

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes
				Center	Code				Step	when hired	
104732	BUSSELL	JAMES	E	0202	JFFM	Journeyman Firefighter Medic	\$13.83/ Hourly	06TEAMFR	F		
104534	DODD	CHRISTOPHER	L	7014	UFP1	Utility Field Person I	\$14.07/ Hourly	01AFSCME	F		
104733	JANECEK	DANIEL	T	0202	JFFP	Journeyman Firefighter Paramed	\$14.53/ Hourly	06TEAMFR	F		
104734	STATON	BRAD	W	0202	JFFM	Journeyman Firefighter Medic	\$13.83/ Hourly	06TEAMFR	F		
104749	REBER	LANY	L	7012	WUR2	Utility Rep.Person II-Wtr.Trmt	\$15.91/ Hourly	01AFSCME	G	A	OK
104788	CHAPMAN	MALCOM		0101	CCMB	Council Member	\$1,092.75/ Monthly	ELECTED	A		
104789	OLSON	KAREN	G	0101	CCMB	Council Member	\$1,120.06/ Monthly	ELECTED	B		
104784	CRAWFORD	DOUGLAS	ALLAN	7072	RMM2	Water Reclamation Operator II	\$17.14/ Hourly	01AFSCME	F		
104785	TRUJILLO	JOHNNY	E	7072	RMM3	Water Reclamation Operator III	\$18.01/ Hourly	01AFSCME	F		
104799	BECKER	ANDREW	L	0201	PLFF	Police Officer (FTO)	\$20.08/ Hourly	02TEAMPL	F		
104802	REGAN	CHRISTOPHER	D	0201	PLFF	Police Officer (FTO)	\$20.08/ Hourly	02TEAMPL	F		
104803	STAUFFACHER	JEREMY	I	0201	PLOF	Police Officer	\$19.88/ Hourly	02TEAMPL	F		
102913	LOWRY	TOMMY	G	0603	RMO2	Rec.Facility Maint/Oper Wkr II	\$14.78/ Hourly	01AFSCME	D		
104832	LINTZ	KRISTY	L	0601	REPS	Recreation Program Specialist	\$1,513.60/ Bi-Weekly	NONUNION	B		
104833	NICHOLS	CRAIG	A	0860	CMSP	Cemetery Supervisor	\$1,670.40/ Bi-Weekly	NONUNION	F		
104843	ZACHER	MICHAEL	D	0604	GEM3	Equipment Mech III-Golf Course	\$18.01/ Hourly	01AFSCME	F		
104859	MOORE	ANNETTE	M	0609	LTA1	Library Technical Assistant I	\$14.07/ Hourly	07LIB	F		
100902	O'GRADY	LUCILLE	M	0609	LBAS	Library Associate	\$17.14/ Hourly	07LIB	D		
104841	POVANDRA	BRIAN	CHARLES	0202	JFFP	Journeyman Firefighter Paramed	\$14.53/ Hourly	06TEAMFR	F		
104861	REITZ	JASON	J	0202	JFFP	Journeyman Firefighter Paramed	\$14.53/ Hourly	06TEAMFR	F		
104862	SAUER	JOYCE	A	0202	JFFM	Journeyman Firefighter Medic	\$13.83/ Hourly	06TEAMFR	F		
101666	LIMBO	BARBARA	J	0612	AQSC	Aquatic Specialist	\$1,513.60/ Bi-Weekly	NONUNION	B		
104878	SITTS	SCOTT	L	0201	DETC	Detective	\$21.94/ Hourly	02TEAMPL	F		
100403	BRECHTEL	DANIEL	J	4133	CCTC	Civic Ctr Tech/Production Coor	\$19.72/ Hourly	05STAGE	06		
104912	DOMINICAK	ROBERT	H	0204	ADGM	Asst Director of Growth Mgmt	\$3,504.00/ Bi-Weekly	NONUNION	L	D	
104064	GANSKE	CAROL	ANN	4134	CMW1	Civic Center Maint/Operator I	\$13.06/ Hourly	01AFSCME	E		
104954	READ	JENNIFER	L	0609	ASEC	Administrative Secretary	\$15.15/ Hourly	NONUNION	E		
104952	SAGEN	RICH	N	0618	RTDM	Rapid Transit System Div.Mgr.	\$2,876.00/ Bi-Weekly	NONUNION	L	M	Reclass 8/08
104957	VOLLMER	GARY	A	7012	USP1	Utility Service Person I	\$13.72/ Hourly	01AFSCME	E		
104956	LEAHY	JOHN	C	7102	LFSP	Landfill Operations Supervisor	\$1,890.40/ Bi-Weekly	NONUNION	E		
105122	LUSK	JUDY	M	0111	HRTC	Human Resources Technician	\$15.91/ Hourly	NONUNION	E		
105321	SCHAEFER	THERESA	J	0609	LBAS	Library Associate	\$17.57/ Hourly	07LIB	E		
104780	RONNING	RONALD	L	0618	CDBD	Bus Driver	\$13.72/ Hourly	01AFSCME	E		
