

GRIEVANCE RESOLUTION  
Between The  
MUNICIPALITY OF ANCHORAGE (MOA)  
and the  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 302 (L302)

Subject: Veterans Day Holiday Pay Grievance 18-01

It is agreed and understood by the MOA and the L302 that the above-referenced grievance from the L302 Agreement shall be fully and finally resolved as follows:

1. The following employees will each be compensated a lump sum of seven hundred fifty dollars (\$750.00), and forty (40) hours of non-cashable annual leave, subject to applicable taxes and withholdings

- |                        |                    |
|------------------------|--------------------|
| • Jason Awe            | • Roderick Dunbar  |
| • Paul Mayo            | • Jamey Durr       |
| • Vern Archibald       | • Michan Gallagher |
| • Lisa Carl            | • Jacob Masneri    |
| • Christopher Dennison | • Edward Sauvola   |

2. Non-cashable annual leave will be used prior to cashable leave and will count toward the eighty (80) hours requirement of annual leave which must be taken each year by the last pay period of the year.

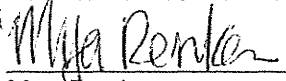
3. L302 Grievance 18-01, shall be withdrawn by the L302, with Prejudice.

4. The parties agree that this grievance resolution is non-precedent setting. This grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.

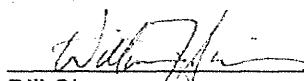
5. The parties agree that this grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

SIGNED FOR THE MOA:

 01/10/18  
Mya Renken Date  
Labor Relations Director

SIGNED FOR THE L302:





 2/12/18  
Bill Sims Date  
L302 Field Representative

**GRIEVANCE RESOLUTION**  
**Between The**  
**MUNICIPALITY OF ANCHORAGE (MOA)**  
**and the**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 302 (L302)**

**Subject: Errors in Pay Grievance 17-01**

It is agreed and understood by the MOA and the L302 that the above-referenced grievance from the L302 Agreement shall be fully and finally resolved as follows:

1. The following employees will be compensated a lump sum, less applicable taxes and withholdings, as follows:

•	 Simonsen, Zacharia	\$1061.44
•	 Kallio, Russell	\$1199.36
•	 Shea, Jason	\$963.20
•	 Stemper, Travis	\$1199.36

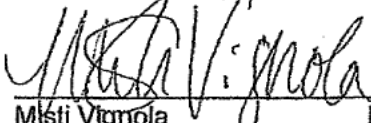
2. L302 Grievance 17-01, shall be withdrawn by the L302, with Prejudice.

3. The parties agree that this grievance resolution is non-precedent setting. This grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.

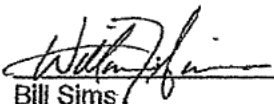
4. The parties agree that this grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

 12.19.17  
Misti Vignola Date  
Labor Relations Director

**SIGNED FOR THE L302:**

 12/19/17  
Bill Sims Date  
L302

**GRIEVANCE RESOLUTION**  
**Between The**  
**MUNICIPALITY OF ANCHORAGE (MOA)**  
**and the**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 302 (L302)**

**Subject: Federal Withholdings Grievance 17-02**

It is agreed and understood by the MOA and the L302 that the above-referenced grievance from the L302 Agreement shall be fully and finally resolved as follows:

1. Ms. Michelle Stone will be compensated a lump sum of one hundred fifty dollars (\$150.00), less applicable taxes and withholdings.

2. L302 Grievance 17-02, shall be withdrawn by the L302, with Prejudice.

3. The parties agree that this grievance resolution is non-precedent setting. This grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.

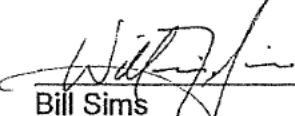
4. The parties agree that this grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

 12.4.17  
\_\_\_\_\_  
Misti Vignola Date  
Labor Relations Director

**SIGNED FOR THE L302:**

 12/4/17  
\_\_\_\_\_  
Bill Sims Date  
L302

## FORMAL GRIEVANCE RESOLUTION

By and between the

ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION (AMEA)  
and the  
MUNICIPALITY OF ANCHORAGE (MOA)

Subject: AMEA GRV 17-03 SAP PAY ERRORS

This Grievance Resolution is between the MOA and the AMEA. The MOA and AMEA are parties to the Collective Bargaining Agreement (CBA) in effect as of January 26, 2016.

It is agreed understood by the MOA and the AMEA that the above referenced grievance shall be fully and finally resolved from September 11, 2017 through July 27, 2018 as follows:

1. The MOA will deposit the identified hours of non-cashable leave (NCL) into a leave bank of the employees who are currently employed listed below.

EMPID	Employee Name	Non-Cashable Leave
	Cunningham, Kyle	55 hours
	Davis, Pamela J.	13 hours
	Dieryck, Peggy	153 hours
	Kimmel, Corliss	27 hours
	Knipmyer, Sandy	27 hours
	Locke, Shane	111 hours
	McKee, Mark	83 hours
	Murphy, Frances	91 hours
	Pora, Carmen	27 hours
	Sanks, Joe	55 hours
	Satterfield, Jennifer	139 hours
	Shannon, Drew	83 hours
	Telford, Brandon	181 hours
	Travis, Kyle	69 hours
	Shillingford-Wilson, Myrle	153 hours
	Gales, Terre	279 hours
	Rathbun, Aimee	197 hours
	Winsor, Anthony	125 hours
	Robertson, Andy	41 hours
	Dennis, Marina	13 hours
	McNeil, Ryan	55 hours
	James, Regina	2 hours
	Gruchow, Lavonne	195 hours
	Childers, Michael	111 hours
	Brickers, Lisa	26 hours
	Paulston, Elisabeth	27 hours
	Park, Clara	69 hours

	Hemmesch, Jim	55 hours
	Queen, Mark	120 hours
	Short, Tammy	28 hours

2. Both parties agree that any identified Pay Errors per Article 5.13 of the collective bargaining agreement related to SAP following July 27, 2018 will not eligible for the terms in this agreement.

3. The MOA and the AMEA agree that employees who are voluntary or involuntary separating employment on or before December 31, 2019 and who do not have the ability to use some or all of the NCL, will have the NCL converted to cashable leave at time of separation.

4. In the event of a voluntary separation employees will need to request to convert any unused NCL covered under this grievance by contacting Central Payroll within two (2) weeks prior to separation.

5. The following separated employees will be compensated a lump sum, less applicable taxes and withholdings, as follows:

•	■	Ellis, Aaron	\$250.00
•	■	Seitz, Jody	\$250.00

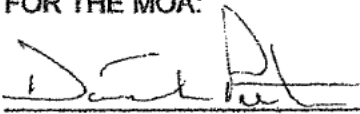
6. AMEA Grievance 17-03 SAP Pay Errors is withdrawn by AMEA with prejudice upon approval of this agreement.

7. The parties agree that this formal grievance resolution is non-precedent setting. This formal grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.

8. The parties agree that this formal grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

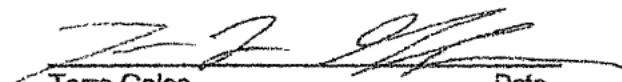
IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

FOR THE MOA:

  
David Peterson  
Labor Relations Director

9/5/18  
Date

FOR THE AMEA:

  
Terre Gales  
AMEA President

Date

**INFORMAL GRIEVANCE RESOLUTION**  
**between The**  
**MUNICIPALITY OF ANCHORAGE (MOA)**  
**and the**  
**ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION (AMEA)**

**Subject: Grievance #17-03 SAP Errors in Pay**  
**STEP 1 RESPONSE EXTENSION**

It is agreed and understood by the MOA and the AMEA regarding the above-referenced grievance that:

1. The MOA's Step One response deadline for AMEA Grievance 17-03 is further extended to Friday, February 16, 2018.

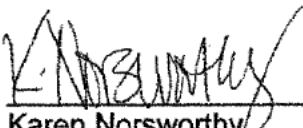
2. No later than March 5, 2018, the MOA will deposit into leave bank accruals a maximum of eight (8) hours of non-cashable leave (NCL) to AMEA regular and seasonal employees who are currently employed as of February 14, 2018. The proration of hours deposited will be based upon the employee's full-time equivalency (FTE) factor. Temporary employees will not receive NCL as a result of this informal grievance resolution.

3. The parties agree this informal grievance resolution is non-precedent setting. This informal grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.

4. The parties agree this informal grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.


IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

  
\_\_\_\_\_  
Karen Norsworthy  
Acting Employee Relations Director

2-16-2018  
\_\_\_\_\_  
Date

**SIGNED FOR THE AMEA:**

  
\_\_\_\_\_  
Terre Gales  
AMEA President

16 February 2018  
\_\_\_\_\_  
Date

**GRIEVANCE RESOLUTION**  
**Between**  
**THE MUNICIPALITY OF ANCHORAGE (MOA)**  
**and**  
**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547 (IBEW-TECHNICIANS)**


**Subject: Ronald Anderson Penalty Pay Grievance IBEW-T # 2018-01**

It is agreed and understood by the MOA and the IBEW-TECHNICIANS that the above-referenced grievance shall be fully and finally resolved as follows:


1. Upon approval the MOA shall compensate Ronald Anderson a lump sum, less applicable taxes and withholdings of \$100.00 on or before December 14, 2018.
2. IBEW-TECHNICIANS Grievance IBEW-T # 2018-01 will be withdrawn by IBEW-TECHNICIANS, with Prejudice.
3. The parties agree that this grievance resolution is non-precedent setting. This grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.
4. The parties agree that this grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

 12/5/10  
Date  
David Peterson  
Labor Relations Labor Director

**SIGNED FOR THE IBEW-TECNICIANS:**

 12/5/18  
Dennis Traylor Date  
Business Representative

**Grievance Resolution**

**by and between**

**MUNICIPALITY OF ANCHORAGE**

**and the**

**UNITED ASSOCIATION OF JOURNEYMAN AND APPRENTICES OF THE PLUMBING AND PIPE  
FITTING INDUSTRY, LOCAL 367**

**Subject: Payroll Pay Errors: Grievance No. :014-17, 015-17, 017-17, 018-17, 019-17, 020-17, 021-17, 001-18, 002-18, 003-18, 004-18, 005-18, 006-18, 007-18, 008-17, 009-18, 010-18, 011-18, 012-18, 013-18, 014-18, 015-08, 016-18, 017-18, 018-18, 019-18, 020-18, 021-18, 022-18, 023-18, 024-18, 025-18, 001-19, 002-19, 003-19, 004-19, 005-19, 006-19, 007-19, 008-19, 009-19, 010-19, 011-19, 012-19, 013-19, 014-19, 015-19, 016-19, 017-19, and 018-19.**

This Grievance Resolution is between the Municipality of Anchorage (Municipality) and the United Association of Journeyman and Apprentices of the Plumbing and Pipe Fitting Industry, Local 367 (Union). The Municipality and the Union are parties to the Collective Bargaining Grievance Resolution (CBA) in effect as of March 20, 2017.

September 11, 2017, the Municipality implemented a new payroll program, SAP, which has resulted in payroll errors to bargaining unit employees. Section 5.13 of the collective bargaining Grievance Resolution contains a provision that states in relevant part: "Failure of the Municipality to correct confirmed errors in pay by the next payday the employee shall receive eight (8) hours pay of straight time pay at their factored rate of pay for each day after the payday during which the error in pay remains uncorrected."

As of the date of this grievance resolution, there continue to be payroll errors to bargaining unit employees. Accordingly, this grievance resolution applies to any currently (as of the date of this Grievance Resolution) known SAP Pay System Defects as listed on Attachment A. Should there be any new SAP pay defects (or if a defect that was previously fixed reoccurs), the Union may file a new grievance if the pay errors are not resolved in accordance with the CBA. In addition, if the current defects are not corrected by December 31, 2019 the Union may file a new grievance.

1. The Municipality agrees to waive all SAP Pay System Defect that result in overpayments during the period of September 11, 2017 to signing of this Grievance Resolution, as well as all overpayments after signing, that are the result of SAP Pay System Defects that exist as of the date of this Grievance Resolution as listed in Attachment A.
2. The parties agree that employees who have been underpaid as a result of SAP Pay System Defects since October 6, 2017 until all SAP Pay System Defects are completely resolved will be paid all amounts owed to them.
3. The Municipality agrees to deposit one hundred and seventy (170) hours of non-cashable leave in an active employees' leave account for all employees listed in Attachment B. Employees listed in Attachment B will receive only one hundred and seventy (170) hours of non-cashable leave regardless of the number of grievances in which they have been named. All Union




employees not listed in Attachment B will receive forty (40) hours of non-cashable leave. By entering into this Grievance Resolution, the Union understands that all Union employees are waiving their right to file SAP pay error grievances based on any of the SAP Pay System Defects listed in Attachment A, except as specified above.

