

SCOMM

#49:17

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

NAME	PERSONAL VEHICLE		PER DIEM	HOTEL	MEAL ALLOWANCE	OTHER
	AIR TRANS.	TAXI/CAR RENTAL				
**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	<u>1,808.54</u>		<u>160.00</u>			
-----------	-----------------	--	---------------	--	--	--

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	355.05	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	
	<hr/>	<hr/>	<hr/>	<hr/>
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			
	<hr/>	<hr/>		
Subtotal	960.62	56.00		

1982 EARNINGS FOR REPRESENTATIVES

Abood	19,983.60 Salary
	<u>17,180.00</u> Per diem, Allowances
	37,163.60 Total
Adams	19,983.60 Salary
	<u>20,151.00</u> Per diem, Allowances
	40,134.60 Total
Anderson	19,983.60 Salary
	<u>16,000.00</u> Per diem, Allowances
	35,983.60 Total
Barnes	19,983.60 Salary
	<u>17,222.92</u> Per diem, Allowances
	37,206.52 Total
Beirne	19,983.60 Salary
	<u>15,200.00</u> Per diem, Allowances
	35,183.60 Total
Bettisworth	19,983.60 Salary
	<u>15,920.00</u> Per diem, Allowances
	35,903.60 Total
Buchholdt	19,983.60 Salary
	<u>16,275.00</u> Per diem, Allowances
	36,258.60 Total
Brown	19,983.60 Salary
	<u>17,506.00</u> Per diem, Allowances
	37,489.60 Total
Bylsma	19,983.60 Salary
	<u>15,814.00</u> Per diem, Allowances
	35,797.60 Total
Carney	19,983.60 Salary
	<u>16,339.38</u> Per diem, Allowances
	36,322.98 Total
Cato	19,983.60 Salary
	<u>18,681.00</u> Per diem, Allowances
	38,664.60 Total
Chuckwuk	19,983.60 Salary
	<u>15,952.00</u> Per diem, Allowances
	35,935.60 Total
Clocksinn	19,983.60 Salary
	<u>16,148.32</u> Per diem, Allowances
	36,131.92 Total
Cotten	19,983.60 Salary
	<u>17,431.00</u> Per diem, Allowances
	37,414.60 Total

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

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

jb/8

1982 EARNINGS FOR SENATORS

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

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

PC:jb

jb/5/2nd

1981 EARNINGS FOR SENATORS

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

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

PC:jb

jb/5

# REIMBURSEMENTS TO 1982

## LEGISLATORS

C O L U M N - W R I T E

LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR CODE
ALBERT ADAMS	4,205 <sup>00</sup>	61 <sup>00</sup>		4,266 <sup>00</sup>	APA 018
DON BENNETT	7,528 <sup>40</sup>	1,756 <sup>32</sup>	8 <sup>72</sup>	9,293 <sup>50</sup>	DOB 235
BOB BETTISWORTH	480 <sup>00</sup>			480 <sup>00</sup>	RHB 199
THELMA BUCHHOLDT	83 <sup>00</sup>			83 <sup>00</sup>	THB 20
PAT CARNEY	400 <sup>00</sup>			400 <sup>00</sup>	PJC 20
JOE CHUCKWUK	400 <sup>00</sup>			400 <sup>00</sup>	JOC 015
SAM COTTEN	400 <sup>00</sup>			400 <sup>00</sup>	SRC 20
DAVID CUDDY	480 <sup>00</sup>			480 <sup>00</sup>	DAC 015
ED DANKWORTH	400 <sup>00</sup>	50 <sup>00</sup>	87 <sup>50</sup>	537 <sup>50</sup>	MED 23
JACK FULLER	400 <sup>00</sup>			400 <sup>00</sup>	JGF 20
ERNIE HAUGEN	646 <sup>00</sup>			646 <sup>00</sup>	EJH 21
VERN HURLBERT	1,440 <sup>00</sup>	235 <sup>08</sup>		1,675 <sup>08</sup>	VLH 21
RUSS MEEKINS	480 <sup>00</sup>			480 <sup>00</sup>	RUM 21
JOE MONTGOMERY	480 <sup>00</sup>			480 <sup>00</sup>	JOM 22
JOHN SACKETT	639 <sup>00</sup>	25 <sup>00</sup>		664 <sup>00</sup>	JCS 25

State of Alaska  
 Division of Legislative Finance  
 Room 204 Capitol Bldg., Pouch WF  
 Juneau, Alaska 99801  
 PH 465-3788

*Pat Williams*

LEGISLATORS

1981

7	8	9	10	11	12	13	14
LEGISLATOR			PER DIEM	TRANSP	OTHER	TOTAL	VENDOR code
1							
2	ALBERT ADAMS		4193.00	250.67	⊖	4443.67	APA 08
3							
4	DON BENNETT		5604.00	1552.50	75.00	7231.50	DOB 235
5							
6	BOB BETHSWORTH		134.00	⊖	⊖	134.00	RHB 199
7							
8	THELMA BUCHHOLDT		617.00	⊖	⊖	617.00	THB 202
9							
10	JOE CHUCKURUK		201.00	⊖	⊖	201.00	JOC 015
11							
12	SAM CATTEN		67.00	⊖	⊖	67.00	SRC 204
13							
14	DAVID CUDDY		134.00	292.00	⊖	426.00	DAC 015
15							
16	ED DANKWORTH		1402.44	336.34	17.92	1756.70	MED 238
17							
18	FRANK FERGUSON		167.50	⊖	⊖	167.50	FRF 240
19							
20	JACK FULLER		1675.00	30.50	⊖	1705.50	JGF 208
21							
22	ERNIE HAUGEN		650.00	182.00	⊖	832.00	EJH 212
23							
24	VERN NURBERT		760.00	1319.78	⊖	2079.78	VLH 214
25							
26	JOE MONTGOMERY		337.00	14.00	⊖	351.00	JOM 222
27							
28	PAPPY MOSS		603.00	232.50	⊖	835.50	HPM 223
29							
30	BOB MULCAHY		402.00	⊖	⊖	402.00	BOM 247
31							
32	JOHN SACKETT		4057.00	1224.22	143.00	5424.22	JCS 250
33							
34	ARLSS STURGULEWSKI		225.00	⊖	⊖	225.00	ARS 252
35							
36							
37							

State of Alaska  
 Division of Legislative Finance  
 Room 506 Capitol Bldg., Pouch 77  
 Juneau, Alaska 99811  
 PH: 465-3755

By: *Oat Williams*

SEQ	DEPT	B-U	TYP	NAME	CLASS	STLS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD	
1															
2	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	105,255.92
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															
5	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	91,440.00
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															
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	TURLEY	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

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

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	MACKAY	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		AJA	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		AKD	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	AJA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
97	25	C	F	JACKINSKY	WALTER	0036		DJA	00		9	6,004.80	144.00	1,728.00	76,160.40
98	25	B	F	CROFT	MICHAEL D	0032		DJA	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	AJA	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	PESSSEL	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		DJA	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

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD	
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	LURENCE 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	SPEILDERG	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		AJJA	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	CARPENETTI	WALTER L	X013		AJJA	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	NOIII	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	CRUTCHFIELD	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	DUECHLER	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	71,343.66
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	F	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	T	T	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	70,347.60
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	NORTHROP	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	69,634.43
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	HAINES	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	MC GEE	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	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	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	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	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	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	MC MILLON	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	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	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	JDM	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	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	37,456.00	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	DOMD 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	SCHODER 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	RUSO GUY A	1901	PX	EBF	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	ERA	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	65,349.03
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	66,430.00	65,180.00
407	25	L	H	AMDUEHL	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	KKC	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	STENART	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	ANA	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	ANA	26	C	A	5,303.00	5,303.00	63,636.00	64,158.00
462	10	S	M	REGER	RICHARD D	8344	PE	JDC	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	64,052.61
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	FORCHENER	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	ANA	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	ANA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
495	41	X	X	MASON	JOHN DAVID	X014	PX	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	ANA	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	RHC	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	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	CROCK	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	HVC	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	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	HARCOCK	GEORGE E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	62,793.60
551	25	G	M	SAVNER	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

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	YEARLY	
1	03	X	M	MERPINER	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	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	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	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	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	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	PESEL	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	Y099		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	MCCALED	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	PENHOYER	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	MYRTON 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
176	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	MANHHEIMER	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	LITTEA	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	X666	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	3519	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	68,460.00
246	03	X	M	MAYO	STEPHEN A	7146	PX	EBA	25	F	A	68,460.00
247	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	68,460.00
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	JAHNIKE	THOMAS J	7145	PX	AJA	24	J	A	66,024.00
286	03	X	M	MILLS	MARTHA J	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	AJA	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	LADHIG	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	AJA	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	AJA	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	FOCHELEAU	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	KKC	78	F	F	64,824.00
331	25	C	F	SACKETT	LARRY N	0039		DJA	00		9	64,540.80
332	06	S	M	ADELMAYER	JOSEPH M	5339	PE	AJA	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-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	FLEEK	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	FCF	23	J C	64,476.00
353	11	S M	MCILLEN	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	MUHRO	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	7706	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	SPOVER	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	DQD	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	KA	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	MAPRAHATHUKARAN	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	F	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	CORNHALL	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	BOHNNIE 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	ANA	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	ANA	26	B	A	61,548.00
508	08	X	M	HAINLEY MARGARET I	1901	FR	ANA	26	B	A	61,548.00
509	10	X	M	HANKINS THOMAS J	1901	PX	EBA	26	B	A	61,548.00
510	18	X	M	HAYDEN GARY L	1901	PX	ANA	26	B	A	61,548.00
511	03	X	M	HORETSKI GAYLE A	7145	PX	ANA	24	E	A	61,548.00
512	10	X	M	JOHANSEN NEIL C	1901	PX	EBA	26	B	A	61,548.00
513	02	X	M	KELLER E LOUIS	1901	PX	ANA	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	DQA	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	ANA	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	ANA	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	ANA	26	B	A	61,548.00
531	03	X	M	SPENGLER LARRI I	7145	PX	ANA	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	ANA	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	FR	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	LOUNEY 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	FR	ANA	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	ANA	23	F	A	60,360.00
552	11	S	M	BARRICK LOWELL S	8915	PE	ANA	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	ANA	22	K	A	60,360.00
555	25	S	M	BENTLEY JAMES E	2297	PE	ANA	22	K	A	60,360.00
556	06	S	M	BETIT JOSEPH W	1933	PE	ANA	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	ANA	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	CHOUTINARD ROBERT G	8607	PE	JBA	20	K	E	60,360.00

Mile: 39.25.020(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
Baldrige	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	54,265
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	
Harrison	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
Carper,ter	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



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

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

1 IN THE HOUSE

2

HOUSE BILL NO. 513

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

THIRTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

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

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

9 \* Section 1. AS 24.15.020 is amended to read:

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

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

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

19 \* 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

1 IN THE HOUSE

2 SPONSOR SUBSTITUTE FOR HOUSE JOINT RESOLUTION NO. 55

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 THIRTEENTH LEGISLATURE - SECOND SESSION

5 Proposing an amendment to the Constitu-  
6 tion of the State of Alaska relating to  
7 legislators' remuneration.

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

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

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

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

270  
DAN  
COURTNEY  
Book Station

LEG CONGRESS - 202 2875000  
COUNCIL OF STATE GOVT'S  
S.F. 415-986-3760  
200 Sacramento St.