036220	HANSEN	JAMES	L	0201	SRPF	Senior Police Officer (FTO)	\$22.69/ Hourly	02TEAMPL	G	C	Rehire
105330	REAGAN	ROBERT	H	0609	LBAS	Library Associate	\$16.31/ Hourly	07LIB	B		
105337	CAMPBELL	CAROL	A	0204	ASEC	Administrative Secretary	\$15.15/ Hourly	NONUNION	E		
102239	HARTWIG-STUCKE	BEATE		0609	LBAS	Library Associate	\$16.31/ Hourly	07LIB	B		
105334	DENTON	LEVI	B	0202	AFM2	Appr.Firefighter Medic II	\$12.84/ Hourly	06TEAMFR	E		
105340	HARLAN	JOHN	H	0202	AFM2	Appr.Firefighter Medic II	\$12.84/ Hourly	06TEAMFR	E		

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes
				Center	Code				Step	when hired	
105342	ORNELAS	MATHEW	J	0202	AFM2	Appr.Firefighter Medic II	\$12.84/ Hourly	06TEAMFR	E		
104410	ALLOWAY	FRANKLIN	RALPH	7014	WMR1	Water Meter Reader I	\$13.72/ Hourly	01AFSCME	E		
105419	FRITZ	GREGORY	B	7103	SWW2	Solid Waste Operator Wkr II	\$14.78/ Hourly	01AFSCME	D		
105420	MCMULLEN	RONALD	L	7103	MRMC	MRF Maintenance Chief	\$18.46/ Hourly	01AFSCME	C		
105421	MILLER	DOUGLAS	D	7103	LEM1	Equipment Mechanic I-Landfill	\$15.15/ Hourly	01AFSCME	E		
105440	BOSSERT	RANDALL	J	0301	SMO3	Street Maint.Operator III	\$15.53/ Hourly	01AFSCME	D		
015317	CHAPMAN	SANDRA	D	4133	CCSM	Civic Center Stage Manager	\$1,799.20/ Bi-Weekly	NONUNION	E		
104871	PFEFFER	RENEE	A	0618	CDBD	Bus Driver	\$13.72/ Hourly	01AFSCME	E		
105451	HADCOCK	DEBORAH	A	0101	CCMB	Council Member	\$1,092.75/ Monthly	ELECTED	A		
105450	OKREPKIE	WILLIAM	S	0101	CCMB	Council Member	\$1,120.06/ Monthly	ELECTED	B		
105452	LEIBY	BRENDY	L	0618	CDDP	Transit Dispatcher	\$14.42/ Hourly	01AFSCME	E		
105476	EDWARDS	RYAN	H	0201	PLOF	Police Officer	\$19.39/ Hourly	02TEAMPL	E		
105477	FARMER	TIM	P	0201	PLFF	Police Officer (FTO)	\$19.59/ Hourly	02TEAMPL	E		
105478	KIVI	DANIEL	R	0201	PLOF	Police Officer	\$20.37/ Hourly	02TEAMPL	G	B	
105479	LAHAIE	JASON	C	0201	PLOF	Police Officer	\$19.39/ Hourly	02TEAMPL	E		
105480	MCCANDLESS	JAMES	R	0201	PLFF	Police Officer (FTO)	\$19.59/ Hourly	02TEAMPL	E		
105484	ROWE	ROGER	E	7102	SWW3	Solid Waste Operator Wkr III	\$15.91/ Hourly	01AFSCME	E		
100266	WIPF	CLIFFORD	J	0618	CDBD	Bus Driver	\$13.72/ Hourly	01AFSCME	E		
105497	GRAY	KYLE	R	0305	SEM2	Equipment Mechanic II (Street)	\$15.91/ Hourly	01AFSCME	E		
001488	ANDERSON	DEBRA	L	0201	EVC1	Evidence Specialist I	\$14.42/ Hourly	03TEAMPL	C		
105516	SMITH	HAROLD	M	7103	LEM2	Equipment Mechanic II-Landfill	\$15.91/ Hourly	01AFSCME	E		
105523	CROSS	DAVID	A	0914	SEN2	Energy Plant Operator II	\$15.53/ Hourly	01AFSCME	D		
105540	LESS	JOHN	L	0108	TFEN	Traffic Engineer	\$3,021.60/ Bi-Weekly	NONUNION	J	D	
105541	SCHRIEVER	WILLIAM	J	0305	SEM2	Equipment Mechanic II (Street)	\$15.91/ Hourly	01AFSCME	E		
105549	CROMWELL	EDWARD	S	0202	AFM1	Apprentice Firefighter Medic I	\$12.84/ Hourly	06TEAMFR	E		
105550	SMEENK	TREVIN	S	0890	AFM2	Appr.Firefighter Medic II	\$12.84/ Hourly	06TEAMFR	E		
105551	STATON	BRIAN	J	0202	AFM2	Appr.Firefighter Medic II	\$12.84/ Hourly	06TEAMFR	E		
105558	ALDRIDGE	SHERYL	JO	0202	AAST	Administrative Assistant	\$17.57/ Hourly	NONUNION	E		