4. Upon written notification, employees who were hired after the signing of this Grievance Resolution who have an error in pay that results in an underpayment shall receive four (4) hours of non-cashable leave per paycheck until the underpayment is corrected.
5. When employees use leave, the first leave used shall be the non-cashable leave that was awarded in this Grievance Resolution. Leave use shall cascade in the following order: SAP grievance awarded non-cashable leave, regular non-cashable leave, and then cashable leave.
6. If employees separate from Municipal employment between the date this Grievance Resolution was signed and July 1, 2020 and they were unable to use some or all of the non-cashable leave awarded through this Grievance Resolution, the non-cashable leave will be converted to cashable leave at time of separation upon written request of the employee.
7. Any employee who has left employment from September 11, 2017 to the signing of this Grievance Resolution that had an overpayment deducted from his or her final paycheck will be refunded the amount following written notification to Central Payroll and verification of the overpayment by Central Payroll. The Union must notify the MOA of any deducted overpayments within thirty (30) days of the signing of this Grievance Resolution. These refund checks will be given to the Union for disbursement unless other arrangements are made.
8. Upon written notification from the Union, a Union member who has voluntarily separated employment from the Municipality on or after September 11, 2017 and the date of this Grievance Resolution shall receive a lump sum payment of \$1,500.00 less any applicable taxes and withholdings. The Union must provide a list of employees who have voluntarily separated within thirty (30) days of the signing of this Grievance Resolution. These payment checks will be given to the Union for disbursement unless other arrangements are made.
9. The Union agrees to waive any monies due to bargain unit employees under Section 5.13 of the CBA for errors in pay. Additionally, the Union agrees to withdraw Grievances 014-17, 015-17, 017-17, 018-17, 019-17, 020-17, 021-17, 001-18, 002-18, 003-18, 004-18, 005-18, 006-18, 007-18, 008-17, 009-18, 010-18, 011-18, 012-18, 013-18, 014-18, 015-08, 016-18, 017-18, 018-18, 019-18, 020-18, 021-18, 022-18, 023-18, 024-18, 025-18, 001-19, 002-19, 003-19, 004-19, 005-19, 006-19, 007-19, 008-19, 009-19, 010-19, 011-19, 012-19, 013-19, 014-19, 015-19, 016-19, 017-19, and 018-19 with prejudice.
10. The parties agree that Attachment B may include employees that only had leave calculations issue that did not result in pay discrepancies. Generally, errors related to leave calculations that do not result in a pay discrepancy are not considered payroll errors. The parties have agreed to include the names of all employees who were timely named in one of the above referenced grievances for settlement purposes only.


IN WITNESS WHEREOF, this Grievance Resolution is entered into freely and voluntarily by the signatures of the parties below.

Signed For the MOA:

  
Raylene Griffith  
Labor Director

9/26/19  
Date

Signed for the Local 367:

  
Aaron Plikat  
Business Manager

9/26/2019  
Date

UA Plumbers Local 367 / SAP

ATTACHMENT A

Known defects

1. Shift Scheduling
  - Swing Shift
  - Night Shift
  - Rotating Shift
2. Shift Differential
3. Call-Out / Call Back Guarantee
4. Stand-By Pay
5. Working Out of Class
6. Acting Premium Pay
7. Guaranteed Relief
8. Lead Pay
9. Holiday Pay
10. Lunch Periods not Deducted
11. Erroneous Overtime
12. Overpaid Regular Hours
13. Underpaid Regular Hours
14. Leave Accrual
15. Stand-By Pay on Holiday
16. Forced Holiday
17. Short Leave Accrual
18. Crew Lead Pay
19. Worked Holiday Pay
20. Negotiations Leave

PLU - Grievances 014-17 through 018-19

	Name	PERNR
1	Amling Anthony	
2	Anderson Jordon	
3	Arentz Chris	
4	Ayers Donald	
5	Bailey Michael	
6	Barcelona Brian	
7	Barcelona David	
8	Barnes Tony	
9	Benipayo Jayson	
10	Bigalke Larry	
11	Blastick Christopher	
12	Boag Marty	
13	Boland Joseph	
14	Boyce Patricia	
15	Brooks Shannon	
16	Buben Ronald	
17	Burton Clinton	
18	Caldejon Santiago	
19	Carroll Joseph	
20	Christenberry James	
21	Delara Eugene	
22	Edwards Brian	
23	Fickes Carl	
24	Foley Thomas	
25	Fosi Toetasi	
26	Fowler Brandon	
27	Garris Kenneth	
28	Gilbert Carmie	
29	Gillen William	
30	Gould William	
31	Hancock Ricky	
32	Hancock Scott	
33	Hansen Seth	
34	Hwang Min	
35	Ingraham Michael	
36	Kalseth Ryan	
37	Kennon James	
38	Kindred Tom	
39	Kuehn Brian	
40	Longeski Benjamin	
41	Lord Reginald	
42	Love Jason	
43	MacWilliams Duanne	
44	Matey Michael	

45	McKinnon	Kyler
46	McSharry	Jennifer
47	Merchant	Carl
48	Miller	Guy
49	Moeglein	Karrie
50	Morgan	Jonathan
51	Nelson	Gregory
52	Nuxall	Raymond
53	Ohman	Charles
54	Osborn	David
55	Saggs	Chris
56	Sandberg	Douglas
57	Schmitz	Brian
58	Sereyko	Daniel
59	Silvernail	Michael
60	Simmons	Holly
61	Slack	Kevin
62	Stevens	Aaron
63	Suralta	Abel
64	Tapley	Eugene
65	Traxinger	James
66	Usie	Zachary
67	Voeller	James
68	Walker	Lola
69	Weatherby	Eric
70	Wellborn	John
71	Whilden	Ryan
72	White	Khris
73	Williams	Donald
74	Wilson	Timothy
75	Wobick	Kurt
76	Wright	Steven
77	Yeske	James

GRV 018-19

**GRIEVANCE RESOLUTION**  
**Between The**  
**MUNICIPALITY OF ANCHORAGE (MOA)**  
**and the**  
**PUBLIC EMPLOYEES, LOCAL 71 (L71)**

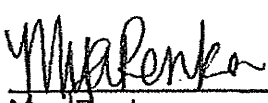
**Subject: Grievance 2016-003- 2017 Holiday Pay (Veterans Day)**

It is agreed and understood by the MOA and L71 to fully and finally resolve the above referenced grievance as follows:

1. Subject to applicable taxes and withholdings, each of the following employees will receive a lump sum of one thousand (1,000) dollars and forty (40) hours of non-cashable leave:
  - James Hester
  - Tyler Carnahan
  - Theodore Schjenken
2. The Non-Cashable leave will be deposited to in each of their SAP leave bucket "03 Personal Holiday Non-Cashable Leave" and will cascade prior to cashable leave. When used as annual leave, it will count toward the eighty (80) hours requirement of annual leave which must be taken each year by the last pay period of the year.
3. L71 agrees to not pursue this situation further.
4. The parties agree that this grievance resolution is non-precedent setting. This grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.
5. The parties agree that this grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

 3/27/18  
\_\_\_\_\_  
Mya Renken                      Date  
Labor Relations Director

**SIGNED FOR THE L71:**

William Meers      3/23/18  
William Meers      Date  
L71 Business Representative

**GRIEVANCE RESOLUTION**  
**Between The**  
**MUNICIPALITY OF ANCHORAGE (MOA)**  
**and the**  
**PUBLIC EMPLOYEES, LOCAL 71 (L71)**

**Subject: Grievance 2018-002**  
**Working Out of Classification-Sergio Mayo**

It is agreed and understood by the MOA and L71 to fully and finally resolve the above referenced grievance as follows:

1. Subject to applicable taxes and withholdings, Sergio Mayo will receive a lump sum of one thousand dollars (\$1,000), and forty (40) hours of non-cashable leave deposited in to his annual leave bank.
2. Non-Cashable leave will be deposited to Mr. Mayo's SAP leave bucket "03 Personal Holiday Non-Cashable Leave" and will cascade prior to cashable leave. When used as annual leave, it will count toward the eighty (80) hours requirement of annual leave which must be taken each year by the last pay period of the year.
3. L71 agrees to not pursue this situation further.
4. The parties agree that this grievance resolution is non-precedent setting. This grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.
5. The parties agree that this grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

   
Mya Renken                      Date  
Labor Relations Director

**SIGNED FOR THE L71:**



William Meers 3/23/18  
William Meers Date  
L71 Business Representative

**Grievance Resolution**

**by and between**

**MUNICIPALITY OF ANCHORAGE**

**and the**

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1264**

**Subject: Payroll Pay Errors: 2017-05**

This Grievance Resolution is between the Municipality of Anchorage (Municipality) and the International Association of Firefighters Local 1264 (IAFF). The Municipality and the IAFF are parties to the Collective Bargaining Agreement (CBA) in effect as of July 17, 2017.

September 11, 2017, the Municipality implemented a new payroll program, SAP, which has resulted in payroll errors to bargaining unit employees. Article 27.8 of the collective bargaining agreement contains a provision that states in relevant part: "If the Municipality fails to correct confirmed errors in pay by that next full pay cycle, then the employee shall receive fifty dollars (\$50.00) for each day after the next full pay cycle during which the error in pay remains uncorrected."

As of the date of this grievance resolution, there continue to be payroll errors to bargaining unit employees. Accordingly, this grievance resolution applies to any currently (as of the date of this agreement) known SAP pay system defects as listed on Attachment A. Should there be any new SAP pay defects (or if a defect that was previously fixed reoccurs), IAFF may file a new grievance if the pay errors are not resolved in accordance with the CBA. In addition, if the current defects are not corrected by June 30, 2019 IAFF may file a new grievance.

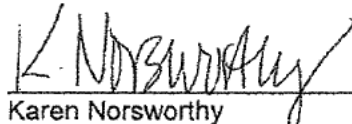
1. The Municipality agrees to waive all SAP system defect overpayments during the period of September 11, 2017 to signing of this agreement, as well as all overpayments after signing, that are the result of SAP configuration (defect) errors that exist as of the date of this agreement. In exchange for forgiving overpayments, IAFF agrees to waive any monies due to bargain unit employees under Article 27.8 of the CBA for errors in pay.
2. The parties agree that employees who have been underpaid since October 6, 2017 until all SAP configuration errors are completely resolved will be paid all amounts owed to them.
3. The Municipality agrees to deposit in each active employees' (as of December 31, 2018) leave account one hundred twenty (120) hours of non-cashable leave for 40 hour employees, one hundred and sixty (160) hours of non cashable leave for dispatch employees, and two hundred and sixteen (216) hours of non-cashable for Kelly shift employees. IAFF employees will see the available non-cashable leave on their January 25, 2019 paycheck. IAFF members who promoted to a non-represented or executive position who are active employees shall have forty (40) hours of non-cashable leave deposited into their leave account. IAFF members who have separated from Municipal employment shall receive forty (40) hours of cashable leave. In exchange for this non-cashable leave for active employees and cashable leave for separated employees leave IAFF agrees to waive any monies due to bargain unit employees under Article 27.8 of the CBA for errors in pay.

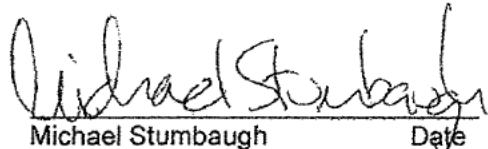
4. If employees separate from Municipal employment prior to December 31, 2019 and they were unable to use some or all of the non-cashable leave awarded through this grievance resolution, the non-cashable leave will be converted to cashable leave at time of separation.
5. Any employee who has left employment from September 11, 2017 to the signing of this agreement that had an overpayment deducted from his or her final pay check, the employee will be refunded the amount.
6. The Municipality agrees to reimburse IAFF for legal costs associated with this grievance up to \$40,000.00.
7. The parties agree that payroll errors that are the result of an employee's error are not a part of this grievance resolution. In addition, any errors related to leave calculations that did not result in a pay discrepancy are not considered payroll errors and, therefore, are not a part of this grievance resolution.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the signatures of the parties below.

Signed For the MOA:

Signed for the IAFF:

 12-31-2018  
\_\_\_\_\_  
Karen Norsworthy                      Date  
Employee Relations Director

 12-30-18  
\_\_\_\_\_  
Michael Stumbaugh                      Date  
President

## **Grievance Resolution**

**by and between**

**MUNICIPALITY OF ANCHORAGE**

**and the**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1547**

**Subject: Pay Errors 2017-08**

This Grievance Resolution is between the Municipality of Anchorage (Municipality) and the International Brotherhood of Electrical Workers Local 1547 (IBEW). The Municipality and the IBEW are parties to the Collective Bargaining Agreement (CBA) in effect as of February 28, 2017.

On September 11, 2017, the Municipality of Anchorage implemented a new payroll program, SAP, which has resulted in payroll errors to bargaining unit employees. Section 5.10 of the collective bargaining agreement contains a provision that states in relevant part: "If the Municipality fails to correct confirmed errors in pay as described above, the employee shall receive fifty dollars (\$50.00) for each additional day the error in pay remains uncorrected." The Union filed several grievances regarding these payroll errors but has since consolidated all 3 (2017-10, 2017-09, and 2017-08) SAP grievances into this one single grievance # 2017-08.