LEG. COUN. REP. - 606-252-2291

[LAA]

How many days  
in session each  
year??  
&  
Special sessions

X PER DIEM  
+ ANNUAL SALARY  
= AVG

Table 7 DR. VAN OOSTEN

LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or jurisdiction	Salaries			Travel allowance			Living expenses per day	
	Regular sessions		Annual salaries	Special sessions		Per mile		Round trips home to capital
	Amount per day	Limit on days		Amount per day	Limit on days			
Ala	\$10	105C	...	\$10	30C	10e	One	\$65 up to 105C [unvouchered]
			\$11,750			25e	One	\$55 [unvouchered]
			\$6,000			17e by car; 25e by air	Unlimited	\$40 (\$20 for legislators from Maricopa County) for first 120 days of regular session; after that, \$20 and \$10 respectively [vouchered]
Ariz	\$20	None	\$7,500	\$20	None	18e	Weekly	\$308/wk. [vouchered]
			\$25,555			15e(a)	One	\$46/7-day wk. except when in recess 4 or more days [unvouchered]
			\$28,110 (1981)					
Cal			\$12,000			14e	Weekly	\$20 (\$10 for legislators from Denver metro area) [unvouchered]
Cal			\$8,500 (1979)			15e	Unlimited	...
			\$6,500 (1980)					
Cal			\$9,630			15e	Unlimited	...
			\$12,000			14e	Weekly	\$35/7-day wk. [unvouchered]
			\$7,200			15e	Weekly	\$44/7-day wk. [unvouchered]
			\$12,000	M		20e	Unlimited	\$20 for legislators from outside Oahu [unvouchered]
			\$4,200			15e	Five	\$44 each calendar day of session if residence in capital (\$25 if lives at home) [unvouchered]
			\$25,000 (1979)			20e	Weekly	\$36/L day [unvouchered]
			\$28,000 (1980)					
			\$6,000	\$35	30L	16e	Weekly	\$44/7-day wk. [unvouchered]
			\$12,000 (1980)	\$40	None	15e	Weekly	\$30/7-day wk. for 120 days in odd years & for 100 days in even years [unvouchered]
			\$12,800 (1981)			20e(1981)		
			\$13,700 (1982)					
Cal	\$35 (1980)	None (od:1)	...	\$35	None	17e	Weekly	\$44 (\$50 in 1981)/7-day wk. [unvouchered]
	\$40 (1981)(b)	90C (even)	...					
Cal	\$50	60L(c)	...	\$50	None	16e	11	\$75/7-day wk. [unvouchered]
Cal	\$5	60L(d)	...	\$50	30C	19e	Weekly	...
			\$4,500(1979)			18e	Weekly	\$25 meals & housing or \$12/day meals; mileage up to \$13/day [vouchered] (e)
			\$2,500(1980)					
Cal			\$16,000(1979)			14e	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]
			\$16,750(1980)					
			\$17,600(1981)					
			\$18,500(1982)					
Cal			\$17,840(1979)			Varies	Unlimited	Each member, depending on residence, receives per diem allowance for mileage, meals & lodging from \$2 to \$32 per L day [unvouchered]
			\$20,334(1980)					
			\$21,050(1981)					
			\$21,764(1982)					
Cal			\$25,500(1979)			17e	Weekly	\$4,900 max. (\$5,200 in 1981) [vouchered]
			\$27,000(1980)					
Cal			\$16,500(1979)			19e	Weekly	\$17 metro; \$27 out of state [unvouchered]
			\$18,500(1980)					
Cal			\$8,100	\$30		12e	Weekly	\$30 actual daily attendance [unvouchered]
Cal			\$15,000			17e	Weekly	\$35 actual daily attendance [unvouchered]

120  
35  
600  
600  
6600

TABLE - Bill introduction & enactment  
1986 session  
Spec session

CHERRY  
612-3200

Correct  
figures,  
Just need # of DAYS  
sessions  
X per item

MEMORANDUM

January 18, 1985

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

FROM: Pam Calhoun, Manager  
Division of Administrative Services

SUBJECT: Legislators Pay Increase

1757  
12  
3514  
1757  
01084

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 System; 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.

Memorandum to: The Honorable Katie Hurley  
January 18, 1985  
Page 2

	<u>PERS</u>	<u>PERS</u>	<u>EPORS</u>	<u>EPORS</u>
	10A 1757mo.	22A 3900mo.	10A+allow 2090.33mo.	22A+allow 4233.33mo
<b>Assuming all legislative service</b>				
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 (EPORS 75% max)	702.80	1560.00	1567.75	3175.00

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
	<u>\$23,502.00</u>

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 CF  
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 CF  
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 CF  
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 CF  
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 F

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 F

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 CF  
STATUS SCHEDULE AN PA

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 CF  
STATUS FX SCHEDULE 9N PA

TODAY IS: 01/25/85  
158-26-8908 HODGES JAY MA  
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 F

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 C  
STATUS PX SCHEDULE AN F

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

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 TA  
PAY TYPE M RNG-STEP 26E C  
STATUS PX SCHEDULE EN F

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 F

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 % BEHREND'S 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

J11  
- 1  
31  
30  
/45  
/6-  
/83  
/85  
/00  
/00  
/00  
.00  
.00  
.00  
LEF  
.0  
T

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 TAX  
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 CF  
STATUS SCHEDULE 9N PA

-----  
Order# 2810

1 item

Special instructions:

D960031 JOURNAL SOCIAL, POLITICAL ECONOMIC STUDIES

? .REVIEW 2812

-----  
Order# 2812

1 item

Special instructions:

D960031 ORDER#2810 CONT. V.7. PP. 281-292, FALL 82(4722) <sup>ILL#</sup>

? .REVIEW 2814  
-----

Ordered 6/17  
UMI

JUL 10 '86

INTERLIBRARY LOAN REQUEST

Date: 6-14-85

Need by: ASAP

ILL#:

04722

Name:

Paul Scavone

Dept./Agency:

Sen. RAY

Phone:

465-4451

JUN 14 1985

Call No.

Location(s)

— ALN

AULS

TITLE: (periodical or proceedings)

JOURNAL OF SOCIAL & ECONOMIC STUDIES

Vol. 7 no. class 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

AUTHORIZING LIBRARIAN:

Pub. date:

Fall 82

ISBN:

ISSN:

LC:

Price:

Request complies with:

108(g)(2) Guidelines (CCG)

Other provisions copyright law (CCL)

CHECKLIST

\_\_\_ BIP

\_\_\_ CC

\_\_\_ CSR

\_\_\_ HL

\_\_\_ Interdock

\_\_\_ JML

\_\_\_ NST

\_\_\_ NUC

\_\_\_ OO

\_\_\_ ULRICHS

\_\_\_ ULS

\_\_\_ WLN/MARC

\_\_\_ Other

AKU

**D NOTICE OF RETURN  
RETURN SEPARATELY**Date of request 6/17/85 Not needed after:Requester's order no. 4729

CALL NO.

INTERLIBRARY LOAN  
ALASKA STATE LIBRARY  
POUCH G  
JUNEAU, AK 99811-8371

PER  
JA3  
.P65For use of Paula Scavera Status \_\_\_\_\_ Dept. SenRayBook author: OR periodical title, vol. and date 4451Polity, V. 7#4, Su. 1975, pp. 504-22Book Title, edition, place, year series: OR periodical article author, title, pages.  This edition only"The political ambitions of local legislators"

Verified in: OR: item cited in \_\_\_\_\_ AULS PER \_\_\_\_\_

ISBN, OR ISSN, or LC card, or OCLC, or other number if known \_\_\_\_\_

If non-circulating, & cost does not exceed \$ \_\_\_\_\_, please supply  Microfilm  Hard copy

Request complies with

- 108(g)(2) Guidelines (CCG)  
 other provisions of copyright law (CCL)

AUTHORIZED BY: (full name) Ron ReedTITLE TLL ClerkRequest for  LOAN or  PHOTOCOPY

According to the A.L.A. Interlibrary Loan Code

**REPORTS:** Checked by \_\_\_\_\_SENT BY:  Library rate  \_\_\_\_\_

Charges \$ \_\_\_\_\_ Insured for \$ \_\_\_\_\_

Date sent \_\_\_\_\_

DUE \_\_\_\_\_

**RESTRICTIONS:**  For use in library only Copying not permitted  \_\_\_\_\_**NOT SENT BECAUSE:**  In use  
 Not Owned Non Circulating Request of \_\_\_\_\_Estimated Cost of:  Microfilm \_\_\_\_\_ Hard copy \_\_\_\_\_**BORROWING LIBRARY RECORD:**

Date received \_\_\_\_\_

Date returned \_\_\_\_\_

By  Library rate  \_\_\_\_\_

Postage enclosed \$ \_\_\_\_\_ Insured for \$ \_\_\_\_\_

**RENEWALS:**  No renewals

Requested on \_\_\_\_\_

Renewed to \_\_\_\_\_

(or period of renewal)

*Note: the receiving library assumes responsibility for notification of non-receipt*

**A REQUEST**Date of request **6/20/85** Not needed after:Requester's order no. **4723**

CALL NO.

**JK  
2403  
.S684****INTERLIBRARY LOAN  
ALASKA STATE LIBRARY  
POUCH G  
JUNEAU, AK 99811-0571****JUL 1 1985****JUN 24 1985**For use of **Paula Scavera**

Status

**SenRay**

Dept.