105426	VAN WYK	REGINA	R	0618	CDBD	Bus Driver	\$13.72/ Hourly	01AFSCME	E		
105599	GOLDSBERRY	WAYNE	J	0401	SMO3	Street Maint.Operator III	\$15.15/ Hourly	01AFSCME	C		
105493	HENDERSON	DONNA	J	0618	CDBD	Bus Driver	\$13.39/ Hourly	01AFSCME	D		
105602	TEGETHOFF	TRAVIS	L	0204	SRPL	Planner II	\$1,799.20/ Bi-Weekly	NONUNION	G	D	
101571	TEMPLETON	LORI	J	0604	CLK2	Clerk	\$13.39/ Hourly	01AFSCME	D		
105747	BOSWORTH	MARY	R	0204	EGPM	Engineering Project Manager	\$2,876.00/ Bi-Weekly	NONUNION	L	C	
105538	DEMPSEY	SANDRA	J	0890	ASEC	Administrative Secretary	\$14.78/ Hourly	NONUNION	D		
105598	DOTSON	DEBBIE	M	0618	CDBD	Bus Driver	\$13.39/ Hourly	01AFSCME	D		
105752	HARTFORD	DEAN	R	7072	IETC	Industrial Electronic Tech/Ele	\$18.92/ Hourly	01AFSCME	D		
105754	BROWN	DEBRA	A	0618	CDBD	Bus Driver	\$13.39/ Hourly	01AFSCME	D		
105756	LIND	KAYLA	M	6022	ACC2	Accounting Clerk II	\$14.42/ Hourly	01AFSCME	C		

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes	
				Center	Code				Step	when hired		
105705	SMITH	ERIN	M	0612	AQSC	Aquatic Specialist	\$1,513.60/ Bi-Weekly	NONUNION	B			
105811	RICE	RALPH	E	0401	SMO1	Street Maintenance Operator I	\$13.72/ Hourly	01AFSCME	E	A	OK	
025056	EWING	CONNIE		6022	ACGM	Accounting And Grants Manager	\$6,078.80/ Monthly	NONUNION	O	D	Rehire	
105810	PECKOSH	TODD	M	0108	PECV	Engineering Project Engineer	\$2,876.00/ Bi-Weekly	NONUNION	P	C		
105819	LENSEGRAV	SCOTT	W	0890	AFM2	Appr.Firefighter Medic II	\$12.53/ Hourly	06TEAMFR	D			
105820	PHILLIPE	NICHOLAS	T	0202	AFM1	Apprentice Firefighter Medic I	\$12.53/ Hourly	06TEAMFR	D			
103770	POWELL	TYLER	R	0202	AFM2	Appr.Firefighter Medic II	\$12.53/ Hourly	06TEAMFR	D			
105829	HOFER	JUSTIN	L	0401	SMO2	Street Maintenance/Operator II	\$14.42/ Hourly	01AFSCME	C			
105485	ZECHIEL	CLIFFTON	P	0603	REPS	Recreation Program Specialist	\$1,513.60/ Bi-Weekly	NONUNION	B			
105839	LACROIX	LLOYD	C	0101	CCMB	Council Member	\$1,120.06/ Monthly	ELECTED	B			
105739	BURCKHARD	DEBRA	L	0603	ASEC	Administrative Secretary	\$14.07/ Hourly	NONUNION	B			
105858	BLOOMENRADER	CADE	L	0201	PLOF	Police Officer	\$18.92/ Hourly	02TEAMPL	D			
105859	CALLERY	KATHLEEN	A	0201	PLOF	Police Officer	\$18.92/ Hourly	02TEAMPL	D			
105861	OWCZAREK	MATTHEW		0201	PLOF	Police Officer	\$18.92/ Hourly	02TEAMPL	D			
105862	SIGEL	CHRISTIAN	R	0201	PLOF	Police Officer	\$19.39/ Hourly	02TEAMPL	E	A	OK	
105863	WATKINS	RICHARD	G	0201	PLFF	Police Officer (FTO)	\$19.12/ Hourly	02TEAMPL	D			
105865	VOSS	RICKY	L	4137	TRP1	Civic Center Tradesperson I	\$15.53/ Hourly	01AFSCME	D			
105873	WEIDENBACH	JUSTIN	J	0911	ACMG	Civic Center Asst Food Ser Mgr	\$1,371.20/ Bi-Weekly	NONUNION	D			
105889	FRANK	ARRON	M	0612	RMO2	Rec.Facility Maint/Oper Wkr II	\$14.42/ Hourly	01AFSCME	C			
105890	KIGHTLINGER	SUSAN	A	4132	CGSM	Civic Ctr Guest Services Mgr	\$1,844.00/ Bi-Weekly	NONUNION	F	A	OK	
104944	MCGHAN	JASON	A	2073	AMT2	Airport Maintenance Tech II	\$14.42/ Hourly	01AFSCME	C			
105909	HERICKS	CHARLES	J	7103	SWW2	Solid Waste Operator Wkr II	\$14.78/ Hourly	01AFSCME	D			