The parties agree to resolve the pay errors grievance #2017-08 as follows:

1. As of the date of this grievance resolution, there continue to be payroll errors to bargaining unit employees. Accordingly, this grievance resolution applies to any currently (as of the date of this resolution) known SAP pay system defects as listed on Attachment A. Should there be any new SAP pay system defects (or if a defect that was previously fixed reoccurs), the IBEW may file a new grievance if the pay errors are not resolved in accordance with the CBA.
2. The Municipality agrees to waive all SAP pay system defect overpayments during the period of September 11, 2017 to signing of this resolution, as well as all overpayments after signing, that are the result of SAP configuration defects that exist as of the date of this resolution as listed in Attachment A.
3. The Municipality agrees to deposit the following number of hours of non-cashable leave into employee's leave banks by the second paycheck following the date of signing of this resolution:
  - Current bargaining unit members who have been employed by the Municipality for one year or more as of the date of this resolution shall receive one-hundred and eighty (180) hours of non-cashable leave.
  - Current bargaining unit members who have been employed by the Municipality for less than one year as of the date of this resolution shall receive eighty (80) hours of non-cashable leave.
  - Former bargaining unit members who left employment with the Municipality between September 11, 2017, and the date of this resolution shall receive the

equivalent of eighty (80) hours of non-cashable leave paid out at the employee's factored rate of pay at the time of termination within thirty (30) days from the signing of this resolution. The Municipality will provide the checks to the Union for distribution.

- Employees who have been employed for two or more separate periods between September 11, 2017 and the signing of the grievance resolution will be awarded non-cashable leave based on the cumulative amount of MOA employment in an IBEW-represented position:
  - employees who have less than a year of cumulative service will receive 80 hours of non-cashable leave;
  - employees who have one year or more of cumulative service will receive 180 hours of non-cashable leave.
- Bargaining unit members who leave employment between the date of this resolution and the date the non-cashable leave is deposited in the employee's leave account shall have the non-cashable leave to which they were entitled paid out, at the employee's factored rate of pay at the time of termination, within thirty (30) days from the signing of this resolution. The Municipality will provide the checks to the Union for distribution.

4. If the Municipality fails to correct the SAP defects in Attachment A that result in an underpayment prior to the paycheck associated with the first full pay period after the signing of this Agreement, employees who are underpaid as a result of the uncorrected defect will receive a maximum of ten (10) hours of non-cashable leave each paycheck until the defect is fixed. In order to receive the non-cashable leave each paycheck employees who are underpaid must complete a pay correction form for each paycheck they are underpaid and submit to Central Payroll within four (4) business days after the pay date. Employees will receive the non-cashable leave on the following paycheck. Employees who submit the payroll correction form after the four (4) business days may have the receipt of their ten (10) hours of non-cashable leave delayed. Employees will be eligible to receive the ten (10) hours of non-cashable leave each paycheck that they are underpaid until the related defects are corrected. This includes employees who are hired or rehired after this resolution has been signed.
5. The Municipality agrees that employees who have been underpaid or denied other contractual benefits (e.g. pension contributions, money purchases pension contributions, leave accrual, etc.) between October 6, 2017 and the date when SAP configuration defects (as listed in Attachment A) are resolved will be compensated all amounts due to them no later than the December 27, 2019 paycheck. If employees are not compensated all amounts due by the December 27, 2019 paycheck, the noncashable leave provided in paragraph 4 above will be increased to fifteen (15) hours per pay period.
6. If an employee separates from Municipal employment prior to June 30, 2020 and was unable to use some or all of the non-cashable leave awarded through this grievance resolution, then the remaining non-cashable leave will be converted to cashable leave at the time of separation upon written request of the employee and will be paid on the employee's final paycheck.
7. Upon notification from IBEW by October 17, 2019, any employee who has had an overpayment deducted (as a result of a known SAP defect) from their paycheck, will be refunded the amount that was deducted no later than November 30, 2019. Upon

notification from IBEW by November 8, 2019, any employee who has had an overpayment deducted (as a result of a known SAP defect) from their paycheck, will be refunded the amount that was deducted no later than December 13, 2019. The Municipality will provide the checks to the Union for distribution.

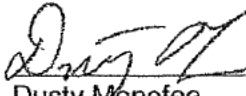
8. When employees use leave, the first leave used shall be the non-cashable leave that was awarded in this resolution. Leave use shall cascade in the following order: SAP grievance awarded non-cashable leave, regular non-cashable leave, and then cashable leave.
9. When/if Municipal Light and Power is sold to Chugach Electric Association (CEA), any unused non-cashable leave that was awarded through this grievance resolution for employees shifting to CEA only will be converted to a cash value based on the employee's factored rate of pay and paid out in the employee's final paycheck. Non-cashable leave that is accrued in accordance with IBEW/MOA CBA Article 4.A.2 shall not be converted.
10. The Municipality agrees to forward all payroll correction forms filed after the date of this resolution to the IBEW Chief Steward and to meet with the IBEW once per month to review SAP defects that occurred during the previous month.
11. The Municipality agrees to validate all payroll payments made on or after October 6, 2017 through the time period when all pay defects listed on Attachment A have been completed. The Municipality will provide IBEW with a copy of the validation records for all IBEW represented employees. The IBEW shall have sixty (60) calendar days to challenge the findings of the validation by filing a grievance. Any grievance filed related to the validation will not be eligible for the \$50/day penalty in Section 5.10, but will be eligible for the 10 hours per pay period of noncashable leave described in paragraph 5 above.
12. IBEW agrees to withdraw grievance 2017-08 upon the Municipality's payments as outlined above.
13. IBEW agrees to waive any monies due to bargaining unit employees under Section 5.10 of the CBA for SAP configuration defects (as listed in Attachment A) for the period September 11, 2017 through December 27, 2019.

IN WITNESS WHEREOF, this Resolution is entered into freely and voluntarily by the signatures of the parties below.

Signed For the MOA:

Signed for the IBEW:

 10/17/19  
Raylene Griffith Date  
Labor Relations Director

 10-17-19  
Dusty Menefee Date  
Chief Shop Steward

Attachment A

The SAP defects that have been assigned defect numbers and that are covered by this Agreement are:

- Defect 2888 (IBEW Power Dispatch Employee Leave Accrual Issue) (Leave accrual is not accruing properly for power dispatch or Generation Plant employees if they had less than 80 hours in the pay check) (RFC #10000003374)
- Defect 2911 (Relationship should be considered for foremen) (This would allow foreman to have access to review timecards) (RFC #10000003369)
- Defect 3485 (NECA CBA Change – time evaluation to mirror IBEW except for already configured overtime during summer months. NECA employees guaranteed relief) (Pay/Time changes to mirror IBEW with the exception of Holidays and leave accruals. NECA's are not receiving guaranteed relief) (RFC #10000003329)
- Defect 3846 (NECA Inside and Outside Holiday Pay and Leave Accrual per IBEW CBA) (NECA employees that have extended beyond 6 months need to accrue leave and receive Holiday pay per section 3.1.C) (RFC #10000003330)
- Defect 3891 (All Unions/Non-Rep 8/80 Schedule Accruing Erroneous Overtime) (Certain 9-80 schedules are not calculating straight time and overtime correctly) (RFC #10000003375)
- Defect 3973 (All Union/Non-Reps Autogenerated noncashable personal holiday did not prorate for part time employees based on FTE) (Should prorate hours based off FTE) (RFC #10000003376)
- Defect 4004 (IBEW additional meal period not autogenerating after 2 hours A/A 1000, then every 4 hours after that) (Went into production and this defect has been closed. However, discovered it was not completely fixed. Has been added to defect #4170) (RFC #10000003224)
- Defect 4009 (IBEW work through meal wage type updated needed) (wage type change to pay double time) (RFC #10000003224)
- Defect 4013 (The IBEW Loop wage Employees Shift Differential) (Mechanics are under this same classification, therefore they will pay the same as the actual Loopwagon employees. Mechanics should be paid 10% and Loopwagon should be 15%) (RFC #10000003370)
- Defect 4031 (IBEW Proper Ten Hour Break Requirement) (If an employee works four (4) or more hours outside of their shift, they must have a 10 hour break before reporting back for their next regular shift) (RFC #10000003367)
- Defect 4081 (IBEW Meal Period Auto population adjustment) (auto meal needs updating to work for both before and after shift hours independently) (RFC #10000003224)
- Defect 4162 (IBEW Erroneous Shift Differential of 13.33%) (Shift diff should only be paid on night shift hours, but currently pays all shifts for rotational dispatch and generations) (RFC #10000003370)
- Defect 4163 (IBEW Generation Plant Shift Discrepancy) (Change in rotation – now generation plant 1 shifts are 077-1500 with no unpaid lunch and 1500-2300 and 2300-077 (section 9.6D) (RFC #10000003370)
- Defect 4164 (IBEW Plant Operator Schedule Discrepancy) (Plant II operator 6 wk schedule should now be 0630-1830 or 1830-0630) (RFC #10000003370)

- Defect 4165 (IBEW Fleet Services Night Crew Erroneous Shift Differential) (Shift diff is paying 15% but should pay 10% for swing shifts. They also should not receive the shift diff for hours worked before shift or during unscheduled day shift hours) (RFC #10000003370)
- Defect 4170 (IBEW OT and additional meal generating guaranteed relief but should not) (Fix to previous defect 4004 included – employee receiving guaranteed relief pay when coding time on day before to call out. Also, review of autogenerating lunches not working to expectation) (RFC #10000003367 (guaranteed relief portion) & RFC #10000003224 (autogenerated meal portion)

The SAP defects that have not been assigned defect numbers but that are covered by this Agreement are:

- IBEW Generation Swing and Mid Shift Erroneous Shift Differential (Shift differential for Generation Swing shift 3p-11p and Mid Shift 11p-7a are receiving the wrong shift differential. They are getting 15% and it should be 10% (Section 9.6E) (RFC #10000003370)
- IBEW meal deduct guaranteed relief hours (No meal deduct (lunch) is being taken during guaranteed relief hours) (RFC #10000003144)
- IBEW Night Loop Wage Shift Differential (Night Shift crew shift differential should only be given on hours worked during and after the shift, not before the shift. Same issue with Mechanic shift differential being paid on hours before shift defect 4165) (RFC #10000003370)
- IBEW Generation and Power Dispatcher Holidays (IBEW holidays for Generation and Power Dispatch Rotational 12-hour shift are being recognized in SAP on the wrong days. These holidays are date specific and should not move. Currently, they are being moved to day the employee is scheduled to work.) (RFC #10000003370)
- IBEW Holiday Meals (Meals are not generated when an employee works the holiday) (RFC #10000003224)
- IBEW Call-Out Meals (Call-outs are not generated when an employee works the holiday) (RFC #10000003224)
- Veteran's Day Holiday (Veteran's Day holiday for 4/10's and 9/80 employees was moved to the wrong day. Next year, it will not matter. It seems it will be during the week instead of a weekend) (RFC #10000003231)
- Meals (Meals are not working correctly and/or not consistent. Sometimes, they are being populated as expected and sometimes they are not no matter how they are entered) (RFC #10000003224)
- All MOA Holiday forfeiture is not working correctly (RFC # 10000003011)
- Global Need to update all schedules that expired 12/31/18 (RFC #10000003228)
- Global Call out overpaying the guarantee portion when an employee breaks it out for costing purposes (RFC #10000003132)
- All MOA terminated employees with future dated leave stopping leave process (RFC #10000003013)



**INFORMAL GRIEVANCE RESOLUTION**  
**between The**  
**MUNICIPALITY OF ANCHORAGE (MOA)**  
**and the**  
**ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION (APDEA)**

**Subject: Grievance #18-01 SAP**  
**STEP 2 RESPONSE EXTENSION**

It is agreed and understood by the MOA and the APDEA regarding the above-referenced grievance that:

1. The MOA's Step Two response deadline for APDEA Grievance 18-01 is further extended to Wednesday, June 27, 2018.

2. No later than July 15, 2018, the MOA will deposit into the employees' personal holiday non-cashable leave bank twenty (20) hours of non-cashable leave (NCL) to APDEA employees who are currently employed as of July 15, 2018. Employees who are retiring within sixty (60) days from the date the NCL is deposited, and who do not have the ability to use some or all of the NCL, will have the NCL converted to cashable leave at time of retirement.

3. The parties agree that Grievance 18-01 shall cover alleged violations of the APDEA's collective bargaining agreement related to SAP, including those alleged to have occurred subsequent to May 3, 2018.

4. The parties agree this informal grievance resolution is non-precedent setting. This informal grievance resolution cannot be introduced at, or have any evidentiary value in any other dispute, grievance, ULP claim, hearing, or legal proceeding between the parties, except to enforce the terms of this letter of resolution.

5. The parties agree this informal grievance resolution in no way modifies, substitutes, or changes any of the provisions of the current collective bargaining agreement between the parties or the MOA's position in this matter.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

**SIGNED FOR THE MOA:**

 7-16-2018  
\_\_\_\_\_  
Karen Norsworthy Date  
Employee Relations Director

**SIGNED FOR THE APDEA:**

 7-15-18  
\_\_\_\_\_  
Brian Wilson Date  
APDEA President

## **Grievance Resolution**

**by and between**

**MUNICIPALITY OF ANCHORAGE**

**and the**

**ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION**

**Subject: Wait Time Pay # 2018-01- REVISION #2**

This Grievance Resolution is between the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). The Municipality and the APDEA are parties to the Collective Bargaining Agreement (CBA) in effect as of January 1, 2018.

