SCOMM

#49:17

LEGISLATIVE FINANCE DIVISION
TRANSPORTATION/PER DIEM COSTS
FY 84 (JULY 1, 1983 - JUNE 30, 1984)

NAME	AIR TRANS.	PERSONAL VEHICLE TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOWANCE	OTHER
LEGISLATORS						
Abood, Mitch	352.00					
Adams, Al	6,475.29		160.00			
Barnes, Ramona	1,273.52					
Bennett, Don	950.00	592.70		424.48	639.90	201.00 (FERRY)
Bussell, Charles	836.52					
Cato, Bette	872.80					
Davis, Mike	101.00	20.00		64.80		
Duncan, Jim	336.00					
Faiks, Jan	202.00					
Flood, Joe	352.00					
Fritz, Milo	352.00					
Fuller, Jack	352.00					
Furnace, Walt	352.00					
Grussendorf, Ben	1,769.58			300.00	155.00	
Hurlbert, Vernon	404.00	685.00		128.00		
Larson, Ron	352.00					
Lindauer, John	352.00					
Martin, Terry	756.00					
Pestinger, Sam	352.00					
Sackett, John	10,811.01	1,890.07	245.00		2,460.77	100.00 (CONF.REG.)
Shultz, Richard	2,904.90	1,399.15		1,780.88	941.16	324.00 (CONF.REG.)
Sund, Jon	180.00					
Szymanski, Mike	412.00	101.67				
Tischer, Mae	756.00	11.00				
Uehling, Rick	404.00					
Vaska, Tony	678.00	17.00	80.00			
Ward, Jerry	748.00					
Wente, Ron	180.00					
Zharoff, Fred	572.00					
Subtotals	34,438.62	4,716.59	485.00	2,698.16	4,196.83	625.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOW.	OTHER
STAFF (Employer noted in parentheses)						
Bavilla, V. (Sackett)	754.00					
Bennett,R.(Bettisworth)	336.00	130.00			31.00	52.00 (FERRY)
Berg, M. (Adams)	5,158.16	10.00	1,190.00			
Bergstrom, T.(Sackett)	1,588.00					
Blecker, L. (LFD)	720.00	93.91	240.00			
Brown, C. (LFD)	452.00					
Burton, M. (LFD)	1,389.50	346.58	1,730.00			
Cortez, L. (Ward)	582.00	184.64		279.27		
Dhillon, P. (LFD)	704.00	158.07	400.00			
Cutler, L. (Adams)	1,138.00		247.50			
Dundy, P. (Sackett)	912.00		140.00			344.00 (FERRY)
Earnest, M. (Sackett)	695.00					
Fortier, K. (Bennett)	470.00		255.00			
Gates, S. (Shultz)	2,019.06	86.92	3,153.00			
Gibson, C. (Sackett)	13,858.25	1,664.79	2,710.00			429.00 (FERRY)
Gifford, M. (Sackett)	1,830.00	25.60	935.00			
Greany, M. (LFD)	2,248.00	28.80	880.00			
Goddard, J.(Shultz)	812.17					
Haring, W. (Shultz)	3,800.14	1,264.00	4,602.75			340.00 (CONF.REG.)
Hildebrand,I.(Sackett)	2,724.00	298.76	1,210.00			
Hill, N. (Shultz)	3,410.70	642.00	2,296.25			
Kunzelman, J. (Bennett)	437.00		220.00			
Lindstrom,E. (Adams)	4,458.00	112.00	1,400.00			
Norrgard, J. (Bennett)		480.00				150.00 (CONF.REG.)
Nusbaum, S. (Bennett)		575.25	845.46			100.00 (CONF.REG.)
Price, G. (LFD)	615.48	95.24	660.00			
Otness, T. (Pestinger)	448.00					
Robinett, D. (Bennett)	1,447.00		1,132.50			
Schilz, J.(Grussendorf)	1,005.00	421.11	740.00			
Schroeder, B. (LFD)	302.00		450.00			100.00 (CONF.REG.)
Schnell, D. (Adams)		51.75	180.00			69.00 (FERRY)
Stoops, L. (Sackett)	1,814.72	80.00	990.00			
Taggard, B. (Bennett)	417.00					
Twelker, P. (Bennett)	633.00					80.00 (CONF.REG.)
Wallis, K. (Hurlbert)	4,528.00		10,580.00			
Wertz, P. (Bennett)	221.00					
Subtotals	61,927.18	6,749.42	37,187.46	279.27	31.00	1,664.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOW.	OTHER
NON-EMPLOYEE TRAVEL						
Senate Finance Committee						
W. Parker	510.00					
Lawrence Calderone	477.00		160.00			
Louis Bitomer	821.54					
Subtotals	1,808.54		160.00			
TOTALS	98,174.34	11,466.42	37,832.46	2,977.43	4,227.83	2,289.00

LEGISLATIVE FINANCE DIVISION
TRANSPORTATION/PER DIEM COSTS
FY 85 (JULY 1, 1984 TO DEC. 31, 1984)

NAME	AIR TRANS.	TAXI/CAR RENTAL	HOTEL	MEAL ALLOW.	OTHER
LEGISLATORS					
Abood, Mitch	352.00				
Adams, Al	4,608.30	167.76	1,103.67		
Bennett, Don	2,346.00	169.50	755.30	211.46	14.00 (Ferry)
Bettisworth, Robert	846.50				
Cato, Bette	556.00				
Cowdery, John	352.00				
Fuller, Jack	52.00				
Furnace, Walt	352.00				
Goll, Peter	482.00	10.00	65.00	20.00	
Grussendorf, Ben	1,224.00	24.00	79.18		
Lindauer, John	352.00				
Liska, John	352.00				
Martin, Terry	352.00				
Miller, Mike W.	846.50				
Sackett, John	10,036.78	1,164.54	751.67	2,888.25	
Shultz, Richard	1,802.02	255.05	1,162.76	775.00	
Szymanski, Mike	406.00				
Tischer, Mae	124.00				
Ward, Jerry	352.00				
Subtotal	25,794.10	2,390.85	3,917.58	3.894.71	14.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	OTHER
STAFF (Employer noted in parentheses)				
Berg, M. (Adams)	2,205.00		1,486.00	
Bergstrom, T. (Sackett)	1,790.40	120.01	1,580.00	
Brown, C. (LFD)	1,063.00	25.05	242.00	
Burton, M. (LFD)	2,204.00	217.02	1,070.30	
Blecker, Liz (LFD)	352.00	197.82	400.00	
Cutler, L. (Adams)	271.00			
Dhillon, P. (LFD)	704.00	88.90	400.00	
Earnest, M. (Sackett)	5,813.00			
Gifford, M. (Sackett)	2,099.30	127.70	1,885.00	
Greany, M. (LFD)	1,016.00	8.00	217.00	
Jackson, G. (Adams)	176.00	175.00	460.00	83.00 (Ferry)
Kunzelman, J. (Bennett)	422.00			
Lindahl, M. (Bennett)	222.00	103.25	965.00	
Lindstrom, E. (Adams)	1,462.00	56.00	1,191.00	
Maher, T. (LFD)	352.00	252.86	400.00	
Nusbaum, S. (Bennett)	30.00	185.19	390.00	
Perisich, P. (LFD)	462.00	10.00	1,504.16	
Roberts, N. (Sackett)	704.00		3,360.00	
Schilz, J. (Grussendorf)	120.00		220.00	
Schroeder, B. (LFD)		37.00	160.00	
Slocum, J. (LFD)	472.00	28.00	271.00	
Subtotal	21,939.70	1,631.80	16,201.46	83.00
NON-EMPLOYEE TRAVEL				
Senate Finance Committee				
R. Clark	352.00	56.00		
J. Shiveley	608.62			
Subtotal	960.62	56.00		

1982 EARNINGS FOR REPRESENTATIVES

Abood	19,983.60	Salary
	17,180.00	Per diem, Allowances
	37,163.60	Total
Adams	19,983.60	Salary
	20.151.00	Per diem, Allowances
	40,134.60	Total
Anderson	19,983.60	Salary
	16,000.00	Per diem, Allowances
	35,983.60	Total
Barnes	19,983.60	Salary
	17,222.92	Per diem, Allowances
	37,206.52	Total
Beirne	19,983.60	Salary
	15,200.00	Per diem, Allowances
	35,183.60	Total
Bettisworth	19,983.60	Salary
	15,920.00	Per diem, Allowances
	35,903.60	Total
Buchholdt	19,983.60	Salary
	16,275.00	Per diem, Allowances
	36,258.60	Total
Brown	19,983.60	Salary
	17,506.00	Per diem, Allowances
	37,489.60	Total
Bylsma	19,983.60	Salary
	15,814.00	Per diem, Allowances
	35,797.60	Total
Carney	19,983.60	Salary
	16,339.38	Per diem, Allowances
	36,322.98	Total
Cato	19,983.60	Salary
	18,681.00	Per diem, Allowances
	38,664.60	Total
Chuckwuk	19,983.60	Salary
	15,952.00	Per diem, Allowances
	35,935.60	Total
Clocksin	19,983.60	Salary
	16,148.32	Per diem, Allowances
	36,131.92	Total
Cotten	19,983.60	Salary
	17,431.00	Per diem, Allowances
	37,414.60	Total

Cuddy	19,983.60	Salary
	16,353.00	Per diem, Allowances
	36,336.60	Total
Duncan	19,983.60	Salary
	13,140.00	Per diem, Allowances
	33,123.60	Total
Fanning	19,983.60	Salary
	15,440.00	Per diem, Allowances
	35,423.60	Total
Freeman	19,983.60	Salary
	15,881.00	Per diem, Allowances
	35,864.60	Total
Fuller	19,983.60	Salary
	21,423.79	Per diem, Allowances
	41,407.39	Total
Gardiner	19,983.60	Salary
	15,680.00	Per diem, Allowances
	35,663.60	Total
Grussendorf	19,983.60	Salary
	15,847.00	Per diem, Allowances
	35,830.60	Total
Halford	19,983.60	Salary
	17,760.00	Per diem, Allowances
	37,743.60	Total
Haugen	19,983.60	Salary
	16,446.00	Per diem, Allowances
	36,429.60	Total
Hayes	20,483.60	Salary
	17,040.47	Per diem, Allowances
	37,524.07	Total
Hurlbert	19.983.60	Salary
	17,990.00	Per diem, Allowances
	37,973.60	Total
Malone	19,983.60	Salary
	17,173.89	Per diem, Allowances
	37,157.49	Total
Martin	19,983.60	Salary
	17,264.65	Per diem, Allowances
	37,248.25	Total
Meekins	19,983.60	Salary
	16,490.00	Per diem, Allowances
	36,473.60	Total

Metcalfe	19,981.60	Salary
	17,180.00	Per diem, Allowances
	37,161.60	Total
Miller	19,983.60	Salary
	13,380.00	Per diem, Allowances
	33,363.60	Total
Montgomery	19,983.60	Salary
	16,568.97	Per diem, Allowances
	36,552.57	Total
Moss	19,983.60	Salary
	17,181.01	Per diem, Allowances
	37,164.61	Total
O'Connell	19,983.60	Salary
	15,874.00	Per diem, Allowances
	35,857.60	Total
Phillips	19,983.60	Salary
	17,328.00	Per diem, Allowances
	37,311.60	Total
Randolph	19,983.60	Salary
	15,610.00	Per diem, Allowances
	35,593.60	Total
Rogers	19,983.60	Salary
	16,486.86	Per diem, Allowances
	36,470.46	Total
Smith	19,983.60	Salary
	17,643.32	Per diem, Allowances
	37,626.92	Total
Sutcliffe	19,983.60	Salary
	15,930.00	Per diem, Allowances
	35,913.60	Total
Vaska	19,983.60	Salary
	18,320.28	Per diem, Allowances
	38,303.88	Total
Zharoff	19,983.60	Salary
	17,699.36	Per diem, Allowances
	37,682.96	Total

jb/8

1982 EARNINGS FOR SENATORS

Nels Anderson	15,995.40	Salary
	14,486.81	Per diem, Allowances
	30,482.21	Total
Don Bennett	19,992.33	Salary
	24,504.40	Per diem, Allowances
	44,496.73	Total
Brad Bradley	19,983.60	Salary
	16,719.94	Per diem, Allowances
	36,703.54	Total
Mike Colletta	19,983.60	Salary
	17,948.52	Per diem, Allowances
	37,932.12	Total
M.E. Dankworth	19,983.60	Salary
	16,961.56	Per diem, Allowances
	36,945.16	Total
Richard Eliason	19,983.60	Salary
	18,797.00	Per diem, Allowances
	38,780.60	Total
Bettye Fahrenkamp	19,983.60	Salary
	18,263.00	Per diem, Allowances
	38,246.60	Total
Frank Ferguson	19,983.60	Salary
	20,629.14	Per diem, Allowances
	40,612.74	Total
Vic Fischer	19,983.60	Salary
	20,362.00	Per diem, Allowances
	40,345.60	Total
Don Gilman	19,983.60	Salary
	17,809.74	Per diem, Allowances
	37,793.34	Total
Tim Kelly	19,983.60	Salary
	18,284.00	Per diem, Allowances
	38,267.60	Total
Jalmar Kerttula	20,483.60	Salary
	20,071.00	Per diem, Allowances
	40,554.60	Total
Bob Mulcahy	19,983.60	Salary
	17,484.73	Per diem, Allowances
	37,468.33	Total
Charlie Parr	19,983.60	Salary
	16,925.36	Per diem, Allowances
	36,908.96	Total

Bill Ray	19,983.60	Salary
	16,958.00	Per diem, Allowances
	36,941.60	Total
Pat Rodey	19,983.60	Salary
	16,810.00	Per diem, Allowances
	36,793.60	Total
John Sackett	19,983.60	Salary
	21,126.16	Per diem, Allowances
	41,109.76	Total
Terry Stimson	19,983.60	Salary
	17,385.44	Per diem, Allowances
	37,369.04	Total
A. Sturgulewski	19,983.60	Salary
	18,621.10	Per diem, Allowances
	38,604.70	Total
Bob Ziegler	19,983.60	Salary
	15,450.95	Per diem, Allowances
	35,434.55	Total

PC:jb

jb/5/2nd

1981 EARNINGS FOR SENATORS

Don Bennett	17,556.79	Salary
	22,936.53	Per diem, Allowance
	40,493.32	Total
Brad Bradley	17,556.79	Salary
	20,795.16	Per diem, Allowance
	38,351.95	Total
Mike Colletta	17,556.79	Salray
	20,294.82	Per diem, Allowance
	37,851.60	Total
M.E. Dankworth	17,556.79	Salary
	18,781.11	Per diem, Allowance
	36,337.90	Total
Richard Eliason	17,556.79	Salary
	17,142.00	Per diem, Allowance
	34,698.79	Total
Bettye Fahrenkamp	17,556.79	Salary
	18,028.65	Per diem, Allowance
	35,585.44	Total
Frank Ferguson	17,556.79	Salary
	16,803.00	Per diem, Allowance
	34,359.79	Total
Vic Fischer	16,404.89	Salary
	20,190.00	Per diem, Allowance
	36,594.89	Total
Don Gilman	16,404.88	Salary
	18,277.56	Per diem, Allowance
	34,682.44	Total
Tim Kelly	17,556.79	Salary
	18,946.00	Per diem, Allowance
	36,502.79	Total
Jalmar Kerttula	18,026.14	Salary
	19,762.25	Per diem, Allowance
	37,788.39	Total
Bob Mulcahy	17,556.79	Salary
	20,571.59	Per diem, Allowance
	38,128.38	Total
Charles Parr	17,556.79	Salary
	18,481.21	Per diem, Allowance
	36,038.00	Total

Bill Ray	11,796.79	Salary w/deductions
	18,771.00	Per diem, Allowance
	30,567.79	Total
Pat Rodey	17,556.79	Salary
	18,443.22	Per diem, Allowance
	36,000.01	Total
John Sackett	17,556.79	Salary
	22,115.64	Per diem, Allowance
	39,672.43	Total
Terry Stimson	18,703.27	Salary
	21,518.50	Per diem, Allowance
	40,221.77	Total
A. Sturgulewski	13,236.79	Salary w/deductions
	17,879.49	Per diem, Allowance
	31,116.28	Total
Bob Ziegler	17,556.79	Salary
	16,854.00	Per diem, Allowance
	34,410.79	Total

PC:jb

jb/5

REIMBURSEMENTS TO 1982 LEGISLATORS

LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR CODE
ALBERT ADAMS	4,205.00	61.00		4,266.00	APA018
DON BENNETT	7,528.40	1,756.32	8.73	9,293.50	DOB235
BOB BETTISWORTH	480.00			480.00	RHB199
THELMA BUCHHOLDT	83.00			83.00	THB20
PAT CARNEY	400.00			400.00	PJC20
JOE CHUCKWUK	400.00			400.00	JOC01
SAM COTTEN	400.00			400.00	SRC20
DAVID CUDDY	480.00			480.00	DAC01
ED DANKWORTH	400.00	50.00	87.56	537.56	MED23
JACK FULLER	400.00			400.00	JGF20
ERNIE HAUGEN	646.00			646.00	EJH21
VERN HURLBERT	1,440.00	235.08		1,675.08	VLH21
RUSS MEEKINS	480.00			480.00	RUM21
JOE MONTGOMERY	480.00			480.00	JOM22
JOHN SACKETT	639.00	25.00		664.00	JCS25

State of Alaska
Division of Legislative Finance
Pat Williams

REIMBURSEMENTS TO LEGISLATORS 1981

	LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR code
2	ALBERT ADAMS	4193.00	250.67	-0-	4443.67	APA018
4	DON BENNETT	5604.00	1552.50	75.00	7231.50	DOB235
6	BOB BETTISWORTH	134.00	-0-	-0-	134.00	RHB199
8	THELMA BUCKHOLDT	617.00	-0-	-0-	617.00	THB202
10	JOE CHUCKWUCK	201.00	-0-	-0-	201.00	JOC015
12	SAM CATTEN	67.00	-0-	-0-	67.00	SRC204
14	DAVID CUDDY	134.00	292.00	-0-	426.00	DAC015
16	ED DANKWORTH	1402.44	336.34	17.92	1756.70	MED238
18	FRANK FERGUSON	167.50	-0-	-0-	167.50	FRF240
20	JACK FULLER	1675.00	30.50	-0-	1705.50	JGF208
22	ERNIE HAUGEN	650.00	182.00	-0-	832.00	EJH212
24	VERN HURLBERT	760.00	1319.78	-0-	2079.78	VLH214
26	JOE MONTGOMERY	337.00	14.00	-0-	351.00	JOM222
28	PAPPY MOSS	603.00	232.50	-0-	835.50	HPM223
30	BOB MULCAHY	402.00	-0-	-0-	402.00	BOM247
32	JOHN SACKETT	4057.00	1224.22	143.00	5424.22	JCS250
34	ARLISS STURGULEWSKI	225.00	-0-	-0-	225.00	ARS252

State of Alaska
Division of Legislative Finance
Room 506 Capitol Bldg. Pouch W2
Juneau, Alaska 99811
Ph: 465-3795
By: Pat Williams

1-ACBT-4221 ACTIVE EMPLOYEES, YTD SALARY SEQUENCE DATE 12/31/84 PAGE 1

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
1	[redacted]														
2	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	104,255.92
3	12	A	M	NYGREN	LYLE E	7705	PE	CAA	78	K	B	5,018.00	5,018.00	60,216.00	103,509.76
4	[redacted]														
5	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	94,440.00
6	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	7,757.00	7,757.00	93,084.00	93,084.00
7	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	7,870.00	7,870.00	94,440.00	91,740.53
8	[redacted]														
9	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	6,666.00	6,666.00	79,992.00	89,192.00
10	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	87,704.00
11	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	6,442.00	6,442.00	77,304.00	86,904.00
12	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	6,900.00	6,900.00	82,800.00	86,600.00
13	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	7,209.00	7,209.00	86,508.00	86,508.00
14	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	7,209.00	7,209.00	86,508.00	86,508.00
15	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	7,209.00	7,209.00	86,508.00	86,508.00
16	41	X	X	TUNLEY	CHARLES R	X013		HTA			9	7,209.00	7,209.00	86,508.00	86,508.00

YEARLY = MONTHLY SALARY x 12

YTD = CAL 1984 TOTAL EARNINGS (INCLUDES EARNINGS THAT WERE DEFERRED THROUGH THE DEFERRED COMPENSATION OR SUPPLEMENTAL BENEFITS PLANS)

THE FOLLOWING ARE TYPES OF PAY THAT ARE PAID IN ADDITION TO REGULAR SALARY:

OVERTIME
OFFICER OF THE DAY COMPENSATION
SEA DUTY
STAND BY TIME - 3 TYPES
SHIFT DIFFERENTIAL
RETRO ACTIVE PAY
LEAVE PAY-OFF SEASONAL
EXCESSIVE LEAVE PAY-OFF
HAZARD PAY
TOOL ALLOWANCE
PENALTY PAY
WAIT TIME PAY
LEAVE DONATION
RECALL
FIELD TRAINING OFFICER
OFFICER IN CHARGE
REGULAR DAY OFF PAY
HOLIDAY DAY OFF PAY

TERMINAL LEAVE PAY
LEAVE CASH IN
GRIEVANCE SETTLEMENT

01-ACBT-4221 ACTIVE EMPLOYEES, YTD SALARY SEQUENCE DATE 12/31/84 PAGE

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
1	06	G	M	MOY	VICTOR S	1291	PE	AWA	17	D	A	3,072.00	3,072.00	36,864.00	119,626.62
2	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	106,255.92
3	12	A	M	NYGREN	LYLE E	7705	PE	CAA	78	K	B	5,018.00	5,018.00	60,216.00	103,509.76
4	41	X	X	BOSSHARD	JOHN III	X013		EAA			9	7,209.00	7,209.00	86,508.00	100,944.49
5	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	94,440.00
6	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	7,757.00	7,757.00	93,084.00	93,084.00
7	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	7,870.00	7,870.00	94,440.00	91,740.53
8	06	X	X	VEUTHEY	PIERRE L	X099		EBA	27	F	9	6,442.00	6,442.00	77,304.00	89,780.39
9	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	6,666.00	6,666.00	79,992.00	89,192.00
10	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	87,704.00
11	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	6,442.00	6,442.00	77,304.00	86,904.00
12	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	6,900.00	6,900.00	82,800.00	86,600.00
13	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	7,209.00	7,209.00	86,508.00	86,508.00
14	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	7,209.00	7,209.00	86,508.00	86,508.00
15	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	7,209.00	7,209.00	86,508.00	86,508.00
16	41	X	X	IUNLEY	CHARLES R	X013		HTA			9	7,209.00	7,209.00	86,508.00	86,508.00
17	12	S	M	DETEMPLE	JOSEPH F	7708	PE	DKA	22	K	G	6,646.00	6,646.00	79,752.00	86,039.76
18	03	X	M	DAVIS	HARRY L	7146	PX	JBA	25	K	E	7,074.00	7,074.00	84,888.00	84,888.00
19	06	X	X	SOUTH	HERMAN H	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	84,704.00
20	41	X	X	BLAIR	JAMES R	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
21	41	X	X	VANHOOMISSEN	GERALD	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
22	41	X	X	HODGES	JAY	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
23	41	X	X	TAYLOR	WARREN W	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
24	06	X	M	FRASER	ROBERT	5268	PX	AWA	29	L	A	7,339.00	7,339.00	88,068.00	83,849.79
25	25	X	M	GLENZER	HUBERT JR	1951	PX	JBA	28	E	E	7,055.00	7,055.00	84,660.00	83,656.00
26	06	X	X	DATTAN	CHRISTOP H	X099	PX	EBK	27	F	9	6,442.00	6,442.00	77,304.00	83,418.94
27	12	A	M	GRIMES	JAMES V	7705	PE	EBA	78	J	A	4,331.00	4,331.00	51,972.00	82,504.41
28	06	X	X	LIVINGSIONE	BRUCE L	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	82,504.00
29	25	C	F	THATCHER	JOHN F	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	82,335.34
30	03	X	M	WOOD	LARRY D	7146	PX	JBA	25	J	E	6,818.00	6,818.00	81,816.00	82,308.00
31	03	X	M	WARDELL	THOMAS M	7146	PX	DQA	25	L	D	6,852.00	6,852.00	82,224.00	82,224.00
32	10	S	M	EAKINS	GILBERT R	8345	PE	JBC	24	K	E	6,646.00	6,646.00	79,752.00	82,123.84
33	05	X	X	ROMESBURG	KERRY D	X099		AWA	28	K	A	6,834.00	6,834.00	82,008.00	82,008.00
34	03	X	M	HICKEY	DANIEL W	7150	PX	AWA	27	K	A	6,604.00	6,604.00	79,248.00	81,686.40
35	41	X	X	COMPTON	ALLEN T	X012		EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
36	01	X	X	SHEFFIELD	WILLIAM J	X001	PX	AWA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
37	41	X	X	MOORE	DANIEL A JR	X012	PX	EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
38	41	X	X	MATTHEWS	WARREN W	X012	PX	EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
39	41	X	X	BURKE	EDMOND W	X012		EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
40	25	S	M	SISK	STEPHEN	8924	PE	JBA	25	F	E	6,646.00	6,646.00	79,752.00	81,285.60
41	12	A	M	COLE	GEORGE B III	7705	PE	AWA	78	L	A	4,663.00	4,663.00	55,956.00	81,045.95
42	25	G	M	MULCAHY	CLEMENT P	8913	PE	EAA	19	K	I	4,758.00	4,758.00	57,096.00	80,989.80
43	25	X	M	MORROW	JACK R	1901	PX	EAA	26	E	I	6,804.00	6,804.00	81,648.00	80,720.00
44	03	X	M	MERRINER	CHARLES M	7146	PX	DAA	25	L	F	8,169.00	8,169.00	98,028.00	80,189.79
45	02	X	M	HOVERSTEN	MELVIN L	1901	PX	EBA	26	L	A	6,601.00	6,601.00	79,212.00	80,168.00
46	41	X	X	MADSEN	ROY H	X013	PX	CAA			9	6,779.00	6,779.00	81,348.00	79,950.50
47	25	S	M	VENUSTI	ROBERT R	8917	PE	JBA	25	F	E	6,646.00	6,646.00	79,752.00	79,752.00
48	41	X	X	SNOWDEN	ARTHUR H II	X007	PX	EBA			9	6,637.00	6,637.00	79,644.00	79,644.00
49	06	S	M	SPENCE	DAVID A	5226	PE	AWA	27	K	A	6,646.00	6,646.00	79,752.00	79,513.20
50	25	S	M	LANE	JAMES M	8915	PE	HTA	22	J	G	6,424.00	6,424.00	77,088.00	79,459.84
51	05	X	M	ENGEN	RICHARD B	1901	PX	AWA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
52	03	X	M	KERNS	RICHARD P	7147	PX	EBA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
53	03	X	M	PETERSON	ARTHUR H	7147	PX	AWA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
54	12	A	M	PORT	ROLLIE A	7705	PE	ECF	78	K	C	4,663.00	4,663.00	55,956.00	79,175.85
55	25	C	F	SMITH	ROBERT W	0036		AWA	00		9	5,416.00	5,712.00	68,544.00	78,990.81
56	25	C	F	SCHOEPPE	KARL M	0037		AGA	00		9	4,736.00	1,952.00	23,424.00	78,870.13