**Legis  
4451**

Book author: OR periodical title, vol. and date

**State and Local Government Review, V.11#2, My,1979, pp.?**Book Title, edition, place, year series: OR periodical article author, title, pages.  This edition only**James R. Oxendale, Jr.:****"Compensation and turnover in state legislative and  
local chambers"****AULS Ø CSR:POL-SCI**

Verified in: OR: item cited in

ISBN, OR ISSN, or LC card, or OCLC, or other number if known \_\_\_\_\_

If non-circulating, & cost does not exceed \$ \_\_\_\_\_, please supply  Microfilm  Hard copy

Request complies with

- 
- 108(g)(2) Guidelines (CCG)
- 
- 
- other provisions of copyright law (CCL)

AUTHORIZED BY: (full name) **Ron Reed**TITLE **ILL Clerk**Request for  LOAN or  PHOTOCOPY  
According to the A.L.A. Interlibrary Loan CodeREPORT<sup>ED</sup> Checked by \_\_\_\_\_SENT BY:  Library rate  \_\_\_\_\_

Charges \$ \_\_\_\_\_ Insured for \$ \_\_\_\_\_

Date sent \_\_\_\_\_

DUE \_\_\_\_\_

RESTRICTIONS:  For use in library only Copying not permitted  \_\_\_\_\_

NOT SENT BECAUSE:

- 
- In use
- 
- 
- Not Owned

 Non Circulating Request of \_\_\_\_\_Estimated Cost of:  Microfilm \_\_\_\_\_ Hard copy \_\_\_\_\_

BORROWING LIBRARY RECORD:

Date received **JUL 8 85**

Date returned \_\_\_\_\_

By  Library rate  \_\_\_\_\_

Postage enclosed \$ \_\_\_\_\_ Insured for \$ \_\_\_\_\_

RENEWALS:  No renewals

Requested on \_\_\_\_\_

Renewed to \_\_\_\_\_

(or period of renewal)

Note: the receiving library assumes responsibility for notification of non-receipt

INTERNAL LIBRARY LOAN REQUEST

Date: 6-14-85 Need by: ASAP

ILL#: 04729

Name: PAULA SCAVERA

Dept./Agency: SEN. RAY

Phone: 465-4451

Call No. Location(s)

— ALN  
 AULS  
 PER JAB.P65

TITLE: (periodical or proceedings) POLITY

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

AUTHOR(S):

TITLE: (book or article) The Political Ambitions of Local Legislators.

PUBLISHER:

SOURCE/VERIFICATION/REMARKS: (attach photocopy)

Needed For Legislative Salary Study  
 AUTHORIZING LIBRARIAN:

Pub. date:

ISBN:

ISSN:

LC:

Price:

Request complies with:

108(g)(2) Guidelines (CCG)

Other provisions copyright law (CCL)

CHECKLIST

- BIP
- CC
- CSR
- HL
- Interdock
- JML
- NST
- NUC
- OO
- ULRICHS
- ULS
- WLN/MARC
- Other

INTERLIBRARY LOAN REQUEST

Date:

Need by:

ILL#:

04723

Name:

PAULA SCAVERA

JUN 14 1985

Call No.

Location(s)

Dept./Agency:

Sen. RAY

ALN

Phone:

465-4451

AULS

CSR - POL-SCI JK 2403.5684

TITLE: (periodical or proceedings)

State & Local Gov't Review 1

Vol. 11 no. 2 pages date MAY 79

CHECKLIST

- BIP
- CC
- CSR
- HL
- Interdock
- JML
- NST
- NUC
- OO
- ULRICHS
- ULS
- WLN/MARC
- Other

AUTHOR(S):

OXENDANE, James R. Jr.

Pub. date:

TITLE: (book or article)

Compensation and Turnover in State Legislative & Lower Chambers

ISBN:

ISSN:

PUBLISHER:

LC:

Price:

SOURCE/VERIFICATION/REMARKS: (attach photocopy)

Needed For Legislative Salary Study

AUTHORIZING LIBRARIAN:

Request complies with:

- 108(g)(2) Guidelines (CCG)
- Other provisions copyright law (CCL)



# PAY RAISE SB 294

## REASONS FOR VOTING FOR THE PAY RAISE

1. 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 commitment 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 commitment.

~~There~~ 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 floor for an amendment by Lacher and Phillips to DELAY the effective date on the bill until 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 - a 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 not a supporter of the pay raise, did not 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 repeal on the ballot for the people to vote on themselves.

Sincerely yours,

Representative Mike Szymanski

MS/rp  
¶phone¶

Enclosures

Offered: 6/24/83  
Referred: Rules

Original sponsor: Sackett

1 IN THE SENATE BY THE FINANCE COMMITTEE  
2 HOUSE CS FOR SENATE BILL NO. 294 (Finance)  
3 IN THE LEGISLATURE OF THE STATE OF ALASKA  
4 THIRTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to the compensation of state offi-  
7 cers and employees not covered by collective bargain-  
8 ing; and providing for an effective date."

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

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

11 (a) The following monthly basic salary schedule is approved as  
12 the pay plan for classified and partially exempt employees in the ex-  
13 ecutive branch of the state government who are not members of a col-  
14 lective bargaining unit established under the authority of the Public  
15 Employment Relations Act:

16 Range	Step	Step	Step	Step	Step	Step
17 No.	A	B	C	D	E	F
18 05	1,321	1,357	1,397	1,435	1,478	1,517
19 06	1,397	1,435	1,478	1,517	1,561	1,607
20 07	1,478	1,517	1,561	1,607	1,657	1,708
21 08	1,561	1,607	1,657	1,708	1,757	1,812
22 09	1,657	1,708	1,757	1,812	1,871	1,924
23 10	1,757	1,812	1,871	1,924	1,983	2,043
24 11	1,871	1,924	1,983	2,043	2,111	2,177
25 12	1,983	2,043	2,111	2,177	2,252	2,329
26 13	2,111	2,177	2,252	2,329	2,410	2,498
27 14	2,252	2,329	2,410	2,498	2,586	2,684
28 15	2,410	2,498	2,586	2,684	2,771	2,876
29 16	2,586	2,684	2,771	2,876	2,980	3,088

1	17	2,771	2,876	2,980	3,088	3,193	3,303
2	18	2,980	3,088	3,193	3,303	3,411	3,540
3	19	3,193	3,303	3,411	3,540	3,649	3,785
4	20	3,411	3,540	3,649	3,785	3,900	4,045
5	21	3,649	3,785	3,900	4,044	4,170	4,321
6	22	3,900	4,044	4,170	4,321	4,464	4,628
7	23	4,170	4,321	4,464	4,628	4,782	4,961
8	24	4,464	4,628	4,782	4,961	5,129	5,303
9	25	4,782	4,961	5,129	5,303	5,498	5,705
10	26	4,961	5,129	5,303	5,498	5,705	5,910
11	27	5,129	5,303	5,498	5,705	5,910	6,135
12	28	5,303	5,498	5,705	5,910	6,135	6,349
13	29	5,498	5,705	5,910	6,135	6,349	6,572
14	30	5,705	5,910	6,135	6,349	6,572	6,804

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

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

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

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

25 \* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. The per-  
 26 manent and temporary employees of the judicial branch and the permanent em-  
 27 ployees of the legislative branch are entitled to receive salary increases  
 28 comparable to those received by the classified and partially exempt employ-

~~ees of the executive branch under AS 39.27.011(a) in that subsection is~~

1 reenacted in sec. 1 of this Act.

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

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

8 \* Sec. 7. AS 24.15.010 is repealed.

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

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

STATE OF ALASKA  
THE LEGISLATURE

POUCH Y STATE CAPITOL  
JUNEAU ALASKA 99811  
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

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.

Senator Mitch Abood  
June 13, 1895  
Page 3

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 *RW*  
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:

<u>Session Law</u>	<u>Action</u>
§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.

Representative Sund  
February 5, 1985  
Page Two

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.<sup>1</sup> 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

---

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

B 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	DATE	SEQ. NO.	JOURNAL PAGE	HOUSE 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				

S B 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	DATE	SEQ. NO.	JOURNAL PAGE	HOUSE ACTION
05/09/83	01	0927	FIRST READING -- COMMITTEE REPORTS	05/19/83	09	1424	FIRST READING -- COMMITTEE REPORTS
05/13/83	02	0976	FIN -- DP05	05/27/83	10	1558	S.A. -- CS06, NR01
05/18/83	03	1019	RLS -- OTHER03 TAKEN UP IMMEDIATELY	06/24/83	11	1953	FIN -- DNP01, CS06, NR02, OTHER01
05/18/83	04	1021	SECOND READING	06/25/83	12	1996	SECOND READING
05/18/83	05	1021	ADVANCED TO 3RD READING BY UNAN CONSENT	06/25/83	13	1996	FIN CS ADOPTED BY UNAN CONSENT
05/18/83	06	1021	THIRD READING	06/25/83	14	1997	AM01 NOT ADOPTED BY DIV 11-27-02
05/18/83	07	1021	PASSED BY DIV 20-00-00	06/25/83	15	1998	AM02 NOT ADOPTED BY DIV 17-22-01
05/18/83	08	1022	EFFECTIVE DATE VOTE SAME AS PASSAGE	06/25/83	16	1999	ACTION 014 NOT RESCINDED BY DIV 16-24-00
06/26/83	24	1549	FAILED TO CONC IN (H) AMS BY DIV 09-11-00	06/25/83	17	1999	ADVANCED TO 3RD READING BY UNAN CONSENT
06/26/83	25	1549	ACTION NO. 024 RESCINDED BY UNAN CONSENT	06/25/83	18	1999	THIRD READING
06/26/83	26	1549	CONCURRED IN HOUSE AMS BY DIV 11-09-00	06/25/83	19	2000	PASSED BY DIV 28-12-00
06/26/83	27	1550	EFFECTIVE DATE PASSED BY DIV 15-05-00	06/25/83	20	2000	EFFECTIVE DATE VOTE SAME AS PASSAGE
06/26/83	28	1550	NOTICE OF RECONSIDERATION GIVEN	06/25/83	21	2000	NOTICE OF RECONSIDERATION GIVEN
06/26/83	29	1554	PASSED ON RECON BY DIV 11-09-00	06/26/83	22	2030	PASSED ON RECONSIDERATION BY DIV 26-14-00
06/26/83	30	1554	EFFECTIVE DATE PASSED BY DIV 15-05-00	06/26/83	23	2030	EFFECTIVE DATE PASSED BY DIV 35-05-00
06/27/83	31	1618	TRANSMITTED TO GOVERNOR				

Please type your terminal identifier

\*\*\*\*\* LRS

TYMNET Password:

DIALOG: call connected

*Paula Scarna*

ENTER YOUR DIALOG PASSWORD  
LOGON File1 Tue 4Jun85 13:09:27 Port05F

\*\* FILE 12 SORTS ARE NOT WORKING \*\*  
\*\* FILE 502 SORTS ARE NOT WORKING \*\*

? B 49  
4Jun85 13:09:43 User2908  
\$0.15 0.006 Hrs File1\*  
\$0.06 Tymnet  
\$0.21 Estimated Total Cost

File49:PAIS INTERNATIONAL - 76-85/MAY (COPR. PAIS INC.)