September 11, 2017, the Municipality implemented a new payroll program, SAP, which has resulted in payroll errors to bargaining unit employees. Article VI, Section 8 of the collective bargaining agreement contains a provision that states in relevant part: "Failure of the Municipality to pay the employees as described herein shall entitle the employees to wait time pay of four (4) hours pay for each twenty-four (24) hour period thereafter, Saturday and Sunday inclusive at the appropriate overtime rate."

As of the date of this grievance resolution, there continue to be payroll errors to bargaining unit employees. Accordingly, this grievance resolution applies to any currently known SAP pay system defects that generated payroll errors from September 11, 2017 to the date of this grievance resolution. Should there be any new SAP pay defects (or if a defect reoccurs), APDEA may file a new grievance if the pay errors are not resolved in accordance with the CBA.

The parties agree to resolve the wait time pay grievance #2018-01 in exchange APDEA agrees to waive any monies due to bargain unit employees under Article VI, Section 8 of the CBA for wait time pay as described in this resolution:

1. The Municipality agrees to waive all SAP system defect overpayments during the period of September 11, 2017 to signing of this agreement, as well as all overpayments after signing, that are the result of SAP configuration (defect) errors that exist as of the date of this agreement.
2. The parties agree that employees who have been underpaid since October 6, 2017 until all SAP configuration errors are completely resolved will be paid all amounts owed to them.
3. The Municipality will deposit cashable leave into each active employees' (as of December 31, 2018) leave account in the amount of (up to but not exceeding) \$1,500.00. The amount of cashable leave hours will be based on the employee's factored rate of pay as of February 4, 2019. The cashable leave will only be in whole hours of leave as detailed in Attachment A.
4. The Municipality agrees to deposit non-cashable leave (NCL) into each active employees' (as of December 31, 2019) leave account as outlined below:

Effective March 1, 2019:

80 hours (2 weeks) for employees who were hired/rehired on or after June 1, 2018

160 hours (4 weeks) for employees who were hired before June 1, 2018 but on or after December 1, 2017

400 hours (10 weeks) for employees who were hired prior to December 1, 2017

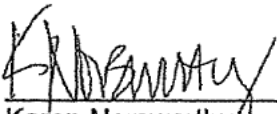
If employees voluntarily separate (includes separations due to death) from Municipal employment and they were unable to use some or all of the non-cashable leave awarded through this grievance resolution, the non-cashable leave will be converted to cashable leave at time of separation.

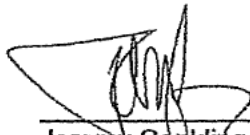
5. The Municipality agrees to pay \$1,500.00 to each separated APDEA member who voluntarily separated employment from the Municipality on or after September 11, 2017 and the date of signing of this agreement.
6. The Municipality will deposit 300 hours (7.5 weeks) of non-cashable leave into employees' leave accounts for ADPEA represented employees who promoted into a non-represented or executive position with the Anchorage Police Department at any time between September 11, 2017 and the date of this agreement and who remained an employee as of December 31, 2018.
7. Employees who have left employment from September 11, 2017 through the signing of this agreement that had an overpayment deducted from his or her final pay check will be refunded the overpayment amount following written notification to Central Payroll and verification of the overpayment by Central Payroll.
8. The Municipality agrees to pay APDEA for legal costs associated with this grievance in the amount of \$163,500.00.
9. The APDEA will pay \$1,750 and the Municipality will the remainder of the costs assessed by the Arbitrator associated with this grievance.
10. No later than two weeks after the execution of the agreement, the MOA will notify APDEA of all outstanding SAP defects and the timeline to get the defects fixed.
11. The Municipality agrees to validate all payroll payments made on or after October 6, 2017 through the time period when all pay defects have been completed. The Municipality will provide APDEA with a copy of the validation records for all ADPEA represented employees. The APDEA shall have sixty (60) calendar days to challenge the findings of the validation by filing a grievance. However, any grievance filed related to the validation will not be eligible for any wait time pay.

IN WITNESS WHEREOF, this Resolution is entered into freely and voluntarily by the signatures of the parties below.

Signed For the MOA:

Signed for the APDEA:

  
Karen Norsworthy  
Employee Relations Director  
4-3-2019  
Date

  
Jeremy Conkling  
President  
4/3/19  
Date

## **Grievance Resolution**

**by and between**

**MUNICIPALITY OF ANCHORAGE**

**and the**

**ANCHORAGE POLICE DEPARTMENT EMPLOYEES ASSOCIATION**

**Subject: Wait Time Pay # 2018-01**

This Grievance Resolution is between the Municipality of Anchorage (Municipality) and the Anchorage Police Department Employees Association (APDEA). The Municipality and the APDEA are parties to the Collective Bargaining Agreement (CBA) in effect as of January 1, 2018.

September 11, 2017, the Municipality implemented a new payroll program, SAP, which has resulted in payroll errors to bargaining unit employees. Article VI, Section 8 of the collective bargaining agreement contains a provision that states in relevant part: "Failure of the Municipality to pay the employees as described herein shall entitle the employees to wait time pay of four (4) hours pay for each twenty-four (24) hour period thereafter, Saturday and Sunday inclusive at the appropriate overtime rate."

As of the date of this grievance resolution, there continue to be payroll errors to bargaining unit employees. Accordingly, this grievance resolution applies to any currently known SAP pay system defects that generated payroll errors from September 11, 2017 to the date of this grievance resolution. Should there be any new SAP pay defects (or if a defect reoccurs), APDEA may file a new grievance if the pay errors are not resolved in accordance with the CBA.

The parties agree to resolve the wait time pay grievance #2018-01 in exchange APDEA agrees to waive any monies due to bargain unit employees under Article VI, Section 8 of the CBA for wait time pay as described in this resolution:

1. The Municipality agrees to waive all SAP system defect overpayments during the period of September 11, 2017 to signing of this agreement, as well as all overpayments after signing, that are the result of SAP configuration (defect) errors that exist as of the date of this agreement.
2. The parties agree that employees who have been underpaid since October 6, 2017 until all SAP configuration errors are completely resolved will be paid all amounts owed to them.
3. The Municipality will deposit cashable leave into each active employees' (as of December 31, 2018) leave account in the amount of (up to but not exceeding) \$1,500.00. The amount of cashable leave hours will be based on the employee's factored rate of pay as of February 4, 2019. The cashable leave will only be in whole hours of leave as detailed in Attachment A.
4. The Municipality agrees to deposit non-cashable leave (NCL) into each active employees' (as of December 31, 2019) leave account as outlined below:

Effective March 1, 2019:

80 hours (2 weeks) for employees who were hired/rehired on or after June 1, 2018

160 hours (4 weeks) for employees who were hired before June 1, 2018 but on or after December 1, 2017

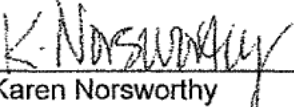
400 hours (10 weeks) for employees who were hired prior to December 1, 2017

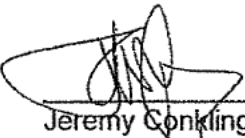
5. The Municipality agrees to pay \$1,500.00 to each separated APDEA member who separated employment from the Municipality on or after September 11, 2017 and the date of signing of this agreement.
6. The Municipality will deposit 300 hours (7.5 weeks) of non-cashable leave into employees' leave accounts for ADPEA represented employees who promoted into a non-represented or executive position with the Anchorage Police Department at any time between September 11, 2017 and the date of this agreement and who remained an employee as of December 31, 2018.
7. Employees who have left employment from September 11, 2017 through the signing of this agreement that had an overpayment deducted from his or her final pay check will be refunded the overpayment amount following written notification to Central Payroll and verification of the overpayment by Central Payroll.
8. The Municipality agrees to pay APDEA for legal costs associated with this grievance in the amount of \$163,500.00.
9. The APDEA will pay \$1,750 and the Municipality will the remainder of the costs assessed by the Arbitrator associated with this grievance.
10. No later than two weeks after the execution of the agreement, the MOA will notify APDEA of all outstanding SAP defects and the timeline to get the defects fixed.
11. The Municipality agrees to validate all payroll payments made on or after October 6, 2017 through the time period when all pay defects have been completed. The Municipality will provide APDEA with a copy of the validation records for all ADPEA represented employees. The APDEA shall have sixty (60) calendar days to challenge the findings of the validation by filing a grievance. However, any grievance filed related to the validation will not be eligible for any wait time pay.

IN WITNESS WHEREOF, this Resolution is entered into freely and voluntarily by the signatures of the parties below.

Signed For the MOA:

Signed for the APDEA:

  
Karen Norsworthy  
Employee Relations Director  
2.7.2019  
Date

  
Jeremy Conkling  
President  
2.7.19  
Date

APDEA Wait Time Pay Grievance Resolution #2018-01 Attachment A

APDEA Wait Time Pay Grievance Resolution # 2018-01 - Attachment A										
As of Date	Position	Job Title	Pers.No.	Last name	First name	Hire Date	Rehire Date	Hourly Factored Rate	\$1500./Factored Rate	Leave Hours
2/4/2019	30003454	Police Clerk		Cwik	Magdalena			22.11	67.84260516	67
2/4/2019	30003569	Police Clerk		Zabala	Bethany			22.11	67.84260516	67
2/4/2019	30003456	Redaction Specialist		Turner	Angela			22.98	65.27415144	65
2/4/2019	30003572	Police Clerk		Foster	Christina			23.21	64.62731581	64
2/4/2019	30006441	Police Clerk		Russell	Kimberly			23.21	64.62731581	64
2/4/2019	30003521	Police Clerk		Strain	Justyn			23.21	64.62731581	64
2/4/2019	30003612	Police Clerk		Whiteman	Brenda			23.21	64.62731581	64
2/4/2019	30003406	Specialty Clerk		Bosques	Sierra			23.57	63.64022062	63
2/4/2019	30003623	TAC Specialty Clerk		Turner	Shelina			23.57	63.64022062	63
2/4/2019	30003584	Police Clerk		Albert	Katrina			23.88	62.81407035	62
2/4/2019	30003691	Specialty Clerk		Parrish	Christina			24.51	61.1995104	61
2/4/2019	30003190	Evidence Technician I		Tesson	Malaika			24.78	60.53268765	60
2/4/2019	30003602	Police Clerk		Hull	Jacqueline			25.07	59.83246909	59
2/4/2019	30003579	Police Clerk		Walker	Elizabeth			25.07	59.83246909	59
2/4/2019	30003525	Police Clerk		Watson	Patrice			25.07	59.83246909	59
2/4/2019	30003622	Police Clerk		Glaister Dewberry	Jeanne			25.60	58.59375	58
2/4/2019	30003565	Police Clerk		Schoppe	Melanie			25.60	58.59375	58
2/4/2019	30003604	TAC Specialty Clerk		Perkins	Sarah			25.98	57.73672055	57
2/4/2019	30003570	Police Clerk		Baluyut	Russell			26.32	56.99088146	56
2/4/2019	30003522	Police Clerk		Jenner	Bethany			26.62	56.34861007	56
2/4/2019	30006190	Police Clerk		Hoeldt	Jennifer			26.88	55.80357143	55
2/4/2019	30007150	Evidence Technician I		Baer	Stephanie			27.43	54.68465184	54
2/4/2019	30003574	Senior Police Clerk		Boston	Jacqueline			27.65	54.24954792	54
2/4/2019	30003577	Police Clerk		Reyes	Jan			27.65	54.24954792	54
2/4/2019	30003182	Police Clerk		White	Nicole			27.65	54.24954792	54
2/4/2019	30003585	Police Clerk		Griffin	James			27.96	53.64806867	53
2/4/2019	30007547	Crime Analysis Clerk		Koon	Rose			28.06	53.45687812	53
2/4/2019	30003479	Police Messenger		Cestaro	Susan			28.21	53.17263382	53
2/4/2019	30003587	Specialty Clerk		Spencer	Alicia			28.37	52.87275291	52
2/4/2019	30003628	Evidence Technician I		Sheaffer	Douglas			28.78	52.11952745	52
2/4/2019	30003518	Senior Police Clerk		Morris	Jennifer			29.04	51.65289256	51
2/4/2019	30003621	Evidence Technician I		Chandler	Jesse			29.39	51.03776795	51
2/4/2019	30003560	Evidence Technician I		Mcwethy	Maria			29.39	51.03776795	51
2/4/2019	30003189	Police Clerk		Endres	Constance			29.63	50.6243672	50
2/4/2019	30003596	Senior Police Clerk		Buzby	Aimee			29.76	50.40322581	50
2/4/2019	30003457	Senior Police Clerk		Ellis-Knapp	Loren			29.76	50.40322581	50
2/4/2019	30003664	Communications Clerk I		Bankston	Laura			30.33	49.45598417	49
2/4/2019	30003600	Senior Police Clerk		Boyse	Bernita			30.50	49.18032787	49
2/4/2019	30003562	Senior Police Clerk		Brink-Dushi	Sarah			30.50	49.18032787	49
2/4/2019	30003599	Senior Police Clerk		Chaleunvon	Vatthana			30.50	49.18032787	49
2/4/2019	30003568	Senior Police Clerk		Colbry-Hao	Celeste			30.50	49.18032787	49
2/4/2019	30003606	Senior Police Clerk		Czyz	Rebecca			30.50	49.18032787	49
2/4/2019	30003601	Senior Police Clerk		Dash	Laurel			30.50	49.18032787	49
2/4/2019	30003567	Senior Police Clerk		Dickey	Dana			30.50	49.18032787	49
2/4/2019	30003597	Senior Police Clerk		Imlach	Pamela			30.50	49.18032787	49
2/4/2019	30003580	Senior Police Clerk		Nelson	Kimberly			30.50	49.18032787	49
2/4/2019	30003598	Senior Police Clerk		Sopp	Julie			30.50	49.18032787	49
2/4/2019	30003573	Senior Police Clerk		Wood	Nathalie			30.50	49.18032787	49
2/4/2019	30003586	Senior Police Clerk		Kiekintveld	Stacey			30.95	48.46526656	48
2/4/2019	30003641	Communications Clerk II		Berkompas	Amanda			31.24	48.01536492	48
2/4/2019	30003648	Communications Clerk II		Duchatellier	Stephanie			31.24	48.01536492	48