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SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
57	08	X	X	CRAWFORD LARRY D	X201	PX	EBA	29	F	9	6,572.00	6,572.00	78,864.00	78,864.00
58	01	X	X	SHIVELY JOHN T	X078	PX	AWA	29	F	A	6,572.00	6,572.00	78,864.00	78,864.00
59	25	S	M	DAVENA RONALD S	9748	PE	HTA	22	K	G	6,646.00	6,646.00	79,752.00	78,864.00
60	03	X	M	DOOGAN JAMES P JR	7146	PX	JBA	25	F	E	6,572.00	6,572.00	78,864.00	78,864.00
61	25	C	F	WILLIAMS EDMOND W	0036		ACA	00		9	4,155.00	6,210.00	74,520.00	78,844.53
62	12	A	M	HARRIS GARY L	7703	PE	CAA	76	D	B	3,738.00	3,738.00	44,856.00	78,815.78
63	02	X	M	WHEELER MICHAEL H	1901	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	78,802.80
64	41	X	X	CRANSTON CHARLES K	X013		DQA			9	6,564.00	6,564.00	78,768.00	78,768.00
65	25	X	M	SCRIBNER JONATHAN W	1951	PX	AWA	28	D	9	6,365.00	6,365.00	76,380.00	78,730.20
66	12	A	M	HENSLEE LAWRENCE	7703	PE	EZA	76	K	H	5,402.00	5,402.00	64,824.00	78,727.15
67	25	X	M	HORN JOHN D	1901	PX	JBA	26	E	E	6,572.00	6,572.00	78,864.00	78,641.00
68	03	X	M	LORENSEN RONALD W	7148	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	78,532.20
69	05	X	M	MORGAN MICHAEL C	1901	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	78,148.40
70	25	B	F	BROOKSHIRE ARCHIE	0032		ACA	00		9	4,259.00	5,138.00	61,656.00	78,031.90
71	25	B	F	MACKEY CLEO W	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	77,433.18
72	25	C	F	JOHNSON ARTHUR L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	77,383.30
73	25	C	F	HAGERUP ERVIN L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	77,346.63
74	11	X	M	PENNOYER STEVEN	1951	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	77,328.19
75	06	S	M	SCHULZ JEANETTE	5217	PR	EBA	27	K	A	6,646.00	6,646.00	79,752.00	77,310.00
76	12	A	M	KALLUS EUGENE A	7786	PE	DQD	79	K	D	5,206.00	5,206.00	62,472.00	77,302.11
77	25	S	M	MCCALEB DAVID L	8916	PE	JBA	24	J	E	6,424.00	6,424.00	77,088.00	77,299.84
78	25	C	F	ASPINWALL THOMAS H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	77,139.82
79	25	B	F	BROWN RICHARD R	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	76,993.93
80	12	A	M	SWANSON CARL W	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	76,927.52
81	25	B	F	BESELIN KENNETH E	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	76,801.88
82	30	X	X	GOTTEHRER SHEILA K	X099		JBA	24	K	E	6,604.00	6,604.00	79,248.00	76,619.00
83	04	X	X	ROSE DAVID A	X099	PX	AWA			9	6,500.00	6,500.00	78,000.00	76,500.04
84	25	C	F	HOUTARY HERBERT H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	76,487.71
85	03	X	M	BALFE JOSEPH D	7146	PX	EBA	25	L	A	6,371.00	6,371.00	76,452.00	76,452.00
86	03	X	M	HAWLEY WILLIAM H JR	7146	PX	EBA	25	L	A	6,371.00	6,371.00	76,452.00	76,452.00
87	25	C	F	OGILVY GARY L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	76,346.79
88	12	A	M	HALL JAMES G	7703	PE	HCE	76	K	E	4,494.00	4,494.00	53,928.00	76,262.35
89	41	X	X	CRASKE DUANE K	X013	PE	ARA			9	6,350.00	6,350.00	76,200.00	76,200.00
90	41	X	X	KEENE HENRY C JR	X013		AKB	28	E	9	6,350.00	6,350.00	76,200.00	76,200.00
91	41	X	X	CUTLER BEVERLY W	X013	PX	ECF	28	E	9	6,350.00	6,350.00	76,200.00	76,200.00
92	01	X	X	MCALPINE STEPHEN A	X002	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
93	41	X	X	BRYNER ALEXANDER	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
94	41	X	X	COATS ROBERT G	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
95	41	X	X	SINGLETON JAMES K JR	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
96	02	X	M	SHEA JAMES R	1951	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
97	25	C	F	JACKINSKY WALTER	0036		DWA	00		9	6,004.80	144.00	1,728.00	76,160.40
98	25	B	F	CROFT MICHAEL D	0032		DWA	00		9	5,333.00	9,990.00	119,880.00	76,059.53
99	08	X	M	SIMS JOHN F	2202	PX	JBA	26	D	E	6,349.00	6,349.00	76,188.00	75,974.00
100	03	X	M	MELLOW WILLIAM G	7146	PX	AWA	25	K	A	6,141.00	6,141.00	73,692.00	75,959.40
101	30	X	X	CHENOWETH JOHN B	X099	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	75,885.00
102	03	X	M	MURPHREE BILL D	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	75,885.00
103	02	X	M	GRIGGS DALE	1842	PX	EBA	24	K	9	6,132.00	6,132.00	73,584.00	75,848.40
104	01	X	X	HOGAN J HARRIE	X066	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	75,848.40
105	01	X	X	KATZ JOHN W	X816	PX	MOA	28	F	9	6,349.00	6,349.00	76,188.00	75,760.00
106	10	G	M	PESSEL GARNETT H	8345	PE	JBA	24	K	E	6,539.00	6,539.00	78,468.00	75,673.61
107	25	C	F	JOHNSON ROBERT M	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	75,639.83
108	25	C	F	KLABO JOHN A	0036		DWA	00		9	6,004.80	144.00	1,728.00	75,461.30
109	12	S	M	SCHWANTES THOMAS L	7776	PE	CAA	22	D	B	4,849.00	4,849.00	58,188.00	75,140.81
110	25	C	F	DORAN JAMES W	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	75,074.78
111	12	A	M	RANKIN CHRISTOPHE	7705	PE	CAA	78	E	B	4,494.00	4,494.00	53,928.00	75,072.34
112	25	X	M	MC MULLEN WILLIAM B	1901	PX	JBA	26	D	E	6,349.00	6,349.00	76,188.00	74,904.00

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113	12	A	M	HICKMAN	RICHARD C	7705	PE	DKA	78	K	G	6,031.00	6,031.00	72,372.00	74,876.95
114	02	X	M	STRASBAUGH	KATHLEEN J	7145	PX	MEA	24	B	H	6,349.00	6,349.00	76,188.00	74,797.00
115	12	A	M	HARVEY	RODERICK RJR	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	74,706.84
116	06	G	M	MIDDAUGH	JOHN P	5217	PE	EBA	27	F	A	6,104.00	6,104.00	73,248.00	74,656.50
117	25	B	F	JOHANNES	JOE A	0032		DSA	00		9	5,333.00	9,990.00	119,880.00	74,645.27
118	03	X	M	HANLE	JAMES L	7145	PX	DQA	24	F	D	5,705.00	5,705.00	68,460.00	74,637.04
119	25	B	F	SOGGE	IRVIN N	0032		AWA	00		9	4,259.00	5,138.00	61,656.00	74,518.05
120	06	S	M	MCCOMBS	JACK	5339	PE	JBA	23	K	E	6,208.00	6,208.00	74,496.00	74,496.00
121	25	S	M	SWEET	LARRY R	8916	PE	JBC	24	F	E	6,208.00	6,208.00	74,496.00	74,496.00
122	25	S	M	SODEN	.URENCE L	2298	PE	JBA	24	F	E	6,208.00	6,208.00	74,496.00	74,496.00
123	12	A	M	BELDEN	MELVIN E	7703	PE	DKA	76	E	G	4,663.00	4,663.00	55,956.00	74,493.68
124	06	X	X	HARDIE	PHILIP W JR M	X099	PX	EBA	26	F	9	6,205.00	6,205.00	74,460.00	74,460.00
125	41	X	X	HANSON	JAMES A	X013		DQA			9	6,564.00	6,564.00	78,768.00	74,421.32
126	10	X	X	VAN DYKE	WILLIAM D	X099	PX	EBA	27	F	9	6,208.00	6,208.00	74,496.00	74,271.00
127	01	X	X	SPEILBERG	ANNE M	X824	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	74,227.20
128	12	A	M	BARNARD	SAMUEL L	7786	PE	JBA	79	K	E	5,605.00	5,605.00	67,260.00	74,188.85
129	12	A	M	MCCANN	JAMES M	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	74,094.11
130	01	X	X	HERMAN	LAURA J	X079	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	74,036.00
131	41	X	X	BREMSON	FRANCIS L	X099	PR	EBA			9	6,125.00	6,125.00	73,500.00	73,791.67
132	25	B	F	OLSON	ERICK E	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	73,709.97
133	03	X	M	MICHALSKI	PETER A	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	73,692.00
134	25	B	F	BROWN	DALE C	0032		AWA	00		9	4,259.00	5,138.00	61,656.00	73,670.16
135	04	X	X	MEANS	WILLIAM L	X099	PX	AWA	27	E	9	6,250.00	6,250.00	75,000.00	73,640.00
136	25	X	M	HAUGEN	DAVID W	1951	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
137	31	X	X	CHARNEY	MYRTON R	X201	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
138	10	X	X	WUNNICKE	ESTHER C	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
139	41	X	X	JOHNSTONE	KARL S	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
140	41	X	X	ROWLAND	MARK C	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
141	25	X	M	LIND	RONALD B	1901	PX	AWA	26	E	9	6,135.00	6,135.00	73,620.00	73,620.00
142	08	X	X	WAGNON	BERTRAM L	X201	PX	EBA	28	E	9	6,135.00	6,135.00	73,620.00	73,620.00
143	03	X	M	ATHENS	EVERETT J JR	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	73,620.00
144	11	X	X	COLLINSWORTH	DON W	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
145	41	X	X	SHORTELL	BRIAN C	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
146	03	X	X	GORSUCH	NORMAN C	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
147	41	X	X	SOUTER	MILTON M	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
148	41	X	X	CARLSON	VICTOR	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
149	18	X	X	NEVE	RICHARD A	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
150	08	X	X	LYON	RICHARD A	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
151	41	X	X	BUCKALEW	SEABORN J JR	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
152	41	X	X	CARPENETI	WALTER L	X013		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
153	07	X	X	ROBISON	JIM E	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
154	02	X	X	RUDD	LISA S	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
155	41	X	X	PEGUES	RODGER W	X013		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
156	41	X	X	SCHULZ	THOMAS E	X013		ACA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
157	41	X	X	RIPLEY	J JUSTIN	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
158	09	X	X	PAGANO	EDWARD G	X003		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
159	41	X	X	MOODY	RALPH E	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
160	21	X	X	NOTTI	EMIL R	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
161	41	X	X	SERDAHELY	DOUGLAS J	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
162	12	X	X	SUNDBERG	ROBERT J	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
163	25	X	M	REDICK	ROWE D	1901	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
164	25	X	M	SIMPSON	JOHN J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
165	08	X	M	COOK	LOIS J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
166	33	X	X	WILKERSON	GERALD L	X039		AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
167	31	X	X	BERRIER	BILLY G	X401	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
168	03	X	M	FISCHER	STANLEY T	7147	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
169	12	A	M	YOUNGREN CURTIS D	7705	PE	CKC	78	F	F	5,402.00	5,402.00	64,824.00	73,470.14
170	25	X	M	SPARKS WARREN S	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,352.14
171	25	S	M	KELLER HARRY D	8917	PE	AWA	25	K	A	6,208.00	6,208.00	74,496.00	73,269.75
172	03	X	M	KOPPERUD ROSS A	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	73,248.00
173	04	X	M	KLEIN MYRON W	1269	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	73,213.20
174	10	X	M	BARNETT JAMES K	1951	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,170.00
175	10	X	M	ARNOLD ROBERT D	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,170.00
176	25	S	M	WILLIAMS WALLACE K	8924	PE	AWA	25	K	A	6,208.00	6,208.00	74,496.00	73,146.00
177	25	C	F	MITCHELL WILLIAM W	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	73,143.82
178	12	A	M	ELLIS ROGER B	7703	PE	HJI	76	F	H	5,018.00	5,018.00	60,216.00	73,110.83
179	25	G	M	ROBITAILLE MARK E	8911	PE	EAA	16	K	9	3,971.00	3,971.00	47,652.00	73,075.71
180	25	B	F	WRAY CURTIS C	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	73,028.57
181	04	X	X	BUSHRE PETER	X099	PX	AWA	27	E	9	6,167.00	6,167.00	74,004.00	72,976.00
182	25	C	F	KUEHNY A WALT	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	72,908.29
183	20	X	X	ENDELL ROGER V	X099	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	72,741.38
184	12	S	M	BOYD JIMMIE L	7775	PE	ARA	20	D	C	3,962.00	3,962.00	47,544.00	72,697.50
185	12	A	M	FARBER WILLIAM C	7705	PE	AWA	78	K	A	4,494.00	4,494.00	53,928.00	72,692.89
186	06	X	M	BETIT RODERICK L	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	72,692.20
187	12	S	M	FUELLING RICHARD J	7775	PE	CAA	21	D	B	4,530.00	4,530.00	54,360.00	72,657.94
188	04	X	X	ALEXANDER RICHARD E	X099	PX	AWA			9	6,125.00	6,125.00	73,500.00	72,640.00
189	03	X	M	TENNANT RICHARD B	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	72,582.00
190	12	A	M	MERRILL KENNETH H	7703	PE	KRB	76	F	H	5,018.00	5,018.00	60,216.00	72,551.08
191	12	S	M	SORDEN RONALD E	7706	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	72,541.96
192	41	X	X	CRUICHFIELD HERSHEL	X014	PX	JBA			9	6,045.00	6,045.00	72,540.00	72,540.00
193	41	X	X	CONNELLY HUGH H	X014		JBA			9	6,045.00	6,045.00	72,540.00	72,540.00
194	41	X	X	KAUVAR JANE F	X014		JBA			9	6,044.00	6,044.00	72,528.00	72,528.00
195	10	X	M	SCHAFF ROSS G	1901	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	72,474.00
196	25	B	F	LOWELL GALE H	0035		ACA	00		9	3,349.00	9,518.00	114,216.00	72,470.59
197	05	X	X	RAYNOLDS HAROLD JR	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	72,403.22
198	25	S	M	BUECHLER FRIEDRICH	8679	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	72,272.48
199	25	B	F	WEST GLEN H	0033		DSA	00		9	4,957.00	8,710.00	104,520.00	72,250.71
200	25	S	M	PLATZKE RODNEY R	8679	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	72,142.23
201	12	A	M	CASANOVAS DENNIS E	7705	PE	ECF	78	E	C	4,176.00	4,176.00	50,112.00	72,113.53
202	12	A	M	KITCHENMASTER DONALD	7704	PE	HTA	77	K	F	5,402.00	5,402.00	64,824.00	72,095.46
203	03	X	M	WOOD MARK I	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	72,045.00
204	11	X	M	LOGAN E RICHARD	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,945.00
205	12	X	M	VADEN JAMES D	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	71,846.54
206	03	X	M	JONES CAROLYN E	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	71,472.00
207	25	S	M	URBACH DANIEL D	8634	PE	JBA	23	F	E	5,776.00	5,776.00	69,312.00	71,444.48
208	11	S	M	COADY JOHN W	6164	PE	HTA	22	D	G	5,776.00	5,776.00	69,312.00	71,444.48
209	12	S	M	LAWRENCE DONALD R	7708	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	71,444.48
210	25	S	M	RHODE JAMES J	8916	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	71,444.48
211	25	S	M	ESCH DAVID C	8915	PE	JBC	22	K	E	5,776.00	5,776.00	69,312.00	71,444.48
212	25	X	M	SWIFT JUSTIN D	1901	PX	JBA	26	C	E	6,135.00	6,135.00	73,620.00	71,426.60
213	25	C	F	HOFSTAD RICHARD T	0036		DSA	00		9	5,416.80	2,504.00	30,048.00	71,412.54
214	25	S	M	PATTERSON JOHN H	8634	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	71,382.00
215	10	S	M	SMITH THOMAS E	8345	PE	JBC	24	E	E	5,983.00	5,983.00	71,796.00	71,382.00
216	25	S	M	RASMUSSEN JAMES D	8387	PE	EAA	18	L	I	4,694.00	4,694.00	56,328.00	71,343.86
217	03	X	M	LEBLOND DAVID T	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	71,250.00
218	12	A	M	BARNES ROBERT L JR	7705	PE	JBA	78	J	E	5,018.00	5,018.00	60,216.00	71,215.08
219	05	X	M	POLLEY ERNEST	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,210.96
220	25	S	M	HALSTED DONALD E	8916	PE	AWA	24	L	A	5,983.00	5,983.00	71,796.00	71,175.00
221	03	X	M	PEGUES RICHARD I	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,173.60
222	31	X	X	BRADLEY RICHARD A	X402	PX	AWA	24	L	A	5,922.00	5,922.00	71,064.00	71,064.00
223	04	X	X	DAVIS PERRY T	X036	PX	EBA			9	5,921.53	5,921.53	71,058.36	71,058.36
224	03	X	M	MC GEE JACK B	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
225	03	X	M	MANNHEIMER	DAVID	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00
226	03	X	M	MERTZ	DOUGLAS K	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00
227	03	X	M	BRANCHFLOWER	STEPHEN E	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	70,994.60
228	10	X	X	HANSEN	JAMES J	X099	PX	EBA	26	F	9	5,881.00	5,881.00	70,572.00	70,982.00
229	12	A	M	MARTIN	THOMAS M	7703	PE	HTA	76	K	F	5,018.00	5,018.00	60,216.00	70,980.20
230	25	X	M	COOK	MORTON J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	70,921.82
231	09	X	M	HOYT	JOHN V	1901	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
232	08	X	X	CHATTERTON	CLARENCE V	X321	PX	EBA	27	E	9	5,910.00	5,910.00	70,920.00	70,920.00
233	04	X	M	BOETSCH	FREDERICK	1901	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
234	03	X	M	KRUMM	VICTOR C	7147	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
235	05	X	M	THOMSON	WILLIAM D	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
236	25	B	F	COMER	LEO G	0032		ACA	00		9	4,470.00	3,540.00	42,480.00	70,890.44
237	04	X	M	BOTELHO	BRUCE M	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	70,751.77
238	02	X	M	STAACK	ANSELM	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	70,715.00
239	41	X	M	COLE	STEPHANIE	0162	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,715.00
240	06	X	X	PUGH	JOHN R	X033	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	70,696.00
241	10	X	X	EASON	JAMES E	X099	PX	EBA			9	5,910.00	5,910.00	70,920.00	70,691.78
242	12	A	M	SHORT	FLOYD W	7704	PE	CYB	77	L	C	4,494.00	4,494.00	53,928.00	70,636.41
243	25	S	M	COWEE	DAVID W	8633	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	70,584.58
244	05	I	I	BOOHER	ROBERT D	T999		DSA	00		9	5,986.40	5,986.40	71,836.80	70,573.30
245	25	S	M	CAMERON	HAROLD A	2716	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	70,554.00
246	12	A	M	RICHARDSON	DONALD R	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	70,551.53
247	11	G	M	PEGAU	ROBERT E	6143	PE	EZA	18	J	H	4,936.00	4,936.00	59,232.00	70,493.44
248	25	S	M	OLIGNEY	ROBERT E	8916	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	70,347.00
249	12	A	M	SMITH	JESSE G JR	7703	PE	HJI	76	F	H	5,018.00	5,018.00	60,216.00	70,340.38
250	12	A	M	MANN	RALPH E	7703	PE	EAA	76	K	I	4,663.00	4,663.00	55,956.00	70,324.84
251	12	A	M	MINZLAFF	ARLING G	7703	PE	EBA	76	J	A	3,738.00	3,738.00	44,856.00	70,316.19
252	25	C	F	SOUCIE	JAMES M	0038		DWA	00		9	5,562.00	6,860.00	82,320.00	70,288.29
253	25	S	M	MISTEREK	PAUL W	8915	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	69,919.32
254	25	C	F	HAMRICK	RONALD D	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	69,902.19
255	12	S	M	LITERA	TIMOTHY	7734	PE	HTA	21	F	G	5,776.00	5,776.00	69,312.00	69,788.48
256	10	G	M	SMITH	WILLIAM H	8912	PE	EBA	18	F	A	3,522.00	3,522.00	42,264.00	69,735.07
257	02	X	M	NORTHRIP	CHARLES M	1943	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	69,699.87
258	12	X	M	LUCKING	JOHN H	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	69,634.48
259	41	X	M	BARRIER	RICHARD	0161	PX	EBA	28	F	A	6,349.00	6,349.00	76,188.00	69,626.31
260	25	C	F	HERNDON	HOMER T	0038		DWA	00		9	5,562.00	6,860.00	82,320.00	69,613.24
261	31	X	X	KADOW	CHARITY B	X728	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	69,587.50
262	02	X	M	GREENE	MARY E	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	69,587.50
263	03	X	M	KOESTER	G THOMAS	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	69,530.00
264	12	A	M	HAMES	PATRICK L	7704	PE	DKA	77	F	G	5,206.00	5,206.00	62,472.00	69,512.79
265	11	X	M	KELSO	DENNIS D	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	69,485.00
266	25	B	F	WASHBURN	GLEN N	0032		DSA	00		9	4,470.00	4,100.00	49,200.00	69,376.16
267	18	S	M	LOWERY	DOUGLAS L	8659	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	69,312.00
268	06	S	M	LONDO	PATRICK J	5320	PE	EAA	22	J	I	5,776.00	5,776.00	69,312.00	69,312.00
269	25	S	M	ROSS	DOYLE W	8916	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	69,312.00
270	04	S	M	HEIER	GERALD D	1266	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	69,312.00
271	08	X	M	WILLIAMS	JANIS C	2338	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	69,288.00
272	12	S	M	SHOVER	ROBERT J	7706	PE	JBA	21	K	E	5,373.00	5,373.00	64,476.00	69,279.07
273	04	X	M	BARKER	MILTON B	1951	PX	AWA	28	C	A	5,705.00	5,705.00	68,460.00	69,211.80
274	02	X	M	FABE	DANA A	7160	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	69,145.93
275	12	A	M	STEWART	MARK A	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	68,984.21
276	05	X	X	GULYAS	PAUL J	X099		AWA	23	M	A	5,748.00	5,748.00	68,976.00	68,976.00
277	12	A	M	GARY	RAYMOND	7703	PE	HJA	76	J	H	5,206.00	5,206.00	62,472.00	68,951.32
278	12	A	M	MILLER	CHARLES E	7705	PE	EBA	78	L	A	4,663.00	4,663.00	55,956.00	68,898.14
279	12	A	M	HECKMAN	STEPHEN J	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	68,896.51
280	06	S	M	GREGOVICH	ROBERT P JR	5364	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	68,884.32