Set Items Description  
-----  
? SS STATE? AND (LEGISLATOR? OR LAWMAKER? OR REPRESENTATIVE? OR SENATOR?) AND (SALA

1 0 S STATE? AND (LEGISLATOR? OR LAWMAKER? OR REPRES  
2 4843 STATE?  
3 229 LEGISLATOR?  
4 54 LAWMAKER?  
5 1061 REPRESENTATIVE?  
6 251 SENATOR?  
7 122 SALARY  
8 750 COMPENSATION  
9 2166 SALARIES?  
10 12 2 AND (3 OR 4 OR 5 OR 6) AND (7 OR 8 OR 9)

? T10/5/1-12  
10/5/1  
442524 850204923  
State legislators, judges and now Congress examines "comparable worth":  
women's groups are buoyed by recent efforts at all levels to study the  
idea of equal pay for work of equal value, but court rulings may limit its  
applicability.  
Marks, Marilyn.  
Nat. J., 16:1666-70 S B '84, 11  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*Equal pay for equal work; \*Wages and salaries-- Women;  
\*Wages and salaries-- United States

10/5/2  
435741 850600492  
American state legislators: pay and perquisites;  
a brief checklist.  
Stewart, Alva W.  
Stewart Bible (ISBN 0-89028-179-3) \$2  
N '84, 9p (mim.) bibl  
SERIES: Public admin. ser.: bibl. no. P 1559; (ISSN 0193-970X)  
Languages: Ensl  
DOC TYPE: M  
Descriptors: \*Wages and salaries-- Legislators-- Bibliography;  
\*Legislators-- Benefits-- Bibliography; \*Wages and salaries-- United  
States-- Bibliography

*PAIS  
Folder*

10/5/3  
423979 840906056  
Background data on physician reimbursement under Medicare.  
United States. Cong.  
Washington, DC 20510  
'83, ix+109p tables  
SERIES: 98th Cong., 1st sess.  
Languages: Ensl  
DOC TYPE: M  
S. Print 98-106  
H. Com. on Ways and Means. W MCP: 98-16; H. Com. on Energy and Commer.  
Serial no. 98-P; Joint com. Print  
Prepared by the Committee on Finance, United States Senate, the Committee  
on Ways and Means and the Committee on Energy and Commerce, House of  
Representatives.  
Descriptors: \*Medical profession-- Salaries, fees, etc; \*Medicare

10/5/4  
419684 840401486  
Is Congress underpaid?  
two views on a politically explosive issue (interviews with Senator Henry  
Jackson and Senator Ted Stevens).  
Common Cause M., 9:15-18 J1/As '83, 11  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*United States-- Congress-- Finance; \*Wages and salaries--  
Legislators; \*Jackson, Henry Martin, 1912-83; \*Stevens, Theodore Fulton

10/5/5  
419683 840401474  
Take-home pay: should we give Congress a raise and end the paid speaking  
circuit?  
Hanrahan, John.  
Common Cause M., 9:12-14 J1/As '83, table  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*United States-- Congress-- Finance; \*Wages and salaries--  
Legislators

10/5/6  
408737 831205833  
Special report: Congressional pay.  
Plattner, Andy.  
Cons Q W Rept., 40:2959-64 D 4 '82, 11  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*United States-- Congress-- Finance; \*Wages and salaries--  
Legislators

10/5/7  
387268 820504290  
Congress votes itself new pay benefits.  
Arieff, Irwin B.  
Cons Q W Rept., 39:1892 0 3 '81, table  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*Wages and salaries-- Legislators; \*United States--  
Congress-- Finance

10/5/8  
365495 802202731  
In Congress, qualms about speaking fees:  
should lawmakers accept honorariums from groups seeking political favors?  
the practice is widespread, but questions are being raised.  
Johnson, Kathryn.  
U S News, 89:49-50 J1 21 '80, 11  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*Legislators-- Finance; \*Lobbying; \*United States-- Congress  
; \*Public speaking-- Salaries, fees, etc

10/5/9  
349667 792026152  
Financial disclosure  
(and the wealth of Congress; covering sources of income other than  
salaries, income limitation and disclosure rules and their possible  
circumvention; the issues of honoraria and influence and the specific  
financial interests of members arranged by industrial or professional  
groups).  
Felton, John and others.  
Cons Q W Rept., 37:1823-92 S 1 '79,  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*Legislators-- Finance; \*United States-- Congress

10/5/10  
332596 780224425  
The wealth of Congress  
(covering sources other than salaries; efforts to prevent conflicts of  
interest; the issues of honoraria and influence; the specific financial  
interests of members arranged by industrial or professional group;  
disclosure rules and some of the loopholes in them).  
Felton, John.  
Cons Q W Rept., 36:2311-66 S 2 '78, 11 table  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*Legislators-- Finance; \*United States-- Congress

10/5/11  
309502 761145525  
A lawmaker's bills:  
senator's high salary can prove very low, Vermont's (Patrick) Leahy  
finds; his \$57,500 a year is drained by expense of 2 homes, travel, big  
withholdings.  
Gannon, James P.  
Wall St J., 189:14 Ms 11 '77, 11  
Languages: Ensl  
DOC TYPE: P  
Descriptors: \*Legislators-- Finance; \*United States-- Congress

10/5/12  
305405 761085907  
No royal road to Justice:  
a senator assesses the prospects for reform in the federal Judiciary (in  
the areas of judicial selection, compensation and accountability; as well  
as court accessibility and efficiency).  
Percy, Charles H.  
Judicature, 60:184-7 N '76, 11  
Languages: Ensl  
DOC TYPE: P  
Based on address before the Am. Judicature society, Atlanta, Ga., Aug. 6,  
1976.  
Descriptors: \*Courts-- United States; \*Judges.

? B 47  
4Jun85 13:19:16 User2908  
\$11.11 0.161 Hrs File49 9 Descriptors  
\$1.61 Tymnet  
\$2.40 12 Types  
\$15.12 Estimated Total Cost

File47:MAGAZINE INDEX - 1959-Mar 1970, 1973-85/May

(Copr. IAC) FMT 9 = \$7.00  
Set Items Description  
-----  
? SS SATAT?  
? SS STATE? AND (LEGISLATOR? OR LAWMAKER? OR REPRESENTATIVES OR SENATOR?) AND (SALA

1148451 STATE?  
2 2511 LEGISLATOR?  
3 106 LAWMAKER?  
4 656 REPRESENTATIVES  
5 940 SENATOR?  
6 355 SALARY  
7 576 COMPENSATION  
8 2959 SALARIES  
9 2690 WAGES  
10 32 1 AND (2 OR 3 OR 4 OR 5) AND (6 OR 7 OR 8 OR 9)

? S PY=1984 AND PY=1985  
132204 PY=1984  
28834 PY=1985  
11 0 PY=1984 AND PY=1985

? S PY=1984  
12132204 PY=1984  
? S PY=1985  
13 28834 PY=1985  
? C 12 OR 13 AND 10  
14132204 12 OR 13 AND 10  
? C (12 OR 13) AND 10  
15 5 (12 OR 13) AND 10  
? P15/5/1-5  
P15/5/1-5  
Invalid command code  
? T15/5/1-5  
15/5/1  
1803424 DATABASE: MI File 47

Forging a new ethos for education in America. (speech by Senator Richard  
Lugar) (transcript)  
American Education v20 p10(5) March 1984  
CODEN: AEDUA  
ARTICLE TYPE: transcript  
NAMED PEOPLE: Lugar, Richard G.-social policy  
DESCRIPTORS: legislators-social policy; National Forum on Excellence in  
Education-1983; education-standards; education and state-analysis; public  
schools-management; state aid to education-analysis; state departments of  
education-powers and duties; schools-standards; academic achievement-stand-  
ards; teachers-salaries, pensions, etc.

15/5/2  
1774484 DATABASE: MI File 47 \*Use Format 9 for FULL TEXT\*  
Congress's Capitol gains. (annual pensions of members of Congress)  
Time v124 p23(1) Aug 6 1984  
CODEN: TYMEA  
illustration; portrait  
AVAILABILITY: FULL TEXT Online  
LINE COUNT: 00016  
SIC CODE: 9121  
CAPTIONS: Carl Albert.  
DESCRIPTORS: legislative bodies-salaries, pensions, etc.; United States.  
Congress-salaries, etc.; National Taxpayers Union-research;  
pensions-analysis

15/5/3  
1763696 DATABASE: MI File 47  
Capitol Hill awash in a sea of siffs.  
Johnson, Kathryn  
US News and World Report v97 p43(1) July 16 1984  
CODEN: XNWRA  
illustration  
SIC CODE: 9121  
DESCRIPTORS: legislative bodies-salaries, pensions, etc.; United States.  
Congress-salaries, etc.; employee fringe benefits-government employees

15/5/4  
1729275 DATABASE: MI File 47  
Congress shuns its own budget-cutting medicine.  
Knight, Robin; Barr, Robert  
US News and World Report v96 p29(2) April 16 1984  
CODEN: XNWRA  
illustration; photograph; graph  
SIC CODE: 9121  
DESCRIPTORS: legislative-branch budget.; Days Senate was in session.  
DESCRIPTORS: United States. Congress-finance; legislative  
bodies-salaries, pensions, etc.

15/5/5  
1696821 DATABASE: MI File 47  
What Congress costs.  
Rush, Eileen  
Scholastic Update v116 p8(2) Jan 6 1984  
SIC CODE: 9121  
DESCRIPTORS: United States. Congress-finance; legislative  
bodies-salaries, pensions, etc.

? PR15/5/6-  
? PR50/5/1-32  
Printed10/5/1-32 Estimated Cost: \$6.40 (To cancel, enter PR-)  
? END/SAVE TEMP  
Serial#T1F5  
4Jun85 13:28:28 User2908  
\$13.02 0.155 Hrs File47 13 Descriptors  
\$1.55 Tymnet  
\$0.50 5 Types  
\$6.40 32 Prints  
\$21.47 Estimated Total Cost

? B 122  
4Jun85 13:28:53 User2908  
\$0.67 0.008 Hrs File47  
\$0.08 Tymnet  
\$0.75 Estimated Total Cost

File122:Harvard Business Review -- 1971-85/Mar/Apr

(Copr. Harvard 1985)  
Set Items Description  
-----  
? .EXECUTE T1F5  
? .EXECUTE STEPS T1F5

1 1109 STATE?  
2 48 LEGISLATOR?  
3 2 LAWMAKER?  
4 213 REPRESENTATIVES  
5 47 SENATOR?  
6 174 SALARY  
7 287 COMPENSATION  
8 127 SALARIES  
9 140 WAGES  
10 119 1 AND (2 OR 3 OR 4 OR 5) AND (6 OR 7 OR 8 OR 9)  
105 PY=1984  
38 PY=1985  
11 0 PY=1984 AND PY=1985  
12 105 PY=1984  
13 38 PY=1985  
14 110 12 OR 13 AND 10  
15 14 (12 OR 13) AND 10  
? T15/5/1-14  
15/5/1  
121415 852180 \*\*COMPLETE TEXT AVAILABLE\*\*

Attracting the Best to Washington  
Trowbridge, Alexander B. - National Assn. of Manufacturers  
HARVARD BUSINESS REVIEW, Mar/Apr 1985, p. 174  
DOCUMENT TYPE: HBR Article  
FEATURE NAME: Thinking Ahead  
CORPORATE FUNCTIONS: General management; Administration; Public  
administration.