105910	QUINTON	JUDY	L	0201	PSTC	Police Support Technician	\$14.42/ Hourly	03TEAMPL	C			
105937	TJEERDSMA	AMBER	M	0609	LBAS	Library Associate	\$17.14/ Hourly	07LIB	D			
104434	HEALY	ADAM	C	0201	PLFF	Police Officer (FTO)	\$19.12/ Hourly	02TEAMPL	D			
105938	OSTER	JESSE	A	0201	PLOF	Police Officer	\$18.92/ Hourly	02TEAMPL	D			
105935	RICHARDS	COLE	M	7072	RMM2	Water Reclamation Operator II	\$15.91/ Hourly	01AFSCME	C			
105947	ARGUELLO III	LOUIS	D	0108	EGPA	Engineering Project Administra	\$1,670.40/ Bi-Weekly	NONUNION	B			
105735	JOHNSTON	GERRI	L	6024	ITA1	IT Analyst I	\$1,755.20/ Bi-Weekly	NONUNION	F	B	Reclass 8/08	
106158	HODGSON	KIMBERLY	A	0609	AAST	Administrative Assistant	\$16.72/ Hourly	NONUNION	C			
106157	GILLELAND	JOHN	P	0609	LCM2	Custodial Maint Worker II (LIB	\$13.72/ Hourly	07LIB	E	C		
106161	GOODART	NEILL	J	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C			
106163	MANINGAS	CALEN	C	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C			
106162	HOLMBERG	MICHAEL	A	2076	AEM3	Equipment Mechanic III-Airport	\$16.72/ Hourly	01AFSCME	C			
105603	CULBERTSON-CLARK	LORI	A	0890	ASEC	Administrative Secretary	\$14.42/ Hourly	NONUNION	C			
106166	HELLER	MONICA	L	0207	CPCR	Community Planning Coordinator	\$3,021.60/ Bi-Weekly	NONUNION	R	L		
106169	CHASTAIN	JAMES	M	0201	ACIV	Traffic Crash Investigator	\$15.15/ Hourly	03TEAMPL	C			
106174	SUMPTION	PAULINE	A	6021	AFOF	Assistant Finance Officer	\$6,877.87/ Monthly	NONUNION	H	B		
106178	ELLIS	ROBERT	B	0108	PWDU	Public Works Director	\$3,964.80/ Bi-Weekly	NONUNION	I	G	Hired/City Eng	39

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes
				Center	Code				Step	when hired	
106195	SHINABARGER	RICHARD	D	0401	SMO2	Street Maintenance/Operator II	\$14.07/ Hourly	01AFSCME	B		
100551	AUGHENBAUGH	STEVEN	R	7101	SWW2	Solid Waste Operator Wkr II	\$14.07/ Hourly	01AFSCME	B		
106194	O'CONNELL	JAMES	L	0201	PPSP	Police Purchasing Specialist	\$16.31/ Hourly	03TEAMPL	B		
106221	HALVORSON	NATE	M	7103	SWW1	Solid Waste Operator Wkr I	\$12.43/ Hourly	01AFSCME	C		
106220	JENNER	STEPHANIE	M	0610	LBAS	Library Associate	\$16.72/ Hourly	07LIB	C		
106191	PHILAMALEE	GEORGE	E	2078	AMT1	Airport Maintenance Tech I	\$13.06/ Hourly	01AFSCME	C		
106270	JANSON	CHARLES	H	0204	BICC	Code Consultant/Plans Examiner	\$1,985.60/ Bi-Weekly	NONUNION	K	I	
106273	NELSON	TROY	C	7103	SWW1	Solid Waste Operator Wkr I	\$12.43/ Hourly	01AFSCME	C		
106274	SIEMONSMA	CAROL	M	0890	ASEC	Administrative Secretary	\$14.42/ Hourly	NONUNION	C		
106277	WILABY	DENNIS	A	0108	SRET	Senior Engineering Technician	\$19.39/ Hourly	NONUNION	E	A	OK
106271	LEONARD	KELLA	J	0111	HRTC	Human Resources Technician	\$14.78/ Hourly	NONUNION	B		
106292	BRANDHAGEN	MATTHEW	L	0604	RPSA	Recreation Coordinator	\$1,304.80/ Bi-Weekly	NONUNION	B		
101994	HANKS	ALAN	E	0101	MAYR	Mayor	\$3,655.62/ Bi-Weekly	ELECTED	A		
106291	HEITSCH	TRACY	L	4132	CCBM	Civic Center Business Manager	\$2,192.00/ Bi-Weekly	NONUNION	E	D	Reclass 8/08
106299	WEIFENBACH	RONALD	L	0101	CCMB	Council Member	\$1,120.06/ Monthly	ELECTED	B		