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
281	11	S	M	HINMAN ROBERT A	6171	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	68,884.32
282	12	S	M	HILDRETH JOSEPH K	7734	PE	DKA	20	J	G	5,569.00	5,569.00	66,828.00	68,884.32
283	25	X	M	BLACK EUGENE H	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	68,870.00
284	03	X	M	OLSEN RANDY M	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	68,870.00
285	10	S	M	MCGEE DON L	8345	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	68,712.00
286	25	B	F	CASAVOLA JOHN M	0035		DSA	00		9	4,470.00	4,100.00	49,200.00	68,611.97
287	12	A	M	SAVAGE DON G	7705	PE	ECF	78	J	C	4,494.00	4,494.00	53,928.00	68,604.42
288	33	X	X	JENSON MERLE R	X050		AWA	24	K	A	5,708.00	5,708.00	68,496.00	68,496.00
289	03	X	M	MURPHY EUGENE P	7145	PX	EBA	24	K	A	5,708.00	5,708.00	68,496.00	68,496.00
290	08	X	M	BENESCH GEORGE L	2338	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
291	25	X	M	DIXON MIM H	1901	PX	JBA	26	A	E	5,705.00	5,705.00	68,460.00	68,460.00
292	03	X	M	MAYNARD ROBERT M	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
293	03	X	M	KENNEDY ELIZABETH	7146	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
294	01	X	X	HARRISON GORDON S	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
295	08	X	X	KUGLER HARRY W	X321	PX	EBA	27	D	9	5,705.00	5,705.00	68,460.00	68,460.00
296	04	X	M	SHARROCK PATRICK L	1901	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
297	01	X	X	GROGAN ROBERT L	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
298	08	X	X	SMITH LONNIE C	X321	PX	EBA	27	D	9	5,705.00	5,705.00	68,460.00	68,460.00
299	02	X	M	RAYE FRANK H JR	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,253.00
300	03	X	M	SVOBODNY RICHARD	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	68,230.45
301	12	A	M	BELDEN RONNIE R	7704	PR	AWA	77	J	A	4,023.00	4,023.00	48,276.00	68,206.51
302	10	G	M	LYLE WILLIAM M	8345	PE	EBA	24	K	A	5,676.00	5,676.00	68,112.00	68,112.00
303	41	X	X	HORNADAY JAMES C	X014	PX	CYB			9	5,674.00	5,674.00	68,088.00	68,088.00
304	03	X	M	FOSTER GARY G	7145	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	68,058.00
305	08	X	M	KIRKPATRICK WILLIS F	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,046.00
306	03	X	M	CYRUS EUGENE B	7145	PX	ECF	24	F	C	5,498.00	5,498.00	65,976.00	68,005.80
307	02	X	M	HAGEY JOHN W	7146	PX	JBA	25	D	E	6,135.00	6,135.00	73,620.00	67,953.51
308	10	X	X	BOND TED J JR	X099	PX	EBA	27	D	9	5,676.00	5,676.00	68,112.00	67,906.00
309	01	X	X	PRICE ROBERT E	X814	PX	MOA	25	F	9	5,705.00	5,705.00	68,460.00	67,839.00
310	06	S	M	BRANTON THOMAS R	5965	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	67,832.00
311	25	G	M	MOODY JAMES E	2296	PE	EBA	21	M	9	5,650.00	5,650.00	67,800.00	67,800.00
312	12	A	M	DALLY GARELD D	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	67,741.79
313	02	X	M	VALENSI JOHN P	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,632.00
314	06	X	M	SEARS LEWIS J JR	1980	PX	EBA	27	D	A	5,705.00	5,705.00	68,460.00	67,632.00
315	01	X	X	GILLESPIE RAYMOND A	X084	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	67,505.79
316	04	X	M	COPELAND DANIEL R	1901	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	67,425.00
317	03	X	M	STARK MICHAEL J	7145	PX	AWA	24	J	A	5,502.00	5,502.00	66,024.00	67,417.00
318	05	X	M	LUTHER RICHARD J	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	67,407.53
319	12	A	M	MCMILLON WILLIAM	7704	PE	EBA	77	E	A	3,738.00	3,738.00	44,856.00	67,380.05
320	12	X	M	KOLIVOSKY MICHAEL C	1901	PX	EBA	26	D	A	5,498.00	5,498.00	65,976.00	67,303.35
321	12	A	M	BLANK ANDREW A	7703	PE	EQB	76	D	H	4,663.00	4,663.00	55,956.00	67,282.54
322	04	X	M	JONES ERVIN B	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,254.00
323	12	A	M	DYKEMA RICHARD H	7703	PE	CKC	76	K	F	5,018.00	5,018.00	60,216.00	67,248.92
324	18	X	M	PUBLICOVER WILLIAM A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	67,225.81
325	10	X	X	MULL CHARLES G	X099	PX	EBA	24	J	9	5,470.00	5,470.00	65,640.00	67,135.05
326	25	B	F	FITZTHUM TERRY L	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	67,087.72
327	25	S	M	COYLE CHARLES M	9441	PE	HTA	20	J	G	5,569.00	5,569.00	66,828.00	67,038.71
328	07	X	M	LANDAU ROBERT W	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	67,038.51
329	25	C	F	JANSEN GABRIEL	0038		DSA	00		9	4,646.40	9,392.00	112,704.00	67,016.47
330	08	X	M	TREAGER HARRY D	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,011.00
331	05	X	M	HANABLE WILLIAM S	3509	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	67,011.00
332	12	A	M	CORNWALL DAVID L	7703	PE	JBM	76	K	G	5,206.00	5,206.00	62,472.00	66,965.74
333	11	X	M	MOBERLY STANLEY A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	66,951.00
334	25	S	M	LARSON ROBERT W	8915	PR	EAA	22	F	I	5,569.00	5,569.00	66,828.00	66,943.64
335	25	B	F	LINDEMANN DWIGHT P	0033		AWA	00		9	3,824.00	5,968.00	71,616.00	66,832.84
336	06	S	M	ARNOLD DAVID E	4102	PE	EBA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
337	02	S	M	STEWART	ROBERT L	1933	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00
338	11	S	M	BANDIROLA	LOUIS	6171	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00
339	12	S	M	TETZLAFF	DONALD H	7736	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
340	25	S	M	GEORGE	JEROME R	8679	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
341	25	S	M	HOFFMANN	FRANK H	8916	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
342	25	S	M	LARUE	ROBERT K	1923	PE	EAA	19	K	9	5,569.00	5,569.00	66,828.00	66,828.00
343	01	X	X	WHEELER	FRANK M	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,804.00
344	41	X	M	GIBSON	CHARLES M	0334	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	66,804.00
345	12	A	M	FLOTHE	GLENN M	7705	PE	DQD	78	K	D	4,837.00	4,837.00	58,044.00	66,789.16
346	25	B	F	HOLLINGSWORTH	ROBERT E	0033		DWA	00		9	3,793.00	3,790.00	45,480.00	66,687.93
347	12	S	M	MYERS	JOHN J	7706	PE	JBA	21	K	E	5,373.00	5,373.00	64,476.00	66,622.75
348	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,597.00
349	02	X	M	HUMPHREYS	JOE K	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,597.00
350	25	G	M	ADAMS	JAMES I	8913	PE	HTA	19	J	G	5,103.00	5,103.00	61,236.00	66,574.25
351	10	S	M	HOLLETT	GEORGE K	6657	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	66,460.00
352	12	S	M	PARKER	LOWELL D	7736	PR	EBA	25	D	A	5,373.00	5,373.00	64,476.00	66,460.00
353	12	S	M	JORDAN	TERRY C	7706	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	66,460.00
354	25	S	M	BURTON	SHERMAN D	2148	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	66,460.00
355	05	S	M	LEIBOWITZ	MARGARET	3576	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,436.00
356	03	X	M	SNOW	D REBECCA	7145	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	66,390.00
357	25	C	F	SUND	WERNER	0033		AWA	00		9	4,084.00	3,288.00	39,456.00	66,357.53
358	12	S	M	SWACKHAMMER	CLAUDE E	7708	PE	DQD	22	K	D	5,373.00	5,373.00	64,476.00	66,336.00
359	11	S	M	MCMULLEN	JOHN C	6188	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	66,336.00
360	12	A	M	YATES	ROBERT W	7704	PE	HTA	77	F	F	5,018.00	5,018.00	60,216.00	66,311.92
361	25	B	F	WHALEN	RONALD E	0033		AWA	00		9	3,824.00	5,968.00	71,616.00	66,310.28
362	06	S	M	DUKE	VERONICA M	5339	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	66,285.00
363	12	A	M	STOGSDILL	JAMES A	7705	PE	DQD	78	J	D	4,663.00	4,663.00	55,956.00	66,123.26
364	12	A	M	WADMAN	JEFFREY A	7704	PE	HAA	77	K	C	4,331.00	4,331.00	51,972.00	66,059.17
365	12	A	M	PRESHAW	JOHN T JR	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	66,034.81
366	12	S	M	KORHONEN	MICHAEL	7709	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	65,993.09
367	12	A	M	FOOTE	KENNETH D	7703	PE	JBU	76	L	E	4,663.00	4,663.00	55,956.00	65,985.19
368	03	X	M	HUTCHINGS	STEPHEN H	7146	PX	ARA	25	D	C	5,498.00	5,498.00	65,976.00	65,976.00
369	11	X	M	PAMPLIN	W LEWIS JR	1901	PX	EBA	26	D	A	5,498.00	5,498.00	65,976.00	65,976.00
370	03	X	M	HENRY	MARY A	7146	PX	ACA	25	E	A	5,498.00	5,498.00	65,976.00	65,976.00
371	01	X	X	HUBBARD	MARSHA A	X080	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	65,962.60
372	25	C	F	ROSENQUIST	BILL R	0036		DSA	00		9	5,416.80	2,504.00	30,048.00	65,945.15
373	18	X	M	NOAH	JOHN C	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,860.80
374	08	X	M	DICKEY	DON S	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,850.00
375	12	A	M	DOND	MICHAEL	7705	PE	HEB	78	F	E	4,837.00	4,837.00	58,044.00	65,831.71
376	12	A	M	LEWIS	GARY L	7705	PE	HCE	78	J	E	5,018.00	5,018.00	60,216.00	65,820.04
377	11	S	M	CLARK	JOHN H	6164	PR	JBA	22	F	E	5,373.00	5,373.00	64,476.00	65,765.05
378	03	X	M	MILLS	MARTHA T	7145	PX	EBA	24	J	A	5,502.00	5,502.00	66,024.00	65,754.02
379	12	A	M	SCHOBER	WAYNE E	7705	PE	ECF	78	K	C	4,663.00	4,663.00	55,956.00	65,711.70
380	12	A	M	SMITH	STEPHEN E	7703	PE	KAA	76	J	H	5,206.00	5,206.00	62,472.00	65,681.09
381	11	S	M	BISHOP	RICHARD H	6164	PE	JBA	22	J	E	5,569.00	5,569.00	66,828.00	65,652.00
382	02	X	M	THOMAS	H CONNOR	7145	PX	HTA	24	B	H	6,349.00	6,349.00	76,188.00	65,616.37
383	12	A	M	RIETH	LEWIS E	7703	PE	DAA	76	L	F	5,206.00	5,206.00	62,472.00	65,601.46
384	25	X	M	MORRISON	JEFFREY J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	65,593.80
385	30	X	X	FOWLER	DUNCAN	X099	PX	AWA	24	F	9	5,303.00	5,303.00	63,636.00	65,593.80
386	03	X	M	SCHULER	BRYAN E	7144	PX	DKA	22	C	G	5,498.00	5,498.00	65,976.00	65,586.00
387	08	X	M	OREILLY	J VINCENT	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,586.00
388	25	X	M	RUSSO	GUY A	1901	PX	EBE	26	D	A	5,498.00	5,498.00	65,976.00	65,586.00
389	08	X	M	ELDER	FRANKLIN T	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,586.00
390	25	B	F	RENFROW	JAMES S	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	65,579.83
391	11	X	M	REAUME	BEVERLY D	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	65,529.60
392	12	S	M	NUTGRASS	JAMES R	7708	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	65,520.36

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
393	12	A	M	BOUTANG	ROBERT	7786	PE	EBA	79	J	A	4,663.00	4,663.00	55,956.00	65,506.03
394	25	S	M	BAUMGARTNER	WILLIAM L	8916	PE	AWA	24	J	A	5,569.00	5,569.00	66,828.00	65,456.00
395	25	B	F	STAATS	ROGER E	0033		DSA	00		9	3,793.00	3,790.00	45,480.00	65,411.73
396	18	X	M	KELTON	KEITH A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,391.00
397	08	X	X	WONDZELL	BLAIR E	X334	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	65,349.08
398	25	L	H	CARR	RICHARD L	9316	PE	KEA	50	E	S	22.09	3,589.62	43,075.44	65,341.75
399	06	X	M	SIPE	CONNIE J	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	65,301.59
400	12	A	M	FARRELL	JAMES D	7703	PE	EBA	76	K	A	3,879.00	3,879.00	46,548.00	65,255.12
401	12	S	M	FLEEK	WAYNE A	7708	PE	EBA	22	L	A	5,198.00	5,198.00	62,376.00	65,255.04
402	03	X	M	BALDWIN	JAMES L	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	65,244.00
403	12	A	M	SCHADLE	ALVAN G	7705	PE	DQD	78	K	D	4,837.00	4,837.00	58,044.00	65,197.57
404	32	X	X	GREANY	MICHAEL J	X20	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,196.00
405	25	C	F	REESER	MAYNARD L	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	65,193.94
406	31	X	X	JEANS	BRAXTON	X757	PX	AWA	23	L	A	5,540.00	5,540.00	66,480.00	65,180.00
407	25	L	H	AMBUEHL	DUANE G	9316	PE	MBC	50	B	S	21.49	3,492.12	41,905.44	65,179.02
408	25	X	M	MALICK	DANIEL F	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,178.79
409	02	X	M	CANNON	JAMES H	7145	PX	JBA	24	C	E	5,498.00	5,498.00	65,976.00	65,088.00
410	25	C	F	SACKETT	LARRY N	0039		DWA	00		9	5,378.40	1,352.00	16,224.00	65,075.57
411	25	S	M	MORBERG	KEITH R	8924	PE	EBA	25	E	A	5,569.00	5,569.00	66,828.00	65,064.00
412	10	X	M	HEIM	BILL L	1901	PX	ECF	26	B	C	5,303.00	5,303.00	63,636.00	64,975.56
413	12	A	M	WILCOX	THURMAN E	7703	PE	EQB	76	E	H	4,837.00	4,837.00	58,044.00	64,923.82
414	12	A	M	STOCKARD	CHRISTOPHE	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	64,891.29
415	03	X	M	LINTON	LEONARD M JR	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	64,868.00
416	25	C	F	SANDE	JAN W	0037		ACA	00		9	4,127.00	1,114.00	13,368.00	64,847.61
417	12	A	M	ARRANTS	DAVID L	7703	PE	MEA	76	K	H	5,402.00	5,402.00	64,824.00	64,824.00
418	12	A	M	LESTER	ROBERT B	7704	PE	ARA	77	F	C	4,023.00	4,023.00	48,276.00	64,807.18
419	07	X	M	KNIGHT	JUDY G	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	64,806.00
420	25	L	H	HEYANO	NORMAN J	9316	PE	DAA	50	E	S	22.09	3,589.62	43,075.44	64,800.73
421	25	C	F	JULIAN	DALE L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	64,776.07
422	02	X	M	PLUMMER	SUSAN K	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	64,743.00
423	05	S	M	SPAZIANI	RICHARD L	3176	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,724.00
424	06	S	M	ADELMEYER	JOSEPH M	5339	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,651.00
425	12	S	M	GILSON	PHILLIP V	7706	PE	CAA	21	J	B	5,030.00	5,030.00	60,360.00	64,560.56
426	12	A	M	GAUSE	WILLIAM R	7704	PE	JBA	77	F	E	4,494.00	4,494.00	53,928.00	64,540.87
427	25	G	M	WHITEHEAD	JACK G	1293	PE	JBA	21	L	E	5,470.00	5,470.00	65,640.00	64,529.15
428	11	X	M	PARKER	KENNETH P	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	64,512.21
429	25	C	F	RICE	CECIL H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	64,496.62
430	12	A	M	MAYBERRY	MICHAEL D	7705	PE	JBA	78	J	E	5,018.00	5,018.00	60,216.00	64,495.85
431	12	A	M	MCGINNIS	LEON D	7703	PE	JBA	76	K	E	4,494.00	4,494.00	53,928.00	64,491.93
432	08	X	M	FARLEIGH	JOHN B	2348	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	64,483.47
433	12	A	M	BELL	SUSAN R	7703	PE	DKA	76	J	G	5,018.00	5,018.00	60,216.00	64,478.52
434	05	S	M	HILEY	GERALD D	3180	PE	AWA	24	F	A	5,373.00	5,373.00	64,476.00	64,476.00
435	25	S	M	WILLIAMS	HUGH N	2716	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
436	06	S	M	FRAIR	CHERYL J	5339	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
437	25	S	M	ENTZEL	ORLEN R	8915	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	64,476.00
438	25	S	M	RASMUSSEN	LOREN L	8916	PE	AWA	24	F	A	5,373.00	5,373.00	64,476.00	64,476.00
439	05	S	M	MUNRO	ALAN R	3519	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
440	02	S	M	MASTERS	HENRY L	1240	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
441	12	A	M	TANNER	WARREN M	7703	PE	CKC	76	E	F	4,494.00	4,494.00	53,928.00	64,473.44
442	20	G	M	DENNIS	ROY	7653	PE	JBA	13	F	T	3,262.00	3,262.00	39,144.00	64,471.30
443	02	S	M	KREFTING	CARL T	1841	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,470.36
444	03	X	M	GRUENSTEIN	PETER E	7146	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	64,440.00
445	03	X	M	ROOSA	KENNETH S	7145	PX	JBA	24	C	E	5,498.00	5,498.00	65,976.00	64,416.00
446	04	X	M	BULLOCK	DONALD M JR	1269	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	64,380.00
447	25	C	F	LEE	ROBERT E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	64,369.48
448	06	S	M	BETIT	JOSEPH W	1933	PE	AWA	23	F	A	5,030.00	5,030.00	60,360.00	64,361.72

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
449	12	A	M	YOUNG	ROLLIN T	7704	PE	KAA	77	F	H	5,402.00	5,402.00	64,824.00	64,358.37
450	31	X	X	PEKOVICH	SAM	X217	PX	AWA	22	M	A	5,363.00	5,363.00	64,356.00	64,356.00
451	25	G	M	LESLIE	KENNETH A	8913	PE	JBA	19	K	E	4,605.00	4,605.00	55,260.00	64,342.97
452	25	B	F	JORGENSEN	DAMON R	0034		DSA	00		9	3,592.00	7,760.00	93,120.00	64,342.95
453	03	X	M	SCUKANEC	JOHN A	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	64,320.00
454	11	S	M	BURRIS	OLIVER E	6144	PE	JBA	20	L	E	5,198.00	5,198.00	62,376.00	64,295.36
455	11	S	M	STEWART	JOHN T	1933	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	64,295.36
456	05	S	M	YOUNG	F PAT	3376	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	64,295.36
457	25	S	M	SLATER	WILLARD H	8389	PE	EBA	22	L	A	5,198.00	5,198.00	62,376.00	64,295.36
458	25	B	F	BERNARDI	GEORGE	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	64,263.76
459	12	A	M	MEEK	DAVID	7705	PE	ECF	78	F	C	4,331.00	4,331.00	51,972.00	64,229.35
460	12	A	M	LEWIS	KENNETH J	7703	PE	HCE	76	L	E	4,663.00	4,663.00	55,956.00	64,226.48
461	02	X	M	RYALS	KENNETH	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	64,158.00
462	10	S	M	REGER	RICHARD D	8344	PE	JBC	22	F	E	5,373.00	5,373.00	64,476.00	64,126.00
463	25	M	F	KINTNER	THOMAS P	0046		ACA	00		9	22.79	4,147.78	49,773.36	64,082.61
464	03	X	M	JAHNKE	THOMAS M	7145	PX	AWA	24	J	A	5,502.00	5,502.00	66,024.00	64,034.00
465	12	A	M	CRAWFORD	RANDY	7704	PE	KAA	77	F	H	5,402.00	5,402.00	64,824.00	64,026.47
466	25	C	F	FORCHEMER	DAVID G	0038		ACA	00		9	4,084.00	3,288.00	39,456.00	63,996.69
467	10	X	M	ANDERSON	JAMES R	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,984.00
468	12	A	M	WOLDSTAD	KENNETH J	7703	PE	CAA	76	B	B	3,472.00	3,472.00	41,664.00	63,930.50
469	12	S	M	GILMOUR	WALTER J	7709	PE	EBA	24	F	A	5,373.00	5,373.00	64,476.00	63,976.00
470	12	A	M	STEELE	VERNON L	7705	PE	ECF	78	J	C	4,494.00	4,494.00	53,928.00	63,974.48
471	12	A	M	BOITNOTT	WILLIAM M	7705	PR	EBA	78	D	A	3,879.00	3,879.00	46,548.00	63,956.76
472	25	S	M	BERGDOLL	BARRY L	8916	PE	AWA	24	E	A	5,198.00	5,198.00	62,376.00	63,897.28
473	25	S	M	GOLDBACH	DOUGLASS R	1221	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	63,897.28
474	12	A	M	HAMM	GREGORY S	7703	PE	DWA	76	C	E	3,738.00	3,738.00	44,856.00	63,871.96
475	12	A	M	VANDERPOOL	ROY L	7705	PR	DWA	78	E	E	4,663.00	4,663.00	55,956.00	63,853.58
476	03	X	M	FRANK	MICHAEL J	7146	PX	EBA	25	E	A	5,498.00	5,498.00	65,976.00	63,831.00
477	25	S	M	MARTIN	JOHN D	2297	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	63,776.00
478	25	B	F	MCDONALD	JAMES R	0033		AWA	00		9	3,651.00	4,482.00	53,784.00	63,757.34
479	25	C	F	STOREY	HERBERT E JR	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	63,658.94
480	03	X	M	WORCESTER	MARK P	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
481	41	X	M	HITCHCOCK	WILLIAM D	0323	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
482	08	X	X	SCOUGAL	HESDEN D	X320	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
483	03	X	M	MCCONNELL	DWAYNE W	7146	PX	CAA	25	B	D	5,303.00	5,303.00	63,636.00	63,636.00
484	02	X	M	DANIELS	JAN M	1842	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
485	08	X	X	MILLER	KEITH H	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
486	08	X	X	AGI	LOUIS E	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
487	41	X	X	GUCKER	GEORGE L	X014	PX	ACA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
488	08	X	X	VAN ALEN	WILLIAM	X332	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
489	03	X	M	FRATIES	GAIL R	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
490	03	X	M	SEWRIGHT	MICHAEL W	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
491	08	X	X	LEVORSEN	JOHN A	X332	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
492	41	X	X	ANDREWS	ELAINE M	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
493	41	X	X	FULD	WILLIAM H	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
494	03	X	M	GUANELI	DEAN J	7145	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
495	41	X	X	MASON	JOHN DAVID	X014		EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
496	08	X	X	WEATHERLY	MARVIN R	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
497	08	X	X	GUESS	CAROLYN S	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
498	03	X	M	WHITE	MICHAEL N	7146	PX	ECF	25	C	C	5,303.00	5,303.00	63,636.00	63,636.00
499	08	X	X	TRIMBLE	JAMES K	X334	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
500	25	X	M	WALDRON	DAVID L	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
501	08	X	X	DOUGLASS	RUSSELL A	X333	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
502	08	X	X	SNOWDEN	DIANA E	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
503	11	X	M	CLARK	JOHN A	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
504	41	X	M	SZAL	ALBERT H	0334	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
505	41	X	X	FINN	NATALIE K	X014		EBA			9	5,303.00	5,303.00	63,636.00	63,636.00
506	11	X	X	TWOMLEY	BRUCE C	X025	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
507	11	X	X	LISTOWSKI	RICHARD F	X099	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
508	41	X	X	ANDERSON	GLEN C	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
509	25	S	M	MILLER	JOHN A	8915	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	63,601.00
510	11	X	X	SMITH	PHILIP J	X099		AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,600.47
511	03	X	M	HORETSKI	GAYLE A	7145	PX	AWA	24	E	A	5,129.00	5,129.00	61,548.00	63,543.45
512	25	S	M	ANDERSON	RODNEY D	8913	PE	JBA	19	K	E	4,694.00	4,694.00	56,328.00	63,504.20
513	03	X	M	WALTON	LINDA L	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	63,494.59
514	41	X	M	MILLER	SUSAN C	0245	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,462.00
515	05	X	M	CRAIG	CHARLES W	3110	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,462.00
516	21	X	M	PERDUE	KAREN R	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,462.00
517	12	A	M	ENGLEMAN	GEOFFREY T	7703	PE	JBA	76	J	E	4,331.00	4,331.00	51,972.00	63,447.30
518	21	X	M	SMITH	JEFF S	1951	PX	AWA	28	A	A	5,303.00	5,303.00	63,636.00	63,424.30
519	25	S	M	BECK	ROBERT P	8634	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	63,395.59
520	25	G	M	CRONK	JAMES J	8913	PE	HTA	19	F	G	4,936.00	4,936.00	59,232.00	63,394.06
521	05	T	T	RICHARDSON	ROBERT	1999		DSA	00		9	5,421.47	5,421.47	65,057.64	63,391.08
522	11	G	M	NELSON	MICHAEL L	6162	PE	DAA	18	M	F	5,103.00	5,103.00	61,236.00	63,380.29
523	12	A	M	WEITH	WILLIAM F	7703	PE	HYC	76	J	H	5,206.00	5,206.00	62,472.00	63,357.72
524	12	A	M	BINSCHUS	DAVID L	7703	PE	CAA	76	J	B	4,176.00	4,176.00	50,112.00	63,348.83
525	12	A	M	MCGHEE	JOHN L	7705	PE	EBA	78	J	A	4,331.00	4,331.00	51,972.00	63,338.92
526	04	X	M	WILSON	JAMES R	2132	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,311.46
527	03	X	M	HERMAN	BARBARA	7146	PX	EBA	25	D	A	5,303.00	5,303.00	63,636.00	63,288.00
528	25	B	F	KINNEAR	RICHARD J.	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	63,214.18
529	12	A	M	GOODWIN	DANIEL	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	63,179.80
530	25	S	M	HENRY	JOHN W	8634	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	63,118.00
531	12	X	M	HENDERSON	ROBERT M	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,114.00
532	25	C	F	PAYNE	HAROLD	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	63,105.77
533	05	X	X	ROCHELEAU	LARRAE E	X099	PX	ARC	26	C	C	5,498.00	5,498.00	65,976.00	63,095.05
534	25	X	M	MOESER	HAROLD R	1901	PX	AWA	26	B	A	5,129.00	5,129.00	61,548.00	63,090.93
535	04	X	M	RICHARD	MARTIN J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,073.80
536	12	A	M	HOLLAND	ROY D	7705	PE	AWA	78	K	A	4,494.00	4,494.00	53,928.00	63,053.62
537	25	C	F	PORTER	GEORGE R	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	63,052.88
538	20	X	M	LADWIG	WILLIAM W	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	63,052.00
539	25	B	F	SULLIVAN	HOWARD E	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	63,049.88
540	18	X	M	CLADOUHOS	JOSEPH W	1901	PX	AWA	26	B	A	5,129.00	5,129.00	61,548.00	63,043.80
541	20	S	M	FRANK	GAIL FW	7657	PR	JBA	21	A	E	4,234.00	4,234.00	50,808.00	63,014.34
542	25	G	M	CHANDLER	JEFFREY S	8913	PR	HTA	19	E	G	4,758.00	4,758.00	57,096.00	62,986.75
543	08	X	X	KNOWLES	SUSAN M	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,981.01
544	25	X	M	OLSON	JOHN B	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,952.97
545	02	X	M	LINK	ROBERT J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	62,940.00
546	25	C	F	LARSEN	JOHN L	0038		AWA	00		9	3,651.00	4,482.00	53,784.00	62,925.67
547	25	S	M	LEONARD	LEROY E	8915	PE	JBC	22	F	E	5,373.00	5,373.00	64,476.00	62,901.00
548	25	C	F	KUTZ	RONALD J	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	62,816.77
549	12	S	M	MCCONNAUGHEY	JOHN T	7708	PR	ECF	23	J	C	5,373.00	5,373.00	64,476.00	62,812.96
550	25	C	F	HA[illegible]OCK	GEORGE E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	62,793.60
551	25	G	M	SA[illegible]ER	EDWIN C	8618	PE	AWA	22	K	A	4,936.00	4,936.00	59,232.00	62,786.46
552	08	X	M	BEARDSLEY	WILLIAM H	2202	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	62,766.00
553	03	X	M	BUTTERFIELD	RHONDA F	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	62,766.00
554	10	X	M	STURGEON	JOHN L	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,766.00
555	25	S	M	DOWNING	RICHARD E	8633	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	62,726.00
556	25	S	M	FRIEND	DONALD D	8915	PE	AWA	22	M	A	5,373.00	5,373.00	64,476.00	62,726.00
557	12	A	M	INGALLS	BARRY C	7704	PE	EBA	77	K	A	4,176.00	4,176.00	50,112.00	62,618.95
558	05	S	M	DAVIS	ROBERT M	3187	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	62,615.92
559	25	X	M	SNELL	WILLIAM R	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,592.00
560	25	B	F	WYNN	JOHN	0034		AWA	00		9	3,420.00	2,440.00	29,280.00	62,587.68

[redacted]