*X*

ABSTRACT:  
Imaginative, intelligent, and resourceful top executives are essential  
to a company's growth. The same is true of an administration in Washington.  
The once "exciting prospect" of public office has become a frustrating  
process that discourages executives from seeking or accepting government  
appointments. Six disincentives serve as blocks against a government of  
top-notch leaders. Public service lost much appeal after candidates in the  
1976 and 1980 presidential campaigns made disparaging remarks about "the  
bureaucracy." Since Watergate, the prestige of public office has been  
eroded and business leaders' disdain for those who take government  
appointments has increased. Except for cabinet members, officials usually  
have to take a cut in pay. The government gives minimal relocation  
allowances, expense accounts, and bonus and incentive awards. To many,  
scrutiny by the IRS, FBI, and the media seems demeaning. The sixth and most  
extraordinary disincentive is the Ethics in Government Act of 1978, which  
expands disclosure and or divestiture requirements, makes all information  
available for public review, and limits outside earned income of  
presidential appointees to 15% of their salaries. The president should  
create an atmosphere in which policymakers take pride in their roles; that  
management consider public service an important career development; and  
that corporations, especially those that have frequent interaction with  
government departments and officials, recognize the value of executives who  
can bring in public service experience. Government needs to pay more  
competitive salaries and reexamine and refine the Ethics in Government Act,  
perhaps raising the 15% ceiling and requiring public reporting without  
public disclosure. Leaders in the private sector need to support a public  
service with fewer barriers to entry and exit.

SUBJECT DESCRIPTORS: \*Public administration; \*U.S. government;  
\*Executive ability; \*Ethics.  
COMPANY/ORGANIZATION DESCRIPTORS: NATO; FBI; IRS; Dept. of Defense;  
Dept. of Labor; Dept. of Commerce; Congress; Brookings Institution;  
Conference Board Congressional Assistant Program; Commission on Executive,  
Legislative, and Judicial Salaries; Democratic Party; Federal Executive  
Exchange Program; Republican Party.

PERSONAL NAME DESCRIPTORS: Cleveland; Harland; Cleveland, Grover;  
Ferraro, Geraldine; Reagan, Ronald; Simon, William; Churchill, Winston.

CITED REFERENCES:  
What to Do When the White House Calls, Fielding, Fred F., Directors and  
Boards, 1983/Mar, p. 6.  
America's Unlected Government, Macy, John W., et al., Cambridge, MA:  
Ballinger Publishing, 1983, p. 78.  
Ethics in Government Laws: Are They Too 'Ethical'?, Neely, Alfred S. IV,  
Washington, DC: American Enterprise Institute Studies in Legal Policy,  
1984, p. 25.  
The Trials of a Top-Level Appointee, Taylor, Stuart Jr., New York Times,  
1983/Jun/15.  
Lifting Barriers to Government Service, James, E. Pendleton, Business  
Week, 1982/Apr/19, p. 19.

15/5/2  
121245

852010

\*\*COMPLETE TEXT AVAILABLE\*\*

Hospital Cost Control: A Bitter Pill to Swallow  
Aaron, Henry J. - Univ. of Maryland; Schwartz, William B. - Tufts Univ.

HARVARD BUSINESS REVIEW, Mar/Apr 1985, p. 160

DOCUMENT TYPE: HBR Article  
CORPORATE FUNCTIONS: General operations; Safety and health.

ABSTRACT:  
Americans can contain soaring hospital costs only by sacrificing some of the beneficial care they now take for granted. Only savings costs result from the interaction of the hospital payment system with the scientific revolution in medicine, which has produced a vast array of sophisticated and expensive medical procedures. Patients, shielded from their costs by health insurance, and doctors, paid on a fee-for-service basis, have had little incentive to economize on treatment. Efficiency measures now being proposed - curtailing useless care, eliminating excess equipment, rationalizing complex procedures - may achieve large, one-time savings without sacrificing benefits, but these actions will not slow the trend rate of growth in hospital costs. Only mandatory controls, such as those enforced in Great Britain, promise long-term reduction in costs.

Because of limited resources, the British ration many forms of health care. Physicians routinely withhold treatment when they believe that the costs will outweigh the benefits. Cost-control efforts are already underway in the United States. These include the Health Care Financing Administration's prospective payment system for Medicare patients and Treasury Department proposals to limit the amount of employer-purchased health insurance that workers can exclude from personal income tax. Two states in the effort to contain costs could develop. In stage 1, to achieve one-time savings, government, business, and physicians would work jointly to eliminate useless care and improve hospital efficiency. In stage 2, to achieve lasting savings, physicians and patients would have to forgo some 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 management.

GEOGRAPHIC DESCRIPTORS: United Kingdom.

COMPANY/ORGANIZATION DESCRIPTORS: Deere; Caterpillar Tractor; Medicare; Medicaid; Congress; Health Care Financing Administration; National Health Service (United Kingdom); Dept. of the Treasury; Midwest Business Group on Health.

INDUSTRY DESCRIPTORS: \*Health care industry;

PERSONAL NAME DESCRIPTORS: Carter, Jimmy.

15/5/3  
121175

851120

\*\*COMPLETE TEXT AVAILABLE\*\*

Business in Richmond Attacks Health Care Costs  
Reisler, Mark - Univ. of Virginia Darden Graduate School of Business  
HARVARD BUSINESS REVIEW, Jan/Feb 1985, p. 145

DOCUMENT TYPE: HBR Article  
CORPORATE FUNCTIONS: Government and business; General operations; Safety and health.

ABSTRACT:

Businesspeople have begun to take steps to solve the problem of soaring medical costs. Such short-term quick fixes as increasing cost sharing by employees, however, provide only temporary relief and do not induce the necessary structural changes. Moreover, the government's move toward prospective rather than retrospective Medicare payment is likely to shift costs to privately insured patients. The HMO (health maintenance organization) can help cut costs by saving providers and consumers a common stake in reducing medical costs and by encouraging competition among traditional health care providers. Several barriers stand in the way of common acceptance of HMOs: the traditional medical community has rejected them because they say they resemble socialized medicine; business leaders often view them as experimental; HMOs require investment from the private sector; and they lack managers experienced in prepaid care.

The case of Richmond, Virginia is a model of business activism for controlling health care spending. Premium jumps of 20% to 60% spurred executives at leading companies to turn to the Metropolitan Richmond Chamber of Commerce for help. The chamber sponsored a conference and formed a coalition with the medical and insurance communities. The coalition studied cost-containment options and decided to bring an HMO to the city. In 1981 Prudential Insurance Company's HMO subsidiary, PruCare, set up an office in Richmond and arranged for the well-established McGuire Clinic to provide care. PruCare has enlisted many more subscribers than predicted and has expanded its staff. Its success has in turn caused competitive reactions from local insurers and the medical community, which now pay more attention to controlling costs.

GRAPHS AND EXHIBITS:  
National health expenditures.  
Personal health care expenditures.  
Prepaid health care plan activity by state, December 31, 1983.  
Growth in prepaid health care plan enrollment.  
Growth in number of prepaid health care plans.

SUBJECT DESCRIPTORS: \*Health care; \*Health maintenance organizations; \*Business-government relations; \*Cities and towns.

COMPANY/ORGANIZATION DESCRIPTORS: Du Pont; U.S. Steel; Mercer (William M.) Inc.; Harris (Louis) & Associates; Hay Associates; Blue Cross; Blue Shield; CNA Financial; CIGNA; Chesapeake and Potomac Telephone; Best Products; John Hancock Mutual; Philip Morris; Prudential; Reynolds Metals; Touche, Ross & Co.; Ethyl; Virginia Electric & Power; Blue Cross/Blue Shield of Virginia; McGuire Clinic; PruCare; Coopers & Lybrand; United Medical Plan of Virginia; Southern Health Services; Congress; American Medical Assn.; Univ. of California; Graduate Medical Education National Advisory Council; Metropolitan Richmond Chamber of Commerce; Dept. of Health, Education and Welfare; Office of Health Maintenance Organizations; Richmond Area Business Group on Health; Business Roundtable; U.S. Chamber of Commerce; Washington Business Group on Health.

PERSONAL NAME DESCRIPTORS: Nixon; Richard M.; Shapiro, Irvin S.; Roderick, David M.; Carter, Jimmy; Keiser, Henry J.; Robb, Charles; Moffatt, Carlton P., Jr.

CITED REFERENCES:

Corporate Attitudes Toward Health Care Costs, Sapolsky, Harvey M., et al., Milbank Memorial Fund Quarterly, 1981/Jun, p. 581.  
Passing the Health Care Buck: Who Pays the Hidden Cost, Meyer, Jack A., et al., Washington, DC: American Enterprise Institute for Public Policy Research, 1983, pp. 7-9.  
Health Maintenance Organizations, Luft, Harold S., NY: Wiley-Interscience, 1981, pp. 387-406.  
American Attitudes Toward Health Maintenance Organizations, NY: Louis Harris and Associates, 1980/Jul, pp. 38-45.  
Employer Attitudes Toward Health Maintenance Organizations, Publication No. HRS-M-HM83-2, U.S. Dept. of Health and Human Services, Office of Health Maintenance Organizations, Washington, DC: Dept. of Health and Human Services, 1983/Aug, pp. 1-8.  
Physician Gut Will Force Hospitals to Look Outward, Ellwood, Paul M., Ellwein, Linda K., Hospitals, 1983/Jan/16, p. 81.

15/5/4  
121105

851050

\*\*COMPLETE TEXT AVAILABLE\*\*

Turnaround for the Public Schools?  
Hochinsler, Fred M. - New York Times - New York Times Company Foundation  
HARVARD BUSINESS REVIEW, Jan/Feb 1985, p. 136

DOCUMENT TYPE: HBR Article  
CORPORATE FUNCTIONS: Personnel relations; Training and education.

