32669
8-May-63	32694
16-Aug-66	32643
16-Jul-54	32605
4-Jun-38	32609
25-Dec-66	32608
25-May-34	32640
25-Aug-71	32640

BIRTH_DT	ZIP
7-May-48	32640
16-Jun-45	32097
28-Dec-48	32606
2-Nov-62	32694
13-May-39	32694
9-Jul-55	32136
11-Nov-63	32609
5-May-45	32693
23-May-57	33928
6-Mar-40	33510
12-Dec-54	32618
1-May-61	97124
3-Apr-65	32608
24-Feb-47	32641
6-May-42	32641
22-Mar-51	32609
17-Jul-52	32609
12-Jan-46	32601
1-Jan-55	32631
3-Aug-53	32667
9-Jul-39	31779
7-Jan-38	32618
18-Jun-61	32609
25-Jul-58	32054
15-Jan-63	32653
19-Sep-54	32606
16-Nov-47	32605
15-Jul-50	32653
28-Sep-55	32091
24-Nov-56	32615
19-May-61	32615
5-Nov-48	32641
4-Oct-51	28739
15-Sep-47	32607
24-Jul-45	32641
11-Oct-51	32643
28-May-62	32607
4-Feb-58	32065
28-Jul-51	32601
16-Dec-43	32609
27-Nov-56	32669
24-Oct-53	32605
4-Feb-58	32065
24-May-47	32607
16-Mar-43	32694
18-Mar-56	32666

BIRTH_DT	ZIP
1-Nov-53	32606
30-Oct-50	32615
3-Aug-58	34685
7-Jun-50	32054
6-Dec-62	32618
21-Mar-46	87557
14-Nov-40	32055
30-Jun-72	32608
18-Mar-57	32618
12-Aug-38	33625
2-Oct-56	32627
5-Jan-32	32601
16-Dec-49	32605
29-May-65	32054
2-Mar-46	32618
17-May-47	57438
6-May-62	32641
30-Jun-72	32608
5-Jan-32	32601
19-Mar-53	89005
8-Nov-50	32692
20-Jun-54	32616
7-Apr-56	32609
18-Aug-61	34209
1-Dec-62	32309
8-Mar-61	32608
16-Jan-47	32605
24-Sep-70	32608
16-Jul-57	48843
23-Dec-50	32259
29-Jul-37	33543
13-Aug-47	32560
1-Oct-45	32643
21-Jun-54	32641
10-Dec-46	32042
23-Oct-50	32618
16-Feb-66	28570
21-Dec-70	32776
26-Sep-51	32405
6-Aug-59	32653
28-Oct-65	73150
14-Oct-37	32692
8-Aug-64	34607
16-Dec-70	32641
29-Aug-54	32641
31-Aug-67	32615

BIRTH_DT	ZIP
13-Apr-34	32134
11-Oct-49	32669
22-Sep-61	32615
27-Aug-49	32259
13-Jun-55	32606
13-Dec-55	32618
10-Oct-54	34491
23-Dec-44	32694
22-Jan-47	32694
20-Nov-69	32605
18-Sep-49	32609
21-Oct-47	32615
28-Dec-52	32621
30-Aug-49	32627
23-Feb-60	32603
18-Jun-63	32603
19-Feb-51	32694
15-Feb-47	32694
27-Nov-52	32145
14-Apr-61	32605
18-Nov-50	32618
29-Jan-61	32693
8-Sep-48	32618
18-Nov-50	32618
21-Mar-64	34470
2-Apr-47	32615
18-Nov-43	32714
21-May-55	32669
9-Jul-52	32640
13-Feb-45	32606
17-Jul-52	32607
6-Jul-60	32608
18-Sep-58	32609
14-Feb-53	28906
10-Aug-63	32669
5-Dec-61	32669
1-Aug-47	32653
5-Oct-45	32653
13-Nov-55	32641
19-Apr-48	30307
21-Jul-63	32615
2-Apr-35	32601
25-Nov-68	32609
4-Nov-46	32766
3-Mar-69	34653
22-Aug-57	32606

BIRTH_DT	ZIP
16-May-65	32641
11-Nov-51	32536
20-Apr-56	32054
20-Oct-44	32667
7-Mar-58	32177
17-Sep-53	32038
11-Jun-51	32607
8-Dec-44	32669
16-Jul-59	32666
22-Sep-54	32667
24-Mar-56	32607
11-Nov-53	29607
8-Aug-58	77399
29-Jun-54	32641
31-May-61	32618
7-May-77	32669
1-Jan-61	32221
31-Jan-52	32615
23-Aug-43	32606
2-Nov-61	32653
7-Feb-47	32669
8-Jun-56	32643
17-Apr-47	39702
17-Oct-32	32601
6-May-76	59808
7-Oct-50	32640
27-Feb-48	32605
10-Mar-62	32606
1-Apr-67	32631
15-May-52	32615
15-Apr-48	32653
4-Aug-44	32042
13-Oct-60	32643
15-Jan-53	32113
11-Aug-42	32656
22-Oct-32	32640
27-May-50	32606
6-Aug-54	32605
9-Mar-51	32605
27-Jul-48	32606
11-Dec-55	32653
10-Oct-50	32615
20-May-53	32615
8-Oct-36	32656
7-Jan-58	32666
13-May-56	32666

BIRTH_DT	ZIP
24-Dec-43	32091
7-Jul-52	32641
2-Jun-48	34748
23-Jul-59	32606
20-Mar-41	32619
18-Jul-63	34473
19-Jun-46	32694
26-Mar-54	32601
2-May-61	32091
29-Jan-49	33709
5-Nov-47	32640
30-Dec-43	34712
18-Dec-46	32615
25-Feb-70	32615
2-May-50	32667
11-Aug-46	32615
4-May-60	32605
28-Aug-54	32113
26-Aug-46	32605
23-May-61	65729
4-Feb-57	72661
18-Jun-54	32693
11-Mar-53	27103
31-Jul-52	32148
23-Oct-49	32606
11-Nov-39	32669
8-Sep-44	32607
17-Sep-56	32641
30-Jan-45	32091
17-Nov-61	32693
18-Feb-43	32641
29-Jul-33	32621
29-May-41	34428
28-Jun-41	32641
4-Dec-55	32641
3-Dec-48	32615
19-Feb-62	32694
19-Oct-44	32621
3-Aug-55	32606
17-Dec-50	32606
25-Sep-55	32608
27-Nov-57	32609
13-Oct-61	32609
5-Dec-57	32693
15-Apr-44	32609
11-Apr-39	32607

BIRTH_DT	ZIP
28-Nov-57	32605
6-Jul-26	34233
12-Jan-64	32666
31-Jan-44	32669
10-Sep-53	32607
4-Mar-43	32601
26-Sep-56	32666
23-Jul-56	32666
14-May-50	32641
14-Jul-51	32043
23-Nov-39	45505
4-Dec-63	32607
20-Apr-54	32656
6-Feb-37	32658
8-Oct-47	32735
2-Jul-51	32605
25-Nov-46	32614
20-Sep-60	32606
29-Oct-57	32615
18-Feb-57	81004
27-Aug-46	32607
8-Jul-43	32641
31-Jan-61	32618
1-Apr-51	30016
15-Jun-58	32640
3-Mar-48	32605
31-Oct-64	32606
12-Oct-63	32619
9-Jul-37	32601
14-Jul-47	32601
30-Sep-47	53406
31-Oct-64	32606
10-Dec-38	30560
29-Apr-55	32044
13-Dec-48	32136
12-Oct-48	32055
25-Feb-65	32615
20-Jan-56	32641
9-Jan-65	32605
7-Aug-48	32635
23-Aug-59	32641
26-Sep-45	32615
20-Oct-45	32608
18-Mar-62	32086
29-Apr-62	32608
30-Jan-43	32607

BIRTH_DT	ZIP
6-Aug-63	32311
20-Dec-68	32606
30-Dec-47	32605
26-Jan-34	32606
23-Apr-63	32605
26-Jan-63	32303
3-Jan-50	32148
8-Jun-53	32618
28-Oct-60	32653
29-Sep-58	32640
31-Oct-67	32669
31-Mar-48	32038
22-Apr-59	77302
15-Jul-52	32666
29-Jul-59	31601
17-May-72	32693
8-Apr-44	32653
4-Mar-47	32641
1-Sep-68	32653
26-Sep-50	32605
28-Jun-40	32609
25-Jul-60	33486
10-Dec-58	33486
23-Jan-60	32606
1-May-64	32607
20-Sep-56	32653
1-Jun-65	32669
15-Jun-50	32653
28-Jul-56	32653-7832
29-Oct-49	32606
23-May-59	32605
15-Feb-60	80302
11-Aug-61	30512
31-Oct-42	32605
18-Oct-70	32643
31-Jan-71	32615
7-Dec-52	32605
16-Sep-48	32605
21-Jun-57	32653
28-Jun-35	32606
13-Aug-58	32606
2-Jun-62	32605
29-Dec-39	32653
6-Oct-51	32615
10-May-55	32606
16-Nov-49	32606

BIRTH_DT	ZIP
7-Sep-56	32608
28-Feb-63	32643
11-Oct-53	32615
26-Dec-65	32635
6-Jan-54	32641
11-Jan-35	32605
2-Apr-57	32605
29-Dec-40	32601
13-Jul-40	32669
19-Aug-45	32641
7-Jul-51	32618
15-Mar-44	32669
4-Sep-48	32606
3-Apr-46	32148
22-Mar-49	32640
8-Nov-51	32618
16-Sep-49	32669
6-Jul-51	32607
4-Sep-44	32038
24-Sep-54	32080
26-Oct-61	32609
14-Nov-50	32669
13-Apr-49	32609
3-Aug-46	32608
8-Jul-46	32669
4-Oct-55	32653
10-Aug-54	32667
15-Nov-51	32669
28-Jul-49	32615
23-Jan-50	32148
6-Jan-49	32653
6-Jun-40	32666
22-Oct-75	32640
22-Sep-46	32694
7-Apr-40	32605
2-Oct-24	32605
6-Apr-48	32605
3-Jan-63	32653
7-Jul-42	33890
28-Aug-41	33890
23-Jul-46	32641
18-Jan-45	32615
11-Jan-33	32609
21-Apr-36	32605
11-Jan-39	32693
20-Feb-45	32693

BIRTH_DT	ZIP
20-Sep-46	32693
11-May-53	32616
21-Oct-61	32091
9-Aug-49	32669
10-Jul-50	32640
28-Sep-26	29466
23-Jun-56	34683
15-Sep-49	32615
8-Jun-51	32606
21-May-61	32615
6-Mar-43	32643
28-Aug-43	32666
10-Mar-44	32640
10-Nov-47	32606
13-Aug-52	32653
28-Mar-74	32609
27-Aug-47	32615
14-May-70	32609
24-Feb-50	32091
26-May-52	34488
16-Nov-57	32618
24-Aug-50	32656
17-May-50	32608
26-Nov-45	32091
11-Nov-58	32616
12-Mar-50	32643
12-Nov-49	32601
1-Apr-60	32615
1-Apr-71	32606
19-Mar-49	32607
24-Jul-51	30512
2-Jun-55	27889
21-Feb-61	32669
28-Jun-69	32655
9-Sep-61	32317
29-Jun-46	32601
22-Sep-70	28734
13-Aug-63	32003
30-Jun-54	32641
15-Oct-52	32608
20-Oct-47	32605
13-Jul-55	32605
7-Nov-53	32641
18-Feb-58	32317
10-Nov-52	32615
14-Jun-48	32615

BIRTH_DT	ZIP
5-Nov-42	32131
20-Nov-58	32608
22-Dec-58	32113
8-Apr-68	32609
4-Jul-51	32616
25-Dec-56	32608
1-Sep-47	32640
14-Sep-55	32643
15-Sep-63	32640
30-Jan-56	32653
10-Dec-50	32669
26-May-51	32601
30-Jan-32	32640
8-Nov-52	32607
5-Apr-63	32068
8-Sep-56	32091
11-Apr-42	34429
14-Sep-35	32615
29-Jul-47	32653
24-Jul-48	32609
28-Apr-43	32608
3-Sep-45	32618
10-Sep-47	32609
16-Jan-59	32607
1-Oct-52	32640
11-Aug-52	32667
7-Aug-70	32656
15-Mar-72	32693
21-Aug-54	32605
15-Dec-61	32669
25-Mar-44	32669
15-Mar-50	34491
24-Mar-62	32609
8-May-56	32606
19-Sep-52	32667
2-Jul-47	32609
26-Jul-59	32601
11-Aug-42	34472
10-Feb-53	32608
10-Sep-60	32694
19-Sep-64	32615
25-May-62	32653
17-Jun-51	32696
12-Sep-61	32669
20-Apr-61	32643
27-Oct-49	32608

BIRTH_DT	ZIP
26-Nov-53	32635
26-Dec-52	32635
14-Jun-56	32605
8-Mar-59	32605
28-Feb-50	32606
4-Dec-50	32606
21-Nov-61	28734
15-Jul-55	32693
31-Jul-58	32259
13-Aug-57	32696
27-Dec-45	32607
10-Jan-36	29322
3-Feb-42	32653
20-May-67	32669
29-Dec-44	32456
13-Feb-67	32640
10-Jan-50	32640
2-Mar-65	30518
26-Jun-61	32667
8-Feb-50	32038
12-Aug-52	32634
10-Feb-40	32148
25-Oct-49	34608
22-Oct-49	34608-2623
31-Aug-49	32693
8-Dec-56	32667
19-Mar-56	32667
23-Oct-55	32618
17-Apr-57	32601
16-Jul-50	32615
11-Mar-63	32607
31-Jan-59	33713
16-Dec-48	32656
28-Oct-61	32653
27-Mar-70	32643
26-Jun-54	32608
15-Sep-53	32608
19-Jul-41	32618
4-Mar-54	32653
12-Aug-66	32615
22-Feb-57	32641
22-Jun-59	32653
27-Oct-45	32609
20-Apr-53	32653
20-Dec-60	32666
7-Jan-64	32040

BIRTH_DT	ZIP
9-Sep-44	32606
9-Nov-45	78258
19-Oct-34	32669
18-Oct-46	32653
4-Sep-67	32615
9-Oct-59	32641
17-Sep-46	32606
12-Nov-51	32632
29-Dec-52	32609
21-Mar-56	32669
25-Jul-72	32606
28-Dec-42	32693
23-Aug-64	32640
29-Apr-63	32653
18-Jul-47	30512
29-Sep-61	32692
25-Jul-47	32669
11-Feb-52	32609
16-Aug-74	32696
20-Apr-56	32608
5-Feb-56	32669
3-Oct-46	30512
19-Aug-53	34481
11-Oct-62	32507
21-Dec-53	32696
16-Sep-47	32641
26-Mar-61	32666
28-Jul-58	32640
29-Dec-49	32608
26-Feb-53	32669
29-Jan-61	32277
21-Dec-38	32669
9-May-59	34133
10-Sep-25	32605
28-Dec-61	33701
3-Sep-47	32605
18-May-31	32653
3-Jan-41	32608
4-Jul-63	32669
20-Jun-56	32667
6-May-38	32669
18-Sep-61	34476
7-Jul-71	37664
22-Nov-65	37664
29-Mar-45	32608
1-Feb-63	32622

BIRTH_DT	ZIP
6-Dec-53	32303
19-Dec-58	32653
25-Jul-52	32640
16-Dec-45	32641
14-Jun-44	32609
19-Jul-57	32696
28-Nov-63	32641
26-Oct-57	33770
2-Sep-42	32641
18-Apr-29	32601
20-Mar-59	32148
16-Sep-57	32653
11-Aug-60	32606
17-Oct-57	32694
29-Oct-55	32615
19-Dec-59	32609
12-Jan-61	32578
23-Oct-52	32653
31-May-56	32653
3-Aug-40	32055
11-Mar-51	32080
23-May-54	34476
19-Feb-55	32643
27-Apr-43	32605
7-Jul-38	32669
14-Jul-65	32626
6-Aug-63	32615
6-Dec-59	32113
9-Sep-52	32641
3-Mar-47	34479
17-Feb-61	32615
15-May-70	29643
11-Jun-71	29643
12-Oct-71	34470
20-Jan-50	32609
21-Oct-33	32639
22-Oct-25	32607
8-Nov-52	32609
5-Oct-51	32609
18-Feb-66	06340
22-Dec-61	32608
25-Jul-59	32609
19-Jan-48	32669
31-Mar-63	32608
20-Jan-56	32641
25-Feb-56	32043

BIRTH_DT	ZIP
25-Nov-52	32607
7-Sep-53	32607
18-Dec-67	32669
6-Dec-44	33545
17-Apr-64	32605
13-Mar-44	32601-6616
12-Jun-45	31768
7-Mar-49	32643
21-Jan-50	32605
8-Aug-63	32025
17-Jul-43	32754
21-Aug-43	32694
7-Sep-45	32669
7-Mar-57	32641
24-Aug-48	32608
26-Feb-61	23235
24-Aug-57	32068
19-Jul-52	32615
13-Apr-57	32643
13-Mar-51	32696
26-Mar-61	32042
9-Sep-47	32607
8-Mar-53	32615
31-Aug-45	32615
11-Jul-49	32692
4-Jun-71	32619
10-Jul-34	29910
16-Mar-56	32614
15-Jul-52	34482
3-Mar-40	32038
9-Aug-49	32609
10-Jan-56	32601
14-Mar-46	32604
20-Aug-41	32618
12-Aug-76	32605
4-Sep-55	32605
16-May-48	32602
7-Nov-38	32609
9-Oct-59	32656
1-Feb-61	32653
28-Nov-62	32615
16-Mar-63	32605
8-Jun-41	32605
8-Jan-51	32605
31-Jul-63	34431
21-Oct-45	32054

BIRTH_DT	ZIP
6-Jan-64	77494
13-Jul-66	32605
2-Aug-52	32609
27-Apr-48	32692
18-Aug-51	32608
23-Mar-60	32641
10-Sep-56	32606
31-Dec-46	34473
28-Nov-53	34472
15-Jun-47	32693
20-Jul-48	32606
17-Oct-49	32605
4-Oct-56	32667
28-Oct-65	32615
30-Jul-70	32615
17-Apr-40	32640
29-Jan-61	32643
18-Oct-57	32137
22-Aug-31	32653
5-Jan-47	32606
12-Apr-53	32640
1-Jan-48	32609
30-Sep-50	32609
18-Jan-53	32653
21-Jan-54	32653
13-Jun-50	32608
2-May-49	32669
30-May-48	32177
30-Mar-67	32669
25-Sep-57	35055
4-Sep-74	32643
17-Dec-45	35055
2-Apr-63	32669
20-Feb-41	34452
31-Aug-62	32615
18-May-58	32708
19-Mar-50	03605
9-Feb-58	32615
22-Apr-49	32134
24-Jan-50	32643
31-Dec-66	32605
8-Sep-58	32609
26-Feb-46	32608
14-May-53	32224
9-Jul-52	34983
22-Sep-42	32601

BIRTH_DT	ZIP
14-Sep-53	32609
14-Nov-63	32656
26-Apr-47	98671
28-Nov-50	32609
28-Jun-56	32606
24-Apr-71	32607
16-Sep-48	22191
10-Mar-55	32601
11-Dec-54	32643
11-Jun-63	34465
14-Feb-64	32038
17-Feb-54	32656
22-May-55	32925
18-May-49	32653
5-Feb-56	32601
16-Oct-57	27349
31-Jul-73	32666
16-Apr-32	32601
18-Apr-52	32607
26-May-50	32601
11-May-55	32615
1-Jan-56	32640
15-Oct-48	32601
1-Nov-25	32080
13-May-48	32605
17-Feb-46	32609
18-Oct-61	32643
20-Feb-37	32601
1-Jun-56	32641
7-Jun-47	32626
17-Jun-68	32669
6-Oct-59	02645
6-Aug-62	80525
4-Dec-44	32606
6-May-47	32619
23-Mar-68	80525
13-Aug-55	32609
20-Nov-33	42276
17-Oct-41	32643
27-Jul-50	32640
17-May-70	32653
13-Apr-52	32640
15-Sep-48	32615
5-Sep-56	32615
10-Sep-47	32615
11-Aug-54	32608

BIRTH_DT	ZIP
7-Nov-63	80027
26-Dec-48	32607
12-Jan-54	32601
15-Nov-40	32601
2-Jan-54	32609
11-Jan-60	32641
31-Mar-57	32606
17-Oct-46	32640
24-Feb-53	32615
8-Dec-53	32609
17-Sep-48	32606
14-Sep-47	32609
18-Oct-40	32601
8-Mar-48	32640
13-Aug-46	32640
27-Sep-64	32614
27-Apr-56	32608
24-Jul-58	32686-3030
7-May-47	32601
26-Jun-52	32618
26-Mar-46	32601
7-Jul-50	32667
1-Apr-62	32656
25-Sep-53	32601
4-May-46	32614
23-Feb-55	32608
27-Sep-60	32608
6-Feb-55	32615
19-Apr-41	32615
19-Oct-59	32622
30-Aug-69	32607
21-Jul-60	32616
20-Sep-42	32609
15-Sep-39	32607
7-May-54	32605
15-Feb-46	34470
18-Jan-63	32640
21-Jul-55	32605
3-Jul-65	32608
21-Dec-59	32626
25-Nov-55	32092
16-Oct-55	32608
21-Apr-53	32608
28-Oct-50	32669
27-Sep-49	33712
23-May-59	32656

BIRTH_DT	ZIP
22-Oct-63	32618
25-Dec-47	32608
13-Jul-54	32653
6-Mar-56	32641
13-Nov-42	32615
1-Sep-59	32609
11-Jan-53	32608
7-Feb-63	35901
12-Feb-75	32686
28-Mar-60	32653
18-Mar-45	32608
26-Nov-39	33870
25-Oct-37	32605
29-Dec-56	32640
1-Jan-66	32609
21-Sep-50	32605
26-Jun-43	32615
11-Jan-47	32606
16-Nov-47	32666
26-Dec-45	34471
13-Mar-39	32605
13-Nov-55	32641
30-Jul-75	32653
21-Apr-65	32641
3-Oct-47	32641
23-Dec-32	32605
27-Apr-52	32619
14-Sep-51	32697
12-Jan-63	32615
12-Oct-60	32043
22-Jul-59	78732
7-Feb-65	32606
30-Sep-73	32608

City of Gainesville									
RMDX-210000-GD									
Group Life Insurance									
Attachment 3									
Risk Life Insurance Census									
EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000008319	3-Apr-65	M	G		32608	Police Officer	P	A	\$21.7914
0000017243	19-Jun-87	M	I		32250	Fire Driver-Operator	P	A	\$18.7277
0000018031	21-Nov-97	F	K	\$14,300.00	32607	Parks Maintenance Worker 1	P	A	\$13.7500
0000019356	26-Jun-98	M	K	\$14,747.82	32669	Recreation Aide 1	P	A	\$14.1806
0000013637	28-Apr-51	M	K	\$14,950.62	32615	Clerk 1	P	A	\$14.3756
0000017646	30-Sep-79	M	K	\$15,305.78	32641	Recreation Aide 1	P	A	\$14.7171
0000013182	12-Sep-77	M	K	\$15,340.00	32608	PARK RANGER	P	A	\$14.7500
0000019866	26-Sep-51	F	K	\$15,340.00	32653	Account Clerk	P	A	\$14.7500
0000017637	11-Jun-89	M	K	\$15,577.02	32608	Nature Assistant	P	A	\$14.9779
0000019867	2-Dec-76	F	K	\$18,854.99	32606	Digital Media Producer I	P	A	\$18.1298
0000018655	31-Mar-89	M	G	\$25,323.17	32607	Police Officer	P	A	\$24.3492
0000013978	14-Jan-52	M	K	\$25,883.21	32608	Nature Assistant	P	A	\$16.5918
0000019178	25-Apr-90	F	M	\$28,367.20	32696	Customer Service Rep 2	P	A	\$18.1841
0000019642	18-Sep-99	M	K	\$28,600.00	32605	Parks Maintenance Worker 2	P	A	\$13.7500
0000019859	29-Jun-98	M	K	\$28,600.00	32656	Grounds and Events Worker	P	A	\$13.7500
0000019896	19-May-00	M	M	\$28,600.00	32607	Services Operator Trainee	P	A	\$13.7500
0000019902	14-Oct-99	M	M	\$28,600.00	32054	Wastewater Mechanic Trainee	P	A	\$13.7500
0000019935	18-Dec-00	M	M	\$28,600.00	32091	Services Operator Trainee	P	A	\$13.7500
0000019805	28-Jan-95	M	K	\$28,600.00	32640	Grounds and Events Worker	P	A	\$13.7500
0000019832	17-Aug-89	M	M	\$28,600.00	32641	Services Operator Trainee	P	A	\$13.7500
0000019837	17-May-79	F	K	\$28,600.00	32609	Custodial Worker	P	A	\$13.7500
0000019532	12-Feb-65	M	K	\$28,600.00	32608	Grounds and Events Worker	P	A	\$13.7500
0000019538	27-Feb-71	M	K	\$28,600.00	32669	Grounds and Events Worker	P	A	\$13.7500
0000019575	23-Aug-60	M	K	\$28,600.00	32608	Grounds and Events Worker	P	A	\$13.7500
0000019583	8-Jul-80	M	K	\$28,600.00	32609	Maintenance Worker 1	P	A	\$13.7500
0000019641	18-Jul-79	M	K	\$28,600.00	32601	Maintenance Worker 1	P	A	\$13.7500
0000019747	5-May-89	F	K	\$28,600.00	32653	Grounds and Events Worker	P	A	\$13.7500
0000019752	25-Jun-00	M	K	\$28,600.00	32189	Recreation Aide 1	P	A	\$13.7500
0000019820	20-Nov-76	M	K	\$28,600.00	32601	Grounds and Events Worker	P	A	\$13.7500

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019835	4-Dec-67	M	M	\$28,600.00	32643	Meter Reader	P	A	\$13.7500
0000019836	14-Feb-00	M	M	\$28,600.00	32693	Meter Reader	P	A	\$13.7500
0000019839	15-Dec-73	F	K	\$28,600.00	32601	Custodial Worker	P	A	\$13.7500
0000019987	19-Sep-95	M	K	\$28,600.00	32667	Maintenance Worker 1	P	A	\$13.7500
0000019903	9-Jan-94	M	M	\$28,600.00	32641	Water Plant Operator/Mechanic	P	A	\$13.7500
0000019796	24-May-75	M	K	\$28,600.00	32641	Maintenance Worker 1	P	A	\$13.7500
0000019826	22-Aug-79	M	M	\$28,600.00	32609	Wastewater Mechanic Trainee	P	A	\$13.7500
0000019938	31-Jan-65	M	K	\$28,600.00	32615	Grounds and Events Worker	P	A	\$13.7500
0000019964	11-Sep-96	M	K	\$28,600.00	32643	Maintenance Worker 1	P	A	\$13.7500
0000020001	9-Apr-82	M		\$28,600.00	32609	Storekeeper 1	P	A	\$13.7500
0000018871	19-Oct-57	M	K	\$28,600.00	32608	Parks Maintenance Worker 1	P	A	\$13.7500
0000019534	1-Dec-90	M	K	\$28,600.00	32621	Grounds and Events Worker	P	A	\$13.7500
0000011125	14-Jul-68	M	K	\$28,600.00	32641	Grounds and Events Worker	P	A	\$13.7500
0000014026	2-Apr-78	M	K	\$28,600.00	32605	Grounds and Events Worker	P	A	\$13.7500
0000019157	8-Jan-84	F	K	\$28,600.00	32607	Custodial Worker	P	A	\$13.7500
0000019217	11-Jan-85	F	K	\$28,600.00	32607	Custodial Worker	P	A	\$13.7500
0000019535	25-May-86	F	K	\$28,600.00	32601	Grounds and Events Worker	P	A	\$13.7500
0000019536	29-Sep-91	F	K	\$28,600.00	32605	Grounds and Events Worker	P	A	\$13.7500
0000019539	28-Jan-82	M	K	\$28,600.00	32607	Grounds and Events Worker	P	A	\$13.7500
0000019540	17-Dec-91	M	K	\$28,600.00	32609	Grounds and Events Worker	P	A	\$13.7500
0000019751	8-Aug-96	F	K	\$28,600.00	32608	Recreation Aide 1	P	A	\$13.7500
0000019767	14-Nov-00	M	M	\$28,600.00	32091	Meter Reader	P	A	\$13.7500
0000019831	19-Aug-95	M	K	\$28,600.00	32607	Grounds and Events Worker	P	A	\$13.7500
0000019858	31-Jul-86	F	K	\$28,600.00	32641	Custodial Worker	P	A	\$13.7500
0000019899	3-Jul-88	F	K	\$28,600.00	32605	Grounds and Events Worker	P	A	\$13.7500
0000019956	7-May-86	M	K	\$28,600.00	32054	Grounds and Events Worker	P	A	\$13.7500
0000019983	22-Mar-96	M	M	\$28,600.00	32622	Meter Reader	P	A	\$13.7500
0000019736	1-Mar-90	M	M	\$28,659.90	32696	Pwr Plant Trainee	P	A	\$13.7788
0000018605	21-Dec-96	M	M	\$28,659.90	32091	Pwr Plant Trainee	P	A	\$13.7788
0000015929	27-May-66	M	K	\$28,754.96	32609	Maintenance Worker 1	P	A	\$13.8245
0000017300	4-Aug-57	M	KSPAS	\$28,855.84	32640	Parks Maintenance Worker 4	P	A	\$13.8730
0000019848	13-Nov-80	M	K	\$29,040.13	32605	Maintenance Worker 1	P	A	\$13.9616
0000019667	24-Apr-97	M	K	\$29,040.75	32607	Maintenance Worker 1	P	A	\$13.9619
0000019662	11-Oct-81	M	K	\$29,040.75	32615	Maintenance Worker 1	P	A	\$13.9619
0000019553	4-Sep-82	M	K	\$29,040.75	32609	Maintenance Worker 1	P	A	\$13.9619
0000019659	4-Nov-97	M	K	\$29,040.75	32643	Maintenance Worker 1	P	A	\$13.9619

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019184	30-Mar-88	F	K	\$29,040.75	32601	Maintenance Worker 1	P	A	\$13.9619
0000019011	19-May-96	F	K	\$29,080.69	32641	Mosquito Control Services Technician	P	A	\$13.9811
0000019603	14-Aug-90	M	M	\$29,096.29	32024	Meter Reader	P	A	\$13.9886
0000019504	12-Feb-96	M	M	\$29,096.29	32607	Meter Reader	P	A	\$13.9886
0000019507	1-Mar-86	M	M	\$29,096.29	32608	Meter Reader	P	A	\$13.9886
0000019781	8-Mar-67	M	K	\$29,120.00	32609	Parks Maintenance Worker 3	P	A	\$14.0000
0000018673	14-Nov-79	M	M	\$29,120.42	32643	Utilities Location Technician, Apprentice	P	A	\$14.0002
0000019150	13-Sep-90	M	T	\$29,120.83	34472	Vehicle Svc Attendant RTS	P	A	\$14.0004
0000018860	21-Dec-72	F	K	\$29,128.74	32609	Police Services Technician 1	P	A	\$14.0042
0000019769	5-Feb-00	M	K	\$29,128.74	32601	Police Services Technician 1	P	A	\$14.0042
0000019756	29-Oct-92	F	K	\$29,128.74	32605	Customer Service Support Specialist 1	P	A	\$14.0042
0000018567	5-Dec-69	F	M	\$29,329.04	32608	Clerk 1	P	A	\$14.1005
0000019560	24-Feb-89	M	K	\$29,419.52	32608	Recreation Aide 1	P	A	\$14.1440
0000010242	5-Jul-61	F	M	\$29,494.30	32666	Customer Service Rep 1	P	A	\$18.9066
0000019382	29-Jan-00	M	K	\$29,495.65	32609	Recreation Aide 1	P	A	\$14.1806
0000019443	10-Sep-83	M	K	\$29,535.38	32608	Parks Maintenance Worker 2	P	A	\$14.1997
0000019324	27-Aug-93	F	K	\$29,546.40	32608	Recreation Aide 1	P	A	\$14.2050
0000011729	31-Jan-71	F	U	\$29,567.20	32605	Program Coordinator	P	A	\$28.4300
0000018995	2-Apr-98	M	M	\$29,592.58	32615	Meter Reader	P	A	\$14.2272
0000019295	30-Aug-84	M	M	\$29,592.58	32641	Meter Reader	P	A	\$14.2272
0000019224	1-Sep-74	M	M	\$29,592.58	32667	Meter Reader	P	A	\$14.2272
0000019296	5-Nov-91	M	M	\$29,592.58	32609	Meter Reader	P	A	\$14.2272
0000019282	4-May-93	F	M	\$29,592.58	32601	Meter Reader	P	A	\$14.2272
0000019032	14-Sep-81	F	T	\$29,625.02	32609	Transit Operator	P	A	\$14.2428
0000019431	17-Nov-93	F	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019562	31-Aug-67	M	T	\$29,640.00	32607	Transit Operator	P	A	\$14.2500
0000019589	16-Feb-82	M	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019639	1-Jul-86	M	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019485	11-Mar-97	M	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019489	14-Jul-65	M	T	\$29,640.00	32607	Transit Operator	P	A	\$14.2500
0000019529	26-Oct-94	F	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019790	16-Jul-74	F	T	\$29,640.00	32608	Transit Operator	P	A	\$14.2500
0000019893	18-May-78	M	K	\$29,640.00	32640	Parks Maintenance Worker 3	P	A	\$14.2500
0000019852	30-May-94	F	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019853	14-Jun-76	F	T	\$29,640.00	32608	Transit Operator	P	A	\$14.2500
0000019666	24-Feb-65	M	T	\$29,640.00	32653	Transit Operator	P	A	\$14.2500