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SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
1	03	X	M	MERRINER	CHARLES M	7146	PX	DAA	25	L	F	98,028.00
2	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	94,440.00
3	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	94,440.00
4	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	93,084.00
5	06	X	M	FRASER	ROBERT	5268	PX	AWA	29	L	A	88,068.00
6	25	M	F	ZELLWEGER	MARK F	0011		AWA	00		9	87,916.80
7	41	X	X	BOSSHARD	JOHN III	X013		EAA			9	86,508.00
8	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	86,508.00
9	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	86,508.00
10	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	86,508.00
11	41	X	X	TUNLEY	CHARLES R	X013		HTA			9	86,508.00
12	03	X	M	DAVIS	HARRY L	7146	PX	JBA	25	K	E	84,888.00
13	25	X	M	GLENZER	HUBERT JR	1951	PX	JBA	28	E	E	84,660.00
14	41	X	X	BLAIR	JAMES R	X013		JBA			9	83,928.00
15	41	X	X	HODGES	JAY	X013		JBA			9	83,928.00
16	41	X	X	VANHOOMISSEN	GERALD	X013		JBA			9	83,928.00
17	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	82,800.00
18	03	X	M	WARDELL	THOMAS M	7146	PX	DQA	25	L	D	82,224.00
19	05	X	X	ROMESBURG	KERRY D	X099		AWA	28	K	A	82,008.00
20	03	X	M	DOOGAN	JAMES P JR	7146	PX	JBA	25	J	E	81,816.00
21	03	X	M	WOOD	LARRY D	7146	PX	JBA	25	J	E	81,816.00
22	41	X	X	BURKE	EDMOND W	X012		EBA	30	F	A	81,648.00
23	41	X	X	COMPTON	ALLEN T	X012		EBA	30	F	A	81,648.00
24	25	X	M	HORN	JOHN D	1901	PX	JBA	26	F	E	81,648.00
25	41	X	X	MATTHEWS	WARREN W	X012	PX	EBA	30	F	A	81,648.00
26	41	X	X	MOORE	DANIEL A JR	X012	PX	EBA	30	F	A	81,648.00
27	25	X	M	MORROW	JACK R	1901	PX	EAA	26	E	I	81,648.00
28	01	X	X	SHEFFIELD	WILLIAM J	X001	PX	AWA	30	F	A	81,648.00
29	41	X	X	MADSEN	ROY H	X013	PX	CAA			9	81,348.00
30	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	79,992.00
31	25	S	M	DAVENA	RONALD S	9748	PE	HTA	22	K	G	79,752.00
32	12	S	M	DETEMPLE	JOSEPH F	7708	PE	DKA	22	K	G	79,752.00
33	10	S	M	EAKINS	GILBERT R	8345	PE	JBC	24	K	E	79,752.00
34	06	S	M	SCHULZ	JEANETTE	5217	PR	EBA	27	K	A	79,752.00
35	25	S	M	SISK	STEPHEN	8924	PE	JBA	25	F	E	79,752.00
36	06	S	M	SPENCE	DAVID A	5226	PE	AWA	27	K	A	79,752.00
37	25	S	M	VENUSTI	ROBERT R	8917	PE	JBA	25	F	E	79,752.00
38	41	X	X	SNOWDEN	ARTHUR H II	X007	PX	EBA			9	79,644.00
39	30	X	X	GOTTEHRER	SHEILA K	X099		JBA	24	K	E	79,248.00
40	03	X	M	HICKEY	DANIEL W	7150	PX	AWA	27	K	A	79,248.00
41	05	X	M	ENGEN	RICHARD B	1901	PX	AWA	26	L	A	79,212.00
42	02	X	M	HOVERSTEN	MELVIN L	1901	PX	EBA	26	L	A	79,212.00
43	03	X	M	KERNS	RICHARD P	7147	PX	EBA	26	L	A	79,212.00
44	03	X	M	PETERSON	ARTHUR H	7147	PX	AWA	26	L	A	79,212.00
45	41	X	M	BARRIER	RICHARD	0161	PX	EBA	28	J	A	79,044.00
46	08	X	X	CRAWFORD	LARRY D	X201	PX	EBA	29	F	9	78,864.00
47	01	X	X	SHIVELY	JOHN T	X078	PX	AWA	29	F	A	78,864.00
48	08	X	M	SIMS	JOHN F	2202	PX	JBA	26	E	E	78,864.00
49	41	X	X	CRANSTON	CHARLES K	X013		DQA			9	78,768.00
50	41	X	X	HANSON	JAMES A	X013		DQA			9	78,768.00
51	10	G	M	PESSEL	GARNETT H	8345	PE	JBA	24	K	E	78,468.00
52	06	X	X	ROSE	DAVID A	X099	PX	AWA			9	78,000.00
53	06	X	X	DATTAN	CHRISTOP H	X099	PX	EBK	27	F	9	77,304.00
54	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	77,304.00
55	06	X	X	LIVINGSTONE	BRUCE L	X099	PX	EBA	27	F	9	77,304.00
56	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	77,304.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
57	06	X	X	SOUTH	HERMAN H	X099	PX	EBA	27	F	9	77,304.00
58	06	X	X	VEUTHEY	PIERRE L	X099		EBA	27	F	9	77,304.00
59	25	S	M	LANE	JAMES M	8915	PE	HTA	22	J	G	77,088.00
60	25	S	M	MCCALEB	DAVID L	8916	PE	JBA	24	J	E	77,088.00
61	03	X	M	BALFE	JOSEPH D	7146	PX	EBA	25	L	A	76,452.00
62	03	X	M	HAWLEY	WILLIAM H JR	7146	PX	EBA	25	L	A	76,452.00
63	03	X	M	MURPHREE	BILL D	7145	PX	JBA	24	J	E	76,380.00
64	25	X	M	SCRIBNER	JONATHAN W	1951	PX	AWA	28	D	9	76,380.00
65	08	X	M	COOK	LOIS J	1901	PX	AWA	26	K	A	76,344.00
66	01	X	X	HERMAN	LAURA J	X079	PX	AWA	26	K	A	76,344.00
67	05	X	M	MORGAN	MICHAEL C	1901	PX	AWA	26	K	A	76,344.00
68	02	X	M	WHEELER	MICHAEL H	1901	PX	AWA	26	K	A	76,344.00
69	25	M	F	DWYER	JOEL	0008		ACA	00		9	76,210.56
70	41	X	X	CRASKE	DUANE K	X013	PE	ARA			9	76,200.00
71	41	X	X	CUTLER	BEVERLY W	X013	PX	ECF	28	E	9	76,200.00
72	41	X	X	KEENE	HENRY C JR	X013		AKB	28	E	9	76,200.00
73	41	X	X	BRYNER	ALEXANDER	X012		EBA	29	E	A	76,188.00
74	41	X	X	COATS	ROBERT G	X012		EBA	29	E	A	76,188.00
75	01	X	X	KATZ	JOHN W	X816	PX	MOA	28	F	9	76,188.00
76	03	X	M	LORENSEN	RONALD W	7148	PX	AWA	28	F	A	76,188.00
77	25	X	M	MC MULLEN	WILLIAM B	1901	PX	JBA	26	D	E	76,188.00
78	01	X	X	MCALPINE	STEPHEN A	X002	PX	AWA	28	F	A	76,188.00
79	11	X	M	PENNOYER	STEVEN	1951	PX	AWA	28	F	A	76,188.00
80	03	X	M	SCHAEFER	GEORGE F	7146	PX	DKA	25	A	G	76,188.00
81	02	X	M	SHEA	JAMES R	1951	PX	AWA	28	F	A	76,188.00
82	41	X	X	SINGLETON	JAMES K JR	X012		EBA	29	E	A	76,188.00
83	02	X	M	STRASBAUGH	KATHLEEN J	7145	PX	MEA	24	B	H	76,188.00
84	03	X	M	VACEK	JOHN R	7145	PX	HTA	24	B	H	76,188.00
85	04	X	X	MEANS	WILLIAM L	X099	PX	AWA	27	E	9	75,000.00
86	25	S	M	KELLER	HARRY D	8917	PE	AWA	25	K	A	74,496.00
87	06	S	M	MCCOMBS	JACK	5339	PE	JBA	23	K	E	74,496.00
88	25	S	M	SODEN	LAURENCE L	2298	PE	JBA	24	F	E	74,496.00
89	25	S	M	SWEET	LARRY R	8916	PE	JBC	24	F	E	74,496.00
90	10	X	X	VAN DYKE	WILLIAM D	X099	PX	EBA	27	F	9	74,496.00
91	25	S	M	WILLIAMS	WALLACE K	8924	PE	AWA	25	K	A	74,496.00
92	06	X	X	HARDIE	PHILIP W JR M	X099	PX	EBA	26	F	9	74,460.00
93	04	X	X	BUSHRE	PETER	X099	PX	AWA	27	E	9	74,004.00
94	03	X	M	JONES	CAROLYN E	7146	PX	EBA	25	K	A	73,692.00
95	03	X	M	KOPPERUD	ROSS A	7146	PX	EBA	25	K	A	73,692.00
96	03	X	M	LEBLOND	DAVID T	7146	PX	EBA	25	K	A	73,692.00
97	03	X	M	MELLOW	WILLIAM G	7146	PX	AWA	25	K	A	73,692.00
98	03	X	M	MICHALSKI	PETER A	7146	PX	EBA	25	K	A	73,692.00
99	03	X	M	TENNANT	RICHARD B	7146	PX	EBA	25	K	A	73,692.00
100	10	X	M	ARNOLD	ROBERT D	1951	PX	AWA	28	E	A	73,620.00
101	03	X	M	ATHENS	EVERETT J JR	7145	PX	JBA	24	F	E	73,620.00
102	10	X	M	BARNETT	JAMES K	1951	PX	EBA	28	E	A	73,620.00
103	04	X	M	BOTELHO	BRUCE M	1951	PX	AWA	28	E	A	73,620.00
104	41	X	X	BUCKALEW	SEABORN J JR	X013		EBA	28	E	A	73,620.00
105	25	X	M	CAMP	JOE D	1951	PX	AWA	28	E	A	73,620.00
106	41	X	X	CARLSON	VICTOR	X013		EBA	28	E	A	73,620.00
107	41	X	X	CARPENETI	WALTER L	X013		AWA	28	E	A	73,620.00
108	31	X	X	CHARNEY	MYRION R	X201	PX	AWA	28	E	A	73,620.00
109	30	X	X	CHENOWETH	JOHN B	X099	PX	AWA	28	E	A	73,620.00
110	41	X	M	COLE	STEPHANIE	0161	PX	EBA	28	E	A	73,620.00
111	11	X	X	COLLINSWORTH	DON W	X003		AWA	28	E	A	73,620.00
112	20	X	X	ENDELL	ROGER V	X099	PX	AWA	28	E	A	73,620.00

SEQ	DEPT	B	U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
113	31	X		X	ENDICOTT	WARREN W	X201	PX	AWA	28	E	A	73,620.00
114	01	X		X	GILLESPIE	RAYMOND A	X084	PX	AWA	28	E	A	73,620.00
115	41	X		X	GONZALEZ	RENE J	X013		EBA			9	73,620.00
116	03	X		X	GORSUCH	NORMAN C	X003		AWA	28	E	A	73,620.00
117	02	X		M	HAGEY	JOHN W	7146	PX	JBA	25	D	E	73,620.00
118	41	X		X	HUNT	KAREN L	X013		EBA	28	E	A	73,620.00
119	41	X		X	JOHNSTONE	KARL S	X013	PX	EBA	28	E	A	73,620.00
120	41	X		X	KATZ	JOAN M	X013		EBA			9	73,620.00
121	25	X		X	KNAPP	RICHARD J	X003		AWA	28	E	A	73,620.00
122	25	X		M	LIND	RONALD B	1901	PX	AWA	26	E	9	73,620.00
123	08	X		X	LOUNSBURY	LOREN H	X003	PX	AWA	28	E	A	73,620.00
124	04	X		X	NORDALE	MARY A	X003	PX	AWA	28	E	A	73,620.00
125	21	X		X	NOTTI	EMIL R	X003	PX	AWA	28	E	A	73,620.00
126	02	X		M	OROURKE	RUTH E	7144	PX	MEA	22	E	H	73,620.00
127	09	X		X	PAGANO	EDWARD G	X003		EBA	28	E	A	73,620.00
128	41	X		X	PEGUES	RODGER W	X013		AWA	28	E	A	73,620.00
129	06	X		X	PUGH	JOHN R	X033	PX	AWA	28	E	A	73,620.00
130	05	X		X	RAYNOLDS	HAROLD JR	X003		AWA	28	E	A	73,620.00
131	41	X		X	RIPLEY	J JUSTIN	X013		EBA	28	E	A	73,620.00
132	07	X		X	ROBISON	JIM E	X003		AWA	28	E	A	73,620.00
133	18	X		X	ROSS	WILLIAM R	X003	PX	AWA	28	E	A	73,620.00
134	02	X		X	RUDD	LISA S	X003	PX	AWA	28	E	A	73,620.00
135	41	X		X	SCHULZ	THOMAS E	X013		ACA	28	E	A	73,620.00
136	41	X		X	SERDAHELY	DOUGLAS J	X013	PX	EBA	28	E	A	73,620.00
137	41	X		X	SHORTELL	BRIAN C	X013	PX	EBA	28	E	A	73,620.00
138	41	X		X	SOUTER	MILTON M	X013	PX	EBA	28	E	A	73,620.00
139	25	X		M	SPARKS	WARREN S	1951	PX	AWA	28	E	A	73,620.00
140	01	X		X	SPEILBERG	ANNE M	X824	PX	JBA	24	F	E	73,620.00
141	02	X		M	STAACK	ANSELM	1951	PX	AWA	28	E	A	73,620.00
142	12	X		X	SUNDBERG	ROBERT J	X003	PX	AWA	28	E	A	73,620.00
143	41	X		X	TAYLOR	WARREN W	X013		EBA			9	73,620.00
144	02	X		M	TILLERY	CRAIG J	7145	PX	HTA	24	A	H	73,620.00
145	12	X		M	VADEN	JAMES D	1951	PX	AWA	28	E	A	73,620.00
146	08	X		X	WAGNON	BERTRAM L	X201	PX	EBA	28	E	9	73,620.00
147	03	X		M	WALTON	LINDA L	7145	PX	JBA	24	F	E	73,620.00
148	03	X		M	WOOD	MARK I	7145	PX	JBA	24	F	E	73,620.00
149	10	X		X	WUNNICKE	ESTHER C	X003	PX	AWA	28	E	A	73,620.00
150	31	X		X	BERRIER	BILLY G	X401	PX	AWA	26	J	A	73,584.00
151	25	X		M	COOK	MORTON J	1901	PX	AWA	26	J	A	73,584.00
152	03	X		M	FISCHER	STANLEY T	7147	PX	EBA	26	J	A	73,584.00
153	02	X		M	GRIGGS	DALE	1842	PX	EBA	24	K	9	73,584.00
154	01	X		X	HOGAN	J HARRIE	X066	PX	AWA	26	J	A	73,584.00
155	25	X		M	REDICK	ROWE D	1901	PX	EBA	26	J	A	73,584.00
156	10	X		M	SCHAFF	ROSS G	1901	PX	EBA	26	J	A	73,584.00
157	25	X		M	SIMPSON	JOHN J	1901	PX	AWA	26	J	A	73,584.00
158	33	X		X	WILKERSON	GERALD L	X039		AWA	26	J	A	73,584.00
159	04	X		X	ALEXANDER	RICHARD E	X099	PX	AWA			9	73,500.00
160	41	X		X	BREMSON	FRANCIS L	X099	PR	EBA			9	73,500.00
161	06	G		M	MIDDAUGH	JOHN P	5217	PE	EBA	27	F	A	73,248.00
162	41	X		X	CONNELLY	HUGH H	X014		JBA			9	72,540.00
163	41	X		X	CRUTCHFIELD	HERSHEL	X014	PX	JBA			9	72,540.00
164	41	X		X	KAUVAR	JANE F	X014		JBA			9	72,528.00
165	12	A		M	HICKMAN	RICHARD C	7705	PE	DKA	78	K	G	72,372.00
166	25	C		F	JACKINSKY	WALTER	0036		DWA	00		9	72,057.60
167	25	C		F	KLABO	JOHN A	0036		DWA	00		9	72,057.60
168	05	T		T	BOOHER	ROBERT D	T999		DSA	00		9	71,836.80

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
169	25	S	M	BUECHLER	FRIEDRICH	8679	PE	JBA	24	E	E	71,796.00
170	25	S	M	CAMERON	HAROLD A	2716	PE	JBA	23	J	E	71,796.00
171	25	S	M	COWEE	DAVID W	8633	PE	JBA	23	J	E	71,796.00
172	25	S	M	HALSTED	DONALD E	8916	PE	AWA	24	L	A	71,796.00
173	25	S	M	OLIGNEY	ROBERT E	8916	PE	JBA	24	E	E	71,796.00
174	25	S	M	PATTERSON	JOHN H	8634	PE	JBA	23	J	E	71,796.00
175	25	S	M	PLATZKE	RODNEY R	8679	PE	JBA	24	E	E	71,796.00
17[illegible]	25	S	M	ROSS	DOYLE W	8916	PE	EBA	24	L	A	71,796.00
177	10	S	M	SMITH	THOMAS E	8345	PE	JBC	24	E	E	71,796.00
178	31	X	X	BRADLEY	RICHARD A	X402	PX	AWA	24	L	A	71,064.00
179	04	X	X	DAVIS	PERRY T	X036	PX	EBA			9	71,058.36
180	03	X	M	BRANCHFLOWER	STEPHEN E	7146	PX	EBA	25	J	A	71,028.00
181	04	X	M	KLEIN	MYRON W	1269	PX	EBA	25	J	A	71,028.00
182	03	X	M	KOESTER	G THOMAS	7146	PX	AWA	25	J	A	71,028.00
183	03	X	M	LINTON	LEONARD M JR	7146	PX	EBA	25	J	A	71,028.00
184	03	X	M	MANNHEIMER	DAVID	7146	PX	EBA	25	J	A	71,028.00
185	03	X	M	MAYNARD	ROBERT M	7146	PX	AWA	25	J	A	71,028.00
186	03	X	M	MC GEE	JACK B	7146	PX	AWA	25	J	A	71,028.00
187	03	X	M	MERTZ	DOUGLAS K	7146	PX	AWA	25	J	A	71,028.00
188	06	X	M	BETIT	RODERICK L	1901	PX	AWA	26	F	A	70,920.00
189	25	X	M	BLACK	EUGENE H	1901	PX	AWA	26	F	A	70,920.00
190	04	X	M	BOETSCH	FREDERICK	1901	PX	EBA	26	F	A	70,920.00
191	08	X	X	CHATTERTON	CLARENCE V	X321	PX	EBA	27	E	9	70,920.00
192	10	X	X	EASON	JAMES E	X099	PX	EBA			9	70,920.00
193	02	X	M	FABE	DANA A	7160	PX	EBA	26	F	A	70,920.00
194	01	X	X	HARRISON	GORDON S	X066	PX	AWA	26	F	A	70,920.00
195	09	X	M	HOYT	JOHN V	1901	PX	EBA	26	F	A	70,920.00
196	31	X	X	KADOW	CHARITY B	X728	PX	EBA	26	F	A	70,920.00
197	11	X	M	KELSO	DENNIS D	1951	PX	AWA	28	D	A	70,920.00
198	03	X	M	KRUMM	VICTOR C	7147	PX	EBA	26	F	A	70,920.00
199	07	X	M	LANDAU	ROBERT W	1951	PX	AWA	28	D	A	70,920.00
200	11	X	M	LOGAN	E RICHARD	1901	PX	AWA	26	F	A	70,920.00
201	02	X	M	NORTHRIP	CHARLES M	1943	PX	AWA	26	F	A	70,920.00
202	03	X	M	OLSEN	RANDY M	7145	PX	JBA	24	E	E	70,920.00
203	03	X	M	PEGUES	RICHARD I	1901	PX	AWA	26	F	A	70,920.00
204	05	X	M	POLLEY	ERNEST	1901	PX	AWA	26	F	A	70,920.00
205	02	X	M	RAYE	FRANK H JR	1901	PX	AWA	26	F	A	70,920.00
206	04	X	M	SHARROCK	PATRICK L	1901	PX	EBA	26	F	A	70,920.00
207	06	X	M	SIPE	CONNIE J	1951	PX	AWA	28	D	A	70,920.00
208	10	X	X	HANSEN	JAMES J	X099	PX	EBA	26	F	9	70,572.00
209	01	X	X	NEVE	RICHARD A	X757	PX	AWA	28	E	9	69,996.00
210	11	S	M	COADY	JOHN W	6164	PE	HTA	22	D	G	69,312.00
211	25	S	M	ESCH	DAVID C	8915	PE	JBC	22	K	E	69,312.00
212	04	S	M	HEIER	GERALD D	1266	PE	EBA	24	K	A	69,312.00
213	12	S	M	LAWRENCE	DONALD R	7708	PE	JBA	22	K	E	69,312.00
214	12	S	M	LITERA	TIMOTHY	7734	PE	HTA	21	F	G	69,312.00
215	06	S	M	LO DO	PATRICK J	5320	PE	EAA	22	J	I	69,312.00
216	18	S	M	LOWERY	DOUGLAS L	8659	PE	JBA	22	K	E	69,312.00
217	10	S	M	MCGEE	DON L	8345	PE	EBA	24	K	A	69,312.00
218	25	S	M	MISTEREK	PAUL W	8915	PE	JBA	22	K	E	69,312.00
219	25	S	M	RHODE	JAMES J	8916	PE	EBA	24	K	A	69,312.00
220	25	S	M	URBACH	DANIEL D	8634	PE	JBA	23	F	E	69,312.00
221	05	X	X	GULYAS	PAUL J	X099		AWA	23	M	A	68,976.00
222	33	X	X	JENSON	MERLE R	X050		AWA	24	K	A	68,496.00
223	03	X	M	MURPHY	EUGENE P	7145	PX	EBA	24	K	A	68,496.00
224	03	X	H	CHRISTIANSON	CYNTHIA P	7146	TE	EBA	25	F	A	68,464.44