ABSTRACT:

Business has an interest in ensuring that the nation's public schools use their large operating budget to prepare students to be a competent work force. School reform should focus on developing communication skills, training good teachers, creating specialized programs of education for students and parents to choose among, and teaching an understanding of history and of the U.S. political, judicial, economic, and social system. Reform should be far more than the institution of minimum standards, competency tests, and required units of instruction.

Supporting curriculum reform that fosters overall education rather than narrowly specialized training is in the interest of business. It will need well-educated people as a resource. Business people can help the schools by setting involved in business-education council, giving financial support, and loaning personnel to work in special programs. Good schools for everyone are basic to an open society of the type we aspire to have.

GRAPHS AND EXHIBITS:  
Recent reports on American education - Box.  
Related readings - Box.

SUBJECT DESCRIPTORS: \*Education; \*Education and industry; \*Public education.

COMPANY/ORGANIZATION DESCRIPTORS: IBM; McDonald's; General Motors; Bank of America; Atlantic Richfield; Hushes Tool; McDonnell Douglas; National Gazette; Task Force on Education for Economic Growth; National Commission on Excellence in Education; Supreme Court; Carnegie Foundation for the Advancement of Teaching; National Science Board; American Federation of Teachers; President's Commission on Foreign Language and International Studies; Common Cause; Carnegie Foundation; Univ. of Stockholm.

PERSONAL NAME DESCRIPTORS: Cary, Frank I.; Hunt, James B., Jr.; DuPont, Pierre S. IV; Conant, James Bryant; Boyer, Ernest L.; Martin, John Henry; Shanker, Albert; Howe, Harold II; Sizer, Theodore R.; Goodlad, John I.; Hosen, Torsten; Jefferson, Thomas; Mann, Horace Gardner; John W.

15/5/5  
121075

851020

\*\*COMPLETE TEXT AVAILABLE\*\*

Making Disputes over Dismissals 'Win-Win' Situations  
Bierman, Leonard - Texas A&M; Ullman, Joseph C. - Texas A&M; Youngblood, Stuart A. - Univ. of South Carolina  
HARVARD BUSINESS REVIEW, Jan/Feb 1985, p. 160

DOCUMENT TYPE: HBR Article  
FEATURE NAME: Ideas for Action  
CORPORATE FUNCTIONS: Personnel relations; Labor relations.

ABSTRACT:

Conciliators in the Division of Labor Management Services (LMS) of the South Carolina Department of Labor have been active for over a decade in finding solutions to allegedly unjust employee discharges with fairness for both parties. Where vigorous efforts at conciliation have been worthwhile or advisable, the agency has obtained some consensual modification of discharge in approximately half the cases. The agency's first priority is reassignment of the fired worker into the workforce, but not necessarily reinstatement in his or her former job.

A response to the embattled employment-at-will doctrine, LMS is easily accessible, informal, inexpensive, and quick. It appeals to employers' preference for voluntary mediation over arbitration, which overrides their authority to make the final decision. Several states other than South Carolina already have statutory frameworks to permit state-sponsored mediation programs. Business communities elsewhere would be well advised to support legislation that would enable state mediation boards to resolve claims. Failure to do so may result in a sharp reform of the employment-at-will doctrine that would make share incursion into the autonomy of employers; bills have already been introduced to that effect in California and Michigan.

SUBJECT DESCRIPTORS: \*Personnel management; \*Employee discipline; \*Employee rights; \*Industrial relations; \*Negotiation.

COMPANY/ORGANIZATION DESCRIPTORS: \*South Carolina Dept. of Labor, Division of Labor Management Services;

CITED REFERENCES:

Protecting All Employees Against Unjust Dismissal, Summers, Clyde W., Harvard Business Review, 1980/Jan, p. 132.  
Reforming At-Will Employment Law: A Model Statute, Univ. of Michigan Journal of Law Reform, 1983/Dec, p. 406.

15/5/6  
120975

846090

\*\*COMPLETE TEXT AVAILABLE\*\*

Takeovers: Folklore and Science  
Jensen, Michael C. - Univ. of Rochester Graduate School of Management - Harvard Univ. Graduate School of Business Administration  
HARVARD BUSINESS REVIEW, Nov/Dec 1984, p. 109

DOCUMENT TYPE: HBR Article  
CORPORATE FUNCTIONS: Corporate planning and strategy; Acquisitions and mergers.

ABSTRACT:

Corporate takeovers are the logical outgrowth of competitive struggles in the free market. Shareholders, who are the most important constituency of the modern corporation because they bear its residual risk, benefit most directly from acquisitions because of the increase in the value of target company shares. Many current criticisms directed at takeover activity are wrong or based on faulty logic. Takeovers do not waste resources but rather encourage the productive use of assets. Nor do they siphon commercial credit from its uses in funding new plant and equipment, or create monopoly power. Prohibition of plant closings, layoffs, and dismissals following takeovers would reduce market efficiencies and lower aggregate living standards. Although managers are self-interested, the environment in which they operate gives them relatively little leeway to feather their nests at shareholder expense. Golden parachutes, since they deter managers from blocking a takeover, are a good thing.

Takeovers protect shareholders from mismanagement of a corporation as they allow alternative management teams to compete for the right to manage the corporation's assets. The takeover market provides a unique, powerful, and impersonal mechanism to accomplish the major restructurings and redeployments of assets continually required by changes in technology and consumer preferences. As market struggles for corporate control serve to increase efficiency and shareholders' wealth, measures designed to prevent or deter these will weaken the corporation as an organizational form and reduce human welfare.

GRAPHS AND EXHIBITS:  
Abnormal stock price increases from successful takeovers.  
Abnormal stock price changes from unsuccessful bids.

SUBJECT DESCRIPTORS: \*Takeover bids; \*Acquisitions; \*Stocks; \*Stockholder relations; \*Mergers.

COMPANY/ORGANIZATION DESCRIPTORS: Wall St. Journal; New York Times; Martin Marietta; Chrysler; Bendix; Allied; United Technologies; Getty Oil; Gulf Oil; Marathon Oil; Social Texaco; U.S. Steel; Occidental Petroleum; Wylain; Marley; Mesa Petroleum; Du Pont; Conoco; Cities Service; Carter; Federal FMC Corp.; Scherer (R.P.); Sherwood Medical; American Home Products; Brunswick; British American Tobacco (U.S.); Whittaker; Congress; SEC; Federal Trade Commission; Dept. of Justice Antitrust Division.

PERSONAL NAME DESCRIPTORS: Icahn, Carl; Asee, William; Sommer, A.A. Jr.; Cary, William L.; Posner, Victor; Drucker, Peter F.; Rodino, Peter; Rohatyn, Felix; Lucca, Lee.

CITED REFERENCES:

SEC Is Probing 'Double Pac-Man' Takeover Defense, Herzelt, Leo; Schmidt, John R., Legal Times, 1983/Apr/18, p. 27.  
The Bendix-Martin Marietta Takeover and Stockholder Returns (unpublished masters thesis), McAnally, Claude W. III, Cambridge, MA: MIT, 1983.  
Separation of Ownership and Control, Fama, Eugene F., Jensen, Michael C., Journal of Law and Economics, 1983/Jun, p. 301.  
Agency Problems and Residual Claims, Journal of Law and Economics, 1983/Jun, p. 327.  
The Market for Corporate Control: The Scientific Evidence, Jensen, Michael C.; Ruback, Richard S., Journal of Financial Economics, 1983/Apr, p. 5.  
Tender Offers and Stockholder Returns: An Empirical Analysis, Dodd, Peter; Ruback, Richard S., Journal of Financial Economics, 1977/Dec, p. 351.  
Valuation Consequences of Cash Tender Offers, Kummer, D., Hoffmeister, R., Journal of Finance, 1978/May, p. 505.  
Interfirm Tender Offers and the Market for Corporate Control, Bradley, Michael, Journal of Business, 1980/Oct, p. 345.  
Merger Proposals, Management Discretion and Stockholder Wealth, Dodd, Peter, Journal of Financial Economics, 1980/Jun, p. 1.  
The Rationale Behind Interfirm Tender Offers: Information or Synergy?, Bradley, Michael, Besal, Anand, Kim, E. Han, Journal of Financial Economics, 1983/Chp, p. 183.  
Assessing Competition in the Market for Corporate Acquisitions, Ruback, Richard S., Journal of Financial Economics, 1983/Apr, p. 141.  
Merger Bids, Uncertainty, and Stockholder Returns, Asquith, Paul, Journal of Financial Economics, 1983/Apr, p. 207.  
The Costs of Antimerger Lawsuits: Evidence from the Stock Market, Wier, Perry, Journal of Financial Economics, 1983/Apr, p. 207.  
On Corporate Governance: A Study of Proxy Contests, Dodd, Peter; Warner, Jerold B., Journal of Financial Economics, 1983/Apr, p. 401.  
The Wealth Effect of Merger Activity and the Objective Functions of Mergers Firms, Malatesta, Paul H., Journal of Financial Economics, 1983/Apr, p. 155.  
The Gains to Bidding Firms from Merger, Asquith, Paul; Bruner, Robert F.; Mullins, David W. Jr., Journal of Financial Economics, 1983/Apr, p. 121.  
Evidence on the Capitalized Value of Merger Activity for Acquiring Firms, Schipper, Katherine, Thompson, Rex, Journal of Financial Economics, 1983/Apr, p. 85.  
The Impact of Merger-Related Regulations on the Shareholders of Acquiring Firms, Schipper, Katherine, Thompson, Rex, Journal of Accounting Research, 1983/Mar, p. 184.  
Determinants of the Wealth Effects of Corporate Acquisitions Via Tender Offers: Theory and Evidence (working paper), Ann Arbor, MI: Univ. of Michigan, 1983/Dec.  
Do Targets Gain from Defeating Tender Offers? (unpublished manuscript), Easterbrook, Frank H.; Jarrell, Gress A., Chicago, IL: Univ. of Chicago, 1983.  
The Wealth Effects of Litigation by Targets: Do Interests Diverge in a Merger? (unpublished manuscript), Jarrell, Gress A., Chicago, IL: Univ. of Chicago, 1983.  
The Adjustment of Stock Prices to New Information, Fama, Eugene F., Fisher, Lawrence, Jensen, Michael C., Roll, Richard, International Economic Review, 1969/Feb, p. 1.  
Measuring Security Price Performance, Brown, Stephen J., Warner, Jerold B., Journal of Financial Economics, 1980/Sep, p. 205.  
Using Daily Stock Returns in Event Studies, Brown, Stephen J., Warner, Jerold B., Journal of Financial Economics, forthcoming.  
Modern Portfolio Theory and Investment Analysis, Elton, Edwin J., Gruber, Martin J., NY: Wiley, 1984, Chapter 15, p. 375; Bibliography.  
Symposia: Journal of Financial Economics, 1978 Jun/Sept, p. 95.  
Horizontal Mergers, Collusion, and Stockholder Wealth, Eckbo, B. Espen, Journal of Financial Economics, 1983/Apr, p. 241.  
Examining Antitrust Policy Towards Horizontal Mergers, Stillman, Robert, Journal of Financial Economics, 1983/Apr, p. 225.  
Antimerger Policy and Stockholder Returns: A Reexamination of the Market Power Hypothesis, Working Paper No. MERC 84-09, Eckbo, B. Espen, Wier, Perry, Rochester, NY: Univ. of Rochester, 1984/Mar.  
Horizontal Mergers, Industry Structure, and the Market Concentration Doctrine, Working Paper No. MERC 84-08, Eckbo, B. Espen, Rochester, NY: Univ. of Rochester, 1984/Mar.  
The Conoco Takeover and Stockholder Returns, Ruback, Richard S., Sloan Management Review, 1982/Dec, p. 13.  
The Cities Service Takeover: A Case Study, Ruback, Richard S., Journal of Finance, 1983/May, p. 319.  
Managerial Discretion and Corporate Financial Management (unpublished manuscript), Mullins, David W. Jr., Boston, MA: Harvard Business School, 1984, Chap. 7.  
Takeover Bids, the Free-Rider Problem, and the Theory of the Corporation, Grossman, S., Hart, O., Bell Journal of Economics, 1980/Mar, p. 42.  
Interfirm Tender Offers and the Market for Corporate Control, Bradley, Michael, Journal of Business, 1980/Oct, p. 345.  
Federalism and Corporate Law: Reflections upon Delaware, Cary, William L., Yale Law Journal, 1974/Mar, p. 663.  
The Market for Corporate Charters: 'Unhealthy Competition' Versus Federal Regulation, Dodd, Peter; Lewtich, Richard, Journal of Business, 1980/Jun, p. 259.  
Antitakeover Charter Amendments and Stockholder Wealth, DeAngelo, Harry; Rice, Edward M., Journal of Financial Economics, 1983/Apr, p. 329.  
An Empirical Investigation of the Impact of 'Antitakeover' Amendments on Common Stock Prices, Linn, Scott C., McConnell, John J., Journal of Financial Economics, 1983/Apr, p. 361.  
Standstill Agreements, Privately Negotiated Stock Repurchases, and the Market for Corporate Control, Dann, Larry Y., DeAngelo, Harry, Journal of Financial Economics, 1983/Apr, p. 275.  
The Wealth Effects of Targeted Share Repurchases, Bradley, Michael; Wakeman, L. MacDonald, Journal of Financial Economics, 1983/Apr, p. 301.  
The Effect of Common Stock Repurchase on Stockholder Returns (unpublished dissertation), Dann, Larry, Los Angeles, CA: Univ. of California, 1980.  
Common Stock Repurchases: An Analysis of Returns to Bondholders and Stockholders, Dann, Larry, Journal of Financial Economics, 1981/Jun, p. 113.  
Stock Repurchase by Tender Offer: An Analysis of the Causes of Common Stock Price Changes, Masulis, Ronald, Journal of Finance, 1980/May, p. 305.  
Repurchase Offers: Information Adjusted Premiums and Shareholders' Response, Monograph and Thesis No. MERC MT-82-01, Rosenfeld, Ahron, Rochester, NY: Univ. of Rochester, 1982.