105868	LINN	SANDY	L	0618	CDBD	Bus Driver	\$13.06/ Hourly	01AFSCME	C		
106298	HUMPHRES	CAMERON	D	2071	ADIR	Airport Executive Director	\$3,418.40/ Bi-Weekly	NONUNION	G	D	Hired/Dep.Air.Dir
102496	YELLOWBIRD	SANDRA	K	0618	CDBD	Bus Driver	\$13.06/ Hourly	01AFSCME	C		
106110	SCHANZ	MICHAELA	L	0201	FXE1	Forensic Examiner I	\$3,530.80/ Monthly	NONUNION	C		
106309	ANDERSON	DANIEL	J	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106311	DIRKES	SCOTT	E	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106312	DOYLE	TIMOTHY	J	0201	PLFF	Police Officer (FTO)	\$18.66/ Hourly	02TEAMPL	C		
106313	FLETCHER	BRIAN	D	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106314	OLERUD	CHRISTOPHER	M	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106315	PHILLIPS	RYAN	W	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106308	SCHURGER	RICHARD	L	0204	SRET	Senior Engineering Technician	\$18.46/ Hourly	NONUNION	C		
106316	SOUCY	DARREN	M	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106317	TWEDT	JOSHUA	J	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
106318	ZACH	TESSA	A	0201	PLOF	Police Officer	\$18.46/ Hourly	02TEAMPL	C		
105799	HARROD	NEDRA	A	6026	ACC1	Accounting Clerk I	\$13.06/ Hourly	01AFSCME	C		
106229	FENHAUS	OWEN	H	0618	CDBD	Bus Driver	\$13.06/ Hourly	01AFSCME	C		
106350	HERICKS	NICHOLAS	J	7071	RUR2	Utility Rep.Person II-Wastewat	\$13.72/ Hourly	01AFSCME	A		
106352	LANE	RICHARD	M	7071	RUR1	Utility Rep.Person I-Wastewate	\$13.06/ Hourly	01AFSCME	C		
106349	HART	JUNE	K	0930	ASEC	Administrative Secretary	\$14.42/ Hourly	NONUNION	C		
106351	JOHNSON	THEODORE	T	0204	EGPM	Engineering Project Manager	\$2,670.40/ Bi-Weekly	NONUNION	I	D	
106372	BOSTEL	AARON	D	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		
106373	JOHNSON	BRETT	M	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		
106374	LANGE	JOSHUA	E	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		
106375	MARCKS	RYAN	M	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes
				Center	Code				Step	when hired	
106380	NELSON	MARK	L	7103	SWW1	Solid Waste Operator Wkr I	\$12.43/ Hourly	01AFSCME	C		
106376	O'CONNOR	ERIC	L	0202	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		
106377	RENDON	ROBERT	A	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		
106364	THOM	KEVIN	L	0103	CRDR	Community Resources Director	\$3,964.80/ Bi-Weekly	NONUNION	I	A	OK
106378	THOMPSON	ROBERT	D	0890	AFM1	Apprentice Firefighter Medic I	\$12.22/ Hourly	06TEAMFR	C		
106379	WRIGHT	TYLER	J	0890	AFMR	Appr.Firefighter Medic Recruit	\$12.22/ Hourly	06TEAMFR	C		
104836	FISCHER	SEAN	ROBERT	0612	RMO1	Recr.Facility/Oper.Worker I	\$13.06/ Hourly	01AFSCME	C		
103077	PRICE	EMILY	M	0917	BOSR	Civic Center Box Office Supv	\$1,476.80/ Bi-Weekly	NONUNION	C		
105917	RAGELS	DEBORAH	M	0761	OFHP	Office Helper	\$12.43/ Hourly	01AFSCME	C		
106402	BALL	JARED	M	0204	CYPL	Planner I	\$1,476.80/ Bi-Weekly	NONUNION	C		
106433	JAMES	LEISA	M	6024	ITSP	IT Technician Supervisor	\$1,799.20/ Bi-Weekly	NONUNION	C		