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000017826	10-Jun-87	F	T	\$29,640.00	32615	Transit Operator	P	A	\$14.2500
0000015594	30-Jun-82	M	T	\$29,640.00	32608	Transit Operator	P	A	\$14.2500
0000019726	31-Jan-94	F	T	\$29,640.00	32653	Transit Operator	P	A	\$14.2500
0000019699	4-Feb-90	F	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019746	7-May-84	F	T	\$29,640.00	32615	Transit Operator	P	A	\$14.2500
0000019857	28-Feb-93	F	T	\$29,640.00	32653	Transit Operator	P	A	\$14.2500
0000019834	22-Mar-77	M	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019875	29-Mar-65	M	T	\$29,640.00	32606	Transit Operator	P	A	\$14.2500
0000019874	10-Aug-80	M	T	\$29,640.00	34475	Transit Operator	P	A	\$14.2500
0000019519	14-Jan-92	M	T	\$29,640.00	32055	Transit Operator	P	A	\$14.2500
0000019467	21-Mar-76	M	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019521	7-Dec-61	M	T	\$29,640.00	32096	Transit Operator	P	A	\$14.2500
0000019530	20-Nov-80	F	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019087	23-Apr-66	F	T	\$29,640.00	32608	Transit Operator	P	A	\$14.2500
0000019445	19-Jun-92	M	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019520	26-Nov-84	M	T	\$29,640.00	32606	Transit Operator	P	A	\$14.2500
0000019663	28-Mar-75	M	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019544	4-Jul-96	F	T	\$29,640.00	32609	Transit Operator	P	A	\$14.2500
0000019849	9-Nov-87	F	T	\$29,640.00	32607	Transit Operator	P	A	\$14.2500
0000019806	4-Oct-80	F	T	\$29,640.00	32609	Transit Operator	P	A	\$14.2500
0000019808	26-Jul-89	F	T	\$29,640.00	32615	Transit Operator	P	A	\$14.2500
0000019730	20-Mar-89	M	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019888	28-Oct-86	M	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019895	13-Nov-95	M	K	\$29,640.00	34475	Parks Maintenance Worker 3	P	A	\$14.2500
0000019798	19-Dec-78	F	T	\$29,640.00	32025	Transit Operator	P	A	\$14.2500
0000019873	4-May-68	F	T	\$29,640.00	32643	Transit Operator	P	A	\$14.2500
0000017463	27-Mar-86	F	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019454	5-Jul-94	F	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500
0000019531	18-Apr-84	F	T	\$29,640.00	32607	Transit Operator	P	A	\$14.2500
0000019473	3-Mar-99	M	T	\$29,640.00	32615	Transit Operator	P	A	\$14.2500
0000019588	21-Dec-80	M	T	\$29,640.00	32605	Transit Operator	P	A	\$14.2500
0000019737	11-Sep-59	M	T	\$29,640.00	32641	Transit Operator	P	A	\$14.2500
0000019724	30-Oct-85	M	T	\$29,640.00	32609	Transit Operator	P	A	\$14.2500
0000019784	8-Mar-99	M	T	\$29,640.00	32666	Transit Operator	P	A	\$14.2500
0000019679	8-May-86	F	T	\$29,640.00	32607	Transit Operator	P	A	\$14.2500
0000019856	29-Jul-97	M	T	\$29,640.00	32601	Transit Operator	P	A	\$14.2500

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019289	5-Dec-79	M	K	\$29,657.26	32641	Maintenance Worker 1	P	A	\$14.2583
0000019302	27-Apr-71	M	K	\$29,657.26	32609	Maintenance Worker 1	P	A	\$14.2583
0000019336	19-Jan-99	M	K	\$29,657.26	32615	Maintenance Worker 1	P	A	\$14.2583
0000019352	1-Mar-97	M	K	\$29,657.26	32605	Maintenance Worker 1	P	A	\$14.2583
0000019373	5-Nov-91	F	T	\$29,670.37	32606	Transit Operator	P	A	\$14.2646
0000019088	5-Jan-65	F	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000019304	17-Jun-87	M	T	\$29,670.37	32605	Transit Operator	P	A	\$14.2646
0000019254	20-Aug-91	F	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000019386	10-Dec-86	M	T	\$29,670.37	32608	Transit Operator	P	A	\$14.2646
0000019290	30-Oct-74	F	T	\$29,670.37	32608	Transit Operator	P	A	\$14.2646
0000019371	24-Sep-62	F	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000019148	4-Jun-93	M	T	\$29,670.37	32601	Transit Operator	P	A	\$14.2646
0000019149	8-Dec-69	F	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000019080	9-Sep-52	M	T	\$29,670.37	32656	Transit Operator	P	A	\$14.2646
0000019372	24-Jul-96	F	T	\$29,670.37	32607	Transit Operator	P	A	\$14.2646
0000019379	3-Feb-46	M	T	\$29,670.37	32605	Transit Operator	P	A	\$14.2646
0000019065	22-Jan-71	M	T	\$29,670.37	32608	Transit Operator	P	A	\$14.2646
0000019069	22-Apr-74	F	T	\$29,670.37	32641	Transit Operator	P	A	\$14.2646
0000019218	10-Aug-64	F	T	\$29,670.37	32607	Transit Operator	P	A	\$14.2646
0000019187	10-Oct-72	F	T	\$29,670.37	32091	Transit Operator	P	A	\$14.2646
0000019135	6-Jul-68	M	T	\$29,670.37	32640	Transit Operator	P	A	\$14.2646
0000019376	18-Jan-77	M	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000019384	27-Dec-88	M	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000019367	9-Feb-67	F	T	\$29,670.37	32609	Transit Operator	P	A	\$14.2646
0000013529	27-Oct-85	M	T	\$29,670.37	32641	Transit Operator	P	A	\$14.2646
0000012592	29-Jul-81	F	T	\$29,670.37	32653	Transit Operator	P	A	\$14.2646
0000018951	26-Aug-86	M	K	\$29,809.31	32601	Parks Maintenance Worker 2	P	A	\$14.3314
0000018858	7-Jul-57	M	T	\$29,810.77	36207	Transit Operator	P	A	\$14.3321
0000018833	14-Aug-84	M	T	\$29,810.77	32603	Transit Operator	P	A	\$14.3321
0000018861	30-Oct-71	M	T	\$29,810.77	34480	Transit Operator	P	A	\$14.3321
0000018815	31-Aug-87	M	T	\$29,836.14	32608	Transit Operator	P	A	\$14.3443
0000018798	14-Aug-57	M	T	\$29,836.14	32609	Transit Operator	P	A	\$14.3443
0000018730	11-Mar-91	M	TACT	\$29,843.22	32609	Parts Specialist RTS	P	A	\$14.3477
0000018125	30-May-68	F	T	\$29,843.22	32641	Vehicle Svc Attendant RTS	P	A	\$14.3477
0000018989	28-May-65	M	T	\$29,843.22	32601	Transit Operator	P	A	\$14.3477
0000018756	14-May-78	M	T	\$29,843.22	32609	Transit Operator	P	A	\$14.3477

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000018990	17-Jul-85	M	T	\$29,843.22	32607	Transit Operator	P	A	\$14.3477
0000018998	24-May-93	M	T	\$29,843.22	32606	Transit Operator	P	A	\$14.3477
0000018991	16-Aug-77	F	T	\$29,843.22	32607	Transit Operator	P	A	\$14.3477
0000018262	23-Apr-73	M	T	\$29,843.22	32601	Vehicle Svc Attendant RTS	P	A	\$14.3477
0000018982	8-Mar-68	M	T	\$29,843.22	32601	Transit Operator	P	A	\$14.3477
0000018785	16-Jul-76	F	T	\$29,861.73	32606	Transit Operator	P	A	\$14.3566
0000018761	22-Dec-89	M	T	\$29,861.73	32607	Transit Operator	P	A	\$14.3566
0000018766	8-Dec-71	M	T	\$29,861.73	32608	Transit Operator	P	A	\$14.3566
0000018087	20-Feb-88	F	T	\$29,861.73	32601	Transit Operator	P	A	\$14.3566
0000018762	27-Aug-80	M	T	\$29,861.73	32641	Transit Operator	P	A	\$14.3566
0000018711	17-Dec-80	F	T	\$29,861.73	32608	Transit Operator	P	A	\$14.3566
0000018767	30-Jun-80	M	T	\$29,861.73	32640	Transit Operator	P	A	\$14.3566
0000018394	21-Jul-88	F	K	\$29,870.26	32626	Records Technician	P	W	\$14.3607
0000018635	20-Apr-95	M	T	\$29,938.27	32605	Transit Operator	P	A	\$14.3934
0000018584	22-Apr-71	M	T	\$29,963.86	32615	Transit Operator	P	A	\$14.4057
0000013836	5-Aug-66	F	K	\$29,994.85	32601	Custodial Worker	P	A	\$14.4206
0000019565	13-Jan-93	M		\$30,030.00	32668	Storekeeper 1	P	A	\$14.4375
0000017795	16-Jan-80	F	T	\$30,058.91	32607	Clerk 1 RTS	P	A	\$14.4514
0000018136	9-Dec-59	F	K	\$30,060.99	32641	Records Technician	P	A	\$14.4524
0000019190	16-Aug-97	M	M	\$30,160.00	32608	Services Operator Trainee	P	W	\$14.5000
0000017852	31-Oct-85	M	K	\$30,215.12	32609	Parks Maintenance Worker 2	P	A	\$14.5265
0000019533	19-Jul-58	M	K	\$30,232.80	32615	Parks Maintenance Worker 3	P	A	\$14.5350
0000017624	22-Nov-80	F	K	\$30,240.91	32609	Nature Assistant	P	A	\$14.5389
0000019584	22-Sep-99	M	M	\$30,254.43	32042	Utilities Materials Specialist 1	P	A	\$14.5454
0000018509	25-Jan-76	M	T	\$30,255.68	32615	Transit Operator	P	A	\$14.5460
0000017064	28-Oct-66	M	K	\$30,267.54	32694	Custodial Worker	P	A	\$14.5517
0000011412	4-Jul-63	M	K	\$30,312.26	32641	Custodial Worker	P	A	\$14.5732
0000018281	19-Aug-71	F	T	\$30,383.39	32656	Transit Operator	P	A	\$14.6074
0000018404	30-Aug-71	M	K	\$30,390.88	32641	Parks Maintenance Worker 2	P	A	\$14.6110
0000015978	27-Jul-69	M	K	\$30,423.95	32641	Custodial Worker	P	A	\$14.6269
0000015531	27-May-77	M	K	\$30,423.95	32606	Cultural/Nature Bldg Attend	P	A	\$14.6269
0000018438	9-Jun-92	M	K	\$30,450.78	32640	Maintenance Worker 1	P	A	\$14.6398
0000019176	29-Sep-93	M	K	\$30,450.78	32608	Maintenance Worker 1	P	A	\$14.6398
0000019072	22-Feb-94	M	K	\$30,450.78	32666	Maintenance Worker 1	P	A	\$14.6398
0000018211	7-Jan-58	M	T	\$30,459.94	32669	Transit Operator	P	A	\$14.6442
0000018153	22-Dec-77	F	T	\$30,510.90	32641	Transit Operator	P	A	\$14.6687

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000018130	3-Nov-67	F	T	\$30,510.90	32061	Transit Operator	P	A	\$14.6687
0000018131	21-Nov-56	M	T	\$30,510.90	32601	Transit Operator	P	A	\$14.6687
0000018085	13-Jul-67	F	T	\$30,536.48	32601	Transit Operator	P	A	\$14.6810
0000018086	7-Jun-80	F	T	\$30,536.48	32608	Transit Operator	P	A	\$14.6810
0000018117	11-Nov-85	M	T	\$30,536.48	32618	Transit Operator	P	A	\$14.6810
0000017996	2-Feb-94	F	K	\$30,578.70	32601	Recreation Aide 2	P	A	\$14.7013
0000019200	7-May-65	F	K	\$30,578.70	32608	Customer Accounts Rep	P	A	\$14.7013
0000018681	10-Sep-80	M	M	\$30,584.94	34482	Meter Reader	P	A	\$14.7043
0000018868	13-Aug-94	M	M	\$30,584.94	32666	Meter Reader	P	A	\$14.7043
0000019890	6-Aug-92	F	M	\$30,585.36	32607	Staff Assistant	P	A	\$14.7045
0000016037	2-Apr-64	F	T	\$30,646.51	32643	Maintenance Worker I RTS	P	A	\$14.7339
0000018475	23-Mar-92	F	K	\$30,671.26	32606	Records Technician	P	A	\$14.7458
0000019897	3-Sep-80	M	K	\$30,680.00	32669	Parks Maintenance Worker 4	P	A	\$14.7500
0000019981	31-Oct-59	M	K	\$30,680.00	32666	Parks Maintenance Worker 3	P	A	\$14.7500
0000018624	20-Aug-98	M	M	\$30,701.84	32607	Field Services Technician Apprentice	P	A	\$14.7605
0000018632	31-Aug-95	M	M	\$30,701.84	32608	Field Services Technician	P	A	\$14.7605
0000018026	13-Sep-90	M	T	\$30,746.98	32609	Transit Operator	P	A	\$14.7822
0000013980	12-Mar-49	M	T	\$30,794.19	32609	Maintenance Worker I RTS	P	A	\$14.8049
0000019894	2-Jan-87	M	T	\$30,846.40	32060	Vehicle Svc Attendant RTS	P	A	\$14.8300
0000019969	11-Oct-77	M	T	\$30,846.40	32621	Vehicle Svc Attendant RTS	P	A	\$14.8300
0000018072	10-Nov-66	F	T	\$30,942.29	32669	Transit Operator	P	A	\$14.8761
0000018062	19-May-74	F	T	\$30,942.29	32601	Transit Operator	P	A	\$14.8761
0000018056	10-Jan-78	F	T	\$30,942.29	32601	Transit Operator	P	A	\$14.8761
0000017981	29-Jul-84	M	T	\$30,967.87	32608	Transit Operator	P	A	\$14.8884
0000017935	6-Mar-79	F	T	\$30,993.25	32609	Transit Operator	P	A	\$14.9006
0000017965	17-Aug-73	F	T	\$30,993.25	32609	Transit Operator	P	A	\$14.9006
0000017960	8-Sep-85	M	T	\$30,993.25	32608	Transit Operator	P	A	\$14.9006
0000018119	30-Dec-85	M	K	\$31,011.55	32615	Mosquito Control Services Technician	P	A	\$14.9094
0000017920	25-Jan-82	F	T	\$31,018.83	32609	Transit Operator	P	A	\$14.9129
0000017894	24-Aug-84	M	T	\$31,044.42	32608	Transit Operator	P	A	\$14.9252
0000017903	4-Aug-65	M	T	\$31,044.42	34482	Transit Operator	P	A	\$14.9252
0000017876	17-Dec-63	M	T	\$31,069.79	32601	Transit Operator	P	A	\$14.9374
0000017859	25-May-61	M	T	\$31,095.38	32608	Transit Operator	P	A	\$14.9497
0000017822	11-Jul-80	F	T	\$31,120.96	32605	Transit Operator	P	A	\$14.9620
0000017831	24-Apr-59	F	T	\$31,120.96	32601	Transit Operator	P	A	\$14.9620
0000017824	14-Aug-82	M	T	\$31,120.96	32694	Transit Operator	P	A	\$14.9620

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000018434	13-Aug-62	F	K	\$31,122.00	32609	Recreation Aide 2	P	A	\$14.9625
0000019640	7-Jul-86	M	M	\$31,141.76	32696	Wastewater Mechanic Trainee	P	A	\$14.9720
0000017801	29-Oct-60	M	T	\$31,146.34	32609	Transit Operator	P	A	\$14.9742
0000017802	14-Sep-84	F	T	\$31,146.34	32641	Transit Operator	P	A	\$14.9742
0000017785	26-Sep-67	M	T	\$31,146.34	32640	Transit Operator	P	A	\$14.9742
0000017782	19-Jul-59	F	T	\$31,146.34	32607	Transit Operator	P	A	\$14.9742
0000017783	19-Jun-82	F	T	\$31,146.34	32607	Transit Operator	P	A	\$14.9742
0000019753	29-Dec-81	M	K	\$31,200.00	32607	Recreation Aide 2	P	A	\$15.0000
0000008193	27-Mar-59	F	K	\$31,221.42	32622	Custodial Worker	P	A	\$15.0103
0000008189	13-Oct-61	M	K	\$31,221.42	32641	Custodial Worker	P	A	\$15.0103
0000009741	8-Apr-65	M	K	\$31,221.42	32641	Cultural/Nature Bldg Attend	P	A	\$15.0103
0000016597	11-Feb-59	M	T	\$31,237.65	32653	Transit Operator	P	A	\$15.0181
0000018721	14-Aug-89	M	K	\$31,420.06	32619	Maintenance Worker 1	P	A	\$15.1058
0000018126	21-Nov-88	M	K	\$31,420.06	32621	Maintenance Worker 1	P	A	\$15.1058
0000008485	17-Mar-60	M	K	\$31,456.88	32615	Tel Serve Operator	P	A	\$15.1235
0000019310	18-Aug-99	M	M	\$31,580.02	32091	Services Operator Trainee	P	A	\$15.1827
0000017722	6-Nov-71	M	T	\$31,611.01	32669	Transit Operator	P	A	\$15.1976
0000017717	13-Sep-83	F	T	\$31,611.01	32641	Transit Operator	P	A	\$15.1976
0000018536	29-Mar-56	M	M	\$31,687.14	32605	Utilities Facilities Technician	P	A	\$15.2342
0000017612	29-Aug-74	M	T	\$31,687.55	32608	Transit Operator	P	A	\$15.2344
0000017602	18-Jun-74	M	T	\$31,687.55	32693	Transit Operator	P	A	\$15.2344
0000019230	29-Jan-88	M	K	\$31,737.26	32608	Maintenance Worker 1	P	A	\$15.2583
0000017549	3-Sep-91	F	T	\$31,738.51	32608	Transit Operator	P	A	\$15.2589
0000019791	27-Oct-74	M		\$31,750.16	32605	Staff Specialist	P	A	\$15.2645
0000017493	11-Jul-67	M	T	\$31,815.06	32054	Transit Operator	P	A	\$15.2957
0000017494	10-Jun-81	M	T	\$31,815.06	34479	Transit Operator	P	A	\$15.2957
0000019609	19-Jan-91	F	K	\$31,824.00	32696	Records Technician	P	A	\$15.3000
0000016993	2-Aug-76	M	T	\$31,832.53	32054	Vehicle Svc Attendant RTS	P	A	\$15.3041
0000017468	22-Dec-53	M	T	\$31,840.64	32605	Transit Operator	P	A	\$15.3080
0000017731	25-Jul-58	F	K	\$31,900.54	32609	Records Technician	P	A	\$15.3368
0000016673	20-Jan-55	M	T	\$31,944.43	32641	Vehicle Svc Attendant RTS	P	A	\$15.3579
0000017365	28-Feb-57	M	T	\$31,968.14	32615	Transit Operator	P	A	\$15.3693
0000019792	26-Oct-71	M	K	\$32,019.73	32609	Police Services Technician 1	P	A	\$15.3941
0000019440	24-Oct-91	F	K	\$32,019.73	32607	Police Services Technician 1	P	A	\$15.3941
0000019971	26-Jul-70	M	K	\$32,019.73	32607	Police Services Technician 1	P	A	\$15.3941
0000019860	17-Aug-56	F	K	\$32,019.73	32641	Staff Assistant	P	A	\$15.3941

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019889	3-Aug-97	F	K	\$32,019.73	32060	Police Services Technician 1	P	A	\$15.3941
0000019237	25-Nov-96	F	K	\$32,032.00	32608	Police Services Technician 1	P	A	\$15.4000
0000019994	18-Jun-97	F	K	\$32,032.00	32073	Police Services Technician 1	P	A	\$15.4000
0000019236	21-Aug-94	M	K	\$32,032.00	32606	Police Services Technician 1	P	A	\$15.4000
0000019234	22-Apr-90	M	K	\$32,032.00	32606	Police Services Technician 1	P	A	\$15.4000
0000017266	8-Jul-52	M	T	\$32,095.65	32605	Transit Operator	P	A	\$15.4306
0000017364	28-Feb-87	M	T	\$32,115.82	32653	Transit Operator	P	A	\$15.4403
0000013763	16-Dec-88	F	T	\$32,116.03	32641	Transit Operator	P	A	\$15.4404
0000015932	8-Nov-82	M	K	\$32,164.70	32605	Parks Maintenance Worker 3	P	A	\$15.4638
0000017291	25-Jun-75	M	T	\$32,192.37	32609	Transit Operator	P	A	\$15.4771
0000019910	6-Jul-86	M	K	\$32,240.00	32619	Mosquito Control Services Technician	P	A	\$15.5000
0000017249	17-Oct-87	F	T	\$32,268.91	32609	Transit Operator	P	A	\$15.5139
0000017251	9-Jul-65	M	T	\$32,268.91	32148	Transit Operator	P	A	\$15.5139
0000016608	21-Sep-69	M	K	\$32,288.67	32641	Parks Maintenance Worker 2	P	A	\$15.5234
0000017235	3-Feb-68	M	T	\$32,294.50	32091	Transit Operator	P	A	\$15.5262
0000017210	4-Feb-60	F	T	\$32,319.87	32641	Transit Operator	P	A	\$15.5384
0000019441	21-Apr-99	M	K	\$32,385.18	32601	Forensic Imaging Lab Technician	P	A	\$15.5698
0000019228	24-Nov-85	M	K	\$32,420.96	32615	Fleet Support Specialist	P	A	\$15.5870
0000019055	2-Nov-85	M	M	\$32,495.63	32038	Gas Worker Apprentice	P	A	\$15.6229
0000019472	23-Aug-96	F	K	\$32,534.32	32607	PARK RANGER	P	A	\$15.6415
0000017108	30-Apr-77	M	T	\$32,571.14	32608	Transit Operator	P	A	\$15.6592
0000013767	1-Dec-57	M	M	\$32,590.48	32656	Meter Reader	P	A	\$15.6685
0000013296	14-May-64	M	K	\$32,629.17	32609	Parks Maintenance Worker 2	P	A	\$15.6871
0000017342	2-Nov-62	M	K	\$32,652.46	32038	Parks Maintenance Worker 3	P	A	\$15.6983
0000019292	8-Oct-57	M	K	\$32,659.95	32656	Parks Maintenance Worker 4	P	A	\$15.7019
0000019139	6-Apr-94	M	K	\$32,672.64	32605	Police Services Technician 1	P	A	\$15.7080
0000017106	25-May-62	F	T	\$32,721.73	32641	Transit Operator	P	A	\$15.7316
0000017170	24-Jan-80	F	T	\$32,818.45	32609	Transit Operator	P	A	\$15.7781
0000017174	28-Jun-72	F	T	\$32,818.45	32608	Transit Operator	P	A	\$15.7781
0000017146	9-Dec-82	M	T	\$32,869.41	32609	Transit Operator	P	A	\$15.8026
0000016935	24-Feb-80	M	T	\$32,948.45	34471	Transit Operator	P	A	\$15.8406
0000016937	9-Nov-89	M	T	\$32,951.36	32607	Transit Operator	P	A	\$15.8420
0000017177	5-Apr-66	M	T	\$32,951.36	32615	Transit Operator	P	A	\$15.8420
0000017720	10-Aug-75	M	M	\$32,951.36	32618	Utilities Facilities Technician	P	A	\$15.8420
0000007405	16-Mar-56	M	T	\$32,997.12	32658	Transit Operator	P	A	\$15.8640
0000019073	5-Sep-62	M	K	\$33,006.48	32148	Maintenance Worker 1	P	A	\$15.8685

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000011045	16-Jan-64	M	T	\$33,036.22	32609	Maintenance Worker I RTS	P	A	\$15.8828
0000019385	23-Jan-88	M	K	\$33,140.22	32696	Material Yard Equipment Operator	P	A	\$15.9328
0000017455	5-Dec-87	M	K	\$33,157.28	32609	Parking Enforcement Officer	P	A	\$15.9410
0000016945	10-Jun-79	F	T	\$33,252.75	32609	Transit Operator	P	A	\$15.9869
0000017013	30-Jul-81	M	K	\$33,260.86	32607	Maintenance Mechanic 1	P	A	\$15.9908
0000007884	1-Jun-64	F	T	\$33,280.00	32042	Account Clerk - RTS	P	A	\$16.0000
0000013140	26-May-76	M	M	\$33,282.50	32653	Utilities Materials Specialist 2	P	A	\$16.0012
0000019156	27-Aug-64	M	K	\$33,313.07	32615	Community Program Coordinator	P	A	\$16.0159
0000015554	30-Jun-74	M	K	\$33,321.81	32618	Traffic Signs/Markings Technician 1	P	A	\$16.0201
0000018274	15-Jul-95	F	K	\$33,394.19	32607	PARK RANGER	P	A	\$16.0549
0000019942	28-Aug-73	M	T	\$33,425.60	32696	Maintenance Worker III RTS	P	A	\$16.0700
0000017055	17-Oct-84	M	T	\$33,541.46	32640	Parts Specialist RTS	P	A	\$16.1257
0000013988	30-Dec-52	M	K	\$33,745.92	32608	Storekeeper 1	P	N	\$16.2240
0000013158	6-Jan-84	M	K	\$33,746.13	32608	Parks Maintenance Worker 2	P	A	\$16.2241
0000011644	10-Aug-76	F	T	\$33,751.74	32640	Transit Operator	P	A	\$16.2268
0000016791	9-Feb-69	M	T	\$33,751.74	32601	Transit Operator	P	A	\$16.2268
0000016745	13-Oct-52	M	T	\$33,757.98	32608	Transit Operator	P	A	\$16.2298
0000017715	14-Jan-60	F	T	\$33,864.90	32608	Clerk 1 RTS	P	A	\$16.2812
0000018212	20-Jul-89	M	T	\$33,881.33	32669	Customer Service Support Specialist 1 - RTS	P	A	\$16.2891
0000016891	7-Oct-65	M	T	\$33,908.58	32609	Transit Operator	P	A	\$16.3022
0000017478	21-Jul-93	F	T	\$33,947.26	32608	Customer Service Support Specialist 1 - RTS	P	A	\$16.3208
0000019787	16-Nov-96	M	M	\$33,988.03	32669	Water Reclamation Plant Operator Trainee	P	A	\$16.3404
0000016757	25-Oct-75	M	T	\$34,056.26	32609	Transit Operator	P	A	\$16.3732
0000016717	10-Jul-67	M	T	\$34,056.26	32044	Transit Operator	P	A	\$16.3732
0000016902	30-Jan-67	M	T	\$34,056.26	32693	Transit Operator	P	A	\$16.3732
0000016790	16-Mar-91	M	T	\$34,056.26	32601	Transit Operator	P	A	\$16.3732
0000016718	9-Jun-67	M	T	\$34,056.26	32607	Transit Operator	P	A	\$16.3732
0000016886	19-Oct-74	M	T	\$34,056.26	32606	Transit Operator	P	A	\$16.3732
0000016192	14-May-58	M	T	\$34,059.17	32601	Transit Operator	P	A	\$16.3746
0000016194	28-Dec-85	M	T	\$34,128.22	32608	Transit Operator	P	A	\$16.4078
0000016695	2-Apr-69	M	T	\$34,131.55	32653	Transit Operator	P	A	\$16.4094
0000014135	28-Apr-56	F	T	\$34,186.46	32608	Transit Operator	P	A	\$16.4358
0000019691	9-Oct-83	M	K	\$34,249.70	34473	Tree Surgeon 1	P	A	\$16.4662
0000018139	11-Jan-84	M	K	\$34,266.96	32643	Mosquito Control Services Technician, Lead	P	A	\$16.4745
0000016621	22-Aug-68	M	T	\$34,279.23	32609	Transit Operator	P	A	\$16.4804
0000016619	5-Mar-66	F	T	\$34,282.14	32601	Transit Operator	P	A	\$16.4818

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000016631	31-Jul-72	M	T	\$34,282.14	32608	Transit Operator	P	A	\$16.4818
0000016634	3-Feb-65	M	T	\$34,429.82	32641	Transit Operator	P	A	\$16.5528
0000016622	19-Feb-59	M	T	\$34,429.82	32696	Transit Operator	P	A	\$16.5528
0000016667	29-Mar-62	M	T	\$34,429.82	32643	Transit Operator	P	A	\$16.5528
0000016611	12-Dec-61	M	T	\$34,429.82	32608	Transit Operator	P	A	\$16.5528
0000019984	1-Jul-73	F	K	\$34,430.86	32608	Staff Specialist	P	A	\$16.5533
0000013929	8-Aug-82	M	T	\$34,475.58	32640	Transit Operator	P	A	\$16.5748
0000013914	29-Sep-61	M	T	\$34,475.58	32608	Transit Operator	P	A	\$16.5748
0000014132	15-Feb-65	M	T	\$34,484.74	32606	Transit Operator	P	A	\$16.5792
0000019906	7-Oct-90	F	M	\$34,607.46	32606	Customer Service Rep 2	P	A	\$16.6382
0000018155	26-May-84	M	M	\$34,607.46	32609	Customer Service Rep 2	P	A	\$16.6382
0000019961	25-Oct-83	M	M	\$34,607.46	32601	Customer Service Rep 2	P	A	\$16.6382
0000019656	27-Mar-92	F	M	\$34,607.66	32607	Customer Service Rep 2	P	A	\$16.6383
0000017496	30-Dec-64	F	K	\$34,607.66	32608	Police Services Technician 2	P	A	\$16.6383
0000019655	2-Aug-98	F	M	\$34,607.66	32615	Customer Service Rep 2	P	A	\$16.6383
0000019570	24-Jun-76	M	K	\$34,611.20	32601	Recreation Leader	P	A	\$16.6400
0000019901	8-Jun-80	F	M	\$34,611.20	32608	Customer Service Rep 2	P	A	\$16.6400
0000016276	1-Sep-68	M	T	\$34,653.22	32686	Transit Operator	P	A	\$16.6602
0000016240	31-Jan-64	M	T	\$34,653.22	326088491	Transit Operator	P	A	\$16.6602
0000018360	24-Apr-67	M	K	\$34,692.74	32641	Traffic Signs/Markings Technician 2	P	A	\$16.6792
0000015604	8-Jan-59	M	T	\$34,693.57	34481	Transit Operator	P	A	\$16.6796
0000018880	12-Dec-77	F	Z	\$34,736.32	32601	City Commissioner	P	A	#####
0000017754	3-Mar-73	F	Z	\$34,736.32	32601	City Commissioner	P	A	#####
0000019929	29-Aug-90	F	Z	\$34,736.32	32605	City Commissioner	P	A	#####
0000017909	18-Jul-84	M	Z	\$34,736.32	32601	City Commissioner	P	A	#####
0000018383	14-Oct-67	M	Z	\$34,736.32	32605	City Commissioner	P	A	#####
0000018384	7-Feb-91	M	Z	\$34,736.32	32607	City Commissioner	P	A	#####
0000018922	13-Jun-82	M	M	\$34,768.24	32618	Utilities Materials Specialist 1	P	A	\$16.7155
0000018435	31-Dec-95	M	M	\$34,768.24	32615	Utilities Materials Specialist 2	P	A	\$16.7155
0000015376	12-Jun-62	M	T	\$34,807.97	32643	Transit Operator	P	A	\$16.7346
0000019843	15-Aug-77	F	K	\$34,840.00	32605	Staff Specialist	P	A	\$16.7500
0000011428	23-Sep-72	M	K	\$34,845.41	32601	Street Sweeper Operator	P	A	\$16.7526
0000013126	16-Feb-64	M	T	\$34,854.56	32641	Transit Operator	P	A	\$16.7570
0000019810	12-Feb-69	F	K	\$34,898.86	32656	Staff Specialist	P	A	\$16.7783
0000018598	23-Oct-58	F	K	\$34,902.40	32606	Account Clerk	P	A	\$16.7800
0000019809	27-Dec-96	M	K	\$34,925.07	32621	Traffic Signal Technician 1	P	A	\$16.7909

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000013416	24-Nov-58	M	T	\$34,973.74	32605	Transit Operator	P	A	\$16.8143
0000018137	14-Apr-86	F	KSPAS	\$34,990.18	32607	Customer Service Support Specialist 1	P	A	\$16.8222
0000019438	2-Aug-74	F	K	\$35,215.86	32680	Staff Specialist	P	A	\$16.9307
0000018462	20-May-61	F	K	\$35,223.34	32608	Account Clerk	P	A	\$16.9343
0000013981	4-Mar-68	F	K	\$35,251.63	32608	Records Technician	P	A	\$16.9479
0000008454	24-Mar-67	M	T	\$35,305.09	32609	Parts Specialist RTS	P	A	\$16.9736
0000019257	9-Nov-68	M	K	\$35,343.57	32640	Labor Crew Leader 1	P	A	\$16.9921
0000015432	25-Nov-79	F	T	\$35,529.73	32641	Transit Operator	P	A	\$17.0816
0000019660	8-Jan-93	M	T	\$35,657.02	32054	Fleet Mechanic I RTS	P	A	\$17.1428
0000013750	3-Dec-58	F	T	\$35,690.51	32641	Transit Operator	P	A	\$17.1589
0000015387	2-Apr-74	M	T	\$35,768.51	32609	Transit Operator	P	A	\$17.1964
0000015395	17-Apr-81	F	T	\$35,768.51	32054	Transit Operator	P	A	\$17.1964
0000015385	27-May-63	F	T	\$35,768.51	32601	Transit Operator	P	A	\$17.1964
0000019354	10-Mar-69	M	T	\$35,784.94	32091	Fleet Mechanic I RTS	P	A	\$17.2043
0000016264	13-Jul-72	M	T	\$35,848.18	32621	Fleet Mechanic I RTS	P	A	\$17.2347
0000019269	27-Jul-87	M	M	\$35,862.53	32091	Line Technician Apprentice	P	A	\$17.2416
0000018971	28-Jul-95	F	K	\$35,873.14	32608	Program Assistant	P	A	\$17.2467
0000019786	22-Jul-75	M	K	\$35,875.22	32693	Forensic Crime Technician	P	A	\$17.2477
0000019085	21-Jun-84	F	K	\$35,877.50	32601	Mosquito Control Services Technician	P	A	\$17.2488
0000013953	2-Jul-57	M	T	\$35,929.30	32641	Transit Operator	P	A	\$17.2737
0000013994	14-Nov-72	F	T	\$35,929.30	32641	Transit Operator	P	A	\$17.2737
0000013765	7-Aug-53	M	T	\$35,929.30	32618	Transit Operator	P	A	\$17.2737
0000013915	6-Mar-62	M	T	\$35,929.30	32694	Transit Operator	P	A	\$17.2737
0000018674	9-Jun-98	M	M	\$35,980.05	32091	Services Operator Trainee	P	A	\$17.2981
0000018675	27-Feb-96	M	M	\$35,980.05	32054	Services Operator Trainee	P	A	\$17.2981
0000017863	26-Nov-95	M	M	\$35,980.05	32640	Services Operator Trainee	P	A	\$17.2981
0000018664	14-Apr-99	M	M	\$35,980.05	32038	Services Operator Trainee	P	A	\$17.2981
0000017734	30-May-92	M	M	\$35,980.05	32643	Services Operator Trainee	P	A	\$17.2981
0000017155	9-Aug-88	M	M	\$35,980.05	32693	Services Operator Trainee	P	A	\$17.2981
0000017900	10-Jan-97	M	M	\$35,980.05	32054	Services Operator Trainee	P	A	\$17.2981
0000018021	16-Oct-91	M	M	\$35,980.05	32113	Services Operator Trainee	P	A	\$17.2981
0000013654	7-Mar-61	F	M	\$35,983.58	32641	Customer Service Rep 1	P	A	\$17.2998
0000019103	21-Jun-76	M	K	\$36,005.84	32601	PERMIT EXPEDITOR I	P	A	\$17.3105
0000019161	11-Sep-68	M	K	\$36,068.66	32605	Human Resources Technician	P	A	\$17.3407
0000008572	13-Dec-57	F	T	\$36,135.01	32694	Customer Service Support Specialist 1 - RTS	P	A	\$17.3726
0000013551	14-Nov-74	M	T	\$36,172.66	32653	Transit Operator	P	A	\$17.3907