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
225	03	X	H	MIRACLE	BARBARA J	7146	PX	EBA	25	F	A	68,464.44
226	02	X	H	STEINKRUGER	NIESJE J	7145	PX	JBA	24	D	E	68,464.44
227	03	X	M	BALDWIN	JAMES L	7146	PX	AWA	25	F	A	68,460.00
228	04	X	M	BARKER	MILTON B	1951	PX	AWA	28	C	A	68,460.00
229	08	X	M	BENESCH	GEORGE L	2338	PX	EBA	25	F	A	68,460.00
230	10	X	M	BROSSIA	JERRY L	6660	PX	JBA	26	A	E	68,460.00
231	20	X	M	BROWN	KENNETH E	1901	PX	JBA	26	A	E	68,460.00
232	04	X	M	BULLOCK	DONALD M JR	1269	PX	AWA	25	F	A	68,460.00
233	25	X	M	DIXON	MIM H	1901	PX	JBA	26	A	E	68,460.00
234	03	X	M	FOSTER	GARY G	7145	PX	JBA	24	D	E	68,460.00
235	41	X	M	GIBSON	CHARLES M	0334	PX	JBA	24	D	E	68,460.00
236	01	X	X	GROGAN	ROBERT L	X066	PX	AWA	26	E	A	68,460.00
237	03	X	M	GRUENSTEIN	PETER E	7146	PX	EBA	25	F	A	68,460.00
238	05	X	M	HANABLE	WILLIAM S	3509	PX	EBA	26	E	A	68,460.00
239	03	X	M	HANLEY	JAMES L	7145	PX	DQA	24	F	D	68,460.00
240	04	X	M	HILLHOUSE	THERESA L	1269	PX	AWA	25	F	A	68,460.00
241	02	X	M	HUMPHREYS	JOE K	1901	PX	AWA	26	E	A	68,460.00
242	04	X	M	JONES	ERVIN B	1901	PX	AWA	26	E	A	68,460.00
243	03	X	M	KENNEDY	ELIZABETH	7146	PX	EBA	25	F	A	68,460.00
244	08	X	M	KIRKPATRICK	WILLIS F	1901	PX	AWA	26	E	A	68,460.00
245	08	X	X	KUGLER	HARRY W	X321	PX	EBA	27	D	9	68,46[illegible]0
246	03	X	M	MAYO	STEPHEN A	7146	PX	EBA	25	F	A	68,4[illegible]0
247	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	68,46[illegible]00
248	02	X	M	MCCUNE	GEORGE B	7145	PX	DKA	24	A	F	68,460.00
249	01	X	X	PRICE	ROBERT E	X814	PX	MOA	25	F	9	68,460.00
250	06	X	M	SEARS	LEWIS J JR	1980	PX	EBA	27	D	A	68,460.00
251	21	X	M	SMITH	JEFF S	1951	PX	AWA	28	C	A	68,460.00
252	08	X	X	SMITH	LONNIE C	X321	PX	EBA	27	D	9	68,460.00
253	03	X	M	SNOW	D REBECCA	7145	PX	JBA	24	D	E	68,460.00
254	03	X	M	SVOBODNY	RICHARD	7146	PX	AWA	25	F	A	68,460.00
255	08	X	M	TREAGER	HARRY D	1901	PX	AWA	26	E	A	68,460.00
256	02	X	M	VALENSI	JOHN P	1901	PX	AWA	26	E	A	68,460.00
257	01	X	X	WHEELER	FRANK M	X066	PX	AWA	26	E	A	68,460.00
258	08	X	M	WILLIAMS	JANIS C	2338	PX	EBA	25	F	A	68,460.00
259	10	X	X	BOND	TED J JR	X099	PX	EBA	27	D	9	68,112.00
260	10	G	M	LYLE	WILLIAM M	8345	PE	EBA	24	K	A	68,112.00
261	41	X	X	HORNADAY	JAMES C	X014	PX	CYB			9	68,088.00
262	25	G	M	MOODY	JAMES E	2296	PE	EBA	21	M	9	67,800.00
263	08	X	X	BATT	WILLIAM H	X324	PX	EBA	26	D	9	67,500.00
264	12	A	M	BARNARD	SAMUEL L	7786	PE	JBA	79	K	E	67,260.00
265	06	S	M	ARNOLD	DAVID E	4102	PE	EBA	23	L	A	66,828.00
266	11	S	M	BANDIROLA	LOUIS	6171	PE	AWA	23	L	A	66,828.00
267	25	S	M	BAUMGARTNER	WILLIAM L	8916	PE	AWA	24	J	A	66,828.00
268	11	S	M	BISHOP	RICHARD H	6164	PE	JBA	22	J	E	66,828.00
269	06	S	M	BRANTON	THOMAS R	5965	PE	AWA	23	L	A	66,828.00
270	25	S	M	COYLE	CHARLES M	9441	PE	HTA	20	J	G	66,828.00
271	25	S	M	GEORGE	JEROME P	8679	PE	EBA	24	J	A	66,828.00
272	06	S	M	GREGOVICH	ROBERT P JR	5364	PE	AWA	23	L	A	66,828.00
273	12	S	M	HILDRETH	JOSEPH K	7734	PE	DKA	20	J	G	66,828.00
274	11	S	M	HINMAN	ROBERT A	6171	PE	AWA	23	L	A	66,828.00
275	25	S	M	HOFFMANN	FRANK H	8916	PE	EBA	24	J	A	66,828.00
276	25	S	M	LARSON	ROBERT W	8915	PR	EAA	22	F	I	66,828.00
277	25	S	M	LARUE	ROBERT K	1923	PE	EAA	19	K	9	66,828.00
278	05	S	M	LEIBOWITZ	MARGARET	3576	PE	AWA	23	L	A	66,828.00
279	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	66,828.00
280	25	S	M	MORBERG	KEITH R	8924	PE	EBA	25	E	A	66,828.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
281	02	S	M	STEWART	ROBERT L	1933	PE	AWA	23	L	A	66,828.00
282	12	S	M	TETZLAFF	DONALD H	7736	PE	EBA	24	J	A	66,828.00
283	25	C	F	HERNDON	HOMER T	0038		DWA	00		9	66,744.00
284	25	C	F	SOUCIE	JAMES M	0038		DWA	00		9	66,744.00
285	03	X	M	JAHNKE	THOMAS T	7145	PX	AWA	24	J	A	66,024.00
286	03	X	M	MILLS	MARTHA /	7145	PX	EBA	24	J	A	66,024.00
287	03	X	M	STARK	MICHAEL J	7145	PX	AWA	24	J	A	66,024.00
288	02	X	M	CANNON	JAMES H	7145	PX	JBA	24	C	E	65,976.00
289	03	X	M	CYRUS	EUGENE B	7145	PX	ECF	24	F	C	65,976.00
290	08	X	M	DICKEY	DON S	1901	PX	AWA	26	D	A	65,976.00
291	08	X	M	ELDER	FRANKLIN T	1951	PX	AWA	28	B	A	65,976.00
292	06	X	X	EVELAND	CHARLES L	X099	PX	EBA	25	E	9	65,976.00
293	03	X	M	FRANK	MICHAEL J	7146	PX	EBA	25	E	A	65,976.00
294	02	X	M	GIBBONS	WILLIAM J	1901	PX	AWA	26	D	A	65,976.00
295	32	X	X	GREANY	MICHAEL J	X201	PX	AWA	26	D	A	65,976.00
296	03	X	M	HENRY	MARY A	7146	PX	ACA	25	E	A	65,976.00
297	03	X	M	HUTCHINGS	STEPHEN H	7146	PX	ARA	25	D	C	65,976.00
298	18	X	M	KELTON	KEITH A	1901	PX	AWA	26	D	A	65,976.00
299	07	X	M	KNIGHT	JUDY G	1901	PX	AWA	26	D	A	65,976.00
300	12	X	M	KOLIVOSKY	MICHAEL C	1901	PX	EBA	26	D	A	65,976.00
301	20	X	M	LADWIG	WILLIAM W	1951	PX	AWA	28	B	A	65,976.00
302	05	X	M	LUTHER	RICHARD J	1901	PX	AWA	26	D	A	65,976.00
303	03	X	M	LYLE	PAUL R	7145	PX	JBA	24	C	E	65,976.00
304	25	X	M	MALICK	DANIEL F	1901	PX	AWA	26	D	A	65,976.00
305	03	X	M	MCCONNELL	DWAYNE W	7146	PX	CAA	25	C	D	65,976.00
306	25	X	M	MERRILL	JOSEPH S	1901	PX	EBA	26	D	A	65,976.00
307	11	X	M	MOBERLY	STANLEY A	1901	PX	AWA	26	D	A	65,976.00
308	08	X	X	MORRIS	EDWIN L	X324	PX	EBA	26	D	9	65,976.00
309	08	X	M	OREILLY	J VINCENT	1951	PX	AWA	28	B	A	65,976.00
310	11	X	M	PAMPLIN	W LEWIS JR	1901	PX	EBA	26	D	A	65,976.00
311	02	X	M	PLUMMER	SUSAN K	1901	PX	AWA	26	D	A	65,976.00
312	18	X	M	PUBLICOVER	WILLIAM A	1901	PX	AWA	26	D	A	65,976.00
313	05	X	X	ROCHELEAU	LARRAE E	X099	PX	ARC	26	C	C	65,976.00
314	03	X	M	ROOSA	KENNETH S	7145	PX	JBA	24	C	E	65,976.00
315	25	X	M	RUSSO	GUY A	1901	PX	EBF	26	D	A	65,976.00
316	03	X	M	SCHULER	BRYAN E	7144	PX	DKA	22	C	G	65,976.00
317	25	G	M	FREITAG	BRUCE R	9740	PR	AWA	24	J	A	65,640.00
318	10	X	X	MULL	CHARLES G	X099	PX	EBA	24	J	9	65,640.00
319	25	G	M	WHITEHEAD	JACK G	1293	PE	JBA	21	L	E	65,640.00
320	05	T	T	RICHARDSON	ROBERT	T999		DSA	00		9	65,057.64
321	25	C	F	HOFSTAD	RICHARD T	0036		DSA	00		9	65,001.60
322	25	C	F	ROSENQUIST	BILL R	0036		DSA	00		9	65,001.60
323	25	C	F	SMITH	ROBERT W	0036		AWA	00		9	64,992.00
324	12	A	M	ARRANTS	DAVID L	7703	PE	MEA	76	K	H	64,824.00
325	12	A	M	CRAWFORD	RANDY	7704	PE	KAA	77	F	H	64,824.00
326	12	A	M	HAMES	PATRICK L	7704	PE	DKA	77	J	G	64,824.00
327	12	A	M	HENSLEE	LAWRENCE	7703	PE	EZA	76	K	H	64,824.00
328	12	A	M	KITCHENMASTER	DONALD	7704	PE	HTA	77	K	F	64,824.00
329	12	A	M	YOUNG	ROLLIN T	7704	PE	KAA	77	F	H	64,824.00
330	12	A	M	YOUNGREN	CURTIS D	7705	PE	CKC	78	F	F	64,824.00
331	25	C	F	SACKETT	LARRY N	0039		DWA	00		9	64,540.80
332	06	S	M	ADELMEYER	JOSEPH M	5339	PE	AWA	23	K	A	64,476.00
333	25	S	M	BECK	ROBERT P	8634	PE	AWA	23	K	A	64,476.00
334	25	S	M	BURTON	SHERMAN D	2148	PE	AWA	23	K	A	64,476.00
335	11	S	M	CLARK	JOHN H	6164	PR	JBA	22	F	E	64,476.00
336	25	S	M	DOWNING	RICHARD E	8633	PE	EBA	23	K	A	64,476.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
337	06	S	M	DUKE	VERONICA M	5339	PE	EBA	23	K	A	64,476.00
338	25	S	M	ENTZEL	ORLEN R	8915	PE	JBA	22	F	E	64,476.00
339	07	S	M	FLEEKS	LOTTIE	4654	PE	JBA	21	K	E	64,476.00
340	06	S	M	FRAIR	CHERYL J	5339	PE	EBA	23	K	A	64,476.00
341	25	S	M	FRIEND	DONALD D	8915	PE	AWA	22	M	A	64,476.00
342	10	S	M	GILBERT	WYATT G	8345	PE	AWA	24	F	A	64,476.00
343	12	S	M	GILMOUR	WALTER J	7709	PE	EBA	24	F	A	64,476.00
344	05	S	M	HILEY	GERALD D	3180	PE	AWA	24	F	A	64,476.00
345	10	S	M	HOLLETT	GEORGE K	6657	PE	EBA	23	K	A	64,476.00
346	12	S	M	JORDAN	TERRY C	7706	PE	JBA	22	F	E	64,476.00
347	12	S	M	KORHONEN	MICHAEL	7709	PE	EBA	23	K	A	64,476.00
348	02	S	M	KREFTING	CARL T	1841	PE	AWA	23	K	A	64,476.00
349	25	S	M	LEONARD	LEROY E	8915	PE	JBC	22	F	E	64,476.00
350	25	S	M	MARTIN	JOHN D	2297	PE	JBA	22	F	E	64,476.00
351	02	S	M	MASTERS	HENRY L	1240	PE	AWA	23	K	A	64,476.00
352	12	S	M	MCCONNAUGHEY	JOHN T	7708	PR	ECF	23	J	C	64,476.00
353	11	S	M	MCMULLEN	JOHN C	6188	PE	AWA	23	K	A	64,476.00
354	25	S	M	MILLER	JOHN A	8915	PE	JBA	22	F	E	64,476.00
355	05	S	M	MUNRO	ALAN R	3519	PE	AWA	23	K	A	64,476.00
356	12	S	M	MYERS	JOHN J	7706	PE	JBA	21	K	E	64,476.00
357	12	S	M	NUTGRASS	JAMES R	7708	PE	EBA	23	K	A	64,476.00
358	12	S	M	PARKER	LOWELL D	7736	PR	EBA	25	D	A	64,476.00
359	25	S	M	RASMUSSEN	LOREN L	8916	PE	AWA	24	F	A	64,476.00
360	10	S	M	REGER	RICHARD D	8344	PE	JBC	22	F	E	64,476.00
361	12	S	M	SHOVER	ROBERT J	7706	PE	JBA	21	K	E	64,476.00
362	05	S	M	SPAZIANI	RICHARD L	3176	PE	AWA	23	K	A	64,476.00
363	12	S	M	SWACKHAMMER	CLAUDE E	7708	PE	DOD	22	K	D	64,476.00
364	25	S	M	WILLIAMS	HUGH N	2716	PE	AWA	23	K	A	64,476.00
365	31	X	X	PEKOVICH	SAM	X217	PX	AWA	22	M	A	64,356.00
366	02	X	M	MCMULLEN	MICHAEL P	1495	PX	AWA	23	K	A	64,080.00
367	25	B	F	CROFT	MICHAEL D	0032		DWA	00		9	63,996.00
368	25	B	F	JOHANNES	JOE A	0032		DSA	00		9	63,996.00
369	08	X	X	AGI	LOUIS E	X004	PX	EBA	26	C	A	63,636.00
370	41	X	X	ANDERSON	GLEN C	X014	PX	EBA	26	C	A	63,636.00
371	10	X	M	ANDERSON	JAMES R	1901	PX	EBA	26	C	A	63,636.00
372	41	X	X	ANDREWS	ELAINE M	X014	PX	EBA	26	C	A	63,636.00
373	41	X	X	ASPER	LINN H	X014	PX	AWA	28	A	9	63,636.00
374	08	X	M	BEARDSLEY	WILLIAM H	2202	PX	AWA	26	C	A	63,636.00
375	41	X	X	BECKWITH	MARTHA	X014		EBA			9	63,636.00
376	09	X	M	BORG	CHARLES T	1951	PX	EBA	28	A	A	63,636.00
377	21	X	M	BOSTON	CLARK D	1901	PX	EBA	26	C	A	63,636.00
378	01	X	X	BOSTON	LENORE W	X080	PX	AWA	24	F	A	63,636.00
379	10	X	M	BROWN	MARY K	1901	PX	EBA	26	C	A	63,636.00
380	03	X	M	BUTTERFIELD	RHONDA F	7145	PX	EBA	24	F	A	63,636.00
381	02	X	M	CANARSKY	PAUL J	7145	PX	JBA	24	B	E	63,636.00
382	11	X	M	CLARK	JOHN A	1901	PX	AWA	26	C	A	63,636.00
383	03	X	M	COLVIN	DIANE T	7146	PX	AWA	25	D	A	63,636.00
384	20	X	M	COREY	THEODORE MJR	1901	PX	EBA	26	C	A	63,636.00
385	05	X	M	CRAIG	CHARLES W	3110	PX	EBA	24	F	A	63,636.00
386	02	X	M	DANIELS	JAN M	1842	PX	AWA	24	F	A	63,636.00
387	41	X	M	DELAPLAIN	RICHARD W	0185	PX	EBA	24	F	A	63,636.00
388	08	X	X	DOUGLASS	RUSSELL A	X333	PX	EBA	24	F	9	63,636.00
389	03	X	M	EDWARDS	DONALD W	7146	PX	EBA	25	D	A	63,636.00
390	08	X	M	FARLEIGH	JOHN B	2348	PX	EBA	26	C	A	63,636.00
391	41	X	X	FINN	NATALIE K	X014		EBA			9	63,636.00
392	31	X	X	FISHER	DONALD P	X700	PX	AWA	27	B	A	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
393	30	X	X	FOWLER	DUNCAN	X099	PX	AWA	24	F	9	63,636.00
394	03	X	M	FRATIES	GAIL R	7145	PX	EBA	24	F	A	63,636.00
395	41	X	X	FULD	WILLIAM H	X014	PX	EBA	26	C	A	63,636.00
396	03	X	M	GUANELI	DEAN J	7145	PX	AWA	24	F	A	63,636.00
397	41	X	X	GUCKER	GEORGE L	X014	PX	ACA	26	C	A	63,636.00
398	08	X	X	GUESS	CAROLYN S	X004	PX	EBA	26	C	A	63,636.00
399	10	X	M	HEIM	BILL L	1901	PX	ECF	26	B	C	63,636.00
400	21	X	M	HENDERSON	REMOND	1901	PX	AWA	26	C	A	63,636.00
401	12	X	M	HENDERSON	ROBERT M	1901	PX	EBA	26	C	A	63,636.00
402	03	X	M	HERMAN	BARBARA	7146	PX	EBA	25	D	A	63,636.00
403	02	X	M	HIEBERT	LESLIE A	7144	PX	KAA	22	A	H	63,636.00
404	03	X	M	HIGGINS	SHELLEY	7145	PX	EBA	24	F	A	63,636.00
405	02	X	M	HITCHCOCK	DONALD J	1901	PX	AWA	26	C	A	63,636.00
406	41	X	M	HITCHCOCK	WILLIAM D	0323	PX	EBA	24	F	A	63,636.00
407	01	X	X	HUBBARD	MARSHA A	X080	PX	AWA	24	F	A	63,636.00
408	08	X	X	HUDSON	WILLIAM R	X201	PX	AWA	26	C	9	63,636.00
409	08	X	X	KNOWLES	SUSAN M	X004	PX	EBA	26	C	A	63,636.00
410	08	X	X	LEVORSEN	JOHN A	X332	PX	EBA	24	F	9	63,636.00
411	02	X	M	LINK	ROBERT J	1901	PX	AWA	26	C	A	63,636.00
412	11	X	X	LISTOWSKI	RICHARD F	X099	PX	AWA	26	C	A	63,636.00
413	12	X	M	LUCKING	JOHN H	1901	PX	EBA	26	C	A	63,636.00
414	12	X	M	MAPRANATHUKARAN	JOS D	1901	PX	AWA	26	C	A	63,636.00
415	41	X	X	MASON	JOHN DAVID	X014		EBA	26	C	A	63,636.00
416	08	X	X	MILLER	KEITH H	X004	PX	EBA	26	C	A	63,636.00
417	41	X	M	MILLER	SUSAN C	0245	PX	EBA	24	F	A	63,636.00
418	03	X	M	MILLER	THOMAS A	7145	PX	JBA	24	B	E	63,636.00
419	03	X	M	MINTZ	ROBERT E	7145	PX	EBA	24	F	A	63,636.00
420	25	X	M	MORRISON	JEFFREY J	1901	PX	AWA	26	C	A	63,636.00
421	02	X	M	NAVE	THOMAS G	7146	PX	AWA	25	D	A	63,636.00
422	03	X	M	NEVILLE	M FRANCIS	7145	PX	EBA	24	F	A	63,636.00
423	25	X	M	NUSBAUM	MARTIN J	1901	PX	AWA	26	C	A	63,636.00
424	03	X	M	OBANNON	LINDA M	7146	PX	EBA	25	D	A	63,636.00
425	25	X	M	OLSON	JOHN B	1901	PX	EBA	26	C	A	63,636.00
426	11	X	M	PARKER	KENNETH P	1901	PX	AWA	26	C	A	63,636.00
427	21	X	M	PERDUE	KAREN R	1901	PX	AWA	26	C	A	63,636.00
428	11	X	M	REAUME	BEVERLY D	1901	PX	AWA	26	C	A	63,636.00
429	04	X	M	RICHARD	MARTIN J	1901	PX	AWA	26	C	A	63,636.00
430	03	X	M	ROBERTSON	THOMAS H	7146	PX	AWA	25	D	A	63,636.00
431	08	X	X	ROCKER	ROBERT C	X004	PX	EBA	26	C	A	63,636.00
432	02	X	M	SALEMI	JOHN B	7146	PX	EBA	25	D	A	63,636.00
433	20	X	M	SCHMIDT	ARTHUR D	1951	PX	EBA	28	A	A	63,636.00
434	08	X	X	SCOUGAL	HESDEN D	X320	PX	EBA	26	C	A	63,636.00
435	03	X	M	SCUKANEC	JOHN A	7145	PX	EBA	24	F	A	63,636.00
436	03	X	M	SEWRIGHT	MICHAEL W	7145	PX	EBA	24	F	A	63,636.00
437	11	X	X	SMITH	PHILIP J	X099		AWA	26	C	A	63,636.00
438	25	X	M	SNELL	WILLIAM R	1901	PX	EBA	26	C	A	63,636.00
439	41	X	X	STEMP	DONALD R JR	X014		EBA			9	63,636.00
440	41	X	X	STEWART	DAVID C	X014	PX	EBA			9	63,636.00
441	10	X	M	STURGEON	JOHN L	1901	PX	EBA	26	C	A	63,636.00
442	08	X	M	SWANSON	JOSEPH L	1901	PX	EBA	26	C	A	63,636.00
443	41	X	M	SZAL	ALBERT H	0334	PX	EBA	24	F	A	63,636.00
444	03	X	M	THIE	BONNIE L	7145	PX	EBA	24	F	A	63,636.00
445	01	X	X	TUTEN	MERRY A	X087	PX	AWA	26	C	A	63,636.00
446	11	X	X	TWOMLEY	BRUCE C	X025	PX	EBA	26	C	A	63,636.00
447	08	X	X	VAN ALEN	WILLIAM	X332	PX	EBA	24	F	9	63,636.00
448	25	X	M	WALDRON	DAVID L	1901	PX	AWA	26	C	A	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
449	08	X	X	WEATHERLY	MARVIN R	X004	PX	EBA	26	C	A	63,636.00
450	41	X	X	WHITE	MICHAEL N	X014		EBA	26	C	A	63,636.00
451	08	X	X	WHITEAKER	KATHLEEN L	X004	PX	EBA	26	C	9	63,636.00
452	04	X	M	WILLIAMS	THOMAS C	1901	PX	AWA	26	C	A	63,636.00
453	04	X	M	WILSON	JAMES R	2132	PX	AWA	24	[illegible]	A	63,636.00
454	08	X	X	WONDZELL	BLAIR E	X334	PX	EBA	24	F	9	63,636.00
455	03	X	M	WORCESTER	MARK P	7145	PX	EBA	24	F	A	63,636.00
456	25	G	M	MURPHY	BERNARD M	8615	PE	EAA	20	K	9	62,832.00
457	12	A	M	CORNWALL	DAVID L	7703	PE	JBM	76	K	G	62,472.00
458	12	A	M	GARY	RAYMOND	7703	PE	HJA	76	J	H	62,472.00
459	12	A	M	HECKMAN	STEPHEN J	7705	PE	JBA	78	K	E	62,472.00
460	12	A	M	KALLUS	EUGENE A	7786	PE	DQD	79	K	D	62,472.00
461	12	A	M	MCCANN	JAMES M	7705	PE	JBA	78	K	E	62,472.00
462	12	A	M	RICHARDSON	DONALD R	7705	PE	JBA	78	K	E	62,472.00
463	12	A	M	RIETH	LEWIS E	7703	PE	DAA	76	L	F	62,472.00
464	12	A	M	SMITH	STEPHEN E	7703	PE	KAA	76	J	H	62,472.00
465	12	A	M	WEITH	WILLIAM F	7703	PE	HYC	76	J	H	62,472.00
466	25	S	M	BERGDOLL	BARRY L	8916	PE	AWA	24	E	A	62,376.00
467	11	S	M	BURRIS	OLIVER E	6144	PE	JBA	20	L	E	62,376.00
468	05	S	M	DAVIS	ROBERT M	3187	PE	AWA	23	J	A	62,376.00
469	12	S	M	FLEEK	WAYNE A	7708	PE	EBA	22	L	A	62,376.00
470	25	S	M	GOLDBACH	DOUGLASS R	1221	PE	AWA	23	J	A	62,376.00
471	12	S	M	GORHAM	FRANK N	7737	PE	AWA	23	J	A	62,376.00
472	25	S	M	GUENTHER	FREDRIC L	9748	PE	JBA	22	E	E	62,376.00
473	25	S	M	HAMILTON	RICHARD A	9748	PE	AWA	22	L	A	62,376.00
474	25	S	M	HEAD	ROGER D	8633	PR	EBA	23	J	A	62,376.00
475	25	S	M	HENRY	JOHN W	8634	PE	AWA	23	J	A	62,376.00
476	12	S	M	JORDAN	JACK W	7708	PE	ECF	23	F	C	62,376.00
477	10	S	M	LE FEBVRE	RICHARD A	6657	PE	EBA	23	J	A	62,376.00
478	11	S	M	MCKNIGHT	DONALD E	6164	PE	AWA	22	L	A	62,376.00
479	25	S	M	MIELKE	KARL F	8915	PE	AWA	22	L	A	62,376.00
480	25	S	M	MORFIELD	DONALD D	8916	PE	EBA	24	E	A	62,376.00
481	02	S	M	MORRONE	JOHN C	8669	PE	EBA	23	J	A	62,376.00
482	25	S	M	SANDBERG	JAMES E	2716	PE	EBA	23	J	A	62,376.00
483	25	S	M	SLATER	WILLARD H	8389	PE	ERA	22	L	A	62,376.00
484	06	S	M	SMITH	EUGENE A	1465	PE	AWA	22	L	A	62,376.00
485	25	S	M	STETSON	HERBERT A JR	8694	PE	AWA	23	J	A	62,376.00
486	11	S	M	STEWART	JOHN T	1933	PE	AWA	23	J	A	62,376.00
487	25	S	M	TYSON	ROBERT G	8915	PE	EBA	22	L	A	62,376.00
488	04	S	M	WRIGHT	VINCENT D	2210	PR	AWA	24	E	A	62,376.00
489	05	S	M	YOUNG	F PAT	3376	PE	AWA	23	J	A	62,376.00
490	05	X	X	PHIPPS	RONALD A	X099	PX	AWA	23	J	A	61,764.00
491	02	X	X	SCHROEDER	ROBERT	X034		AWA	23	J	A	61,764.00
492	03	X	M	ANDERSON	ROBERT C	7145	PX	MEA	24	A	E	61,548.00
493	03	X	M	ANTEL	HELENE M	7145	PX	EBA	24	E	A	61,548.00
494	08	X	M	ARNOLDT	PAUL B	1901	PX	AWA	26	B	A	61,548.00
495	07	X	M	BACOLAS	ROBERT J SR	1901	PX	AWA	26	B	A	61,548.00
496	08	X	M	BAKER	F GREGORY	2202	PX	AWA	26	B	A	61,548.00
497	11	X	M	BEHNKE	STEVEN R	1901	PX	AWA	26	B	A	61,548.00
498	02	X	M	BISCHOFF	KENNETH E	1901	PX	AWA	26	B	A	61,548.00
499	01	X	M	BRADLEY	JANET L	1901	PX	EBA	26	B	A	61,548.00
500	08	X	X	BURGH	RODNEY W	X351	PX	EBA	24	E	9	61,548.00
501	18	X	M	CLADOUHOS	JOSEPH W	1901	PX	AWA	26	B	A	61,548.00
502	02	X	M	COCHRELL	BONNIE M	1901	PX	AWA	26	B	A	61,548.00
503	31	X	X	COOK	TAMARA B	X825	PX	AWA	25	C	A	61,548.00
504	25	X	M	DIECKMEYER	DONALD D	1901	PX	AWA	26	B	A	61,548.00

SEQ	DEPT	B	U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
505	31	X	X		DIERDORFF	DAVID R	X402	PX	AWA	24	E	A	61,548.00
506	10	X	X		FORTNEY	CATHERINE	X099	PX	EBA	24	E	A	61,548.00
507	08	X	M		GEORGE	JOHN L	1901	PX	AWA	26	B	A	61,548.00
508	08	X	M		HAMLEY	MARGARET I	1901	PR	AWA	26	B	A	61,548.00
509	10	X	M		HAWKINS	THOMAS J	1901	PX	EBA	26	B	A	61,548.00
510	18	X	M		HAYDEN	GARY L	1901	PX	AWA	26	B	A	61,548.00
511	03	X	M		HORETSKI	GAYLE A	7145	PX	AWA	24	E	A	61,548.00
512	10	X	M		JOHANNSEN	NEIL C	1901	PX	EBA	26	B	A	61,548.00
513	02	X	M		KELLER	E LOUIS	1901	PX	AWA	26	B	A	61,548.00
514	10	X	X		KROUSKOP	DONOVAN L	X099	PX	EBA	24	E	A	61,548.00
515	01	X	X		KUYKENDALL	DALE E	X824	PX	HTA	21	B	H	61,548.00
516	08	X	X		LEHR	RONALD D	X350	PX	EBA	24	E	A	61,548.00
517	03	X	M		LEVY	MADELEINE	7145	PX	EBA	24	E	A	61,548.00
518	02	X	M		MA	LOUISE E	7145	PX	EBA	24	E	A	61,548.00
519	03	X	M		MCCONAHY	MICHAEL P	7144	PX	JBA	22	E	E	61,548.00
520	02	X	M		MCCOY	KEVIN F	7145	PX	DBA	24	C	D	61,548.00
521	10	X	X		MEYER	JOHN F JR	X099	PX	EBA	24	E	A	61,548.00
522	25	X	M		MOESER	HAROLD R	1901	PX	AWA	26	B	A	61,548.00
523	03	X	M		MUNSON	MYPA M	7144	PX	JBA	22	E	E	61,548.00
524	05	X	X		NASH	EDWARD J	X099		EBA	24	E	A	61,548.00
525	06	K	M		ODONNELL	TOM	1454	PE	AWA	22	L	A	61,548.00
526	03	X	M		PREZYNA	ANN E	7145	PX	EBA	24	E	A	61,548.00
527	06	X	M		PRICE	MICHAEL L	1901	PX	AWA	26	B	A	61,548.00
528	08	X	M		RODERICK	JOHN R	2202	PX	EBA	26	B	A	61,548.00
529	25	X	M		RUFF	DOYLE C	1900	PX	JBA	24	A	E	61,548.00
530	07	X	M		SHAY	JOHN W JR	1901	PX	AWA	26	B	A	61,548.00
531	03	X	M		SPENGLER	LARRI I	7145	PX	AWA	24	E	A	61,548.00
532	01	X	X		SPIVEY	GEORGE R	X080	PX	EBA	24	E	A	61,548.00
533	25	X	M		STASO	MICHAEL	1901	PX	AWA	26	B	A	61,548.00
534	25	K	M		THAYER	ROGER A	1454	PE	AWA	22	L	A	61,548.00
535	08	X	X		WILLIAMS	WAYNE A	X349	PX	EBA	24	E	9	61,548.00
536	02	X	H		FUNK	RAYMOND M	7145	PX	JBA	24	A	E	61,542.00
537	25	G	M		ADAMS	JAMES I	8913	PE	HTA	19	J	G	61,236.00
538	10	X	X		ARIEY	CATHERINE	X099	PX	EBA	25	C	9	61,236.00
539	02	G	M		ARNOLD	KENNETH R	1835	PR	JBA	21	J	E	61,236.00
540	25	G	M		BIRCH	CHRISTOPHE	8616	PE	JBA	22	E	E	61,236.00
541	25	G	M		BOCKMAN	FREDRIK M	8912	PE	HTA	18	L	G	61,236.00
542	04	G	M		BUE	ARNE L	1262	PR	EBA	22	L	A	61,236.00
543	25	G	M		ECKARDT	RONALD G	8616	PE	JBA	22	E	E	61,236.00
544	25	G	M		ENGLE	ELIZABETH	8616	PE	JBA	22	E	E	61,236.00
545	10	G	M		KORNBRATH	RICHARD W	8345	PE	EBA	24	E	A	61,236.00
546	25	G	M		LOWNEY	KENNETH C	8616	PE	EBA	22	L	A	61,236.00
547	11	G	M		NELSON	MICHAEL L	6162	PE	DAA	18	M	F	61,236.00
548	11	G	M		PEGAU	ROBERT E	6143	PE	EZA	18	K	H	61,236.00
549	07	G	M		THORN	ANNETTE S MD	5226	PR	AWA	27	A	A	61,236.00
550	05	T	T		HITCHCOCK	DONALD L	T999		DSA			9	60,435.96
551	07	S	M		ARAB	RICHARD R	4676	PE	AWA	23	F	A	60,360.00
552	11	S	M		BARRICK	LOWELL S	8915	PE	AWA	22	K	A	60,360.00
553	18	S	M		BAYLISS	RANDOLPH B	8357	PE	AWA	22	K	A	60,360.00
554	05	S	M		BEDARD	RONALD J	3171	PE	AWA	22	K	A	60,360.00
555	25	S	M		BENTLEY	JAMES E	2297	PE	AWA	22	K	A	60,360.00
556	06	S	M		BETIT	JOSEPH W	1933	PE	AWA	23	F	A	60,360.00
557	10	S	M		BURCH	JOSEPH C	6657	PE	EBA	23	F	A	60,360.00
558	11	S	M		BURKETT	ROBERT D	6187	PE	AWA	23	F	A	60,360.00
559	11	S	M		BURNS	JOHN J SR	6144	PE	JBA	20	K	E	60,360.00
560	25	S	M		CHOUINARD	ROBERT G	8607	PE	JB	20	K	E	60,360.00

Mike: 39.25.080(b) prohibits release of employee information other than budgeted salary. This is FY85 budget info on approximately 500 people.