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2/4/2019	30003660	Communications Clerk II	Hansen	Justin	31.24	48.01536492	48
2/4/2019	30003676	Communications Clerk II	May-Marsh	Kayla	31.24	48.01536492	48
2/4/2019	30003670	Communications Clerk II	Nolin	Sarah	31.24	48.01536492	48
2/4/2019	30003651	Communications Clerk II	Padro	Nicole	31.24	48.01536492	48
2/4/2019	30003575	Crime Analysis Clerk	Adams	Amy	31.60	47.46835443	47
2/4/2019	30003631	Impound Technician	Pollard	Angela	31.60	47.46835443	47
2/4/2019	30003630	Impound Technician	Skaggs	Jennifer	31.60	47.46835443	47
2/4/2019	30003571	Senior Police Clerk	Barnhart	Jill	31.72	47.2887768	47
2/4/2019	30003581	Senior Police Clerk	Nosslinger	Patrizia	31.72	47.2887768	47
2/4/2019	30007101	Senior Police Clerk	Rochon	Shelly	31.72	47.2887768	47
2/4/2019	30003188	Specialty Clerk	Peters	Melody	32.48	46.18226601	46
2/4/2019	30003564	Police Clerk III	Ronek	Denise	32.57	46.05465152	46
2/4/2019	30003519	Specialty Clerk	Meyer	Lana	32.86	45.6482045	45
2/4/2019	30003593	Senior Police Clerk	Wolk	Elizabeth	32.94	45.53734062	45
2/4/2019	30003589	Senior Police Clerk	Newstrom	Betty	32.94	45.53734062	45
2/4/2019	30003582	Senior Police Clerk	Raynes	Maria	32.94	45.53734062	45
2/4/2019	30003470	Community Service Officer	Bannatyne	Barbara	33.09	45.33091568	45
2/4/2019	30003610	Data Systems Technician I	Krous	Paul	33.21	45.16711834	45
2/4/2019	30003175	Payroll Specialty Clerk	Mirenda	Bonnie	33.33	45.00450045	45
2/4/2019	30003191	Evidence Technician I	Wilkins	Michelle	33.33	45.00450045	45
2/4/2019	30090000	TMP Patrol Officer	Boutsomsi	Anothai	33.61	44.62957453	44
2/4/2019	30090003	TMP Patrol Officer	Cabilan	Robert	33.61	44.62957453	44
2/4/2019	30090012	TMP Patrol Officer	Faleiros	Juliano	33.61	44.62957453	44
2/4/2019	30090015	TMP Patrol Officer	Jansson	Andrew	33.61	44.62957453	44
2/4/2019	30090020	TMP Patrol Officer	Kahl	Joshua	33.61	44.62957453	44
2/4/2019	30090032	TMP Patrol Officer	Kay	Austin	33.61	44.62957453	44
2/4/2019	30090035	TMP Patrol Officer	Kelly	Richard	33.61	44.62957453	44
2/4/2019	30090047	TMP Patrol Officer	Lockyer	Rachel	33.61	44.62957453	44
2/4/2019	30090051	TMP Patrol Officer	Matsuura	Edward	33.61	44.62957453	44
2/4/2019	30090052	TMP Patrol Officer	McGinnis	Jason	33.61	44.62957453	44
2/4/2019	30090055	TMP Patrol Officer	Myers	Benjamin	33.61	44.62957453	44
2/4/2019	30090056	TMP Patrol Officer	Sarenac	Dejan	33.61	44.62957453	44
2/4/2019	30090057	TMP Patrol Officer	Scott	Sydney	33.61	44.62957453	44
2/4/2019	30090058	TMP Patrol Officer	Temple	Isaac	33.61	44.62957453	44
2/4/2019	30006486	Crime Lab Technician	Swanson	Michael	33.73	44.47079751	44
2/4/2019	30003592	Police Clerk III	Miller	Pamela	33.87	44.28697963	44
2/4/2019	30003591	Specialty Clerk	McCoy	Kevinar	34.13	43.94960445	43
2/4/2019	30003663	Communications Clerk I	Lindsoe	Cheryl	34.29	43.74453193	43
2/4/2019	30003249	Patrol Officer	Ambrosia	Tyler	34.44	43.55400697	43
2/4/2019	30003545	Patrol Officer	Arnold	Dalton	34.44	43.55400697	43
2/4/2019	30006290	Patrol Officer	Baker	Kylie	34.44	43.55400697	43
2/4/2019	30006723	Patrol Officer	Boone	Gerald	34.44	43.55400697	43
2/4/2019	30003489	Patrol Officer	Collins	Jeremiah	34.44	43.55400697	43
2/4/2019	30090001	TMP Patrol Officer	Comstock	Colleen	34.44	43.55400697	43
2/4/2019	30090004	TMP Patrol Officer	Conklin	Stephen	34.44	43.55400697	43
2/4/2019	30090007	TMP Patrol Officer	Darden	Adam	34.44	43.55400697	43
2/4/2019	30007159	Patrol Officer	Deatherage	Broox	34.44	43.55400697	43
2/4/2019	30090008	TMP Patrol Officer	Eggiman	Brett	34.44	43.55400697	43
2/4/2019	30003339	Patrol Officer	Estrella	Valeria	34.44	43.55400697	43
2/4/2019	30003379	Patrol Officer	Foster	Nathaniel	34.44	43.55400697	43
2/4/2019	30006495	Patrol Officer	Hahn	Bryan	34.44	43.55400697	43
2/4/2019	30090037	TMP Patrol Officer	Kelley	Ryan	34.44	43.55400697	43
2/4/2019	30007157	Patrol Officer	Kontess	Daniel	34.44	43.55400697	43
2/4/2019	30003426	Patrol Officer	Kumpula	Tyler	34.44	43.55400697	43
2/4/2019	30090019	TMP Patrol Officer	Mash	Vivian	34.44	43.55400697	43



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2/4/2019	30090039	TMP Patrol Officer	McLeod	Joshua	34.44	43.55400697	43
2/4/2019	30003301	Patrol Officer	McPhetres	David	34.44	43.55400697	43
2/4/2019	30006291	Patrol Officer	McQueen	Stephen	34.44	43.55400697	43
2/4/2019	30090021	TMP Patrol Officer	Mcrae	Lecosus	34.44	43.55400697	43
2/4/2019	30090041	TMP Patrol Officer	Mobley	Chad	34.44	43.55400697	43
2/4/2019	30003367	Patrol Officer	Mumma	Trevor	34.44	43.55400697	43
2/4/2019	30007172	Patrol Officer	Murray	Jacob	34.44	43.55400697	43
2/4/2019	30090042	TMP Patrol Officer	Nigh	Ryan	34.44	43.55400697	43
2/4/2019	30003431	Patrol Officer	Padnos	Morgan	34.44	43.55400697	43
2/4/2019	30090043	TMP Patrol Officer	Poser	Trevor	34.44	43.55400697	43
2/4/2019	30090044	TMP Patrol Officer	Raygor	Jacob	34.44	43.55400697	43
2/4/2019	30006496	Patrol Officer	Reid	Barry	34.44	43.55400697	43
2/4/2019	30003412	Patrol Officer	Roman	Alexander	34.44	43.55400697	43
2/4/2019	30006728	Patrol Officer	Saloka	Cameron	34.44	43.55400697	43
2/4/2019	30006502	Patrol Officer	Sampson	Timothy	34.44	43.55400697	43
2/4/2019	30090045	TMP Patrol Officer	Schafer	Brandon	34.44	43.55400697	43
2/4/2019	30006309	Patrol Officer	Sears	Hannah	34.44	43.55400697	43
2/4/2019	30090034	TMP Patrol Officer	Smith	Ernest	34.44	43.55400697	43
2/4/2019	30090046	TMP Patrol Officer	Smith II	Gregory	34.44	43.55400697	43
2/4/2019	30003337	Patrol Officer	Spears	Kristen	34.44	43.55400697	43
2/4/2019	30090049	TMP Patrol Officer	Sternhagen	Christopher	34.44	43.55400697	43
2/4/2019	30003401	Patrol Officer	Stewman	Ryan	34.44	43.55400697	43
2/4/2019	30006498	Patrol Officer	Vang	Michael	34.44	43.55400697	43
2/4/2019	30090050	TMP Patrol Officer	Wallace	Colby	34.44	43.55400697	43
2/4/2019	30003408	Patrol Officer	Wilson	Matthew	34.44	43.55400697	43
2/4/2019	30003397	Patrol Officer	Wockenfuss	Curtis	34.44	43.55400697	43
2/4/2019	30003294	Patrol Officer	Wright	Christopher	34.44	43.55400697	43
2/4/2019	30090053	TMP Patrol Officer	Young	John	34.44	43.55400697	43
2/4/2019	30003451	Senior Patrol Officer	Hostetter	Aaron	34.54	43.42790967	43
2/4/2019	30003558	Police Clerk III	Hollins	Heather	35.18	42.63786242	42
2/4/2019	30003559	Police Clerk III	Leneave	Jennifer	35.18	42.63786242	42
2/4/2019	30007155	Patrol Officer	Acres	Cory	35.29	42.50495891	42
2/4/2019	30007065	Patrol Officer	Adkins	Corey	35.29	42.50495891	42
2/4/2019	30003399	Patrol Officer	Behning	Jonathan	35.29	42.50495891	42
2/4/2019	30007063	Patrol Officer	Bragg	Micheal	35.29	42.50495891	42
2/4/2019	30007154	Patrol Officer	Campbell	Christopher	35.29	42.50495891	42
2/4/2019	30007170	Patrol Officer	Choate	Matthew	35.29	42.50495891	42
2/4/2019	30003289	Patrol Officer	Daniels	Liam	35.29	42.50495891	42
2/4/2019	30003420	Patrol Officer	Dorsey	Timothy	35.29	42.50495891	42
2/4/2019	30007156	Patrol Officer	Duque	Seth	35.29	42.50495891	42
2/4/2019	30006493	Patrol Officer	Emmerson	Jack	35.29	42.50495891	42
2/4/2019	30003422	Patrol Officer	Fang	James	35.29	42.50495891	42
2/4/2019	30006361	Patrol Officer	Frey	Jesse	35.29	42.50495891	42
2/4/2019	30006364	Patrol Officer	Gaona	Joseph	35.29	42.50495891	42
2/4/2019	30006719	Patrol Officer	Grant	Devin	35.29	42.50495891	42
2/4/2019	30006713	Patrol Officer	Head	David	35.29	42.50495891	42
2/4/2019	30007164	Patrol Officer	Heim	Erin	35.29	42.50495891	42
2/4/2019	30006301	Patrol Officer	Hughes	Zachary	35.29	42.50495891	42
2/4/2019	30003260	Patrol Officer	Jones	Dalton	35.29	42.50495891	42
2/4/2019	30006005	Patrol Officer	Jones	Jacob	35.29	42.50495891	42
2/4/2019	30003340	Patrol Officer	Kimball	Isaac	35.29	42.50495891	42
2/4/2019	30003234	Patrol Officer	Lewis	Nathan	35.29	42.50495891	42
2/4/2019	30007169	Patrol Officer	Maldonado Zimmermann	Jose	35.29	42.50495891	42
2/4/2019	30007173	Patrol Officer	Neace	Colin	35.29	42.50495891	42
2/4/2019	30003462	Patrol Officer	Ramelb	Michael	35.29	42.50495891	42