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000013494	14-Jan-73	F	T	\$36,172.66	32605	Transit Operator	P	A	\$17.3907
0000013789	27-Sep-61	F	T	\$36,172.66	32608	Transit Operator	P	A	\$17.3907
0000013607	14-Mar-69	M	T	\$36,172.66	32601	Transit Operator	P	A	\$17.3907
0000019404	13-Nov-60	F	K	\$36,262.72	32601	Account Clerk II	P	A	\$17.4340
0000011225	11-Aug-58	M	T	\$36,290.18	32653	Vehicle Svc Attendant RTS	P	A	\$17.4472
0000018215	14-Jul-76	M	K	\$36,297.46	32608	Reichert House Youth Program Intervention Specialist	P	A	\$17.4507
0000019285	13-Jul-94	F	M	\$36,352.78	32054	Staff Specialist	P	A	\$17.4773
0000012291	8-Apr-64	M	T	\$36,529.58	32696	Transit Operator	P	A	\$17.5623
0000018924	19-Nov-97	M	M	\$36,588.03	32643	Water Reclamation Plant Operator Trainee	P	A	\$17.5904
0000011923	2-Oct-77	F	K	\$36,690.78	32608	Human Resources Technician	P	A	\$17.6398
0000007814	19-Mar-59	F	K	\$36,951.20	32656	Account Clerk	P	A	\$17.7650
0000019146	26-Sep-61	F	KSPAS	\$36,974.08	32643	Action Officer-City Hall	P	A	\$17.7760
0000012364	7-May-82	M	K	\$37,036.48	32064	Parks Maintenance Worker 3	P	A	\$17.8060
0000019606	7-May-90	F	M	\$37,062.48	32653	Customer Service Rep 2	P	A	\$17.8185
0000017260	26-Mar-80	F	F	\$37,114.48	32607	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	\$17.8435
0000019480	9-Jun-87	F	M	\$37,126.75	32607	Customer Service Rep 2	P	A	\$17.8494
0000019478	15-May-94	F	M	\$37,126.75	32601	Customer Service Rep 2	P	A	\$17.8494
0000016476	22-Jan-63	M	K	\$37,165.02	32615	Fleet Support Specialist	P	A	\$17.8678
0000019369	2-Jun-91	F	M	\$37,191.23	32038	Customer Service Rep 2	P	A	\$17.8804
0000019287	7-Nov-90	F	M	\$37,255.71	32605	Customer Service Rep 2	P	A	\$17.9114
0000012224	16-Aug-58	M	T	\$37,267.98	32609	Transit Operator	P	A	\$17.9173
0000017571	22-May-85	M	K	\$37,277.76	32605	Recreation Leader	P	A	\$17.9220
0000019877	30-Oct-91	F	G	\$37,281.71	32601	Police Officer (Non-certified)	P	A	\$17.9239
0000019229	20-May-93	F	M	\$37,287.95	32073	Customer Service Rep 2	P	A	\$17.9269
0000019684	1-Sep-73	M	G	\$37,292.94	32615	Police Officer	P	A	\$17.9293
0000019883	13-Sep-96	M	G	\$37,292.94	32608	Police Officer (Non-certified)	P	A	\$17.9293
0000019685	30-Aug-88	M	G	\$37,292.94	32608	Police Officer	P	A	\$17.9293
0000019880	1-Mar-79	M	G	\$37,292.94	34473	Police Officer (Non-certified)	P	A	\$17.9293
0000018196	3-Apr-57	F	K	\$37,297.52	32641	Staff Specialist	P	A	\$17.9315
0000008473	7-Feb-61	F	KD	\$37,332.05	32038	Records Technician	P	A	\$17.9481
0000008130	5-Sep-56	M	KD	\$37,332.05	32113	Maintenance Worker 2	P	A	\$17.9481
0000018345	24-Sep-83	F	M	\$37,353.26	32605	Staff Assistant	P	A	\$17.9583
0000013327	28-Mar-81	F	T	\$37,361.58	32641	Transit Operator	P	A	\$17.9623
0000013026	9-Mar-74	F	T	\$37,361.58	32608	Transit Operator	P	A	\$17.9623
0000019442	5-Oct-84	M	T	\$37,362.62	32091	Fleet Mechanic I RTS	P	A	\$17.9628

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019455	8-Feb-86	F	K	\$37,373.65	32618	Staff Specialist	P	A	\$17.9681
0000017050	1-Mar-92	M	M	\$37,400.06	32643	Services Operator Trainee	P	A	\$17.9808
0000019801	29-Oct-83	M	K	\$37,481.60	32643	Traffic Signal Technician 1	P	A	\$18.0200
0000019908	13-Nov-81	M	K	\$37,498.86	32606	Carpenter	P	A	\$18.0283
0000019727	18-Mar-65	F	K	\$37,564.80	32640	Storekeeper 2	P	A	\$18.0600
0000017440	13-Nov-81	F	M	\$37,569.58	32653	Meter Reader	P	A	\$18.0623
0000014071	16-Jan-80	M	M	\$37,569.58	32091	Meter Reader	P	A	\$18.0623
0000017522	1-Aug-85	F	M	\$37,569.58	32640	Meter Reader	P	A	\$18.0623
0000017714	18-Jun-62	M	M	\$37,569.58	32693	Meter Reader	P	A	\$18.0623
0000016112	9-Sep-88	M	M	\$37,569.58	32656	Meter Reader	P	A	\$18.0623
0000018270	27-Dec-93	F	K	\$37,570.62	32608	Training Technician	P	A	\$18.0628
0000017360	28-Jan-90	M	K	\$37,602.45	32608	Recreation Leader	P	A	\$18.0781
0000011931	1-Feb-61	F	T	\$37,621.17	32091	Transit Operator	P	A	\$18.0871
0000011886	27-Apr-54	M	K	\$37,736.61	344820000	Street Sweeper Operator	P	A	\$18.1426
0000019177	6-Jun-91	F	M	\$37,822.93	32653	Customer Service Rep 2	P	A	\$18.1841
0000018588	5-Mar-92	F	M	\$37,827.30	32608	Staff Specialist	P	A	\$18.1862
0000019561	4-Mar-80	F	K	\$37,846.64	32605	Recreation Leader	P	A	\$18.1955
0000018566	7-May-85	M	K	\$38,042.37	32608	Forensic Crime Technician	P	A	\$18.2896
0000019661	9-Mar-95	F	K	\$38,042.37	32606	Forensic Crime Technician	P	A	\$18.2896
0000019847	17-Mar-89	F	K	\$38,043.20	32609	Staff Specialist	P	A	\$18.2900
0000008512	31-Jul-71	F	K	\$38,078.77	32091	Records Technician	P	A	\$18.3071
0000011800	10-Mar-64	M	K	\$38,078.77	32054	Maintenance Worker 2	P	A	\$18.3071
0000012335	7-May-66	F	K	\$38,078.77	32609	Records Technician	P	A	\$18.3071
0000011850	28-Oct-62	F	K	\$38,078.77	32601	Records Technician	P	A	\$18.3071
0000012370	2-Sep-53	M	K	\$38,078.77	32609	Maintenance Worker 2	P	A	\$18.3071
0000009857	26-Mar-55	F	K	\$38,078.77	326083787	Records Technician	P	A	\$18.3071
0000019076	26-Oct-91	F	K	\$38,091.04	32643	Staff Specialist	P	A	\$18.3130
0000018994	12-Jun-83	F	M	\$38,145.12	32669	Staff Specialist	P	A	\$18.3390
0000012407	25-Sep-75	M	T	\$38,158.43	32653	Transit Operator	P	A	\$18.3454
0000010231	12-Nov-60	F	M	\$38,164.05	32601	Customer Service Rep 1	P	A	\$18.3481
0000018407	9-Apr-67	F	T	\$38,174.24	32696	Staff Specialist, RTS	P	A	\$18.3530
0000019347	11-May-81	F	K	\$38,220.62	32641	Staff Specialist	P	A	\$18.3753
0000019995	11-Feb-96	M	G	\$38,225.20	32643	Police Officer	P	A	\$18.3775
0000019878	4-Aug-90	M	G	\$38,225.20	32669	Police Officer (Non-certified)	P	A	\$18.3775
0000019712	2-Sep-96	M	G	\$38,225.20	32606	Police Officer	P	A	\$18.3775
0000019672	21-Jan-00	M	G	\$38,225.20	32606	Police Officer	P	A	\$18.3775

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000017601	23-Apr-90	F	K	\$38,239.76	32641	Account Clerk II	P	A	\$18.3845
0000018592	8-Nov-80	M	M	\$38,273.87	32606	Customer Service Rep 2	P	A	\$18.4009
0000011216	29-Oct-77	M	K	\$38,391.81	32694	Maintenance Worker 2	P	A	\$18.4576
0000017535	14-Jan-71	M	K	\$38,428.42	32608	Recreation Leader	P	A	\$18.4752
0000019326	21-Mar-69	F	K	\$38,442.14	32024	Court Liaison Specialist	P	A	\$18.4818
0000018620	2-Nov-71	F	MSPAS	\$38,445.26	32608	Staff Specialist	P	A	\$18.4833
0000013818	22-Aug-76	M	M	\$38,460.86	32607	Customer Service Support Specialist 1	P	A	\$18.4908
0000019638	9-Mar-67	M	K	\$38,471.89	32609	Program Assistant	P	A	\$18.4961
0000019062	18-Dec-94	M	K	\$38,500.80	32601	PERMIT EXPEDITOR II	P	A	\$18.5100
0000018612	1-Nov-80	F	M	\$38,517.44	32038	Operations Assistant	P	A	\$18.5180
0000017147	17-Jan-78	M	K	\$38,531.58	32669	Maintenance Mechanic 2	P	A	\$18.5248
0000018261	3-Nov-64	M	T	\$38,555.30	32669	Fleet Mechanic I RTS	P	A	\$18.5362
0000018176	2-Sep-88	M	T	\$38,568.82	32618	Fleet Mechanic I RTS	P	A	\$18.5427
0000018662	25-Mar-79	F	T	\$38,636.62	32609	Staff Specialist, RTS	P	A	\$18.5753
0000016714	7-Jan-55	F	K	\$38,656.59	32653	Program Assistant	P	A	\$18.5849
0000018619	28-Oct-65	M	KACTION	\$38,813.01	32609	Assistant Facilities Manager	P	A	#####
0000018500	21-Mar-94	M	K	\$38,830.27	32606	Tree Surgeon 2	P	A	\$18.6684
0000011583	27-Aug-82	F	K	\$38,916.80	32641	Recreation Leader	P	A	\$18.7100
0000017916	9-Dec-80	F	M	\$38,925.12	32608	Customer Service Rep 2	P	A	\$18.7140
0000017451	5-Dec-62	M	M	\$38,943.63	32038	Meter Reader Crew Leader	P	A	\$18.7229
0000016108	8-Jul-82	M	KSPAS	\$38,952.58	32608	Reichert House Youth Program Intervention Specialist	P	A	\$18.7272
0000012325	30-Sep-65	F	T	\$39,036.82	32694	Transit Operator	P	A	\$18.7677
0000018128	13-Nov-79	M	MACTION	\$39,054.08	32641	Customer Service Rep Senior	P	A	\$18.7760
0000019163	3-Jul-92	F	U	\$39,124.80	32641	Licensed Practical Nurse	P	A	\$18.8100
0000017925	15-May-89	F	K	\$39,148.93	32653	Account Clerk II	P	A	\$18.8216
0000018337	10-Nov-90	M	K	\$39,150.59	32054	Fleet Technician 1	P	A	\$18.8224
0000019990	15-May-87	M	G	\$39,180.96	32669	Police Officer	P	A	\$18.8370
0000019991	29-Mar-98	F	G	\$39,180.96	32608	Police Officer	P	A	\$18.8370
0000019996	27-Oct-81	M	G	\$39,180.96	00617	Police Officer	P	A	\$18.8370
0000017998	26-Jun-71	F	M	\$39,222.14	32643	Staff Specialist	P	A	\$18.8568
0000018956	27-Oct-94	M	M	\$39,229.42	32667	Line Technician Apprentice	P	A	\$18.8603
0000011518	24-Sep-59	M	T	\$39,319.90	32641	Transit Operator	P	A	\$18.9038
0000011325	21-Jun-59	F	M	\$39,325.73	32694	Customer Service Rep 1	P	A	\$18.9066
0000017432	25-Jan-62	F	K	\$39,356.51	32605	Staff Specialist	P	A	\$18.9214
0000018103	23-Dec-88	F	M	\$39,376.06	32608	Customer Service Rep 2	P	A	\$18.9308

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000015988	8-Jan-63	F	K	\$39,404.98	32641	Recreation Leader	P	A	\$18.9447
0000018408	24-Dec-76	F	K	\$39,434.51	32641	Museum Coordinator	P	A	\$18.9589
0000018974	21-Nov-90	F	M	\$39,503.98	32656	Staff Specialist	P	A	\$18.9923
0000011126	20-Apr-60	M	K	\$39,517.50	32608	Street Sweeper Operator	P	A	\$18.9988
0000019824	25-Sep-89	F	MACT	\$39,520.00	32605	Account Clerk Senior	P	A	\$19.0000
0000019770	30-Sep-73	F	M	\$39,520.00	32605	Staff Specialist	P	A	\$19.0000
0000018888	8-Aug-86	F	M	\$39,561.60	32608	Utility Billing & Customer Solutions Specialist	P	A	\$19.0200
0000016499	20-May-82	M	T	\$39,571.79	32607	Fleet Mech II RTS	P	A	\$19.0249
0000017427	26-Mar-82	M	K	\$39,579.28	32640	Tree Surgeon 2	P	A	\$19.0285
0000011851	29-Sep-79	F	T	\$39,636.90	32641	Transit Operator	P	A	\$19.0562
0000011205	5-Feb-59	M	T	\$39,660.61	32606	Transit Operator	P	A	\$19.0676
0000018950	27-Sep-78	F	M	\$39,663.73	32641	Utility Billing & Customer Solutions Specialist	P	A	\$19.0691
0000018823	14-Jan-94	F	K	\$39,663.73	32038	PERMIT EXPEDITOR II	P	A	\$19.0691
0000018298	5-Nov-83	M	K	\$39,748.80	32606	Digital Media Producer I	P	A	\$19.1100
0000013365	8-Mar-86	F	M	\$39,796.85	32653	Technical Support Specialist II	P	A	\$19.1331
0000016079	17-Sep-85	F	M	\$39,865.70	32669	Utility Billing & Customer Solutions Specialist	P	A	\$19.1662
0000011747	13-Feb-61	F	T	\$39,907.71	32608	Transit Operator	P	A	\$19.1864
0000015945	16-Dec-85	F	MSPAS	\$39,935.58	32693	Staff Assistant	P	A	\$19.1998
0000015580	15-Jun-67	F	K	\$39,935.58	32640	Staff Assistant	P	A	\$19.1998
0000016892	22-Oct-72	F	K	\$39,943.70	32607	Account Clerk II	P	A	\$19.2037
0000010556	20-Mar-63	M	K	\$39,978.64	32643	Labor Crew Leader 1	P	A	\$19.2205
0000019038	21-Aug-79	F	U	\$39,999.86	32609	Grants Program Specialist	P	A	\$19.2307
0000019457	2-Jan-96	F	M	\$40,040.00	32609	Account Clerk II	P	A	\$19.2500
0000007345	17-Apr-64	F	KSPAS	\$40,109.68	32605	Staff Specialist	P	A	\$19.2835
0000018898	16-May-87	M	MACT	\$40,122.78	32618	Energy Delivery Facilities Specialist Supervisor	P	A	\$19.2898
0000019822	13-Nov-84	M	M	\$40,122.78	32177	Energy Delivery Facilities Specialist 1	P	A	\$19.2898
0000012941	23-May-74	F	M	\$40,153.57	32696	Customer Service Support Specialist 1	P	A	\$19.3046
0000011511	10-Aug-79	M	M	\$40,153.57	32608	Customer Service Support Specialist 1	P	A	\$19.3046
0000018829	13-Apr-94	M	M	\$40,167.50	32696	Water Plant Operator/Mechanic Trainee	P	A	\$19.3113
0000018703	8-Feb-80	M	M	\$40,167.50	32666	Water Plant Operator/Mechanic Apprentice	P	A	\$19.3113
0000019777	19-Jun-96	M	M	\$40,187.26	32607	Electric Line Worker Apprentice	P	A	\$19.3208
0000011240	13-Jan-84	M	M	\$40,187.26	32605	Electric Line Worker	P	A	\$19.3208
0000019778	17-May-87	F	M	\$40,187.26	32054	Electric Line Worker Apprentice	P	A	\$19.3208
0000012663	28-Jun-67	M	T	\$40,217.42	34472	Parts Specialist RTS	P	A	\$19.3353
0000018374	11-Dec-86	F	KSPAS	\$40,315.18	32605	Police Crime Analyst	P	A	\$19.3823
0000018341	19-Feb-68	F	M	\$40,318.93	32134	Operations Assistant	P	A	\$19.3841

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0000018038	25-Apr-96	M	M	\$40,436.66	32643	Water Reclamation Plant Operator apprentice	P	A	\$19.4407
0000013923	17-Feb-66	F	M	\$40,579.14	32608	Operations Assistant	P	A	\$19.5092
0000017803	6-Jun-85	F	M	\$40,635.30	32607	Utility Billing & Customer Solutions Specialist	P	W	\$19.5362
0000019097	31-Mar-84	M	K	\$40,643.62	32656	Motor Equipment Operator 1	P	A	\$19.5402
0000008892	6-Aug-57	M	KD	\$40,692.29	32609	Recreation Leader	P	A	\$19.5636
0000011832	19-Mar-64	M	T	\$40,725.78	32696	Transit Operator	P	A	\$19.5797
0000017015	25-Feb-81	M	M	\$40,762.38	32605	Meter Reader Crew Leader	P	A	\$19.5973
0000018468	30-Oct-69	F	K	\$40,792.13	32693	Program Assistant	P	A	\$19.6116
0000010628	14-Aug-68	M	K	\$40,797.12	32693	Street Sweeper Operator	P	A	\$19.6140
0000014033	8-Sep-71	M	K	\$40,855.57	32666	Survey Technician 2	P	A	\$19.6421
0000019366	5-Dec-84	M	M	\$40,913.18	32615	Gas Worker Apprentice	P	A	\$19.6698
0000011694	19-Oct-79	F	T	\$40,982.03	32653	Transit Operator	P	N	\$19.7029
0000016760	16-Dec-72	F	MACT	\$41,048.59	32044	Customer Service Rep 2	P	A	\$19.7349
0000018665	16-Sep-86	F	K	\$41,116.61	32609	Habitat Naturalist	P	A	\$19.7676
0000018648	10-Mar-92	M	M	\$41,119.94	32643	Accelerated Production Operator 1	P	A	\$19.7692
0000018651	24-Feb-91	M	M	\$41,119.94	32609	Accelerated Production Operator 1	P	W	\$19.7692
0000018074	20-Mar-61	F	K	\$41,121.60	32609	Account Clerk Senior	P	A	\$19.7700
0000012599	17-Nov-46	M	K	\$41,188.78	32669	Painter	P	A	\$19.8023
0000017040	1-Aug-70	F	M	\$41,191.49	32693	Staff Specialist	P	A	\$19.8036
0000017995	7-Jun-70	F	K	\$41,249.10	32640	Field Collector B -Landlord Permitting	P	A	\$19.8313
0000017966	22-Aug-88	M	K	\$41,270.53	32615	Fleet Technician 1	P	A	\$19.8416
0000011101	27-Feb-68	M	K	\$41,344.16	32653	Street Sweeper Operator	P	A	\$19.8770
0000018495	19-Sep-96	M	M	\$41,368.29	32605	Utilities Location Technician, Apprentice	P	A	\$19.8886
0000019396	26-Apr-76	F	K	\$41,371.20	32643	Account Clerk II	P	A	\$19.8900
0000018701	7-May-61	F	K	\$41,412.80	32615	Staff Specialist	P	A	\$19.9100
0000018692	5-Feb-63	F	KACT	\$41,455.65	32615	Executive Assistant, Sr.	P	A	\$19.9306
0000017448	18-Jan-78	M	L	\$41,466.26	32605	Parking Enforcement Officer, Lead	P	A	\$19.9357
0000019819	8-Feb-83	M	K	\$41,466.26	32608	Fleet Technician 2	P	A	\$19.9357
0000019785	2-Jan-69	F	K	\$41,496.00	32607	Account Clerk Senior	P	A	\$19.9500
0000017603	9-Nov-90	M	M	\$41,502.86	32615	Utility Billing & Customer Solutions Specialist	P	A	\$19.9533
0000011974	12-Sep-66	M	K	\$41,506.19	32607	Maintenance Worker 3	P	A	\$19.9549
0000012994	14-May-66	M	N	\$41,520.13	32038	Mail Services Supervisor Utilities	P	A	\$19.9616
0000013459	2-Mar-57	F	M	\$41,540.72	32606	Staff Specialist	P	A	\$19.9715
0000019940	8-Sep-81	F	M	\$41,600.00	32605	Staff Assistant	P	A	\$20.0000
0000019718	18-Jan-76	M	T	\$41,600.00	34470	Fleet Mech II RTS	P	A	\$20.0000
0000019911	10-Jul-86	M	T	\$41,600.00	32607	Fleet Mechanic I RTS	P	A	\$20.0000

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0000016007	4-May-89	F	M	\$41,658.86	32618	Operations Assistant	P	A	\$20.0283
0000014083	20-Jul-67	F	K	\$41,667.81	32054	Staff Specialist	P	A	\$20.0326
0000013478	21-Apr-57	F	K	\$41,684.24	32653	Staff Assistant	P	A	\$20.0405
0000011100	16-Dec-68	M	T	\$41,685.49	32641	Transit Operator	P	A	\$20.0411
0000011142	1-Jan-78	F	K	\$41,752.05	32038	Police Property Specialist	P	A	\$20.0731
0000010636	13-May-58	M	T	\$41,817.78	32608	Transit Operator	P	A	\$20.1047
0000019928	9-Nov-95	M	I	\$41,827.09	32666	Firefighter (52 hours)	P	A	\$15.4686
0000019931	16-Jun-95	M	I	\$41,827.09	32619	Firefighter (52 hours)	P	A	\$15.4686
0000019925	10-Mar-95	F	I	\$41,827.09	32601	Firefighter (52 hours)	P	A	\$15.4686
0000019920	28-Jun-90	M	I	\$41,827.09	32038	Firefighter (52 hours)	P	A	\$15.4686
0000019596	5-Nov-92	M	I	\$41,827.09	32615	Firefighter (52 hours)	P	A	\$15.4686
0000019930	10-Oct-91	M	I	\$41,827.09	33613	Firefighter (52 hours)	P	A	\$15.4686
0000019592	21-Oct-97	M	I	\$41,827.09	32693	Firefighter (52 hours)	P	A	\$15.4686
0000019600	3-Feb-90	M	I	\$41,827.09	32653	Firefighter (52 hours)	P	A	\$15.4686
0000019922	12-Oct-94	M	I	\$41,827.09	34285	Firefighter (52 hours)	P	A	\$15.4686
0000019927	16-Oct-97	M	I	\$41,827.09	33983	Firefighter (52 hours)	P	A	\$15.4686
0000008156	10-Jul-73	M	K	\$41,857.71	32618	Maintenance Mechanic Repair & Fabrication Small Equip	P	A	\$20.1239
0000013415	9-Nov-79	M	E	\$41,912.00	32601	Transit Planning Assistant	P	A	\$20.1500
0000011987	8-Feb-76	F	M	\$41,918.03	32608	Dispatcher	P	A	\$20.1529
0000011306	5-Mar-70	M	K	\$41,950.90	32641	Maintenance Worker 3	P	A	\$20.1687
0000016917	29-Mar-72	M	K	\$41,950.90	32615	Maintenance Worker 3	P	A	\$20.1687
0000011744	5-Oct-78	M	K	\$41,950.90	32680	Maintenance Worker 3	P	A	\$20.1687
0000015433	14-Jun-74	M	K	\$41,950.90	32615	Maintenance Worker 3	P	A	\$20.1687
0000013481	13-Jun-81	M	K	\$41,950.90	34473	Maintenance Worker 3	P	A	\$20.1687
0000011887	17-Jun-75	M	K	\$41,950.90	32641	Maintenance Worker 3	P	A	\$20.1687
0000011935	18-Jul-66	M	K	\$41,950.90	32641	Maintenance Worker 3	P	A	\$20.1687
0000018622	20-Apr-96	M	M	\$42,013.30	32615	Wastewater Mechanic	P	A	\$20.1987
0000010494	26-Aug-54	M	T	\$42,026.19	32609	Transit Operator	P	A	\$20.2049
0000010739	9-Oct-65	F	T	\$42,026.19	32641	Transit Operator	P	A	\$20.2049
0000011135	3-May-77	F	T	\$42,026.19	32641	Transit Operator	P	A	\$20.2049
0000010561	23-Nov-60	M	T	\$42,026.19	32608	Transit Operator	P	A	\$20.2049
0000010807	17-Feb-61	M	T	\$42,026.19	32614	Transit Operator	P	A	\$20.2049
0000016503	30-Apr-81	F	M	\$42,043.66	32609	Utility Billing & Customer Solutions Specialist	P	A	\$20.2133
0000009796	30-Oct-58	F	KD	\$42,208.19	32605	Police Services Technician 2	P	A	\$20.2924
0000013354	11-Sep-65	F	MACT	\$42,213.81	32615	Customer Service Rep 2	P	A	\$20.2951

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0000015419	27-Jun-73	F	K	\$42,253.33	32640	Staff Specialist	P	A	\$20.3141
0000018258	18-Jun-75	F	MACT	\$42,274.34	32622	Analyst Senior	P	A	#####
0000017006	11-Jun-70	M	K	\$42,281.82	32605	Digital Media Producer I	P	A	\$20.3278
0000008270	20-Sep-68	M	KA CT	\$42,306.58	32643	Special Events and Assignments Coordinator	P	A	\$20.3397
0000012987	20-Sep-72	M	K	\$42,439.07	32091	Traffic Signs/Markings Technician 3	P	A	\$20.4034
0000015587	14-Jan-76	M	M	\$42,454.26	32656	Utilities Facilities Technician, Senior	P	A	\$20.4107
0000016798	21-Feb-58	F	U	\$42,486.91	32641	Grants Program Specialist	P	A	\$20.4264
0000011035	4-Feb-73	M	M	\$42,544.32	32608	Customer Service Support Specialist 1	P	A	\$20.4540
0000019116	8-Jun-92	M	I	\$42,639.92	33852	Firefighter (52 hours)	P	A	\$15.7692
0000019129	7-Jun-83	M	I	\$42,639.92	32653	Firefighter (52 hours)	P	A	\$15.7692
0000019119	13-Jan-89	M	I	\$42,639.92	32693	Firefighter (52 hours)	P	A	\$15.7692
0000019124	4-Sep-98	M	I	\$42,639.92	34711	Firefighter (52 hours)	P	A	\$15.7692
0000019244	31-Dec-97	M	I	\$42,639.92	33430	Firefighter (52 hours)	P	A	\$15.7692
0000019253	16-Oct-92	M	I	\$42,639.92	33411	Firefighter (52 hours)	P	A	\$15.7692
0000019125	15-May-82	M	I	\$42,639.92	32605	Firefighter (52 hours)	P	A	\$15.7692
0000019249	30-Nov-95	M	I	\$42,639.92	32054	Firefighter (52 hours)	P	A	\$15.7692
0000019117	25-Feb-94	M	I	\$42,639.92	32653	Firefighter (52 hours)	P	A	\$15.7692
0000019121	3-Aug-89	M	I	\$42,639.92	34465	Firefighter (52 hours)	P	A	\$15.7692
0000019120	22-May-90	M	I	\$42,639.92	34470	Firefighter (52 hours)	P	A	\$15.7692
0000019118	16-Jul-90	M	I	\$42,639.92	34243	Firefighter (52 hours)	P	A	\$15.7692
0000019127	25-Jul-80	M	I	\$42,639.92	32091	Firefighter (52 hours)	P	A	\$15.7692
0000019128	6-Nov-95	M	I	\$42,639.92	32643	Firefighter (52 hours)	P	A	\$15.7692
0000018753	6-Feb-91	F	I	\$42,684.26	32608	Firefighter (52 hours)	P	A	\$15.7856
0000018420	26-Oct-84	M	M	\$42,703.86	32608	Water Plant Operator/Mechanic Trainee	P	A	\$20.5307
0000017404	22-Aug-68	F	T	\$42,717.58	32653	Account Clerk Senior - RTS	P	A	\$20.5373
0000012984	23-Feb-84	M	K	\$42,726.74	32608	Carpenter	P	A	\$20.5417
0000017908	2-Jul-78	M	M	\$42,777.07	32669	Energy Delivery Facilities Specialist 1	P	A	\$20.5659
0000017778	13-Aug-78	M	K	\$42,778.74	32622	Labor Crew Leader 1 - Public Works	P	A	\$20.5667
0000016755	1-Nov-66	M	L	\$42,837.81	32605	Police Services Technician 3	P	A	\$20.5951
0000019923	12-Feb-96	M	I	\$42,851.91	34442	Firefighter (52 hours)	P	A	\$15.8476
0000019601	3-Aug-94	M	I	\$42,851.91	32724	Firefighter (52 hours)	P	A	\$15.8476
0000019919	8-May-92	M	I	\$42,851.91	33596	Firefighter (52 hours)	P	A	\$15.8476
0000019872	17-Jun-62	F	U	\$43,016.48	32615	Public Works Contract Coordinator	P	A	\$20.6810
0000016224	20-May-60	F	K	\$43,017.94	32653	Account Clerk Senior	P	A	\$20.6817
0000019042	3-Apr-83	M	K	\$43,057.87	32669	Tree Surgeon 2	P	A	\$20.7009
0000010833	20-May-64	M	M	\$43,137.54	32608	Meter Reader Crew Leader	P	A	\$20.7392

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000016785	5-Jan-61	F	M	\$43,235.92	32607	Staff Specialist	P	A	\$20.7865
0000016328	15-Nov-61	F	M	\$43,336.59	32606	Utility Billing & Customer Solutions Specialist	P	A	\$20.8349
0000013280	27-Jan-68	F	L	\$43,340.54	32694	Police Services Technician 3	P	A	\$20.8368
0000013947	6-Jul-71	F	K	\$43,375.49	32605	Account Clerk II	P	A	\$20.8536
0000015418	5-Aug-52	F	M	\$43,375.49	32618	Account Clerk II	P	A	\$20.8536
0000018895	29-Jan-94	F	M	\$43,470.54	32606	New Services Specialist	P	A	\$20.8993
0000019881	4-Dec-84	M	G	\$43,504.45	32653	Police Officer	P	A	\$20.9156
0000017327	16-Aug-72	F	M	\$43,543.76	32669	Staff Specialist	P	A	\$20.9345
0000016403	28-Feb-72	F	M	\$43,547.92	32641	Customer Service Rep 2	P	A	\$20.9365
0000019879	5-Jan-99	M	G	\$43,677.09	32618	Police Officer	P	A	\$20.9986
0000019962	2-May-95	M	G	\$43,677.09	32696	Police Officer	P	A	\$20.9986
0000019683	18-Jun-94	M	G	\$43,677.09	32605	Police Officer (Non-certified)	P	A	\$20.9986
0000019514	18-Sep-88	M	G	\$43,677.09	34420	Police Officer	P	A	\$20.9986
0000019512	5-Jan-88	M	G	\$43,677.09	32091	Police Officer	P	A	\$20.9986
0000019513	26-Jan-90	M	G	\$43,677.09	32608	Police Officer	P	A	\$20.9986
0000019708	15-Mar-95	M	G	\$43,677.09	32607	Police Officer	P	A	\$20.9986
0000017915	29-Aug-90	M	G	\$43,677.09	32601	Police Officer	P	A	\$20.9986
0000019511	2-Sep-97	M	G	\$43,677.09	32608	Police Officer	P	A	\$20.9986
0000019722	4-Aug-78	F	U	\$43,680.00	32606	Transit Marketing & Communications Assistant	P	A	\$21.0000
0000019252	29-Jun-84	M	I	\$43,706.10	34677	Firefighter (52 hours)	P	A	\$16.1635
0000019240	9-Sep-93	M	I	\$43,706.10	32680	Firefighter (52 hours)	P	A	\$16.1635
0000019247	15-Apr-96	M	I	\$43,706.10	33605	Firefighter (52 hours)	P	A	\$16.1635
0000019243	15-May-93	M	I	\$43,706.10	34471	Firefighter (52 hours)	P	A	\$16.1635
0000017286	22-Sep-83	M	K	\$43,755.50	32641	Labor Crew Leader 1 - Public Works	P	A	\$21.0363
0000015576	24-Jul-75	F	L	\$43,773.18	32696	Golf Course Concessions Supervisor	P	A	\$21.0448
0000017049	20-Sep-71	M	K	\$43,824.98	32643	Maintenance Worker 3	P	A	\$21.0697
0000016217	14-Nov-76	M	K	\$43,827.06	32179	Traffic Signs/Markings Technician Lead	P	A	\$21.0707
0000014229	10-Jun-78	F	M	\$43,827.47	32054	Staff Specialist	P	A	\$21.0709
0000017878	18-Jan-87	F	K	\$43,838.50	32694	PERMIT EXPEDITOR III	P	A	\$21.0762
0000018397	17-Mar-69	M	M	\$43,838.50	32605	Customer Service Rep Senior	P	A	\$21.0762
0000018593	21-Jul-88	F	K	\$43,838.50	32607	PERMIT EXPEDITOR III	P	A	\$21.0762
0000016475	29-Oct-85	M	K	\$43,847.02	32653	Wellness Assistant	P	A	\$21.0803
0000019597	5-Feb-88	M	I	\$43,877.00	33809	Firefighter (52 hours)	P	A	\$16.2267
0000019594	29-Aug-94	M	I	\$43,877.00	34474	Firefighter (52 hours)	P	A	\$16.2267
0000019926	25-Aug-93	M	I	\$43,877.00	34482	Firefighter (52 hours)	P	A	\$16.2267
0000019635	5-Aug-95	M	I	\$43,877.00	32693	Firefighter (52 hours)	P	A	\$16.2267