106172	CARR	WESLEY	L	7011	WMM1	Water Production Operator I	\$14.42/ Hourly	01AFSCME	A		
106454	ROHLFING	MARK	A	0202	FRCH	Fire Chief	\$8,590.40/ Monthly	NONUNION	I	D	
042596	HORTON	PATSY	L	0706	PLTC	Transportation Planning Coord.	\$2,605.60/ Bi-Weekly	NONUNION	P	N	Rehire from 05
106460	SCHAD	MICHAEL	C	0106	ACAT	Assistant City Attorney II	\$2,670.40/ Bi-Weekly	NONUNION	I	D	
106461	TALLON	ANGELA	M	0105	LIAN	GIS Analyst	\$1,590.40/ Bi-Weekly	NONUNION	B		
106462	TIENSVOLD	RUSSELL	E	6024	ITOF	Information Technology Officer	\$2,805.60/ Bi-Weekly	NONUNION	C	D	Hired/GIS Coord
106470	STELTER	MARK	A	0305	SEM1	Equipment Mechanic I (Street)	\$14.07/ Hourly	01AFSCME	B		
106306	BRANDT	RICK	D	0618	CDBD	Bus Driver	\$12.74/ Hourly	01AFSCME	B		
106481	GASSELING	BETTY	L	0618	CDBD	Bus Driver	\$12.74/ Hourly	01AFSCME	B		
106615	FOSTER	KENNETH	A	0618	CDBD	Bus Driver	\$12.74/ Hourly	01AFSCME	B		
106623	SCHNITTGRUND	LONNIE	J	0204	BIN1	Building Inspector I	\$16.31/ Hourly	01AFSCME	B		
106622	HALSTED	KARLEY	M	0204	EGPM	Engineering Project Manager	\$2,480.00/ Bi-Weekly	NONUNION	F	D	
106645	LITKE	KEITH	L	0305	SEM2	Equipment Mechanic II (Street)	\$14.78/ Hourly	01AFSCME	B		
106646	MARTIN	LINDSEY	A	2071	AAST	Administrative Assistant	\$16.31/ Hourly	NONUNION	B		
106656	WEAVER	HEIDI	R	6021	ASEC	Administrative Secretary	\$14.07/ Hourly	NONUNION	B		
106671	BROOM	TONI	E	0108	COSP	Compliance Specialist	\$1,629.60/ Bi-Weekly	NONUNION	A		
106684	DONOVAN	GREG	W	7071	RUR2	Utility Rep.Person II-Wastewat	\$13.72/ Hourly	01AFSCME	A		
106685	ECKMAN	JENNIFER	K	2071	AFAD	Airport Finance & Admin Mgr	\$1,985.60/ Bi-Weekly	NONUNION	E	D	
105601	SVASEK	RONALD	D	0911	ACMG	Civic Center Asst Food Ser Mgr	\$1,337.60/ Bi-Weekly	NONUNION	C	B	Rehired
106648	LYONS	RANDY	L	0620	LSAR	Landscape Architect	\$1,712.00/ Bi-Weekly	NONUNION	C	B	
106696	SCHELSKE	STEVEN	D	0108	PECV	Engineering Project Engineer	\$2,480.00/ Bi-Weekly	NONUNION	J	G	
106697	TECH	DALE	E	0108	EGDM	City Engineer	\$2,948.00/ Bi-Weekly	NONUNION	E	B	
106613	BLANKLEY	JOLENE	R	0609	LTA1	Library Technical Assistant I	\$12.74/ Hourly	07LIB	B		
106725	SMITH	DANA	E	7073	WRLT	Laboratory Technician	\$16.31/ Hourly	01AFSCME	B		
106744	MICHAELSON	JENNIFER	L	0610	ACC1	Accounting Clerk I	\$12.74/ Hourly	07LIB	B		
106652	KELLEY	COREY	D	0618	CDBD	Bus Driver	\$12.74/ Hourly	01AFSCME	B		
106783	SCHNAIBLE	DALE	D	7103	SWW2	Solid Waste Operator Wkr II	\$14.07/ Hourly	01AFSCME	B		
106780	CAREY	WAYNE	L	0204	BIN1	Building Inspector I	\$16.31/ Hourly	01AFSCME	B		

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes
				Center	Code				Step	when hired	
106782	NOBLITT	ROBERT	K	2078	AMT1	Airport Maintenance Tech I	\$12.74/ Hourly	01AFSCME	B		
106785	HUDSON	ANTHONY	L	0202	AFMR	Appr.Firefighter Medic Recruit	\$11.93/ Hourly	06TEAMFR	B		
106786	LEONARD	BENJAMIN	L	0890	AFMR	Appr.Firefighter Medic Recruit	\$11.93/ Hourly	06TEAMFR	B		
106787	RICKE	RYAN	K	0202	AFMR	Appr.Firefighter Medic Recruit	\$11.93/ Hourly	06TEAMFR	B		
106788	TRACY	BENJAMIN	C	0202	AFMR	Appr.Firefighter Medic Recruit	\$11.93/ Hourly	06TEAMFR	B		