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2/4/2019	30003380	Patrol Officer	See	Jeremy	35.29	42.50495891	42
2/4/2019	30007167	Patrol Officer	Stack	Brandon	35.29	42.50495891	42
2/4/2019	30003299	Patrol Officer	Whitaker	Thomas	35.29	42.50495891	42
2/4/2019	30003233	Patrol Officer	Zimmer III	William	35.29	42.50495891	42
2/4/2019	30006440	Evidence Technician I	Manthey	Benjamin	35.40	42.37288136	42
2/4/2019	30007168	Patrol Officer	Pelkey	Brent	35.82	41.8760469	41
2/4/2019	30003467	Community Service Officer	Goldstein	Michelle	36.48	41.11842105	41
2/4/2019	30003662	Communications Clerk I	Strupulis	Diane	36.55	41.03987168	41
2/4/2019	30007064	Patrol Officer	Pyle	Jarod	36.70	40.8719346	40
2/4/2019	30003418	Patrol Officer	Streff	Josiah	36.70	40.8719346	40
2/4/2019	30006727	Patrol Officer	Yoon	Tae	36.70	40.8719346	40
2/4/2019	30003174	Payroll Specialty Clerk	Barcelona	Vivian	36.78	40.80522307	40
2/4/2019	30003326	Patrol Officer	Badillo	Mia	37.07	40.46398705	40
2/4/2019	30003264	Patrol Officer	Brown	Gabriel	37.07	40.46398705	40
2/4/2019	30003386	Patrol Officer	Drazenovich	Benjamin	37.07	40.46398705	40
2/4/2019	30003387	Patrol Officer	Endress	Thomas	37.07	40.46398705	40
2/4/2019	30003443	Patrol Officer	Fiscus	Quinton	37.07	40.46398705	40
2/4/2019	30003375	Patrol Officer	Jensen	Erik	37.07	40.46398705	40
2/4/2019	30006720	Patrol Officer	Johnson	Brayton	37.07	40.46398705	40
2/4/2019	30003307	Patrol Officer	Linder	Samuel	37.07	40.46398705	40
2/4/2019	30003513	Patrol Officer	Macias	Richard	37.07	40.46398705	40
2/4/2019	30006721	Patrol Officer	McClure	Pamela	37.07	40.46398705	40
2/4/2019	30003325	Patrol Officer	Morley	Devin	37.07	40.46398705	40
2/4/2019	30007160	Patrol Officer	Nations	Bryan	37.07	40.46398705	40
2/4/2019	30003352	Patrol Officer	Noga	George	37.07	40.46398705	40
2/4/2019	30003276	Patrol Officer	Notti	David	37.07	40.46398705	40
2/4/2019	30006292	Patrol Officer	Ornelas	Andres	37.07	40.46398705	40
2/4/2019	30003322	Patrol Officer	Ostolaza	Jacob	37.07	40.46398705	40
2/4/2019	30006296	Patrol Officer	Parry	William	37.07	40.46398705	40
2/4/2019	30003235	Patrol Officer	Piscoya	Ryan	37.07	40.46398705	40
2/4/2019	30003414	Patrol Officer	Rogers	Jared	37.07	40.46398705	40
2/4/2019	30003319	Patrol Officer	Ross Jr	Michael	37.07	40.46398705	40
2/4/2019	30003535	Patrol Officer	Weinrick Jr	Marvin	37.07	40.46398705	40
2/4/2019	30003469	Community Service Officer	McCulley	Timothy	37.53	39.96802558	39
2/4/2019	30003680	Communications Clerk I	Hernandez	Lorena	37.95	39.5256917	39
2/4/2019	30003632	Communications Clerk I	Pfanmiller	Kara	37.95	39.5256917	39
2/4/2019	30003654	Communications Clerk II	Pefley	Kathleen	38.00	39.47368421	39
2/4/2019	30003441	Patrol Officer	Argue	Michael	38.11	39.3597481	39
2/4/2019	30007166	Patrol Officer	Coates	Melissa	38.11	39.3597481	39
2/4/2019	30003287	Patrol Officer	Detherow	Derek	38.11	39.3597481	39
2/4/2019	30003543	Patrol Officer	Kendall	Matlock	38.11	39.3597481	39
2/4/2019	30003338	Patrol Officer	Parkinson	Steven	38.11	39.3597481	39
2/4/2019	30003402	Patrol Officer	Proegler	Ryan	38.11	39.3597481	39
2/4/2019	30007067	Patrol Officer	Schroeder	Aaron	38.11	39.3597481	39
2/4/2019	30003298	Patrol Officer	Sullivan	Samuel	38.11	39.3597481	39
2/4/2019	30003373	Patrol Officer	Taveras Jimenez	Sandy	38.11	39.3597481	39
2/4/2019	30003421	Patrol Officer	Wallace	Kollin	38.11	39.3597481	39
2/4/2019	30003288	Patrol Officer	Wang	Carolynne	38.11	39.3597481	39
2/4/2019	30003332	Patrol Officer	Culp	Matthew	38.55	38.91050584	38
2/4/2019	30006305	Patrol Officer	Giammalva	Joseph	38.55	38.91050584	38
2/4/2019	30006294	Patrol Officer	Ivacic	Matthew	38.55	38.91050584	38
2/4/2019	30003436	Patrol Officer	Macias	Richard	38.55	38.91050584	38
2/4/2019	30006363	Patrol Officer	Pettus Jr	Cornelius	38.55	38.91050584	38
2/4/2019	30003278	Patrol Officer	Bunch	Anthony	38.92	38.54059609	38
2/4/2019	30003459	Patrol Officer	Morales	Randy	38.92	38.54059609	38

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2/4/2019	30003382	Patrol Officer	Rojas-Villarreal	Zachary	38.92	38.54059609	38
2/4/2019	30006725	Patrol Officer	Ward	Nicholas	38.92	38.54059609	38
2/4/2019	30003317	Patrol Officer	Weinrick	Marcos	38.92	38.54059609	38
2/4/2019	30006310	Patrol Officer	Worosher	Tanner	38.92	38.54059609	38
2/4/2019	30003609	Data Systems Technician II	Harris	Gary	39.06	38.40245776	38
2/4/2019	30003611	Data Systems Technician II	Jordan	Josiah	39.06	38.40245776	38
2/4/2019	30003679	Communications Clerk II	Boschma	James	39.11	38.35336231	38
2/4/2019	30003652	Communications Clerk II	Bowers	Brianne	39.11	38.35336231	38
2/4/2019	30003643	Communications Clerk II	Hoopingarner	Mary	39.11	38.35336231	38
2/4/2019	30003674	Communications Clerk II	Howe	Nathaniel	39.11	38.35336231	38
2/4/2019	30003627	Evidence Technician II	Olson	Doug	39.86	37.63171099	37
2/4/2019	30006299	Patrol Officer	Alderman	Steve	40.04	37.46253746	37
2/4/2019	30003324	Patrol Officer	Eubank	Dominick	40.04	37.46253746	37
2/4/2019	30006300	Patrol Officer	Holbrook	Clinton	40.04	37.46253746	37
2/4/2019	30006718	Patrol Officer	Hudson	Alisha	40.04	37.46253746	37
2/4/2019	30003392	Patrol Officer	Johnson	Casey	40.04	37.46253746	37
2/4/2019	30003290	Patrol Officer	Manasco	Daniel	40.04	37.46253746	37
2/4/2019	30006490	Patrol Officer	Reeves	Chelsey	40.04	37.46253746	37
2/4/2019	30003335	Patrol Officer	Tuominen	Rebecca	40.04	37.46253746	37
2/4/2019	30006500	Patrol Officer	Buness	Dalton	40.48	37.05533597	37
2/4/2019	30007097	Patrol Officer	Cusack	Jason	40.48	37.05533597	37
2/4/2019	30003473	Patrol Officer	Webster	Taylor	40.48	37.05533597	37
2/4/2019	30006494	Patrol Officer	Amnatkeolee	Steven	40.87	36.70173722	36
2/4/2019	30003285	Patrol Officer	Badillo	Jose	40.87	36.70173722	36
2/4/2019	30003362	Patrol Officer	Bowser	Charles	40.87	36.70173722	36
2/4/2019	30003391	Patrol Officer	Dodd	Patrick	40.87	36.70173722	36
2/4/2019	30003434	Patrol Officer	Drake	Gwendolyn	40.87	36.70173722	36
2/4/2019	30006504	Patrol Officer	Duncombe	Jayson	40.87	36.70173722	36
2/4/2019	30003281	Patrol Officer	Filipowicz	Bartlomiej	40.87	36.70173722	36
2/4/2019	30003284	Patrol Officer	Fletcher	Ian	40.87	36.70173722	36
2/4/2019	30003449	Patrol Officer	Hendricks	Darwin	40.87	36.70173722	36
2/4/2019	30003305	Patrol Officer	Otte	Daniel	40.87	36.70173722	36
2/4/2019	30003252	Patrol Officer	Pherson	David	40.87	36.70173722	36
2/4/2019	30003432	Patrol Officer	Reeve	Charles	40.87	36.70173722	36
2/4/2019	30007066	Patrol Officer	Stout	Deorman	40.87	36.70173722	36
2/4/2019	30003415	Patrol Officer	Vierra	Christopher	40.87	36.70173722	36
2/4/2019	30006712	Patrol Officer	Wolnik	Christopher	40.87	36.70173722	36
2/4/2019	30003678	Communications Clerk II	Geary	Kenni	40.90	36.67481663	36
2/4/2019	30003657	Communications Clerk II	Goode	Donna	40.90	36.67481663	36
2/4/2019	30003556	Identification Technician	Inks	Paul	41.01	36.57644477	36
2/4/2019	30003636	Communications Clerk II	Dahle	Jonathan	41.04	36.5497076	36
2/4/2019	30003416	Patrol Officer	Graves	Gaelan	41.06	36.53190453	36
2/4/2019	30003185	Crime Prevention Specialist	Oistad	Renee	41.40	36.23188406	36
2/4/2019	30003184	Crime Prevention Specialist	Shell	Anita	41.40	36.23188406	36
2/4/2019	30003665	Communications Clerk II	Anderson	Eric	41.93	35.7739089	35
2/4/2019	30003655	Communications Clerk II	Billiet	Robin	41.93	35.7739089	35
2/4/2019	30003661	Communications Clerk II	Creed	Joyce	41.93	35.7739089	35
2/4/2019	30003673	Communications Clerk II	Erickson	Jana	41.93	35.7739089	35
2/4/2019	30003649	Communications Clerk II	Gavitt	Kristie	41.93	35.7739089	35
2/4/2019	30003667	Communications Clerk II	Goss	Kary	41.93	35.7739089	35
2/4/2019	30003653	Communications Clerk II	Greybear	Luanna	41.93	35.7739089	35
2/4/2019	30003638	Communications Clerk II	Leary	Kathleen	41.93	35.7739089	35
2/4/2019	30003645	Communications Clerk II	Lindberg	Joseph	41.93	35.7739089	35
2/4/2019	30003640	Communications Clerk II	Rich	Sheila	41.93	35.7739089	35
2/4/2019	30003647	Communications Clerk II	Ruthruff	Susan	41.93	35.7739089	35

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2/4/2019	30003668	Communications Clerk II	Victoriano	Gretchen	41.93	35.7739089	35
2/4/2019	30003637	Communications Clerk II	Von Kirchmeyer	Michael	41.93	35.7739089	35
2/4/2019	30007162	Patrol Officer	Bonahoom	Bryan	42.03	35.68879372	35
2/4/2019	30006710	Patrol Officer	Hart	Rae	42.03	35.68879372	35
2/4/2019	30003347	Patrol Officer	Hickman	Matthew	42.03	35.68879372	35
2/4/2019	30003232	Patrol Officer	Mitzel	Heather	42.03	35.68879372	35
2/4/2019	30006726	Patrol Officer	Montgomery	Michael	42.03	35.68879372	35
2/4/2019	30003300	Patrol Officer	Valencia	Jacquelyn	42.03	35.68879372	35
2/4/2019	30003396	Patrol Officer	Montuya	Anthony	42.50	35.29411765	35
2/4/2019	30006503	Patrol Officer	Haskins	Kyle	42.91	34.9568651	34
2/4/2019	30003316	Patrol Officer	Worland II	Charles	42.91	34.9568651	34
2/4/2019	30003173	Patrol Officer	Yi	Orean	42.91	34.9568651	34
2/4/2019	30003635	Communications Clerk II	Roberts	Crystal	43.61	34.39578078	34
2/4/2019	30006288	Patrol Officer	Ashbaugh	Callie	44.14	33.98278206	33
2/4/2019	30003433	Patrol Officer	Beatty Jr	Gregory	44.14	33.98278206	33
2/4/2019	30003247	Patrol Officer	Busch III	Richard	44.14	33.98278206	33
2/4/2019	30003354	Patrol Officer	Carpenter	Michael	44.14	33.98278206	33
2/4/2019	30003424	Patrol Officer	Hooyer	Joshua	44.14	33.98278206	33
2/4/2019	30003180	Patrol Officer	Kline	Garrett	44.14	33.98278206	33
2/4/2019	30003248	Patrol Officer	Koch	Daniel	44.14	33.98278206	33
2/4/2019	30006287	Patrol Officer	Raupp	Michael	44.14	33.98278206	33
2/4/2019	30007094	Patrol Officer	Roberts	Joshua	44.14	33.98278206	33
2/4/2019	30003331	Patrol Officer	Simmons	Curtis	44.14	33.98278206	33
2/4/2019	30003223	Patrol Officer	Spillers	Justin	44.14	33.98278206	33
2/4/2019	30003633	Communications Clerk II	Michalski	Diane	44.17	33.95970115	33
2/4/2019	30003677	Communications Clerk II	Pavadore	Brian	44.17	33.95970115	33
2/4/2019	30003671	Communications Clerk II	Pereira	Theresa	44.17	33.95970115	33
2/4/2019	30003634	Communications Clerk II	Stroud	Sharisse	44.17	33.95970115	33
2/4/2019	30003179	Patrol Officer	Worland	Christopher	44.63	33.60967959	33
2/4/2019	30006312	Senior Patrol Officer	Hall	Matthew	45.19	33.19318433	33
2/4/2019	30003530	Senior Patrol Officer	Richwine	Aaron	45.19	33.19318433	33
2/4/2019	30003502	Senior Patrol Officer	Schaeffer	Heidi	45.19	33.19318433	33
2/4/2019	30003658	Communications Clerk II	Dooley	Lori	45.28	33.12720848	33
2/4/2019	30003672	Communications Clerk II	Lasley	Dennis	45.28	33.12720848	33
2/4/2019	30003659	Communications Clerk II	Long-Mingo	Kiahli	45.28	33.12720848	33
2/4/2019	30003642	Communications Clerk II	MacKenzie	Daniel	45.28	33.12720848	33
2/4/2019	30003675	Communications Clerk II	Miller II	Reinhold	45.28	33.12720848	33
2/4/2019	30003644	Communications Clerk II	Morrone	Janet	45.28	33.12720848	33
2/4/2019	30003669	Communications Clerk II	Oldham	Connie	45.28	33.12720848	33
2/4/2019	30003650	Communications Clerk II	Poeth	Gina	45.28	33.12720848	33
2/4/2019	30003262	Communications Clerk III	Kendall	Ashley	46.82	32.03759077	32
2/4/2019	30003608	Data Systems Technician II	Towner	Brett	46.87	32.0034137	32
2/4/2019	30003251	Senior Patrol Officer	Fritsche	Jeremiah	47.00	31.91489362	31
2/4/2019	30003389	Senior Patrol Officer	Perez	Rosendo	47.00	31.91489362	31
2/4/2019	30003346	Senior Patrol Officer	Anglin	Kenneth	47.44	31.61888702	31
2/4/2019	30007098	Senior Patrol Officer	Bowe	Nicholas	47.44	31.61888702	31
2/4/2019	30006722	Senior Patrol Officer	McGill	Samuel	47.44	31.61888702	31
2/4/2019	30006308	Identification Technician	Hunter	Brandon	47.48	31.59224937	31
2/4/2019	30006013	Identification Technician	Worthy	Angela	47.48	31.59224937	31
2/4/2019	30003684	Communications Clerk III	Appelo	Kelley	47.99	31.25651177	31
2/4/2019	30003686	Communications Clerk III	Johnston	Kathleen	47.99	31.25651177	31
2/4/2019	30003617	Data Systems Technician II	Laflex	Joseph	48.04	31.22398002	31
2/4/2019	30003550	Patrol Officer	Mulvaney	Keenan	48.17	31.13971351	31
2/4/2019	30003348	Senior Patrol Officer	Carlson	Mischa	48.81	30.7314075	30
2/4/2019	30007174	Senior Patrol Officer	LaPorte	Amanda	48.81	30.7314075	30