? 115/3/7-14

? 115/3/7-14

15/3/7

846040

\*\*COMPLETE TEXT AVAILABLE\*\*

Reconsidering Industrial Relations  
Dyer, David - Harvard Business Review  
HARVARD BUSINESS REVIEW, Nov/Dec 1984, p. 8

DOCUMENT TYPE: HBR Article

15/3/8  
120885

845170

\*\*COMPLETE TEXT AVAILABLE\*\*

Who Cast the First Stone?  
Williams, Oliver - Congregation of the Holy Cross - Notre Dame  
HARVARD BUSINESS REVIEW, Sep/Oct 1984, p. 151

DOCUMENT TYPE: HBR Article

15/3/9  
120395

843010

\*\*COMPLETE TEXT AVAILABLE\*\*

Corporate Directors in Japan  
Anderson, Charles A.  
HARVARD BUSINESS REVIEW, May/Jun 1984, p. 30

DOCUMENT TYPE: HBR Article

15/3/10  
120235

842020

\*\*COMPLETE TEXT AVAILABLE\*\*

Common Sense and Computer Security  
Buss, Martin D.J. - Philip Morris International; Salerno, Lynn M. - Harvard Business Review  
HARVARD BUSINESS REVIEW, Mar/Apr 1984, p. 112

DOCUMENT TYPE: HBR Article

15/3/11  
120225

842010

\*\*COMPLETE TEXT AVAILABLE\*\*

Making Your Marketing Strategy Work  
Bonoma, Thomas V. - Harvard Univ. Graduate School of Business Administration  
HARVARD BUSINESS REVIEW, Mar/Apr 1984, p. 68

DOCUMENT TYPE: HBR Article

15/3/12  
120135

841140

\*\*COMPLETE TEXT AVAILABLE\*\*

Don't Rush to Court When Your Computer Falls  
Raysman, Richard - Brown, Raysman & Millstein; Brown, Peter - Brown, Raysman & Millstein  
HARVARD BUSINESS REVIEW, Jan/Feb 1984, p. 118

DOCUMENT TYPE: HBR Article

15/3/13  
120125

841130

\*\*COMPLETE TEXT AVAILABLE\*\*

Rewarding Employee Invention: Time for Change  
Orkin, Neal - Drexel Univ.  
HARVARD BUSINESS REVIEW, Jan/Feb 1984, p. 56

DOCUMENT TYPE: HBR Article

15/3/14  
120035

841040

\*\*COMPLETE TEXT AVAILABLE\*\*

Corporate Governance: The Other Side of the Coin  
Dayton, Kenneth N.  
HARVARD BUSINESS REVIEW, Jan/Feb 1984, p. 34

DOCUMENT TYPE: HBR Article

? B 102

4Jun85 13:50:35 User:2908  
\$27.23 0.363 Hrs File:122 13 Descriptors  
\$3.63 Tmnet  
\$30.86 Estimated Total Cost

File:02:ASI (AMERICAN STATISTICS INDEX) - 74-85 Mar  
Set Items Description

? .EXECUTE STEPS IFS  
1 49856 STATE?  
2 123 LEGISLATOR?  
3 0 LAWMAKER?  
4 100 REPRESENTATIVES

LOGOFF  
?PGPFF

#####UC

TELENET=

907 16L

TERMINAL=

8C415 48

415 48 CONNECTED

ENTER YOUR DIALOG PASSWORD

RECONNECT File111 Tue 4Jun85 17:40:09 Port048

\*\* FILE 259 IS NOT WORKING \*\*

\*\* FILE 501 IS NOT WORKING \*\*

\*\* FILE 232 IS UNAVAILABLE \*\*

\*\* FILE 12 SORTS ARE NOT WORKING \*\*

? B 102 4Jun85 17:40:128 User2908

\$0.59 0.007 Hrs File111

\$0.67 Telenet

\$0.66 Estimated Total Cost

File102IASI (AMERICAN STATISTICS INDEX) - 74-85 Mar

Set Items Description

? SS STATE(L)LEGISLATURES AND (SALARIE? OR WAGE? OR COMPENSATION)

1 23 STATE(L)LEGISLATURES

2 1396 SALARIE?

3 2783 WAGE?

4 2748 COMPENSATION

5 B 1 AND (2 OR 3 OR 4)

5/3/3/1-8

191104 84-6722-1 8

Monthly Labor Review (Monthly Labor Review articles)

Bureau of Labor Statistics

Monthly Approx. 105 p. GPO or BLS regional offices: \$26.00 per yr

single copy \$5.00

FICHE: 4 ITEM NO: 770 S/N: 029-001-80003-7

L2.6:(v.nos.&nos.)

MC: 84-1604 15-026485

DOC TYPE: CURRENT PERIODICAL

JOURNAL ANNOUNCEMENT: 8401

<Most tables show monthly data for the past 13 months, up to either 30 or 60 days prior to the cover date of the issue and annual averages for current and previous years.>

0187325 0187339 83-6722-1.306

State Labor Legislation Enacted in 1982 (Labor legislation enacted by 42 States, DC, and Puerto Rico; 1982 annual summary article)

ISSUE: 1/83

5/3/3/2

187325 83-6722-1 76

Monthly Labor Review (Monthly Labor Review, current statistics and articles)

Bureau of Labor Statistics

Monthly Approx. 105 p. GPO or BLS Regional Offices: \$26.00 per yr

single copy \$5.00

FICHE: 4 ITEM NO: 770 S/N: 029-001-80003-7

L2.6:(v.nos.&nos.)

MC: 84-1604 15-026485

DOC TYPE: CURRENT PERIODICAL

JOURNAL ANNOUNCEMENT: 8313

<Most tables show monthly data for the past 13 months, up to either 30 or 60 days prior to the cover date of the issue and annual averages for current and previous years.>

0187325 0187339 83-6722-1.306

State Labor Legislation Enacted in 1982 (Labor legislation enacted by 42 States, DC, and Puerto Rico; 1982 annual summary article)

ISSUE: 1/83

5/3/3/3

186402 83-5308-33 2

Native Hawaiians Study Commission, Report on the Culture, Needs and Concerns of Native Hawaiians (Hawaii detailed socioeconomic characteristics by race/ethnicity, and Hawaiian natives homestead program costs and revenues, 1980s with trends from 1778)

Department of Interior

June 23, 1983 + For individual bibliographic data, see below

83-60236

DOC TYPE: SPECIAL PUBLICATION

JOURNAL ANNOUNCEMENT: 8308

5/3/4

0184401 0184402 83-5308-33.1

Volume I

<vii+747 p. ASI/MF/10>><All data are shown by race/ethnicity, except for data on the Hawaiian Homes Act programs. Race/ethnic groups are Caucasian, Hawaiian, Filipino, Japanese, and Chinese; and, often, black, Korean, Puerto Rican, Portuguese, Samoan, and other.>

5/3/5

0184401 0184402 83-5308-33.2

Volume I

<vii+184 p. terrata sheet, ASI/MF/4>

5/3/6

0184401 0184402 83-5308-33.2

Volume I

<vii+184 p. terrata sheet, ASI/MF/4>

5/3/6

0187325 82-6722-1 91

Monthly Labor Review (Monthly Labor Review, current statistics and articles)

Bureau of Labor Statistics

Monthly Approx. 105 p. GPO or BLS Regional Offices: \$23.00 per yr.

single copy \$3.50

FICHE: 4 ITEM NO: 770 S/N: 029-001-80003-7

L2.6:(v.nos.&nos.)