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0000019593	20-Sep-91	M	I	\$43,877.00	33460	Firefighter (52 hours)	P	A	\$16.2267
0000019602	3-Mar-90	M	I	\$43,877.00	32073	Firefighter (52 hours)	P	A	\$16.2267
0000019921	3-Oct-94	M	I	\$43,877.00	34479	Firefighter (52 hours)	P	A	\$16.2267
0000019297	30-Nov-64	M	M	\$43,884.46	32024	Material Handling Equipment Operator 2	P	A	\$21.0983
0000019043	8-Oct-65	M	M	\$43,884.46	32669	Material Handling Equipment Operator 2	P	A	\$21.0983
0000018907	19-Feb-93	M	M	\$43,884.46	32054	Material Handling Equipment Operator 2	P	A	\$21.0983
0000016899	9-Jul-89	M	M	\$43,884.46	32640	Material Handling Equipment Operator 2	P	A	\$21.0983
0000018902	6-Mar-84	M	M	\$43,884.46	32044	Material Handling Equipment Operator 2	P	A	\$21.0983
0000015607	29-Mar-62	M	M	\$43,884.46	32605	Process Plant Operator 2	P	A	\$21.0983
0000016680	23-Apr-54	F	M	\$44,023.82	32609	Operations Assistant	P	A	\$21.1653
0000011083	6-Feb-62	F	K	\$44,031.73	32609	Account Clerk II	P	A	\$21.1691
0000017540	9-May-83	M	M	\$44,114.10	32608	Accelerated Production Operator 1	P	A	\$21.2087
0000010511	31-Jul-53	M	K	\$44,119.92	32609	Fleet Support Specialist	P	A	\$21.2115
0000012940	1-Oct-80	F	L	\$44,155.28	32641	Police Records Shift Supervisor	P	A	\$21.2285
0000011550	28-Dec-70	M	U	\$44,179.20	32606	Pension Investment Analyst	P	A	\$42.4800
0000015708	13-Jan-71	M	Z	\$44,209.91	32605	Mayor	P	A	#####
0000018102	9-Oct-78	M	M	\$44,280.08	32641	Gas Worker Apprentice	P	A	\$21.2885
0000018885	29-May-89	F	M	\$44,280.08	32643	Gas Worker Apprentice	P	A	\$21.2885
0000012921	3-Oct-69	F	M	\$44,294.85	32606	Dispatcher	P	A	\$21.2956
0000018732	20-Oct-89	M	I	\$44,303.96	32626	Firefighter (52 hours)	P	A	\$16.3846
0000018731	14-Nov-95	M	I	\$44,303.96	32615	Firefighter (52 hours)	P	A	\$16.3846
0000018737	28-Dec-92	M	I	\$44,303.96	32608	Firefighter (52 hours)	P	A	\$16.3846
0000018736	22-Jul-95	M	I	\$44,303.96	32608	Firefighter (52 hours)	P	A	\$16.3846
0000018735	12-Aug-91	M	I	\$44,303.96	32615	Firefighter (52 hours)	P	A	\$16.3846
0000018733	21-Sep-96	M	I	\$44,303.96	32608	Firefighter (52 hours)	P	A	\$16.3846
0000018752	1-Oct-91	M	I	\$44,303.96	32608	Firefighter (52 hours)	P	A	\$16.3846
0000018734	13-Oct-85	M	I	\$44,303.96	32669	Firefighter (52 hours)	P	A	\$16.3846
0000018751	5-Jan-87	M	I	\$44,303.96	32606	Firefighter (52 hours)	P	A	\$16.3846
0000018776	12-Aug-87	M	I	\$44,303.96	32608	Firefighter (52 hours)	P	A	\$16.3846
0000015835	6-Aug-66	F	K	\$44,372.22	32608	Code Enforcement Officer	P	A	\$21.3328
0000019035	30-Mar-63	M	K	\$44,413.20	32038	Motor Equipment Operator 1	P	A	\$21.3525
0000017892	14-Feb-82	M	K	\$44,413.20	32669	Motor Equipment Operator 1	P	A	\$21.3525
0000018081	22-Mar-84	F	G	\$44,422.56	32615	Police Officer	P	A	\$21.3570
0000019557	5-Sep-90	F	G	\$44,422.56	32608	Police Officer	P	A	\$21.3570
0000013241	22-Sep-63	F	M	\$44,429.01	32608	Customer Service Rep 2	P	A	\$21.3601
0000019526	10-Feb-61	F	MSPAS	\$44,553.60	32608	Staff Specialist	P	A	\$21.4200

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0000019264	12-Mar-91	M	G	\$44,656.35	32607	Police Officer	P	A	\$21.4694
0000019263	2-Dec-88	M	G	\$44,656.35	32606	Police Officer	P	A	\$21.4694
0000008873	1-Jan-60	M	K	\$44,667.58	32640	Solid Waste Collection Inspector	P	A	\$21.4748
0000019198	16-Oct-94	M	G	\$44,749.95	32605	Police Officer	P	A	\$21.5144
0000011530	5-Jun-71	M	K	\$44,755.78	32640	Maintenance Mechanic 2	P	A	\$21.5172
0000019710	13-Jan-98	M	G	\$44,769.09	32608	Police Officer	P	A	\$21.5236
0000019721	24-Mar-98	M	G	\$44,769.09	32606	Police Officer	P	A	\$21.5236
0000019716	27-Sep-95	M	G	\$44,769.09	34473	Police Officer	P	A	\$21.5236
0000019682	22-Nov-86	F	G	\$44,769.09	32606	Police Officer	P	A	\$21.5236
0000019711	16-Dec-91	M	G	\$44,769.09	32601	Police Officer	P	A	\$21.5236
0000019720	15-May-95	M	G	\$44,769.09	32608	Police Officer	P	A	\$21.5236
0000017692	30-Jun-88	M	G	\$44,769.09	32607	Police Officer	P	A	\$21.5236
0000019242	17-Mar-95	M	I	\$44,772.02	32605	Firefighter (52 hours)	P	A	\$16.5577
0000019245	1-Jul-92	M	I	\$44,772.02	32605	Firefighter (52 hours)	P	A	\$16.5577
0000012322	22-Jul-60	F	MSPAS	\$44,780.94	32609	Staff Specialist	P	A	\$21.5293
0000016579	21-Feb-91	M	K	\$44,799.87	32640	Motor Equipment Operator 1	P	A	\$21.5384
0000019251	4-Oct-78	M	I	\$44,806.09	32643	Firefighter (52 hours)	P	A	\$16.5703
0000019844	19-Dec-96	F	F	\$44,897.84	32601	Communications Specialist - Utilities	P	A	\$21.5855
0000018057	8-Jan-94	M	E	\$44,898.00	32608	Marketing & Communications Specialist	P	A	#####
0000019598	2-Aug-96	M	I	\$44,902.08	32619	Firefighter (52 hours)	P	A	\$16.6058
0000018208	7-Feb-73	M	T	\$44,905.12	32148	Fleet Mechanic I RTS	P	A	\$21.5890
0000016739	8-May-67	M	K	\$45,059.87	32640	Fleet Support Specialist, Lead	P	A	\$21.6634
0000016975	19-Apr-53	F	K	\$45,241.46	32607	Police Personnel Clerk	P	A	\$21.7507
0000018728	17-Jan-80	F	K	\$45,368.34	32658	Labor Crew Leader 1 - Public Works	P	A	\$21.8117
0000019260	12-Apr-94	M	G	\$45,372.91	32608	Police Officer	P	A	\$21.8139
0000018754	10-Sep-91	M	I	\$45,403.95	32641	Firefighter (52 hours)	P	A	\$16.7914
0000018492	4-Feb-77	F	M	\$45,405.98	32608	Executive Assistant, Sr.	P	A	\$21.8298
0000019235	21-Jan-86	M	G	\$45,419.71	32669	Police Officer	P	A	\$21.8364
0000017512	28-Mar-83	F	M	\$45,431.15	32091	Energy Delivery Facilities Specialist 1	P	A	\$21.8419
0000018465	4-Aug-82	M	M	\$45,431.15	32605	Electric Apparatus Technician Apprentice	P	A	\$21.8419
0000019377	13-Mar-63	M	M	\$45,431.15	32653	Energy Delivery Facilities Specialist 1	P	A	\$21.8419
0000018738	25-Aug-92	M	I	\$45,447.75	32609	Firefighter (52 hours)	P	A	\$16.8076
0000008138	5-Aug-65	M	K	\$45,539.10	32641	Labor Crew Leader 1 - Public Works	P	A	\$21.8938
0000016762	9-Jun-60	F	L	\$45,539.10	32666	Cemetery Coordinator	P	A	\$21.8938
0000018052	26-Oct-76	M	K	\$45,593.60	32607	Labor Crew Leader 1 - Public Works	P	A	\$21.9200

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0000018725	10-Sep-83	M	U	\$45,676.80	32601	Community Redevelopment Agency (CRA) Project Manager I	P	A	\$21.9600
0000013184	12-Jul-73	F	K	\$45,754.59	32605	Code Enforcement Officer	P	A	\$21.9974
0000008504	16-Aug-68	F	L	\$45,840.50	32609	Account Clerk Senior	P	A	\$22.0387
0000014088	25-Jan-77	M	M	\$45,844.03	32641	Account Clerk Senior	P	A	\$22.0404
0000018231	2-Mar-95	M	I	\$45,863.90	32641	Firefighter (52 hours)	P	A	\$16.9615
0000018235	13-Mar-89	M	I	\$45,863.90	32606	Firefighter (52 hours)	P	A	\$16.9615
0000018236	6-Sep-86	M	I	\$45,863.90	32750	Firefighter (52 hours)	P	A	\$16.9615
0000017648	9-Feb-94	M	I	\$45,863.90	32608	Firefighter (52 hours)	P	A	\$16.9615
0000018238	7-Mar-86	M	I	\$45,863.90	32601	Firefighter (52 hours)	P	A	\$16.9615
0000019555	3-Jun-96	M	G	\$45,873.36	32608	Police Officer	P	A	\$22.0545
0000019556	5-Aug-80	M	G	\$45,873.36	32608	Police Officer	P	A	\$22.0545
0000019681	19-Mar-90	M	G	\$45,888.34	32608	Police Officer	P	A	\$22.0617
0000019709	9-Sep-85	M	G	\$45,888.34	34479	Police Officer	P	A	\$22.0617
0000019680	28-Dec-95	M	G	\$45,888.34	32605	Police Officer	P	A	\$22.0617
0000018079	4-Jul-81	M	K	\$45,894.37	32615	Solid Waste Collection Inspector	P	A	\$22.0646
0000010700	9-Oct-70	F	T	\$46,099.46	32656	Account Clerk Senior - RTS	P	A	\$22.1632
0000019280	19-Jan-91	M	G	\$46,107.15	34482	Police Officer	P	A	\$22.1669
0000017992	5-Jun-75	F	U	\$46,113.60	32606	Events Coordinator	P	A	\$22.1700
0000016015	21-Jan-70	F	K	\$46,114.22	32113	Police Property/Evidence Specialist	P	A	\$22.1703
0000019238	22-Apr-95	F	G	\$46,153.95	32605	Police Officer	P	A	\$22.1894
0000018421	22-May-83	M	M	\$46,260.24	32622	Services Operator	P	A	\$22.2405
0000011158	23-Jan-79	F	M	\$46,291.86	32641	Utility Billing & Customer Solutions Specialist	P	A	\$22.2557
0000012731	27-Jun-59	F	CSPAS	\$46,305.17	32609	Staff Specialist	P	A	\$22.2621
0000013695	14-Oct-81	M	MSPAS	\$46,340.74	32025	Dispatcher	P	A	\$22.2792
0000010841	8-Nov-69	F	K	\$46,395.86	32609	Staff Specialist	P	A	\$22.3057
0000012511	23-Dec-59	F	K	\$46,395.86	32601	Staff Specialist	P	A	\$22.3057
0000017553	11-Mar-73	F	K	\$46,443.49	32643	Code Enforcement Officer	P	A	\$22.3286
0000019104	3-Oct-94	M	G	\$46,495.28	34434	Police Officer	P	A	\$22.3535
0000012372	14-Feb-54	M	K	\$46,594.29	32653	Labor Crew Leader 2	P	A	\$22.4011
0000018312	12-Mar-84	F	G	\$46,626.11	32605	Police Officer	P	A	\$22.4164
0000018980	24-Feb-89	F	G	\$46,638.59	32605	Police Officer	P	A	\$22.4224
0000008527	11-Aug-60	M	K	\$46,675.20	32606	Forensic Crime Technician	P	A	\$22.4400
0000015706	5-Oct-69	M	T	\$46,761.73	32091	Fleet Mech II RTS	P	A	\$22.4816
0000019630	4-Aug-76	F	M	\$46,862.40	32618	Technical Support Specialist Senior	P	A	\$22.5300
0000012976	7-Apr-69	F	M	\$46,884.45	32666	Account Clerk Senior	P	A	\$22.5406

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0000018668	1-Aug-95	F	G	\$46,924.80	32607	Police Officer	P	A	\$22.5600
0000015557	27-Apr-72	M	M	\$46,924.80	32667	Process Plant Operator 2	P	A	\$22.5600
0000017864	3-Aug-89	M	I	\$46,927.38	32669	Firefighter (52 hours)	P	A	\$17.3548
0000017811	19-Jul-88	M	I	\$46,927.38	32615	Firefighter (52 hours)	P	A	\$17.3548
0000017812	4-Nov-92	M	I	\$46,927.38	34479	Firefighter (52 hours)	P	A	\$17.3548
0000018277	15-Sep-91	M	I	\$46,963.88	32643	Firefighter (52 hours)	P	A	\$17.3683
0000018233	3-May-92	M	I	\$46,963.88	32669	Firefighter (52 hours)	P	A	\$17.3683
0000013096	9-Aug-69	F	K	\$46,984.08	32605	Account Clerk Senior	P	A	\$22.5885
0000018260	25-Aug-94	M	I	\$47,007.69	32024	Firefighter (52 hours)	P	A	\$17.3845
0000019018	1-Feb-92	M	G	\$47,023.81	32607	Police Officer	P	A	\$22.6076
0000019019	6-Dec-73	M	G	\$47,023.81	32608	Police Officer	P	A	\$22.6076
0000019026	20-Sep-93	M	G	\$47,023.81	32609	Police Officer	P	W	\$22.6076
0000019017	13-May-95	M	G	\$47,023.81	32607	Police Officer	P	A	\$22.6076
0000019719	16-Dec-87	F	G	\$47,035.46	32608	Police Officer	P	A	\$22.6132
0000018107	25-Aug-89	F	M	\$47,090.78	32608	UTILITY BILLING & CUSTOMER SOLUTIONS SPECIALIST, SENIOR	P	A	\$22.6398
0000012709	12-Jul-79	M	K	\$47,091.20	32615	Labor Crew Leader 1 - Public Works	P	A	\$22.6400
0000017533	16-Nov-76	M	T	\$47,194.58	32038	Transit Vehicle Collision Repair Technician	P	A	\$22.6897
0000019749	14-Jun-74	F	KSPAS	\$47,198.94	32605	Executive Assistant, Sr.	P	A	\$22.6918
0000015586	17-Apr-85	M	K	\$47,213.30	32608	Labor Crew Leader 1 - Public Works	P	A	\$22.6987
0000017201	28-Feb-50	F	U	\$47,216.00	32641	Grants Program Specialist	P	A	\$22.7000
0000016113	20-Nov-85	F	K	\$47,312.30	32615	Code Enforcement Officer	P	A	\$22.7463
0000016171	12-Dec-63	F	K	\$47,359.94	32621	Police Crime Analyst	P	A	\$22.7692
0000011243	25-May-81	F	T	\$47,434.61	32641	Customer Service Support Specialist 1 - RTS	P	A	\$22.8051
0000010987	7-Jul-73	M	KSPAS	\$47,492.43	32038	Maintenance Mechanic 2	P	A	\$22.8329
0000018808	4-Jan-77	M	U	\$47,507.20	32653	Program Coordinator	P	A	\$22.8400
0000012851	6-Dec-75	M	LSPAS	\$47,567.52	32653	Financial Services Coordinator	P	A	\$22.8690
0000017565	23-Jan-86	M	M	\$47,581.66	32643	Electric Line Worker Apprentice	P	A	\$22.8758
0000018724	11-Mar-97	M	M	\$47,581.66	32091	Electric Line Worker Apprentice	P	A	\$22.8758
0000017793	1-Mar-90	M	M	\$47,581.66	32693	Electric Line Worker Apprentice	P	A	\$22.8758
0000019779	19-Mar-94	M	M	\$47,581.66	32617	Electric Line Worker Apprentice	P	A	\$22.8758
0000019776	2-Sep-97	M	M	\$47,581.66	32044	Electric Line Worker Apprentice	P	A	\$22.8758
0000018722	3-Sep-96	M	M	\$47,581.66	32609	Electric Line Worker Apprentice	P	A	\$22.8758
0000018723	20-Jan-93	M	M	\$47,581.66	32656	Electric Line Worker Apprentice	P	A	\$22.8758
0000017444	23-Jun-91	M	M	\$47,581.66	32643	Electric Line Worker Apprentice	P	A	\$22.8758
0000019141	15-Nov-73	F	KSPAS	\$47,608.70	32614	Compensation Assistant	P	A	\$22.8888

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019754	18-Jan-67	F	K	\$47,610.78	32038	Executive Assistant, Sr.	P	A	\$22.8898
0000008491	9-Apr-60	F	K	\$47,658.21	32641	Operations Assistant	P	A	\$22.9126
0000018400	4-May-79	F	M	\$47,662.58	32656	Operations Assistant	P	A	\$22.9147
0000019255	5-Jun-87	F	U	\$47,715.20	32615	Program Coordinator	P	A	\$22.9400
0000012049	16-Aug-70	F	K	\$47,719.98	32641	Labor Crew Leader 1 - Public Works	P	A	\$22.9423
0000019021	21-Nov-93	M	G	\$47,740.37	32607	Police Officer	P	W	\$22.9521
0000019025	22-Dec-88	F	G	\$47,740.37	32608	Police Officer	P	A	\$22.9521
0000019963	21-Feb-79	F	M	\$47,749.94	32605	Account Clerk Senior	P	A	\$22.9567
0000013894	10-Nov-67	F	U	\$47,756.80	32640	Program Coordinator	P	A	\$22.9600
0000018082	10-Apr-98	F	G	\$47,787.17	32606	Police Officer	P	A	\$22.9746
0000018706	8-Feb-79	M	E	\$47,800.62	32608	Transit Planner	P	A	#####
0000019328	10-Mar-66	F	M	\$47,836.88	32608	Executive Assistant, Sr.	P	A	\$22.9985
0000019744	18-Jan-96	M	K	\$47,840.00	32607	Technical Support Specialist III	P	A	\$23.0000
0000017804	31-May-90	M	M	\$47,950.45	32609	Services Operator	P	A	\$23.0531
0000012142	18-Jul-71	M	K	\$47,951.70	32666	Labor Crew Leader 1	P	A	\$23.0537
0000019138	30-Jun-95	M	G	\$47,975.20	32605	Police Officer	P	A	\$23.0650
0000016425	3-Aug-79	F	K	\$47,984.98	32641	Executive Assistant, Sr.	P	A	\$23.0697
0000017814	9-Nov-90	M	I	\$48,027.37	32669	Firefighter (52 hours)	P	A	\$17.7616
0000017815	30-Mar-92	M	I	\$48,071.44	33761	Firefighter (52 hours)	P	A	\$17.7779
0000017869	30-Nov-79	M	I	\$48,071.44	32618	Firefighter (52 hours)	P	A	\$17.7779
0000017002	12-Mar-93	M	I	\$48,071.44	34472	Firefighter (52 hours)	P	A	\$17.7779
0000012767	11-Sep-82	F	M	\$48,085.65	32091	Energy Delivery Facilities Specialist 2	P	A	\$23.1181
0000017333	7-Aug-73	M	I	\$48,096.32	32693	Firefighter (52 hours)	P	A	\$17.7871
0000016082	3-Oct-66	F	M	\$48,109.15	32024	UTILITY BILLING & CUSTOMER SOLUTIONS SPECIALIST, SENIOR	P	A	\$23.1294
0000015577	31-Jul-73	F	M	\$48,112.48	32653	Customer Service Rep Senior	P	A	\$23.1310
0000018234	17-May-93	M	I	\$48,156.89	32024	Fire Driver-Operator	P	A	\$17.8095
0000019180	2-Jan-75	M	U	\$48,208.33	32606	Community Redevelopment Agency (CRA) Project Manager II	P	A	#####
0000015563	7-Nov-52	M	U	\$48,235.20	32615	Events Coordinator	P	A	\$23.1900
0000018192	25-Oct-72	M	G	\$48,300.93	32643	Police Officer	P	A	\$23.2216
0000018704	3-Dec-90	M	G	\$48,309.25	32608	Police Officer	P	A	\$23.2256
0000019293	25-Mar-64	F	K	\$48,373.73	32669	Executive Assistant, Sr.	P	A	\$23.2566
0000018878	29-Feb-80	F	K	\$48,382.67	32607	Executive Assistant, Sr.	P	A	\$23.2609
0000018094	16-Apr-87	M	G	\$48,396.40	32609	Police Officer	P	A	\$23.2675
0000018583	30-Jun-93	M	G	\$48,441.33	32641	Police Officer	P	A	\$23.2891

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000013364	11-Feb-65	F	MSPAS	\$48,453.60	32655	Dispatcher	P	A	\$23.2950
0000008048	5-Sep-64	F	KSPAS	\$48,453.60	32609	Account Clerk Senior	P	A	\$23.2950
0000019002	9-May-94	M	G	\$48,474.61	32608	Police Officer	P	L	\$23.3051
0000019000	28-Aug-93	M	G	\$48,474.61	32668	Police Officer	P	A	\$23.3051
0000019020	7-Apr-96	F	G	\$48,474.61	32608	Police Officer	P	A	\$23.3051
0000019001	21-Nov-93	M	G	\$48,474.61	32601	Police Officer	P	A	\$23.3051
0000018041	19-Apr-82	M	G	\$48,491.87	32609	Police Officer	P	A	\$23.3134
0000018498	23-Aug-87	F	G	\$48,584.64	34482	Police Officer	P	A	\$23.3580
0000017923	9-Jun-93	F	G	\$48,587.14	32607	Police Officer	P	A	\$23.3592
0000019574	18-Sep-74	M	K	\$48,753.74	32609	Labor Crew Leader 1 - Public Works	P	A	\$23.4393
0000008083	19-Feb-70	F	M	\$48,776.21	32640	Operations Assistant	P	A	\$23.4501
0000017830	9-Aug-86	M	G	\$48,778.08	32054	Police Officer	P	A	\$23.4510
0000015621	26-Mar-55	F	K	\$48,779.74	32608	Executive Assistant, Sr.	P	A	\$23.4518
0000016789	24-Nov-73	M	U	\$48,796.80	32640	Transit OperationsTrainer	P	A	\$23.4600
0000019063	4-May-86	M	M	\$48,856.91	32601	IT Service Desk Specialist	P	A	\$23.4889
0000019909	25-Nov-69	F	K	\$48,859.20	32608	Plans Examiner 1	P	A	\$23.4900
0000016691	9-Apr-83	M	A	\$48,996.21	32608	Transit Operations Supervisor	P	A	#####
0000018670	29-Nov-61	M	G	\$49,029.14	32609	Police Officer	P	A	\$23.5717
0000017580	30-Aug-81	M	I	\$49,109.51	32643	Firefighter (52 hours)	P	A	\$18.1618
0000017583	6-Feb-93	M	I	\$49,109.51	32091	Firefighter (52 hours)	P	A	\$18.1618
0000017431	5-Apr-82	M	I	\$49,109.51	34471	Firefighter (52 hours)	P	A	\$18.1618
0000012850	14-Aug-81	F	K	\$49,131.26	32148	Code Enforcement Officer	P	A	\$23.6208
0000010343	7-Aug-68	M	K	\$49,206.35	32054	Code Enforcement Officer	P	A	\$23.6569
0000008940	3-May-56	F	K	\$49,241.92	32653	Customer Service Support Specialist 2	P	A	\$23.6740
0000018040	9-Mar-62	M	K	\$49,283.52	32024	Motor Equipment Operator 3	P	A	\$23.6940
0000018237	13-Dec-90	M	I	\$49,312.04	32257	Fire Driver-Operator	P	A	\$18.2367
0000009779	18-Aug-62	F	M	\$49,313.47	32615	Operations Assistant	P	A	\$23.7084
0000012977	6-Apr-61	F	M	\$49,313.47	32615	Utilities Materials Specialist, Senior	P	A	\$23.7084
0000014248	17-Aug-83	M	M	\$49,313.47	32615	Utilities Materials Specialist, Senior	P	A	\$23.7084
0000010728	18-Dec-58	M	K	\$49,313.47	32640	Carpenter	P	A	\$23.7084
0000012390	28-Jul-62	M	M	\$49,313.47	32601	Customer Service Rep 2	P	A	\$23.7084
0000012992	31-Jul-64	M	M	\$49,313.47	32605	Utilities Materials Specialist, Senior	P	A	\$23.7084
0000015683	25-Mar-79	F	M	\$49,313.47	32669	Utilities Materials Specialist, Senior	P	A	\$23.7084
0000011633	29-Aug-74	M	K	\$49,313.47	32669	Fleet Technician 1	P	A	\$23.7084
0000013584	28-Aug-78	F	M	\$49,313.47	32669	Utilities Materials Specialist, Senior	P	A	\$23.7084
0000011906	29-Oct-63	M	M	\$49,319.09	32653	WATER RECLAMATION PLANT OPERATOR	P	A	\$23.7111

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0000013517	14-May-70	F	U	\$49,387.73	32606	Program Coordinator	P	A	\$23.7441
0000016553	8-Sep-69	F	E	\$49,387.76	32615	HOUSING PROGRAM COORDINATOR	P	A	#####
0000019022	28-Jan-91	F	G	\$49,444.10	32601	Police Officer	P	A	\$23.7712
0000017347	13-Feb-79	M	G	\$49,493.81	32608	Police Officer	P	A	\$23.7951
0000016769	2-Aug-60	M	K	\$49,506.91	32669	Master Fleet Technician	P	A	\$23.8014
0000019458	25-Apr-71	M	K	\$49,521.47	32618	Supply Chain Specialist	P	A	\$23.8084
0000018311	11-Nov-91	F	G	\$49,553.92	32605	Police Officer	P	A	\$23.8240
0000018060	7-Nov-91	F	G	\$49,553.92	32607	Police Officer	P	A	\$23.8240
0000018302	10-Jun-95	F	G	\$49,553.92	34472	Police Officer	P	A	\$23.8240
0000018303	8-Oct-93	M	G	\$49,553.92	32608	Police Officer	P	A	\$23.8240
0000018863	20-Sep-88	M	G	\$49,616.32	32607	Police Officer	P	A	\$23.8540
0000018227	22-Feb-94	F	G	\$49,649.39	32643	Police Officer	P	A	\$23.8699
0000019370	25-Nov-84	M	E	\$49,653.80	32606	Technical Systems Analyst 1	P	A	#####
0000017158	25-Jun-92	M	M	\$49,660.83	32640	IT Service Desk Specialist	P	A	\$23.8754
0000012408	4-Feb-58	M	G	\$49,747.98	32609	Police Officer	P	A	\$23.9173
0000012983	28-Oct-60	F	K	\$49,787.30	32615	Police Property/Evidence Specialist	P	A	\$23.9362
0000018133	18-Jul-94	F	G	\$49,792.50	32608	Police Officer	P	A	\$23.9387
0000018135	11-May-93	M	G	\$49,792.50	32605	Police Officer	P	A	\$23.9387
0000017673	29-Apr-70	M	G	\$49,795.62	32609	Police Officer	P	A	\$23.9402
0000019342	22-Apr-86	M	K	\$49,828.48	32605	Inspector 1	P	A	\$23.9560
0000019436	6-May-70	M	K	\$49,836.38	32615	Inspector 1	P	A	\$23.9598
0000018406	27-Aug-65	F	U	\$49,836.80	32615	Program Coordinator	P	A	\$23.9600
0000017018	19-Nov-83	M	I	\$49,882.31	32643	Firefighter (52 hours)	P	A	\$18.4476
0000019266	3-Apr-86	M	K	\$49,882.98	32669	Inspector 1	P	A	\$23.9822
0000012846	10-Oct-63	F	E	\$49,920.00	32643	Resource Recovery Program Coordinator	P	A	\$24.0000
0000018594	20-Jan-95	M	G	\$49,921.25	32609	Police Officer	P	A	\$24.0006
0000016205	28-Oct-89	F	E	\$49,949.00	32615	Employee and Labor Relations Representative	P	A	#####
0000008247	20-May-63	M	E	\$49,949.00	32667	Program Coordinator	P	A	#####
0000019355	22-Jun-81	M	E	\$50,000.00	32605	Planner I	P	A	#####
0000017937	21-Mar-94	F	G	\$50,031.07	32608	Police Officer	P	A	\$24.0534
0000018493	15-Sep-95	F	E	\$50,050.64	32608	CRP PROGRAM COORDINATOR	P	A	#####
0000017671	15-May-65	F	U	\$50,065.60	32615	Program Coordinator - PRCA	P	A	\$24.0700
0000013895	14-Jan-57	F	K	\$50,089.73	32607	Creative Services Specialist	P	A	\$24.0816
0000010241	18-Apr-67	M	M	\$50,112.40	32618	Maintenance Mechanic 3	P	A	\$24.0925
0000017880	23-Feb-90	M	G	\$50,126.54	32615	Police Officer	P	A	\$24.0993
0000017881	13-May-89	M	G	\$50,126.54	32608	Police Officer	P	A	\$24.0993

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0000017841	11-Mar-91	M	G	\$50,174.18	32608	Police Officer	P	A	\$24.1222
0000017829	14-May-92	M	G	\$50,221.81	32669	Police Officer	P	A	\$24.1451
0000008172	15-Mar-72	M	K	\$50,223.68	32693	Motor Equipment Operator 3	P	A	\$24.1460
0000017879	3-Aug-93	M	G	\$50,267.98	32608	Police Officer	P	A	\$24.1673
0000014002	26-Feb-61	M	M	\$50,290.24	32640	WATER RECLAMATION PLANT OPERATOR	P	A	\$24.1780
0000018315	2-Mar-76	F	G	\$50,302.93	32601	Police Officer	P	A	\$24.1841
0000019579	10-May-83	M	M	\$50,311.04	32054	Pwr Plant Mech Journeyman	P	A	\$24.1880
0000013028	6-Apr-65	M	M	\$50,311.04	32643	Power Plant Journeyman Operator	P	A	\$24.1880
0000015627	3-Mar-65	F	M	\$50,343.49	32653	Executive Assistant, Sr.	P	A	\$24.2036
0000017582	14-Apr-85	M	I	\$50,363.89	34480	Fire Driver-Operator	P	A	\$18.6257
0000013505	11-Jul-79	F	M	\$50,469.54	32608	UTILITY BILLING & CUSTOMER SOLUTIONS SPECIALIST, SENIOR	P	A	\$24.2642
0000017818	18-Apr-87	M	I	\$50,475.03	32608	Fire Driver-Operator	P	A	\$18.6668
0000017813	4-May-85	M	I	\$50,475.03	32025	Fire Driver-Operator	P	A	\$18.6668
0000017564	26-Mar-82	M	G	\$50,603.49	32606	Police Officer	P	A	\$24.3286
0000013382	3-Jun-59	M	A	\$50,717.24	32669	Transit Operations Supervisor	P	A	#####
0000010574	25-Sep-58	F	M	\$50,727.04	32667	Technical Support Specialist III	P	A	\$24.3880
0000017950	16-Jan-63	M	G	\$50,732.45	32615	Police Officer	P	A	\$24.3906
0000017399	19-May-87	M	M	\$50,740.14	32643	Electric Apparatus Technician Apprentice	P	A	\$24.3943
0000019918	31-Oct-85	F	M	\$50,757.41	32609	Executive Assistant, Sr.	P	A	\$24.4026
0000019493	15-Dec-93	F	M	\$50,758.45	32605	Executive Assistant, Sr.	P	A	\$24.4031
0000017889	12-Apr-72	M	K	\$50,801.71	32680	Master Fleet Technician	P	A	\$24.4239
0000019041	14-Aug-80	M	K	\$50,825.01	32615	Inspector 1	P	A	\$24.4351
0000018832	10-Aug-81	F	K	\$50,825.01	32656	Plans Examiner 1	P	A	\$24.4351
0000018197	6-Aug-64	M	K	\$50,828.34	32696	Master Fleet Technician	P	A	\$24.4367
0000013926	25-Oct-57	F	M	\$50,866.82	32653	Executive Assistant, Sr.	P	A	\$24.4552
0000011444	17-Jul-71	M	T	\$50,887.41	32656	Fleet Mechanic I RTS	P	A	\$24.4651
0000012998	29-Oct-84	M	G	\$50,889.90	32605	Police Officer	P	A	\$24.4663
0000018476	14-Jan-89	F	MSPAS	\$50,894.06	32608	Executive Assistant, Sr.	P	A	\$24.4683
0000010587	31-Jan-64	M	K	\$50,897.81	32693	Labor Crew Leader 2	P	A	\$24.4701
0000012713	24-Jun-70	M	M	\$50,897.81	32615	Supply Chain Specialist	P	A	\$24.4701
0000010250	14-Jul-61	F	M	\$50,901.97	32641	Energy Systems Dispatcher	P	A	\$24.4721
0000009853	9-May-71	F	USPAS	\$50,960.00	32609	Benefits Coordinator	P	A	\$24.5000
0000010800	7-Dec-78	M	T	\$51,007.22	32609	Fleet Mechanic I RTS	P	A	\$24.5227
0000018686	9-Jan-86	F	K	\$51,015.54	32609	Plans Examiner 1	P	A	\$24.5267
0000013992	10-May-57	M	K	\$51,033.84	32640	Code Enforcement Officer	P	A	\$24.5355

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0000017224	4-Feb-81	M	G	\$51,080.64	32606	Police Officer	P	A	\$24.5580
0000013145	2-Jul-56	F	V	\$51,084.80	32607	Procurement Specialist 2	P	A	\$24.5600
0000013262	23-Sep-71	M	G	\$51,099.36	32643	Police Officer	P	A	\$24.5670
0000017357	8-Apr-63	M	G	\$51,099.36	32608	Police Officer	P	A	\$24.5670
0000017373	3-Apr-86	M	G	\$51,099.36	32609	Police Officer	P	A	\$24.5670
0000011469	26-Jul-80	M	M	\$51,126.40	32605	Network Specialist	P	A	\$24.5800
0000008778	27-Jul-60	M	KD	\$51,147.62	32609	Fleet Technician 2	P	A	\$24.5902
0000017458	3-Apr-72	M	A	\$51,174.98	32680	Transit Operations Supervisor	P	A	#####
0000017866	16-Oct-86	M	I	\$51,224.04	32608	Fire Driver-Operator	P	W	\$18.9438
0000018230	3-May-88	M	I	\$51,224.04	32024	Fire Driver-Operator	P	A	\$18.9438
0000017295	7-May-88	M	G	\$51,242.67	32609	Police Officer	P	A	\$24.6359
0000010395	16-Feb-68	F	K	\$51,259.10	32606	Executive Assistant	P	A	\$24.6438
0000017928	11-Mar-63	M	K	\$51,281.98	32605	Technical Support Specialist III	P	A	\$24.6548
0000012833	25-Mar-65	M	G	\$51,313.81	32696	Police Officer - Administrative	P	A	\$24.6701
0000017277	4-Mar-87	M	G	\$51,338.14	32113	Police Officer	P	A	\$24.6818
0000016828	30-Nov-76	M	I	\$51,390.87	32044	Firefighter (52 hours)	P	A	\$19.0055
0000016262	30-Jun-77	M	I	\$51,390.87	32606	Firefighter (52 hours)	P	A	\$19.0055
0000016032	19-Oct-87	M	I	\$51,390.87	33404	Firefighter (52 hours)	P	A	\$19.0055
0000015980	8-Feb-69	M	K	\$51,397.63	32615	Electrician	P	A	\$24.7104
0000017078	24-Aug-86	F	G	\$51,422.59	34785	Police Officer	P	A	\$24.7224
0000017047	17-Aug-86	F	M	\$51,429.46	32605	IT Service Desk Specialist	P	A	\$24.7257
0000016976	22-May-58	M	L	\$51,434.24	32608	Police Property/Evidence Super	P	A	\$24.7280
0000017480	14-Aug-64	F	K	\$51,459.20	32615	Executive Assistant, Sr.	P	A	\$24.7400
0000016688	28-May-65	M	M	\$51,460.24	32621	Accelerated Production Operator 2	P	A	\$24.7405
0000017586	31-Aug-78	M	I	\$51,463.88	31605	Fire Driver-Operator	P	A	\$19.0325
0000017426	23-Mar-78	M	I	\$51,507.68	32653	Fire Driver-Operator	P	A	\$19.0487
0000017212	11-Mar-85	M	G	\$51,510.16	32643	Police Officer	P	A	\$24.7645
0000016763	27-Sep-68	F	A	\$51,557.94	32608	Administrative Service Manager Facilities	P	A	#####
0000017025	12-Jun-81	M	G	\$51,562.78	32068	Police Officer	P	L	\$24.7898
0000017584	31-Jul-85	F	I	\$51,565.01	32205	Fire Driver-Operator	P	A	\$19.0699
0000017423	27-Aug-87	M	I	\$51,565.01	32619	Fire Driver-Operator	P	A	\$19.0699
0000017331	14-Apr-82	M	I	\$51,565.28	32656	Fire Driver-Operator	P	A	\$19.0700
0000017332	9-Dec-89	M	I	\$51,565.28	32693	Fire Driver-Operator	P	A	\$19.0700
0000017330	3-Aug-87	M	I	\$51,565.28	32091	Fire Driver-Operator	P	A	\$19.0700
0000017585	29-Jun-74	M	I	\$51,565.28	32605	Fire Driver-Operator	P	A	\$19.0700
0000017587	20-Aug-91	M	I	\$51,627.20	32615	Fire Driver-Operator	P	A	\$19.0929