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2/4/2019	30003238	Senior Patrol Officer	Franjul	Tomas	49.34	30.40129712	30
2/4/2019	30003227	Senior Patrol Officer	Peplow	Theron	49.48	30.3152769	30
2/4/2019	30003368	Senior Patrol Officer	Thelen	Jacob	49.48	30.3152769	30
2/4/2019	30003283	Senior Patrol Officer	Billiet	Roger	49.65	30.09027081	30
2/4/2019	30003372	Senior Patrol Officer	Bowe	Luke	49.85	30.09027081	30
2/4/2019	30003343	Senior Patrol Officer	Chinnis	Calvin	49.85	30.09027081	30
2/4/2019	30006307	Senior Patrol Officer	Deville	Jason	49.85	30.09027081	30
2/4/2019	30003330	Senior Patrol Officer	Dokken	James	49.85	30.09027081	30
2/4/2019	30003286	Senior Patrol Officer	Dykstra II	Richard	49.85	30.09027081	30
2/4/2019	30006006	Senior Patrol Officer	Goetz	John	49.85	30.09027081	30
2/4/2019	30003256	Senior Patrol Officer	Gould	Jonathan	49.85	30.09027081	30
2/4/2019	30003265	Senior Patrol Officer	Hadley	Justin	49.85	30.09027081	30
2/4/2019	30006003	Senior Patrol Officer	Jensen	Matthew	49.85	30.09027081	30
2/4/2019	30006362	Senior Patrol Officer	Keating	Sean	49.85	30.09027081	30
2/4/2019	30003246	Senior Patrol Officer	Mahlatini	Stanley	49.85	30.09027081	30
2/4/2019	30006293	Senior Patrol Officer	Nelson	Daniel	49.85	30.09027081	30
2/4/2019	30003370	Senior Patrol Officer	Nowak	Eric	49.85	30.09027081	30
2/4/2019	30006724	Senior Patrol Officer	Rivera III	Jesus	49.85	30.09027081	30
2/4/2019	30003423	Senior Patrol Officer	Simmons	Christopher	49.85	30.09027081	30
2/4/2019	30006492	Senior Patrol Officer	Stalmarck	Severin	49.85	30.09027081	30
2/4/2019	30003409	Senior Patrol Officer	Sutcliffe	Tyler	49.85	30.09027081	30
2/4/2019	30003419	Senior Patrol Officer	Vance	Joshua	50.05	29.97002997	29
2/4/2019	30007182	Senior Patrol Officer	Kinsland	Jesse	50.76	29.55082742	29
2/4/2019	30003336	Senior Patrol Officer	Nielsen	Benjamin	51.24	29.27400468	29
2/4/2019	30007068	Senior Patrol Officer	Salao	Arn	51.24	29.27400468	29
2/4/2019	30003270	Senior Patrol Officer	Hernandez	Justin	51.29	29.24546695	29
2/4/2019	30003313	Senior Patrol Officer	Veenstra	Mitchel	51.29	29.24546695	29
2/4/2019	30006048	Communications Clerk III	Blanton	Kara	51.83	28.9407679	28
2/4/2019	30003688	Communications Clerk III	Campbell	Samantha	51.83	28.9407679	28
2/4/2019	30003683	Communications Clerk III	McClain	Jennifer	51.83	28.9407679	28
2/4/2019	30003685	Communications Clerk III	Symonds	Karren	51.83	28.9407679	28
2/4/2019	30003461	Senior Patrol Officer	Busby	Stephen	51.84	28.93518519	28
2/4/2019	80090067	TMP Senior Patrol Officer	Gilbert	Patrick	51.84	28.93518519	28
2/4/2019	30003350	Senior Patrol Officer	Gill	Daniel	51.84	28.93518519	28
2/4/2019	30007151	Training Officer	Haywood	Mark	51.84	28.93518519	28
2/4/2019	30003245	Senior Patrol Officer	Leonard	Troy	51.84	28.93518519	28
2/4/2019	30007095	Senior Patrol Officer	Palmatier	Kevin	51.84	28.93518519	28
2/4/2019	30003304	Senior Patrol Officer	Summey	Todd	51.84	28.93518519	28
2/4/2019	30003395	Senior Patrol Officer	Degnan	Nicholas	52.52	28.56054836	28
2/4/2019	30003293	Senior Patrol Officer	Daily	John	52.59	28.5225328	28
2/4/2019	30003230	Senior Patrol Officer	Fujimoto	Keo	52.59	28.5225328	28
2/4/2019	30003302	Senior Patrol Officer	Gallen	Jon	52.59	28.5225328	28
2/4/2019	30003437	Senior Patrol Officer	Karstetter	Mark	52.59	28.5225328	28
2/4/2019	30003244	Senior Patrol Officer	Korell	Gordon	52.59	28.5225328	28
2/4/2019	30003296	Senior Patrol Officer	Lewis	Ian	52.59	28.5225328	28
2/4/2019	30003254	Senior Patrol Officer	Mitchell	Kevin	52.59	28.5225328	28
2/4/2019	30003237	Senior Patrol Officer	Skaggs	Alan	52.59	28.5225328	28
2/4/2019	30006501	Senior Patrol Officer	Stafford	William	52.59	28.5225328	28
2/4/2019	30003377	Senior Patrol Officer	Street	Rhonda	52.59	28.5225328	28
2/4/2019	30006303	Senior Patrol Officer	Thyen	Daniel	52.59	28.5225328	28
2/4/2019	30003345	Senior Patrol Officer	Welch	Natasha	52.59	28.5225328	28
2/4/2019	30003268	Senior Patrol Officer	Whitmore	Lisa	52.59	28.5225328	28
2/4/2019	30007184	Senior Patrol Officer	Wilson	Dawn	52.59	28.5225328	28
2/4/2019	30003303	Senior Patrol Officer	Young	Mark	52.59	28.5225328	28
2/4/2019	30007181	Senior Patrol Officer	Curtis	Gary	52.66	28.46461831	28



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2/4/2019	30003492	Senior Patrol Officer	Anderson	James	53.34	28.12148481	28
2/4/2019	30007178	Senior Patrol Officer	Bender	Sheila	53.34	28.12148481	28
2/4/2019	30007183	Senior Patrol Officer	DenBleyker	Lucas	53.34	28.12148481	28
2/4/2019	30003448	Senior Patrol Officer	Gilmour	Walter	53.34	28.12148481	28
2/4/2019	30003228	Senior Patrol Officer	Kleinsmith	John	53.34	28.12148481	28
2/4/2019	30003549	Senior Patrol Officer	Lee	Brendan	53.34	28.12148481	28
2/4/2019	30003440	Senior Patrol Officer	McDonald	Kevin	53.34	28.12148481	28
2/4/2019	30003514	Senior Patrol Officer	Mercer	Kristi	53.34	28.12148481	28
2/4/2019	30003506	Senior Patrol Officer	Strahle	Harold	53.34	28.12148481	28
2/4/2019	30003351	Senior Patrol Officer	Addington	Cyndi	53.84	27.86032689	27
2/4/2019	30003394	Senior Patrol Officer	Alexander	Christopher	53.84	27.86032689	27
2/4/2019	30003407	Senior Patrol Officer	Beagley	Gary	53.84	27.86032689	27
2/4/2019	30003297	Senior Patrol Officer	Bentz	Stefan	53.84	27.86032689	27
2/4/2019	30007171	Senior Patrol Officer	Blake	Justin	53.84	27.86032689	27
2/4/2019	30006010	Senior Patrol Officer	Burton	Brian	53.84	27.86032689	27
2/4/2019	30006004	Senior Patrol Officer	Butler	John	53.84	27.86032689	27
2/4/2019	30007161	Senior Patrol Officer	Davison	Derek	53.84	27.86032689	27
2/4/2019	30006011	Senior Patrol Officer	Fifer	Douglas	53.84	27.86032689	27
2/4/2019	30003361	Senior Patrol Officer	Fortunato	Mark	53.84	27.86032689	27
2/4/2019	30003267	Senior Patrol Officer	Fraize	Matthew	53.84	27.86032689	27
2/4/2019	30007163	Senior Patrol Officer	Fuchs	Brian	53.84	27.86032689	27
2/4/2019	30003269	Senior Patrol Officer	Gallardo	Ma	53.84	27.86032689	27
2/4/2019	30003258	Senior Patrol Officer	Gaulke	Thomas	53.84	27.86032689	27
2/4/2019	30003410	Senior Patrol Officer	Glor	John	53.84	27.86032689	27
2/4/2019	30003551	Senior Patrol Officer	Haas	Steven	53.84	27.86032689	27
2/4/2019	30003327	Senior Patrol Officer	Hemmesch	Kyle	53.84	27.86032689	27
2/4/2019	30003229	Senior Patrol Officer	Henie	Douglas	53.84	27.86032689	27
2/4/2019	30003274	Senior Patrol Officer	Mackin	Thomas	53.84	27.86032689	27
2/4/2019	30003400	Senior Patrol Officer	Martin	Patrick	53.84	27.86032689	27
2/4/2019	30006008	Senior Patrol Officer	Martin	Jill	53.84	27.86032689	27
2/4/2019	30003430	Senior Patrol Officer	Martin	Jeffrey	53.84	27.86032689	27
2/4/2019	30003277	Senior Patrol Officer	Masten	Timothy	53.84	27.86032689	27
2/4/2019	30003306	Senior Patrol Officer	Mitchell	Mindy	53.84	27.86032689	27
2/4/2019	30006298	Senior Patrol Officer	Musgrave	Cody	53.84	27.86032689	27
2/4/2019	30003383	Senior Patrol Officer	Pendley	Matthew	53.84	27.86032689	27
2/4/2019	30003453	Senior Patrol Officer	Pollock	Shane	53.84	27.86032689	27
2/4/2019	30006007	Senior Patrol Officer	Pratt	Eric	53.84	27.86032689	27
2/4/2019	30003312	Senior Patrol Officer	Rogers	Kristiana	53.84	27.86032689	27
2/4/2019	30006499	Senior Patrol Officer	Ruble	Joseph	53.84	27.86032689	27
2/4/2019	30003231	Senior Patrol Officer	Rydborg	Alan	53.84	27.86032689	27
2/4/2019	30006001	Senior Patrol Officer	Sargent	Richard	53.84	27.86032689	27
2/4/2019	30007099	Senior Patrol Officer	Sitz	Derek	53.84	27.86032689	27
2/4/2019	30003344	Senior Patrol Officer	Snyder II	Horace	53.84	27.86032689	27
2/4/2019	30006286	Senior Patrol Officer	Titus	Andrew	53.84	27.86032689	27
2/4/2019	30007096	Senior Patrol Officer	Vanderbunt	Brian	53.84	27.86032689	27
2/4/2019	30003181	Senior Patrol Officer	Vrablik III	George	53.84	27.86032689	27
2/4/2019	30003417	Senior Patrol Officer	Washington	Leviticus	53.84	27.86032689	27
2/4/2019	30006012	Senior Patrol Officer	Wells	Mark	53.84	27.86032689	27
2/4/2019	30006009	Senior Patrol Officer	Winborg	Gary	53.84	27.86032689	27
2/4/2019	30003476	Senior Patrol Officer	Yoon	Bong	53.84	27.86032689	27
2/4/2019	30003341	Senior Patrol Officer	Abbott	David	54.56	27.49266862	27
2/4/2019	30003259	Senior Patrol Officer	Childers	Bonnie	54.56	27.49266862	27
2/4/2019	30003393	Senior Patrol Officer	O'Connor	Patrick	54.56	27.49266862	27
2/4/2019	30003291	Senior Patrol Officer	Adolf	Ruth	54.59	27.47755999	27
2/4/2019	30003308	Senior Patrol Officer	Barth	Matthew	54.59	27.47755999	27