Name	Title	Salary
STATEWIDE PROGRAMS AND SERVICES		
Ahoy	Director	77,880
Allen	Accountant	51,504
Benning	Director	50,232
Blakestad	Director	50,004
Bostic	Manager	56,904
Brown	Director	65,604
Burnet	Director	63,048
Carlson	Director	61,584
Carter	Executive Vice President	95,904
Charlton	Director	61,236
Demmert	Director	77,496
deParry	General Counsel	78,624
Dietz	Director	74,196
Dunn	Manager	50,832
Durst	Manager	50,484
Fica	Data Base Administrator	56,010
Gorham	Assistant Professor	52,692
Healy	Director	61,812
Houtchens	Accountant	61,092
Hyde	Manager	50,161
Johnson	Manager	51,480
Joy	Director	63,372
Kasperzak	Manager	58,344
King	University Achitect	61,356
Kraska	Fiscal Officer	52,980
Krishna	Manager	50,340
Langley	Director	56,576
Lynch	Director	67,536
McCaughan	Director	67,536
Morehouse	Director	61,692
Myers	Assistant	51,912
Neubert	Associate Director	71,700
Neumayr	Assistant General Counsel	52,692
Newell	Senior Analyst Programmer	50,652
Nickles	Contracting Officer	70,908
O'Dowd	President	100,032
Parkes	Architect	58,008
Peters	Director	55,392
Phelps	Auditor	58,368
Redman	Assistant	67,044
Rogers	Director	60,192
Schedler	Engineer	50,252
Tibor	Manager	53,292
Ulich	Assistant Director	65,499
Williams	Manager	51,168
Wolever	Architect	53,411
UA/FAIRBANKS		
Abrahams	Associate Prof (Non Res)	64,021
Accola	Supervisor	52,686
Aigner	Professor (Res)	77,563

Aigner	Professor (Non Res)	
Akasofu	Professor (Res)	96,822
Alexander	Director	89,414
Allen	Associate Prof (Res)	63,669
Allison	Professor (Non Res)	63,682
Aspnes	Professor (Non Res)	72,113
Aspnes	Professor (Non Res)	
Atamian	Professor (Non Res)	57,859
Aughenbaugh	Professor	80,538
Bailey	Director	69,784
Bailey	Master	54,973
Baldridge	Programmer Analyst III	54,244
Baranauskas	Carpenter	52,747
Barber	Assistant Prof (Non Res)	58,469
Barber	Assistant Prof (Res)	
Barr	Water Plant Operator	51,895
Behrish	Professor (Res)	73,680
Benesch	Professor (Non Res)	59,607
Benevento	Supervisor	55,659
Bennett	Professor (Non Res)	69,268
Benson	Professor (Res)	84,342
Bernet	Professor (Non Res)	57,033
Biesiot	Professor (Non Res)	65,242
Biswas	Professor (Res)	67,722
Bligh	Director	90,376
Borchert	Instruction Tech	50,690
Bowling	Assistant Prof (Res)	55,264
Brown	Associate Prof (Res)	53,829
Brown	Assistant Prof (Res)	65,373
Brundage	Professor (Res)	79,413
Burrell	Professor (Res)	76,044
Button	Professor (Res)	79,476
Carlson	Professor (Non Res)	81,078
Carr-Lundfelt	Director	60,008
Cedzo	Director	51,417
Chandler	Manager	55,660
Chapin III	Professor (Res)	72,217
Chapin III	Professor	
Choy	Prof (Non Res)	50,903
Coe	Launch Officer	52,144
Cole	Director	59,300
Comolli	Associate Prof (Non Res)	54,496
Cook	Acting Dean	80,496
Coon	Associate Prof	73,570
Coon	Associate Prof	
Cooney	Associate Prof (Res)	63,108
Copus	Associate Prof (Non Res)	50,449
Cornwall	Associate Prof (Non Res)	50,715
Cox	Carpenter	52,873
Cridge	Associate Prof (Non Res)	64,563
Crosby	Acting Director	53,995
Danels	Equipment Tech	53,766
Dean	Professor (Res)	84,385
Dean	Professor (Non Res)	

Decorso	Professor (Non Res)	50,076
Deehr	Professor (Res)	73,858
Degen	Associate Prof (Res)	64,561
Delana	Assistant Superintendent	57,948
Delana	Support Engineer	52,684
Demmert	Director	60,027
Dieter	Assistant Director	63,684
Dieterich	Professor (Res)	79,851
Dieterich	Professor (Res)	
Distad	Acting Dean	81,411
Dixon	Associate Prof (Res)	53,102
Dixon	Associate Prof (Res)	
Domke	Technician IV	54,26[illegible]
Drew	Director	89,917
Dubbs	Associate Prof (Non Res)	55,484
Earnest	Director	52,000
Egan	Director	59,010
Egnatoff	Director	61,006
Elsner	Professor (Res)	59,030
England	Supervisor	73,077
Ensign	Professor (Non Res)	53,335
Ernst	Director	64,917
Falk	Associate Prof (Non Res)	56,346
Fay	Professor (Res)	80,076
Feder	Professor (Res)	79,476
Fink	Professor (Non Res)	57,033
Flanagan	Professor (Res)	71,614
Flanagan	Professor (Non Res)	
Florian	Director	52,935
Follman	Research Associate	52,669
Fox	Assistant Prof (Res)	56,451
Fox	Assistant Prof (Non Res)	
Fox	Assistant Prof	54,808
Fuller	Associate Prof (Non Res)	50,215
Gedney	Associate Prof (Res)	65,955
Geiman	Director	77,146
Genaux	Associate Prof (Non Res)	50,215
Gislason	Associate Prof (Res)	75,008
Gislason	Professor (Non Res)	
Gleason	Professor (Non Res)	62,469
Goering	Professor (Res)	88,130
Goering	Professor (Res)	
Gosink	Research Associate	69,282
Grant	Assistant Super	51,625
Griener	Director	55,037
Groves	Carpenter	52,747
Grubis	Assistant Prof	55,348
Guthrie	Professor (Non Res	79,485
Guthrie	Professor (Res)	
Gutowski	Mech Maint Super	51,168
Hagala	Supervisor	54,746
Hales	Associate Prof (Non Res)	64,333
Hallinan	Associate Prof (Res)	62,524
Hamil	Professor (Non Res)	56,285

Haneman	Dean	83,053
Hanson	Accountant	53,165
Harbo	Professor (Non Res)	74,589
Harbo	Professor	
Harrision	Professor (Res)	74,046
Hartman	Executive Officer	63,690
Hassler	Associate Prof (Non Res)	62,482
Hawkins	Professor (Non Res)	62,010
Hawkins	Professor (Res)	
Head	Professor (Non Res)	69,498
Hedrick	Director	78,291
Helfferich	Manager	73,069
Hickock	Director	77,412
Hoch	Director	58,281
Holleman	Associate Professor (Res)	61,568
Hollerbach	Professor (Non Res)	58,998
Hoskins	Professor (Non Res)	61,401
Hunsucker	Professor (Res)	73,818
Husby	Associate Prof (Res)	56,346
Ittner	Assistant Professor	52,665
Jacobson	Associate Professor	52,250
Jayaweera	Acting Dean	77,875
Jayaweera	Acting Dean	
Jensen	Director	57,699
Johnson	Associate Prof (Res)	57,314
Johnson	Associate Prof (Non Res)	
Johnson	Associate Prof (Non Res)	
Johnston	Professor (Non Res)	51,448
Jubenville	Associate Prof (Res)	58,885
Jubenville	Associate Prof (Non Res)	
Juday	Associate Prof (Res)	58,884
Kan	Professor (Res)	69,867
Kan	Professor (Non Res)	
Kane	Associate Prof (Res)	58,615
Kane	Associate Prof (Non Res)	
Epps	Instructor (Res)	71,697
Kelley	Associate Prof (Res)	63,420
Keyes	Director	59,010
Kienle	Professor (Res)	68,786
Kienle	Professor (Non Res)	
Kinney	Associate Professor	65,711
Klebesadel	Professor	74,381
Kleinfeld	Professor (Res)	54,022
Kleinfeld	Professor (Non Res)	
Kokjer	Associate Prof (Non Res)	64,021
Kokjer	Associate Prof (Res)	
Koo	Professor (Non Res)	52,852
Kowalik	Associate Prof (Res)	54,704
Kowalik	Associate Prof	
Krejci	Professor (Non Res)	65,176
Krieg	Assist Prof (Non Res)	52,915
Lake	Manager	60,798
Lamb	Assistant Super	55,827
Lando	Professor (Non Res)	54,739

Lando	Associate Prof (Non Res)	51,229
Lane	Visiting Professor (Res)	65,146
Larsen	Coordinator	51,147
Lawrence	Director	58,718
Lawrence	Director	
Lee	Associate Professor (Res)	56,532
Lewis	Associate Prof (Res)	58,884
Lipka	Assistant Prof (Non Res)	60,736
Lu	Director	63,690
Lynch	Professor (Non Res)	64,521
MaClean	Professor (Res)	70,612
MaCLean	Professor (Non Res)	
Maneval	Professor (Non Res)	68,556
Mark-Anthony	Professor (Non Res)	56,628
Mather	Vice Chancellor	90,874
Matthews	Professor (Res)	73,818
McBeath	Assistant Prof (Res)	52,665
McCarthy	Professor (Non Res)	78,706
McFadden	Associate Prof (Non Res)	50,247
McKendrick	Associate Prof (Res)	57,676
McLaughlin	Assistant Director	52,437
McRoy	Professor (Res)	70,928
Mendenhall	Professor (Non Res)	65,831
Merritt	Professor (Non Res)	84,344
Metz	Assistant Prof (Res)	51,210
Metz	Assistant Prof (Non Res)	
Metz	Assistant Prof (Res)	
Milan	Professor (Res)	77,940
Miller	Systems Engineer	68,908
Miller	Associate Prof (Res)	71,053
Miller	Associate Prof (Res)	
Mitchell	Professor (Res)	78,249
Mohatt	Dean	75,649
Mohatt	Director	
Moore	Professor (Non Res)	75,395
Morack	Professor (Non Res)	72,384
Morack	Professor (Res)	
Morgan	Professor (Non Res)	50,076
Munson	Assistant Prof (Non Res)	51,150
Murray	Professor (Non Res)	73,861
Murray	Associate Prof (Non Res)	
Murray	Professor	51,448
Naidu	Associate Prof (Res)	61,608
Naske	Professor (Non Res)	74,963
Nava	Executive Officer	63,379
Nebert	Research Associate	54,036
Neiland	Professor (Non Res)	86,029
Neiland	Professor (Res)	
Nestor	Associate Prof (Non Res)	56,888
Nice	Professor (Non Res)	68,555
Nice	Professor (Res)	
Niebauer	Associate Prof (Res)	56,280
Nielsen	Professor (Res)	68,721
Nishiyama	Associate Prof (Res)	59,842

O'Brien	Associate Prof (Non Res)	53,109
O'Rourke	Chancellor	96,865
Ohtake	Professor (Res)	79,536
Oien	Professor (Non Res	60,865
Olson	Associate Prof (Res)	53,850
Orvik	Professor	55,790
Orvik	Professor (Res)	
Osterkamp	Professor (Res)	70,970
Osterkamp	Professor (Non Res)	
Oswood	Associate Prof (Res)	58,198
Oswood	Associate Prof (Res)	
Pennebaker	Associate Prof (Non Res)	52,743
Peterson	Support Engineer	61,087
Peyton	Assistant	60,699
Philip	Associate Prof (Non Res)	51,205
Philip	Associate Prof (Non Res)	
Phillips	Vice Chancellor	91,020
Possenti	Associate Prof (Non Res)	50,215
Powers	Associate Prof (Non Res)	63,398
Powers	Associate Prof (Non Res)	
Province	Supervisor	51,625
Pulpan	Associate Prof (Res)	61,277
Rao	Professor (Non Res)	59,141
Rao	Professor (Res)	76,918
Ray	Professor (Non Res)	88,587
Ray	Professor (Non Res)	
Reeburgh	Professor	78,336
Reeburgh	Director	
Rees	Professor (Res)	86,068
Reichardt	Professor (Non Res)	54,849
Rensenbrink	Executive Officer	55,788
Restad	Assistant Director	60,714
Rice	Dean	72,030
Roberts	Professor (non Res)	82,285
Roberts	Director	
Roederer	Director	91,248
Royer	Professor (Res)	74,220
Sackinger	Associate Prof (Res)	71,383
Salisbury	Professor (Non Res)	62,602
Schafer	Instructor	63,282
Schafer	Assistant Prof	
Schell	Associate Prof	62,400
Schell	Associate Prof	
Schilling	Coordinator	51,417
Senungetuk	Professor (Non Res)	80,391
Shapiro	Associate Prof (Res)	60,653
Shapiro	Associate Prof (Res)	
Sharma	Professor	81,827
Shaw	Professor (Res)	69,780
Shaw	Professor (Res)	69,865
Shechter	Fire Chief	57,573
Shelton	Dean	76,440
Sheridan	Professor (Res)	53,977
Shilling	Coordinator	61,900

Shinkwin	Associate Prof	61,900
Shinkwin	Associate Prof	
Siegrist	Program Development Spec	55,389
Sivjee	Professor (Non Res)	67,912
Sivjee	Professor (Non Res)	
Skudrzyk	Professor (Non Res)	62,664
Smith	Associate Prof (Non Res)	68,994
Smith	Associate Professor (Res)	50,814
Speel	Professor (Non Res)	54,205
Spell	Visiting Professor	
Spooner	Associate Director	53,434
Stenard	Assistant Dean	76,440
Stephens	Associate Prof (Non Res)	57,969
Stilkey	Executive/Officer	66,745
Stinson	Associate Prof (Non Res)	50,215
Stone	Professor (Res)	80,995
Stone	Professor (Res)	
Stringer	Associate Professor (Res)	62,398
Svenningson	Associate Prof (Non Res)	66,955
Swartz	Professor (Non Res)	61,120
Swift	Professor (Res)	89,002
Taylor	Counselor	52,146
Taylor	Associate Prof	50,497
Taylor	Professor	74,380
Thomas	Professor (Res)	71,157
Thompson	Support Engineer	61,087
Thorngren	Supervisor	53,455
Tiedemann	Professor (Non Res)	62,989
Tilsworth	Professor (Non Res)	69,683
Tremarello	Director	69,055
Triplehorn	Professor (Non Res)	64,331
Trojan	Vice Chancellor	73,673
Turner	Professor (Non Res)	52,681
Turner	Professor (Non Res)	73,859
Turner	Professor (Res)	
VanCleve	Professor (Res)	79,851
VanVeldhuizen	Professor (Non Res)	58,484
Walstad	Manager	52,083
Wasileski	Director	54,600
Weeden	Professor	83,510
Weeden	Professor	
Weller	Professor (Res)	89,032
Wendler	Professor (Res)	71,695
Wentink, Jr	Professor (Res)	79,080
Wescott	Professor (Res)	83,137
Wescott	Professor (Res)	
West	Associate Prof (Non Res)	57,469
White	Professor (Res)	68,594
Whitehead	Professor (Non Res)	50,310
Wilm	Secretary	54,600
Wilson	Assistant Prof (Res)	52,608
Wilson	Professor (Res)	86,899
Wise	Associate Prof (Res)	58,776
Witt	Coordinator	52,179

Wooding	Professor (Res)	68,722
Workman	Associate Prof	60,693
Workman	Associate Prof	
Wright	Professor (Non Res)	52,680
Yates	Executive Officer	54,204
Zach	Associate Prof (Non Res)	50,449
Zarling	Professor (Non Res)	77,562
Zarling	Professor (Non Res)	
Zielinski	Professor (Non Res)	57,859
Zybach	Supervisor	51,625
UA/ANCHORAGE		
Allen	Professor	65,021
Angell	Dean	74,423
Appel	Assist Vice Chancellor	52,700
Ard	Professor	55,817
Arvey	Assoc Prof	57,948
Bauce	Professor	51,074
Bergquist	Dean	67,018
Billaud	Professor	56,098
Brownell	Vice Chancellor	79,331
Carey	Professor	56,921
Chang	Assoc Prof	54,288
Conn	Professor	50,856
Cothren	Professor	56,214
Cromer	Dean	70,970
Dickason	Dean	66,144
Doyle	Professor	52,884
Edwards	Asst. Vice Chancellor	62,213
Gallagher	Assist Vice Chancellor	60,674
Goldsmith	Associate Professor	59,654
Gorsuch	Director	78,998
Green	Professor	50,356
Haines	Professor	60,090
Henry	Dean	68,732
Hilpert	Professor	61,620
Hippler	Associate Prof	68,805
Hotchkiss	Professor	50,574
Innes-Taylor	Assoc Prof	51,147
Janvrin	Director	55,952
Johnson	Professor	49,265
Jones	Professor	53,632
Knapp	Professor	65,145
Kruse	Associate Professor	59,654
Lautaret	Assoc Prof	51,147
Loflin	Professor	57,501
Madigan	Professor	52,135
Martin	Dean	72,592
McWilliams	Professor	51,480
Morehouse	Professor	73,715
Murphey	Manager	52,956
Nix	Professor	56,940
Norrell	Professor	55,817
Obar	Assoc Prof	67,850

Outcalt	Chancellor	85,488
Petro	Director	68,002
Piccard	Vice Chancellor	74,630
Reeves	Director	53,289
Risley	Professor	57,751
Rollins	Assoc Prof	52,998
Rosen	Director	50,199
Segal	Assoc Director	54,194
Selkregg	Professor	58,968
Sexton	Professor	50,731
Stauffer	Manager	50,190
Sullivan	Professor	53,118
Tuck	Dean	63,398
VanDusseldorp	Professor	53,382
Vaughn	Vice Chancellor	77,792
Walle	Assoc Prof	50,793
Workman	Professor	50,356
UA/JUNEAU		
Beeton	Vice Chancellor	76,419
Borrego	Dean	52,811
Cassel	Dean	60,569
D'Armand	Professor	51,979
Demmert	Dean	62,379
Green	Director	54,849
Hubbard	Associate Professor	54,774
Keim	Vice Chancellor	71,219
Lee	Dean	60,278
Mathisen	Dean	60,320
Olson	Professor	55,816
Paradise	Chancellor	85,488
Petersen	Associate Professor	59,134
Purvis	Professor	50,481
Stell	Assistant to	64,896
Taber	Director	51,329
ANCHORAGE COMMUNITY COLLEGE		
Appel	CC Teacher	57,454
Austin	CC Teacher	52,260
Babcock	CC Teacher	50,918
Blachman	Director	53,352
Blewett	CC Teacher	54,865
Brown	Assistant Dean	56,409
Burton	CC Teacher	50,928
Carlson	Director	50,650
Croft	CC Teacher	50,544
Doppelfeld	CC Teacher	52,135
Fernandez	Vice Chancellor	63,128
Gelardin	CC Counsel	52,260
Hanners	Director	50,835
Hoke	CC Teacher	54,865
Irany	Assistant Dean	73,465
Janis	CC Teacher	57,454
Johnson	CC Counsel	56,191

Joyner	CC Teacher	56,191
Kingry	Director	61,443
Kuhner	CC Teacher	52,260
Lynch	Director	50,272
Lyon	Chancellor	76,003
Mackey	CC Teacher	52,260
Mahaffey	CC Teacher	50,918
McGrath	CC Teacher	53,570
Miller	Director	55,286
Morley	CC Teacher	54,017
Morrow	Director	67,516
Nunnally	CC Teacher	50,965
Orr	CC Teacher	59,217
Owens	CC Teacher	53,570
Pearson	CC Teacher	59,196
Pond	CC Teacher	54,865
Pourny	CC Teacher	53,570
Sears	CC Teacher	50,413
Seppanen	Director	50,481
Shrawder	CC Teacher	51,209
Simmons	CC Teacher	50,965
Smith	Vice Chancellor	69,471
Spartz	CC Teacher	56,191
Spurr	Director	56,971
Turner	CC Counsel	62,732
Vasiljevic	CC Teacher	50,918
Williams	CC Teacher	53,976
Winey	CC Teacher	57,454
Wolfe	Director	57,636
Worsley	Vice Chancellor	75,129
CC-STATEWIDE		
Bomotti	Vice Chancellor	68,136
Danielson-Burger	Director	53,868
Desoer	Director	56,700
Healey	Director	62,484
Jones	Assistant to	55,896
Okeson	Chancellor	86,448
Rodda	Director	52,272
Steffy	Director	57,370
CHUKCHI COMMUNITY COLLEGE		
Anderson	CC Teacher	51,600
Bradfield	Campus President	66,912
Johnson	CC Teacher	63,990
KENAI PENINSULA COMMUNITY COLLEGE		
Clausen	Librarian	55,120
Hanrahan	CC Teacher	53,162
Morrison	CC Counselor	50,248
Vierra	Campus President	66,204
Wagoner	Dean	69,684

KETCHIKAN COMMUNITY COLLEGE		
Boyer	Director	53,558
Menzie	Campus President	60,024
Warner	Librarian	59,069
KODIAK COMMUNITY COLLEGE		
Cater	CC Teacher	57,096
Floyd	Campus President	87,648
Hagel	Director	58,620
Kramer	Associate Prof (Res)	68,077
Lee	Professor (Non Res)	72,132
Naughton	Manager	57,348
Pennington	Assist Prof (Non Res)	52,776
Stevens	CC Teacher	52,587
Stubbe	Director	57,348
White	CC Teacher	51,073
KUSKOKWIM COMMUNITY COLLEGE		
Alexie	CC Teacher	53,055
Bruneau-Gaber	Director	55,050
Carpenter	CC Teacher	62,181
Laughy	Campus President	73,611
Morgan	CC Teacher	62,182
Schmierbach	CC Teacher	51,219
Shuler	CC Teacher	65,286
Sparck	CC Counsel	63,396
Wade	CC Teacher	55,692
Whittaker	Manager	58,452
Wintersteen	Librarian	73,865
MATANUSKA-SUSITNA COMMUNITY COLLEGE		
Hayes	CC Counsel	56,722
Madsen	Librarian	59,220
Marsh	CC Teacher	50,967
Massay	Campus President	71,490
NORTHEWEST COMMUNITY COLLEGE		
Gabrielli	CC Teacher	57,611
Jackman	Campus President	70,308
Logan	CC Teacher	53,056
Payton	CC Teacher	57,611
PRINCE WILLIAM SOUND COMMUNITY COLLEGE		
Devens	Campus President	72,348
Johnson, Jr	Dean	54,371
Talmage	Director	51,563
ISLANDS COMMUNITY COLLEGE		
Griffin	Dean	51,376
Harris	Campus President	58,932

TANANA VALLEY COMMUNITY COLLEGE		
Bartlett	Director	57,585
Butzen	Director	50,940
Dallas	CC Teacher	50,292
Dyen	CC Teacher	54,317
Elias	CC Teacher	51,759
Jones	CC Teacher	54,920
Metty	Campus President	76,008
Rozell	CC Teacher	51,942
Schroeder	CC Teacher	54,585
Seppamaki	CC Teacher	60,028
Turner	CC Teacher	60,354
Weflen	CC Teacher	53,424
Workman	Dean	51,436
RURAL EDUCATION		
Blood	Coordinator	61,848
Kaplan	Associate Prof Non Res	54,660
Kari	Associate Prof Res	54,252
Krauss	Professor (Non Res)	52,960
Krauss	Professor	
Myers	Coordinator	60,408
Pelletier	Coordinator	54,804
Pulu	Manager	54,312
Reed	Coordinator	57,780
Walker	Dean	73,632
Wood	Coordinator	50,436
COOPERATIVE EXTENSION SERVICE		
Archer	Assoc Prof Non Res	53,556
Ayotte	Assoc Prof Non Res	66,264
Backman	Professor Non Res	65,146
Baker	Assoc Prof Non Res	59,484
Barker	Assoc Prof Non Res	69,912
Doyle	Professor Non Res	67,434
Eichner	Assoc Prof Non Res	57,096
Karmun	Professor Non Res	53,775
Larson	Assist Prof Non Res	50,400
Matthews	Director	84,384
Morgan	Assoc Prof Non Res	68,268
Peter	Director	50,003
Purser	Assoc Prof Non Res	58,136
Quarberg	Assist Prof Non Res	57,732
Schneider	Assist Professor	52,536
Severns	Professor (Non Res)	67,808
Smith	Professor Non Res	72,900
Stetson	Professor Non Res	68,100
Them	Assist Prof Non Res	47,127
Vandre	Assoc Prof Non Res	50,648

	Initials	Date
Prepared By	[illegible]	7/23/85
Approved By		

Summary of direct reimbursements to and/or paid on behalf of legislators by Div. of Legislative Audit, in the Calendar year 1985.

	Date 1985	Payee	Vendor Code	Trans-Portation	Hotel	Meals	Total
1	July						
2	10	Sen. Joe Josephson		222.00	74.20	-0-	296.20
3							
4		Rep. Kay Wallis		-0-	180.00	-0-	180.00
5							
6		Rep. Al Adams		79.30	-0-	-0-	79.30
7							
8		Rep. Terry Martin		222.00	-0-	-0-	222.00
9							
10							
11	15	Sen. Jalmer Kerttula		228.00	90.00	62.00	380.00
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							

Introduced: 1/13/84
Referred: State Affairs
and Finance

BY PHILLIPS, LACHER, FLOOD,
PESTINGER, LINDAUER,
SZYMANSKI AND FURNACE

IN THE HOUSE

HOUSE BILL NO. 513

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 10 [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.

* Sec. 3. This Act takes effect July 1, 1984.

Introduced: 2/9/84
Referred: State Affairs and Judiciary

BY CLOCKSIN, DAVIS, KOPONEN, MALONE, SZYMANSKI, WENDTE, PHILLIPS, LACHER AND PESTINGER

IN THE HOUSE

SPONSOR SUBSTITUTE FOR HOUSE JOINT RESOLUTION NO. 55

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to legislators' remuneration.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. <u>The remuneration of a legislator shall not be increased during the legislator's term of office.</u>

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Table 7
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or jurisdiction	Salaries: Regular sessions: Amount per day	Salaries: Regular sessions: Limit on days	Salaries: Annual salaries	Salaries: Special sessions: Amount per day	Salaries: Special sessions: Limit on days	Travel allowance: Per mile	Travel allowance: Round trips home to capital	Living expenses per day
.....	$10	105C	...	$10	30C	10¢	One	$65 up to 105C [unvouchered]
.....	...	...	$11,750	...	...	25¢	One	$55 [unvouchered]
.....	...	...	$6,000	...	...	17¢ by car; 25¢ by air	Unlimited	$40 ($20 for legislators from Maricopa County) for first 120 days of regular session; after that, $20 and $10 respectively [vouchered]
.....	$20	None	$7,500	$20	None	18¢	Weekly	$308/wk. [vouchered]
.....	...	...	$25,555 $28,110 (1981)	...	...	15e(a)	One	$46/7-day wk. except when in recess 4 or more days [unvouchered]
.....	...	...	$12,000	...	...	14¢	Weekly	$20 ($10 for legislators from Denver metro area) [unvouchered]
.....	...	...	$8,500 (1979) $6,500 (1980)	...	...	15¢	Unlimited	...
.....	...	...	$9,630	...	...	15¢	Unlimited	...
.....	...	...	$12,000	...	...	14¢	Weekly	$35/7-day wk. [unvouchered]
.....	...	...	$7,200	...	...	15¢	Weekly	$44/7-day wk. [unvouchered]
.....	...	...	$12,000	.M.	...	20¢	Unlimited	$20 for legislators from outside Oahu [unvouchered]
.....	...	...	$4,200	...	...	15¢	Five	$44 each calendar day of session if residence in capital ($25 if lives at home) [unvouchered]
.....	...	...	$25,000 (1979) $28,000 (1980)	...	...	20¢	Weekly	$36/L day [unvouchered]
.....	...	...	$6,000	$35	30L	16¢	Weekly	$44/7-day wk. [unvouchered]
.....	...	...	$12,000 (1980) $12,800 (1981) $13,700 (1982)	$40	None	15¢ 20e(1981)	Weekly	$30/7-day wk. for 120 days in odd years & for 100 days in even years [unvouchered]
.....	$35 (1980) $40 (1981)(b)	None (odd) 90C (even)	...	$35	None	17¢	Weekly	$44 ($50 in 1981)/7-day wk. [unvouchered]
.....	$50	60L(c)	...	$50	None	16¢	11	$75/7-day wk. [unvouchered]
.....	$5	60L(d)	...	$50	30C	19¢	Weekly	...
.....	...	...	$4,500(1979) $2,500(1980)	...	...	18¢	Weekly	$25 meals & housing or $12/day meals; mileage up to $13/day [vouchered] (e)
.....	...	...	$16,000(1979) $16,750(1980) $17,600(1981) $18,500(1982)	...	...	14¢	Daily if not lodging; weekly if lodging	$50 max. meals & lodging ($20 max. for meals); out of state: $75/diem max. lodging & meals actual & necessary for travel [vouchered]
.....	...	...	$17,840(1979) $20,334(1980) $21,050(1981) $21,764(1982)	...	...	Varies	Unlimited	Each member, depending on residence, receives per diem allowance for mileage, meals & lodging from $2 to $32 per L day [unvouchered]
.....	...	...	$25,500(1979) $27,000(1980)	...	...	17¢	Weekly	$4,900 max. ($5,200 in 1981) [vouchered]
.....	...	...	$16,500(1979) $18,500(1980)	...	...	19¢	Weekly	$17 metro; $27 out of state [unvouchered]
.....	...	...	$8,100	$30	...	12¢	Weekly	$30 actual daily attendance [unvouchered]
.....	...	...	$15,000	...	...	17¢	Weekly	$35 actual daily attendance [unvouchered]

Connect
figures,
just need
X pen room

4 of 5 days
sessions

Cynthia
612-3200

MEMORANDUM

January 18, 1985

TO: The Honorable Katie Hurley
Chairman, House State Affairs Committee

FROM: Pam Calhoon, Manager
Division of Administrative Services

SUBJECT: Legislators Pay Increase

I have been asked by your committee to make an analysis of the legislators pay raise that went into effect 7/21/83 and a bill that is before your committee repealing the pay raise.

Prior to the pay increase legislators were earning $1,757 a month (range 10A), $80 a day per diem while in session and an annual $4,000 allowance.