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0000019301	31-Jul-90	F	E	\$51,640.92	32666	Talent Acquisition Representative	P	A	#####
0000014249	23-Jan-67	M	M	\$51,779.10	32653	Supply Chain Specialist	P	A	\$24.8938
0000017745	11-Nov-78	F	F	\$51,811.07	32694	Analyst	P	A	#####
0000017044	8-Oct-87	M	G	\$51,815.30	32669	Police Officer	P	A	\$24.9112
0000017959	18-Dec-64	F	K	\$51,851.07	32608	Technical Support Specialist III	P	A	\$24.9284
0000017607	9-Mar-94	M	M	\$51,917.84	32614	Services Operator	P	A	\$24.9605
0000017606	8-May-96	M	M	\$51,917.84	32054	Services Operator	P	A	\$24.9605
0000015930	24-Feb-90	M	M	\$51,917.84	32643	Services Operator	P	A	\$24.9605
0000007638	23-May-61	M	MD	\$51,917.84	32615	Services Operator	P	A	\$24.9605
0000007651	19-Sep-62	M	M	\$51,917.84	32618	Services Operator	P	A	\$24.9605
0000017635	28-Jul-82	M	M	\$51,917.84	32615	Services Operator	P	A	\$24.9605
0000019351	5-Aug-72	F	E	\$51,935.91	32696	Land Rights Coordinator	P	A	#####
0000012315	3-Mar-75	M	K	\$51,936.98	34420	Traffic Signs/Markings Technician 3	P	A	\$24.9697
0000013040	20-Feb-59	F	M	\$51,980.66	32607	Customer Service Rep Senior	P	A	\$24.9907
0000011977	15-Oct-70	F	M	\$51,985.86	32643	Customer Service Rep Senior	P	A	\$24.9932
0000016689	9-Dec-79	M	A	\$52,000.00	32609	Transit Operations Supervisor	P	A	#####
0000018388	28-Jun-74	M	U	\$52,000.00	32601	Program Coordinator	P	A	\$25.0000
0000019840	24-Sep-69	F	F	\$52,000.00	32605	Collections Recovery Specialist	P	A	#####
0000019855	8-Sep-98	M	E	\$52,000.00	32608	Planner I	P	A	#####
0000019985	13-Jun-74	F		\$52,000.00	32608	Analyst	P	A	#####
0000018949	13-Aug-96	M	M	\$52,000.83	32656	Water Plant Operator/Mechanic	P	A	\$25.0004
0000017756	30-Dec-65	F	C	\$52,016.64	32605	Legal Assistant 2	P	A	\$25.0080
0000019308	8-Mar-77	F	K	\$52,022.88	32609	Executive Assistant	P	A	\$25.0110
0000016378	6-Jan-78	M	M	\$52,150.38	32640	IT Service Desk Specialist	P	A	\$25.0723
0000008777	12-Jan-67	M	KD	\$52,175.76	32615	Fleet Technician 2	P	A	\$25.0845
0000016100	8-Jun-51	M	T	\$52,304.51	34481	Fleet Mech II RTS	P	A	\$25.1464
0000017077	7-Mar-90	F	G	\$52,450.94	32605	Police Officer	P	A	\$25.2168
0000016987	28-Feb-87	M	G	\$52,450.94	32615	Police Officer	P	A	\$25.2168
0000017009	11-May-87	M	G	\$52,450.94	32038	Police Officer	P	A	\$25.2168
0000017081	4-Aug-89	M	G	\$52,450.94	32669	Police Officer	P	A	\$25.2168
0000017945	15-Oct-78	M	M	\$52,489.42	34475	Accelerated Production Operator 2	P	A	\$25.2353
0000011545	7-Nov-80	M	K	\$52,500.03	32640	Motor Equipment Operator 3	P	A	\$25.2404
0000018129	2-Sep-72	M	K	\$52,520.00	32693	Traffic Signal Technician 3	P	A	\$25.2500
0000012331	29-Dec-78	F	KSPAS	\$52,522.08	32608	Executive Assistant, Sr.	P	A	\$25.2510
0000016527	9-Mar-82	M	I	\$52,534.93	34688	Firefighter (52 hours)	P	A	\$19.4286
0000016877	23-May-87	M	G	\$52,546.42	32605	Police Officer	P	L	\$25.2627

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019646	22-Jul-69	M	M	\$52,624.00	32615	Material Handling Equipment Operator 2	P	A	\$25.3000
0000017911	1-Nov-72	M	A	\$52,633.71	32605	Transit Facilities Supervisor	P	A	#####
0000019413	31-Dec-95	M	E	\$52,636.89	32621	Engineer Utility Designer 1	P	A	#####
0000010245	3-Jul-65	F	M	\$52,682.24	32669	Technical Support Specialist III	P	A	\$25.3280
0000016471	19-Jul-55	M	K	\$52,696.18	32641	Solid Waste Collection Inspector	P	A	\$25.3347
0000015609	11-Sep-81	M	K	\$52,697.42	32044	Motor Equipment Operator 3	P	A	\$25.3353
0000019647	6-Apr-78	M	M	\$52,697.42	32177	Material Handling Equipment Operator 2	P	A	\$25.3353
0000013582	30-Aug-87	M	M	\$52,697.42	32669	Field Services Technician	P	W	\$25.3353
0000019624	18-Apr-70	M	M	\$52,697.42	32177	Material Handling Equipment Operator 2	P	A	\$25.3353
0000015986	21-Dec-87	M	M	\$52,697.42	32091	Field Services Technician	P	A	\$25.3353
0000018159	11-Aug-93	F	F	\$52,759.16	32693	Technical Systems Analyst 1	P	A	#####
0000017228	24-Feb-83	M	I	\$52,765.86	32643	Fire Driver-Operator	P	A	\$19.5140
0000017019	30-Dec-80	F	I	\$52,765.86	32605	Fire Driver-Operator	P	A	\$19.5140
0000019147	7-Nov-84	F	KSPAS	\$52,778.13	32666	Executive Assistant, Sr.	P	A	\$25.3741
0000016959	7-Apr-90	M	G	\$52,784.99	32669	Police Officer	P	A	\$25.3774
0000010175	24-Aug-67	F	L	\$52,811.20	32615	Code Enforcement Supervisor	P	A	\$25.3900
0000015608	18-Dec-56	M	N	\$52,814.74	32091	Warehouse Supervisor	P	A	\$25.3917
0000011773	3-Aug-77	F	K	\$52,814.74	32653	Police Property/Evidence Specialist	P	A	\$25.3917
0000016782	6-Jan-89	M	G	\$52,832.62	32643	Police Officer	P	A	\$25.4003
0000012991	29-Jun-67	M	K	\$52,844.48	32038	Fleet Technician 2	P	A	\$25.4060
0000012394	12-Dec-64	F	F	\$52,897.57	32615	Customer Service Training Facilitator	P	A	#####
0000012589	12-Jun-70	M	M	\$52,956.18	32608	Services Operator	P	A	\$25.4597
0000011214	27-Jun-50	M	M	\$52,956.18	32641	Services Operator	P	A	\$25.4597
0000010463	17-Aug-68	M	M	\$52,956.18	32618	Services Operator	P	A	\$25.4597
0000015516	13-Dec-87	M	M	\$52,956.18	32044	Services Operator	P	A	\$25.4597
0000013556	8-Dec-70	M	M	\$52,956.18	32618	Services Operator	P	A	\$25.4597
0000010101	16-Mar-68	M	M	\$52,956.18	32641	Services Operator	P	A	\$25.4597
0000007549	3-Oct-63	M	M	\$52,956.18	32176	Services Operator	P	A	\$25.4597
0000011378	20-Mar-69	M	M	\$52,956.18	32696	Services Operator	P	A	\$25.4597
0000013987	11-Mar-66	M	M	\$52,956.18	32605	Services Operator	P	A	\$25.4597
0000015561	31-Jul-80	M	M	\$52,956.18	32615	Services Operator	P	A	\$25.4597
0000011522	29-Jan-76	M	M	\$52,956.18	32038	Services Operator	P	A	\$25.4597
0000007538	19-Jan-65	M	M	\$52,956.18	32619	Services Operator	P	A	\$25.4597
0000016090	20-Jul-89	M	M	\$52,956.18	32091	Services Operator	P	W	\$25.4597
0000015521	14-Oct-87	M	M	\$52,956.18	32609	Services Operator	P	A	\$25.4597
0000011835	2-Dec-75	M	M	\$52,956.18	32693	Services Operator	P	A	\$25.4597

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000011551	9-Oct-76	M	M	\$52,956.18	32008	Services Operator	P	A	\$25.4597
0000010989	24-May-69	M	M	\$52,956.18	32640	Services Operator	P	A	\$25.4597
0000012450	14-Aug-77	M	M	\$52,959.09	32606	WATER RECLAMATION PLANT OPERATOR	P	A	\$25.4611
0000019186	24-Feb-75	F	K	\$53,040.00	32696	Technical Support Specialist III	P	A	\$25.5000
0000018188	12-Jul-68	M	K	\$53,040.00	34482	Traffic Signal Technician 3	P	A	\$25.5000
0000019632	4-Aug-79	F	E	\$53,110.50	32177	Accountant 2	P	A	#####
0000017280	20-Aug-78	F	K	\$53,123.20	32091	Executive Assistant	P	A	\$25.5400
0000019191	21-Mar-78	F	ESPAS	\$53,173.51	32605	Analyst	P	A	#####
0000018333	14-Jan-90	F	M	\$53,204.74	32653	Utility GIS Technician	P	A	\$25.5792
0000012357	13-Oct-62	M	T	\$53,221.17	32618	Fleet Mech II RTS	P	A	\$25.5871
0000012660	5-Nov-58	M	K	\$53,339.94	32621	Master Fleet Technician	P	A	\$25.6442
0000017073	4-Nov-91	M	M	\$53,352.21	32656	Network Cabling Specialist 2	P	A	\$25.6501
0000016657	10-Sep-83	M	M	\$53,352.21	32609	Network Cabling Specialist 2	P	A	\$25.6501
0000012668	9-Feb-73	M	M	\$53,374.46	32643	Technical Support Specialist III	P	A	\$25.6608
0000018025	22-May-86	M	M	\$53,410.24	32091	WATER RECLAMATION PLANT OPERATOR	P	A	\$25.6780
0000016547	15-Nov-74	M	M	\$53,466.40	32656	Accelerated Production Operator 2	P	A	\$25.7050
0000010577	7-Aug-65	M	K	\$53,500.51	32693	Tree Surgeon 3	P	A	\$25.7214
0000013131	21-Jul-65	M	M	\$53,511.54	32601	New Services Specialist	P	A	\$25.7267
0000016233	31-Mar-74	M	M	\$53,530.46	32606	WasteWater Plant Operator III	P	A	\$25.7358
0000016702	1-Aug-76	M	G	\$53,597.44	32641	Police Officer	P	A	\$25.7680
0000016002	20-Apr-86	M	G	\$53,600.98	32607	Police Officer	P	A	\$25.7697
0000018110	1-Aug-77	F	E	\$53,682.46	32609	Community Redevelopment Agency (CRA) Project Manager II	P	A	#####
0000016741	18-Feb-87	M	G	\$53,697.49	32615	Police Officer	P	A	\$25.8161
0000010654	6-Jul-78	F	KSPAS	\$53,717.25	32653	Account Clerk Senior	P	A	\$25.8256
0000019628	25-Jan-72	M	M	\$53,726.40	32641	Material Handling Equipment Operator 1	P	A	\$25.8300
0000012815	20-Jun-71	M	M	\$53,751.36	32615	Wastewater Mechanic	P	A	\$25.8420
0000013465	23-Jul-68	M	M	\$53,751.36	32653	Utilities Location Technician	P	A	\$25.8420
0000013502	16-Jul-60	M	M	\$53,751.36	32615	Field Services Technician	P	A	\$25.8420
0000016375	12-Aug-86	M	M	\$53,751.36	32615	Gas Worker	P	A	\$25.8420
0000012298	26-Feb-73	M	K	\$53,751.36	32643	Motor Equipment Operator 3	P	A	\$25.8420
0000012159	20-Apr-72	M	M	\$53,751.36	32643	Services Operator	P	A	\$25.8420
0000011870	21-Dec-51	M	M	\$53,751.36	326940000	Electric Utilities Inspector	P	A	\$25.8420
0000010792	19-Jan-57	M	K	\$53,751.36	32667	Motor Equipment Operator 3	P	A	\$25.8420
0000011123	10-Dec-62	M	M	\$53,751.36	32653	Field Services Technician	P	A	\$25.8420
0000009734	16-Dec-63	M	M	\$53,751.36	32608	Line Technician	P	A	\$25.8420

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0000015616	8-Nov-78	M	K	\$53,751.36	32044	Motor Equipment Operator 3	P	A	\$25.8420
0000016573	22-Jun-74	M	M	\$53,751.36	32025	Material Handling Equipment Operator 2	P	A	\$25.8420
0000016576	19-May-86	M	K	\$53,751.36	32148	Motor Equipment Operator 3	P	A	\$25.8420
0000013927	12-May-87	M	M	\$53,751.36	32054	Field Services Technician	P	A	\$25.8420
0000010187	7-Aug-70	M	M	\$53,751.36	32656	Line Technician	P	A	\$25.8420
0000010672	1-Oct-75	M	M	\$53,751.36	32669	Services Operator	P	A	\$25.8420
0000009806	3-Oct-69	M	M	\$53,751.36	32113	Gas Worker	P	A	\$25.8420
0000007295	19-Feb-65	M	K	\$53,751.36	32669	Motor Equipment Operator 3	P	A	\$25.8420
0000007399	11-Nov-58	M	M	\$53,751.36	32616	Utilities Location Technician	P	A	\$25.8420
0000011911	10-Feb-71	M	M	\$53,751.36	32615	Field Services Technician	P	A	\$25.8420
0000016942	3-Nov-73	M	MSPAS	\$53,751.36	32641	Wastewater Mechanic	P	A	\$25.8420
0000016771	4-Dec-84	M	M	\$53,751.36	32609	Material Handling Equipment Operator 2	P	A	\$25.8420
0000010897	20-Nov-64	M	M	\$53,751.36	32605	Line Technician	P	A	\$25.8420
0000012048	30-Dec-81	M	M	\$53,751.36	32042	Services Operator	P	A	\$25.8420
0000012271	10-May-69	M	M	\$53,751.36	32608	Field Services Technician	P	A	\$25.8420
0000007356	23-Oct-65	M	M	\$53,751.36	32615	Line Technician	P	A	\$25.8420
0000007973	24-Dec-70	M	K	\$53,751.36	32606	Motor Equipment Operator 3	P	A	\$25.8420
0000008721	18-Feb-61	F	K	\$53,751.36	32606	Account Clerk Senior	P	A	\$25.8420
0000015527	25-Feb-86	M	M	\$53,751.36	32618	Line Technician	P	A	\$25.8420
0000015985	13-Apr-63	M	M	\$53,751.36	32140	Field Services Technician	P	A	\$25.8420
0000013458	30-May-52	M	K	\$53,751.36	32615	Motor Equipment Operator 3	P	A	\$25.8420
0000014053	23-Oct-70	M	M	\$53,751.36	32618	Utilities Location Technician	P	A	\$25.8420
0000012675	24-Nov-78	M	M	\$53,751.36	32640	Services Operator	P	A	\$25.8420
0000017968	20-Jan-66	M	M	\$53,751.36	32615	Line Technician	P	A	\$25.8420
0000017193	17-Mar-76	F	M	\$53,751.36	32643	Utilities Location Technician	P	A	\$25.8420
0000017545	13-Sep-93	M	M	\$53,751.36	32054	Line Technician	P	A	\$25.8420
0000016381	17-Dec-85	M	M	\$53,751.36	32091	Field Services Technician	P	A	\$25.8420
0000016401	6-Sep-82	M	M	\$53,751.36	32693	Field Services Technician	P	A	\$25.8420
0000016011	20-Jan-69	M	M	\$53,751.36	34479	Utilities Location Technician	P	A	\$25.8420
0000014056	1-Feb-71	M	M	\$53,751.36	32608	Material Handling Equipment Operator 2	P	A	\$25.8420
0000013463	20-Aug-80	M	M	\$53,751.36	32606	Field Services Technician	P	A	\$25.8420
0000007617	27-Dec-64	M	M	\$53,751.36	32640	Services Operator	P	A	\$25.8420
0000010139	5-Apr-77	M	K	\$53,751.36	326093187	Bicycle/Pedestrian Coordinator	P	A	\$25.8420
0000010264	4-Apr-60	M	M	\$53,751.36	32680	Process Plant Operator 2	P	A	\$25.8420
0000011653	17-Aug-57	M	M	\$53,751.36	32606	Gas Worker	P	A	\$25.8420
0000012386	19-Jul-68	M	M	\$53,751.36	32609	Field Services Technician	P	A	\$25.8420

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0000012198	9-May-80	M	M	\$53,751.36	32669	Field Services Technician	P	A	\$25.8420
0000016545	1-Jun-89	M	G	\$53,764.26	32618	Police Officer	P	A	\$25.8482
0000015868	28-Oct-77	M	A	\$53,795.37	32615	Transit Operations Supervisor	P	A	#####
0000019545	10-Jul-86	M	M	\$53,927.54	32054	Pwr Plant Mech Journeyman	P	A	\$25.9267
0000010724	26-Sep-68	F	A	\$53,969.75	32686	Transit Operations Supervisor	P	A	#####
0000018569	21-Aug-89	F	E	\$54,000.00	32601	Urban Forestry Inspector	P	A	#####
0000016039	9-Apr-74	M	I	\$54,066.21	32696	Fire Driver-Operator	P	A	\$19.9949
0000015593	27-Jan-66	M	A	\$54,102.03	34480	Transit Operations Supervisor	P	A	#####
0000013861	4-Sep-77	F	M	\$54,111.62	32615	Executive Assistant, Sr.	P	A	\$26.0152
0000012997	22-Dec-80	M	E	\$54,288.35	32609	Recreation Supervisor	P	A	#####
0000015866	7-Mar-67	F	A	\$54,339.02	32618	Transit Operations Supervisor	P	A	#####
0000014061	18-Apr-72	M	T	\$54,389.92	32669	Fleet Mech II RTS	P	A	\$26.1490
0000015805	9-Aug-85	M	G	\$54,415.71	32643	Police Officer	P	A	\$26.1614
0000016386	28-Dec-79	M	U	\$54,454.40	32641	Wellness Coordinator	P	A	\$26.1800
0000016872	23-Jun-86	M	M	\$54,510.98	32693	Relay Technician Apprentice	P	A	\$26.2072
0000015972	19-Jun-69	M	M	\$54,532.19	32693	Technical Support Specialist III	P	A	\$26.2174
0000016589	29-Jan-77	M	G	\$54,545.71	32605	Police Officer	P	A	\$26.2239
0000016487	8-Aug-88	M	G	\$54,562.56	32606	Police Officer	P	A	\$26.2320
0000010744	4-May-67	F	A	\$54,598.21	32608	Transit Operations Supervisor	P	A	#####
0000016460	23-Sep-86	M	G	\$54,645.76	32603	Police Officer	P	A	\$26.2720
0000016459	24-Dec-81	M	G	\$54,645.76	32606	Police Officer	P	A	\$26.2720
0000016446	2-Jun-80	M	G	\$54,662.61	32643	Police Officer	P	A	\$26.2801
0000016449	23-Jun-87	M	G	\$54,662.61	32605	Police Officer	P	A	\$26.2801
0000016450	11-Aug-66	M	G	\$54,662.61	32605	Police Officer	P	A	\$26.2801
0000018532	15-Jan-86	F	E	\$54,675.86	32605	Transit Asset Management Analyst	P	A	#####
0000014004	22-Jul-82	M	I	\$54,687.05	32696	Firefighter (52 hours)	P	A	\$20.2245
0000017142	20-Nov-87	M	E	\$54,714.64	32605	Reichert House Youth Program Manager	P	A	#####
0000019181	19-Oct-87	F	F	\$54,729.65	32054	Communications Specialist, Senior - Utilities	P	A	#####
0000018718	8-Mar-61	F	F	\$54,756.10	32606	Accountant 2	P	A	#####
0000018168	28-Dec-86	M	M	\$54,976.06	32038	Electric Line Worker Apprentice	P	A	\$26.4308
0000018170	8-Jun-95	M	M	\$54,976.06	32666	Electric Line Worker Apprentice	P	A	\$26.4308
0000018186	19-Jun-92	M	M	\$54,976.06	32643	Electric Line Worker Apprentice	P	A	\$26.4308
0000019364	19-Jul-94	M	M	\$54,976.06	32606	Electric Line Worker Apprentice	P	A	\$26.4308
0000018167	19-Feb-93	M	M	\$54,976.06	32693	Electric Line Worker Apprentice	P	A	\$26.4308
0000018169	23-Mar-87	M	M	\$54,976.06	32615	Electric Line Worker Apprentice	P	A	\$26.4308
0000018165	27-Apr-94	M	M	\$54,976.06	32696	Electric Line Worker Apprentice	P	A	\$26.4308

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0000019363	9-Nov-83	M	M	\$54,976.06	32044	Electric Line Worker Apprentice	P	A	\$26.4308
0000018699	17-Jun-91	M	U	\$54,980.64	32605		P	A	\$26.4330
0000013173	10-Jan-66	M	K	\$54,983.97	32643	Master Fleet Technician	P	A	\$26.4346
0000019380	10-Mar-91	F	E	\$55,000.00	32605	Community Redevelopment Agency (CRA) Project Manager II	P	A	#####
0000016022	7-Sep-71	M	M	\$55,036.80	32608	WATER RECLAMATION PLANT OPERATOR	P	A	\$26.4600
0000012348	14-Oct-76	M	M	\$55,100.45	32669	Customer Service Rep Senior	P	A	\$26.4906
0000013747	17-Oct-63	M	T	\$55,132.06	32640	Fleet Mech II RTS	P	A	\$26.5058
0000018242	13-Apr-68	F	ESPAS	\$55,234.74	32148	Analyst	P	A	#####
0000018666	10-Apr-65	M	K	\$55,288.90	32608	Inspector 2	P	A	\$26.5812
0000012187	25-Feb-74	F	K	\$55,386.86	32669	Landlord Permitting Coordinator	P	A	\$26.6283
0000013146	11-Oct-65	M	T	\$55,404.54	32618	Fleet Mech II RTS	P	A	\$26.6368
0000017661	8-Oct-86	M	M	\$55,413.28	32605	Technical Support Specialist III	P	A	\$26.6410
0000016393	4-Oct-76	M	G	\$55,444.06	32696	Police Officer	P	A	\$26.6558
0000016395	16-Jan-89	F	G	\$55,444.06	32054	Police Officer	P	A	\$26.6558
0000016212	30-May-68	F	C	\$55,486.29	32605	Legal Assistant 2	P	A	\$26.6761
0000018626	6-Oct-83	M	M	\$55,493.57	32148	Electric Line Clearance Coordinator	P	A	\$26.6796
0000008214	25-Feb-70	M	K	\$55,500.22	32615	Traffic Management System Specialist II	P	A	\$26.6828
0000012132	4-Feb-67	M	G	\$55,564.29	32643	Police Officer	P	A	\$26.7136
0000017636	29-May-88	M	M	\$55,566.78	32601	WATER RECLAMATION PLANT OPERATOR	P	A	\$26.7148
0000012636	28-Feb-72	M	I	\$55,598.57	32605	Firefighter (52 hours)	P	A	\$20.5616
0000016227	6-Feb-88	M	G	\$55,610.88	32653	Police Officer	P	A	\$26.7360
0000016229	22-Dec-86	M	G	\$55,610.88	32608	Police Officer	P	A	\$26.7360
0000013394	13-Jun-84	F	U	\$55,660.80	32605	Fire and Life Safety Educator	P	A	\$26.7600
0000012401	11-May-61	F	E	\$55,688.70	32641	Logistics Coordinator	P	A	#####
0000016096	9-Apr-63	M	G	\$55,727.78	32605	Police Officer	P	A	\$26.7922
0000017539	19-Apr-68	M	M	\$55,750.86	32615	Pwr Plant Lab Technician Apprentice	P	A	\$26.8033
0000016525	1-Mar-80	M	I	\$55,903.04	32615	Fire Driver-Operator	P	A	\$20.6742
0000018218	10-May-63	M	F	\$55,950.52	32606	Collections Recovery Specialist	P	A	#####
0000012436	4-Sep-66	M	MSPAS	\$55,973.42	32054	Utilities Facilities Technician, Lead	P	A	\$26.9103
0000014226	10-Nov-78	F	N	\$56,008.58	32605	Customer Service Supervisor-Utilities	P	A	\$26.9272
0000018590	5-Apr-75	F	N	\$56,008.58	32221	Customer Service Supervisor-Utilities	P	A	\$26.9272
0000017563	30-Apr-77	M	NACT	\$56,009.62	32693	Utilities Facilities Manager	P	A	#####
0000016753	6-Jul-82	F	G	\$56,036.45	32669	Police Corporal	P	A	\$26.9406
0000014106	8-Mar-78	M	M	\$56,048.72	32621	Energy Delivery Facilities Specialist 2	P	A	\$26.9465
0000008776	11-May-68	M	KD	\$56,078.88	32656	Master Fleet Technician	P	A	\$26.9610

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000018663	11-Aug-57	F	A	\$56,095.21	32054	Transit Scheduler	P	A	#####
0000009768	22-Nov-72	M	M	\$56,264.83	32091	Supply Chain Specialist	P	A	\$27.0504
0000016927	11-Mar-81	M	I	\$56,319.45	32607	Fire Driver-Operator	P	A	\$20.8282
0000016920	22-Sep-84	M	I	\$56,319.45	32221	Fire Driver-Operator	P	A	\$20.8282
0000016188	4-Jan-78	M	G	\$56,375.49	32606	Police Officer	P	A	\$27.1036
0000014245	21-Oct-71	M	G	\$56,380.06	32606	Police Officer	P	A	\$27.1058
0000016534	3-Nov-85	M	I	\$56,381.64	32643	Firefighter (52 hours)	P	N	\$20.8512
0000012334	30-Mar-70	F	A	\$56,382.08	32606	Fleet Support Supervisor	P	A	#####
0000019307	12-Apr-71	M	E	\$56,428.69	32608	Equal Opportunity Office Coordinator	P	A	#####
0000012031	15-Mar-81	M	M	\$56,438.93	32669	Wtr/Wstwtr Crew Leader	P	A	\$27.1341
0000012680	4-Feb-60	M	K	\$56,452.24	32054	Code Enforcement Officer	P	A	\$27.1405
0000016076	1-Aug-86	F	G	\$56,475.74	32643	Police Officer	P	A	\$27.1518
0000010174	4-May-66	M	M	\$56,488.02	32044	Revenue Protection Investigator	P	A	\$27.1577
0000016035	7-May-70	M	G	\$56,492.38	32606	Police Officer	P	A	\$27.1598
0000019334	9-Apr-87	M	ESPAS	\$56,516.92	32601	Analyst	P	A	#####
0000015961	1-Jan-85	F	G	\$56,542.51	32608	Police Officer	P	A	\$27.1839
0000008756	20-Mar-64	M	KD	\$56,591.39	32038	Master Fleet Technician	P	A	\$27.2074
0000016626	15-Oct-56	M	K	\$56,695.39	32607	Rehabilitation Specialist 2	P	A	\$27.2574
0000011707	2-Jul-69	M	I	\$56,701.80	32606	Firefighter (52 hours)	P	A	\$20.9696
0000011486	10-Dec-67	M	K	\$56,734.50	32615	Master Fleet Technician	P	A	\$27.2762
0000016043	30-Aug-79	M	I	\$56,783.73	34431	Fire Lieutenant	P	A	\$20.9999
0000011393	17-Jul-79	M	K	\$56,784.21	32616	Labor Crew Leader 2 - Public Works	P	A	\$27.3001
0000014087	1-Mar-89	F	G	\$56,804.38	32626	Police Corporal	P	A	\$27.3098
0000007661	20-Dec-64	M	MD	\$56,871.57	32656	Gas Worker Lead	P	A	\$27.3421
0000008028	8-Sep-63	F	KD	\$56,871.57	32008	Code Enforcement Officer	P	A	\$27.3421
0000019309	16-Feb-70	F	K	\$56,901.31	32738	Executive Assistant	P	A	\$27.3564
0000019341	4-Dec-57	M	K	\$56,928.35	32653	Fire Rescue Logistics Officer	P	A	\$27.3694
0000010832	7-Jan-79	M	G	\$56,993.46	32605	Police Officer	P	A	\$27.4007
0000019335	13-Mar-91	M	F	\$57,000.00	32666	Accountant 2	P	A	#####
0000019978	19-Nov-91	F	E	\$57,000.00	32607	Compliance Investigator	P	A	#####
0000010173	15-Jul-70	F	G	\$57,026.94	32606	Police Officer	P	A	\$27.4168
0000008638	12-Mar-62	M	ID	\$57,083.06	32641	Firefighter (52 hours)	P	A	\$21.1106
0000008449	29-Jul-73	M	E	\$57,231.28	32605	Reichert House Youth Program Manager	P	A	#####
0000010719	25-Dec-69	M	A	\$57,259.06	32643	Transit Fleet Supervisor	P	A	#####
0000016447	31-Mar-87	M	G	\$57,276.13	32669	Police Corporal	P	A	\$27.5366
0000013587	22-Apr-63	F	N	\$57,323.14	32608	Customer Service Supervisor-Utilities	P	A	\$27.5592

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0000015831	19-Jan-83	M	G	\$57,323.97	34481	Police Officer	P	A	\$27.5596
0000018810	3-Mar-92	F	ESPAS	\$57,329.16	32615	Environmental Coordinator	P	A	#####
0000015783	8-Mar-86	M	G	\$57,340.40	32607	Police Officer	P	A	\$27.5675
0000014045	11-Jan-85	M	M	\$57,367.23	32091	Technical Support Specialist III	P	A	\$27.5804
0000015695	14-Aug-85	M	G	\$57,374.10	32606	Police Officer	P	A	\$27.5837
0000015686	30-Oct-69	M	G	\$57,374.10	32606	Police Officer	P	A	\$27.5837
0000015693	13-Dec-86	M	G	\$57,374.10	32643	Police Officer	P	A	\$27.5837
0000014020	3-Dec-71	M	G	\$57,390.74	32615	Police Officer	P	A	\$27.5917
0000016482	22-Jul-87	M	G	\$57,394.06	32615	Police Corporal	P	A	\$27.5933
0000015566	29-Feb-72	M	G	\$57,440.86	32605	Police Officer	P	A	\$27.6158
0000011932	16-Jun-66	M	M	\$57,455.63	32054	Technical Support Specialist III	P	A	\$27.6229
0000015534	23-Mar-83	M	G	\$57,457.30	32604	Police Officer	P	A	\$27.6237
0000013304	8-Oct-61	F	GD	\$57,490.99	34420	Police Officer	P	A	\$27.6399
0000015369	23-Jun-78	M	G	\$57,490.99	32615	Police Officer	P	A	\$27.6399
0000014098	15-Sep-80	M	G	\$57,557.76	32643	Police Officer	P	A	\$27.6720
0000012476	28-Sep-57	F	E	\$57,583.07	32641	Billing & Collections Supervisor	P	A	#####
0000017179	22-Jun-76	F	USPAS	\$57,616.00	32653		P	A	\$27.7000
0000013603	18-Jan-82	M	MACT	\$57,693.79	32693	Network Cabling Supervisor	P	A	\$27.7374
0000013305	8-Jun-66	M	K	\$57,720.83	32640	Traffic Signs and Markings Supervisor	P	A	\$27.7504
0000017294	17-Feb-55	F	EACT	\$57,742.99	32608	Learning & Organizational Development Specialist	P	A	#####
0000016675	27-Nov-75	M	M	\$57,763.06	32669	Power Plant Journeyman Operator	P	A	\$27.7707
0000017669	15-Sep-72	M	M	\$57,763.06	32025	Power Plant Journeyman Operator	P	A	\$27.7707
0000017940	6-Sep-70	F	M	\$57,773.25	32605	Technical Support Specialist III	P	A	\$27.7756
0000018628	25-Feb-81	M	A	\$57,774.07	32653	Transit Safety & Security Officer	P	A	#####
0000016701	1-May-83	M	M	\$57,781.36	32669	Network Cabling Specialist 2	P	A	\$27.7795
0000013053	27-Oct-57	F	U	\$57,782.40	32606	ADA Paratransit Coordinator	P	A	\$27.7800
0000015815	13-Jul-66	F	E	\$57,800.00	32686	Analyst Senior	P	A	#####
0000013279	22-Jun-79	M	ESPAS	\$57,804.54	32606	Reichert House Youth Program Manager	P	A	#####
0000013472	10-Feb-72	M	G	\$57,841.68	32608	Police Officer	P	A	\$27.8085
0000013496	21-Aug-84	F	E	\$57,849.00	32601	Small, Minority & Veteran Business Procurement Program Coord	P	A	#####
0000017530	27-Jun-79	M	E	\$57,850.00	32034	Planner I	P	A	#####
0000019916	12-Oct-79	F	E	\$57,850.00	32609	Performance and Data Analyst	P	A	#####
0000016187	24-Oct-82	M	G	\$57,863.94	32607	Police Corporal	P	A	\$27.8192
0000012059	2-Oct-69	F	F	\$57,977.59	32666	Analyst	P	A	#####