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2/4/2019	30003333	Senior Patrol Officer	Clark	Troy	54.59	27.47755999	27
2/4/2019	30003553	Senior Patrol Officer	Adair	Randy	55.33	27.11006687	27
2/4/2019	30003425	Senior Patrol Officer	Aldridge	David	55.33	27.11006687	27
2/4/2019	30003487	Senior Patrol Officer	Cordie	David	55.33	27.11006687	27
2/4/2019	30003364	Senior Patrol Officer	Jakeway	Milton	55.33	27.11006687	27
2/4/2019	30007175	Senior Patrol Officer	Wisel	Michael	55.33	27.11006687	27
2/4/2019	30007185	Senior Patrol Officer	Anderson	Arthur	56.58	26.51113468	26
2/4/2019	30006313	Senior Patrol Officer	Baker III	Charles	56.58	26.51113468	26
2/4/2019	30003474	Senior Patrol Officer	Breager	Bradley	56.58	26.51113468	26
2/4/2019	30003475	Senior Patrol Officer	Brown	Lonnie	56.58	26.51113468	26
2/4/2019	30003374	Senior Patrol Officer	Buchta	Steven	56.58	26.51113468	26
2/4/2019	30003242	Senior Patrol Officer	Butler	Jonathan	56.58	26.51113468	26
2/4/2019	30006002	Senior Patrol Officer	Carroll	Jonathan	56.58	26.51113468	26
2/4/2019	30006289	Senior Patrol Officer	Conley	James	56.58	26.51113468	26
2/4/2019	30003292	Senior Patrol Officer	Dunn	Steve	56.58	26.51113468	26
2/4/2019	30003378	Senior Patrol Officer	Farr	Michael	56.58	26.51113468	26
2/4/2019	30003444	Senior Patrol Officer	Fraize	Angelina	56.58	26.51113468	26
2/4/2019	30003226	Senior Patrol Officer	Freitag	Theodore	56.58	26.51113468	26
2/4/2019	30003250	Senior Patrol Officer	Grigg	Cole	56.58	26.51113468	26
2/4/2019	30003243	Senior Patrol Officer	Jackson	Julnudda	56.58	26.51113468	26
2/4/2019	30003428	Senior Patrol Officer	Jones	Araceli	56.58	26.51113468	26
2/4/2019	30003413	Senior Patrol Officer	Keays	Nathan	56.58	26.51113468	26
2/4/2019	30003360	Senior Patrol Officer	McMillan	Seth	56.58	26.51113468	26
2/4/2019	30003472	Senior Patrol Officer	Nelson	Christopher	56.58	26.51113468	26
2/4/2019	90090181	TMP Senior Patrol Officer	Och	Karen	56.58	26.51113468	26
2/4/2019	30003342	Senior Patrol Officer	Ott	Brandon	56.58	26.51113468	26
2/4/2019	30003329	Senior Patrol Officer	Robertson III	Charles	56.58	26.51113468	26
2/4/2019	30006711	Senior Patrol Officer	Robinson	Rafael	56.58	26.51113468	26
2/4/2019	30003439	Senior Patrol Officer	Saldana	Nicholas	56.58	26.51113468	26
2/4/2019	30003442	Senior Patrol Officer	Schaeffer	Chad	56.58	26.51113468	26
2/4/2019	30003504	Senior Patrol Officer	Semeniuk	Kemberly	56.58	26.51113468	26
2/4/2019	30003271	Senior Patrol Officer	Singh	Swaran	56.58	26.51113468	26
2/4/2019	30003353	Senior Patrol Officer	Stanfield	Francis	56.58	26.51113468	26
2/4/2019	30003334	Senior Patrol Officer	Tulip	Lars	56.58	26.51113468	26
2/4/2019	30003236	Senior Patrol Officer	Wurst	Robert	56.58	26.51113468	26
2/4/2019	30003225	Senior Patrol Officer	Baker	Jade	57.33	26.16431188	26
2/4/2019	30007152	Senior Patrol Officer	Bell	Jeffrey	57.33	26.16431188	26
2/4/2019	30003495	Senior Patrol Officer	Bergman	Margaret	57.33	26.16431188	26
2/4/2019	30003282	Senior Patrol Officer	Blanton	Robert	57.33	26.16431188	26
2/4/2019	30003486	Senior Patrol Officer	Cameron	William	57.33	26.16431188	26
2/4/2019	30003512	Senior Patrol Officer	Czajkowski	Steven	57.33	26.16431188	26
2/4/2019	30003273	Senior Patrol Officer	Davies	Shawn	57.33	26.16431188	26
2/4/2019	30003450	Senior Patrol Officer	Davies	Leah	57.33	26.16431188	26
2/4/2019	30007179	Senior Patrol Officer	Delesline	John	57.33	26.16431188	26
2/4/2019	30003541	Senior Patrol Officer	Dojaque-Fernandez	Ramon	57.33	26.16431188	26
2/4/2019	30003488	Senior Patrol Officer	Doll	Monique	57.33	26.16431188	26
2/4/2019	30003498	Senior Patrol Officer	Dunn	Tammy	57.33	26.16431188	26
2/4/2019	30003548	Senior Patrol Officer	Dupuis Jr	Jean	57.33	26.16431188	26
2/4/2019	30003323	Senior Patrol Officer	Elbie	Jeffrey	57.33	26.16431188	26
2/4/2019	30003483	Senior Patrol Officer	Elmore	Jesse	57.33	26.16431188	26
2/4/2019	30003542	Senior Patrol Officer	Estes	James	57.33	26.16431188	26
2/4/2019	30003515	Senior Patrol Officer	Falvo	Taylor	57.33	26.16431188	26
2/4/2019	30003484	Senior Patrol Officer	Foraker	John	57.33	26.16431188	26
2/4/2019	30003508	Senior Patrol Officer	Haverty	Helen	57.33	26.16431188	26
2/4/2019	30003546	Senior Patrol Officer	Henikman	Ross	57.33	26.16431188	26

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2/4/2019	30003539	Senior Patrol Officer	Hernandez	Darren	57.33	26.16431188	26
2/4/2019	30007176	Senior Patrol Officer	Jones	Michael	57.33	26.16431188	26
2/4/2019	30003505	Senior Patrol Officer	Logan	Michele	57.33	26.16431188	26
2/4/2019	30003552	Senior Patrol Officer	Loughman	Tiffani	57.33	26.16431188	26
2/4/2019	30003494	Senior Patrol Officer	Lutes	Robert	57.33	26.16431188	26
2/4/2019	30003511	Senior Patrol Officer	Mueller	Christopher	57.33	26.16431188	26
2/4/2019	30003510	Senior Patrol Officer	Nave	Robin	57.33	26.16431188	26
2/4/2019	30003483	Senior Patrol Officer	Niwa	Scott	57.33	26.16431188	26
2/4/2019	30003356	Senior Patrol Officer	Roberts	Christina	57.33	26.16431188	26
2/4/2019	30003509	Senior Patrol Officer	Sarber	Brett	57.33	26.16431188	26
2/4/2019	30003503	Senior Patrol Officer	Thomas	Clinton	57.33	26.16431188	26
2/4/2019	30003491	Senior Patrol Officer	Thomas	Christopher	57.33	26.16431188	26
2/4/2019	30003540	Senior Patrol Officer	Thomas	Mark	57.33	26.16431188	26
2/4/2019	30003534	Senior Patrol Officer	Torres	Leonard	57.33	26.16431188	26
2/4/2019	30007153	Senior Patrol Officer	Vondolteren	Mikell	57.33	26.16431188	26
2/4/2019	30006295	Sergeant	Ranger	Bryan	57.52	26.07788595	26
2/4/2019	30003204	Sergeant	Whitworth	Jeffrey	57.52	26.07788595	26
2/4/2019	30003206	Sergeant	Burlington	Gina	58.96	25.44097693	25
2/4/2019	30003210	Sergeant	Bushue	Ken	58.96	25.44097693	25
2/4/2019	30003221	Sergeant	Nelson	Roger	58.96	25.44097693	25
2/4/2019	30007177	Senior Patrol Officer	Cunningham	Deven	60.07	24.97086732	24
2/4/2019	30003544	Senior Patrol Officer	Pate	Anthony	60.07	24.97086732	24
2/4/2019	30003214	Sergeant	Huston	Scott	60.61	24.74839135	24
2/4/2019	30003215	Sergeant	Burns	David	61.32	24.46183953	24
2/4/2019	30003213	Sergeant	Hokenson	Cameron	61.32	24.46183953	24
2/4/2019	30003481	Sergeant	Mitchell	Nathan	61.32	24.46183953	24
2/4/2019	30003207	Sergeant	Clark	Bradley	62.12	24.14681262	24
2/4/2019	30003314	Sergeant	Crane	Cory	62.12	24.14681262	24
2/4/2019	30003211	Sergeant	Huston	Kelly	62.12	24.14681262	24
2/4/2019	30003310	Sergeant	Noll	David	62.12	24.14681262	24
2/4/2019	30003208	Sergeant	Bakken	Mark	62.20	24.11575563	24
2/4/2019	30003482	Sergeant	Haywood	Jennifer	62.20	24.11575563	24
2/4/2019	30005540	Sergeant	Huelskoetter	Mark	62.20	24.11575563	24
2/4/2019	30003212	Sergeant	Steiding	Richard	62.20	24.11575563	24
2/4/2019	30003255	Sergeant	Allen	Jason	63.68	23.55527638	23
2/4/2019	30003218	Sergeant	Conkling	Jeremy	63.68	23.55527638	23
2/4/2019	30006497	Sergeant	Evans	Craig	63.68	23.55527638	23
2/4/2019	30003458	Sergeant	Evans	Darrell	63.68	23.55527638	23
2/4/2019	30003349	Sergeant	Hrovat	Denielle	63.68	23.55527638	23
2/4/2019	30003200	Sergeant	McCauley	Tadd	63.68	23.55527638	23
2/4/2019	30003309	Sergeant	McNamara	Ryan	63.68	23.55527638	23
2/4/2019	30003209	Sergeant	Reynolds	Rayne	63.68	23.55527638	23
2/4/2019	30003219	Sergeant	Roberts	Patrick	63.68	23.55527638	23
2/4/2019	30007100	Sergeant	Rockom	Ankor	63.68	23.55527638	23
2/4/2019	30003178	Sergeant	Long	John	63.70	23.54788069	23
2/4/2019	30003202	Sergeant	Penman	Jason	65.29	22.97442181	22
2/4/2019	30003199	Sergeant	Childers	Steven	66.92	22.41482367	22
2/4/2019	30003205	Sergeant	Fisher	Amanda	66.92	22.41482367	22
2/4/2019	30003452	Sergeant	Jensen	Michael	66.92	22.41482367	22
2/4/2019	30003528	Sergeant	Kearns	Todd	66.92	22.41482367	22
2/4/2019	30003471	Sergeant	Patzke	Marc	66.92	22.41482367	22
2/4/2019	30003446	Sergeant	Senoran	Noel	66.92	22.41482367	22
2/4/2019	30005541	Sergeant	Smith	Eric	66.92	22.41482367	22
2/4/2019	30003500	Sergeant	Cross	Bianca	67.80	22.12389381	22
2/4/2019	30003547	Sergeant	Kunder	Kristie	67.80	22.12389381	22

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2/4/2019	30003501	Sergeant		Landeis	Timothy		67.80	22.12389381	22
2/4/2019	90090184	TMP Sergeant		Markiewicz	Slawomir		67.80	22.12389381	22
2/4/2019	30003538	Sergeant		Neer	Dawn		67.80	22.12389381	22
2/4/2019	30003222	Sergeant		Padgett	Paul		67.80	22.12389381	22
2/4/2019	30003171	Sergeant		Soto	Luis		67.80	22.12389381	22
2/4/2019	30003320	Sergeant		Whitt	Aaron		67.80	22.12389381	22
2/4/2019	30003217	Sergeant		Witte	Gregory		67.80	22.12389381	22