The pay raise that went into effect 7/21/83 raised the legislators monthly salary to $3900 (Range 22A) and eliminated the per diem. The annual salary is $46,800, plus an annual $4,000 allowance.

The increase in salary helped the legislators retirement-wise but hurt themselves tax-wise. W-2's use to be reflected in the high teens. The W-2's are now reflected in the low forties.

On the next page is a chart showing the difference in monthly retirement benefits with the two pay scales. I have also included two retirement systems, the Public Employees' Retirement Sytem; and the Elected Public Officials' Retirement System. There are ten legislators in the Elected Public Officials Retirement System and with new legislators still signing up approximately forty-three in the Public Employees' Retirement System.

	PERS 10A 1757mo.	PERS 22A 3900mo.	EPORS 10A+allow 2090.33mo.	EPORS 22A+allow 4233.33mo
Assuming all legislative service				
5 Years of service	175.70	390.00	522.59	1058.33
10 Years of service	351.40	780.00	1045.17	2116.67
15 Years of service	527.10	1170.00	1567.75	3175.00
20 Years of service	702.80	1560.00	1567.75	3175.00

(EPORS 75% max)

Legislators are realizing a decrease in their net amount received during session with the pay increase. Before the pay increase and during session, legislators would net approximately $3400 month. With the pay raise and no per diem during session legislators net approximately $2600 month.

I hope the above information is helpful to you. If you have any questions, please give me a call at 465-3850.

Thank you.

PC:gsp

Copy to: Don Fisher, Deputy Executive Director
Legislative Affairs Agency

1983 Earnings for Senators

Payroll earned as of 6-15-83	$10,038.00
Per diem (162 days @ $80 day)	12,960.00
Retro (not issued yet) 1-1-83 to 6-15-83	504.00
	$23,502.00

TODAY IS: 01/25/85

553-64-9548 JEFFERY MICHAEL I MA
LOC MEA 1RES: BOX 808
PCN 412019 2MAIL ANBN ONE SEALASKA PLAZA
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP C
STATUS PX SCHEDULE 9N P

TODAY IS: 01/25/85

525-56-4931 JONES PAUL B MA
LOC KAA 1RES: BOX 264
PCN 412002 2MAIL BOX 143
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP 28E C
STATUS SCHEDULE 9N P

TODAY IS: 01/25/85

549-50-9622 MATTHEWS WARREN W MA
LOC EBA 1RES: 8916 GLORALEE ST
PCN 9005EX 2MAIL
CLAS X012 RATE 6804.00 TAX
PAY TYPE X RNG-STEP 30F C
STATUS PX SCHEDULE AN P

TODAY IS: 01/25/85

389-32-4189 MOORE JR DANIEL A
LOC EBA 1RES: 200 W 34TH AVE SUITE 737
PCN 419004 2MAIL 200 W 34TH AVE SUITE 737
CLAS X012 RATE 6804.00 T
PAY TYPE X RNG-STEP 30F
STATUS PX SCHEDULE AN

TODAY IS: 01/25/85

574-05-8881 TAYLOR WARREN W MA
LOC JBA 1RES: 2708 RUBY ST
PCN 414001 2MAIL BOX 1230 FNB DD 10301796 806
CLAS X013 RATE 6994.00 TAX
PAY TYPE X RNG-STEP C
STATUS SCHEDULE 9N P

TODAY IS: 01/25/85
396-42-2754 BOSSHARD III JOHN M
LOC EAA 1RES: BOX 127
PCN 413136 2MAIL BOX 127
CLAS X013 RATE 7209.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85
562-46-0130 BURKE EDMOND W M
LOC EBA 1RES: 4440 EDINBURGH
PCN 9003EX 2MAIL
CLAS X012 RATE 6804.00 TA
PAY TYPE X RNG-STEP 30F
STATUS SCHEDULE AN

TODAY IS: 01/25/85
497-38-8969 COMPTON ALLEN T MAI
LOC EBA 1RES: 421 JUDY LANE
PCN 419002 2MAIL
CLAS X012 RATE 6804.00 TAX
PAY TYPE X RNG-STEP 30F
STATUS SCHEDULE AN

TODAY IS: 01/25/85
278-38-4359 COOKE CHRISTOPHE MA
LOC DKA 1RES: BOX 555
PCN 414007 2MAIL BOX 555
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP
STATUS PX SCHEDULE 9N

TODAY IS: 01/25/85
158-26-8908 HODGES JAY M
LOC JBA 1RES: 2523 RIVERVIEW
PCN 414063 2MAIL 604 BARNETTE ST RM 430
CLAS X013 RATE 6994.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

214-26-1578 FRASER ROBERT M
LOC AWA 1RES: 1117 W 12TH AVE
PCN 061001 2MAIL NBA 5TH AVE BOX 6127#023963
CLAS 5268 RATE 7339.00 TA
PAY TYPE M RNG-STEP 29L
STATUS PX SCHEDULE AN

[redacted]

TODAY IS: 01/25/85

396-12-9764 GLENZER JR HUBERT M
LOC JBA 1RES: 2301 PEGER RD
PCN 255634 2MAIL 407 STEESE HY AUSAFCU#6988
CLAS 1951 RATE 7055.00 TA
PAY TYPE M RNG-STEP 28E
STATUS PX SCHEDULE EN

[redacted]

TODAY IS: 01/25/85

539-36-2741 MORROW JACK R M
LOC EAA 1RES: BOX 507
PCN 259701 2MAIL BOX 507
CLAS 1901 RATE 6804.00 TA
PAY TYPE M RNG-STEP 26E
STATUS PX SCHEDULE IN

TODAY IS: 01/25/85

180-34-0316 SPRINGER HEINRICH K MA
LOC HTA 1RES: BOX 352
PCN 258701 2MAIL BOX 352
CLAS 1901 RATE 7870.00 TAX
PAY TYPE M RNG-STEP 26E
STATUS PX SCHEDULE EN

[redacted]

TODAY IS: 01/25/85

524-44-5736 BLAIR JAMES R M
LOC JBA 1RES: SR BOX 31448
PCN 414003 2MAIL 604 BARNETTE ST RM 425
CLAS X013 RATE 6994.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

[redacted] [redacted]

TODAY IS: 01/25/85

538-18-8102 SHEFFIELD WILLIAM J
LOC AWA 1RES: 716 CALHOUN AVE
PCN 01001X 2MAIL NBA BOX 100600 #34-120386
CLAS X001 RATE 6804.00 T
PAY TYPE X RNG-STEP 30F

TODAY IS: 01/25/85

266-04-8271 DAVIS HARRY L
LOC JBA 1RES: 3154 RIVERVIEW DR
PCN 031003 2MAIL 604 BARNETTE RM 247
CLAS 7146 RATE 7074.00 T
PAY TYPE M RNG-STEP 25K
STATUS PX SCHEDULE EN

TODAY IS: 01/25/85

552-52-0073 GOULD JAMES V M
LOC HTA 1RES: BOX 160
PCN 031005 2MAIL BOX 160
CLAS 7146 RATE 7870.00 T
PAY TYPE M RNG-STEP 25F
STATUS PX SCHEDULE HN

TODAY IS: 01/25/85

301-36-1101 MERRINER CHARLES M
LOC DAA 1RES: BOX 3070
PCN 031191 2MAIL % BEHRENDS BK BOX 1367
CLAS 7146 RATE 8169.00 T
PAY TYPE M RNG-STEP 25L
STATUS PX SCHEDULE FN

TODAY IS: 01/25/85

526-66-1212 ROMESBURG KERRY D
LOC AWA 1RES: POUCH F
PCN 2MAIL ASE FDCR 127 S FRANKLIN-74
CLAS X099 RATE 6834.00 T
PAY TYPE X RNG-STEP 28K
STATUS SCHEDULE AN

TODAY IS: 01/25/85

728-09-7242 TUNLEY CHARLES R I
LOC HTA 1RES: BOX 100
PCN 412001 2MAIL BOX 100
CLAS X013 RATE 7209.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

543-34-7703 VANHOOMISSEN GERALD MA
LOC JBA 1RES: BOX 2059
PCN 414002 2MAIL 604 BARNETTE ST RM 426
CLAS X013 RATE 6994.00 TAX
PAY TYPE X RNG-STEP CC
STATUS SCHEDULE 9N P/

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Special instructions:
D960031 JOURNAL SOCIAL, POLITICAL ECONOMIC STUDIES

? .REVIEW 2812

Ordered 6/17
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Special instructions:
D960031 ORDER#2810 CONT. V.7. PP. 281-292, FALL 82 ILL# (4722)

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TITLE: (periodical or proceedings) JOURNAL OF SOCIAL, political & ECONOMIC STUDIES

Vol. 7 no. clss 3 pages 281-292 date Fall 82

AUTHOR(S): Bennett, James T.
Di Lorenzo, Thomas J.

TITLE: (book or article) Politicians, Policy & Public Opinion

PUBLISHER: Journal of Social Political & Economic Studies

SOURCE/VERIFICATION/REMARKS: (attach photocopy)
Needed for Legislative Salary Study

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"Compensation and turnover in state legislative and local chambers"

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Vol. 7 no. 4 pages 504-522 date Summer '75

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Needed For Legislative Salary Study

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TITLE: (periodical or proceedings) State & Local Gov't Review

Vol. 11 no. 2 pages ____ date MAY '79

AUTHOR(S): OXENDALE, James R. Jr.

TITLE:(book or article) Compensation and Turnover in State legislative & Lower chambers

PUBLISHER:

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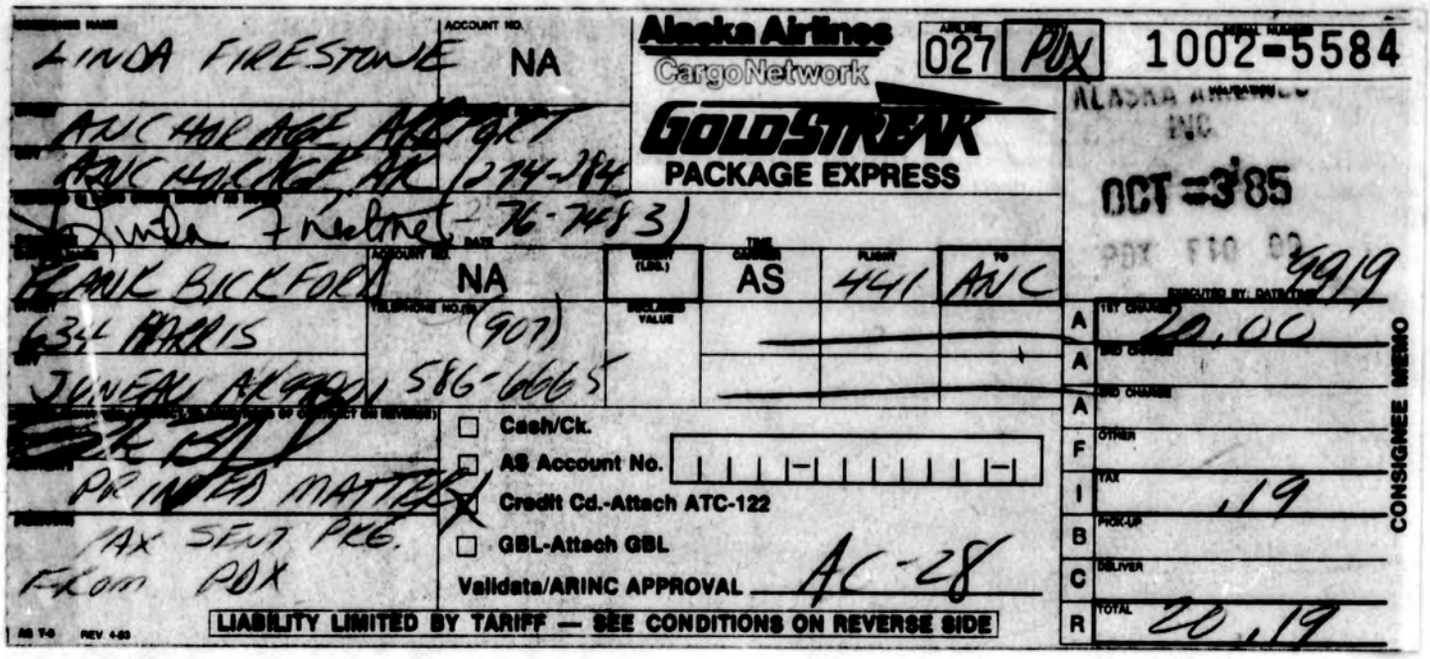
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CONSIGNEE MEMO

Pay Raise SB 294

REASONS FOR VOTING FOR THE PAY RAISE

L. Reduces the possibility of unethical conduct by legislators(i.e. questionable construction contracts, consulting work, campaign contributions, real estate deals.

2. The pay raise makes it possible for "working People" to run for office. Many of the members of the House of Representatives are wealthy or near-wealthy, self-employed or retired Anchorage legislators (Joe Hayes, John Cowdery, Charlie Bussell, Ramona Barnes and more --the above by the way, voted for the bill).

The viewpoint which is not sufficiently represented is the wage earner with a family to support who has to work all year.

3. The state had made a committment to state employees in negotiations to give those who were not in the collective bargaining system a 5% raise. This is unfortunately included in the same bill as that for the legislators. To vote against the pay raise was thus breaking a committment.

~~4. Per~~

There were attempts to break the section regarding legislators pay raises out of the bill so that the vote would be on the one issue of state employees raises and Mike supported. Mike also voted on the vloor for an amendment by Lacher and Phillips to DELAY the effective date on the bill unil 1985 AFTER the next election so legislators would not be voting on their own salaries. Mike also co-sponsored HJR 55 and HB 527 which would have done the same thing. The Resolution would have put it before the voters. But all these alternatives failed.

4. Per Diem eliminated - & this eliminates temptation to keep session going.

October 19, 1984

¥title¥ ¥fname¥ ¥lname¥
/If Not Empty,address1/¥address1¥
/End If/¥address2¥
¥city¥, ¥state¥ ¥zip¥

Dear ¥fname¥,

In response to your expressed concern over the legislative pay raise issue, I thought I would clarify my position for you in more detail. I was <u>not</u> a supporter of the pay raise, did <u>not</u> support it being amended onto the state employee's pay raise bill, and voted against it being added on. Adding it onto the state employee's pay raise bill was the key vote on the whole issue, from my perspective, but the vote that was reported on by the newspapers was on the final passage of the whole bill, which included both state employee's and legislator's pay raises.

In retrospect, it was probably a mistake for me to vote for the state employee's pay raise bill to which the legislative pay raise became attached, but I felt that the state employee's pay raise came from a legitimately negotiated contract that had been agreed to after collective bargaining by the both the employees and the state.

To defeat the legislative pay raise would thus have meant a defeat of the state employee's pay raise, which would very likely have led to costly litigation and even a possible strike, as well as have undermined the credibility of the state at the bargaining table for all types of present and future negotiations. It was a hard choice to make.

That I was totally opposed to the legislative pay raise that was passed is better reflected in the bills I co-sponsored that had little or no pay increase. I have attached copies of these bills for your reference, along with SB 294, which was the pay raise bill that was actually passed. You may also be interested to know that I was a sponsor of the petition drive to put the pay raise <u>repeal</u> on the ballot for the <u>people</u> to vote on themselves.

Sincerely yours,

Representative Mike Szymanski

MS/rp
¥phone¥

Enclosures

Offered: 6/24/83
Referred: Rules

Original sponsor: Sackett

IN THE SENATE BY THE FINANCE COMMITTEE

HOUSE CS FOR SENATE BILL NO. 294 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,321	1,357	1,397	1,435	1,478	1,517
06	1,397	1,435	1,478	1,517	1,561	1,607
07	1,478	1,517	1,561	1,607	1,657	1,708
08	1,561	1,607	1,657	1,708	1,757	1,812
09	1,657	1,708	1,757	1,812	1,871	1,924
10	1,757	1,812	1,871	1,924	1,983	2,043
11	1,871	1,924	1,983	2,043	2,111	2,177
12	1,983	2,043	2,111	2,177	2,252	2,329
13	2,111	2,177	2,252	2,329	2,410	2,498
14	2,252	2,329	2,410	2,498	2,586	2,684
15	2,410	2,498	2,586	2,684	2,771	2,876
16	2,586	2,684	2,771	2,876	2,980	3,088

17		2,771	2,876	2,980	3,088	3,193	3,303
18		2,980	3,088	3,193	3,303	3,411	3,540
19		3,193	3,303	3,411	3,540	3,649	3,785
20		3,411	3,540	3,649	3,785	3,900	4,045
21		3,649	3,785	3,900	4,044	4,170	4,321
22		3,900	4,044	4,170	4,321	4,464	4,628
23		4,170	4,321	4,464	4,628	4,782	4,961
24		4,464	4,628	4,782	4,961	5,129	5,303
25		4,782	4,961	5,129	5,303	5,498	5,705
26		4,961	5,129	5,303	5,498	5,705	5,910
27		5,129	5,303	5,498	5,705	5,910	6,135
28		5,303	5,498	5,705	5,910	6,135	6,349
29		5,498	5,705	5,910	6,135	6,349	6,572
30		5,705	5,910	6,135	6,349	6,572	6,804

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range <u>22</u> [10] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries [, PER DIEM] and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary increases comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) [AND THAT SUBSECTION IS

reenacted in sec. 1 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the Board of Regents of the University of Alaska.

* Sec. 6. RETROACTIVITY. Sections 1 and 4 of this Act are retroactive to January 1, 1983.

* Sec. 7. AS 24.15.010 is repealed.

* Sec. 8. Sections 1 - 4, 6 and 7 of this Act take effect immediately in accordance with AS 01.10.070(c).

* Sec. 9. Section 5 of this Act takes effect July 1, 1983.

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

MEMORANDUM June 13, 1985

SUBJECT: Joint Special Committee on Legislative Salaries (CSSCR 19(Fin) am H)

TO: Senator Mitch Abood, Chair, Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Deputy Director
Division of Legal Services

The legislature established a Joint Special Committee on Legislative Salaries last session in CSSCR 19(Fin) am H. You have asked several questions regarding that committee.

1. The resolution provides that three public members are to be selected by the Joint Special Committee on Legislative Salaries and you have asked how these public members should be chosen. Rule 21 of the Uniform Rules under which the joint special committee was established does not address the possibility of people serving on a legislative committee who are not legislators. The selection process, therefore, is a matter for the appointed legislator members of the committee to decide and the process should be approved by a majority vote of a quorum of the committee. Since the resolution requires that the public members are to be selected by the joint special committee, individuals finally chosen should be approved by majority vote of the committee, rather than simply appointed by the chairman, for instance.

2. What is a public ex officio member? Black's Law Dictionary defines ex officio as follows:

> From office; by virtue of the office; without any other warrant or appointment than that resulting from the holding of a particular office.

The term "ex officio" clearly contradicts the notion of public membership which is not based upon the holding of a

particular office, but, instead, is based upon a need to represent the public at large. Since there is no indication in the resolution from which office an ex officio member would come, it seems clear that the intent is to include three public members rather than three ex officio members.

A public member of a body is generally considered to be an individual who is not a member of the group regulated and does not have a direct financial interest in the activity being regulated or considered by the body. (See AS 08.01.025). A public member of the joint special committee under this reasoning cannot be a member of the legislature, an employee of the legislature, or a person with a direct financial interest involving the legislature, for example, a person under contract to perform services for the legislature. However, a person from another branch of state government, such as a judge, would probably have so few direct ties to the legislature that the person could qualify as a public member of this committee.

3. Can the public members vote? Since the Uniform Rules do not address the question of public members on legislative committees no guidance is provided by the Rules on this. The resolution itself provides for public members and does not indicate that these are to be members with fewer rights than the other members, although the resolution could have done so. Therefore, the best interpretation appears to be that the public members have all the rights of other members, including the right to vote.

4. What is the quorum for the Joint Special Committee on Legislative Salaries? There are nine members on the committee: three senators, three representatives, and three public members. Mason's Legislative Manual, Sec. 500(2) provides

> The majority of the membership of a body constituted of a definite number of members, constitutes a quorum for the purpose of transacting business.

Sec. 502(3) provides further

> Where the number required by statute or other rule to constitute a quorum is fixed at a definite number the diminution of the members of the body will not change the number necessary for a quorum.

Therefore, a quorum for the committee is 5 members, even if public members have not yet been selected or if a vacancy should occur for another reason. A particular number of senator members and representative members is not required to constitute a quorum. Sec. 665 provides in part

> A quorum of a joint committee is a majority of its combined membership and when a quorum is present a majority of that quorum is capable of transacting business.

TBC:ojb
J15/034

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

February 5, 1985

MEMORANDUM

TO: Representative John Sund

FROM: Rob Waldman
Legislative Analyst

RE: Legislative Salaries and Expense Allowances
Research Request 85-145

You requested this agency to provide information on two issues:

- the adoption date of a $4,000 expense allowance for legislators; and
- the per diem limitations imposed by the proposed initiative on legislative salary and per diem.

Expense Allowance

Alaska Statute 24.15.030 states that each member of the legislature is entitled to receive an annual allowance for postage, stationary, stenographic services and other expenses. Allowances amounting to $4000 became effective in 1970. These allowances have not increased since that date. The following table provides the legislative history of expense allowances:

Session Law	Action
§3 ch 193 SLA 1961	Established AS 24.15.030 (Additional Allowances) and prescribed $300 as the annual allocation.
§1 ch 8 SLA 1970	Increased the allowance to $1,000.
§10 ch 193 SLA 1970	Increased the allowance to $4,000.
§8 ch 263 SLA 1976	Substituted "prescribed in accordance with AS 39.23" for the specific figure of $4,000.
§37 ch SLA 1980	Repealed AS 39.23, thereby eliminating the commission responsible for determining the allowance.

With the repeal of AS 39.23 in 1980, the legislature eliminated the Alaska Salary Commission. Among other duties, the commission was responsible for prescribing the amount of the expense allowances mentioned in AS 24.15.030. According to Bill Berrier, Director of the Legal Services Division of the Legislative Affairs Agency, the repeal of AS 39.23 did not repeal the allowances or prevent the distribution of the allowances. Although the commission no longer functions, the $4,000 allowance will stand until the legislature either specifically sets a new dollar figure or develops a new method to prescribe allowances.

Legislative Per Diem

The initiative "An act relating to the compensation for State legislators" will reestablish legislative per diem (legislative per diem was repealed by 7 ch SLA 1983) and amend AS 24.15.020 to decrease the salary of legislators. This initiative does not breach the topic of changing the methodology for determining per diem levels for State workers. Under regulatory authority set out in AS 39.20.160 (as amended), per diem for State officials and employees of State agencies is prescribed and determined by the Commissioner of Administration in consultation with the heads of agencies concerned.

Per diem levels can be raised following enactment of this initiative.[1] Per diem rates can be raised by the Commissioner of Administration at any time if the commissioner determines that increases are justified. In addition, methods for prescribing per diem rates can be modified by amending the initiative or by session law reinstating or amending statutes addressing legislative per diem.

I hope that this review is useful. If you need additional analysis or would like to discuss the initiative or HB 48 and its effects, please call.

Rw

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[1]Enactment of HB 48 (or similar legislation reinstating legislative per diem) would make the initiative void (Article XI, Sec. 4, Alaska Constution). The discussion also applies to the enactment of HB 48.

SB 293 AN ACT RELATING TO A JOINT VENTURE ALASKA BIDDER

PRIME SPONSORS: JOSEPHSON

CO-SPONSORS: FAHRENKAMP KERTTULA RODEY

DATE	SEQ. NO.	JOURNAL PAGE	SENATE ACTION
05/09/83	01	0927	FIRST READING -- COMMITTEE REPORTS
05/04/84	02	2926	L&C -- CS03
* 05/04/84	03	2926	L&C F/NOTE EQUALS ZERO
			RULES

SB 294 AN ACT RELATING TO THE COMPENSATION OF STATE OFFICERS AND EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING; AND PROVIDING FOR AN EFFECTIVE DATE

AMENDED TITLE: HCS*(FIN)

PRIME SPONSORS: SACKETT

DATE	SEQ. NO.	JOURNAL PAGE	SENATE ACTION
05/09/83	01	0927	FIRST READING -- COMMITTEE REPORTS
05/13/83	02	0976	FIN -- DP05
05/18/83	03	1019	RLS -- OTHER03
			TAKEN UP IMMEDIATELY
05/18/83	04	1021	SECOND READING
05/18/83	05	1021	ADVANCED TO 3RD READING BY UNAN CONSENT
05/18/83	06	1021	THIRD READING
05/18/83	07	1021	PASSED BY DIV 20-00-00
05/18/83	08	1022	EFFECTIVE DATE VOTE SAME AS PASSAGE
06/26/83	24	1549	FAILD TO CONC IN (H) AMS BY DIV 09-11-00
06/26/83	25	1549	ACTION NO. 024 RESCINDED BY UNAN CONSENT
06/26/83	26	1549	CONCURRED IN HOUSE AMS BY DIV 11-09-00
06/26/83	27	1550	EFFECTIVE DATE PASSED BY DIV 15-05-00
06/26/83	28	1550	NOTICE OF RECONSIDERATION GIVEN
06/26/83	29	1554	PASSED ON RECON BY DIV 11-09-00
06/26/83	30	1554	EFFECTIVE DATE PASSED BY DIV 15-05-00
06/27/83	31	1618	TRANSMITTED TO GOVERNOR

DATE	SEQ. NO.	JOURNAL PAGE	HOUSE ACTION
05/19/83	09	1424	FIRST READING -- COMMITTEE REPORTS
05/27/83	10	1558	S.A. -- CS06, NR01
06/24/83	11	1953	FIN -- DNP01, CS06, NR02, OTHER01
06/25/83	12	1996	SECOND READING
06/25/83	13	1996	FIN CS ADOPTED BY UNAN CONSENT
06/25/83	14	1997	AM01 NOT ADOPTED BY DIV 11-27-02
06/25/83	15	1998	AM02 NOT ADOPTED BY DIV 17-22-01
06/25/83	16	1999	ACTION 014 NOT RESCINDED BY DIV 16-24-00
06/25/83	17	1999	ADVANCED TO 3RD READING BY UNAN CONSENT
06/25/83	18	1999	THIRD READING
06/25/83	19	2000	PASSED BY DIV 28-12-00
06/25/83	20	2000	EFFECTIVE DATE VOTE SAME AS PASSAGE
06/25/83	21	2000	NOTICE OF RECONSIDERATION GIVEN
06/26/83	22	2030	PASSED ON RECONSIDERATN BY DIV 26-14-00
06/26/83	23	2030	EFFECTIVE DATE PASSED BY DIV 35-05-00

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Personal Cost-Benefit A Better Fit to Societal Needs?
Moroni Henry A. - Univ. of Maryland | Schwartz, William B. - Tufts Univ.
HARVARD BUSINESS REVIEW; Mar/Apr 1985; v. 160
COMPANY/ORGANIZATION DESCRIPTORS:
CORPORATE FUNCTIONS: General operations: Safety and health.

ABSTRACT:
Americans can contain soaring hospital costs only by sacrificing some of the technological benefits they have come to expect from medicine. The root of the intersection of the hospital-research system with the scientific revolution in medicine: which has produced a vast array of sophisticated and expensive medical technologies. Patients' out-of-pocket costs for health insurance, and doctors' paid on a fee-for-service basis: have fed little incentive to control costs. Some of the proposed solutions: Health maintenance organizations: cost-plus contracts: and reductions in excess unemployment benefits: procedures: see achieve larger one-time savings without sacrificing benefits: but these measures would only slow the trend rate of growth in hospital costs. Only mandatory controls: such as those enforced in Canada: can achieve substantial cost reductions.