MC: 82-8503 15-025485

DOC TYPE: CURRENT PERIODICAL

JOURNAL ANNOUNCEMENT: 8213

<Most tables show monthly data for the past 13 months, up to either 30 or 60 days prior to the cover date of the issue and annual averages for current and previous years.>

0178637 0178651 82-6722-1.205

State Labor Legislation Enacted in 1981 (Labor legislation enacted by 46 States, DC, and outlying areas; 1981 annual summary article)

ISSUE: 1/82

5/3/7

0169732 81-6722-1 94

Monthly Labor Review (Monthly Labor Review, current statistics and articles)

Bureau of Labor Statistics

Monthly Approx. 105 p. GPO or BLS Regional Offices: \$23.00 per yr.

single copy \$3.00

FICHE: 4 ITEM NO: 770 S/N: 029-001-80003-7

L2.6:(v.nos.&nos.)

MC: 81-9003 15-02645

DOC TYPE: CURRENT PERIODICAL

JOURNAL ANNOUNCEMENT: 8113

<Most tables show monthly data for the past 13 months, up to either 30 or 60 days prior to the cover date of the issue.>

0169732 0169744 81-6722-1.104

State Labor Legislation Enacted in 1980 (Labor legislation enacted by 45 States, DC, and outlying areas; 1980 annual summary article)

ISSUE: 1/81

5/3/8

013305 75-6722-1 81

Monthly Labor Review (Current statistics and articles; Monthly Labor Review)

Bureau of Labor Statistics

Monthly Approx. 120 p. GPO or BLS Regional Offices: \$22.35 per year

single copy \$1.90

FICHE: 4 ITEM NO: 770

L2.6:(v.nos.&nos.)

MC: 02846(75) 15-26485

DOC TYPE: CURRENT PERIODICAL

JOURNAL ANNOUNCEMENT: 7507 7510

<Most tables provide a monthly breakdown for the past 13 months, up to either 30 or 60 days prior to the cover date of the issue.>

0013305 0013316 75-6722-1.403

Workers' Compensation Laws: Changes in 1974 (Worker compensation and disability benefits changes enacted by State legislatures in 1974; article)

ISSUE: 1/75

? END/SAVE TEMP

Serial#TIM

4Jun85 17:44:33 User2908

0.070 Hrs File102 5 Descriptors

\$0.70 Telenet

\$7.00 Estimated Total Cost

? B 161

4Jun85 17:44:149 User2908

\$0.54 0.004 Hrs File102

\$0.06 Telenet

\$0.60 Estimated Total Cost

File101ICIS (CONGRESSIONAL INFORMATION SERVICE) - 71-85/Mar

Set Items Description

? EXECUTE STEPS TIM

1 0 STATE(L)LEGISLATURES

2 3457 SALARIE?

3 4422 WAGE?

4 5669 COMPENSATION

5 35 1 AND (2 OR 3 OR 4)

? TIS/3/1-10

431046 85-H361-14 13

Superfund Reauthorization.

Feb. 28, Mar. 1, 8, 15, 1984 98-2 iv4956 p. +

FICHE: 3 ITEM NO: 1019-A; 1019-B

Y4.En:2/198-135

MC: 85-2567 84-603790

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8502

0431046 85-H361-14.13

Additional Testimony.

WITNESSES: Thomas, Larry L. exec dir, Natl Paint and Coatings Assn, p. 308-319; Gibbs, Lois M. dir, Citizens Clearinghouse for Hazardous Wastes, p. 319-336; Dalton, Daniel State sen, NJ; representing Natl Conf of Public Employees, p. 336-342; Joseph, Joseph L. secy, Va Dept of Commerce, p. 342-357; Chamber of Commerce of U.S., p. 357-384; Hollman, Gus V. (Rep, R-NY), p. 384-657.

5/3/28

0328390 84-S541-42 10

Quality of Education, 1983; Part 2

Oct. 19, Nov. 2, 9, 1983 98-1 iv4348 p. +

FICHE: 6 ITEM NO: 1043-A; 1043-B S. Hrs. 98-562, pt. 2

Y4.L1/4/S.Hrs.98-562/pt.2

MC: 84-1983

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8410

0428390 84-S541-42.7

Nov. 2, 1983. p. 158-238.

WITNESSES: Cecil dean, Grad School of Educ, Univ of Utah; Bok, Derek pres, Harvard Univ.; Filizter, G. Early reporter, publisher, and former teacher; Finn, Chester E., Jr. prof, educ and public policy, Vanderbilt Univ.

5/3/73

0428388 84-S541-42.9

Nov. 9, 1983. p. 291-319.

WITNESSES: Shanker, Albert pres, Amer Fedn of Teachers.

5/3/74

399594 83-S361-28 7

Unemployment Issues.

Feb. 18, Mar. 3, 1983 98-1 iv4261 p. +

FICHE: 3 ITEM NO: 1038-A; 1038-B S. Hrs. 98-52

Y4.L1/4/S.Hrs.98-52

MC: 83-602315

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8307

0399594 83-S361-28.4

Mar. 3, 1983. p. 91-107.

WITNESSES: Corbin, Gary State sen, Mich; vice chm, Natl Conf of State Legislatures.

5/3/75

396938 83-H781-31 6

Unemployment Compensation Issues.

Feb. 8, 9, 1983 98-1 iv4355 p. il +

FICHE: 6 ITEM NO: 1023-A; 1028-B

Y4.W36/97-76

MC: 83-24907 83-602979

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8310

0374938 83-H781-31.6

Additional Testimony.

WITNESSES: Tov, Rob member, local No 1256, United Steelworkers, p. 57-71; McHenry, William H. member, local No 1557, United Steelworkers, p. 59-71; Carter, David member, local No 1628, United Steelworkers; all representing Non Valley Unemployed Committee, p. 71-71; Taylor, S. Martin dir, Mich Dept of Labor; representing Interstate Conf of Employment Security Agencies, p. 71-85; Mansour, Sister Annes dir, Mich Dept of Social Services, p. 85-90; Johnston, Patrick assemblyman, Calif House of Delegates, representing Natl Conf of State Legislatures, p. 90-100; Kozlowski, Thomas J., Jr. rep, R-Va., p. 180-185; Wise, Robert E., Jr. (Rep, D-WV), p. 182-185; Fisher, Joseph L. secy, Va Dept of Human Resources, p. 185-332; Diener, Betty J. secy, Wa Dept of Commerce and Resources, p. 185-332; Bodman, Roger A. commr, NJ Dept of Labor; representing Coalition of Northeastern Govs, p. 332-342; Adams, Buddy secy, N.Y. Dept of Human Resources, p. 335-342.

5/3/76

367196 82-H781-50 4

Effect of FY83 Budget Resolutions on Public Assistance Programs.

June 23, 1982 97-2 iiv4129 p. +

FICHE: 4 ITEM NO: 1028-A; 1028-B

Y4.W36/97-76

MC: 82-603716

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8212

0367196 82-H781-50.3

June 23, 1982. p. 71-83.

WITNESSES: Marshall, Mary exec committee member, Natl Conf of State Legislatures; Campbell, Forrest public resources chm, Natl Assn of Counties.

5/3/77

367126 82-H781-43 16

Administration's FY83 Legislative Proposals for Unemployment Compensation and Public Assistance.

Mar. 25, Apr. 22, 1982 97-2 vii+1148 p. il +

FICHE: 14 ITEM NO: 1028-A; 1028-B

Y4.W36/97-62

MC: 82-603591

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8212

0367126 82-H781-43.15

Additional Testimony.

WITNESSES: Stark, Forney H. (Rep, D-Calif), p. 88-90; McDonald, William R. (Rep, D-NY), chm, Ga Public Assistance Coalition; p. 210-225; Martin, James P. counsel, Ga Poverty Risks Organization, p. 210-225; Brown, Marie dir, Christians Against Hunger in Ga, p. 210-225; Glickman, Dan (Rep, D-Kans), p. 356-371; Russo, Albert P. coord, social services programs, Amer Fedn of State, City and Municipal Employees, p. 404-419; Kozlowski, C. corporate dir, personnel admin, Motorola, Inc., p. 404-419; Gonzalez, Alfonso legislative liaison, U.S. House of Representatives; p. 419-424; Rees, Susan E. rep, black grant project, NABSW, p. 419-424; Schroeder, Patricia (Rep, D-Colo), p. 426-431; Ueberstar, James L. (Rep, D-Minn), p. 431-435; Watson, Diane E. State Sen, Calif; representing Natl Conf of State Legislatures, p. 492-499; Townsend, Sara M. State rep, NH, p. 492-499.

5/3/78

366658 82-H721-28 3

Worker Compensation Rate-making Reform.

Feb. 18, 1982 97-2 iiv4129 p. il +

FICHE: 5 ITEM NO: 1031-A; 1031-B

Y4.Sml/89

MC: 82-29833 82-602850

DOC TYPE: HEARING

JOURNAL ANNOUNCEMENT: 8209

5/3/79

0366657 82-H721-28.1

Feb. 18, 1982. p. 143-160.

WITNESSES: Kimball, Spencer L. law prof, Univ of Chicago.

5/3/10

0366656 82-H721-28.2

Feb. 18, 1982. p. 163-179.

WITNESSES: Johnston, William W. chm, Ohio Industrial Commission.

? B 93

4Jun85 17:49:29 User2908

\$7.11 0.070 Hrs File101 5 Descriptors

\$0.70 Telenet

\$7.9

May 31, 1985

Senator Mitch Abood, Chairman  
Senate State Affairs  
3 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

*Senator Bill Gray*  
District C

*(Esther)*  
3830

*no. Becky  
Handwritten  
of payroll  
Records.*

*Jan Freee - 3854*

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

AK

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  
Handwritten  
or payroll  
Records.

Senator Bill Day  
District C

Jan Freee-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 exceeding 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 disincertives 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 ex-

pect 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.”

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.” 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 hos-

tage 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 E 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.<sup>1</sup>

□ 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."<sup>2</sup>

"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.<sup>3</sup> 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."<sup>4</sup> In 1981, former Treasury secretary William Simon said, "It's just ridiculous. We're going to end up with nothing but academics and neuters." 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."<sup>5</sup>

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?

### 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 mid-careers. 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