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0000016528	17-Oct-84	M	I	\$57,985.12	32607	Fire Lieutenant	P	A	\$21.4442
0000016566	5-Aug-64	M	M	\$57,993.10	32643	Pwr System Coordinator 2	P	A	\$27.8813
0000019891	8-Mar-82	M	E	\$58,000.00	32606	Recreation Supervisor	P	A	#####
0000019105	28-Jul-86	M	E	\$58,064.16	32615	Procurement Specialist 3	P	A	#####
0000015817	6-Jan-74	M	N	\$58,098.98	32619	Pwr Plant Materials Supervisor	P	A	\$27.9322
0000018530	11-Jul-63	M	K	\$58,110.00	32653	Plans Examiner 2	P	A	\$27.9375
0000016033	30-Mar-84	M	I	\$58,189.00	32608	Fire Lieutenant	P	A	\$21.5196
0000019358	3-Aug-83	M	M	\$58,221.07	34482	Relay Technician Apprentice	P	A	\$27.9909
0000008656	10-Jan-70	M	ID	\$58,230.37	34470	Firefighter (52 hours)	P	A	\$21.5349
0000009701	26-Jun-66	M	T	\$58,273.07	32618	Fleet Mech II RTS	P	A	\$28.0159
0000016853	3-Jan-90	M	M	\$58,293.46	32615	Wtr/Wstwtr Crew Leader	P	A	\$28.0257
0000013931	8-Feb-84	M	M	\$58,293.46	32640	Wtr/Wstwtr Crew Leader	P	A	\$28.0257
0000011907	2-Sep-57	M	K	\$58,325.70	32640	A/C and Heating Mech	P	A	\$28.0412
0000014018	28-Feb-75	M	G	\$58,339.22	32164	Police Officer	P	A	\$28.0477
0000013957	25-Apr-79	M	G	\$58,372.50	32653	Police Officer	P	A	\$28.0637
0000013109	9-Oct-83	M	E	\$58,375.91	32609	Reichert House Youth Program Manager	P	A	#####
0000016248	16-Apr-68	M	A	\$58,391.14	32044	Transit Fleet Supervisor	P	A	#####
0000016197	2-May-85	M	G	\$58,397.87	32669	Police Corporal	P	A	\$28.0759
0000016442	19-Dec-68	M	L	\$58,449.04	32606	Police Records Supervisor	P	A	\$28.1005
0000016103	10-Feb-81	M	G	\$58,457.98	32643	Police Corporal	P	A	\$28.1048
0000008503	23-Sep-64	M	A	\$58,474.62	32607	Transit Operations Supervisor	P	A	#####
0000012643	16-Feb-83	F	F	\$58,510.14	32608	Utility Marketing Rep	P	A	#####
0000012642	18-Dec-51	F	M	\$58,538.27	32605	Utility GIS Technician	P	A	\$28.1434
0000010210	7-Oct-69	M	K	\$58,589.02	32643	Stormwater Services Coordinator	P	A	\$28.1678
0000012720	29-Aug-72	M	L	\$58,589.02	32666	Survey Party Chief	P	A	\$28.1678
0000011504	24-Jan-65	M	L	\$58,589.02	32643	Natural Resource Maintenance Supervisor	P	A	\$28.1678
0000015544	14-Feb-51	F	A	\$58,624.52	32148	Transit Customer Advocate	P	A	#####
0000015420	17-Jan-84	F	G	\$58,631.66	32608	Police Corporal	P	A	\$28.1883
0000019766	5-Nov-84	M	E	\$58,660.00	32608	Talent Acquisition Representative	P	A	#####
0000018523	30-May-58	M	K	\$58,678.46	32669	Inspector 2	P	A	\$28.2108
0000018396	13-Dec-55	M	K	\$58,678.46	32669	Inspector 2	P	A	\$28.2108
0000014031	14-Jun-83	M	I	\$58,684.64	32653	Fire Driver-Operator	P	A	\$21.7029
0000018524	5-Aug-59	M	K	\$58,688.45	32606	Inspector 2	P	A	\$28.2156
0000016034	23-Mar-84	M	I	\$58,698.16	32068	Fire Lieutenant	P	A	\$21.7079
0000013286	25-Sep-72	M	M	\$58,728.38	32040	Electric Line Clearance Coordinator	P	A	\$28.2348
0000019577	19-Jun-79	F	E	\$58,733.17	34471	Analyst Senior	P	A	#####

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0000016612	11-Aug-66	M	T	\$58,745.00	32643	Transit Community Services Specialist	P	A	#####
0000012011	7-Dec-69	F	C	\$58,808.26	32605	Legal Assistant 2	P	A	\$28.2732
0000007522	1-Aug-64	M	M	\$58,814.70	32605	Technical Support Specialist III	P	A	\$28.2763
0000016531	12-May-82	M	I	\$58,823.09	32609	Fire Lieutenant	P	A	\$21.7541
0000015734	3-Mar-78	F	F	\$58,830.12	32606	Utility Billing and Customer Solutions Supervisor	P	A	#####
0000016530	20-Aug-83	M	I	\$58,894.47	32669	Fire Lieutenant	P	A	\$21.7805
0000016982	17-Apr-67	M	F	\$58,922.81	32666	Analyst	P	A	#####
0000013581	18-Jul-69	M	N	\$58,942.42	32618	Warehouse Supervisor	P	A	\$28.3377
0000012209	10-Jul-68	M	I	\$58,960.18	32608	Firefighter (52 hours)	P	A	\$21.8048
0000012619	19-Jul-73	M	I	\$58,976.40	32696	Firefighter (52 hours)	P	A	\$21.8108
0000018940	16-Feb-94	M	F	\$59,000.00	32605	Engineer Utility Designer 1	P	A	#####
0000010674	14-Aug-69	M	E	\$59,062.40	32605	Recycling Program Coordinator	P	A	#####
0000010550	21-Nov-70	F	F	\$59,066.08	32605	Residential Efficiency Program Coordinator 3	P	A	#####
0000018996	15-Dec-75	F	A	\$59,078.80	32605	Assistant Cultural Affairs Manager	P	A	#####
0000017901	28-Dec-54	F	F	\$59,085.84	32605	Community Relations Coordinator-Utilties	P	A	#####
0000015834	18-May-74	M	G	\$59,107.78	32043	Police Corporal	P	A	\$28.4172
0000012966	23-Aug-85	M	M	\$59,121.50	32606	Technical Support Specialist Senior	P	A	\$28.4238
0000016523	9-Nov-83	M	I	\$59,135.40	32653	Fire Lieutenant	P	A	\$21.8696
0000019316	30-Nov-79	F	F	\$59,155.98	32605	Technical Systems Analyst 2	P	A	#####
0000010789	12-Feb-72	M	M	\$59,158.53	32615	Technical Support Specialist III	P	A	\$28.4416
0000016879	21-Dec-83	M	A	\$59,201.68	32669	Assistant Manager, Park Operations	P	A	#####
0000013690	15-Mar-83	M	G	\$59,203.66	32669	Police Officer	P	A	\$28.4633
0000016256	5-Jan-82	M	M	\$59,206.78	32696	WATER RECLAMATION PLANT OPERATOR	P	A	\$28.4648
0000010095	9-Jan-76	M	M	\$59,280.00	32680	Pwr Plant Mech Journeyman	P	A	\$28.5000
0000013532	4-Jul-82	M	G	\$59,287.28	32054	Police Officer	P	A	\$28.5035
0000013480	10-Apr-84	M	G	\$59,303.92	32606	Police Officer	P	A	\$28.5115
0000013482	27-May-82	M	G	\$59,303.92	32669	Police Officer	P	A	\$28.5115
0000008347	20-Nov-70	M	G	\$59,367.78	32606	Police Officer	P	A	\$28.5422
0000007647	29-Aug-69	M	M	\$59,459.30	32669	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000009670	23-Sep-75	M	M	\$59,459.30	32693	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000015940	4-Nov-84	M	M	\$59,459.30	32618	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000017039	7-Mar-79	M	M	\$59,459.30	32696	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000011750	1-Dec-79	M	M	\$59,459.30	32643	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000010150	8-Jan-72	M	N	\$59,459.30	32622	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000009801	16-Jan-75	M	M	\$59,459.30	32621	Line Technician, Lead	P	A	\$28.5862

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0000016911	15-Apr-86	M	M	\$59,459.30	32091	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000007674	27-Oct-67	M	M	\$59,459.30	32667	Line Technician, Lead	P	A	\$28.5862
0000011418	3-Aug-77	M	M	\$59,459.30	32641	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000012099	2-Sep-70	M	M	\$59,459.30	32640	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000011535	12-Dec-71	M	M	\$59,459.30	32622	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000014077	21-Aug-84	M	M	\$59,459.30	32643	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000014213	4-Feb-81	M	M	\$59,459.30	32694	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000013253	26-Jun-72	M	M	\$59,459.30	32666	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000013375	9-Jan-81	M	M	\$59,459.30	32669	Wtr/Wstwtr Crew Leader	P	A	\$28.5862
0000011070	14-Nov-78	M	M	\$59,459.30	32643	Gas Worker Lead	P	A	\$28.5862
0000019182	22-Dec-90	F	E	\$59,501.25	32606	CIVIC COLLABORATION SPECIALIST	P	A	#####
0000008173	13-Dec-69	M	MSPAS	\$59,543.33	32640	Facilities Protection Technician, Senior	P	A	\$28.6266
0000018596	5-Jul-87	M	M	\$59,695.38	32601	Utility GIS Technician	P	A	\$28.6997
0000015539	14-Dec-85	M	G	\$59,697.66	32615	Police Corporal	P	A	\$28.7008
0000017776	7-Jun-54	M	K	\$59,704.11	32669	Inspector 2	P	A	\$28.7039
0000019418	25-Jun-67	M	K	\$59,719.09	32608	Technical Support Specialist Senior	P	A	\$28.7111
0000018351	28-Mar-83	M	E	\$59,802.27	32608	Procurement Specialist 3	P	A	#####
0000016752	24-Jul-85	F	H	\$60,016.32	32609	Police Sergeant	P	A	\$28.8540
0000018837	3-Oct-89	F	M	\$60,040.03	32606	Water Reclamation Laboratory Technician	P	A	\$28.8654
0000010522	15-Aug-67	F	M	\$60,040.03	32626	Water Reclamation Laboratory Technician	P	A	\$28.8654
0000013536	5-Aug-82	F	N	\$60,042.74	32606	Customer Service Supervisor-Utilities	P	A	\$28.8667
0000013773	16-Jun-86	M	I	\$60,058.54	32618	Fire Driver-Operator	P	A	\$22.2110
0000016555	18-Jan-85	M	I	\$60,110.19	32653	Fire Lieutenant	P	A	\$22.2301
0000007414	24-Oct-63	M	K	\$60,132.80	32658	Labor Crew Leader 2 - Public Works	P	A	\$28.9100
0000013269	7-Aug-72	M	G	\$60,135.30	32643	Police Officer	P	W	\$28.9112
0000013030	6-Apr-76	M	G	\$60,167.12	32608	Police Corporal	P	A	\$28.9265
0000016075	20-Aug-86	F	G	\$60,176.69	32615	Police Corporal	P	A	\$28.9311
0000013113	21-Jun-66	M	G	\$60,202.06	32607	Police Officer	P	A	\$28.9433
0000007623	1-Sep-65	M	M	\$60,204.77	32666	Technical Support Specialist III	P	A	\$28.9446
0000013097	26-Mar-81	M	G	\$60,218.91	32640	Police Officer	P	A	\$28.9514
0000016522	24-Oct-86	M	I	\$60,235.12	32680	Fire Lieutenant	P	A	\$22.2763
0000013078	27-Dec-79	M	G	\$60,235.55	32669	Police Officer	P	A	\$28.9594
0000013039	9-May-81	M	G	\$60,252.19	32693	Police Officer	P	A	\$28.9674
0000013022	15-May-70	M	G	\$60,268.83	32669	Police Officer	P	A	\$28.9754
0000012993	29-Nov-66	M	G	\$60,285.68	32615	Police Officer	P	A	\$28.9835
0000012975	1-Jan-71	M	G	\$60,302.53	32608	Police Officer	P	A	\$28.9916

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000019554	15-Mar-90	M	F	\$60,372.29	32608	Analyst Senior	P	A	#####
0000012809	25-Jan-71	F	G	\$60,385.73	32615	Police Officer	P	A	\$29.0316
0000019108	20-Jul-70	M	M	\$60,388.22	33843	Production Technician	P	A	\$29.0328
0000017071	23-Oct-71	M	A	\$60,408.00	32608	Transit Fleet Supervisor	P	A	#####
0000017060	18-Dec-63	M	K	\$60,436.06	32601	Broadcast Digital Media Producer, Senior	P	A	\$29.0558
0000015624	2-Nov-71	M	K	\$60,441.47	32653	Labor Crew Leader 2 - Public Works	P	A	\$29.0584
0000015529	8-Aug-81	M	K	\$60,445.84	32667	Labor Crew Leader 2 - Public Works	P	A	\$29.0605
0000015517	24-Jul-59	M	K	\$60,445.84	32024	Labor Crew Leader 2 - Public Works	P	A	\$29.0605
0000013705	19-Jun-78	M	I	\$60,461.17	32054	Fire Driver-Operator	P	A	\$22.3599
0000013313	2-Jul-83	M	I	\$60,461.17	32606	Fire Driver-Operator	P	A	\$22.3599
0000016174	16-Dec-64	M	K	\$60,462.90	32068	Traffic Signal Technician, Lead	P	A	\$29.0687
0000012425	10-Aug-77	F	A	\$60,468.14	32641	Nature Center Education Supervisor	P	A	#####
0000012626	22-Jul-71	M	I	\$60,522.55	32246	Fire Driver-Operator	P	A	\$22.3826
0000013573	2-Aug-74	M	G	\$60,643.23	32605	Police Corporal	P	A	\$29.1554
0000019058	20-Jan-65	F	E	\$60,676.74	32601	Marketing & Communication Specialist, Senior	P	A	#####
0000010865	5-Feb-66	M	M	\$60,735.58	32609	Gas Measurement Technician	P	A	\$29.1998
0000013487	4-Jun-86	M	M	\$60,735.58	32091	Gas Measurement Technician	P	A	\$29.1998
0000011472	8-Jul-66	M	M	\$60,735.58	32038	Gas Measurement Technician	P	A	\$29.1998
0000011134	23-Aug-60	F	M	\$60,735.58	32653	Gas Measurement Technician	P	A	\$29.1998
0000008879	19-Nov-69	M	M	\$60,735.58	32640	Gas Measurement Technician	P	A	\$29.1998
0000017706	28-Dec-79	M	M	\$60,735.58	32669	Gas Measurement Technician	P	A	\$29.1998
0000018985	27-Jul-82	M	M	\$60,761.58	32615	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$29.2123
0000019173	27-Oct-77	M	M	\$60,761.58	32024	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$29.2123
0000016540	30-Apr-85	M	H	\$60,780.30	32643	Police Sergeant	P	A	\$29.2213
0000016453	19-Jul-84	F	H	\$60,780.30	32615	Police Sergeant	P	A	\$29.2213
0000011865	25-Sep-81	F	G	\$60,836.67	32669	Police Officer	P	A	\$29.2484
0000018886	22-May-75	M	E	\$60,872.97	32669	Technical Systems Analyst 2	P	A	#####
0000019543	24-Feb-70	F	E	\$60,906.66	32608	Accountant 2	P	A	#####
0000015848	29-Jan-81	F	F	\$60,919.56	32643	Land Rights Coordinator	P	A	#####
0000013568	29-Dec-71	F	E	\$61,000.03	32605	Creative Services Supervisor	P	A	#####
0000019368	15-Nov-74	F	USPAS	\$61,000.16	32640	Contracts Coordinator	P	A	\$29.3270
0000016517	1-Sep-87	F	F	\$61,015.36	32656	Project Systems Analyst, Senior	P	A	#####
0000019003	22-Sep-73	F	E	\$61,025.21	32605	Analyst Senior	P	A	#####
0000013518	2-Jun-77	M	G	\$61,114.98	32608	Police Corporal	P	A	\$29.3822

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000013314	30-Aug-72	M	I	\$61,135.28	32164	Fire Lieutenant	P	A	\$22.6092
0000011839	23-Jul-50	M	E	\$61,161.76	326963061	Transit Planner, Senior	P	A	#####
0000012211	23-Feb-74	M	I	\$61,174.21	32643	Fire Driver-Operator	P	A	\$22.6236
0000011768	9-Feb-70	M	G	\$61,200.46	32643	Police Officer	P	A	\$29.4233
0000013087	10-Jan-78	M	G	\$61,232.91	32640	Police Corporal	P	A	\$29.4389
0000013638	29-Oct-64	M	K	\$61,254.96	32626	Master Fleet Technician, Lead	P	A	\$29.4495
0000017075	23-Oct-62	M	K	\$61,254.96	32669	Master Fleet Technician, Lead	P	A	\$29.4495
0000010610	5-Jan-79	M	M	\$61,278.46	32605	Revenue Protection Investigator	P	A	\$29.4608
0000012628	17-Jan-77	M	K	\$61,284.50	32618	Technical Support Specialist III	P	A	\$29.4637
0000018482	14-Oct-58	M	E	\$61,286.74	32605	Construction Project Coordinator	P	A	#####
0000007739	4-Mar-63	F	MD	\$61,376.64	32653	IT Service Desk Specialist	P	A	\$29.5080
0000017544	2-Jun-87	M	N	\$61,390.16	32643	Energy Delivery Facilities Specialist Supervisor	P	A	\$29.5145
0000012960	6-Dec-76	M	G	\$61,410.96	32615	Police Corporal	P	A	\$29.5245
0000018306	4-Sep-53	F	E	\$61,433.63	32605	Procurement Specialist 3	P	A	#####
0000011076	5-Nov-80	F	K	\$61,545.12	32640	Records Management Coordinator	P	A	\$29.5890
0000013830	8-Nov-86	M	I	\$61,553.59	32606	Fire Lieutenant	P	A	\$22.7639
0000016392	2-Dec-86	M	H	\$61,586.51	32609	Police Sergeant	P	A	\$29.6089
0000015768	20-Jan-88	F	H	\$61,586.51	32669	Police Sergeant	P	A	\$29.6089
0000018479	17-Oct-72	F	ESPAS	\$61,614.95	32643	Procurement Specialist 3	P	A	#####
0000016404	8-Feb-73	F	V	\$61,694.86	32653	Procurement Specialist 3	P	A	#####
0000018581	14-Dec-62	F	V	\$61,767.35	32606	Procurement Specialist 3	P	A	#####
0000018638	26-Jul-72	F	V	\$61,767.35	32038	Procurement Specialist 3	P	A	#####
0000017939	23-Oct-62	M	F	\$61,800.00	32608	Analyst Senior	P	A	#####
0000012621	22-Nov-81	M	I	\$61,909.16	32669	Fire Driver-Operator	P	A	\$22.8954
0000018146	23-Jan-86	M	E	\$61,919.77	32609	Technical Systems Analyst 2	P	A	#####
0000017216	22-Apr-68	M	E	\$61,938.27	32606	Technical Systems Analyst 2	P	A	#####
0000018616	10-Feb-77	F	ASPAS	\$61,997.44	32653	CRA Business Operations Coordinator	P	A	#####
0000013006	12-Mar-73	F	G	\$62,000.85	32696	Police Corporal	P	A	\$29.8081
0000012423	16-Oct-68	M	G	\$62,045.15	32615	Police Officer	P	A	\$29.8294
0000015700	27-Apr-62	F	F	\$62,058.23	32606	Community Relations Coordinator-Utilities	P	A	#####
0000011131	6-Apr-79	M	N	\$62,078.64	32615	Wtr/Wstwtr Supervisor	P	A	\$29.8455
0000012343	20-Aug-78	M	G	\$62,095.28	32038	Police Officer Helicopter Pilot	P	A	\$29.8535
0000019967	16-Dec-86	M	M	\$62,120.45	32680	Power Plant Control Specialist	P	A	\$29.8656
0000012241	10-Oct-78	M	G	\$62,162.05	32608	Police Officer	P	A	\$29.8856
0000018697	23-Aug-85	M	FACT	\$62,229.37	32653	Accounting Manager, Utilities	P	A	#####
0000017738	22-Dec-71	M	F	\$62,246.42	32606	Analyst Senior	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000014074	22-Oct-76	M	I	\$62,279.15	32605	Fire Inspector	P	A	\$29.9419
0000014008	15-Oct-83	M	I	\$62,332.07	32607	Fire Lieutenant	P	A	\$23.0518
0000018901	12-Oct-83	M	A	\$62,341.29	32609	Recreation Manager	P	A	#####
0000015694	8-Sep-83	M	H	\$62,392.72	32618	Police Sergeant	P	A	\$29.9965
0000007579	11-Nov-71	M	M	\$62,397.92	32643	Technical Support Specialist Senior	P	A	\$29.9990
0000019845	25-Jan-90	F	F	\$62,400.00	32608	Communications Specialist, Senior - Utilities	P	A	#####
0000018687	2-Dec-64	M	M	\$62,432.24	32615	Technical Support Specialist III	P	A	\$30.0155
0000016263	19-Dec-74	M	I	\$62,440.56	32605	Fire Inspector	P	A	\$30.0195
0000012635	2-Apr-75	M	I	\$62,570.77	32605	Fire Inspector	P	A	\$30.0821
0000008055	21-Sep-55	F	K	\$62,610.29	32607	City Commission Coordinator	P	A	\$30.1011
0000007518	16-Aug-60	M	MD	\$62,610.29	32091	Water Plant Operator/Mechanic	P	A	\$30.1011
0000011383	23-Jun-64	M	M	\$62,640.24	32601	IT Service Desk Specialist	P	A	\$30.1155
0000012625	12-Sep-70	M	I	\$62,837.72	32605	Fire Driver-Operator	P	A	\$23.2388
0000008462	18-Aug-66	M	GD	\$62,908.35	32609	Police Officer	P	A	\$30.2444
0000010119	26-Apr-64	M	GD	\$62,908.35	32658	Police Officer	P	A	\$30.2444
0000009686	9-Jul-66	F	GD	\$62,908.35	32643	Police Officer	P	A	\$30.2444
0000012630	16-Dec-80	M	I	\$62,910.45	32148	Fire Driver-Operator	P	A	\$23.2657
0000012629	9-Feb-71	M	I	\$62,910.72	32669	Fire Driver-Operator	P	A	\$23.2658
0000016081	17-Sep-77	F	B	\$62,914.06	32609	Utility Billing and Customer Solutions Supervisor	P	A	#####
0000013001	6-Nov-66	F	F	\$62,920.28	32622	Analyst	P	A	#####
0000017202	14-Sep-89	M	M	\$62,981.78	32058	Substation Electrician	P	A	\$30.2797
0000019616	16-Mar-71	M	M	\$62,990.10	34491	Power Plant Journeyman Operator	P	A	\$30.2837
0000019652	18-Jan-81	M	M	\$62,990.10	32060	Pwr Plant Lab Technician	P	A	\$30.2837
0000019623	17-Feb-97	M	M	\$62,990.10	32643	Power Plant Journeyman Operator	P	A	\$30.2837
0000012612	21-Feb-77	M	M	\$62,990.10	32653	Power Plant Journeyman Operator	P	A	\$30.2837
0000018376	13-Jul-95	M	M	\$62,990.10	32648	Water Plant Operator/Mechanic Apprentice	P	A	\$30.2837
0000018694	24-Apr-89	F	F	\$63,000.00	32609	Water Wastewater Planning Scheduler Analyst	P	A	#####
0000019337	21-Jan-60	M	F	\$63,000.00	32653	Analyst Senior	P	A	#####
0000009607	9-May-54	F	F	\$63,042.46	32608	Utility Services Supervisor	P	A	#####
0000012057	4-Apr-75	M	E	\$63,070.53	32601	Injury Care and Prevention Specialist	P	A	#####
0000012257	5-Apr-71	M	E	\$63,092.67	32609	Nature Operations Supervisor	P	A	#####
0000016474	22-Aug-82	F	A	\$63,096.81	32605	Depot Park Manager	P	A	#####
0000019619	26-Dec-78	M	M	\$63,107.20	32693	Pwr Plant Lab Technician	P	A	\$30.3400
0000013317	24-Jan-83	M	I	\$63,257.92	32696	Fire Lieutenant	P	A	\$23.3942
0000012188	10-Apr-78	M	G	\$63,275.68	32666	Police Officer	P	A	\$30.4210

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000012177	23-Dec-76	M	G	\$63,292.11	32609	Police Officer	P	A	\$30.4289
0000016077	28-Jul-85	F	H	\$63,295.65	32615	Police Sergeant	P	A	\$30.4306
0000009776	10-Apr-65	M	M	\$63,302.30	32653	Technical Support Specialist III	P	A	\$30.4338
0000007584	12-Oct-57	M	M	\$63,302.30	32605	Technical Support Specialist III	P	A	\$30.4338
0000019625	14-Dec-82	M	M	\$63,356.80	32693	Power Plant Journeyman Operator	P	A	\$30.4600
0000013708	10-Mar-86	M	I	\$63,386.90	32608	Fire Lieutenant	P	A	\$23.4419
0000011854	19-Apr-68	F	G	\$63,425.86	32618	Police Officer	P	A	\$30.4932
0000011805	19-Dec-76	M	G	\$63,442.70	32643	Police Officer	P	A	\$30.5013
0000011774	22-Jul-78	M	G	\$63,459.34	32605	Police Officer	P	A	\$30.5093
0000011735	4-Apr-75	M	G	\$63,475.98	32608	Police Officer	P	A	\$30.5173
0000013640	6-Sep-83	F	F	\$63,521.16	32606	Environmental Programs Coordinator	P	A	#####
0000008492	19-Dec-59	F	E	\$63,548.85	32686	ADMINISTRATIVE ASSISTANT TO FIRE CHIEF	P	A	#####
0000017780	6-Feb-63	M	A	\$63,558.04	32605	Reichert House Youth Program Assistant Director	P	A	#####
0000007663	21-Nov-73	F	F	\$63,588.73	32616	Analyst Senior	P	A	#####
0000019330	30-Apr-69	F	F	\$63,631.98	32605	Accountant, Senior.	P	A	#####
0000007765	22-Apr-64	F	F	\$63,647.84	32606	Energy Delivery T and D Support Supervisor	P	A	#####
0000012620	15-Dec-73	M	I	\$63,671.36	32044	Fire Lieutenant	P	A	\$23.5471
0000017526	29-Apr-68	F	K	\$63,766.56	32608	Latent Print Examiner, Senior	P	A	\$30.6570
0000018528	3-Mar-89	M	M	\$63,769.06	32643	Production Technician	P	A	\$30.6582
0000015862	2-Jan-72	M	M	\$63,769.06	32609	Production Technician	P	A	\$30.6582
0000012732	6-Jan-60	M	M	\$63,769.06	32669	Production Technician	P	A	\$30.6582
0000019101	26-Aug-88	M	M	\$63,769.06	32615	Production Technician	P	A	\$30.6582
0000018649	20-Jun-62	M	M	\$63,769.06	34431	Production Technician	P	A	\$30.6582
0000007300	9-Jan-66	M	MD	\$63,769.06	32615	Production Technician	P	A	\$30.6582
0000010708	12-Sep-60	M	A	\$63,775.75	32609	Transit Operations Supervisor	P	A	#####
0000016552	27-Sep-55	F	E	\$63,801.93	32601	Housing & Community Development Supervisor	P	A	#####
0000013844	5-Sep-74	M	L	\$63,819.60	34476	Operations Supervisor	P	A	\$30.6825
0000007872	2-Sep-69	M	NSPAS	\$63,862.45	32091	Meter Reader Supervisor	P	A	\$30.7031
0000019914	31-Mar-87	M		\$63,900.00	32609	Equity Specialist	P	A	#####
0000013985	29-Jun-61	M	MSPAS	\$64,000.98	34480	IT Service Desk Analyst	P	A	\$30.7697
0000013965	9-Dec-79	M	H	\$64,005.14	32643	Police Sergeant	P	A	\$30.7717
0000012212	2-Feb-77	M	I	\$64,037.75	32608	Fire Driver-Operator	P	A	\$23.6826
0000012208	25-Jun-72	M	I	\$64,037.75	32606	Fire Driver-Operator	P	A	\$23.6826
0000012948	7-Sep-79	M	I	\$64,049.65	32038	Fire Lieutenant	P	A	\$23.6870

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0000016963	1-Oct-76	M	E	\$64,147.63	32615	Safety Specialist	P	A	#####
0000019654	2-May-67	M	M	\$64,209.60	32605	Pwr Plant Lab Technician	P	A	\$30.8700
0000015798	16-Aug-77	M	H	\$64,210.43	32615	Police Sergeant	P	A	\$30.8704
0000007996	25-Dec-68	F	K	\$64,232.90	32653	Executive Assistant	P	A	\$30.8812
0000011389	17-Jul-58	F	MACT	\$64,249.74	32631	Pwr Plant Lab Supervisor	P	A	\$30.8893
0000016280	8-Aug-64	M	M	\$64,249.74	32091	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000013967	12-Apr-85	M	M	\$64,249.74	32044	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000016784	30-Dec-61	M	M	\$64,249.74	32615	Pwr Plant Lab Technician	P	A	\$30.8893
0000017856	13-Aug-85	M	M	\$64,249.74	32605	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000017835	3-Jan-77	M	M	\$64,249.74	32626	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000017704	29-Nov-85	F	M	\$64,249.74	32024	Pwr Plant Lab Technician	P	A	\$30.8893
0000015659	6-Sep-67	M	M	\$64,249.74	32147	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000015753	23-Mar-67	M	M	\$64,249.74	32038	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000015660	23-May-65	M	M	\$64,249.74	32656	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000013477	26-Jan-80	M	MACT	\$64,249.74	32615	Energy Supply Maintenance Planner	P	A	\$30.8893
0000011203	9-Feb-67	M	M	\$64,249.74	32641	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000016875	8-Apr-81	M	M	\$64,249.74	32653	Pwr Plant Lab Technician	P	A	\$30.8893
0000012985	24-Aug-67	M	M	\$64,249.74	32615	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000016965	10-Mar-72	M	M	\$64,249.74	32626	Pwr Plant Mech Journeyman	P	A	\$30.8893
0000016681	17-Aug-79	M	M	\$64,249.95	32008	Power Plant Journeyman Operator	P	A	\$30.8894
0000013034	5-Oct-85	M	MSPAS	\$64,249.95	32058	WATER RECLAMATION PLANT OPERATOR	P	A	\$30.8894
0000014171	4-Feb-82	M	M	\$64,249.95	32618	Energy Delivery Facilities Specialist 2	P	A	\$30.8894
0000017457	21-Nov-87	M	M	\$64,249.95	32656	Power Plant Journeyman Operator	P	A	\$30.8894
0000011360	3-May-69	M	M	\$64,249.95	32615	Electric Apparatus Technician	P	A	\$30.8894
0000015976	30-Jun-58	M	M	\$64,249.95	326093432	WATER RECLAMATION PLANT OPERATOR	P	A	\$30.8894
0000014116	16-Oct-63	M	M	\$64,249.95	32608	Energy Delivery Facilities Specialist 2	P	A	\$30.8894
0000017454	5-Aug-86	M	MSPAS	\$64,249.95	32643	WATER RECLAMATION PLANT OPERATOR	P	A	\$30.8894
0000017509	11-Jan-68	M	M	\$64,249.95	32696	Water Plant Operator/Mechanic	P	A	\$30.8894
0000017111	22-Aug-91	M	M	\$64,249.95	32091	WATER RECLAMATION PLANT OPERATOR	P	A	\$30.8894
0000017890	12-Feb-75	M	M	\$64,249.95	32605	Water Plant Operator/Mechanic	P	A	\$30.8894
0000007807	5-Aug-68	F	M	\$64,249.95	32669	Energy Delivery Facilities Specialist 2	P	A	\$30.8894
0000012205	5-Sep-65	M	I	\$64,284.08	32060	Fire Driver-Operator	P	A	\$23.7737
0000018848	19-Nov-90	M	M	\$64,326.70	32656	Electric Measurement Technician	P	A	\$30.9263
0000019541	27-Aug-78	F	E	\$64,399.00	32653	GIS Supervisor	P	A	#####
0000013315	26-May-80	M	I	\$64,459.03	32608	Fire Lieutenant	P	A	\$23.8384
0000010122	25-Jul-74	M	H	\$64,548.02	34470	Police Sergeant	P	A	\$31.0327