106789	WILLMAN	TERRI	L	0870	MTRP	Police Meter Person	\$12.74/ Hourly	03TEAMPL	B		
106796	MARTINSON	PATRICIA	A	0101	CCMB	Council Member	\$1,120.06/ Monthly	ELECTED	B		
106799	PRINCE	VERLYNNE	M	0928	RSVS	RSVP Coordinator	\$12.74/ Hourly	NONUNION	B		
106798	EGERMIER	TAMMY	A	4132	ACC2	Accounting Clerk II	\$14.07/ Hourly	01AFSCME	B		
106807	ACKLAND	JAMES		6024	ITT2	IT Technician II	\$18.01/ Hourly	01AFSCME	B		
106811	LECLAIR	KATHERINE	A	0101	ASEC	Administrative Secretary	\$15.15/ Hourly	NONUNION	E	D	
106812	SOHL	MORGAN	M	0609	LAVS	Librarian I	\$1,513.60/ Bi-Weekly	NONUNION	B		
105422	WILLIAMS	JASON	R	7103	SWW2	Solid Waste Operator Wkr II	\$14.07/ Hourly	01AFSCME	B		
106823	HENDRICKSON	SHARLA	L	6022	ACC1	Accounting Clerk I	\$12.74/ Hourly	01AFSCME	B		
106841	HAMMILL	SHANE	L	0108	SRET	Senior Engineering Technician	\$18.92/ Hourly	NONUNION	D	C	
106842	NISEN	JOSHUA	D	7103	SWW2	Solid Waste Operator Wkr II	\$14.07/ Hourly	01AFSCME	B		
106843	NOBLITT	HEIDE	M	0609	LTA1	Library Technical Assistant I	\$12.74/ Hourly	07LIB	B		
106610	OLSEN JR	THOMAS	R	2076	AOSP	Airport Operations Supervisor	\$1,799.20/ Bi-Weekly	NONUNION	E	D	
106872	NYBERG	WADE	E	0106	ACAT	Assistant City Attorney II	\$2,303.20/ Bi-Weekly	NONUNION	C	A	OK
076014	SCHERICH	HARLAN	L	4133	CCTC	Civic Ctr Tech/Production Coor	\$16.76/ Hourly	05STAGE	01		
101343	SCHULER	RYAN	R	0201	PLOF	Police Officer	\$19.39/ Hourly	02TEAMPL	E	D	
106878	BENTS	STEPHANIE	L	0609	LAVS	Librarian I	\$1,629.60/ Bi-Weekly	NONUNION	E	D	
104422	GRAY	TANYA	L	4132	CCEV	Civic Center Events Coordinato	\$1,799.20/ Bi-Weekly	NONUNION	E	D	Rehired
106726	BECK	KENNETH	H	0618	CDBD	Bus Driver	\$12.74/ Hourly	01AFSCME	B		
106708	SCABBY FACE	TONYA	C	0618	CDBD	Bus Driver	\$12.74/ Hourly	01AFSCME	B		
106880	STERLING	PAUL	D	4132	CCEV	Civic Center Events Coordinato	\$1,670.40/ Bi-Weekly	NONUNION	B		
106888	CURRY	DOUGLAS	W	2072	AMSP	Airport Maintenance Supervisor	\$1,799.20/ Bi-Weekly	NONUNION	E	D	
106889	WILKENING	MICHAEL	J	0108	SRET	Senior Engineering Technician	\$19.39/ Hourly	NONUNION	E	D	
106890	FISCHER	GARY	J	4137	HVTC	Apprentice HVAC Technician	\$14.78/ Hourly	01AFSCME	B		
106901	GIRTZ	PETER	J	2076	AOTC	Airport Operations Technician	\$1,551.20/ Bi-Weekly	NONUNION	E	D	
106915	HITTLE	KEVIN	A	2076	AOTC	Airport Operations Technician	\$1,551.20/ Bi-Weekly	NONUNION	E	D	
106916	PAPPAS	JOHN	A	0609	LOSC	Library Outreach Services Coor	\$1,440.80/ Bi-Weekly	NONUNION	B		
106883	WEINERT	CHRISTOPHER	L	4134	ICSP	Ice Specialist	\$15.91/ Hourly	01AFSCME	E	D	
106921	BESLER	VANCE	W	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B		
106940	COSTELLO	AARON	C	0101	CCMB	Council Member	\$1,120.06/ Monthly	ELECTED	B		
106922	EVERSON	JASON	L	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B		
106923	HARDING	ELLIOTT	R	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B		
106924	HARRIS	EVAN	D	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B		
106925	KRIKAC	SARAH	D	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B		

**Employees hired at higher than Step A since May 2004  
(May 2004 through June 2007)**