Because of its unique characteristics: health risks span forms of health care. Physicians routinely withhold treatment when they believe that the costs of the treatment will exceed the benefits: a practice widely endorsed in the United States. These include the Health Care Financing Administration: Health Insurance Plan of Greater New York: and Chrysler and Ford. Employers: Employers can benefit from an award for excellence in health insurance that workers can exclude from personal income tax. Two plans in the first: to combine catastrophic insurance with a health savings account: one-time savings: governments: business: and physicians would work jointly to control costs: and to provide a tax credit for health savings. To achieve limited success: the two plans' incentives would have to be beneficial care: as the British have done on the grounds that the benefits do not justify the costs.

SUBJECT DESCRIPTORS: #Cost control: #Medical care: #Health organizations assessments.
GEOGRAPHIC DESCRIPTORS: United Kingdom.
COMPANY/ORGANIZATION DESCRIPTORS: Caterpillar Tractor: Medicare: Medicaid: Consumers' Health Care Financing Administration: National Health Service: United Kingdom: Chrysler: Ford: Harvard Business Group on Health.
INDUSTRY DESCRIPTORS: #Health care industry:
CORPORATE FUNCTIONS: General operations:

Business in Richmond Attacks Health Care Costs
Meisler Stanley - Univ. of Virginia Graduate School of Business
HARVARD BUSINESS REVIEW; Jan/Feb 1985; v. 145
COMPANY/ORGANIZATION DESCRIPTORS:
CORPORATE FUNCTIONS: Government and business: General operations: Safety and health.

ABSTRACT:
Companies have begun to take steps to solve the problem of soaring medical costs: Employers' health insurance costs are increasing at such a rate: that they are: however: provide only temporary relief and do not induce the necessary changes in the health-care system. Government: Government is more proactive: rather than retrospective Medicare payment is likely to shift from fee for service to prospective.

The IMO Healthcare Coalition of Richmond can help cut costs by: Providers and consumers a common stake in reducing medical costs and by encouraging action among the area's largest employers: Employers have formed barriers stand in the way of common acceptance of HMOs: Some of these barriers: Employers: Employers have been unwilling to pay their employees' socialized medical expenses: Employers have view them as preferred: HMOs require investment from the private sector: and they lack managers experienced in health care.

Business can help: Some of the ways: Business can help: Business-education council: Giving financial support: and loaning personnel to work: Business-education Maintenance Organizations: Publication No. HRS-M-HMO3-2: U.S. Dept. of Health and Human Services: Office of Health Maintenance Organizations: Publication No. HRS-M-HMO3-1: Health Care Services: Publication No. 1-3.

Physician Slot Will Force Neonatals to Look Outward. Ellwood: Paul M.: Ellwein Linda B. Journal of Medicine; 1983/Jan; v. 34

Turnaround for the Public School?
Nechiporenko Frank M. - New York Times Company Foundation
HARVARD BUSINESS REVIEW; Jan/Feb 1985; v. 136
COMPANY/ORGANIZATION DESCRIPTORS:
CORPORATE FUNCTIONS: Personnel relations: Training and education.

ABSTRACT:
Business has an interest in ensuring that the nation's public schools use their resources effectively: Business is committed to be a resource for schools.

School reform should focus on developing communication skills: training good teachers: providing incentives for good teachers: and involving parents: parents to choose awards: and teaching an understanding of history and of the U.S. Business can help: Business-education council: Giving financial support for school evaluations of students: and loaning personnel to work: Business-required units of instruction.

Supervised recreation that fosters overall education rather than narrowly specialized training is in the interest of business. It will need to be supported by the business community.

Business can help: Some of the ways: Business can help: Business-education council: Giving financial support: and loaning personnel to work: Business-education Maintenance Organizations: Publication No. HRS-M-HMO3-2: U.S. Dept. of Health and Human Services: Office of Health Maintenance Organizations: Publication No. HRS-M-HMO3-1: Health Care Services: Publication No. 1-3.

Physician Slot Will Force Neonatals to Look Outward. Ellwood: Paul M.: Ellwein Linda B. Journal of Medicine; 1983/Jan; v. 34

Making Disputes over Dismissals Less Disruptive and Divisive
Sherman: Leonard | Sexton, Sam B. | Ullman: Joseph C. - Texas A&M | Southern Methodist Univ.
HARVARD BUSINESS REVIEW; Jan/Feb 1985; v. 160
DOCUMENT TYPE: HBR Article
FEATURE DESCRIPTORS: For Action
CORPORATE FUNCTIONS: Personnel relations: Labor relations.

ABSTRACT:
Conciliators in the Division of Labor Management Services (LMS) of the Department of Labor: Conciliators: Conciliators: Conciliators

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@LOGOUT
PAT 164.
TERMINAL=
@Q AUS 40
AUS 40 CONNECTED
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## FILE 261 IS NOT WORKING                    ##
## FILE 12 DOES NOT NOT WORK(ING)             ##
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Monthly Labor Review  SPO or BLS Regional Offices  $26.00 per six
single copy $5.00
Publication Info  ISSN 0098-1818  Vol. 1-  1918-  Monthly  P
LC-Hi-rate-Books
LC Card Number  12-26485
OCLC Number  1566/1  (Monthly Labor Review)
JOURNAL ANNOUNCEMENT  0461
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State Labor Legislation Enacted in 1963 : Labor legislation enacted by
the States, its administration and Session reviews Homestead research
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60 months in the case of some of the issues and annual averages for
current and previous years.
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the States, its administration and Session reviews Homestead research
ISSUED 1964
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JOURNAL ANNOUNCEMENT  0313
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State Labor Legislation Enacted in 1962 : Labor legislation enacted by
the States, its administration and Session reviews 1962 annual summary
ISSUED 1963
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May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

Dear Senator Abood,

As a member of the Joint Special Committee on Legislative Salaries, I would like to suggest that the following points be included as part of the research being done this interim:

Frank 1. Comparison of salaries, benefits and per diem paid to Alaskan state legislators now and what was paid to them the two years previously to the the increase.

Linda 2. Comparison of salaries, benefits and "perks" paid to Alaskan state legislators and with those paid to legislators from the other 49 states.

Linda 3. Comparison of the amount of federal tax paid on the salary and per diem prior to the increase and federal tax paid on the increased salary.

Frank I might also suggest that to get an accurate accounting of monies paid out in points 1 and 2 (above), that the accounting records of Legislative Finance should be looked at as well as those of the Legislative Affairs Agency.

Please feel free to contact me if you have any questions.

Sincerely

re: Becky
Xeroxcopies of payroll records.

Senator Bill Ray
District C

(Esther)
3830

Jan Free's - 3854

Per diem pd to Legislators by this office the last 3 yrs. Also tickets paid for.

May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

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Please feel free to contact me if you have any questions.

Sincerely

re: Becky Hancopins of Payroll Records.

Senator Bill Ray
District C

Jan Free's - 3854

June 11, 1983

¥Name¥
¥Address¥
¥City¥

Dear ¥Salutation¥:

I appreciate your writing to me to express your opinion about proposed pay increases to legislators. The pay raises for legislators comes under Senate Bill #294. This bill proposes a modest increase in legislators' annual salary to cover annual cost-of-living increases. When it reached the House State Affairs Committee, which I chair, a lengthy debated ensued over what was equitable pay for a legislator.

Currently, a legislator is paid at a Range 10, which means he gets the same pay as a Secretary I, Legislative Page, Library Assistant II, or Supply Technician I. In other words, he gets less for the work he is doing annually than his own office staff. This inequity is partially made up for by the fact that he gets $80 per diem to cover all his living expenses, which includes room and board, stamps, envelopes, phone calls, etc. while the legislature is in session.

What the House State Affairs Committee essentially voted unanimously to do was to eliminate this inequity in pay. Since the highest paid member of the Legislative Affairs Agency working directly for the legislators is paid at a range 22 in pay, it was felt appropriate to pay a legislator at at least a range 22 (roughly $46,000 a year), so that they would be at least getting more pay than anyone working for them. This jump in pay was for the most part cancelled out by elimination of the $80 per diem, so that a legislator under the new proposed legislation has to pay all his operating expenses, both at the capitol and at home, out of his own salary, which should make for wiser spending on his part. So you see, what came across in the press as sounding like a huge pay raise for the legislators was, in fact, not really a pay raise so much as a different way of paying them that made better sense.

Now you may believe that a short session would be cheaper under the present system because it would mean fewer days of per diem payments, but that overlooks the fact that being a legislator is essentially a year-around job. Do not think for a minute that once the legislature adjourns, the legislators do no more work until the beginning of the next session. There are many phone calls, constituent requests, mail to answer, meetings to attend, conferences, interim committees, and the

like that are a continual, year-around effort. There is no such thing as a part-time legislator any more. In fact, it is my considered opinion that eliminating per diem and making legislators have to pay session expenses out of their own pockets will help to ensure a shorter session!

Further, it was felt by the Committee that by making the position at a reasonable salaried level, it would make running for and becoming a legislator something that would be accessible to the general public. The system as it stands now practically requires a legislator to have a large independent income, meaning that the average man cannot easily afford to become a legislator. This legislation would help to change that, at no appreciable extra cost to the public.

Additionally, as far as the reasonableness of the raise is concerned, keep in mind that a Range 22 is considerably less than many people in the other two branches of government receive. In the executive branch, the Governor gets paid at range 30, Step F, Commissioners in the range 28, Step E, Deputy Commissioners in the range 28, Division Directors in the range of 24 to 26, and it is not until you get down to Section Chiefs at a range 19-23 (with the most typical being at a range 22), that you get into a pay range that is comparable to that being proposed for the legislators.

A range 22 in the executive branch is at the same level as, for example, the Deputy Director of Tourism, the State Alcoholism Program Coordinator, a state Fish Culturalist, an Assistant State Fire Marshall, a Building Maintenance Manager, or a State Supply Officer V.

In the judicial branch of government, Supreme Court Justices get a range 30 salary, Court of Appeals judges are at a range 29, Superior Court Justices at a range 28, District Court judges at a range 26, Clerks of the Appellate Court at a range 25, Area Trial Court Administrators at a range 24, and it is not until you get down to the level of local Committing Magistrates that you have a comparable range 22 in the state judicial system (just one step above local Coroners at a range 21).

In the judicial system statewide, there are, by my count, at least 60 people who are receiving pay at a range <u>exceeding</u> a range 22; another 16 are at a range 22. In the executive branch of government statewide, exact figures are harder to come by by pay ranges, but just counting those who earn in excess of $50,000 a year (roughly a range 23 or above), there are currently over 1,084 people in the executive branch making more money than that proposed for legislators.

These figures listed above do not include University of Alaska employees or state ferry system workers; otherwise the figure would be higher on the order of additional hundreds of people. Also, keep in mind that all of the above judicial and executive employees get per diem expenses when they travel.

Considering the fact that legislators are not asking for per diem, and are asked to pay many of their operating expenses out of their salaries, unlike executive and judicial branch employees, we have come to the

conclusion that the pay "raise" or pay "change" we are proposing is hardly exorbitant. I hope you will agree.

I apologize for the length of this letter, but felt it was important to go into some detail explaining my position on this issue. I appreciate your interest and concern in writing to me about this. Please do not hesitate to contact me again if you have questions or need assistance.

Sincerely yours,

Representative Mitch Abood

MA/rlp

Thinking Ahead



Alexander B. Trowbridge

Attracting the best to Washington

Can we continue to expect people of high quality to serve when the rewards are so few and the disincentives so many?

One thing all top managers know is that regardless of their brilliant strategies, if they do not have top-notch people running the company they will probably not prosper. Imaginative, intelligent, and resourceful top executives are essential to a company's growth. The same is true of an administration in Washington. Without loyal, dedicated, and competent people in the top jobs in Washington, an administration may not accomplish its task and even worse, government may get a bad name. The author discusses the disincentives to serve that potential presidential appointees face and shows how the Ethics in Government Act of 1978 may be one of the biggest hurdles to providing a government of effective public servants.

Mr. Trowbridge was assistant secretary and secretary of commerce under President Lyndon Johnson from 1965 to 1968, prior to which he was employed by California Texas Oil Company and was president of Esso Standard Oil Co. (Puerto Rico). After 1968 he was president of the Conference Board and vice chairman of Allied Chemical Corp. He is president of the National Association of Manufacturers. He was recently appointed to the Presidential Commission on Executive, Legislative, and Judicial salaries.

The importance of having competent and motivated managers is well known to top executives of U.S. companies. Business leaders spend much time and effort concentrating on the quality of their managers. Directors, chief executives, and senior managers all have a serious responsibility to choose, develop, and evaluate leaders for present and future corporate needs. If we in the United States expect to have efficient and effective government, the public sector too needs to devote a commensurate amount of time developing leaders.

Twenty-three centuries ago, Plato said he who refuses to rule is liable to be ruled by one who is worse than himself. Using Plato's wisdom as our guide, let us consider how we might develop a process to recruit and encourage wise men and women to take part in U.S. governmental affairs.

Americans can look back with pride. For over slightly more than two centuries, our democratic society has been blessed with truly remarkable leaders whose names are familiar to us all. The nation was fathered by an extraordinary group of citizen soldiers and civilian leaders who were elected to serve because their fellow citizens presumed them to be honest and competent people. The citizenry did not expect their government leaders to trade their financial security and reputations for the perquisites of power. In our early history, Americans entered public service when called, and returned to private life when permitted. They actively affirmed the importance of public service, but they valued being able to return, with enhanced prestige and wisdom, to the private sector.

This recycling of talent became the source of new approaches to and renewal of public leadership that not only served America well, but also earned the envy of nations overladen with closed bureaucracies. Harland Cleveland, former U.S. ambassador to NATO, once noted that "public service is keen competition between exhilaration and exhaustion." In the first hundred and fifty years or so of our history, competent executives continued to serve when called because, more often than not, exhilaration triumphed.

But since World War II, and especially since Watergate, as the demands on U.S. leaders have grown exponentially with the increase in our worldwide responsibilities, our capacity to recruit, develop, and retain exceptional executives for public service has steadily weakened. As a nation we seem to have built a series of disincentives, hurdles, and roadblocks that hamper the entry of top-quality people into high public-appointive office. We are not setting the stage for new generations of leadership. The future public servants of the 1980s, 1990s, and the twenty-first century threaten to be less dedicated and prepared to lead than were the political giants who appeared on the national scene in the 1940s and 1950s. We may indeed be running the risk of being ruled by one who is worse than ourselves.

It takes a planned program of selective recruiting to keep effective people in public service. Grover Cleveland said, "Public office is a public trust." So to recruit in the arena of public service is to take on a special task that requires us to find people of high ethical standards and exceptional competence.

Are we creating the conditions needed to attract the best executives to our public policy level jobs? Let's focus on presidential appoint-

Editor's note: All references are listed at the end of the article.

ments subject to Senate confirmation – that is, the five "executive-level" policy categories – which include cabinet secretaries, deputy and undersecretaries, assistant secretaries, agency administrators, commission members, general counsels, and agency unit heads. The president now appoints approximately 3,700 people to fill these posts, but only 600 or so have full-time, policy-making authority.

Current salaries for these positions range from $68,700 per year for level V executives to $86,200 per year for level I cabinet secretaries. The people who fill them are the political leaders of any administration. They are loyal to the president who appoints them and responsible for implementing his policies within the bureaucratic apparatus of the federal government. They are the spokespersons, the advocates, the managers, and the idea generators. When beckoned, they must come to Capitol Hill or appear on the "MacNeil-Lehrer Report." They are the writers of the newspaper op-ed pieces that often frame the debate of public issues. In these positions people are able to directly influence policy. The prospect of wielding such power is one of the chief attractions of executive-level appointments.

Candidates for presidential appointment usually have valued private sector roles or some choice of what they could do. They are recruited from all parts of the private sector – business, academia, labor, the media, legal and civic organizations – and, occasionally, from the civil service. Political loyalties and ties are often crucial requirements for appointment, but because this group serves as the backbone of the executive branch, a wise administration will look at a candidate's professional competence as well as at his or her creativity in making its selections.

Given that an administration is looking for this kind of person, how can it attract him or her?

Why the best aren't in Washington

In the spring of 1983 Fred Fielding, counsel to President Reagan, wrote:

"But to enter high-level public service today, one must successfully negotiate a maze of legal and other requirements, and do so while being exposed to levels of public and media scrutiny that can far exceed anything one is likely to encounter in corporate life. With bad luck – or bad judgment – the 'exciting prospect' of public service can become one of the most frustrating episodes of one's life."[1]

Why has the "exciting prospect" of public office become a frustrating process that discourages people from seeking or accepting public service appointments?

First, during the 1976 and 1980 campaigns for the presidency, both winning candidates heavily loaded their speeches with derogatory remarks about "the bureaucracy." They accused "big government" of being responsible for a host of ills. After discrediting the federal establishment during their campaigns, presidents should not be surprised when their rhetoric boomerangs and they have trouble convincing well-qualified people to serve in public office. Presidential candidates who disparage public service may gain votes, but should they win, they'll find themselves supporting a self-assumed albatross when recruitment begins.

Second, since the Watergate era the prestige of serving in high policy posts has been badly eroded. At the same time, the traditional disdain with which business leaders often view those who opt for government office has increased.

Third, except perhaps for cabinet members, those who become government officials usually have to take a reduction in pay that neither the prestige of the office nor value of the experience may balance. Supposedly, a presidential commission sets executive salary levels every four years. But because since 1964 salaries at the level II position have been linked to congressional pay scales, executive pay is captive to the politically determined compensation of legislators.

From 1969 to 1983, when the cost of living increased 150%, salary scales for assistant secretaries increased by 77%, while cabinet pay rose only 33%. During this same period managers' salaries in the private sector went up 116%. A recent commission report expressed "grave concern that the continued refusal to grant needed salary increases might lead us toward a government of the rich, the young, and the inexperienced."[2] Officials who direct major components of government departments are usually responsible for budgets and operations far greater than those of their private sector counterparts. Yet they receive a fraction of the salary that businesspeople expect for handling similar responsibilities.

Fourth, unlike most private sector organizations, the federal government gives its top executives minimal relocation allowances, no expense accounts other than for official travel, and no bonus or incentive awards. Government officials also have difficulty continuing their private pension or insurance programs and must forgo a commitment on the part of their employer to rehire them after federal service. Our society assumes that the "psychic income" of public service will compensate executives for these losses.

Fifth, while the fishbowl life may appeal to some, to many the constant probing by the media into the lifestyle of an appointee and his or her family seems extremely damaging. Scrutiny starts early – when both the IRS and the FBI require financial and personal background information in exhaustive detail. Clearly, close examination is necessary to spot conflicts of interest and to verify credentials, but a candidate's omission of any item can cause incredible complications. Although she wasn't technically being appointed to a government position, Geraldine Ferraro's experience in the fishbowl might serve as a good example. The vice presidential candidate, with her usual candor, said several times during her campaign and following, that had she known what the media and government scrutiny of her life would do to her family, she might have reconsidered her historic run. In a like manner, under current procedures, a government appointee's entire life becomes public property, and few rules regulate the ways in which the media (and political opponents) can use the details.

Sixth, and, to some degree, the most extraordinary disincentive to seeking public office, is the current application of the Ethics In Government Act of 1978. This act expands disclosure and/or divestiture requirements to cover both candidates for public office and their close family members and makes all information available for

programs such as the Federal Executive Exchange Program, which interchanges about 40 businesspeople in government and an equal number of civil servants in business to gain experience in different worlds. Some young business executives have gained the honor of being White House Fellows, a one-year stint in which, as cabinet officers' shadows, they have opportunities to watch them make policies. The Conference Board's Congressional Assistant Program gives eight to ten fast-track business executives a chance to work one year for congressional committees; they emerge with a great appreciation of the political process. The Brookings Institution offers short programs that give business leaders intensive exposure to government executives and expand their understanding of the problems and processes of public administration. These programs, which allow private sector employers to either continue or supplement salaries and certain fringe benefits, were approved under 1979 amendments to the Ethics in Government Act, but were limited to exchange or fellowship programs of one year or less.

Newly elected presidents should place a high priority on filling key political posts early in their administrations. Perhaps federal funding for a recruiting process could be provided. Republican and Democratic parties should—on a continuing basis—build talent banks of both potential appointees loyal to the party and president, and competent managers. Clearance procedures and background checks need to be expedited under tight schedules to avoid lengthy dislocations and uncertainty for appointees. The president would benefit from taking a personal interest in the screening and selection of key administration policy candidates.

One of the most difficult problems in recruiting executives for government positions is pay. The entire compensation structure needs tough-minded review. We now have the nine-member Commission on Executive, Legislative, and Judicial Salaries, which is set up during the last year of each presidential term. As originally planned, the commission's recommendations, approved by the president, were to take effect 30 days after submission to Congress, unless that body disapproved. But since 1969 everyone has been held hostage to the political difficulty Congress has in adjusting its own pay scale. And while members of Congress can supplement income with speaking fees, honorariums, and allowances, federal executives may receive little additional compensation from outside sources.

In 1976, the commission found that the average federal official accepted a 21% salary cut to enter government. The gap is undoubtedly greater today. We should untie the links between congressional and executive pay so that people asked to serve can afford to house their families and educate their children as they wish. In addition, the federal government should pay all expenses for executive appointees moving to Washington, just as it does for career civil servants and military personnel whom it relocates and as most corporations do.

Beyond paying more competitive salaries, we need to reexamine and refine the Ethics in Government Act of 1978. Assuming that outside income sources do not create conflicts of interest or demand excessive amounts of time, Congress could raise the 15% ceiling on outside earned income for high-level public servants. It seems correct to require full financial disclosure, but if the information passes review by appropriate government authorities, why must it be made entirely public? An alternative would be to require, as Neely suggests, public reporting without public disclosure.

Rules regarding blind trusts that don't require divestiture of assets placed in the trust would be sensible and salutary. If divestiture is required, why not relax our capital gains tax requirements? At the least, the tax liability federal executives face should be spread over several years.

In addition, we need a standardized financial reporting code to replace the multitude of complex accounting forms now used. Some waiver of minimal holdings should be permitted in the reporting procedure. Because no prudent candidate can walk safely through the maze of conflict-of-interest reports without professional help, let's consider either reimbursing federal appointees for the legal and accounting fees they incur to meet reporting requirements or allowing them to take a tax deduction.

Finally, business leaders could make it possible for executives to take a leave of absence without pay for a specified time to serve the government, so that they can retain a residual tie to vested pension plans, insurance programs, and other benefit plans.

How can we heed Plato's warning against living under the government of unwise men? In the early part of our own century, Winston Churchill cautioned that "men [women] often stumble over the truth, and most manage to pick themselves up and hurry off as if nothing had happened." Is the business community willing to apply the principles of management development in the private sector to the recruitment and retention of outstanding businesspeople to manage our public sector? If we have stumbled over the truth, are we merely going to hurry off as if nothing has happened?

Executives in corporate offices across the country will determine the answer. If leaders in the private sector support a public service with fewer barriers to entry and exit, they will improve opportunities for a government of wise men and women.

References

1 Fred F. Fielding, "What To Do When the White House Calls," *Directors and Boards*, Spring 1983, p. 6.

2 John W. Macy et al., *America's Unelected Government* (Cambridge, Mass.: Ballinger Publishing, 1983), p. 78.

3 Alfred S. Neely, IV, *Ethics in Government Laws: Are They Too 'Ethical'?* (Washington, D.C.: American Enterprise Institute Studies in Legal Policy, 1984), p. 25.

4 Questions are either paraphrased or quoted from the personal data statement used by the White House office of presidential personnel.

5 Stuart Taylor, Jr., "The Trials of a Top-Level Appointee," *New York Times*, June 15, 1983.

6 E. Pendleton James, "Lifting Barriers to Government Service," *Business Week*, April 19, 1982, p. 19.

7 Neely, *Ethics in Government Laws*.

8 Ibid., p. 49.

9 For more information, see Macy et al., *America's Unelected Government*.

public review. It also limits the outside earned income of presidential appointees to 15% of their salaries.

Stemming from Watergate, this law is a logical exercise in caution and probity, the intent of which is to ensure high-quality appointments. Who can debate the need for ethical conduct in public service? To carry out the public trust, high ethical standards are clearly necessary. As a nation we have experienced too many failures to meet those standards to dismiss the potential abuse of public trust. Do we, however, need the full force of this law if it carries some very negative, although perhaps unintended, side effects?

'And I'll show you an honest man'

For decades, the proper ethical conduct of government officials has been rightfully the object of policy and law. A series of restraints – rules against conflicts of interest, single source (government) compensation, prohibition of contacts with certain government agencies after departure from service – have proscribed the conduct of persons who hold or who have held public office. But the Ethics in Government Act of 1978 may have gone too far. In his American Enterprise Institute study, *Ethics in Government Laws – Are They Too Ethical?* Alfred Neely cites a number of hypothetical cases that illustrate the hurdles the 1978 act presents.[3]

☐ An industrialist, asked to join the Defense Department, not only has to take a large pay cut but also has to divest all her company stock or create a "blind trust," which may have to sell the company stock in order to be adequately blind.

☐ A labor relations manager is invited to take a policy post at the Labor Department, but because his current employer can't supplement his income, he loses compensation. Additionally, if the manager returns to his employer after government service and has any dealings with the Labor Department, he may run into postemployment conflict of interest.

☐ A young and successful entrepreneur in the computer software industry leaves his company to join the Commerce Department to work on trade policy for computer technology. Unable to sell his privately held stock, he weighs establishment of a blind trust. His business expertise and interests may prohibit him from contributing to policies that might help his former company; but his governmental effectiveness would be limited and his expertise rendered useless if he had to withdraw himself from computer policy decisions.

☐ The heir to an old and diversified trust must make a financial disclosure. She must, thereby, expose the size and content of all family holdings to full public scrutiny before she can fill a government position.

The Ethics in Government Act demands that potential employees provide a wealth of information – developed within a 28-part questionnaire – about their backgrounds. Let's look at a sampling of the issues posed by the White House to a person who is asked to serve the president and the nation:

1 The names of all corporations, firms, or other business enterprises, partnerships, nonprofit organizations, and educational and other institutions with which you are now or have ever been connected as an officer, owner, director, trustee, partner, adviser, or consultant.

2 Similar detail on stocks, stock options, bonds, trusts, creditors, real property, pension or retirement plans, stock bonuses, profit sharing, fringe benefits, contracts for future employment, violation of laws, tax liens, legal investigations, ethical disciplinary action, civil litigation, or legislative proceedings.

3 "Have you ever been publicly identified, in person or by organizational membership, with a particularly controversial national or local issue? Have you ever submitted oral or written views to any government authority or news media on any particularly controversial issue? Have you ever written any particularly controversial books or articles?

4 "Please provide any other information which you regard as pertinent or which could be the possible cause of embarrassment to you, or to the president, if publicly known."[4]

"It's [the Ethics in Government Act] horrendous, it's mind-boggling, it's intimidating, and it inhibits attracting good people to government," says President Reagan's chief talent scout, Pendleton James.[5] Because of its vague definitions and the climate of suspicion that governs its regulation, James asserts that the Ethics in Government Act may well be a "study in overkill."[6] In 1981, former Treasury secretary William Simon said, "It's just ridiculous. We're going to end up with nothing but academics and neuters."[7] And Neely observes that "even if [Simon's] statement is too strong, the government has suffered a loss; its options have been limited, as some persons who presumably were its first choice were excluded."[8]

It's clear that this problem needs to be addressed. What would be constructive suggestions for future consideration and for possible endorsement by private sector leadership?[9]

Important first steps

As a beginning, the president needs to create an atmosphere in which policymakers take pride in their roles. Presidential appointees stay in office an average of 18-20 months. Such turnover clearly is not conducive to continuity and professionalism in managing public policy.

The time has come for corporations to give more credit to veterans of public service. The experience of executives who have held public office is immensely valuable to companies that have frequent interaction with government departments and officials. Also, the more competent the government policymakers, the easier it is for businesses to deal with them.

Aware of the need for qualified government servants, business leaders should help develop and encourage those executives who are potential candidates for presidential appointments for short (up to four years or so) periods of time during their midcareers. Management should consider public service an important career development option and not an interruption in a corporate career path.

As shorter introductions to public service, business should support