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0000013038	6-Mar-77	M	F	\$64,552.63	32608	Analyst Senior	P	A	#####
0000017172	18-Jul-77	M	E	\$64,648.78	32653	Technical Systems Analyst 2	P	A	#####
0000017633	18-Apr-73	F	F	\$64,668.17	32617	Business Systems Analyst 2	P	A	#####
0000011457	25-Nov-72	M	G	\$64,689.66	32653	Police Officer	P	A	\$31.1008
0000012957	6-Oct-65	M	M	\$64,794.08	32643	Wtr/Wstwtr Laboratory Technician Senior	P	A	\$31.1510
0000011517	8-Mar-73	M	I	\$64,913.47	34475	Fire Inspector	P	A	\$31.2084
0000012167	25-Feb-71	F	ESPAS	\$64,925.84	32608	Analyst Senior	P	A	#####
0000014096	5-Sep-80	M	H	\$64,993.34	32607	Police Sergeant	P	A	\$31.2468
0000018347	9-Jan-89	M	M	\$64,996.26	32653	Relay Technician	P	A	\$31.2482
0000019755	23-Sep-90	M	E	\$65,000.00	32601	CITIZEN EXPERIENCE SPECIALIST	P	A	#####
0000007787	26-Sep-65	F	F	\$65,033.32	32091	Analyst Senior	P	A	#####
0000012953	25-Sep-78	M	I	\$65,061.76	34471	Fire Lieutenant	P	A	\$24.0613
0000012634	2-Nov-78	F	I	\$65,101.23	32605	Fire Lieutenant	P	A	\$24.0759
0000012627	30-Jul-79	M	I	\$65,161.53	32068	Fire Driver-Operator	P	A	\$24.0982
0000015390	10-Apr-89	M	M	\$65,199.06	32091	Wtr/Wstwtr Instrument Technician	P	A	\$31.3457
0000008674	28-Sep-68	M	IDRD	\$65,211.29	32619	Fire Driver-Operator	P	A	\$24.1166
0000008676	19-Jan-70	M	IDLRD	\$65,211.29	32605	Fire Driver-Operator	P	A	\$24.1166
0000008670	28-Oct-67	M	IDRD	\$65,211.29	32606	Fire Driver-Operator	P	A	\$24.1166
0000008700	30-May-69	M	IDLRD	\$65,211.29	32653	Fire Driver-Operator	P	A	\$24.1166
0000008593	18-Jun-64	F	IDLRD	\$65,211.29	32811	Fire Driver-Operator	P	A	\$24.1166
0000017628	8-Jul-90	M	M	\$65,320.94	34479	Electric Line Worker	P	A	\$31.4043
0000017629	13-Jul-81	M	M	\$65,320.94	32656	Electric Line Worker	P	A	\$31.4043
0000017626	27-Feb-87	M	M	\$65,320.94	32615	Electric Line Worker	P	A	\$31.4043
0000012805	1-Sep-77	M	M	\$65,320.94	32643	Electric Line Worker	P	A	\$31.4043
0000017631	22-May-78	M	M	\$65,320.94	32643	Electric Line Worker	P	A	\$31.4043
0000017627	3-Sep-92	M	M	\$65,320.94	32693	Electric Line Worker	P	A	\$31.4043
0000018166	12-Sep-90	M	M	\$65,320.94	32696	Electric Line Worker	P	A	\$31.4043
0000018508	23-Feb-86	M	F	\$65,407.56	32653	IT Infrastructure Designer and Administrator	P	A	#####
0000011212	28-Nov-74	F	FACT	\$65,461.25	32669	Analyst Lead	P	A	#####
0000013457	28-Mar-85	M	N	\$65,560.56	32609	Wtr/Wstwtr Supervisor	P	A	\$31.5195
0000016940	14-Nov-67	M	L	\$65,560.56	32054	Operations Supervisor	P	A	\$31.5195
0000013133	14-Jan-77	M	H	\$65,566.18	32615	Police Sergeant	P	A	\$31.5222
0000017491	29-Jun-60	F	EACT	\$65,582.00	32607	Talent Acquisition Manager	P	A	#####
0000012946	16-Jul-82	F	I	\$65,744.24	32669	Fire Lieutenant	P	A	\$24.3137
0000013318	4-Jun-82	M	I	\$65,822.66	32641	Fire Lieutenant	P	A	\$24.3427
0000019210	26-Apr-80	F	E	\$65,875.00	32607	DEPUTY CITY CLERK	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
000007688	11-Jul-67	M	N	\$65,876.72	32696	Utilities Location Supervisor	P	A	\$31.6715
0000010452	2-Sep-79	M	G	\$65,920.19	32643	Police Officer	P	A	\$31.6924
0000011246	23-May-73	F	G	\$65,937.04	32641	Police Officer	P	A	\$31.7005
0000011871	14-Jan-77	F	G	\$65,964.29	32609	Police Corporal	P	A	\$31.7136
0000011174	12-May-73	M	G	\$65,970.32	344790000	Police Officer	P	A	\$31.7165
0000011192	26-Feb-67	M	G	\$65,970.32	32641	Police Officer	P	A	\$31.7165
0000013198	25-Jan-57	M	L	\$65,974.48	32640	Solid Waste Field Operations Supervisor	P	A	\$31.7185
0000011678	8-Sep-60	M	G	\$66,074.74	32609	Police Officer	P	A	\$31.7667
0000014184	27-Sep-65	M	H	\$66,106.56	32643	Police Sergeant	P	A	\$31.7820
0000008912	10-Aug-60	F	E	\$66,107.47	32653	Transit Grants Program Specialist	P	A	#####
0000016715	8-Sep-80	F	ESPAS	\$66,119.19	32653	Office Coordinator-City Manager	P	A	#####
0000018613	25-May-82	M	FACT	\$66,128.31	32091	Utility Security Coordinator	P	A	#####
0000017555	6-Jan-73	M	LSPAS	\$66,145.46	32177	Technical Support Specialist Senior	P	A	\$31.8007
0000008065	24-Nov-55	F	E	\$66,232.06	32605	Planner I	P	A	#####
0000012624	23-Jan-82	M	I	\$66,291.53	32680	Fire Lieutenant	P	A	\$24.5161
0000012639	29-Mar-71	M	I	\$66,357.51	32669	Fire Lieutenant	P	A	\$24.5405
0000010578	29-Aug-57	F	MSPAS	\$66,373.01	32626	Utility GIS Technician	P	A	\$31.9101
0000007450	18-Aug-59	F	M	\$66,373.01	32615	Technical Support Specialist Senior	P	A	\$31.9101
0000012588	16-Mar-80	M	N	\$66,431.04	32641	Wtr/Wstwtr Supervisor	P	A	\$31.9380
0000009617	22-Aug-71	M	N	\$66,431.04	32609	Wtr/Wstwtr Supervisor	P	A	\$31.9380
0000011229	8-Sep-76	M	N	\$66,431.04	32044	Wtr/Wstwtr Supervisor	P	A	\$31.9380
0000015518	15-Apr-76	M	L	\$66,448.72	32643	Operations Supervisor	P	A	\$31.9465
0000019346	12-Feb-59	M	E	\$66,603.99	32607	Community Redevelopment Agency (CRA) Project Manager IV	P	A	#####
0000012954	30-Jan-84	M	I	\$66,716.06	32643	Fire Lieutenant	P	A	\$24.6731
0000012210	27-Mar-79	M	I	\$66,716.06	32615	Fire Lieutenant	P	A	\$24.6731
0000007756	28-Oct-58	M	M	\$66,807.31	32641	Utility GIS Technician	P	A	\$32.1189
0000014058	5-Nov-80	M	H	\$66,810.02	32669	Police Sergeant	P	A	\$32.1202
0000012716	18-Mar-70	M	H	\$66,867.22	32608	Police Sergeant	P	A	\$32.1477
0000012571	10-Feb-71	F	E	\$67,007.95	32605	Occupational Health Nurse Senior	P	A	#####
0000010643	23-May-67	M	K	\$67,078.75	32656	Inspector 2	P	A	\$32.2494
0000012982	27-May-73	M	F	\$67,124.16	32609	Technical Systems Analyst 2	P	A	#####
0000013820	20-Sep-80	M	I	\$67,140.74	32609	Fire Training Captain	P	A	\$32.2792
0000012380	14-Feb-74	M	L	\$67,163.20	32607	Code Enforcement Supervisor	P	A	\$32.2900
0000013243	20-Feb-76	F	USPAS	\$67,200.00	32694	Business Services Manager	P	A	#####
0000015867	31-Jan-70	M	A	\$67,200.00	32601	Assistant Transit Operations Manager	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000010890	31-Jul-69	M	G	\$67,250.98	32605	Police Officer	P	A	\$32.3322
0000012949	18-Nov-83	M	I	\$67,298.23	32605	Fire Lieutenant	P	A	\$24.8884
0000012622	19-Feb-77	M	I	\$67,395.04	32608	Fire Lieutenant	P	A	\$24.9242
0000008071	22-Aug-60	M	E	\$67,491.67	326052074	Planner I	P	A	#####
0000019447	16-Nov-63	M	E	\$67,560.00	32211	Compliance Investigator	P	A	#####
0000008012	22-May-59	F	CD	\$67,569.22	32615	Legal Assistant Senior	P	A	\$32.4852
0000017439	12-Aug-90	M	F	\$67,583.16	32608	Engineer Utility Designer 2	P	A	#####
0000009903	1-Nov-60	M	F	\$67,650.42	32605	Accountant, Senior.	P	A	#####
0000011936	30-May-69	M	E	\$67,711.62	32606	Recreation Supervisor	P	A	#####
0000007535	15-Jan-67	M	N	\$67,759.74	32601	Wtr/Wstwtr Supervisor	P	A	\$32.5768
0000016178	4-Jul-73	F	E	\$67,829.51	32607	Police Planner, Senior	P	A	#####
0000010813	23-Jun-58	F	F	\$67,930.39	32042	Business Systems Analyst 2	P	A	#####
0000013337	9-Sep-56	F	F	\$68,031.16	32653	Analyst Senior	P	A	#####
0000015801	18-Feb-68	F	F	\$68,125.39	32640	Business Services Administrative Coordinator	P	A	#####
0000011776	18-Sep-62	M	GD	\$68,166.59	32605	Police Corporal	P	A	\$32.7724
0000018575	24-Sep-62	F	ESPAS	\$68,239.84	32653	Employee Relations Specialist	P	A	#####
0000012113	24-Mar-84	M	N	\$68,245.01	32615	Wtr/Wstwtr Supervisor	P	A	\$32.8101
0000011822	30-Oct-83	M	N	\$68,245.01	32619	Wtr/Wstwtr Supervisor	P	A	\$32.8101
0000011434	11-Aug-79	F	A	\$68,268.05	32608	Public Works Administrative Services Manager	P	A	#####
0000007576	13-Jul-68	M	N	\$68,269.55	32615	Wtr/Wstwtr Supervisor	P	A	\$32.8219
0000007413	16-Jun-61	M	M	\$68,283.28	32640	Electric Transmission & Distribution Systems Inspector	P	A	\$32.8285
0000011971	26-Dec-69	M	H	\$68,310.94	32065	Police Sergeant	P	A	\$32.8418
0000013084	3-Jul-63	M	F	\$68,360.44	32607	Engineer Utility Designer 2	P	A	#####
0000015572	10-Mar-80	M	ESPAS	\$68,436.02	32641	Reichert House Youth Program Director	P	A	#####
0000019381	18-Mar-65	M	F	\$68,474.51	32605	Analyst Senior	P	A	#####
0000010426	10-Dec-62	F	I	\$68,491.90	32607	Fire Training Captain	P	A	\$32.9288
0000019317	20-May-87	F	E	\$68,711.38	32615	Planner III	P	A	#####
0000010910	5-Jan-77	F	M	\$68,785.81	32621	Network Analyst	P	A	\$33.0701
0000009833	22-Apr-70	M	I	\$68,878.45	34476	Fire Lieutenant	P	A	\$25.4728
0000011720	9-Jun-78	M	A	\$68,911.42	32615	Golf Course Manager	P	A	#####
0000018199	15-Feb-85	M	F	\$68,980.00	32606	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000012221	24-Apr-72	M	H	\$69,044.56	34470	Police Sergeant	P	A	\$33.1945
0000012239	10-Jun-73	F	H	\$69,049.55	32669	Police Sergeant	P	A	\$33.1969
0000012682	2-Jun-78	M	H	\$69,049.55	32608	Police Sergeant	P	A	\$33.1969

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000011372	19-Aug-60	F	F	\$69,094.68	32615	Office Coordinator-General Manager, Utilities	P	A	#####
0000018558	29-Sep-69	F	F	\$69,174.82	34474	Accountant, Senior.	P	A	#####
0000008388	14-Apr-59	F	GD	\$69,199.31	32605	Police Corporal	P	A	\$33.2689
0000018568	14-Nov-59	M	A	\$69,218.95	32615	Fleet Operations Supervisor	P	A	#####
0000010508	10-Nov-69	M	I	\$69,258.63	32608	Fire Lieutenant	P	A	\$25.6134
0000012268	21-Apr-72	M	N	\$69,284.80	32044	Gas Operations Supervisor	P	A	\$33.3100
0000019631	24-Apr-64	F	F	\$69,390.00	32609	Business Services Administrative Coordinator	P	A	#####
0000016836	10-Jun-79	M	A	\$69,512.84	32606	Fleet Operations Supervisor	P	A	#####
0000013142	17-Oct-63	M	B	\$69,585.89	32641	Supply Chain Manager	P	A	#####
0000012776	10-May-55	M	M	\$69,609.90	32643	Telecomm Specialist 2	P	A	\$33.4663
0000007861	19-Nov-54	M	MD	\$69,609.90	326085403	Technical Support Specialist Senior	P	A	\$33.4663
0000019620	30-Jan-75	M	M	\$69,663.15	34476	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$33.4919
0000019102	17-Dec-83	M	M	\$69,663.15	32113	Production Technician	P	A	\$33.4919
0000018646	27-Aug-92	M	M	\$69,663.15	34433	Production Technician	P	A	\$33.4919
0000018373	6-Sep-85	M	M	\$69,663.15	32643	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$33.4919
0000010354	20-Jan-73	M	G	\$69,778.59	32643	Police Officer	P	A	\$33.5474
0000011611	1-Sep-72	F	F	\$69,826.92	326060000	Business Systems Analyst 2	P	A	#####
0000009690	25-Jul-65	M	GD	\$69,845.36	32640	Police Officer	P	A	\$33.5795
0000010117	7-Sep-73	M	G	\$69,928.98	32615	Police Officer	P	A	\$33.6197
0000019590	11-Aug-80	F	F	\$70,000.00	32606	IT Software Architect	P	A	#####
0000011514	29-May-60	M	M	\$70,016.54	32605	Electric Apparatus Technician, Lead	P	A	\$33.6618
0000019629	7-Sep-71	M	M	\$70,054.40	32606	Power Plant Journeyman Operator	P	A	\$33.6800
0000012648	5-Oct-77	M	H	\$70,089.34	32607	Police Sergeant	P	A	\$33.6968
0000017438	27-Mar-85	M	F	\$70,346.67	32615	Engineer Utility Designer 2	P	A	#####
0000018106	18-May-88	M	ESPAS	\$70,453.84	32608	Engineer Utility Designer 3	P	A	#####
0000008550	11-Aug-73	M	GD	\$70,477.47	32605	Police Officer	P	A	\$33.8834
0000011525	6-Mar-75	F	E	\$70,505.31	32615	Employee Relations Specialist, Senior	P	A	#####
0000014170	14-Mar-73	M	F	\$70,539.82	32669	Analyst Lead	P	A	#####
0000015520	2-Aug-65	M	E	\$70,600.00	32666	Payroll and Payables Supervisor	P	A	#####
0000016252	26-Aug-65	F	E	\$70,601.92	32664	Procurement Specialist 3	P	A	#####
0000011967	13-Mar-51	M	F	\$70,608.63	32607	Business Efficiency Program Coordinator	P	A	#####
0000010440	9-May-72	F	M	\$70,674.86	32669	Technical Support Specialist Senior	P	A	\$33.9783
0000019653	2-Sep-67	M	M	\$70,678.40	32177	Pwr Plant Lab Technician	P	A	\$33.9800
0000013333	5-Oct-76	F	EACT	\$70,744.36	32608	Business Systems Analyst Sr	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000008045	26-Jun-60	F	E	\$70,764.16	32615	Business Systems Analyst Sr	P	A	#####
0000010243	27-Jun-55	F	B	\$70,771.25	326064556	Utility Revenue Assurance Supervisor	P	A	#####
0000009679	14-Feb-67	M	G	\$70,777.82	32605	Police Officer	P	A	\$34.0278
0000007635	25-Nov-68	M	M	\$70,884.53	32609	Pwr Plant Materials Supervisor	P	A	\$34.0791
0000019943	12-Sep-74	M	E	\$71,000.00	32607	POLICE PUBLIC INFORMATION OFFICER	P	A	#####
0000019884	23-Jan-75	M	F	\$71,000.00	34472	Business Systems Analyst 2	P	A	#####
0000016704	13-May-59	M	M	\$71,056.34	32619	Production Technician	P	A	\$34.1617
0000012161	12-Feb-81	M	M	\$71,056.34	32615	Production Technician	P	A	\$34.1617
0000007552	4-Sep-62	M	MD	\$71,056.34	32669	Production Technician	P	A	\$34.1617
0000016268	30-Jul-63	M	M	\$71,056.34	32640	Production Technician	P	A	\$34.1617
0000012916	5-Oct-81	M	M	\$71,056.34	32607	Production Technician	P	A	\$34.1617
0000011976	7-Feb-57	M	M	\$71,056.34	32656	Production Technician	P	A	\$34.1617
0000007234	1-Jul-60	M	M	\$71,056.34	32615	Production Technician	P	A	\$34.1617
0000014225	11-May-70	M	M	\$71,056.34	32680	Production Technician	P	A	\$34.1617
0000014052	16-May-79	M	M	\$71,056.34	34473	Production Technician	P	A	\$34.1617
0000014036	28-Sep-79	M	M	\$71,056.34	32615	Production Technician	P	A	\$34.1617
0000014012	12-Jun-56	M	M	\$71,056.34	32605	Production Technician	P	A	\$34.1617
0000016543	29-Apr-53	M	M	\$71,056.34	34431	Production Technician	P	A	\$34.1617
0000016452	2-Jul-58	M	M	\$71,056.34	32605	Production Technician	P	A	\$34.1617
0000016666	22-Jul-78	M	M	\$71,056.34	32640	Production Technician	P	A	\$34.1617
0000010637	3-Aug-65	M	M	\$71,056.34	32061	Production Technician	P	A	\$34.1617
0000017883	8-Mar-79	M	M	\$71,056.34	32113	Production Technician	P	A	\$34.1617
0000015852	3-Oct-76	M	M	\$71,056.54	32666	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000010542	24-Oct-70	F	M	\$71,056.54	32619	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$34.1618
0000018488	29-Apr-89	M	M	\$71,056.54	32054	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000018171	23-Aug-58	M	M	\$71,056.54	32640	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$34.1618
0000017254	20-Dec-79	M	M	\$71,056.54	32669	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000017089	24-May-80	M	M	\$71,056.54	32091	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$34.1618
0000011610	25-Nov-70	M	M	\$71,056.54	32054	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$34.1618
0000011612	20-Jul-65	F	M	\$71,056.54	32091	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$34.1618

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000017429	28-Apr-80	M	M	\$71,056.54	32113	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$34.1618
0000011485	10-Mar-79	M	M	\$71,056.54	32693	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000011356	28-Oct-68	M	M	\$71,056.54	32607	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000016319	25-Sep-85	M	M	\$71,056.54	32696	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000012797	19-Nov-72	M	M	\$71,056.54	32622	Wtr/Wstwtr Instrument Technician	P	A	\$34.1618
0000015714	31-Jul-77	F	B	\$71,131.69	32669	Customer Service Manager	P	A	#####
0000011080	31-Oct-76	M	I	\$71,210.65	32615	Fire Lieutenant	P	A	\$26.3353
0000011787	15-Sep-72	F	B	\$71,226.65	32608	Customer Experience Manager	P	A	#####
0000019151	4-Nov-62	F	ESPAS	\$71,232.77	34431	Accountant 2	P	A	#####
0000007670	11-Oct-59	M	ND	\$71,316.34	32666	Energy Services Supervisor	P	A	\$34.2867
0000012810	24-Apr-66	F	E	\$71,414.05	32641	Housing & Community Development Supervisor	P	A	#####
0000013940	8-Aug-54	M	N	\$71,454.86	32680	Process Plant Supervisor	P	A	\$34.3533
0000016510	11-Jul-81	F	N	\$71,454.86	34475	Wtr/Wstwtr Laboratory Supervisor	P	A	\$34.3533
0000019494	15-Dec-64	M	A	\$71,469.76	32609	Sustainability Manager	P	A	#####
0000016580	23-Jan-61	F	A	\$71,530.07	32607	Nature Operations Manager	P	A	#####
0000013799	11-Dec-63	F	F	\$71,711.55	32640	Procurement Specialist 3	P	A	#####
0000019107	31-May-81	F	B	\$71,719.00	32609	Inclusion Manager	P	A	#####
0000012276	15-Dec-80	M	H	\$71,801.81	32669	Police Sergeant	P	A	\$34.5201
0000009666	11-Jan-62	F	K	\$71,816.58	32696	Plans Examiner 3	P	A	\$34.5272
0000010366	5-Sep-56	M	MSPAS	\$71,838.62	32113	IT Service Desk Analyst	P	A	\$34.5378
0000011483	17-Mar-77	M	N	\$71,838.62	32038	Facilities Maintenance Coordinator	P	A	\$34.5378
0000017042	27-Sep-83	F	F	\$71,904.00	32609	Account Representative Sr.	P	A	#####
0000010329	12-Aug-75	M	N	\$71,938.26	32643	Apparatus Repair Supervisor	P	A	\$34.5857
0000011790	6-Jan-69	F	ESPAS	\$71,956.58	32653	Accountant, Senior.	P	A	#####
0000016012	14-Nov-82	M	F	\$72,200.00	32606	Account Representative Sr.	P	A	#####
0000018654	19-Jun-83	M	E	\$72,265.04	32653	Talent Acquisition Specialist	P	A	#####
0000013785	4-Sep-81	M	NSPAS	\$72,390.86	32615	Meter Services Supervisor	P	A	\$34.8033
0000017164	2-Nov-87	M	N	\$72,390.86	32609	Pwr Plant Lab Supervisor	P	W	\$34.8033
0000016583	10-May-65	F	N	\$72,391.07	32656	Energy Services Supervisor	P	A	\$34.8034
0000017719	7-Sep-55	M	A	\$72,490.89	34482	Assistant Transit Maintenance Manager	P	A	#####
0000019165	14-Dec-75	M	F	\$72,500.00	32606	Analyst Senior	P	A	#####
0000018317	14-May-82	M	M	\$72,543.74	32618	Electric Measurement Technician	P	A	\$34.8768
0000011634	30-May-75	M	M	\$72,543.74	32653	Electric Measurement Technician	P	A	\$34.8768
0000007666	25-Jul-61	M	M	\$72,543.74	32606	Electric Measurement Technician	P	A	\$34.8768

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0000012402	15-Jul-58	M	M	\$72,543.74	32609	Electric Measurement Technician	P	A	\$34.8768
0000012603	20-Jul-70	M	A	\$72,615.24	32615	Park Operations Manager	P	A	#####
0000012952	24-Feb-72	M	I	\$72,665.22	32606	Fire Training Captain-Hazmat	P	A	\$34.9352
0000013063	19-Jul-67	M	L	\$72,673.12	32605	Traffic Signal Supervisor	P	A	\$34.9390
0000017664	6-Jul-73	M	F	\$72,761.10	32622	Technical Systems Analyst 2	P	A	#####
0000015548	1-May-59	M	E	\$72,794.12	32038	Scada Systems Database Analyst	P	A	#####
0000009950	29-Sep-78	F	H	\$72,801.66	32643	Police Sergeant	P	A	\$35.0008
0000012591	17-Apr-71	M	H	\$72,824.75	32643	Police Sergeant	P	A	\$35.0119
0000019648	17-Sep-64	M	M	\$72,904.00	32091	Power Plant Journeyman Operator	P	A	\$35.0500
0000016173	1-Oct-71	M	L	\$72,963.07	32608	Traffic Management System Supervisor	P	A	\$35.0784
0000010235	25-Jan-55	M	K	\$73,120.11	32641	Inspector 2	P	A	\$35.1539
0000016719	25-May-55	M	A	\$73,165.25	32653	Cultural Affairs Manager	P	A	#####
0000019649	23-Sep-86	M	M	\$73,174.40	32693	Power Plant Journeyman Operator	P	A	\$35.1800
0000016024	11-Nov-82	F	F	\$73,240.01	32608	Electric Reliability Compliance Analyst	P	A	#####
0000017307	20-Oct-65	M	E	\$73,250.32	32607	Entomologist	P	A	#####
0000016913	17-Nov-82	M	FACT	\$73,449.83	32609	Power Systems Operations Manager	P	A	#####
0000018633	27-Dec-83	M	F	\$73,454.68	32605	IT Software Architect	P	A	#####
0000019477	6-Dec-88	F	F	\$73,500.00	32653	Engineer Utility Designer 3	P	A	#####
0000019650	9-Aug-73	M	M	\$73,507.20	32054	Power Plant Journeyman Operator	P	A	\$35.3400
0000008591	20-Oct-66	M	IDLRD	\$73,522.57	32626	Fire Lieutenant	P	A	\$27.1903
0000008686	30-Jul-68	M	IDLRD	\$73,522.57	32634	Fire Lieutenant	P	A	\$27.1903
0000016694	23-May-60	F	F	\$73,632.19	32605	Procurement Specialist 3	P	A	#####
0000019645	17-Oct-80	M	M	\$73,756.80	32068	Production Technician	P	A	\$35.4600
0000015578	3-Aug-77	M	E	\$74,000.00	32601	Planner III	P	A	#####
0000007757	7-May-62	F	FD	\$74,023.00	32615	Land Rights Coordinator	P	A	#####
0000016337	6-Jun-57	M	M	\$74,038.85	32259	Control Room Operator	P	A	\$35.5956
0000008404	14-Apr-68	M	HD	\$74,061.52	32653	Police Sergeant	P	A	\$35.6065
0000008206	11-Nov-53	M	ED	\$74,107.74	32605	Surveyor	P	A	#####
0000009804	20-Sep-56	M	A	\$74,220.30	32653	Solid Waste Manager	P	A	#####
0000019164	23-Sep-80	F	E	\$74,241.97	32606	Planner IV	P	A	#####
0000016786	11-Sep-70	M	F	\$74,242.22	32609	IT Infrastructure Designer and Administrator	P	A	#####
0000019449	22-Jun-66	M	M	\$74,256.00	32024	Power Plant Control Specialist	P	A	\$35.7000
0000007278	25-Nov-60	M	MD	\$74,387.04	32605	Control Room Operator	P	A	\$35.7630
0000016575	2-Jan-67	M	A	\$74,482.24	34471	Assistant Operations Manager	P	A	#####
0000010461	7-Jan-76	F	F	\$74,491.60	32656	Configuration Management Specialist	P	A	#####
0000012726	1-Aug-77	M	N	\$74,609.18	34450	Pwr Plant Shift Supervisor	P	A	\$35.8698

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000017974	16-Jan-56	M	A	\$74,667.80	32666	CHIEF Plans Examiner	P	A	#####
0000007885	19-Aug-71	M	NACT	\$74,712.77	32608	Gas Measurement Supervisor	P	A	\$35.9196
0000010469	28-Apr-66	M	H	\$74,937.41	32606	Police Sergeant	P	A	\$36.0276
0000008581	2-Nov-71	M	IDRD	\$74,993.01	34474	Fire Lieutenant	P	A	\$27.7341
0000008702	13-Mar-69	M	IDRD	\$74,993.01	32666	Fire Lieutenant	P	A	\$27.7341
0000008640	22-Jun-68	M	IDLRD	\$74,993.01	32656	Fire Lieutenant	P	A	\$27.7341
0000008647	8-Sep-65	M	IDLRD	\$74,993.01	32609	Fire Lieutenant	P	A	\$27.7341
0000007631	10-Aug-69	M	ID	\$74,993.01	32615	Fire Lieutenant	P	A	\$27.7341
0000008687	2-Sep-66	M	IDLRD	\$74,993.01	32601	Fire Lieutenant	P	A	\$27.7341
0000011369	7-Mar-65	F	A	\$75,000.00	32606	Media Relations Coordinator	P	A	#####
0000019618	4-Apr-68	M	M	\$75,004.80	32656	Pwr Plant Mech Journeyman	P	A	\$36.0600
0000019621	24-Aug-64	M	M	\$75,004.80	32038	Pwr Plant Mech Journeyman	P	A	\$36.0600
0000011924	22-Mar-63	M	E	\$75,158.42	32605	Neighborhood Planning Coordinator	P	A	#####
0000007854	27-Dec-66	F	F	\$75,221.60	32609	Analyst Senior	P	A	#####
0000012891	27-Apr-57	M	M	\$75,328.45	32606	Relay Technician	P	A	\$36.2156
0000019508	18-Nov-87	F	A	\$75,368.95	32653	City Attorney 1, Assistant	P	A	#####
0000013083	17-Dec-60	M	M	\$75,382.94	32609	Lead Telecomm Specialist	P	A	\$36.2418
0000015533	17-Nov-62	M	N	\$75,411.86	32669	Pwr Plant Shift Supervisor	P	A	\$36.2557
0000011802	23-Feb-45	M	M	\$75,626.30	32113	Energy Delivery Planner	P	A	\$36.3588
0000007699	23-Dec-69	M	F	\$75,688.90	32653	Marketing Rep Senior	P	A	#####
0000011818	14-Jul-80	M	M	\$75,753.60	32653	Control Room Operator	P	A	\$36.4200
0000017184	15-Feb-76	M	N	\$75,874.86	32621	SUBSTATION ELECTRICIAN, LEAD	P	A	\$36.4783
0000011943	17-Sep-61	M	M	\$75,874.86	32091	SUBSTATION ELECTRICIAN, LEAD	P	A	\$36.4783
0000012396	7-Aug-60	M	M	\$75,874.86	32605	Power Plant Control Specialist	P	A	\$36.4783
0000010845	8-Jan-55	F	N	\$75,874.86	32605	Pwr Plant Lab Supervisor	P	A	\$36.4783
0000019980	17-Jul-64	M	E	\$76,000.00	32618	Auditor, Senior	P	A	#####
0000011430	29-Jan-80	F	F	\$76,005.96	32669	Analyst Lead	P	A	#####
0000010761	4-Apr-74	F	H	\$76,008.82	32615	Police Sergeant	P	A	\$36.5427
0000019939	16-Dec-57	M	E	\$76,041.28	32608	City Arborist	P	A	#####
0000013707	22-Jul-81	M	RSPA	\$76,068.61	32605	Fire District Chief	P	A	#####
0000011711	7-Oct-72	M	H	\$76,165.02	32669	Police Sergeant	P	A	\$36.6178
0000017561	2-Feb-57	M	A	\$76,193.03	34471	Procurement Manager	P	A	#####
0000009687	15-Jun-69	F	HD	\$76,310.00	32606	Police Sergeant	P	A	\$36.6875
0000007749	2-Jan-60	M	M	\$76,421.90	32605	Network Analyst	P	A	\$36.7413
0000010929	13-Oct-67	M	FSPAS	\$76,437.81	32605	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	#####
0000013100	30-Dec-81	M	F	\$76,494.04	32606	Utilities Location Coordinator	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000011759	4-Aug-75	F	F	\$76,507.44	32606	Analyst Lead	P	A	#####
0000008282	2-Jan-68	F	HD	\$76,563.55	34470	Police Sergeant	P	A	\$36.8094
0000008308	9-Mar-66	M	HDL	\$76,563.55	32615	Police Sergeant	P	A	\$36.8094
0000008323	6-Dec-66	M	HD	\$76,563.55	32038	Police Sergeant	P	A	\$36.8094
0000008371	22-Mar-70	M	HD	\$76,563.55	32615	Police Sergeant	P	A	\$36.8094
0000008368	30-May-67	M	HD	\$76,563.55	32615	Police Sergeant	P	A	\$36.8094
0000017907	17-Dec-64	M	FACT	\$76,844.71	32608	Cost Accounting Manager	P	A	#####
0000009784	17-Oct-66	M	I	\$76,920.96	32608	Fire Lieutenant	P	A	\$28.4471
0000010685	24-Mar-71	F	F	\$76,985.56	32605	Account Representative Sr.	P	A	#####
0000017621	16-Mar-82	F	E	\$77,033.63	32656	Analyst Lead	P	A	#####
0000008268	22-Jul-59	M	A	\$77,130.00	32608	Code Enforcement Manager	P	A	#####
0000017736	21-Jun-70	M	F	\$77,229.54	32259	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	#####
0000007527	12-Jan-67	M	N	\$77,272.42	32618	Pwr Plant Shift Supervisor	P	A	\$37.1502
0000011054	18-May-54	M	M	\$77,312.77	32607	Energy Supply Maintenance Planner	P	A	\$37.1696
0000010509	17-Sep-73	M	R	\$77,589.98	32609	Fire District Chief	P	A	#####
0000014075	16-Apr-79	M	R	\$77,589.98	31601	Fire District Chief	P	A	#####
0000012206	14-Jun-82	M	R	\$77,589.98	32615	Fire District Chief	P	A	#####
0000012194	6-Mar-79	M	R	\$77,589.98	32653	Fire District Chief	P	A	#####
0000014007	22-Dec-81	M	R	\$77,589.98	32038	Fire District Chief	P	A	#####
0000011515	6-Feb-77	M	R	\$77,755.45	32621	Fire District Chief	P	A	#####
0000011090	5-Nov-70	M	RSPA	\$77,755.45	32643	Fire District Chief	P	A	#####
0000009978	3-Feb-74	M	B	\$77,858.19	32054	Wtr/Wstwtr Facilities Operations & Maintenance Manager	P	A	#####
0000019212	14-Apr-80	F	A	\$77,886.80	32164	Assistant Parks, Recreation and Cultural Affairs Director	P	A	#####
0000019040	3-Aug-60	M	F	\$77,974.88	32607	Business Systems Analyst Sr	P	A	#####
0000017882	5-Dec-83	F	E	\$78,000.00	32606	Business Systems Analyst Sr	P	A	#####
0000016731	1-Oct-77	M	N	\$78,134.78	32619	Pwr Plant Maintenance Supervisor	P	A	\$37.5648
0000011496	6-Jun-70	M	ESPAS	\$78,236.07	32694	Technical Systems Analyst, Sr.	P	A	#####
0000012964	26-Mar-80	M	EACT	\$78,448.20	32669	Technical Systems Analyst Coordinator	P	A	#####
0000016711	21-Nov-75	F	A	\$78,450.00	32177	Equal Opportunity Manager	P	A	#####
0000019651	8-Jul-54	M	M	\$78,499.20	32615	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$37.7400
0000011397	31-Aug-76	F	J	\$78,520.00	32615	Police Lieutenant	P	A	\$37.7500
0000010183	3-Nov-74	F	F	\$78,577.49	32607	Business Systems Analyst Sr	P	A	#####
0000016542	9-Jan-67	M	F	\$78,716.46	32038	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000011127	26-Sep-70	M	B	\$79,040.83	32605	Wtr/Wstwtr Facilities Operations & Maintenance Manager	P	A	#####
0000013520	13-Jan-71	M	F	\$79,060.23	326530811	IT Security Analyst II	P	A	#####
0000015526	15-Apr-78	M	M	\$79,138.18	32038	Distribution System Operator 2	P	A	\$38.0472
0000016257	1-Nov-85	F	M	\$79,138.18	32615	Distribution System Operator 2	P	A	\$38.0472
0000009912	24-Jul-75	F	M	\$79,138.18	32606	Distribution System Operator 2	P	A	\$38.0472
0000018287	27-Oct-65	M	F	\$79,226.46	32653	IT Software Architect	P	A	#####
0000010281	10-Sep-75	M	H	\$79,320.18	32643	Police Sergeant	P	A	\$38.1347
0000013111	8-May-53	M	L	\$79,585.38	32641	Chief Inspector	P	A	\$38.2622
0000017608	1-Nov-63	M	A	\$79,672.43	34480	Assistant Operations Manager	P	A	#####
0000018314	8-Aug-70	F	A	\$79,684.24	32608	Diversity and Inclusion Manager	P	A	#####
0000007302	27-Aug-57	M	M	\$79,684.80	32643	Pwr Plant Instrumentation,Controls & Electrical Technician	P	A	\$38.3100
0000019634	20-Aug-74	M	E	\$80,000.00	33543	Business Systems Analyst Sr	P	A	#####
0000019605	22-Jun-78	M	E	\$80,000.00	34480	Intergovernmental Affairs Coordinator	P	A	#####
0000016609	7-Jan-82	F	F	\$80,012.12	32664	GRUCom Account Manager	P	A	#####
0000019615	13-Sep-84	M	M	\$80,080.00	32653	Control Room Operator	P	A	\$38.5000
0000011877	10-Aug-76	M	F	\$80,090.57	32609	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	#####
0000011989	29-Apr-60	F	F	\$80,138.94	32606	Business Systems Analyst Sr	P	A	#####
0000016193	28-Apr-66	M	A	\$80,334.00	34476	Transit Operations Manager	P	A	#####
0000010746	17-Oct-76	M	H	\$80,476.45	32615	Police Sergeant	P	A	\$38.6906
0000016971	5-Oct-74	F	B	\$80,588.23	32038	Business Services Manager	P	A	#####
0000010464	31-Mar-74	M	H	\$80,592.10	32606	Police Sergeant	P	A	\$38.7462
0000019323	26-Dec-87	M	F	\$80,725.70	32024	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000011506	30-Dec-59	M	N	\$80,798.22	32601	Network & Telecommunications Supervisor	P	A	\$38.8453
0000019733	4-Nov-82	M	F	\$80,850.00	32606	Engineer Utility Designer 3	P	A	#####
0000009667	19-Aug-65	M	E	\$80,916.05	32696	Fire Protection Specialist	P	A	#####
0000012757	12-Dec-79	M	J	\$80,996.86	32643	Police Lieutenant	P	A	\$38.9408
0000008795	6-Apr-60	M	MDRDL	\$81,081.73	32643	Electric Line Worker	P	A	\$38.9816
0000019409	12-Jan-93	M	M	\$81,081.73	80919	Electric Line Worker	P	A	\$38.9816
0000012774	24-Oct-78	M	F	\$81,219.25	32669	Technical Systems Analyst Coordinator	P	A	#####
0000019192	31-Aug-67	M	N	\$81,272.46	32643	Pwr Plant Shift Supervisor	P	A	\$39.0733
0000008608	22-Sep-58	F	I	\$81,413.28	32615	Fire Investigative Svcs Off	P	A	\$39.1410
0000016444	27-Dec-53	F	ESPAS	\$81,602.02	32091	Business Systems Analyst Sr	P	A	#####