Empl #	Last Name	First Name	MI	Cost	Job	Job Title	Salary	Union	Current	Step	Notes	
				Center	Code				Step	when hired		
106919	MARKS	DARREN	C	0105	LITC	GIS Technician	\$16.31/ Hourly	NONUNION	B			
106926	MCCRODEN	MATT	R	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B			
106927	SHEETS	KAIA	M	0201	PLOF	Police Officer	\$18.01/ Hourly	02TEAMPL	B			
106917	SITTS	AMBER	K	6021	ADCR	Administrative Coordinator	\$18.01/ Hourly	NONUNION	B			
106918	TIFFT	KEVIN	D	0305	SEM1	Equipment Mechanic I (Street)	\$14.07/ Hourly	01AFSCME	B			
106156	CULBERTSON	KRISTINE	L	0609	LBAS	Library Associate	\$16.31/ Hourly	07LIB	B			
106953	BARTIK	MARK	A	0201	EVC1	Evidence Specialist I	\$14.07/ Hourly	02TEAMPL	B			
100758	NEISENT	MICHAEL	L	0305	SEM1	Equipment Mechanic I (Street)	\$14.07/ Hourly	01AFSCME	B			
106952	RAY	RAYMOND	L	7103	SWW1	Solid Waste Operator Wkr I	\$12.13/ Hourly	01AFSCME	B			
106954	BERGLUND	JOHN	S	0205	TROW	Traffic Operations Worker	\$14.07/ Hourly	01AFSCME	B			
106955	ZASTOUIL	JASON		0610	LTA1	Library Technical Assistant I	\$12.74/ Hourly	07LIB	B			
101764	ROYBAL	FILIBERTO	D	7103	SWW1	Solid Waste Operator Wkr I	\$11.83/ Hourly	01AFSCME	A			
106996	BROWNING	DARLA	J	7014	UBSC	Utility Billing/Service Clerk	\$12.43/ Hourly	01AFSCME	A			
107002	PARKER	JILL	M	7014	UBSC	Utility Billing/Service Clerk	\$12.43/ Hourly	01AFSCME	A			
107049	LEACH	WESLEY	D	6024	ITT1	IT Technician I	\$16.72/ Hourly	01AFSCME	C	C		
107050	CUNDIFF	MARTHA	E	0610	LBAS	Library Associate	\$15.91/ Hourly	07LIB	A			
107051	WOLFF	ANDREA	M	0204	ASEC	Administrative Secretary	\$14.42/ Hourly	NONUNION	C	C		
107142	CAPISTRANT	CAROL	S	6022	ACT1	Accounting Coordinator	\$1,629.60/ Bi-Weekly	NONUNION	A			
107156	BAUMKER	STEVEN	R	6024	ITT1	IT Technician I	\$15.91/ Hourly	01AFSCME	A			
107154	BOAL	SCOTT	A	0610	LCM2	Custodial Maint Worker II (LIB)	\$12.43/ Hourly	07LIB	A			
107157	WHETZAL	KELLY	L	6022	ACC1	Accounting Clerk I	\$12.43/ Hourly	01AFSCME	A			
107155	MOBLEY	SHERRY	L	7102	LAAT	Landfill Attendant	\$12.43/ Hourly	01AFSCME	A			
107167	KENNEDY JR	TIMOTHY	A	2076	AOTC	Airport Operations Technician	\$1,405.60/ Bi-Weekly	NONUNION	A			
107168	PAZ	WENDY	L	0714	ASEC	Administrative Secretary	\$13.72/ Hourly	NONUNION	A			
107176	KRUMM	TAMMIE	R	0111	HRMG	Human Resource Manager	\$2,480.00/ Bi-Weekly	NONUNION	J	J		
107177	ANDERSON	SCOTT	J	0607	PMSF	Park Maintenance Supervisor	\$1,629.60/ Bi-Weekly	NONUNION	A			
107179	PREBLE	JASON	D	0860	PMW3	Parks Maintenance Worker III	\$14.42/ Hourly	01AFSCME	A			
107178	AAS	MANNDIE	R	7101	CLK2	Clerk	\$12.43/ Hourly	01AFSCME	A			
107182	GILBERT	JAMES	O	6024	ITA3	IT Analyst III	\$2,360.00/ Bi-Weekly	NONUNION	H	H		
107188	RAMSDALL	CHRISTOPHER	D	7103	SWW1	Solid Waste Operator Wkr I	\$11.83/ Hourly	01AFSCME	A			
107189	TURNER	TREVOR	P	7071	RUR1	Utility Rep.Person I-Wastewater	\$12.43/ Hourly	01AFSCME	A			31
				265								
											Total Empl.	265

Total employees hired at higher than Step A since 2004 = 43

Total employees hired above Step D = 8