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0000011531	14-Nov-54	M	B	\$82,000.00	32643	Wtr/Wstwtr Facilities Operations & Maintenance Manager	P	A	#####
0000018976	14-Dec-77	M	F	\$82,285.44	32607	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000007397	17-Nov-61	M	FRDSP	\$82,458.46	32693	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	#####
0000010850	21-Mar-68	M	J	\$82,616.77	32655	Police Lieutenant	P	A	\$39.7196
0000012647	13-Oct-79	M	J	\$82,616.77	32643	Police Lieutenant	P	A	\$39.7196
0000008510	9-Oct-69	F	JD	\$82,616.77	32669	Police Lieutenant	P	A	\$39.7196
0000010839	18-Dec-74	M	J	\$82,616.77	32605	Police Lieutenant	P	A	\$39.7196
0000012341	12-Dec-79	F	J	\$82,616.77	32641	Police Lieutenant	P	A	\$39.7196
0000009676	26-May-69	M	J	\$82,616.77	32608	Police Lieutenant	P	A	\$39.7196
0000012238	17-Jan-76	F	J	\$82,616.77	34482	Police Lieutenant	P	A	\$39.7196
0000010914	6-Aug-62	M	N	\$82,651.30	32653	Electric Measurement Supervisor	P	A	\$39.7362
0000011473	29-Aug-65	M	MSPAS	\$82,703.30	32694	Electric Line Worker	P	A	\$39.7612
0000007493	26-Oct-65	M	M	\$82,703.30	32669	Electric Line Worker	P	A	\$39.7612
0000015859	16-Nov-70	M	M	\$82,703.30	32054	Electric Line Worker	P	A	\$39.7612
0000013274	5-May-76	M	M	\$82,703.30	32666	Electric Line Worker	P	A	\$39.7612
0000010883	26-Jan-79	M	M	\$82,703.30	32609	Electric Line Worker	P	A	\$39.7612
0000012316	15-Sep-72	M	MACT	\$82,703.30	32626	Line Worker, Lead	P	A	\$39.7612
0000011988	16-Nov-64	M	M	\$82,703.30	32626	Electric Line Worker	P	A	\$39.7612
0000009881	20-Oct-76	M	M	\$82,703.30	32640	Electric Line Worker	P	A	\$39.7612
0000012838	1-Sep-71	M	M	\$82,703.30	32601	Electric Line Worker	P	A	\$39.7612
0000013492	5-Jan-76	M	MSPAS	\$82,703.30	32622	Line Worker, Lead	P	A	\$39.7612
0000011982	18-Feb-69	M	M	\$82,703.30	32609	Electric Line Worker	P	A	\$39.7612
0000013103	15-Sep-82	M	M	\$82,703.30	32643	Electric Line Worker	P	A	\$39.7612
0000014048	21-Feb-83	M	M	\$82,703.30	32618	Electric Line Worker	P	A	\$39.7612
0000011852	28-Aug-72	M	F	\$82,958.94	32669	Utility Forester	P	A	#####
0000018507	20-Oct-73	M	F	\$83,035.18	32068	Operational Technology Network Analyst Sr	P	A	#####
0000019627	17-Oct-65	M	M	\$83,075.20	32658	Control Room Operator	P	A	\$39.9400
0000013475	11-Oct-81	F	F	\$83,270.63	32643	Engineer Utility Designer 4	P	A	#####
0000011894	25-Jul-78	F	M	\$83,362.45	32669	Distribution System Operator 2	P	A	\$40.0781
0000011147	14-May-75	M	B	\$83,417.34	32640	Wtr/Wstwtr Facilities Operations & Maintenance Manager	P	A	#####
0000013144	23-Oct-60	M	N	\$83,484.34	32669	System Protection and Control Supervisor	P	A	\$40.1367
0000019034	28-Feb-70	M	F	\$83,829.14	32148	IT Project Leader	P	A	#####
0000011986	29-Mar-64	M	F	\$83,875.17	32608	Analyst Lead	P	A	#####

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0000018977	6-Sep-70	F	F	\$83,932.09	32113	IT Project Leader	P	A	#####
0000010738	23-Jul-53	M	A	\$83,934.55	32615	Workers' Compensation & Loss Control Manager	P	A	#####
0000019904	30-Jan-81	M	E	\$84,000.00	32669	Policy Oversight Administrator	P	A	#####
0000007228	5-Apr-63	M	N	\$84,094.40	326051155	Pwr Plant Shift Supervisor	P	A	\$40.4300
0000016518	28-Aug-85	M	N	\$84,453.41	32044	Substation Operations Supervisor	P	A	\$40.6026
0000019697	13-May-68	M	E	\$84,500.00	32601	Project Manager, Wild Spaces Public Places	P	A	#####
0000016445	11-Feb-65	F	A	\$84,660.00	32054	Finance Operations Manager	P	A	#####
0000019153	15-Feb-85	M	F	\$84,687.93	32605	Engineer Utility Designer 4	P	A	#####
0000016793	23-Jan-56	M	B	\$84,703.25	32054	Procurement Manager	P	A	#####
0000013970	17-Mar-71	F	E	\$84,799.56	32643	Strategic Planner, Sr.	P	A	#####
0000018049	3-Feb-88	M	F	\$84,900.68	32091	Operational Technology Network Analyst Sr	P	A	#####
0000007391	19-Jun-68	M	MDSPA	\$85,083.02	32609	Electric Systems Operations Coordinator	P	A	\$40.9053
0000019622	10-Apr-66	M	M	\$85,092.80	32609	Control Room Operator	P	A	\$40.9100
0000012986	13-Dec-65	M	N	\$85,109.44	32643	Network & Telecommunications Supervisor	P	A	\$40.9180
0000009688	2-Apr-68	M	J	\$85,168.93	32609	Police Lieutenant	P	A	\$40.9466
0000018048	13-Jun-69	M	F	\$85,475.21	32608	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000012259	25-Oct-67	F	FACT	\$85,713.50	32656	IT Project Leader	P	A	#####
0000016563	26-Feb-75	M	F	\$85,946.97	32605	GRUCom Account Manager	P	A	#####
0000014193	18-Mar-84	M	F	\$85,950.00	32606	ERP Training Program Manager	P	A	#####
0000012687	6-Jan-69	F	F	\$85,964.03	32605	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000017278	3-Dec-75	F	ASPAS	\$85,965.15	32618	Budget Manager	P	A	#####
0000019466	31-Jul-63	M	F	\$86,000.00	32084	Engineer Utility Designer 4	P	A	#####
0000019617	9-May-72	M	M	\$86,049.60	34491	Control Room Operator	P	A	\$41.3700
0000017970	26-Jul-76	M	FSPAS	\$86,108.98	32606	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000015579	4-Oct-73	F	A	\$86,130.00	32606	Auditor Manager	P	A	#####
0000016815	1-Jul-71	M	F	\$86,178.09	32667	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000018579	4-Jan-78	M	F	\$86,328.62	31548	Operational Technology Network Analyst Sr	P	A	#####
0000017344	27-Mar-85	M	F	\$86,335.07	32643	Engineer Utility Designer 3	P	A	#####
0000019741	28-Mar-84	F	E	\$86,368.00	32608	Smart City Coordinator	P	A	#####
0000007421	16-Feb-67	M	F	\$86,520.66	32605	Utility Forester	P	A	#####
0000011471	2-Dec-78	M	M	\$86,793.20	32091	Line Worker, Lead	P	A	\$41.7275

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000008387	6-Aug-69	M	JD	\$86,901.57	32606	Police Lieutenant	P	A	\$41.7796
0000019410	8-Aug-63	M	F	\$87,000.00	32605	Engineer Utility Designer 4	P	A	#####
0000019327	20-Jan-78	M	ESPAS	\$87,000.00	32606	Technical Systems Analyst, Sr.	P	A	#####
0000013774	8-Oct-73	F	F	\$87,207.48	32605	Engineer Utility Designer 4	P	A	#####
0000013626	19-Feb-61	M	FSPAS	\$87,249.24	32605	UTILITY SAFETY AND TRAINING FACILITATOR	P	A	#####
0000018299	22-Aug-82	M	F	\$87,500.00	32605	Engineer Utility Designer 4	P	A	#####
0000013423	8-Sep-78	M	EACT	\$87,551.40	32605	Planning & Development Director	P	A	#####
0000014244	3-Mar-72	M	F	\$87,646.62	326082791	Engineer Utility Designer 4	P	A	#####
0000007265	16-May-62	M	N	\$87,681.15	32615	Pwr Plant Instrumentation,Controls & Electrical Supervisor	P	A	\$42.1544
0000015672	16-Oct-77	M	F	\$87,722.68	32605	Technical Systems Analyst Coordinator	P	A	#####
0000019664	31-May-80	M	F	\$87,754.00	32606	ERP Reporting Analyst	P	A	#####
0000008058	3-Sep-51	M	ED	\$87,982.90	32606	Planner III	P	A	#####
0000019276	11-Jul-52	M	E	\$88,000.00	34465	Engineer Utility Designer 4	P	A	#####
0000015590	8-Jan-70	M	F	\$88,129.39	32606	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000014092	3-Mar-64	M	F	\$88,147.50	32605	Engineer Utility Designer 4	P	A	#####
0000019759	6-Nov-93	M	F	\$88,200.00	32622	IT Project Leader	P	A	#####
0000019729	7-Mar-89	M	F	\$88,200.00	32348	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000011490	25-Mar-72	M	F	\$88,409.23	32091	IT Software Architect Senior	P	A	#####
0000008363	19-Jan-63	M	JDL	\$88,444.30	32606	Police Lieutenant	P	A	\$42.5213
0000007236	4-Jul-62	M	N	\$88,598.22	32606	Pwr Plant Shift Supervisor	P	A	\$42.5953
0000007871	4-Aug-73	M	M	\$88,769.41	32091	Line Worker, Lead	P	A	\$42.6776
0000009979	22-Jul-68	M	M	\$88,769.41	32669	Line Worker, Lead	P	A	\$42.6776
0000011166	10-Sep-72	M	M	\$88,769.41	32669	Line Worker, Lead	P	A	\$42.6776
0000011899	18-Aug-60	M	M	\$88,769.41	32693	Line Worker, Lead	P	A	\$42.6776
0000013105	19-Feb-80	M	M	\$88,769.41	32640	Line Worker, Lead	P	A	\$42.6776
0000012201	14-Mar-80	M	M	\$88,769.41	32619	Line Worker, Lead	P	A	\$42.6776
0000011901	27-Jun-66	M	M	\$88,769.41	32038	Line Worker, Lead	P	A	\$42.6776
0000013104	25-May-66	M	M	\$88,769.41	32643	Line Worker, Lead	P	A	\$42.6776
0000013351	3-Jul-79	M	M	\$88,769.41	32622	Line Worker, Lead	P	A	\$42.6776
0000008309	16-Jun-66	M	JDL	\$89,393.20	32615	Police Lieutenant	P	A	\$42.9775
0000011903	29-Mar-71	F	ASPAS	\$89,908.20	32615	Planning Manager-PUBLIC WORKS	P	A	#####
0000017665	28-Dec-85	M	F	\$89,956.64	32605	Engineer Utility Designer 3	P	A	#####
0000018618	20-Sep-82	M	F	\$90,000.00	32607	IT Supervisor	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000012174	5-May-71	F	F	\$90,045.82	32608	Analyst Lead	P	A	#####
0000011202	16-Aug-69	F	FSPAS	\$90,088.24	32608	Treasury Manager, Utilities	P	A	#####
0000017735	27-Oct-52	M	A	\$90,133.22	32605	Facilities Manager	P	A	#####
0000017821	29-Feb-80	M	FACT	\$90,161.93	32653	Production Leader	P	A	#####
0000012014	9-Sep-64	M	N	\$90,392.02	32669	Pwr Plant Shift Supervisor	P	A	\$43.4577
0000012802	14-Apr-83	M	N	\$90,392.02	32669	Pwr Plant Shift Supervisor	P	A	\$43.4577
0000007237	27-Jun-60	M	N	\$90,392.02	34474	Pwr Plant Shift Supervisor	P	A	\$43.4577
0000007600	25-Nov-68	M	ND	\$90,431.33	32669	Pwr Plant Shift Supervisor	P	A	\$43.4766
0000018959	17-Nov-69	M	F	\$90,615.71	32608	Operational Technology Network Analyst Sr	P	A	#####
0000015509	28-Oct-86	M	M	\$90,681.76	32609	Distribution System Operator 2	P	A	\$43.5970
0000013106	11-Dec-76	M	M	\$90,681.76	32640	Distribution System Operator 2	P	A	\$43.5970
0000010758	27-Feb-75	M	J	\$90,824.66	32653	Police Lieutenant	P	A	\$43.6657
0000018964	21-Jan-67	F	A	\$91,142.31	32619	Accounting Mgr	P	A	#####
0000019209	31-Jul-68	F	E	\$91,246.15	32606	Engineer Utility Designer 4	P	A	#####
0000007506	1-Mar-61	M	B	\$91,522.79	32653	Water Plant Manager	P	A	#####
0000007752	4-Aug-52	M	F	\$91,681.36	32653	Analyst Lead	P	A	#####
0000008726	28-Jun-64	M	E	\$91,901.89	32666	Technical Systems Analyst, Sr.	P	A	#####
0000012721	11-Apr-73	M	EACT	\$91,975.13	32605	Director of Technology	P	A	#####
0000016712	2-Oct-74	F	E	\$92,140.49	32601	City Architect	P	A	#####
0000016088	30-Aug-84	M	BACT	\$92,380.61	32058	IT Services Portfolio Manager	P	A	#####
0000017443	17-May-86	F	A	\$92,417.34	32601	Wild Spaces Public Places Director	P	A	#####
0000009673	14-Apr-65	M	E	\$92,721.34	32601	Engineer Utility Designer 4	P	A	#####
0000012637	12-Dec-76	M	A	\$92,883.80	32606	Fire Assistant Chief	P	A	#####
0000007592	16-Dec-58	M	FD	\$92,967.39	32601	Engineer Utility Designer 4	P	A	#####
0000019760	26-Aug-62	F	A	\$93,000.00	29020	Total Rewards Manager	P	A	#####
0000015691	29-Sep-80	M	B	\$93,110.77	32606	Production Manager I	P	A	#####
0000017796	24-Jan-71	M	F	\$93,177.56	32065	Operational Technology Network Analyst Sr	P	A	#####
0000007733	30-Jan-64	M	FD	\$93,185.09	32060	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000012171	1-Jul-67	M	N	\$93,228.10	32615	Pwr Plant Shift Supervisor	P	A	\$44.8212
0000013490	20-Aug-83	M	N	\$93,228.10	32694	Pwr Plant Shift Supervisor	P	A	\$44.8212
0000018525	24-May-53	M	A	\$93,328.08	32608	Transit Planning Manager	P	A	#####
0000015523	11-Feb-79	F	A	\$93,552.62	32601	STRATEGIC CUSTOMER EXPERIENCE MANAGER	P	A	#####
0000008325	26-Nov-65	M	J	\$93,744.77	32606	Police Lieutenant	P	A	\$45.0696
0000011464	4-Jul-78	M	M	\$93,838.37	32058	Electric Systems Operations Coordinator	P	A	\$45.1146
0000017258	4-Aug-71	F	B	\$94,000.00	32693	Accounting Manager, Utilities	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000016165	26-Aug-56	M	F	\$94,361.59	32225	IT Project Leader	P	A	#####
0000010478	9-Apr-71	M	FSPAS	\$94,733.77	32606	IT Supervisor	P	A	#####
0000012283	24-Apr-73	M	B	\$95,000.00	32619	Major Maintenance Leader	P	A	#####
0000017227	11-Sep-67	F	F	\$95,311.74	32653	IT Infrastructure Designer and Administrator,Sr.	P	A	#####
0000017471	20-Aug-59	M	MSPAS	\$95,611.78	32608	Pwr System Coordinator 2	P	A	\$45.9672
0000007492	8-Oct-53	M	M	\$95,611.78	32606	Systems Operator 2	P	A	\$45.9672
0000011745	13-Feb-80	M	M	\$95,611.78	32091	Electric Systems Operations Coordinator	P	A	\$45.9672
0000007371	20-Oct-63	M	MSPAS	\$95,611.78	32666	Pwr System Coordinator 2	P	A	\$45.9672
0000013369	18-Sep-62	M	MSPAS	\$95,611.78	32606	Pwr System Coordinator 2	P	A	\$45.9672
0000013301	9-Dec-64	M	MSPAS	\$95,611.78	32609	Pwr System Coordinator 2	P	A	\$45.9672
0000011709	26-Jun-63	M	A	\$95,653.80	32615	Fleet Maintenance Manager	P	A	#####
0000007486	9-Nov-52	M	FD	\$95,670.00	32618	Technical Systems Analyst Coordinator	P	A	#####
0000010874	9-May-60	M	F	\$95,932.66	32025	IT Software Architect Senior	P	A	#####
0000017604	27-Oct-87	F	Q	\$96,223.41	32609	Clerk of the Commission	P	A	#####
0000013917	7-Feb-72	F	E	\$96,438.36	34475	Nurse Practitioner	P	A	#####
0000010141	8-Jan-71	M	A	\$96,548.96	32608	Fire Assistant Chief	P	A	#####
0000014019	27-Mar-73	F	B	\$96,878.07	32641	Fuels Manager	P	A	#####
0000008353	2-Apr-71	F	A	\$97,000.00	32641	Police Captain	P	A	#####
0000017559	8-Sep-83	M	F	\$97,145.84	32643	Engineer Utility Designer 4	P	A	#####
0000016005	4-Sep-66	F	F	\$97,978.24	32605	Superv Engineer Ut Designer	P	A	#####
0000017725	29-Jan-79	M	F	\$98,366.76	32603	Engineer Utility Designer 4	P	A	#####
0000007713	8-Mar-61	M	BD	\$98,505.83	32608	Rates and Economics Analysis Manager	P	A	#####
0000009774	21-Nov-64	M	E	\$98,765.25	32601	Investment Manager	P	A	#####
0000007841	6-Jun-67	F	FD	\$98,924.93	32643	IT Project Leader	P	A	#####
0000019483	25-Apr-65	M	A	\$99,088.26	34470	Audit Manager, Information Technology	P	A	#####
0000009652	27-Apr-64	M	F	\$99,167.60	32640	IT Supervisor	P	A	#####
0000019644	7-Nov-72	M	F	\$99,341.00	32615	Production Leader	P	A	#####
0000011456	15-Aug-76	F	A	\$99,553.18	32609	Police Captain	P	A	#####
0000010220	15-Sep-70	M	A	\$99,553.18	32615	Police Captain	P	A	#####
0000018332	6-May-59	F	F	\$100,473.98	32615	Engineer Utility Designer 4	P	A	#####
0000014172	26-Aug-57	M	F	\$100,722.79	32606	Superv Engineer Ut Designer	P	A	#####
0000017274	9-Jun-80	M	F	\$100,767.59	32606	IT Infrastructure Designer and Administrator,Lead.	P	A	#####
0000009604	10-Jul-69	M	F	\$101,000.00	32653	Major Maintenance Leader	P	A	#####
0000019185	11-May-82	F	A	\$101,423.08	32608	Communications & Marketing Manager	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000018187	12-Oct-82	M	F	\$101,520.00	32653	Engineer Utility Designer 4	P	A	#####
0000011358	4-Sep-57	F	B	\$101,663.11	32606	Energy and Business Services Manager	P	A	#####
0000019343	12-Jan-74	M	FSPAS	\$101,712.00	32605	UTILITY SYSTEM OPERATIONS TRAINING FACILITATOR	P	A	#####
0000017413	10-Oct-70	M	B	\$101,750.00	32607	Communications Director	P	A	#####
0000016954	11-Jan-82	F	F	\$101,794.18	32605	Superv Engineer Ut Designer	P	A	#####
0000016659	3-Apr-71	M	A	\$101,962.57	32606	Employee and Labor Relations Manager	P	A	#####
0000015644	12-Jan-82	F	F	\$102,167.77	32653	Principal Engineer/Principal Utility Designer	P	A	#####
0000009680	20-Mar-70	M	A	\$102,511.27	32607	Police Captain	P	A	#####
0000009715	8-Jun-74	M	B	\$102,992.82	32605	GRU Business Development & Planning Manager	P	A	#####
0000017066	21-Oct-69	M	A	\$103,510.79	32615	Building Official	P	A	#####
0000015977	29-Sep-80	M	B	\$104,348.09	32608	Managing Utility Analyst Planning	P	A	#####
0000013935	3-Jun-79	F	F	\$104,533.45	32669	Superv Engineer Ut Designer	P	A	#####
0000008100	28-Sep-68	F	A	\$104,793.89	32614	Housing & Community Development Manager	P	A	#####
0000019279	28-Sep-55	M	F	\$105,085.00	32615	Engineer Utility Designer 4	P	A	#####
0000017150	18-Jul-74	M	F	\$105,580.73	32608	Superv Engineer Ut Designer	P	A	#####
0000013633	25-May-85	M	B	\$105,834.93	32653	Manager of Outage Planning & Major Maintenance	P	A	#####
0000007717	21-May-60	M	F	\$105,875.96	32607	Power Systems Application Engineer	P	A	#####
0000010826	14-Oct-75	M	B	\$106,087.36	32091	Electric Systems Operations Manager	P	A	#####
0000008289	5-Oct-68	M	F	\$106,164.34	326150000	Principal Engineer/Principal Utility Designer	P	A	#####
0000007743	30-Dec-62	M	F	\$106,230.05	32605	IT Infrastructure Designer and Administrator,Lead.	P	A	#####
0000016803	23-Sep-62	F	F	\$106,822.64	32608	IT Infrastructure Designer and Administrator,Lead.	P	A	#####
0000016819	2-Apr-80	M	F	\$106,858.77	32601	Superv Engineer Ut Designer	P	A	#####
0000016655	24-Jan-71	M	F	\$106,967.45	32653	Utility Project /Team Leader III	P	A	#####
0000015524	10-Jul-85	M	F	\$107,297.59	32669	Utility Project /Team Leader III	P	A	#####
0000010863	24-Nov-71	M	F	\$107,297.59	32640	Utility Project /Team Leader III	P	A	#####
0000013080	20-Aug-74	M	F	\$107,755.53	32605	IT Infrastructure Designer & Administrator Architect	P	A	#####
0000019435	6-Apr-74	M	A	\$108,028.07	32608	City Attorney 2, Assistant	P	A	#####
0000016732	5-Jun-78	M	A	\$108,323.17	32605	City Attorney, Senior Assistant	P	A	#####
0000007629	28-Sep-72	M	B	\$109,196.79	32669	Electric Systems Operations Manager	P	A	#####
0000019060	17-Jan-77	M	F	\$109,274.09	32065	Superv Engineer Ut Designer	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000011025	12-Dec-57	M	F	\$109,750.43	32607	Utility Project /Team Leader III	P	A	#####
0000009622	6-Sep-58	M	F	\$110,319.85	32606	IT Infrastructure Designer and Administrator,Lead.	P	A	#####
0000012841	16-Nov-61	M	E	\$110,698.17	32605	Superv Engineer PT Ldr (GG)	P	A	#####
0000007491	5-May-54	M	B	\$110,718.39	32607	Systems Operations Manager	P	A	#####
0000011958	12-Apr-69	F	ASPAS	\$110,792.20	32605	Assistant Finance Director	P	A	#####
0000007740	5-Sep-58	M	FD	\$111,790.61	32686	Utility Project /Team Leader III	P	A	#####
0000010803	31-Jan-72	M	B	\$112,206.11	32615	Production Manager II	P	A	#####
0000018807	17-Nov-71	M	F	\$112,427.71	32606	Utility Project /Team Leader III	P	A	#####
0000018838	12-Apr-67	F	A	\$112,655.05	32666	City Attorney, Senior Assistant	P	A	#####
0000016779	10-Apr-76	M	B	\$112,841.36	32066	IT Manager Project Management Office	P	A	#####
0000008921	6-Sep-54	M	AD	\$112,932.77	32607	Director of Parks, Recreation and Cultural Affairs	P	A	#####
0000012405	24-Jan-68	M	F	\$113,051.15	32606	Utility Project /Team Leader III	P	A	#####
0000016175	14-Aug-75	F	A	\$113,555.13	32605	Community Redevelopment Agency Director	P	A	#####
0000010885	3-Jan-56	F	E	\$113,928.58	32667	Superv Engineer PT Ldr (GG)	P	A	#####
0000010181	4-Apr-74	F	F	\$114,000.00	32693	Utility Project /Team Leader III	P	A	#####
0000013385	3-Jul-70	M	B	\$114,635.39	32605	GRUCom Business Director	P	A	#####
0000019145	10-Nov-75	F	A	\$114,663.08	32606	Director of Citizen-Centered Design	P	A	#####
0000007727	13-Jul-69	F	B	\$114,844.09	32640	Utilities Administrative Services Director	P	A	#####
0000008680	22-Oct-65	F	AFDL	\$115,170.52	32605	Fire Chief Deputy	P	A	#####
0000016105	28-May-62	M	F	\$115,208.35	32605	Principal Engineer/Principal Utility Designer	P	A	#####
0000011443	27-Sep-65	F	F	\$115,463.48	32653	Principal Engineer/Principal Utility Designer	P	A	#####
0000010580	15-Aug-76	M	F	\$115,762.50	32653	IT Infrastructure Designer and Administrator,Lead.	P	A	#####
0000016978	14-Sep-58	F	A	\$116,155.93	32607	City Attorney, Senior Assistant	P	A	#####
0000016282	7-Jul-80	M	B	\$116,182.22	32694	Customer Operations Director	P	A	#####
0000016587	3-Nov-77	M	F	\$116,594.00	32653	Principal Engineer/Principal Utility Designer	P	A	#####
0000011760	17-Sep-61	M	F	\$116,752.14	32618	Principal Engineer/Principal Utility Designer	P	A	#####
0000011002	6-Oct-65	M	F	\$116,956.99	32605	Superv Engineer Ut Designer	P	A	#####
0000016744	6-Mar-62	M	A	\$117,396.17	32054	City Attorney, Senior Assistant	P	A	#####
0000008287	15-Jan-69	M	A	\$118,000.00	32606	Police Chief Inspector	P	A	#####
0000017697	13-Aug-78	M	ASPAS	\$118,390.47	32606	Traffic Operations Manager	P	A	#####
0000017967	29-Nov-48	M	F	\$118,783.35	32680	Utility Project /Team Leader III	P	A	#####
0000017486	4-Sep-72	M	B	\$119,514.99	32606	IT Manager, Applications Development Manager	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000010944	8-Sep-66	M	F	\$119,632.50	32666	Utility Project /Team Leader III	P	A	#####
0000018240	14-Nov-78	F	A	\$120,000.00	32608	IT Manager Project Management Office	P	A	#####
0000019970	20-Dec-72	M	F	\$120,000.00	68135	IT Basis Administrator	P	A	#####
0000007353	4-Sep-55	M	F	\$120,000.00	32605	Principal Engineer/Principal Utility Designer	P	A	#####
0000018293	26-Jan-60	F	A	\$120,481.38	32615	Operations Division Manager	P	A	#####
0000009933	14-May-60	M	F	\$121,432.32	32615	Principal Engineer/Principal Utility Designer	P	A	#####
0000019168	17-Mar-79	F	Q	\$121,863.81	32608	Equal Opportunity Dir	P	A	#####
0000017293	7-Dec-62	M	A	\$122,111.47	32641	City Attorney 2, Assistant	P	A	#####
0000010136	1-Jan-58	M	F	\$122,497.63	32643	Superv Engineer Ut Designer	P	A	#####
0000013843	8-Mar-67	M	B	\$122,593.55	32553	System Control Manager	P	A	#####
0000016724	28-Dec-71	F	B	\$122,700.00	32607	Community and Government Relations Officer	P	A	#####
0000007351	1-Mar-63	M	F	\$124,838.66	32608	Project Engineer	P	A	#####
0000012461	19-Jul-75	M	B	\$125,753.40	32605	IT Manager, Infrastructure & Database Administration	P	A	#####
0000019195	3-Oct-60	F	F	\$125,800.00	32606	Principal Engineer/Principal Utility Designer	P	A	#####
0000019099	8-Jan-61	M	F	\$126,500.00	32643	Superv Engineer Ut Designer	P	A	#####
0000007747	12-Jul-54	M	B	\$126,865.67	32605	GRUCom Technology & Services Director	P	A	#####
0000017949	26-May-69	M	B	\$126,924.72	32615	Water Distribution & Wastewater Collection System Director	P	A	#####
0000012333	30-Jun-66	M	A	\$127,930.67	32653	Economic Development and Innovation Director	P	A	#####
0000010554	6-Nov-67	M	A	\$127,951.34	32606	Transit Director	P	A	#####
0000018777	27-Jan-61	M	B	\$128,000.00	32607	Production Manager III	P	A	#####
0000010805	23-Nov-74	F	B	\$129,019.80	32605	Wtr/Wstwtr Engineering Director	P	A	#####
0000007348	3-Sep-50	M	BDSPA	\$129,184.13	32608	UTILITY AND SAFETY AND TRAINING OFFICER	P	A	#####
0000019915	29-Jan-69	M	F	\$130,000.00	34473	Principal Engineer/Principal Utility Designer	P	A	#####
0000017319	11-Feb-52	M	B	\$130,000.00	32605	Controller, Utilities	P	A	#####
0000019900	8-Oct-86	M	A	\$130,000.00	32605	City Engineer	P	A	#####
0000011145	24-Jun-60	M	B	\$130,035.83	32653	Gas T & D Manager	P	A	#####
0000010834	30-Sep-60	F	B	\$130,479.06	32640	IT Manager, Service Desk	P	A	#####
0000019133	22-Dec-67	F	A	\$132,450.00	32609	Director of Mobility	P	A	#####
0000019010	9-Jan-75	F	A	\$132,600.00	32607	Director of Strategic Initiatives	P	A	#####
0000011527	14-Jun-80	M	B	\$133,569.35	32615	Administrative & Fuels Operations Director	P	A	#####
0000017175	11-Sep-80	M	B	\$133,837.98	32653	Enterprise Resource Planning ERP Director	P	A	#####
0000009958	20-May-67	M	B	\$134,471.61	32643	Work & Resource Management, Manager	P	A	#####
0000017579	16-Sep-74	M	F	\$135,809.60	32615	COMPLIANCE OFFICER	P	A	#####

EMPLOYEE_ID	BIRTH_DT	SEX_ID	UNION LOC CD	ANNUAL SALARY	ZIP	TITL_LONG_DD	PERM TEMP ID	EMPLMT STA CD	PAY RT AM
0000008976	6-Nov-63	M	A	\$136,445.40	32605	Risk Management Director	P	A	#####
0000012183	13-Apr-57	M	B	\$138,090.57	34471	Production Assurance Support Director	P	A	#####
0000019611	14-Apr-62	M	F	\$138,112.00	32615	Production Manager III	P	A	#####
0000014104	17-Dec-57	F	B	\$138,161.13	32607	Chief People Officer	P	A	#####
0000012017	8-Apr-71	M	B	\$138,502.86	32653	Water/Wastewater Treatment Operations Director	P	A	#####
0000017969	29-Jul-58	M	A	\$139,650.57	32608	Assistant Police Chief	P	A	#####
0000008649	16-Jan-66	M	AFDL	\$139,679.38	32605	Fire Chief	P	A	#####
0000007799	7-Dec-69	M	B	\$141,972.54	32656	CHIEF CUSTOMER OFFICER	P	A	#####
0000008460	23-Oct-55	M	A	\$142,000.00	32618	Assistant Police Chief	P	A	#####
0000008747	13-Mar-64	M	A	\$143,389.97	32605	Public Works Director	P	A	#####
0000018477	23-Nov-62	F	A	\$144,984.48	32003	Human Resources Director	P	A	#####
0000010267	24-Jun-61	M	B	\$146,920.08	32605	Energy Measurement & Regulation Manager	P	A	#####
0000019982	15-Oct-84	F	A	\$148,350.00	32601	Finance Director	P	A	#####
0000011873	16-Oct-68	M	A	\$148,372.84	32605	Litigation Attorney	P	A	#####
0000015679	3-Nov-66	M	A	\$149,278.58	32607	Chief Business Services Officer	P	A	#####
0000007811	3-Nov-54	M	B	\$150,000.00	32653	Accounting and Finance Director Utilities	P	A	#####
0000019869	26-Jun-64	F	Q	\$150,000.00	32606	City Auditor	P	A	#####
0000019975	2-Feb-72	M	B	\$152,650.00	33764	Electric T & D Manager	P	A	#####
0000019193	8-Jun-64	M	B	\$152,902.54	32601	Energy Delivery Engineering Mgr	P	A	#####
0000015398	11-Oct-63	F	B	\$155,292.66	32653	Director of Production	P	A	#####
0000008419	2-Oct-56	M	A	\$155,667.91	32602	Police Chief	P	A	#####
0000011888	5-Apr-72	M	B	\$157,714.24	326060000	Water/WasteWater Officer	P	A	#####
0000018485	4-Jun-77	M	A	\$164,830.97	32605	Assistant City Manager	P	A	#####
0000018849	27-Feb-70	F	A	\$164,951.00	32607	Assistant City Manager	P	A	#####
0000013549	25-Jul-61	M	B	\$171,214.78	32608	Energy Delivery Officer	P	A	#####
0000014246	19-Apr-57	M	A	\$175,328.30	32606	Assistant City Manager	P	A	#####
0000017839	21-Jun-68	M	B	\$176,766.84	32653	Chief Information Officer	P	A	#####
0000013890	5-Jul-62	M	B	\$178,522.24	32615	Energy Supply Officer	P	A	#####
0000013825	9-Jul-70	F	Q	\$190,766.50	32653	City Attorney	P	A	#####
0000017261	9-Aug-72	F	B	\$198,900.00	32653	Chief Financial Officer, Utilities	P	A	#####
0000017753	7-Aug-54	M	B	\$215,618.93	32606	Chief Operating Officer	P	A	#####
0000019688	27-Jun-62	M	Q	\$255,000.00	32605	City Manager	P	A	#####
0000017614	22-Nov-56	M	Q	\$300,216.60	32605	General Mgr for Utilities	P	A	#####